

Board of Education Regular Meeting

Monday, April 14, 2025 7:00 PM

Media Center at the Palmyra District OR-1 Public Schools

425 F Street

Palmyra, NE 68418

District Mission:

“Together we prepare our students to successfully meet the challenges of the future.”

Strategic Goal 1: District OR-1 Public Schools will provide the facilities needed to be competitive with other area schools in athletics and fine arts programs.

Strategic Goal 2: District OR-1 Public Schools will foster a unified community.

Strategic Goal 3: District OR-1 Public Schools will continuously implement (academic) programs and the curriculum needed to remain competitive with other area schools.

Attendance Taken at 7:03 PM.

Dean Busch: Present

Jaimi Calfee: Absent

Tim Cheney: Present

Brandon Desh: Present

Dee Moore: Present

Josh Penterman: Present

Attendance Update Taken at 7:06 PM.

Jaimi Calfee: Present

This information was posted in the following public formats:

The Voice News (weekly area newspaper)

Farmers' Merchants Bank - Palmyra

Palmyra Post Office

Palmyra High School

Bennet Post Office

Bennet Elementary School

District OR-1 Website - <https://www.districtor1.org/>

1. Call to Order and Pledge of Allegiance

- Board President Desh called the meeting to order at **7:02 p.m.**
- Board President Desh led the board members and patrons in attendance at the meeting in the Pledge of Allegiance.

2. Announcement of the Open Meetings Act Posting

- Board President Desh identified the location of the Open Meetings Act Poster on the wall in the meeting room.

- *The changes are reflected in the currently posted materials: revised April 2024.*

3. Staff and Student Presentations A summary of the staff presentations that occurred during the meeting is listed below:

- **Reading Curriculum Update:**

- Elementary and Junior/Senior High School
 - Ms. Walter and Mr. Haag discussed the extensive research conducted to choose the curriculum, staff and vendor collaboration, and overall rationale for selecting the elementary English / Language Arts curriculum.
 - The committee decided to go with CKLA (Amplify) for grades K-5.
 - Elementary materials will be purchased as soon as possible to facilitate teachers having time to review the materials over the summer and prepare lessons for the **2025-2026** school year.
 - The ELA curriculum selection at the high school has not been finalized yet, but was also discussed.
 - A final decision on the high school curriculum is expected in the next month or so. Materials will be purchased in the coming months.
 - *Please note: A recommendation for the purchase of selected elementary ELA curriculum will also be discussed and presented as an action item later in the meeting.*

- **Graduation Preview and Event Logistics:**

- Mr. Johnson provided information about the high school graduation occurring on **Saturday, May 10th at 2:00 p.m.**

- **Facility Review and Community Usage Update:** Mr. Hart

- *Please note that this presentation was moved from the March 10th, 2025, meeting.*
- *These attached documents will be discussed during this portion of the meeting and are also listed as action items later in the meeting.*
- *Mr. Hart summarized the attached documents, and board members requested the following additions be made to the schedule of rates and the fitness center policies.*
 1. *Have our legal team review and approve recommended changes to the documents.*
 2. *Add specific fitness center hours and describe how the hours will be publicly communicated..*
 3. *Discuss the potential need for a "sliding scale" to assist families who may not be able to afford the posted membership prices.*
- The recommended changes will be organized and updated, and the second reading of the documents will be presented for approval at the **May 10th** regular board meeting.

4. Consent Agenda Motion to approve the consent agenda as presented. This motion, made by Tim Cheney and seconded by Dee Moore, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- No further discussion.

- We are pleased to welcome Mrs. Harris and Ms. Stoike to our teaching team.
- 4.1. Approval of Board Agenda
 - 4.2. Approval of minutes of previous meetings
 - 4.3. Approval of Claims/Payment of Bills and Payroll
 - 4.4. Certificated/Classified Hire(s)/Reassignment(s)/Resignation(s)
 - 4.4.1. Approve a teaching contract for Mrs. Tammy Harris.
 - 4.4.2. Approve a teaching contract for Ms. Elise Stoike.
 - 4.5. Financial Reports
 5. Public Comment
 - No public comment was presented at the meeting.
 - Special thanks to the high school students in attendance at the meeting.
 6. Administrative Reports
 - 6.1. Superintendent's Report **A highlight of the topics discussed is listed below:**
 - **Technology:**
 - Discuss Screen Time, School Filters, and Chromebooks
 - Board members recommended forming an Adjunct Technology Committee to discuss this topic in more detail before the May board meeting.
 - Board members selected for this committee were Brandon Desh, Dee Moore, and Josh Penterman.
 - **Community Early Childhood Initiative for Palmyra/ Bennet Area:**
 - The attached document was highlighted, and work continues with the Communities 4 Kids organization to try and bring enhanced early childhood services to the Bennet/ Palmyra area.
 - **Teacher / Staff Appreciation Week:**
 - This is the week of **Monday, May 5th - Friday, May 9th, 2025.**
 - Special thanks to all of our staff members for the amazing work they do for our students, families, and our district!
 - A "thank you" ad will also run in the Voice News in the next editions.
 - **High School Graduation:**
 - Graduation ceremonies will be held on **Saturday, May 10th, at 2:00 p.m.** at PHS in the main gym.
 - All board members are invited (and encouraged) to attend the ceremony.
 - **Recent Panther Cub Additions:**
 - Mr. Pester and Family:
 - Mrs. Paxton and Family:
 - Mrs. Beach and Family
 - Others as noted
 - **Summer 2025 Projects Update:**
 - **PHS Locker Rooms and Restrooms:** This project will include:
 - Renovation of all locker rooms
 - Renovation of the 1st floor south restrooms
 - Recommendation for adding entrance doors to the 2nd floor east addition.
 - **Olson Complex Seating Expansion**

- **Bennet North Parking Extension**
- **Bennet Media Center Refresh:**
 - *Superintendent Hart and Mr. Haag presented documents illustrating the specifics of these potential updates.*
 - Carpet
 - Shelving
- **Staffing Update:**
 - Zach Wemhoff: Boys Basketball
 - Jan O'Neil: PT
 - Baseball: Mr. Jordan Springer was hired to be the head baseball coach at PHS.
 - Others as discussed.
- **Student and Staff Kudos:**
 - **Jazz Band at NRCSA:**
 - **The band played on Friday, March 21st, 2025, in Kearney.**
 - See the attached pictures!
 - **Bennet Elementary Staff Learning Opportunity at Eagle Elementary School:**
 - Bennet's teaching staff was able to collaborate and observe ELA curriculum and aligned instructional strategies on **Monday, March 31st, 2025**
 - **Student-Based Community Service Activity: Resurrection Path in Bennet: Tuesday, April 8th, 2025:**
 - Please see the attached picture for more details.
 - Special thanks to our students for this unique community project.
- **Legislative Update:**
 - Please see the attached documents.
- **NDOT Highway #2 Project Meeting Update:**
 - See the attached document.
 - Superintendent Hart discussed patron attendance and community feedback from the meeting held on **Thursday, April 3rd, at PHS.**
 - This highway safety project is expected to begin in the **spring of 2026.**
- **High School Video Board Update**
 - **Timelines:**
 - **Electrical: Expected completion:** Begins the week of April 7th
 - **Final Installation: Expected completion:** End of April
- **Olson Complex Update:** The following items related to baseball and upgrades at the Olson Complex were discussed during the meeting.
 - Dugout Canopies
 - Selected Vendors
 - College World Series Grant
 - Current Repairs
 - Baseball Field Lighting
 - Baseball Infield Surface
 - Additional Seating
 - Baseball Program Update

- Baseball Coaching Update

6.2. Administrative Team Report **The following items were discussed during this portion of the meeting:**

- **Summer Pathways Program:** See attached document.
- **Kindergarten Early Entrance Application and Parent Questionnaire:** See attached document.
- **ACT testing** for Palmyra Juniors was completed on **Tuesday, April 8th.**
- **State testing for grades KDG-9th will begin on April 22nd (NSCAS and MAPS)**
- **ELA Curriculum update:**
- **Board Policy updates:** Recording of Others, KDG Early Entrance
- **Aspire Academy Graduation** will take place on **Friday, May 16th, from 3:30-5:00 p.m. at Bennet Elementary.**
- **Census Data** information was sent out to all patrons in the district.
- The updated **Student Enrollment Registration Form**
- **State FFA** in Lincoln on April 2nd-4th
- **State FCCLA** in Lincoln on April 6th - 8th
- **7-12 Music Concert** on April 21st
- **Beverly Hillbillies** play
- **ACT** was on Tuesday, April 8th.
- **Prom** was Saturday, April 5th.
- **Staff Inservice** day was on March 31st.
- **District Music** on April 19th
- The **5th grade transition** day is on Wednesday, April 30th.
- **KDG Roundup** will be Friday, May 2nd
- Upcoming **school events** and activities

The NDE School Safety Newsletter for **April 2025** is also attached.

7. Discussion Items- Committee Reports

7.1. Budget Committee Update

- Budget Committee members shared a summary of the meeting held on **Monday, April 14th, 2025, at the high school.**
- Additional documents are attached regarding education funding and budget processes.

7.2. Legislative Update Discussion will focus on more specific information from current legislative bills and proceedings.

- Superintendent Hart discussed education-related legislative bills and summaries in alignment with the three entities listed below.
 - **NRSCA Update**
 - **NASB Update**
 - **NCSA Update**

7.3. Transportation and Facilities Committee

- Facility Usage Policy and Fees were discussed.
- Committee members discussed topics from the district driver meeting held on **April 2nd, 2025,** at Bennet.
- Committee members also discussed the committee meeting on **Monday, April 7th.**

- **FYI:** We will need to schedule another Facilities Committee meeting before the end of the **2024-2025** school year.

7.4. Wellness Committee Update

- A summary of the last District Wellness Committee meeting on **Monday, March 31st, 2025**, was shared.
 - The agenda for that meeting is attached to this agenda item.
- The next District Wellness Committee meeting is scheduled for **Friday, May 9th at 9:00 a.m. at Palmyra Junior/Senior High School.**

7.5. Policy Committee Update

A summary of the last Policy Committee meeting from **Thursday, April 3rd, 2025** was shared at the meeting.

- The **1000 Series, 2000 Series, and 3000 Series** Policies were reviewed.
- Minor changes were made to Policy #1000, Policy #1102, Policy # 1130, Policy #1300, and Policy #5001.
- The agenda for the **April 3rd, 2025**, meeting is attached to this agenda item.
 - **FYI:** We will need to schedule another Policy Committee meeting before the end of June 2025

8. Policy Review

8.1. Discuss Recommended Changes to Job Descriptions for Administrative Personnel:

- Updated administrative job descriptions were shared, and the rationale for changing the job descriptions was explained.
- No further discussion.

8.2. Discuss Policy # 1102 Recording of Others

- Ms. Walter recommended a small change to this policy to include more specific language regarding parental recordings of student IEP meetings.
- This change is contained in the attached document.

8.3. Discuss Community Usage Documents Policy # 1130 for HS Fitness Center and Facility Usage Fees

- Superintendent Hart discussed the rationale for establishing consistency with facility rental rates, common expectations for groups using school facilities, and potential membership costs for patrons wanting to use the high school fitness center.

8.4. Recommend Changes to Policy # 1300 Fundraising Activities

- Recommendation to remove specific text was discussed.
- The updated policy revision is attached below.
- No further discussion.

8.5. Discuss Policy # 5001 Student Admission Policies

- Ms. Walter provided additional information on recommended changes.
- No further discussion.

9. Action Items

9.1. Presentation, discussion, and or official action to approve ESU #4 Core Services Agreement for the 2025-2026 School Year Motion to approve. This motion, made by Josh Penterman and seconded by Jaimi Calfee, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- No further discussion.

- 9.2. Presentation, discussion, and or official action to approve changes to Policy # 1102: Recording of Others. Motion to approve the recommended changes as discussed. This motion, made by Dee Moore and seconded by Dean Busch, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea
- No further discussion as this item was discussed earlier in the meeting.
- 9.3. Presentation, discussion, and or official action to approve the purchase of ELA curriculum. Motion to approve ELA curriculum purchase as discussed. This motion, made by Dean Busch and seconded by Tim Cheney, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea
- The discussion was to accept the decision to purchase the CLK (Amplify) English / Language Arts curriculum for the elementary school. This curriculum has not been updated in over 8 years
 - The District Curriculum Review Cycle was also discussed.
 - Discussion also included the acceptance of the future purchase of high school ELA curriculum.
- 9.4. Presentation, discussion, and or official action to approve changes to administrative job descriptions. Motion to approve as discussed. This motion, made by Dee Moore and seconded by Josh Penterman, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea
- No further discussion as this item was discussed earlier in the meeting.
- 9.5. Presentation, discussion, and or official action to approve changes to Policy # 1300 Fundraising Activities Motion at approve as discussed. This motion, made by Dee Moore and seconded by Tim Cheney, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea
- No further discussion as this item was discussed earlier in the meeting.
- 9.6. Presentation, discussion, and or official action to approve the first reading of the Community Usage Policy # 1130 for HS Fitness Center. Motion to approve the first reading of the Community Usage document as discussed. This motion, made by Tim Cheney and seconded by Josh Penterman, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea
- Additional discussion involved adding the recommended changes discussed earlier.
 - The second reading of this document is scheduled for additional discussion and approval at the **May 12th, 2025**, board meeting.
- 9.7. Presentation, discussion, and or official action to approve the updated Early Enrollment Entrance Process for Kindergarten students. Motion to approve as discussed. This motion, made by Dean Busch and seconded by Dee Moore, Passed.
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea
- No further discussion as this topic was presented for discussion earlier in the meeting.

9.8. Presentation, discussion, and or official action to approve the first reading of the District OR.1 Schedule of Rates for Facility Usage Fees document. Motion to approve the first reading of the Schedule of Rates for Facility Usage document as discussed. This motion, made by Tim Cheney and seconded by Dee Moore, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- Additional discussion involved adding the recommended changes discussed earlier.
- The second reading of this document is scheduled for additional discussion and approval at the **May 12th, 2025**, board meeting.

10. Board of Education Development

- Board members were reminded to let Mr. Hart know if they were interested in attending and of the professional development activities listed.
- No further discussion.

11. Closed Session

- No closed session occurred during the meeting.

12. Topics for Next Month's Agenda

- No further discussion.

Topics scheduled for next month included:

2. Policy Review and Legislative Changes
3. Summer Enrichment
4. Curriculum Update
5. Option Enrollment Update
6. Strategic Planning **2025**
7. **2025-2026** budget information and projections
8. Schedule Summer Board Retreat
9. Professional Development
10. Instructional Model
11. Strategic Planning
12. Staff and Student Handbooks
13. Summer Activities

13. Adjournment The meeting was adjourned at **8:50 p.m.**

Chairperson

Superintendent

NEBRASKA OPEN MEETINGS ACT

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

84-1408. Declaration of intent; meetings open to public. It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret. Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

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

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

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

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

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

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

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

(a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;

(b) Discussion regarding deployment of security personnel or devices;

(c) Investigative proceedings regarding allegations of criminal misconduct;

(d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;

(e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or

(f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

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

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

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

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

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

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

(1) Until January 1, 2025:

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

(b)(i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committee, such notice shall be published in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website.

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

(A) Publication in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website; or

(B) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted in the same three places for each meeting.

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

(iv) In case of refusal, neglect, or inability of the newspaper to timely publish the notice, the public body shall (A) post such notice on its website, if available, and (B) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

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

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

(e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours.

Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2) Beginning January 1, 2025:

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

(b)(i) Except as provided in subdivision (2)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committees, such notice shall be given by:

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

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

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

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

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

(C)(II) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted by the public body in the same three places for each meeting.

(iii) In the case of a public body not described in subdivision (2)(b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

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

(3)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (3)(b) of this section are met:

(i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;

(ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;

(iii) The governing body of a public power district having a chartered territory of more than one county in this state;

(iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;

(v) An educational service unit;

- (vi) The Educational Service Unit Coordinating Council;
- (vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;
- (viii) A community college board of governors;
- (ix) The Nebraska Brand Committee;
- (x) A local public health department;
- (xi) A metropolitan utilities district;
- (xii) A regional metropolitan transit authority; and
- (xiii) A natural resources district.

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

(i) Reasonable advance publicized notice is given as provided in subsections (1) and (2) of this section, including providing access to a dial-in number or link to the virtual conference;

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

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

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

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

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

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

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

(8)(a) Notwithstanding subsections (3) and (6) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsections (1) and (2) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (5) of this section shall be complied with in conducting such meetings.

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

(9) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (3)(a) of this section may hold a meeting by virtual conferencing if:

(a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body;

(b) No action is taken by the public body at the virtual meeting; and

(c) The public body complies with subdivisions (3)(b)(i) and (ii) of this section.

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

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

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings, including meetings held by virtual conferencing. A body may not be required to allow citizens to speak at each meeting, but it may not forbid public participation at all meetings.

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

the address requirement is waived to protect the security of the individual.

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

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

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

(a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;

(b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;

(c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an in-state location to members, the public, or the press, if requested twenty-four hours in advance;

(d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;

(e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and

(f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

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

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

84-1413. Meetings; minutes; roll call vote; secret ballot; when.

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

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

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

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

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

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

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

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

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

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

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

Operative
4/17/24



Nebraska Council
of School Administrators

455 South 11th Street, Suite A
Lincoln, NE 68508
(402) 476-8055
ncsa.org



Perry, Gutierrez, Haase & Cressford, P.C., L.L.O.
233 South 13th Street, Suite 1400,
Lincoln, NE 68508

(402) 476-9200
perrylawfirm.com

Community Relations

District OR-1 Community Fitness Center Memberships

The District OR-1 Community Fitness Center at Palmyra High School is available to use by designated patrons of the district. To cover costs of operations, community users will be issued memberships and community use will be limited to members.

Memberships will be available to patrons of District OR-1 Public Schools. Members must be 18 years or older. Secondary school students are not eligible even if they are 18 or older. Membership and access to the fitness center will be limited to those with character appropriate for a school environment.

The annual cost is: **\$50.00** for individual memberships and **\$100.00** for family individual memberships. Family membership allows use by any member of the member’s immediate household related by blood or marriage. Any child using the fitness center on a family membership must be accompanied and supervised at all times by a responsible adult family member.

Members will be required to sign a use and release agreement.

Memberships may be revoked or restrictions on use may be made in the event a member fails to follow the rules for the fitness center or in the event the Board of Education or school administration determines that such is in the best interests of the district.

Hours of Operation

The times the fitness center will be open for use by members will be set by the school administration. The hours will vary throughout the year and will be posted or otherwise communicated to members. The hours for community usage will be set for times when school is not in session to avoid conflicts between students and school activities.

Rules of Fitness Center

Rules for use of the fitness center must be followed by all members and the rules and guidelines for use will be posted. These rules may be changed from time to time by the Board of Education or school administration.

Access Cards

A computerized card entry system will be in use. Each member will be issued an access fob. In the event the fob is lost, a replacement fob will be issued at a cost of **\$50**.

Date of First Reading: April 14, 2025

Date of Adoption:

District OR-1 Community Fitness Center Rules and Regulations

1. Use of the Fitness Center:

- a. Community use is restricted to members of the fitness center. Members must sign a release as a condition of use. Family membership allows use by any member of the member's household related by blood or marriage. Any child using the fitness center on a family membership must be accompanied and supervised at all times by a responsible adult family member.
- b. Use of the fitness center does not authorize an individual to be in other parts of the school building. Persons who access the fitness center or the building without authority will be considered trespassers.

2. Protect Access Cards:

- a. Members are not permitted to: (a) share their access card with others or (b) let others in the fitness center without using their own access card.
- b. Do not lose your access card or place it where others may take it.
- c. *Please note: There is a \$50 replacement fee for access cards.*

3. Injury Prevention:

- a. Use is at your own risk. If you have health concerns, see your doctor before starting an exercise program. Use common sense and respect the equipment, property, and others.
- b. Use only equipment that you know how to use. Ask for instruction from fitness center supervisors. Follow equipment instructions and instructions of supervisors.
- c. Warm up and properly stretch before using the fitness center.
- d. When using free weights (squats, cleans, deadlifts, or power pushes) use a weight belt and use a spotter.

4. Appropriate Attire.

- a. Wear clothing appropriate for a school environment. This means no tight fitting or revealing clothing or clothing with messages which students are not permitted to wear during the school day.
- b. Shoes must be safe for workouts and not be of a type that may cause marks or dents on the floor (**no cleats**).
- c. Do not wear items that may interfere with safe use, such as loose necklaces, dangling earrings, or head coverings other than sweatbands.

5.**Respect the Facility and Other Users:**

- a. Unload weights from the machine or bar after each use.
- b. Return all weights to their designated locations.
- c. Do not allow weights to drop or slam together.
- d. Please towel perspiration from benches and grips after use.
- e. Stay out of staff desks, school files, and the belongings of others.
- f. No horseplay or offensive language.
- g. Keep music to a volume low enough for conversation.
- h. No food or gum. Water should be used as needed for appropriate hydration in an appropriate (closed) container. No other liquids are permitted.
- i. Possession or the use of tobacco, alcohol, drugs, and weapons are strictly prohibited.

6. Reports:

- a. Report to the supervisor or school administration: any unsafe condition, any injury to yourself or others, and any rule violations by other members by the following business day.

7. Emergencies.

- a. In case of emergency DIAL 911 and immediately inform the supervisor or school administration.

District OR-1 Community Fitness Center Use and Release Agreement
Updated: April 14.2025

- I have read the policy or administrative regulations and the rules and regulations for the District OR-1 Community Fitness Center. I fully understand them and I agree to comply with them, including such modifications as may be made from time to time.
- I agree to modify my workout to conform to the wishes of District OR-1 if asked to do so. I understand that the use of the fitness center is a privilege and not a right and that my membership may be revoked or restricted.
- I agree to leave the fitness center if asked to do so by a member of the District OR-1 staff or any supervisor and understand if I am present without permission that I will be considered a trespasser.
- I also agree to promptly report to the District OR-1 administration: (1) any failure by any other person to follow the rules of the facility or (2) any unsafe condition.
- I am aware that surveillance cameras will be in use.
- I am aware of the risks involved in the use of the facility and its equipment and that the use of the fitness center and its equipment could result in injury or harm to myself.
- I acknowledge and assume any such risk to my person or property connected in any way with the fitness center and its equipment.
- I hereby agree to hold District OR-1 Public Schools, the Board of Education, employees and agents of District OR-1 Public Schools, and any volunteer trainers or supervisors, harmless from all personal injury to myself or damage to my property in any way related to my use of the fitness center or its equipment.
- I voluntarily signed this Use and Release Agreement and fully understand the contents of the document.

Printed Name: _____

Date: _____

Signature: _____

District OR-1 Staff Approval: _____

Date of Approval: _____

District OR-1 Public Schools

"DRAFT"

Proposed Schedule of Rates For Facilities**Building/ Facility Area:****Rate of Charge:****Olson Complex**

- When no admission is charged: \$400 Day /\$100.00 /Hour
- When admission is charged: \$700 Day/ \$150.00 /Hour

Palmyra Junior / Senior High School:

- Main /Auxiliary Gym when no admission is charged \$200 Day / \$50 Hour
 - If school locker rooms are used \$250 Day / \$100 hour
- Main /Auxiliary Gym when admission is charged \$400 Day/ \$200 hour
 - If school locker rooms are used \$450 Day/\$150 hour
- New Commons when no admission is charged \$50
- New Commons when admission is charged \$100
- Gym Rental by the hour (2-hour maximum) (no custodial need) \$20
- PHS Fitness Center when no admission is charged \$75
- PHS Fitness Center when admission is charged \$125

Bennet Elementary School:

- Elementary Gym/Multi-Purpose Room when no admission is charged \$100.00
- Elementary Gym/ Multi-Purpose Room when admission is charged \$150.00
- Elementary Commons Area when no admission is charged \$50.00
- Elementary Commons Area when admission is charged \$100.00
- Elementary Commons with kitchen equipment \$250.00

Elementary and Secondary:

- Use of Any Classroom (per classroom):
 - When no admission is charged \$25.00
 - When admission is charged \$40.00

Terms and Conditions:

- All charges are based on a per-day charge or per hour.
- Use of facilities for 4 hours or less will be charged one-half (1/2) of the daily rate.
- The charges include the time for one (1) custodian; if a custodian is on regular duty.
- Should the services of additional personnel be required by the administration, due to the nature of the use request, the charges will be based on one and one-half times the regular hourly rate of the custodian per additional employee needed.
- When kitchen equipment is used, a district food service worker MUST be present and shall be paid based at the employee's current hourly rate.
- No fees will be charged for use of the facility for use when District OR-1 Public School students are the exclusive group involved. (Examples: club volleyball, basketball, organizational planning for a school group, church activities, etc.).
- A local non-profit organization will receive a 30% discount.
- The superintendent may use his/her discretion for special circumstances including a community-based event using both gyms if sponsored by a locally organized youth organization.

Policy Reviewed: May, 13, 2024

Policy Adopted: April 14, 2025

BOARD OF EDUCATION UPDATE

SUMMARY OF MARCH 10, 2025 MEETING

- Approved furnishings, fixtures, and equipment invoices related to school facility projects.
- Presentation by Mr. Braston Maibaum and Mrs. Taylor Suhr on the proposed English and language arts curriculum and update from Ms. Walter on the Aspire Academy, special education programs, and high ability learners.
- Mr. Hart provided an update on summer facility improvement projects.
- Approved an additional certified staff member at Jr.-Sr. High School.
- More information is available at <HTTPS://MEETING.SPARQDATA.COM/PUBLIC/ORGANIZATION/174>

Board of Education Regular Meeting

Monday, March 10, 2025 7:00 PM

Media Center at the Palmyra District OR-1 Public Schools

425 F Street

Palmyra, NE 68418

District Mission:

“Together we prepare our students to successfully meet the challenges of the future.”

Strategic Goal 1: District OR-1 Public Schools will provide the facilities needed to be competitive with other area schools in athletics and fine arts programs.

Strategic Goal 2: District OR-1 Public Schools will foster a unified community.

Strategic Goal 3: District OR-1 Public Schools will continuously implement (academic) programs and the curriculum needed to remain competitive with other area schools.

Attendance Taken at 7:01 PM.

Dean Busch:	Present
Jaimi Calfee:	Present
Tim Cheney:	Present
Brandon Desh:	Present
Dee Moore:	Present
Josh Penterman:	Absent

This information was posted in the following public formats:

- The Voice News (weekly area newspaper)
- Farmers' Merchants Bank - Palmyra
- Palmyra Post Office
- Palmyra High School
- Bennet Post Office
- Bennet Elementary School
- District OR-1 Website - <https://www.districtor1.org/>

1. Call to Order and Pledge of Allegiance

- Board President Desh called the meeting to order at **7:01 p.m.**
- Board President Desh led the board members and patrons in attendance at the meeting in the Pledge of Allegiance.

2. Announcement of the Open Meetings Act Posting

- Board President Desh identified the location of the Open Meetings Act Poster on the wall in the meeting room.
 - *The changes are reflected in the currently posted materials: **revised April 2024.***

3. Staff and Student Presentations

- The following staff presentations occurred during the meeting:
 - **ELA Curriculum Presentation / Recommendation:** Mrs. Carrie Wusk: Kindergarten Teacher at Bennet Elementary School, Mr. Braston Maibaum: 4th Grade Teacher at Bennet Elementary School, and Mrs. Taylor Suhr: 2nd Grade Teacher at Bennet Elementary School, presented information relative to the new English and Language Arts (ELA) curriculum that is being proposed for purchase at the April 14th regular board meeting.
 - **HAL and SPED:**
 - Ms. Linde Walter (Director of Student Services/ Programs) provided information about our Aspire Academy, special education programs, and high-ability learners.
 - More specific information about these topics was also shared during the administrative report later in the meeting.

4. Consent Agenda

- No further discussion.

4.1. Approval of Board Agenda

4.2. Approval of minutes of previous meetings

4.3. Approval of Claims/Payment of Bills and Payroll

4.4. Certificated/Classified Hire(s)/Reassignment(s)/Resignation(s)

4.5. Financial Report Motion to approve the consent agenda. This motion, made by Tim Cheney and seconded by Dean Busch, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea

5. Public Comment

- No public comment was presented during the meeting.
- A small number of PHS high school seniors attended the meeting in alignment with social studies course requirements.

6. Administrative Reports

6.1. Superintendent's Report

Superintendent Hart provided information on the topics listed below:

- **Construction and "Punch List" Building Projects Update:**

- This continues to be a "work in progress" as we identify and correct warranty-related construction items at both buildings.
- **2025 "Summer Projects" Update:**
 - Bennet Media Center "Refresh"
 - High School Trophy and Memorabilia Display Case
 - High School Locker Rooms and Restrooms
- **Olson Complex:**
 - Additional Spectator Seating Discussion
- **Staffing Update and Budget Projections:**
 - Superintendent Hart provided a summary of specific information relative to anticipated budget authority and state aid data for the **2025-2026** school year.
 - Superintendent Hart also provided the rationale for the addition of another certified staff member at the junior/senior high school.
 - Some of the key points for adding a staff member were to be able to balance schedules at both buildings, offer updated course options for students (digital media and design, middle-level foreign language, etc.), implement a more robust middle-level learning/ teaming structure for 6-8th grade, and assist with more efficient student transitions, (elementary to middle school, HS to post-secondary, middle school to high school, pre-K to kindergarten, etc.
 - The request for an additional certified staff member at the high school will be an action item later in the agenda.
- **Aspire Academy:**
 - The Aspire Academy graduation event is scheduled for **Friday, May 16, 2025, from 3:30 pm - 5:30 pm** at Bennet Elementary School.
- **Community Unity Panel Update:**
- **Bennet/Palmyra Area Early Childhood Center Update:**
 - Superintendent Hart and Ms. Walter provided an update on this community-based initiative.
 - The next core team meeting is scheduled for **Tuesday, March 18th, at 6:00 p.m.** at Bennet Elementary School.
- **FFA Animal Gates Update:**
 - New gates were recently installed in the FFA shop at the HS and a picture is attached to this agenda item.
- **Student Gratitude Example:**
 - Superintendent Hart shared a picture of a Thank-you Note from our students addressed to the PHS Night Cleaning Crew.
- **Student and Staff Kudos:**
 - Superintendent Hart provided additional information about recent student and staff achievements and special building-level and district-wide events. Some of the items discussed are listed below.
 - FFA State Qualifiers
 - State Wrestling
 - End of the Year Events
 - Other items
- **PowerSchool Data Breach Update:**

- **School Funding and Finance Update**
- **Student-Created: School District Promotional Video:**
 - An updated snippet of the student-created video was shared.
- **Upcoming Adjusted School Schedules:**
 - **Monday, March 17th, 2025**
 - Early dismissal for all students for NEE Staff Evaluation Training.
 - **ACT Test Schedule Update Reminder:**
 - **Tuesday, March 25th, 2025**
 - This will be a **regular day of school for all elementary students**
 - There will be **no school for 6th, 7th, 8th, 9th, and 12th-grade students on this day.**
 - 10th and 11th-grade students will take the Pre-Act and ACT tests on this day.
 - **Please note that after the board meeting, and in alignment with suggested changes to ACT scheduling and logistics issues, this ACT date was rescheduled for Tuesday, April 8th.**
- **Summer Enrichment Dates Update:**
 - Summer enrichment will be held from **Monday, June 9th to Thursday, June 26th.**
 - **Please note: There is no summer enrichment on the following days: Friday, June 13th, June 20th, or June 27th.**
- **"The Foundation for Knowledge, District OR-1": Kudos and Website Update:**
- **High School Video Board Project and Community Partnerships Update**
- **Legislative Update**

6.1.1. Nebraska Department of Transportation (NDOT) Highway # 2 Traffic Safety Community Meeting Update

- Superintendent Hart discussed information about a public meeting for all community stakeholders on **Thursday, April 3rd, 2025, from 5-7 p.m. at PHS to discuss the Highway #2 Palmyra Area Improvement Project.**
 - In response to community concerns regarding the high number of accidents on the stretch of Hwy # 2 between HWY 43 to the west and the Douglas "spur" to the east of Palmyra, representatives from the Nebraska Department of Transportation (NDOT) will share an updated traffic safety plan that could significantly reduce vehicle accidents and other traffic issues historically present in this area.
- A conceptual scope of work will be discussed and additional information about the project will also be presented at the meeting.
- All patrons are encouraged to attend!

6.2. Administrative Team Report **The Administrative Reports contained the following information:**

- **End of the Third Quarter and Student Report Cards:** The third quarter of school ended on **Thursday, March 6th**. Report cards will be sent home on **Thursday, March 13th**.
- **PHS Prom:** This event is scheduled for **Saturday, April 5th**. The venue is at Prairie Creek Inn in Walton.
- **Staff In-Service and Training Update:** The next staff professional development day will be **Monday, March 31st**.
- **Bennet Caring Project:** This project, organized by the 5th-grade student council, raised **over \$670.00** for St. Elizabeth's neonatal intensive care unit (NICU).
- **Activities:** Music and band competitions update.
- **NSCAS/MAPS Standardized Assessments:** Student testing will begin on **April 22nd** and run through **May 1st**.
- **Kindergarten Round-Up:** This event is scheduled for **Friday, May 2nd, from 9-11 AM**.
- **Student Survey Grade Level Meetings:** Mr. Hart and Mr. Johnson met with all students 6-12 to discuss the recent student survey results.
- **Panther/Scholar Panther of the Week:** This program will begin the first week of the 4th quarter.
- **Aspire Academy Update:** Graduation is scheduled for **Friday, May 16, 2025**, from 3:30 pm - 5:30 pm at Bennet Elementary School.
- **Curriculum Update for English Language Arts:** The **CKLA** curriculum for grades K-5 and the **Into Literature 4** curriculum for grades 6-12 have been recommended by the curriculum committee. This recommendation will come to the board meeting for review at the Monday, April 14th regular BOE meeting.
- **Preschool Update:** We will offer 3 classrooms of AM and PM for 3 and 4-year-olds. The enrollment eligibility policy was also discussed.

7. Discussion Items- Committee Reports

7.1. Budget Committee Meeting

- A summary of the meeting held on **Monday, March 10th, 2025** at the high school was discussed.

7.2. Curriculum: Committee on American Civics Update

- Committee member Dee Moore presented a summary of the meeting held on **Wednesday, February 26th, 2025** at Palmyra High School.
 - The agenda of the meeting is also attached below.

7.3. District Wellness Committee Meeting Information

- The next District Wellness Committee meeting is scheduled for **Monday, March 31st at 10:45 am. at Bennet Elementary.**

7.4. Facilities and Transportation Committee Update

- Members of the Facilities Committee provided information as requested for the meetings held on **Tuesday, February 11th**, and **Thursday, March 6th, 2025**.

8. Policy Review

- No policy review occurred this month.
- The **1000, 2000, and 3000 Series** Policies will be reviewed and summarized for discussion at the **Monday, April 14th** regular board meeting.

9. Action Items

9.1. Presentation, discussion, and or official action to approve an additional certified teacher at the junior/ senior high school. Motion to approve an additional teacher as discussed. This motion, made by Dee Moore and seconded by Tim Cheney, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea

- No further discussion was presented as this topic was reviewed and discussed earlier in the meeting during the Superintendent's Report.

10. Board of Education Development

- No further discussion.

11. Closed Session

- No closed session occurred at the meeting.

12. Topics for Next Month's Agenda

- No further discussion.

13. Adjournment

- The meeting was adjourned at: **9:09 p.m.**

Chairperson

Superintendent

Palmyra District OR-1 66-0501
 04/09/2025 02:13 PM
 PO Number

Board Report - Detail

Posted - All; Check Date 04/14/2025, 04/09/2025; Fund Number 01

Account Number	Invoice Number	Vendor Name	Invoice Date	Amount
Checking Account ID	Detail Description	Amount	Cost Center ID	
		GENERAL FUND		
01 1100 440 001	38867190	Access Systems Leasing	04/14/2025	2,991.56
01 1100 440 003		HS Copier Lease		1,495.78
Total		Elem Copier Lease		<u>1,495.78</u>
		Access Systems Leasing		2,991.56
FCS32625	14WK-CW4N-N6WC	AMAZON CAPITAL SERVICES	04/14/2025	45.92
01 1100 610 001		Metal Cookie Cutters Set- Heart, Star, R		13.96
01 1100 610 001		Pro Dough Pastry Scraper/Cutter/Chopper		31.96
01 1100 650 001	17JF-PF3C-Q4H7	AMAZON CAPITAL SERVICES	04/14/2025	42.78
		HS Technology Supplies		42.78
01 2630 431 001	1CFY-WWQ3-WRXL	AMAZON CAPITAL SERVICES	04/14/2025	65.96
Shop22725		CARE & UPKEEP OF FB FIELD		65.96
01 1100 610 001	1FCL-JFCV-QRXY	AMAZON CAPITAL SERVICES	04/14/2025	130.78
		JET Ready-to-Cut Sandpaper, 100 Grit (60		130.78
HS-0000349	1QF1-WMMT-PRMX	AMAZON CAPITAL SERVICES	04/14/2025	49.95
01 1100 610 001		20pcs Propellers for DJI Tello RC Quadco		49.95
	1R4Y-X4FM-KVX7	AMAZON CAPITAL SERVICES	04/14/2025	156.99
01 2610 610 003		Elem Custodian Supplies		156.99
	1R9G-TV9W-PY1G	AMAZON CAPITAL SERVICES	04/14/2025	334.94
01 1100 650 001		HS Technology Supplies		334.94
	1XCQ-CP6J-WFJY	AMAZON CAPITAL SERVICES	04/14/2025	15.31
01 1200 610 001		Sped HS Supplies		<u>15.31</u>
Total		AMAZON CAPITAL SERVICES		842.63
	QRT3 2025 - BEST SEV	BEST	04/14/2025	10,752.30
01 1200 320 001		Sped HS Contracted Service		<u>10,752.30</u>
Total		BEST		10,752.30
	032025 INS REIMB	Brown, Burke	04/14/2025	526.03
01 2230 211 000		Tech Coord. BCBS, LIFE, VISION, DENTAL I		526.03
	QRT32025 MILEAGE BB	Brown, Burke	04/14/2025	226.80
01 2230 333 001		MILEAGE PAID TO STAFF		<u>226.80</u>
Total		Brown, Burke		752.83
	QRT32025 MILEAGE AB	BUCHANAN, AMY	04/14/2025	81.90
01 2151 333 003		Sped Speech Elem MILEAGE PAID TO STAFF		81.90
Total		BUCHANAN, AMY		<u>81.90</u>
	QRT3 2025 MILEAGE EB	BUDDENBERG, EMILY	04/14/2025	49.70

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01 2151 333 003			Sped Speech Elem MILEAGE	49.70			
			PAID TO STAFF				
Total		BUDDENBERG, EMILY		<u>49.70</u>			
	03282025		BULLDOG GARAGE DOORS & OPERATIONS		04/14/2025		91.00
		COMPLEX					
01 2630 431 001			CARE & UPKEEP OF FB FIELD	91.00			
Total		BULLDOG GARAGE DOORS & OPERATIONS		<u>91.00</u>			
	DN046 - MARCH 2025		CASEY'S BUSINESS MASTERCARD		04/14/2025		2,665.33
01 2710 626 000			Bus Gas and Oil	2,665.33			
Total		CASEY'S BUSINESS MASTERCARD		<u>2,665.33</u>			
	04082025	DOTEX AH	COMPLETE CHIROPRACTIC & WELLNESS CENTER		04/14/2025		80.00
01 2710 890 000			Bus Misc. Expenses	80.00			
Total		COMPLETE CHIROPRACTIC & WELLNESS CENTER		<u>80.00</u>			
	7-13688-07		CRAIG RESOURCES INC MS SPED CONTRACED NURSING SERVICES	2,807.35	04/14/2025		2,807.35
01 2131 320 002							
	7-13688-10		CRAIG RESOURCES INC MS SPED CONTRACED NURSING SERVICES	3,222.05	04/14/2025		3,222.05
01 2131 320 002							
Total		CRAIG RESOURCES INC		<u>6,029.40</u>			
	INV0348487		DakTech Inc. HS Technology Supplies	1,559.00	04/14/2025		1,559.00
01 1100 650 001							
Total		DakTech Inc.		<u>1,559.00</u>			
	1470146		DAS State ACCTG-Central Finance Internet Service	292.87	04/14/2025		292.87
01 2224 530 000							
Total		DAS State ACCTG-Central Finance		<u>292.87</u>			
	FF2633		DIETZE MUSIC HOUSE HS INSTRUMENTAL SUPPLIES	68.40	04/14/2025		68.40
01 1100 610 001 2 102							
	FF2789		DIETZE MUSIC HOUSE HS INSTRUMENTAL SUPPLIES	5.40	04/14/2025		5.40
01 1100 610 001 2 102							
	FF3094		DIETZE MUSIC HOUSE HS INSTRUMENTAL SUPPLIES	18.00	04/14/2025		18.00
01 1100 610 001 2 102							
Total		DIETZE MUSIC HOUSE		<u>91.80</u>			
	00049DQ		DIVERSIFIED DRUG TESTING LLC Bus Misc. Expenses	25.00	04/14/2025		25.00
01 2710 890 000							
	23337		DIVERSIFIED DRUG TESTING LLC HS Services/Assessments	290.00	04/14/2025		290.00
01 1100 320 001							
	23344		DIVERSIFIED DRUG TESTING LLC HS Services/Assessments	290.00	04/14/2025		290.00
01 1100 320 001							
Total		DIVERSIFIED DRUG TESTING LLC		<u>605.00</u>			
	11024		EDUCATIONAL SERVICE UNIT #4 SPED ELEM PSYCHOLOGY PROFESSIONAL DEVEL.	30.00	04/14/2025		30.00
01 2141 330 003							

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	660501 - MARCH 2025	EDUCATIONAL SERVICE UNIT #4		04/14/2025	339.03
01 6408 591 000		EARLY CHILDHOOD SERVICES ESU/DISTRICT	57.78		
01 6408 591 003		PREK PURCHASED SERVICE FROM ESU/DISTRICT	57.79		
01 6408 591 000		EARLY CHILDHOOD SERVICES ESU/DISTRICT	91.67		
01 6408 591 003		PREK PURCHASED SERVICE FROM ESU/DISTRICT	91.66		
01 2151 591 001		HS AUDIOLOGY SERVICE FROM ESU/DISTRICT	520.06		
01 2151 591 003		ELEM AUDIOLOGY SERVICES ESU/DISTRICT	520.07		
01 1200 591 003		ELEM BEHAVIOR	(1,000.00)		
Total		EDUCATIONAL SERVICE UNIT #4	<u>369.03</u>		
	21640	EDUCATIONAL SERVICE UNIT #6 Internet Service	599.78	04/14/2025	599.78
01 2224 530 000	21806	EDUCATIONAL SERVICE UNIT #6 Sped HS Professional Development	75.00	04/14/2025	375.00
01 1200 330 001		Sped Speech Elem Professional Developmen	75.00		
01 2151 330 003		Sped HS Professional Development	75.00		
01 1200 330 001		SPEED ELEM PSYCHOLOGY PROFESSIONAL DEVEL.	75.00		
01 2141 330 003		Sped HS Professional Development	75.00		
01 1200 330 001		EDUCATIONAL SERVICE UNIT #6	<u>974.78</u>		
Total					
	398416	EGAN SUPPLY CO HS Custodian Supplies	564.59	04/14/2025	564.59
01 2610 610 001	398416A	EGAN SUPPLY CO HS Custodian Supplies	491.65	04/14/2025	491.65
01 2610 610 001	398519	EGAN SUPPLY CO HS Custodian Supplies	84.72	04/14/2025	84.72
01 2610 610 001		EGAN SUPPLY CO	<u>1,140.96</u>		
Total					
	70898	ELECTRONIC CONTRACTING COMPANY Elem Repairs & Maintenance	87.00	04/14/2025	87.00
01 2620 431 003	70899	ELECTRONIC CONTRACTING COMPANY HS Repairs & Maintenance	87.00	04/14/2025	87.00
01 2620 431 001		ELECTRONIC CONTRACTING COMPANY	<u>174.00</u>		
Total					
	246614	FILTER SHOP, THE HS Custodian Supplies	1,950.75	04/14/2025	1,950.75
01 2610 610 001	247062	FILTER SHOP, THE Elem Custodian Supplies	1,834.75	04/14/2025	1,834.75
01 2610 610 003		FILTER SHOP, THE	<u>3,785.50</u>		
Total					
	042025 - GENERAL	FIRST STATE BANK - VISA CREDIT CARD		04/09/2025	194.31
01 1200 580 000		Sped Travel	(30.48)		
01 1200 580 000		Sped Travel	16.00		
01 1100 610 001		HS General Supplies	29.91		

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01 2320 610 000			SUPERINTENDENT OFFICE SUPPLIES	14.99			
01 2320 610 000			SUPERINTENDENT OFFICE SUPPLIES	15.00			
01 1200 330 001			Sped HS Professional Development	133.90			
01 2320 610 000			SUPERINTENDENT OFFICE SUPPLIES	14.99			
Total		FIRST STATE BANK -	VISA CREDIT CARD	<u>194.31</u>			
01 2510 382 001	59891	FORTICALL	HS Telephone	71.14	04/14/2025		142.28
01 2510 382 003			Elem Telephone	71.14			
Total		FORTICALL		<u>142.28</u>			
01 1100 333 003	QRT3 2025 MILEAGE JF	FURROW, JOHN	Elem Mileage	182.70	04/14/2025		182.70
Total		FURROW, JOHN		<u>182.70</u>			
01 1370	032025 PREK REIMB	GARDNER, CHRISTIAN & ALYSSA	PRESCHOOL TUITION & FEES	1,350.00	04/14/2025		1,350.00
Total		GARDNER, CHRISTIAN & ALYSSA		<u>1,350.00</u>			
01 1100 211 001	032025 INS REIMB	GILL-ROSE, REBECCA	HS Teacher, BCBS, Life, Vision, Dental	550.00	04/14/2025		550.00
Total		GILL-ROSE, REBECCA		<u>550.00</u>			
01 1100 211 003	032025 INS REIMB	Hanger, Jennifer	Elem Teacher BCBS, Life, Vision, Dental	1,100.00	04/14/2025		1,100.00
Total		Hanger, Jennifer		<u>1,100.00</u>			
01 1200 610 001 0 104	575207	HAWTHORNE EDUCATIONAL SERVICES, INC	HAWTHORNE EDUCATIONAL SERVICES, INC ASPIRE SUPPLIES	237.00	04/14/2025		237.00
Total		HAWTHORNE EDUCATIONAL SERVICES, INC		<u>237.00</u>			
01 2610 610 003	852456888	HOME DEPOT PRO, THE	Elem Custodian Supplies	378.00	04/14/2025		378.00
Total		HOME DEPOT PRO, THE		<u>378.00</u>			
01 1100 610 001 2 102	68418P 2503	INSTRUMENTAL AWARDS LLC	HS INSTRUMENTAL SUPPLIES	84.00	04/14/2025		168.00
01 1100 610 001 2 103			HS VOCAL SUPPLIES	84.00			
Total		INSTRUMENTAL AWARDS LLC		<u>168.00</u>			
01 1100 610 001 2 102	367355647	J.W. PEPPER & SON INC.	HS INSTRUMENTAL SUPPLIES	58.96	04/14/2025		58.96
01 1100 610 001 2 102	367355967	J.W. PEPPER & SON INC.	HS INSTRUMENTAL SUPPLIES	14.99	04/14/2025		14.99
01 1100 610 001 2 102	367368472	J.W. PEPPER & SON INC.	HS INSTRUMENTAL SUPPLIES	1,000.00	04/14/2025		1,000.00

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01 1100 610 001 2 102			HS INSTRUMENTAL SUPPLIES	1,000.00			
	367377119	J.W. PEPPER & SON INC.			04/14/2025		32.94
01 1100 610 001 2 102 BM7124-1			HS INSTRUMENTAL SUPPLIES	32.94			
	367416857	J.W. PEPPER & SON INC.			04/14/2025		28.49
01 1100 610 001 2 103 BM7124-1			Contest Music JH & HS	28.49			
	367461326	J.W. PEPPER & SON INC.			04/14/2025		35.00
01 1100 610 001 2 103			Contest Music JH & HS	<u>35.00</u>			
Total		J.W. PEPPER & SON INC.		1,170.38			
	10555654	JourneyEd.com, Inc.			04/14/2025		3,069.00
01 1100 643 001			WEB/CLOUD BASED SOFTWARE	1,534.50			
01 1100 643 003			WEB/CLOUD BASED SOFTWARE	1,534.50			
Total		JourneyEd.com, Inc.		<u>3,069.00</u>			
	3944	JUNG ELECTRIC SERVICE			04/14/2025		614.49
01 2620 431 001			HS Repairs & Maintenance	614.49			
	3945	JUNG ELECTRIC SERVICE			04/14/2025		545.91
01 2620 431 001			HS Repairs & Maintenance	545.91			
	4050	JUNG ELECTRIC SERVICE			04/14/2025		170.00
01 2620 431 001			HS Repairs & Maintenance	<u>170.00</u>			
Total		JUNG ELECTRIC SERVICE		1,330.40			
	INV886561	KURITA AMERICA INC			04/14/2025		462.38
01 2610 431 003			Elem Upkeep of Building	<u>462.38</u>			
Total		KURITA AMERICA INC		462.38			
Elem-00179	03282025 REIMB	Lahmon, Austin			04/14/2025		169.00
01 2120 810 003			ELEM COUNSELOR DUES AND FEES	129.00			
01 2120 810 003			ELEM COUNSELOR DUES AND FEES	40.00			
	APRIL2025 INS REIMB	Lahmon, Austin			04/14/2025		1,100.00
01 2120 211 003			Counselor Elem Insurance	<u>1,100.00</u>			
Total		Lahmon, Austin		1,269.00			
	032025 INS REIMB	Linke, Kloreace			04/14/2025		1,073.31
01 2141 211 003			SPED ELEM PSYCH INSURANCE	1,073.31			
Total		Linke, Kloreace		<u>1,073.31</u>			
	52484109	MATHESON-TRI-GAS INC			04/14/2025		27.28
01 1100 610 001			HS General Supplies	<u>27.28</u>			
Total		MATHESON-TRI-GAS INC		27.28			
	19522	MATTICE LOCK & SAFE			04/14/2025		37.75
01 2610 610 001			HS Custodian Supplies	37.75			
	20890	MATTICE LOCK & SAFE			04/14/2025		164.40
01 2610 610 001			HS Custodian Supplies	<u>164.40</u>			
Total		MATTICE LOCK & SAFE		202.15			
	QRT32025	McCreight, Beth			04/14/2025		195.30

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MILEAGE BM			
01 1100 333 001	HS Mileage		<u>195.30</u>
Total	McCreight, Beth		195.30
01 2610 610 001	49967 MENARDS	04/14/2025	473.57
01 2610 610 001	50033 HS Custodian Supplies		473.57
01 2610 610 003	50033 MENARDS	04/14/2025	101.27
01 2610 610 001	Elem Custodian Supplies		15.16
01 2610 610 001	HS Custodian Supplies		1.18
01 2610 610 001	HS Custodian Supplies		13.67
01 2610 610 001	HS Custodian Supplies		4.39
01 2610 610 001	HS Custodian Supplies		21.98
01 2610 610 001	HS Custodian Supplies		19.94
01 2610 610 001	HS Custodian Supplies		24.95
01 1100 610 001	50128 MENARDS	04/14/2025	175.20
01 1100 610 001	50198 HS General Supplies		175.20
01 1100 610 001	50198 MENARDS	04/14/2025	(9.99)
01 1100 610 001	50199 - HS General Supplies		(9.99)
	GENERAL	04/14/2025	24.41
01 1100 610 001	50238 HS General Supplies		24.41
01 2610 610 001	50238 MENARDS	04/14/2025	157.08
01 2610 610 001	50312 HS Custodian Supplies		157.08
01 2610 610 001	50312 MENARDS	04/14/2025	100.56
01 2610 610 001	50433 HS Custodian Supplies		100.56
01 2610 610 001	50433 MENARDS	04/14/2025	81.94
01 2610 610 001	HS Custodian Supplies		40.97
01 2610 610 003	50582 Elem Custodian Supplies		40.97
01 2610 610 001	50582 MENARDS	04/14/2025	390.17
01 2610 610 001	50779 HS Custodian Supplies		390.17
01 1100 610 001	50779 MENARDS	04/14/2025	14.19
01 1100 610 001	50976 HS General Supplies		14.19
01 2610 610 001	50976 MENARDS	04/14/2025	197.42
01 2610 610 001	51044 HS Custodian Supplies		197.42
01 2610 610 003	51044 MENARDS	04/14/2025	232.30
01 2610 610 003	51130 - Elem Custodian Supplies		232.30
	GENERAL	04/14/2025	7.70
01 1100 610 001	51445 HS General Supplies		7.70
01 2610 610 003	51445 MENARDS	04/14/2025	62.65
01 2610 610 003	51579 Elem Custodian Supplies		62.65
01 1100 610 001	51579 MENARDS	04/14/2025	50.30
Total	MENARDS		<u>50.30</u>
			2,058.77
01 2730 431 000	INV-624000145 - 2 Midwest Bus Repair	04/14/2025	12.50
01 2730 431 000	BUS & VEHICLE SERVICING & MAINTENANCE		12.50
01 2730 431 000	INV-624000153 Midwest Bus Repair	04/14/2025	298.95
01 2730 431 000	BUS & VEHICLE SERVICING & MAINTENANCE		298.95
01 2730 431 000	INV-624000156 Midwest Bus Repair	04/14/2025	1,728.64
01 2730 431 000	BUS & VEHICLE SERVICING & MAINTENANCE		1,728.64
01 2730 431 000	INV-624000157 Midwest Bus Repair	04/14/2025	281.25

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01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		281.25
01 2730 431 000	INV-624000158	Midwest Bus Repair	04/14/2025	518.28
01 2730 431 000	INV-624000159	BUS & VEHICLE SERVICING & MAINTENANCE		518.28
01 2730 431 000	INV-624000159	Midwest Bus Repair	04/14/2025	250.00
01 2730 431 000	INV-624000160	BUS & VEHICLE SERVICING & MAINTENANCE		250.00
01 2730 431 000	INV-624000160	Midwest Bus Repair	04/14/2025	825.31
Total	Midwest Bus Repair			<u>3,914.93</u>
01 2610 431 001	18118	Midwest Walls & Landscape, Inc.	04/14/2025	825.00
01 2610 431 003		HS Upkeep of Building		525.00
		Elem Upkeep of Building		300.00
01 2610 431 001	18197	Midwest Walls & Landscape, Inc.	04/14/2025	600.00
01 2610 431 001		HS Upkeep of Building		300.00
01 2610 431 003		Elem Upkeep of Building		<u>300.00</u>
Total	Midwest Walls & Landscape, Inc.			<u>1,425.00</u>
01 2900 610 001 0 012	9001968918	NASSP/NHS	04/14/2025	385.00
Total	NASSP/NHS	National Honor Society		<u>385.00</u>
01 2181 591 001	O-2278	NCECBVI	04/14/2025	1,026.00
01 2181 591 001		HS VISUALLY IMPAIRED SERVICES		598.00
01 2181 591 001		HS VISUALLY IMPAIRED SERVICES		428.00
Total	NCECBVI			<u>1,026.00</u>
01 2610 621 001	1546 - MARCH2025	NEBRASKA CITY UTILITIES	04/14/2025	82.38
01 2610 621 001		HS Utilities		82.38
01 2610 621 003	3273 - MARCH2025	NEBRASKA CITY UTILITIES	04/14/2025	7,324.65
01 2610 621 001	3321 - MARCH 2025	Elem Utilities		7,324.65
01 2610 621 001	39368 - MARCH2025	NEBRASKA CITY UTILITIES	04/14/2025	7,061.45
01 2610 621 001		HS Utilities		7,061.45
01 2610 621 001	43577 - MARCH2025	NEBRASKA CITY UTILITIES	04/14/2025	30.45
01 2610 621 001		HS Utilities		30.45
01 2610 621 001	43679 - MARCH2025	NEBRASKA CITY UTILITIES	04/14/2025	111.12
01 2610 621 001		HS Utilities		111.12
01 2610 621 001	44277 - MARCH2025	NEBRASKA CITY UTILITIES	04/14/2025	48.00
01 2610 621 001		HS Utilities		48.00
01 2610 621 001	44718 - MARCH2025	NEBRASKA CITY UTILITIES	04/14/2025	925.42
01 2610 621 001	96622 -	HS Utilities		925.42
		NEBRASKA CITY UTILITIES	04/14/2025	42.99

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	MARCH2025	Detail Description	Cost Center ID	
01 2610 621 001		HS Utilities		<u>42.99</u>
Total		NEBRASKA CITY UTILITIES		15,741.10
01 2410 330 003	84542	NEBRASKA COUNCIL OF SCHOOL ADMIN. Elem Principal Professional Development	04/14/2025	60.00
01 1200 330 001	85240	NEBRASKA COUNCIL OF SCHOOL ADMIN. Sped HS Professional Development	04/14/2025	150.00
Total		NEBRASKA COUNCIL OF SCHOOL ADMIN.		<u>210.00</u>
01 2630 431 001	2157	NEMAHA SPORTS CONSTRUCTION CARE & UPKEEP OF FB FIELD	04/14/2025	<u>1,190.00</u>
Total		NEMAHA SPORTS CONSTRUCTION		1,190.00
01 2320 330 000	SC 0162	NRCSA Superintendent Professional Development	03/28/2025	220.00
Total		NRCSA		<u>220.00</u>
01 1100 320 001	833106	NWEA HS Services/Assessments	04/14/2025	425.00
01 1100 320 003		ELEM PROFESSIONAL EDUCATIONAL SERVICES		425.00
Total		NWEA		<u>850.00</u>
01 6408 320 000	0303-0302025 PT JP	O'Neil, Jan IDEA Part B Birth-4 Pre-diagnosis	04/14/2025	1,078.30
01 6408 320 003		PREK PROFESSIONAL EDUCATIONAL SERVICES		185.75
01 2171 320 003		Physical Therapy Elem Contracted Service		2,517.50
01 2171 320 002		MS PROFESSIONAL EDUCATIONAL SERVICES		504.95
Total		O'Neil, Jan		<u>4,286.50</u>
01 2510 890 000	2022176189	ONE SOURCE THE BACKGROUND CHECK COMPANY Superintendent Secretary Misc. Expenses	04/14/2025	589.00
Total		ONE SOURCE THE BACKGROUND CHECK COMPANY		<u>589.00</u>
01 2510 531 001	POSTAGE	PALMYRA ACTIVITY FUND HS Postage	04/14/2025	82.08
01 2510 531 003		Elem Postage		<u>82.08</u>
Total		PALMYRA ACTIVITY FUND		164.16
01 8000 912 000	MARCH 2025 ASPIRE	PALMYRA LUNCH FUND FUND TRANSFERS TO LUNCH FUND	04/14/2025	88.20
01 8000 912 000		FUND TRANSFERS TO LUNCH FUND		6.30
01 8000 912 000		FUND TRANSFERS TO LUNCH FUND		37.80
01 8000 912 000		FUND TRANSFERS TO LUNCH FUND		44.10

Palmyra District OR-1 66-0501
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 PO Number
 Account Number

Board Report - Detail

Posted - All; Check Date 04/14/2025, 04/09/2025; Fund Number 01

Invoice Number	Vendor Name	Invoice Date	Amount
Detail Description	Amount	Cost Center	
FUND		ID	
Total	PALMYRA LUNCH FUND		88.20
01 2330 317 000	112 Perry, Guthery, Hasse & Gessford, P.C., L.L.O.	04/14/2025	592.00
Total	District Legal Services		592.00
	Perry, Guthery, Hasse & Gessford, P.C., L.L.O.		592.00
01 2620 420 003	3427 PIONEER CLEANING, LLC	04/14/2025	19,491.00
01 2620 420 003	Elem Cleaning Service		8,120.00
01 2620 420 001	Elem Cleaning Service		426.00
01 2620 420 001	HS Cleaning Service		8,745.00
01 2620 420 001	HS Cleaning Service		2,200.00
Total	PIONEER CLEANING, LLC		19,491.00
01 2510 440 000	3320461897 PITNEY BOWS GLOBAL FINANCIAL SERVICES LL	04/14/2025	142.53
Total	Superintendent Copier/Mail Lease		142.53
	PITNEY BOWS GLOBAL FINANCIAL SERVICES LL		142.53
01 1100 610 001	43060187 QUILL	04/14/2025	36.77
Total	HS General Supplies		36.77
	QUILL		36.77
01 2710 626 000	032025 FUEL Robb, Steven	04/14/2025	82.97
01 2710 626 000	Bus Gas and Oil		27.75
Total	Bus Gas and Oil		55.22
	Robb, Steven		82.97
01 2650 431 000	3/21/2025 571881 SAFELITE FULFILLMENT, INC	04/14/2025	97.99
Total	Vehicle Repairs & Maintenance		97.99
	SAFELITE FULFILLMENT, INC		97.99
01 2161 330 003	QRT32025 MILEAGE AS Severe, Audrea	04/14/2025	31.50
Total	Sped Occupational Therapy Prof. Developm		31.50
	Severe, Audrea		31.50
01 2730 431 000	217495 SHAFFER COMMUNICATIONS	04/14/2025	101.82
	BUS & VEHICLE SERVICING & MAINTENANCE		101.82
01 2730 431 000	217525 SHAFFER COMMUNICATIONS	04/14/2025	175.31
	BUS & VEHICLE SERVICING & MAINTENANCE		175.31
01 2730 431 000	217591 SHAFFER COMMUNICATIONS	04/14/2025	409.29
Total	BUS & VEHICLE SERVICING & MAINTENANCE		409.29
	SHAFFER COMMUNICATIONS		686.42
01 2730 431 000	164555 Southwest Auto	04/14/2025	768.46
	BUS & VEHICLE SERVICING & MAINTENANCE		768.46
01 2730 431 000	164576 Southwest Auto	04/14/2025	2,557.45
	BUS & VEHICLE SERVICING & MAINTENANCE		2,557.45

Palmyra District OR-1 66-0501
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Board Report - Detail

Posted - All; Check Date 04/14/2025, 04/09/2025; Fund Number 01

Account Number	Invoice Number	Vendor Name Detail Description	Amount	Invoice Date Cost Center ID	Amount
01 2730 431 000	164603	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	1,223.62	04/14/2025	1,223.62
01 2730 431 000	164634	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	164.00	04/14/2025	164.00
01 2730 431 000	164654	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	164.00	04/14/2025	164.00
01 2730 431 000	164663	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	1,669.75	04/14/2025	1,669.75
01 2730 431 000	164675	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	374.86	04/14/2025	374.86
01 2730 431 000	164713	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	164.00	04/14/2025	164.00
01 2730 431 000	164738	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	310.22	04/14/2025	310.22
01 2730 431 000	164778	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	2,263.16	04/14/2025	2,263.16
Total	Southwest Auto		<u>9,659.52</u>		
01 2610 431 001	2931804	SUMMIT FIRE PROTECTION HS Upkeep of Building	190.50	04/14/2025	190.50
Total	SUMMIT FIRE PROTECTION		<u>190.50</u>		
01 1190 610 003	661210237	SYSCO LINCOLN ECEP GENERAL SUPPLIES	48.80	04/14/2025	48.80
01 1190 610 003	661210238	SYSCO LINCOLN ECEP GENERAL SUPPLIES	33.09	04/14/2025	33.09
01 1190 610 003	661221438	SYSCO LINCOLN ECEP GENERAL SUPPLIES	79.57	04/14/2025	79.57
01 3300 610 003	661221439	SYSCO LINCOLN Rec Program Supplies	169.37	04/14/2025	169.37
01 3300 610 003	661233047	SYSCO LINCOLN Rec Program Supplies	100.54	04/14/2025	100.54
01 3300 610 003	661245413	SYSCO LINCOLN Rec Program Supplies	75.25	04/14/2025	75.25
01 1190 610 003	661245414	SYSCO LINCOLN ECEP GENERAL SUPPLIES	519.72	04/14/2025	519.72
01 3300 610 003	661260439	SYSCO LINCOLN Rec Program Supplies	106.05	04/14/2025	106.05
01 1190 610 003	661260442	SYSCO LINCOLN ECEP GENERAL SUPPLIES	86.26	04/14/2025	86.26
Total	SYSCO LINCOLN		<u>1,218.65</u>		
01 2650 431 000	1526	TCA OUTDOOR POWER Vehicle Repairs & Maintenance	105.77	04/14/2025	105.77
01 2650 431 000	1539	TCA OUTDOOR POWER Vehicle Repairs & Maintenance	43.12	04/14/2025	43.12
Total	TCA OUTDOOR POWER		<u>148.89</u>		

Board Report - Detail

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Invoice Number	Vendor Name	Invoice Date	Amount	Cost Center ID
INV-082499	TEAMBUILDR	04/14/2025		
01 6998 610 001	NUTRIENT GRANT GENERAL		600.00	
01 1100 650 001	SUPPLIES			
Total	HS Technology Supplies		<u>1,000.00</u>	
	TEAMBUILDR		1,600.00	
1000683535	TK ELEVATOR CORPORATION	04/14/2025		
01 2620 431 001	HS Repairs & Maintenance		256.77	
Total	TK ELEVATOR CORPORATION		<u>256.77</u>	
1625	UNIVERSITY OF NE-LINCOLN	04/14/2025		
01 1920	EDUCATION QUEST		231.25	
Total	FOUNDATION		<u>231.25</u>	
	UNIVERSITY OF NE-LINCOLN		231.25	
1272731	Uribe Refuse Services, Inc.	04/14/2025		
01 2610 431 003	Elem Upkeep of Building		420.00	
Total	Uribe Refuse Services, Inc.		<u>420.00</u>	
87656	VILLAGE OF BENNET	04/14/2025		
01 2610 410 003	Elem Water & Sewer		28.50	
01 2610 621 003	Elem Water & Sewer		242.09	
01 2610 621 003	Elem Water & Sewer		24.00	
01 2610 621 003	Elem Water & Sewer		220.08	
01 2610 621 003	Elem Water & Sewer		(54.84)	
Total	VILLAGE OF BENNET		<u>459.83</u>	
107003 - 0227-032720	VILLAGE OF PALMYRA	04/14/2025		
01 2610 410 001	HS Water & Sewer		26.00	
230001 - 0227-032720	VILLAGE OF PALMYRA	04/14/2025		
01 2610 410 001	HS Water & Sewer		26.00	
257001 - 0227-032720	VILLAGE OF PALMYRA	04/14/2025		
01 2610 410 001	HS Water & Sewer		211.50	
274001 - 0227-032720	VILLAGE OF PALMYRA	04/14/2025		
01 2610 410 001	HS Water & Sewer		26.00	
Total	VILLAGE OF PALMYRA		<u>289.50</u>	
38003806	VOICE NEWS	04/14/2025		
01 2310 540 000	BOE Advertising		10.48	
38004091	VOICE NEWS	04/14/2025		
01 2310 540 000	BOE Advertising		175.16	
Total	VOICE NEWS		<u>185.64</u>	
1844483T059	WASTE CONNECTIONS OF NEBRASKA	04/14/2025		
01 2610 431 001	HS Upkeep of Building		1,242.42	
Total	WASTE CONNECTIONS OF NEBRASKA		<u>1,242.42</u>	
INV-39459	WHITEHEAD OIL CO	04/14/2025		
01 2710 626 000	Bus Gas and Oil		714.55	
INV-39460	WHITEHEAD OIL CO	04/14/2025		
				2,143.64

Designated Bill Summary
Superintendent Report: Regular Board Meeting:
Date: Monday, April 14, 2025

TO: Palmyra District OR-1 BOE

From: Michael Hart

Re: Designated Bill Summary Report for BOE Meeting

- Next month's *regular* board meeting is scheduled for **Monday, May 12, 2025, at 7:00 p.m.** at Palmyra High School in the media center.

A. Consent Agenda Expenditures

Construction Account Claims:

- *Please note: These claims are now included in the Consent Agenda of the regular board meeting due to the discontinuation of the CMAR special monthly meetings effective September 9, 2024.*
- *Please see the itemized list below.*

Depreciation Fund Claims:

- None for this month

Bond Fund Claims:

- **June, 2025** - Checks will need to be in the mail on **June 2, 2025**. There will be processing fees added to these totals.
 - QCPUF: **\$7,303.75**
 - 2016 Bonds (2021 Refinanced A&B): **\$64,081.25**
 - 2022 Bonds: **\$501,243.76**

Special Building Claims:

- None for this month.

2022 Construction Account Claims:

Construction Bills April, 2025		
Vendor	Invoice Number	Amount
Precision Signs & Graphics	10558	\$5,647.50
Midwest Door & Hardware	110182	\$607.00
Electronic Sound	12798	\$24,945.00
Security Equipment, Inc	923189	\$3,917.67
Branding Inc. dba Al's Johns	99668	\$105.00
Branding Inc. dba Al's Johns	99912	\$105.00

Clark & Enersen	29	\$5,000.00
Kaser Painting, Inc	31776	\$6,770.00
Cornhusker State Industries	1473249	\$2,718.00
Cornhusker State Industries	1473248	\$4,585.00
	Total:	\$54,400.17

General Fund Claims:

Total claims: Checks: \$126,923.20

Credit Card Expenses: \$194.31- *Sped Professional Development and Superintendent subscriptions*

Total: \$127,117.51 (Sam's Club and the Credit Card were paid online)

Please note: Some certified staff were paid insurance reimbursements this month following the terms of the current Negotiated Agreement.

- **Access Systems Leasing: \$2,991.56** - Copiers at the elementary and high school
- **Amazon Capital Services: \$842.63** - Elem & HS supplies
- **BEST: \$10,752.30** - Qrt3 Contracted services
- **Casey's: \$2,665.33** - Bus and vehicle fuel expenses / misc.
- **Craig Resources: \$6,029.40** - Nursing contracted services
- **DakTech: \$1,559.00** - Computer for Digital Design class (next year)
- **Diversified Drug Testing: \$605.00** - Drug Testing Services
- **ESU#4: \$369.03** - Professional development, contracted services, and tech support
- **Egan Supply Co: \$1,140.96** - HS Supplies
- **The Filter Shop: \$3,785.50** - Elem and HS filters for buildings
- **JourneyEd.com: \$3,069.00** - computer software district-wide
- **Menards: \$2,058.77** - Elem and HS Supplies
- **Midwest Bus Repair: \$3,914.93** - Bus Repairs or maintenance
- **Nebraska City Utilities: \$15,741.10** - Utilities
- **Pioneer Cleaning: \$19,491.00** - Elem and HS Cleaning
- **Southwest Auto: \$9,659.52** - Bus repairs
- **Sysco: \$1,218.65** - REC and Preschool Supplies
- **Village of Bennet: \$459.83** - Water, electricity, and sewer bill
- **Village of Palmyra: \$289.50** - Water and sewer bill
- **Whitehead Oil: \$4,773.09** - Diesel fuel
- **Wood River Energy: \$6,498.60** - Elem and HS Natural Gas

Regular; Beginning Month 03/2025; Processing Month 03/2025

Fund: 01 GENERAL FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
01 101	CASH IN BANK	3,773,199.07	1,039,165.85	820,214.16	3,992,150.76
01 900	Cash County Treasurer	920,015.69	0.00	0.00	920,015.69
Total: Current Assets		4,693,214.76	1,039,165.85	820,214.16	4,912,166.45
Current Liabilities					
01 450	PAYROLL DEDUCTION PAYABLE	15,001.59	1,350.00	1,350.00	15,001.59
01 451	FICA PAYABLE	(1,715.50)	78,223.66	78,223.66	(1,715.50)
01 452	FIT PAYABLE	(132.77)	34,843.86	34,843.86	(132.77)
01 453	INSURANCE PAYABLE	14,917.58	127,486.16	125,563.41	12,994.83
01 454	RETIREMENT PAYABLE	(10,859.66)	94,944.63	94,944.63	(10,859.66)
01 455	SIT PAYABLE	0.00	16,217.89	16,217.89	0.00
Total: Current Liabilities		17,211.24	353,066.20	351,143.45	15,288.49
Fund Balance					
01 704	Fund Balance - Regular Unspent	4,676,003.52	818,291.41	1,039,165.85	4,896,877.96
Total: Fund Balance		4,676,003.52	818,291.41	1,039,165.85	4,896,877.96
Revenue					
01 1100	LOCAL PROPERTY TAXES	1,605,040.19	802.47	79,130.73	1,683,368.45
01 1115	CARLINE TAX	199.47	0.00	0.00	199.47
01 1120	In-Lieu 1957 Levy Tax	72.99	0.00	0.00	72.99
01 1125	MOTOR VEHICLE TAXES	203,490.07	0.00	34,140.41	237,630.48
01 1140	Interest Levied Tax	10,412.31	0.00	1,115.97	11,528.28
01 1370	PRESCHOOL TUITION & FEES	20,450.00	1,500.00	2,000.00	20,950.00
01 1510	INTEREST ON INVESTMENTS	3,393.78	0.00	331.32	3,725.10
01 1800	REC PROGRAM - COMMUNITY SERVICES	19,119.45	0.00	5,743.41	24,862.86
01 1911	LOCAL LICENSE FEES	300.00	0.00	0.00	300.00
01 1920	EDUCATION QUEST FOUNDATION	(505.00)	318.75	0.00	(823.75)
01 1990	OTHER LOCAL RECEIPTS	57.00	0.00	0.00	57.00
01 2110	COUNTY FINES & LICENSE FEES	20,603.62	0.00	4,368.36	24,971.98
01 2210	ESU RECEIPTS	328.00	0.00	0.00	328.00
01 3110	STATE AID	1,837,845.00	0.00	735,138.00	2,572,983.00
01 3120	SPED SCHOOL AGE	406,812.00	0.00	138,844.00	545,656.00
01 3130	HOMESTEAD EXEMPTION	6,901.61	0.00	12,449.99	19,351.60
01 3131	PROPERTY TAX CREDIT	953,194.02	0.00	0.00	953,194.02
01 3180	PRO-RATE MOTOR VEHICLE	4,203.35	0.00	0.00	4,203.35
01 3400	STATE APPORTIONMENT	250,799.57	0.00	0.00	250,799.57
01 3535	PAYMENTS FOR HIGH ABILITY LEARNERS	7,305.00	0.00	0.00	7,305.00
01 3540	STATE EARLY CHILDHOOD	66,830.00	0.00	0.00	66,830.00
01 4505	TITLE 1 PART A - CARRY OVER	49,770.00	0.00	0.00	49,770.00
01 4516	IDEA PRESCHOOL BASE/IDEA ENROL POVERTY	3,921.00	0.00	0.00	3,921.00
01 4518	IDEA ENROLLMENT/POVERTY	134,579.00	0.00	0.00	134,579.00
01 4708	MEDICAID REIMBURSEMENT SPED	3,356.44	0.00	0.00	3,356.44
01 4709	MEDICAID ADMIN ACTIVITIES (MAAPS)	3,681.67	0.00	0.00	3,681.67
01 4969	TITLE IV, PART A	10,000.00	0.00	0.00	10,000.00
01 4998	ESSERS III	22,838.00	0.00	0.00	22,838.00
01 5301	INSURANCE ADJUSTMENTS	12,902.96	0.00	0.00	12,902.96
01 9000	NON-PROGRAMMED RECEIPTS	64.04	0.00	0.00	64.04
Total: Revenue		5,657,965.54	2,621.22	1,013,262.19	6,668,606.51
Expenditure					
01 1100 111 001	HS Teacher Salary	663,757.61	112,033.34	2,099.29	773,691.66
01 1100 111 002	MS TEACHER SALARIES	94,797.42	18,181.50	0.00	112,978.92

Regular; Beginning Month 03/2025; Processing Month 03/2025

Fund: 01 GENERAL FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 1100 111 003	Elem Teacher Salary	644,580.20	105,924.21	1,108.46	749,395.95
01 1100 112 003	Elem Para	40,251.51	9,082.74	3,571.52	45,762.73
01 1100 113 001	HS Sub Teacher Salary	56,077.50	8,368.50	79.00	64,367.00
01 1100 113 003	Elem Sub Teacher Salary	34,750.75	4,819.00	79.00	39,490.75
01 1100 120 001	HS COMMUNITY COACH/ACTIVITY SPONSOR	8,345.68	1,839.03	0.00	10,184.71
01 1100 130 003	Overtime - Classified	245.21	0.00	0.00	245.21
01 1100 150 001	Non-instructional	1,341.04	174.34	0.00	1,515.38
01 1100 151 001	HS Coach/Gate/Sponsor - Teacher/Prof. Staff	58,215.38	9,036.31	0.00	67,251.69
01 1100 151 002	MS Coach/Gate/Sponsor - Teacher/Prof. Staff	13,970.04	2,328.34	0.00	16,298.38
01 1100 151 003	ELEM Coach/Gate/Sponsor - Teacher/Prof. Staff	2,540.14	352.19	0.00	2,892.33
01 1100 152 001	HS PARA COACH/ACTIVITY SPONSOR	4,255.00	0.00	0.00	4,255.00
01 1100 152 002	PARA COACH/ACTIVITY SPONSOR	1,281.00	0.00	0.00	1,281.00
01 1100 210 001	HS CLERICAL/PARA INSURANCE	200.28	33.35	0.00	233.63
01 1100 211 001	HS Teacher, BCBS, Life, Vision, Dental	204,420.95	38,729.69	1,342.16	241,808.48
01 1100 211 002	MS TEACHER BCBS, LIFE, VISION, DENTAL INSURANCE	36,396.00	6,872.26	0.00	43,268.26
01 1100 211 003	Elem Teacher BCBS, Life, Vision, Dental	236,703.18	39,916.35	681.84	275,937.69
01 1100 212 003	Elem PARA INSURANCE	650.94	418.13	9.04	1,060.03
01 1100 213 001	HS SUBSTITUTE MEDICAL INS	229.41	0.00	0.00	229.41
01 1100 213 003	ELEM SUBSTITUTE MEDICAL INS	350.01	16.68	0.00	366.69
01 1100 220 001	HS Clerical FICA	740.16	154.04	0.17	894.03
01 1100 220 003	Elem Clerical FICA	18.74	0.00	0.00	18.74
01 1100 221 001	HS Teacher FICA	55,220.07	9,353.47	327.85	64,245.69
01 1100 221 002	MS TEACHER/PROFESSIONAL FICA	8,037.97	1,574.49	58.22	9,554.24
01 1100 221 003	Elem Teacher FICA/MEDICARE	48,996.01	8,212.20	256.31	56,951.90
01 1100 222 001	HS PARA FICA	325.47	0.00	0.00	325.47
01 1100 222 002	PARA FICA	97.98	0.00	0.00	97.98
01 1100 222 003	Elem Para FICA	3,056.94	694.85	291.97	3,459.82
01 1100 223 001	HS Substitute Teacher FICA	4,289.60	640.20	6.05	4,923.75
01 1100 223 003	Elem Substitute Teacher FICA	2,643.61	368.66	6.81	3,005.46
01 1100 230 001	HS CLERICAL/PARA RETIREMENT	119.48	17.95	0.00	137.43
01 1100 230 003	ELEM CLERICAL/PARA RETIREMENT	18.03	0.00	0.00	18.03
01 1100 231 001	HS Teacher Retirement	53,125.11	8,896.33	154.30	61,867.14
01 1100 231 002	HS Teacher Retirement	7,994.45	1,507.48	0.00	9,501.93
01 1100 231 003	Elem Teacher Retirement	47,563.21	7,811.28	81.47	55,293.02
01 1100 232 001	HS Para RETIREMENT	239.23	0.00	0.00	239.23
01 1100 232 002	Para RETIREMENT	94.14	0.00	0.00	94.14
01 1100 232 003	Elem PARAEDUCATOR RETIREMENT	2,916.46	667.59	262.52	3,321.53
01 1100 233 001	HS SUBSTITUTE TEACHER RETIREMENT	1,130.52	149.50	0.00	1,280.02
01 1100 233 003	Elem SUBSTITUTE TEACHER RETIREMENT	1,267.88	40.65	0.00	1,308.53
01 1100 237 001	HS Increase Retirement Contributions	18,782.96	3,117.21	53.07	21,847.10
01 1100 237 002	Increase Retirement Contributions	2,781.78	518.44	0.00	3,300.22
01 1100 237 003	ELEM Increase Retirement Contributions	17,803.18	2,930.03	118.31	20,614.90
01 1100 281 001	HS Teacher CASH-IN-LIEU MED Ins	5,750.00	750.00	0.00	6,500.00
01 1100 281 003	Elem Teacher CASH-IN-LIEU MED INSURANCE	4,050.00	675.00	0.00	4,725.00
01 1100 290 001	OTHER BENEFITS	6,599.73	0.00	0.00	6,599.73
01 1100 290 003	OTHER BENEFITS	4,477.29	0.00	0.00	4,477.29
01 1100 320 000	PROFESSIONAL SERVICES	0.00	7,500.00	0.00	7,500.00

Regular; Beginning Month 03/2025; Processing Month 03/2025

Fund: 01	GENERAL FUND	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 1100 320 001	HS Services/Assessments	6,340.00	580.00	0.00	6,920.00
01 1100 320 003	ELEM PROFESSIONAL EDUCATIONAL SERVICES	2,665.00	0.00	0.00	2,665.00
01 1100 330 001	HS Professional Development	615.00	90.00	0.00	705.00
01 1100 330 003	Elem Professional Development	815.00	0.00	0.00	815.00
01 1100 333 001	HS Mileage	618.07	0.00	0.00	618.07
01 1100 333 003	Elem Mileage	575.87	0.00	0.00	575.87
01 1100 440 001	HS Copier Lease	9,285.18	1,495.78	0.00	10,780.96
01 1100 440 003	Elem Copier Lease	9,285.19	1,495.78	0.00	10,780.97
01 1100 610 001	HS General Supplies	27,314.58	2,121.99	0.00	29,436.57
01 1100 610 001 2 101	HS ART SUPPLIES	3,191.02	50.76	0.00	3,241.78
01 1100 610 001 2 102	HS INSTRUMENTAL SUPPLIES	5,904.43	56.97	0.00	5,961.40
01 1100 610 001 2 103	HS VOCAL SUPPLIES	1,540.87	0.00	0.00	1,540.87
01 1100 610 002	MS GENERAL SUPPLIES	916.24	0.00	0.00	916.24
01 1100 610 003	Elem General Supplies	37,148.89	159.96	5.42	37,303.43
01 1100 610 003 1 301	ELEM ART SUPPLIES	923.00	0.00	0.00	923.00
01 1100 610 003 1 302	ELEM MUSIC SUPPLIES	385.45	0.00	0.00	385.45
01 1100 640 001	HS Textbooks	33,731.58	11.98	0.00	33,743.56
01 1100 640 003	Elem Textbooks	2,978.54	0.00	0.00	2,978.54
01 1100 643 000	WEB/CLOUD BASED SOFTWARE	21,816.41	0.00	0.00	21,816.41
01 1100 643 001	WEB/CLOUD BASED SOFTWARE	2,047.50	0.00	0.00	2,047.50
01 1100 643 003	WEB/CLOUD BASED SOFTWARE	2,047.50	0.00	0.00	2,047.50
01 1100 650 001	HS Technology Supplies	2,874.59	34.48	0.00	2,909.07
01 1100 650 003	Elem Technology Supplies	1,434.71	34.49	0.00	1,469.20
01 1100 810 001	HS DUES AND FEES	724.99	0.00	0.00	724.99
01 1100 890 001	HS Misc. Expenses	1,063.63	0.00	0.00	1,063.63
01 1160 111 001	SALARIES OF TEACHERS/PROFESSIONAL STAFF	8,370.00	1,395.00	0.00	9,765.00
01 1160 111 003	Poverty Grant Teacher/Prof. Salaries	6,361.20	1,060.20	0.00	7,421.40
01 1160 112 001	Para/Nurse Salary	10,251.10	1,665.10	0.00	11,916.20
01 1160 112 003	Poverty Grant Para/Nurse Salary	32,149.66	3,228.69	0.00	35,378.35
01 1160 211 001	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	2,785.50	464.25	0.00	3,249.75
01 1160 211 003	Poverty Grant Teacher/Prof Insurance	2,770.24	462.34	0.00	3,232.58
01 1160 221 001	TEACHER/PROFESSIONAL FICA	630.78	107.08	1.95	735.91
01 1160 221 003	Poverty Grant Teacher/Prof FICA	475.50	81.38	2.13	554.75
01 1160 222 001	Poverty Nurse FICA	784.20	127.39	0.00	911.59
01 1160 222 003	Elem PARA FICA	2,441.22	246.99	0.00	2,688.21
01 1160 231 001	TEACHER RETIREMENT	612.96	102.16	0.00	715.12
01 1160 231 003	Poverty Grant Teacher/Prof. Retirement	467.52	77.92	0.00	545.44
01 1160 232 001	Nurse Retirement	753.47	122.38	0.00	875.85
01 1160 232 003	Poverty Elem PARAEDUCATOR RETIREMENT	1,751.44	196.57	0.00	1,948.01
01 1160 237 001	Increase Retirement Contributions	469.90	77.22	0.00	547.12
01 1160 237 003	Increase Retirement Contributions	763.17	94.41	0.00	857.58
01 1190 110 003	SALARY PARA/DRIVER	1,428.54	0.00	0.00	1,428.54
01 1190 111 003	SALARIES OF TEACHERS/PROFESSIONAL STAFF	18,153.60	3,041.10	0.00	21,194.70
01 1190 112 003	PARAEDUCATORS SALARY	36,887.50	4,857.14	0.00	41,744.64
01 1190 130 001	OVERTIME FOR NON-INSTRUCTIONAL	0.00	0.00	0.00	0.00
01 1190 210 001	NON - INSTRUCTIONAL INSURANCE	0.00	0.00	0.00	0.00
01 1190 210 003	ECEP PARA/BUS INSURANCE	0.00	0.00	0.00	0.00
01 1190 211 003	ECEP TEACHER BCBS, LIFE, VISION, DENTAL INSRU	1,998.82	323.62	0.00	2,322.44
01 1190 220 001	NON-INSTRUCTIONAL FICA	0.00	0.00	0.00	0.00

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Fund: 01	GENERAL FUND	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 1190 220 003	ECEP NON-INSTRUCTIONAL FICA	29.73	0.00	0.00	29.73
01 1190 221 003	ECEP TEACHER/PROFESSIONAL FICA	1,502.76	252.64	1.15	1,754.25
01 1190 222 003	ECEP PARA FICA	2,814.70	371.57	0.93	3,185.34
01 1190 230 001	NON-INSTRUCTIONAL RETIREMENT	0.00	0.00	0.00	0.00
01 1190 230 003	ECEP NON-INSTRUCTIONAL RETIREMENT	13.31	0.00	0.00	13.31
01 1190 231 003	ECEP TEACHER RETIREMENT	1,334.28	223.52	0.00	1,557.80
01 1190 232 003	ECEP PARAEDUCATOR RETIREMENT	2,372.54	357.00	0.00	2,729.54
01 1190 237 001	Increase Retirement Contributions	0.00	0.00	0.00	0.00
01 1190 237 003	ECEP Increase Retirement Contributions	1,279.46	199.66	0.00	1,479.12
01 1190 281 003	ECEP CASH-IN-LIEU MEDICAL INSURANCE	1,500.00	250.00	0.00	1,750.00
01 1190 610 003	ECEP GENERAL SUPPLIES	9,159.79	456.05	0.00	9,615.84
01 1200 110 000	SPED Classified	3,177.55	685.71	0.00	3,863.26
01 1200 110 001	Sped HS Clerical Salary	6,533.32	0.00	0.00	6,533.32
01 1200 110 003	SALARIES TO NON-INSTRUCTIONAL EMPLOYEES	0.00	0.00	0.00	0.00
01 1200 111 000	Director of SS Salary	32,666.65	6,533.33	0.00	39,199.98
01 1200 111 001	Sped HS Teacher Salary	136,770.00	27,202.50	4,464.00	159,508.50
01 1200 111 003	Sped Elem Teacher Salary	83,346.60	22,933.80	9,095.40	97,185.00
01 1200 112 001	HS SPED PARAEDUCATORS SALARY	33,893.98	5,431.84	0.00	39,325.82
01 1200 112 003	Sped Elem Para Salary	44,186.27	7,360.30	0.00	51,546.57
01 1200 113 001	Sped HS Substitute Teacher Salary	5,393.75	948.00	0.00	6,341.75
01 1200 113 003	Sped Elem Substitute Teacher Salary	1,501.00	474.00	0.00	1,975.00
01 1200 130 001	Overtime - Sped Para	315.86	10.05	0.00	325.91
01 1200 130 003	Overtime - Sped Para	465.51	43.68	0.00	509.19
01 1200 210 000	SPED Clerical Insurance	13.58	2.90	0.00	16.48
01 1200 210 001	HS SPED CLERICAL INSURANCE	687.17	3.30	0.00	690.47
01 1200 210 003	SPED Elem Clerical Insurance	0.13	0.00	0.00	0.13
01 1200 211 000	Dir. SS BCBS, LIFE, VISION, DENTAL INSURU	3,087.60	617.52	0.00	3,705.12
01 1200 211 001	Sped HS Teacher Insurance	46,386.35	10,139.53	1,319.26	55,206.62
01 1200 211 003	Sped Elem Teacher Insurance	18,226.35	6,038.76	2,656.42	21,608.69
01 1200 212 001	SPED PARA INSURANCE	4,770.28	323.59	0.00	5,093.87
01 1200 212 003	Elem Sped Para INSURNCE	35.45	10.96	0.00	46.41
01 1200 213 001	SUBSTITUTE MEDICAL INS	79.23	66.71	0.00	145.94
01 1200 213 003	SPED SUB MEDICAL INS	65.65	0.00	0.00	65.65
01 1200 220 000	SPED Clerical FICA	243.96	52.63	0.00	296.59
01 1200 220 001	HS Sped Clerical FICA	522.40	0.77	0.12	523.05
01 1200 220 003	Sped Elem Clerical FICA	35.62	3.34	0.00	38.96
01 1200 221 000	SALARIES OF TEACHERS/PROFESSIONAL STAFF	2,503.65	501.55	0.82	3,004.38
01 1200 221 001	Sped HS Teacher FICA	10,369.04	2,087.95	365.53	12,091.46
01 1200 221 003	Sped Elem Teacher FICA	6,403.94	1,778.57	715.32	7,467.19
01 1200 222 001	Sped HS Para FICA	2,389.59	415.51	14.81	2,790.29
01 1200 222 003	Sped Elem Para FICA	3,374.29	561.92	0.42	3,935.79
01 1200 223 001	Sped HS Sub Teacher FICA	409.32	72.54	3.04	478.82
01 1200 223 003	Sped Elem Sub Teacher FICA	112.40	36.27	0.00	148.67
01 1200 230 000	SPED Clerical Retirement	233.50	50.40	0.00	283.90
01 1200 230 001	Sped HS Clerical Retirement	503.42	0.74	0.00	504.16
01 1200 230 003	Sped Elem Clerical Retirement	34.21	3.21	0.00	37.42
01 1200 231 000	TEACHER RETIREMENT	2,401.00	480.20	0.00	2,881.20
01 1200 231 001	Sped HS Teacher Retirement	10,027.63	1,999.38	328.11	11,698.90
01 1200 231 003	Sped Elem Teacher Retirement	6,125.91	1,685.62	668.51	7,143.02

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Fund: 01 GENERAL FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 1200 232 001	Sped HS Para Retirement	2,456.07	368.75	0.00	2,824.82
01 1200 232 003	Sped Para Elem Retirement	3,246.10	540.98	0.00	3,787.08
01 1200 233 001	HS SPED SUB TEACHER RETIREMENT	301.86	34.84	0.00	336.70
01 1200 233 003	ELEM SPED SUB TEACHER RETIREMENT	69.68	0.00	0.00	69.68
01 1200 237 000	Increase Retirement Contributions	906.08	182.49	0.00	1,088.57
01 1200 237 001	SPED HS Increase Retirement Contributions	4,570.43	826.70	112.84	5,284.29
01 1200 237 003	SPED EL Increase Retirement Contributions	3,258.96	766.88	229.91	3,795.93
01 1200 281 003	ELEM SPED CASH-IN-LIEU MEDICAL INSURANCE	1,500.00	250.00	0.00	1,750.00
01 1200 320 000	Sped Director Professional Services ESU	0.00	0.00	0.00	0.00
01 1200 320 001	Sped HS Contracted Service	24,736.20	0.00	0.00	24,736.20
01 1200 330 001	Sped HS Professional Development	335.00	150.00	0.00	485.00
01 1200 330 003	Sped Elem Professional Development	0.00	575.00	0.00	575.00
01 1200 580 000	Sped Travel	0.00	220.14	30.48	189.66
01 1200 591 000	SPED DIRECTOR FOR DIST	0.00	0.00	1,000.00	(1,000.00)
01 1200 591 003	ELEM SPED DIRECTOR	4,440.00	0.00	0.00	4,440.00
01 1200 610 001	Sped HS Supplies	2,255.29	289.98	0.00	2,545.27
01 1200 610 001 0 104	ASPIRE SUPPLIES	25.00	0.00	0.00	25.00
01 1200 610 003	Sped Elem Supplies	3,217.72	149.58	0.00	3,367.30
01 1200 810 000	DUES AND FEES	195.00	0.00	0.00	195.00
01 1291 111 003	SPED PRESCHOOL TEACHER SALARY	18,352.00	2,929.50	0.00	21,281.50
01 1291 211 003	SPED Prek BCBS, LIFE, VISION, DENTAL INSRU	4,096.54	681.56	0.00	4,778.10
01 1291 221 003	TEACHER/PROFESSIONAL FICA	1,400.75	223.60	0.06	1,624.29
01 1291 231 003	Prek SPED Retirement	1,348.88	215.32	0.00	1,564.20
01 1291 237 003	PreK SPED Teacher Increase Retirement Contributions	463.89	74.05	0.00	537.94
01 1291 330 003	EMPLOYEE TRAINING & DEVELOPMENT SERVICES	20.00	100.00	0.00	120.00
01 1291 333 000	MILEAGE PAID TO STAFF	72.36	0.00	0.00	72.36
01 1291 610 003	SPED PRESCHOOL GENERAL SUPPLIES	12,518.12	0.00	0.00	12,518.12
01 2120 111 001	Counselor HS Salary	33,480.00	5,580.00	0.00	39,060.00
01 2120 111 003	Counselor Elem Salary	25,444.80	4,240.80	0.00	29,685.60
01 2120 211 001	Counselor HS Insurance	11,142.06	1,857.01	0.00	12,999.07
01 2120 211 003	Counselor Elem Insurance	11,080.97	1,849.40	0.00	12,930.37
01 2120 221 001	Counselor HS FICA	2,523.54	428.38	7.79	2,944.13
01 2120 221 003	Counselor Elem FICA	1,902.06	325.55	8.55	2,219.06
01 2120 231 001	Counselor HS Retirement	2,452.20	408.70	0.00	2,860.90
01 2120 231 003	Counselor Elem Retirement	1,870.21	311.70	0.00	2,181.91
01 2120 237 001	COUNSELOR Inc Retirement Contributions	843.36	140.56	0.00	983.92
01 2120 237 003	COUNSELOR INC RETIREMENT CONT	643.19	107.20	0.00	750.39
01 2120 320 001	Counselor Contracted Service	697.00	0.00	0.00	697.00
01 2120 330 001	Counselor Professional Development	30.00	0.00	0.00	30.00
01 2120 330 003	EMPLOYEE TRAINING & DEVELOPMENT SERVICES	30.00	95.00	0.00	125.00
01 2120 580 001	Counselor Travel Expenses	407.08	0.00	0.00	407.08
01 2120 580 003	Counselor Travel Expenses	289.90	0.00	0.00	289.90
01 2120 610 001	Counselor HS Supplies	7,194.84	0.00	0.00	7,194.84
01 2120 610 003	Counselor Elem Supplies	1,994.78	0.00	0.00	1,994.78

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Fund: 01 GENERAL FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 2120 810 003	ELEM COUNSELOR DUES AND FEES	180.00	0.00	0.00	180.00
01 2130 610 000	GENERAL SUPPLIES	6,067.44	0.00	0.00	6,067.44
01 2130 610 003	GENERAL SUPPLIES	2,700.97	0.00	0.00	2,700.97
01 2131 112 003	Sped Nursing Services	4,630.86	570.57	0.00	5,201.43
01 2131 222 003	PARA FICA	346.49	43.64	0.00	390.13
01 2131 232 003	SPED Nursing Retirement	150.67	24.48	0.00	175.15
01 2131 237 003	SPED Nurse Increase Retirement Contributions	51.82	8.42	0.00	60.24
01 2131 320 002	MS SPED CONTRACED NURSING SERVICES	38,807.60	7,218.90	0.00	46,026.50
01 2140 320 001	PROFESSIONAL EDUCATIONAL SERVICES	20.00	0.00	0.00	20.00
01 2141 111 003	SPED ELEM PSYCHOLOGY SALARY	39,966.00	6,661.00	0.00	46,627.00
01 2141 211 003	SPED ELEM PSYCH INSURANCE	13,989.72	2,331.62	0.00	16,321.34
01 2141 221 003	SPED ELEM PSYCH FICA	2,846.34	511.36	36.97	3,320.73
01 2141 231 003	SPED ELEM PSYCHOLOGY RETIREMENT	2,937.48	489.58	0.00	3,427.06
01 2141 237 003	SPED PSYCH INC RETIREMENT CONTRIBUTIONS	1,010.28	168.38	0.00	1,178.66
01 2141 320 001	HS SPED PSYCHOLOGY CONTRACTED SERVICES	2,690.00	0.00	0.00	2,690.00
01 2141 330 003	SPED ELEM PSYCHOLOGY PROFESSIONAL DEVEL.	30.00	0.00	0.00	30.00
01 2141 580 003	SPED PSYCHOLOGY TRAVEL EXPENSES	289.90	0.00	0.00	289.90
01 2141 610 003	SPED PSYCHOLOGY SUPPLIES	6,137.92	0.00	0.00	6,137.92
01 2151 111 001	Sped Speech HS Salary	14,908.58	2,391.04	0.00	17,299.62
01 2151 111 003	Sped Speech Elem Salary	42,725.26	6,665.32	0.00	49,390.58
01 2151 211 001	Sped Speech HS Insurance	68.85	11.07	0.00	79.92
01 2151 211 003	Sped Speech ELEM Insurance	213.01	31.92	0.00	244.93
01 2151 221 001	Speech HS FICA	1,162.90	186.62	0.00	1,349.52
01 2151 221 003	Sped Speech Elem FICA	3,445.37	539.34	0.00	3,984.71
01 2151 231 001	Sped Speech HS Retirement	1,095.77	175.74	0.00	1,271.51
01 2151 231 003	Sped Speech Elem Retirement	3,001.23	489.90	0.00	3,491.13
01 2151 237 001	Sped Speech HS Salary	376.85	60.44	0.00	437.29
01 2151 237 003	Sped Speech Elem Inc Retirement Contr	1,032.16	168.48	0.00	1,200.64
01 2151 281 001	Sped Speech HS CASH-IN-LIEU MEDICAL INS.	240.00	40.00	0.00	280.00
01 2151 281 003	Sped Speech ElemCASH-IN-LIEU MEDICAL INS	2,160.00	360.00	0.00	2,520.00
01 2151 330 003	Sped Speech Elem Professional Developmen	1,309.47	0.00	0.00	1,309.47
01 2151 333 003	Sped Speech Elem MILEAGE PAID TO STAFF	231.48	0.00	0.00	231.48
01 2151 591 001	HS AUDIOLOGY SERVICE FROM ESU/DISTRICT	2,480.32	540.07	0.00	3,020.39
01 2151 591 003	ELEM AUDIOLOGY SERVICES ESU/DISTRICT	2,480.32	540.07	0.00	3,020.39
01 2151 610 003	Sped Speech Elem Supplies	1,742.34	0.00	0.00	1,742.34
01 2152 111 003	SALARIES OF TEACHERS/PROFESSIONAL STAFF	5,891.62	644.49	0.00	6,536.11
01 2152 211 003	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	18.12	2.94	0.00	21.06
01 2152 221 003	TEACHER/PROFESSIONAL FICA	451.80	49.48	0.00	501.28
01 2152 231 003	TEACHER RETIREMENT	293.97	47.37	0.00	341.34
01 2152 237 003	Increase Retirement Contributions	101.09	16.29	0.00	117.38
01 2153 111 000	SALARIES OF TEACHERS/PROFESSIONAL STAFF	3,999.62	644.49	0.00	4,644.11

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Fund: 01	GENERAL FUND	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 2153 211 000	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	18.12	2.94	0.00	21.06
01 2153 221 000	TEACHER/PROFESSIONAL FICA	307.03	49.48	0.00	356.51
01 2153 231 000	TEACHER RETIREMENT	293.98	47.37	0.00	341.35
01 2153 237 000	Increase Retirement Contributions	101.17	16.30	0.00	117.47
01 2161 111 001	Sped Occupational Therapy HS Salary	2,075.82	345.97	0.00	2,421.79
01 2161 111 002	OT Services - Middle School	2,075.82	345.97	0.00	2,421.79
01 2161 111 003	Sped Occupational Therapy Elem Salary	16,606.38	2,767.73	0.00	19,374.11
01 2161 211 001	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	1,042.66	174.15	0.00	1,216.81
01 2161 211 002	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	1,042.70	174.16	0.00	1,216.86
01 2161 211 003	Sped Occupational Therapy Elem Insurance	8,341.21	1,393.17	0.00	9,734.38
01 2161 221 001	Sped HS TEACHER/PROFESSIONAL FICA	157.16	26.57	0.38	183.35
01 2161 221 002	OT Services Middle School - FICA	157.12	26.57	0.39	183.30
01 2161 221 003	Sped Occupational Therapy Elem FICA	1,256.92	212.47	2.99	1,466.40
01 2161 231 001	Sped Occupational Therapy HS Retirement	152.58	25.43	0.00	178.01
01 2161 231 002	TEACHER RETIREMENT	152.58	25.43	0.00	178.01
01 2161 231 003	Sped Occupational Therapy ElemRetirement	1,220.58	203.43	0.00	1,424.01
01 2161 237 001	Increase Retirement Contributions	52.50	8.75	0.00	61.25
01 2161 237 002	Increase Retirement Contributions	52.46	8.74	0.00	61.20
01 2161 237 003	Sped OT Inc. Retirement Contributions	419.76	69.96	0.00	489.72
01 2161 330 003	Sped Occupational Therapy Prof. Developm	265.00	0.00	0.00	265.00
01 2161 333 001	SPED HS OT MILEAGE	115.24	0.00	0.00	115.24
01 2161 610 001	HS OT SUPPLIES	719.60	0.00	0.00	719.60
01 2161 610 003	Sped Occupational Therapy Elem Supplies	2,336.22	0.00	0.00	2,336.22
01 2171 320 002	MS PROFESSIONAL EDUCATIONAL SERVICES	2,888.95	199.75	0.00	3,088.70
01 2171 320 003	Physical Therapy Elem Contracted Service	12,916.21	1,371.60	0.00	14,287.81
01 2171 330 003	EMPLOYEE TRAINING & DEVELOPMENT SERVICES	0.00	20.00	0.00	20.00
01 2181 591 001	HS VISUALLY IMPAIRED SERVICES	5,130.00	1,026.00	0.00	6,156.00
01 2220 111 001	HS Library Teacher Salary	16,740.00	2,790.00	0.00	19,530.00
01 2220 111 003	Elem Library Salary	16,740.00	2,790.00	0.00	19,530.00
01 2220 112 001	HS Library Para Salary	7,514.10	875.00	0.00	8,389.10
01 2220 112 003	Elem Library Para Salary	12,872.90	1,660.18	0.00	14,533.08
01 2220 211 001	HS Library BCBS, Vision, Life, Dental	75.05	12.51	0.00	87.56
01 2220 211 003	Elem Library BCBS, Vision, Life, Dental	75.05	12.51	0.00	87.56
01 2220 212 003	PARA INSURANCE	36.54	5.48	0.00	42.02
01 2220 221 001	HS Library FICA	1,342.73	223.79	0.00	1,566.52
01 2220 221 003	Elem Library FICA	1,342.73	223.79	0.00	1,566.52
01 2220 222 003	Elem Library PARA FICA	984.76	127.00	0.00	1,111.76
01 2220 231 001	HS Library Retirement	1,230.42	205.07	0.00	1,435.49
01 2220 231 003	Elem Library Retirement	1,230.42	205.07	0.00	1,435.49
01 2220 232 003	Elem Library PARAEDUCATOR RETIREMENT	946.16	122.02	0.00	1,068.18
01 2220 237 001	Library Inc Retirement Contributions	423.17	70.53	0.00	493.70
01 2220 237 003	Elem Lib Inc Retirement Contributions	748.59	112.50	0.00	861.09
01 2220 281 001	HS Libaray Teacher CASH-IN-LIEU Med Ins	750.00	125.00	0.00	875.00
01 2220 281 003	Elem Library Teacher CASH-IN-LIEU	750.00	125.00	0.00	875.00

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Fund: 01 GENERAL FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
	Med In				
01 2220 610 001	HS Library Supplies	8,253.79	0.00	0.00	8,253.79
01 2220 610 003	Elem Library Supplies	764.38	0.00	0.00	764.38
01 2220 640 001	HS Library Books/Periodicals	29.79	0.00	0.00	29.79
01 2224 432 000	TECHNOLOGY REALATED REPAIRS & MAINTENANCE	17,480.84	0.00	0.00	17,480.84
01 2224 530 000	Internet Service	5,400.90	892.65	0.00	6,293.55
01 2230 111 000	Tech Coord.	34,177.50	6,835.50	0.00	41,013.00
01 2230 211 000	Tech Coord. BCBS, LIFE, VISION, DENTAL INSRU	6,930.40	1,389.51	0.00	8,319.91
01 2230 221 000	Tech Coord. FICA	2,531.63	524.76	18.48	3,037.91
01 2230 231 000	Tech Coord. RETIREMENT	2,512.05	502.41	0.00	3,014.46
01 2230 237 000	Tech Coord. Increase Retirement Contributions	863.95	172.79	0.00	1,036.74
01 2230 330 000	TECH PROFESSIONAL DEVELOPMENT	20.00	0.00	0.00	20.00
01 2230 333 001	MILEAGE PAID TO STAFF	0.00	0.00	0.00	0.00
01 2230 352 001	Network Wiring	7,350.00	0.00	0.00	7,350.00
01 2230 382 001	HS Distant Learning Connection	4,718.82	428.98	428.98	4,718.82
01 2230 382 003	Elem Distant Learning Connection	4,718.82	428.98	428.98	4,718.82
01 2230 591 000	PURCHASED SERVICE FROM ESU/DISTRICT	150.00	0.00	0.00	150.00
01 2310 270 000	Workers Compensation	1,639.00	0.00	0.00	1,639.00
01 2310 330 000	BOARD PROFESSIONAL DEVELOPMENT	1,274.00	0.00	0.00	1,274.00
01 2310 520 000	BOE Insurance	49,445.00	0.00	0.00	49,445.00
01 2310 540 000	BOE Advertising	2,653.59	245.52	0.00	2,899.11
01 2310 810 000	BOE Dues and Fees	5,640.69	0.00	0.00	5,640.69
01 2310 890 000	BOE Misc. Expenses	5,200.00	485.90	0.00	5,685.90
01 2320 105 000	Superintendent Salary	77,220.00	12,870.00	0.00	90,090.00
01 2320 215 000	Superintendent BCBS, Vision, Life, Denta	14,205.96	2,367.66	0.00	16,573.62
01 2320 225 000	Superintendent FICA	5,916.36	988.01	1.95	6,902.42
01 2320 235 000	Superintendent Retirement	5,675.70	945.95	0.00	6,621.65
01 2320 237 000	Superintendent Inc Retire Contributions	1,951.98	325.33	0.00	2,277.31
01 2320 330 000	Superintendent Professional Development	725.00	139.23	0.00	864.23
01 2320 580 000	Superintendent Travel	42.50	0.00	0.00	42.50
01 2320 610 000	SUPERINTENDENT OFFICE SUPPLIES	1,193.99	61.57	0.00	1,255.56
01 2320 810 000	Superintendent Dues and Fees	475.00	0.00	0.00	475.00
01 2330 317 000	District Legal Services	5,604.00	360.00	0.00	5,964.00
01 2410 110 001	HS Principal Secretary Salary	18,467.13	2,702.13	0.00	21,169.26
01 2410 110 003	Elem Principal Secretary Salary	22,294.55	4,842.50	0.00	27,137.05
01 2410 111 001	HS Principal Salary	54,340.02	9,056.67	0.00	63,396.69
01 2410 111 003	Elem Principal Salary	48,000.00	8,000.00	0.00	56,000.00
01 2410 130 001	Overtime for HS Secretary	716.64	13.75	0.00	730.39
01 2410 130 003	Overtime for Elem Secretary	300.14	86.93	0.00	387.07
01 2410 210 001	HS Secretary Principal Insurance	2,761.89	450.87	0.00	3,212.76
01 2410 210 003	Elem Secretary Principal Insurance	2,767.29	451.75	0.00	3,219.04
01 2410 211 001	HS Principal Insurance	14,836.53	2,381.28	0.00	17,217.81
01 2410 211 003	Elem Principal Insurance	230.76	38.46	0.00	269.22
01 2410 220 001	HS Secretary Principal FICA	1,373.32	207.78	15.74	1,565.36
01 2410 220 003	Elem Secretary Principal FICA	1,636.64	377.12	15.32	1,998.44
01 2410 221 001	HS Principal FICA	4,135.80	695.27	5.97	4,825.10
01 2410 221 003	Elem Principal FICA	3,800.04	633.34	0.00	4,433.38
01 2410 230 001	HS Secretary Principal Retirement	1,410.01	199.62	0.00	1,609.63

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Fund: 01 GENERAL FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 2410 230 003	Elem Secretary Principal Retirement	1,660.70	362.30	0.00	2,023.00
01 2410 231 001	HS Principal Retirement	3,994.02	665.67	0.00	4,659.69
01 2410 231 003	Elem Principal Retirement	3,528.00	588.00	0.00	4,116.00
01 2410 237 001	HS Principal Inc Retirement Contribution	1,858.51	297.58	0.00	2,156.09
01 2410 237 003	Elem Principal Inc Retire Contributions	1,784.46	326.82	0.00	2,111.28
01 2410 281 003	Elem Principal CASH-IN-LIEU Med Ins	1,500.00	250.00	0.00	1,750.00
01 2410 330 001	HS Principal Professional Development	(155.00)	0.00	0.00	(155.00)
01 2410 330 003	Elem Principal Professional Development	2,298.00	0.00	0.00	2,298.00
01 2410 333 001	HS Principal Mileage	0.00	0.00	0.00	0.00
01 2410 333 003	Elem Principal Mileage	0.00	0.00	0.00	0.00
01 2410 580 001	HS Principal Travel Expenses	550.30	0.00	0.00	550.30
01 2410 580 003	Elem Principal Travel Expenses	410.18	0.00	0.00	410.18
01 2410 610 001	HS Principal Supplies	843.95	431.89	0.00	1,275.84
01 2410 610 003	Elem Principal Supplies	3,341.17	500.00	0.00	3,841.17
01 2410 734 001	HS Principal Computer Hardware	2,699.00	0.00	0.00	2,699.00
01 2490 810 000	DUES AND FEES	435.00	0.00	0.00	435.00
01 2510 110 000	BUSINESS MANAGER/HR/PAYROLL SALARY	45,946.73	6,371.58	0.00	52,318.31
01 2510 130 000	Overtime for Business Manager	2,860.35	165.65	0.00	3,026.00
01 2510 210 000	Superintendent Secretary Insurance	222.40	31.37	0.00	253.77
01 2510 220 000	Superintendent Secretary FICA	3,747.02	501.93	0.00	4,248.95
01 2510 230 000	Superintendent Secretary Retirement	3,587.31	480.49	0.00	4,067.80
01 2510 237 000	Super Secretary Inc Retire Contributions	1,233.74	165.26	0.00	1,399.00
01 2510 310 000	Employee Assistant Program	2,918.00	0.00	0.00	2,918.00
01 2510 315 000	Accounting and Auditing Services	9,106.24	0.00	0.00	9,106.24
01 2510 330 000	EMPLOYEE TRAINING & DEVELOPMENT SERVICES	315.00	597.00	0.00	912.00
01 2510 382 001	HS Telephone	1,574.63	371.52	0.00	1,946.15
01 2510 382 003	Elem Telephone	426.06	71.09	0.00	497.15
01 2510 440 000	Superintendent Copier/Mail Lease	524.85	0.00	0.00	524.85
01 2510 531 001	HS Postage	999.00	500.00	0.00	1,499.00
01 2510 531 003	Elem Postage	0.00	0.00	0.00	0.00
01 2510 580 000	TRAVEL EXPENSES	23.54	0.00	0.00	23.54
01 2510 610 000	CENTRAL OFFICE SUPPLIES	1,479.12	470.94	0.00	1,950.06
01 2510 810 000	DUES AND FEES	756.11	0.00	0.00	756.11
01 2510 890 000	Superintendent Secretary Misc. Expenses	4,487.50	68.50	0.00	4,556.00
01 2610 110 001	HS Custodian Salary	33,007.84	4,114.06	0.00	37,121.90
01 2610 110 003	Elem Custodian Salary	26,696.12	3,840.00	0.00	30,536.12
01 2610 116 000	Maintenance Director	39,499.98	6,583.33	0.00	46,083.31
01 2610 130 001	OVERTIME for Custodial	64.72	0.00	0.00	64.72
01 2610 130 003	OVERTIME for Custodial	107.04	9.36	0.00	116.40
01 2610 210 001	HS Custodian Insurance	219.16	6.59	0.00	225.75
01 2610 210 003	Elem Custodian Insurance	33.81	5.49	0.01	39.29
01 2610 211 000	TEACHER BCBS, LIFE, VISION, DENTAL INSUR	6.30	1.05	0.00	7.35
01 2610 216 000	Professional Staff	166.08	27.68	0.00	193.76
01 2610 220 001	HS Custodian FICA	2,527.84	315.10	0.00	2,842.94
01 2610 220 003	Elem Custodian FICA	2,047.61	294.48	0.00	2,342.09
01 2610 221 000	FICA	115.20	19.20	0.00	134.40
01 2610 226 000	Professional Staff	3,032.28	505.38	0.00	3,537.66
01 2610 230 001	HS Custodian Retirement	2,433.27	302.73	0.00	2,736.00
01 2610 230 003	Elem Custodian Retirement	1,967.30	282.93	0.00	2,250.23
01 2610 236 000	Professional Staff	2,903.22	483.87	0.00	3,387.09

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Fund: 01 GENERAL FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 2610 237 000	Increase Retirement Contributions	998.46	166.41	0.00	1,164.87
01 2610 237 001	HS Custodian In Retire Contributions	836.81	104.12	0.00	940.93
01 2610 237 003	Elem Custodian Inc Retirement Contributi	676.60	97.30	0.00	773.90
01 2610 281 000	CASH-IN-LIEU MEDICAL INSURANCE	1,500.00	250.00	0.00	1,750.00
01 2610 290 001	HS Custodian LTD	15.08	0.00	0.00	15.08
01 2610 290 003	Elem Custodian LTD	88.92	13.51	0.00	102.43
01 2610 410 001	HS Water & Sewer	14,531.25	433.50	0.00	14,964.75
01 2610 410 003	Elem Water & Sewer	10,483.34	425.46	0.00	10,908.80
01 2610 431 001	HS Upkeep of Building	7,353.76	3,193.03	461.61	10,085.18
01 2610 431 003	Elem Upkeep of Building	5,693.28	1,477.38	0.00	7,170.66
01 2610 520 001	HS Building Insurance	55,000.00	0.00	0.00	55,000.00
01 2610 520 003	Elem Building Insurance	55,000.00	0.00	0.00	55,000.00
01 2610 610 001	HS Custodian Supplies	24,994.04	1,876.97	0.00	26,871.01
01 2610 610 003	Elem Custodian Supplies	26,246.12	316.68	0.00	26,562.80
01 2610 621 001	HS Utilities	78,981.70	16,229.70	0.00	95,211.40
01 2610 621 003	Elem Utilities	52,234.77	10,226.50	0.00	62,461.27
01 2620 420 001	HS Cleaning Service	65,640.00	9,875.00	0.00	75,515.00
01 2620 420 003	Elem Cleaning Service	56,886.00	7,966.00	0.00	64,852.00
01 2620 431 001	HS Repairs & Maintenance	5,425.78	0.00	0.00	5,425.78
01 2620 431 003	Elem Repairs & Maintenance	4,012.86	0.00	0.00	4,012.86
01 2620 720 001	HS Building Improvements	1,253.92	0.00	0.00	1,253.92
01 2630 431 001	CARE & UPKEEP OF FB FIELD	3,633.21	80.00	0.00	3,713.21
01 2650 431 000	Vehicle Repairs & Maintenance	1,767.63	0.00	0.00	1,767.63
01 2650 520 000	Vehicle Insurance	5,000.00	0.00	0.00	5,000.00
01 2650 610 000	Vehicle Supplies	144.99	0.00	0.00	144.99
01 2650 626 000	Vehicle Gasoline	1,152.09	0.00	0.00	1,152.09
01 2660 340 000	Security Service	550.00	0.00	0.00	550.00
01 2660 610 000	Security Supplies	53.39	0.00	0.00	53.39
01 2710 110 000	Bus Driver Regular Ed Salary	100,704.24	15,064.93	0.00	115,769.17
01 2710 150 000	Phone Stipend	0.00	80.00	80.00	0.00
01 2710 210 000	Bus Driver Regular Ed Insurance	538.73	10.67	0.00	549.40
01 2710 220 000	Bus Driver Regular Ed FICA	7,706.15	1,153.02	0.00	8,859.17
01 2710 230 000	Bus Driver Regular Ed Retirement	4,414.10	594.22	0.00	5,008.32
01 2710 237 000	Bus Increase Retire Contributions	1,518.10	204.37	0.00	1,722.47
01 2710 290 000	Bus Driver Regular Ed LTD	480.00	80.00	0.00	560.00
01 2710 330 000	BUS PROFESSIONAL DEVEOPMENT	1,130.00	0.00	0.00	1,130.00
01 2710 520 000	Bus Insurance	15,166.00	0.00	0.00	15,166.00
01 2710 610 000	BUS SUPPLIES	163.77	8.98	0.00	172.75
01 2710 626 000	Bus Gas and Oil	33,994.57	8,152.59	0.00	42,147.16
01 2710 890 000	Bus Misc. Expenses	1,726.00	775.00	0.00	2,501.00
01 2712 110 000	Bus Driver Sped Salary	17,097.73	2,477.42	0.00	19,575.15
01 2712 112 000	PARAEDUCATORS SALARY	5,479.71	605.48	0.00	6,085.19
01 2712 112 003	Bus Driver Sped Salary	1,719.41	0.00	0.00	1,719.41
01 2712 210 000	Bus Driver Sped Insurance	2.90	1.03	0.00	3.93
01 2712 212 003	SPED Bus Para Insurance	0.19	0.00	0.00	0.19
01 2712 220 000	Bus Driver Sped FICA	1,308.16	189.57	0.00	1,497.73
01 2712 222 000	PARA FICA	419.25	46.32	0.00	465.57
01 2712 222 003	PARA FICA	131.49	0.00	0.00	131.49
01 2712 230 000	Bus Driver Sped Retirement	1,256.81	182.14	0.00	1,438.95
01 2712 232 000	PARAEDUCATOR RETIREMENT	13.77	9.34	0.00	23.11
01 2712 232 003	PARAEDUCATOR RETIREMENT	126.38	0.00	0.00	126.38
01 2712 237 000	SPED Bus Inc Retire Contributions	436.96	65.85	0.01	502.80
01 2712 237 003	Increase Retirement Contributions	43.46	0.00	0.00	43.46
01 2712 626 000	Sped Bus Gas and Oil	0.00	27.48	0.00	27.48

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Fund: 01 GENERAL FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 2713 110 003	PreK Bus Driver	4,248.97	754.49	0.00	5,003.46
01 2713 210 003	PreK Driver Insurance	15.65	1.55	0.00	17.20
01 2713 220 003	PreK Driver FICA	325.92	57.82	0.00	383.74
01 2713 230 003	PreK Driver Retirement	313.13	55.54	0.00	368.67
01 2713 237 003	PreK Driver Increase Retirement Contributions	107.70	19.10	0.00	126.80
01 2720 111 000	Transportation Monitoring Services	1,799.52	299.92	0.00	2,099.44
01 2720 211 000	TEACHER BCBS, LIFE, VISION, DENTAL INSUR	600.25	100.16	0.00	700.41
01 2720 221 000	TEACHER/PROFESSIONAL FICA	136.87	23.04	0.23	159.68
01 2720 231 000	TEACHER RETIREMENT	132.24	22.04	0.00	154.28
01 2720 237 000	Increase Retirement Contributions	45.53	7.59	0.00	53.12
01 2730 431 000	BUS & VEHICLE SERVICING & MAINTENANCE	66,174.08	5,782.94	0.00	71,957.02
01 2900 610 001 0 001	Athletics	111.44	0.00	0.00	111.44
01 2900 610 001 0 012	National Honor Society	0.00	0.00	0.00	0.00
01 2900 610 001 2	Commencement	478.77	0.00	0.00	478.77
01 3100 110 000	Food Service Salary	0.00	19,501.55	19,501.55	0.00
01 3100 130 000	OVERTIME for Food Services	0.00	0.00	0.00	0.00
01 3100 210 000	NON - INSTRUCTIONAL INSURANCE	0.00	834.45	834.45	0.00
01 3100 220 000	Food Service FICA	0.00	1,491.92	1,491.92	0.00
01 3100 230 000	Food Service Retirement	0.00	1,310.57	1,310.57	0.00
01 3100 237 000	Food Service Inc Retire Contributions	0.00	450.73	450.73	0.00
01 3300 110 003	Rec Program Salary	20,772.85	3,301.15	0.00	24,074.00
01 3300 210 003	Rec Program Insurance	16.47	0.00	0.00	16.47
01 3300 220 003	Rec Program FICA	1,171.36	162.08	0.00	1,333.44
01 3300 230 003	Rec Program Retirement	1,126.00	155.74	0.00	1,281.74
01 3300 237 003	REC Inc Retirement Contributions	387.26	53.55	0.00	440.81
01 3300 610 003	Rec Program Supplies	3,616.34	437.57	0.00	4,053.91
01 3300 890 003	Rec Program Misc. Expenses	457.01	0.00	0.00	457.01
01 3535 110 003	HAL Para/Transportation	388.44	0.00	0.00	388.44
01 3535 113 003	HAL Sub	558.75	158.00	0.00	716.75
01 3535 220 003	HAL Para/Transportation	29.72	0.00	0.00	29.72
01 3535 223 003	SUBSTITUTE TEACHER FICA	42.74	12.10	0.00	54.84
01 3535 230 003	HAL Transportation Retirement	18.46	0.00	0.00	18.46
01 3535 233 003	HAL Sub Retirement	17.42	0.00	0.00	17.42
01 3535 237 003	HAL Sub Increase Retirement Contributions	12.34	0.00	0.00	12.34
01 3535 610 000	HAL Supplies	1,573.82	140.42	0.00	1,714.24
01 3540 110 003	Preschool Para/Bus Driver/Custodian Sala	10,582.92	4,588.06	3,502.01	11,668.97
01 3540 111 003	Preschool Teacher/Principal Salary	15,760.40	2,343.60	0.00	18,104.00
01 3540 130 003	Overtime - PreK	3.26	0.48	0.00	3.74
01 3540 211 003	Preschool Teacher/Principal Insurance	5,862.87	926.74	1.53	6,788.08
01 3540 220 003	Preschool Para/Bus Driver/Custodian FICA	809.84	351.03	267.90	892.97
01 3540 221 003	Preschool Teacher/Principal FICA	1,191.69	199.11	22.07	1,368.73
01 3540 230 003	Preschool Para/BD/custodian RETIREMENT	778.10	337.25	257.40	857.95
01 3540 231 003	Preschool Teacher/Principal Retirement	1,158.37	172.25	0.00	1,330.62
01 3540 237 003	Preschool Inc Retire Contributions	665.97	175.23	88.53	752.67
01 3540 281 003	Preschool Teacher CASH-IN-LIEU MED. INS	0.00	250.00	250.00	0.00
01 3551 610 001	CAREER EDUCATION SUPPLIES	5,002.48	576.00	0.00	5,578.48
01 3552 610 000	SCHOOL SAFETY AND SECURITY ACT	33.99	0.00	0.00	33.99

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Fund: 01 GENERAL FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 6200 111 003	Title 1 Teacher Salary	18,771.12	3,560.04	0.00	22,331.16
01 6200 112 003	Title 1 Para Salary	2,630.10	0.00	0.00	2,630.10
01 6200 211 003	Title 1 Teacher Insurance	3,741.12	709.52	0.00	4,450.64
01 6200 221 003	Title 1 Teacher FICA	1,441.04	273.30	0.00	1,714.34
01 6200 222 003	Title 1 Para FICA	201.19	0.00	0.00	201.19
01 6200 231 003	Title 1 Teacher Retirement	1,379.68	261.66	0.00	1,641.34
01 6200 232 003	Title 1 Para RETIREMENT	193.32	0.00	0.00	193.32
01 6200 237 003	Title 1 Inc Retirement Contributions	540.96	89.99	0.00	630.95
01 6200 610 003	Title 1 Supplies	9,065.75	0.00	0.00	9,065.75
01 6406 111 003	IDEA Preschool Teacher Salary	0.00	0.00	0.00	0.00
01 6406 112 003	PARAEDUCATORS SALARY	2,811.77	360.23	0.00	3,172.00
01 6406 211 003	IDEA Preschool Teacher Insurance	0.00	0.00	0.00	0.00
01 6406 221 003	IDEA Preschool Teacher FICA	0.00	0.00	0.00	0.00
01 6406 222 003	PARA FICA	213.22	27.56	0.26	240.52
01 6406 231 003	IDEA Preschool Teacher Retirement	0.00	0.00	0.00	0.00
01 6406 232 003	PARAEDUCATOR RETIREMENT	206.69	26.48	0.00	233.17
01 6406 237 003	Increase Retirement Contributions	71.07	9.11	0.00	80.18
01 6408 111 000	IDEA BIRTH-4 TEACHER SALARY	34,037.53	5,467.22	0.00	39,504.75
01 6408 111 003	SALARIES OF TEACHERS/PROFESSIONAL STAFF	14,167.00	3,152.70	753.30	16,566.40
01 6408 112 003	IDEA ENROLLMENT/POVERTY PARA SALARY	15,333.56	1,873.50	0.00	17,207.06
01 6408 211 000	IDEA BIRTH-4 TEACHER INSURANCE	4,332.81	720.81	0.00	5,053.62
01 6408 211 003	TEACHER BCBS, LIFE, VISION, DENTAL INSURANCE	4,562.72	764.24	4.56	5,322.40
01 6408 221 000	IDEA BIRTH-4 TEACHER FICA	2,605.92	419.70	1.17	3,024.45
01 6408 221 003	TEACHER/PROFESSIONAL FICA	1,077.08	241.21	58.76	1,259.53
01 6408 222 003	IDEA ENROLLMENT/POVERTY PARA FICA	1,173.04	143.33	0.00	1,316.37
01 6408 231 000	IDEA BIRTH-4 TEACHER RETIREMENT	2,501.75	401.84	0.00	2,903.59
01 6408 231 003	TEACHER RETIREMENT	1,041.32	231.73	55.37	1,217.68
01 6408 232 003	IDEA ENROLLMENT/POVERTY PARA RETIREMENT	1,127.02	137.70	0.00	1,264.72
01 6408 237 000	Increase Retirement Contributions	860.40	138.20	0.00	998.60
01 6408 237 003	Increase Retirement Contributions	745.69	127.05	19.04	853.70
01 6408 320 000	IDEA Part B Birth-4 Pre-diagnosis	7,383.98	898.10	0.00	8,282.08
01 6408 320 003	PREK PROFESSIONAL EDUCATIONAL SERVICES	4,347.09	1,255.50	0.00	5,602.59
01 6408 591 000	EARLY CHILDHOOD SERVICES ESU/DISTRICT	642.24	151.67	0.00	793.91
01 6408 591 003	PREK PURCHASED SERVICE FROM ESU/DISTRICT	642.24	151.67	0.00	793.91
01 6408 640 003	IDEA ENROLLMENT/POVERTY TEXTBOOKS	1,720.00	0.00	0.00	1,720.00
01 6412 111 003	IDEA NONPUBLIC SALARIES	1,138.32	379.44	0.00	1,517.76
01 6412 211 003	IDEA NONPUBLIC TEACHER INSURANCE	6.06	1.72	0.00	7.78
01 6412 221 003	IDEA NONPUBLIC TEACHER FICA	87.39	29.13	0.00	116.52
01 6412 231 003	IDEA NONPUBLIC TEACHER RETIREMENT	83.67	27.89	0.00	111.56
01 6412 237 003	Increase Retirement Contributions	28.77	9.59	0.00	38.36
01 6998 111 000	Mental Health Grant	0.00	0.00	0.00	0.00
01 6998 610 000	MENTAL HEALTH GENERAL SUPPLIES	8,471.36	0.00	0.00	8,471.36
01 6998 610 001	ESSER III GENERAL SUPPLIES	0.00	0.00	0.00	0.00
01 8000 912 000	FUND TRANSFERS TO LUNCH FUND	666.34	69.30	0.00	735.64

Regular; Beginning Month 03/2025; Processing Month 03/2025

Fund: 01 GENERAL FUND

	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Total: Expenditure	5,367,074.68	851,755.99	61,989.46	6,156,841.21
Total: 01	20,411,469.74	3,064,900.67	3,285,775.11	22,649,780.62

Regular; Beginning Month 03/2025; Processing Month 03/2025

Fund: 02 Depreciation

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
02 101	CASH	248,721.86	21.12	0.00	248,742.98
	Total: Current Assets	248,721.86	21.12	0.00	248,742.98
Fund Balance					
02 704	FUND BALANCE	248,721.86	0.00	21.12	248,742.98
	Total: Fund Balance	248,721.86	0.00	21.12	248,742.98
Revenue					
02 1510	INTEREST ON INVESTMENTS	253.02	0.00	21.12	274.14
02 5690	OTHER NON-REVENUE RECEIPTS	2,834.40	0.00	0.00	2,834.40
	Total: Revenue	3,087.42	0.00	21.12	3,108.54
Expenditure					
02 2900 732 000	Bus Replacement	88,000.00	0.00	0.00	88,000.00
	Total: Expenditure	88,000.00	0.00	0.00	88,000.00
	Total: 02	588,531.14	21.12	42.24	588,594.50

Regular; Beginning Month 03/2025; Processing Month 03/2025

Fund: 03 Employee Benefit Fund

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
03 101	CASH	27,668.86	47,381.37	26,635.45	48,414.78
03 106	SAVINGS CERTIFICATES	20,000.00	0.00	0.00	20,000.00
Total: Current Assets		47,668.86	47,381.37	26,635.45	68,414.78
Fund Balance					
03 704	FUND BALANCE	40,293.52	0.00	20,604.04	60,897.56
03 704 3001	M. BATMAN	0.00	220.08	526.70	306.62
03 704 3002	A. CONN	2,499.96	0.00	416.66	2,916.62
03 704 3003	D. DOWDING	833.32	0.00	416.66	1,249.98
03 704 3004	J. FERRETTI	499.98	1,166.62	666.64	0.00
03 704 3005	K. LINKE	749.96	0.00	416.66	1,166.62
03 704 3006	R. PETSKA	395.96	1,617.64	1,325.48	103.80
03 704 3007	B. BROWN	1,599.96	0.00	266.66	1,866.62
03 704 3008	A. EASTEP	24.46	1,110.46	702.73	(383.27)
03 704 3009	R. GILL-ROSE	(101.89)	240.00	260.00	(81.89)
03 704 3010	M. KOTIK	(167.21)	2,280.65	1,520.81	(927.05)
03 704 3011	B. MCCREIGHT	(10.00)	0.00	25.00	15.00
03 704 3012	C. PESTER	499.98	0.00	83.33	583.31
03 704 3013	S. SULLIVAN	335.86	0.00	100.00	435.86
03 704 3014	K.VODICKA	215.00	0.00	50.00	265.00
Total: Fund Balance		47,668.86	6,635.45	27,381.37	68,414.78
Revenue					
03 1510	INTEREST ON INVESTMENTS	17.60	0.00	20,604.04	20,621.64
03 5200 3001	M. BATMAN FUND TRANSFER	2,499.96	0.00	416.66	2,916.62
03 5200 3002	A. CONN FUND TRANSFERS	2,499.96	0.00	416.66	2,916.62
03 5200 3003	D. DOWDING FUND TRANSFER	2,499.96	0.00	416.66	2,916.62
03 5200 3004	J. FERRETTI FUND TRANSFERS	499.98	0.00	83.33	583.31
03 5200 3005	K. LINKE FUND TRANSFERS	2,499.96	0.00	416.66	2,916.62
03 5200 3006	R. PETSKA FUND TRANSFERS	3,495.90	0.00	516.66	4,012.56
03 5200 3007	B. BROWN FUND TRANSFERS	1,599.96	0.00	266.66	1,866.62
03 5200 3008	A. EASTEP FUND TRANSFERS	720.00	0.00	120.00	840.00
03 5200 3009	R. GILL-ROSE FUND TRANSFERS	759.99	0.00	120.00	879.99
03 5200 3010	M. KOTIK FUND TRANSFERS	1,774.16	0.00	363.81	2,137.97
03 5200 3011	B. MCCREIGHT FUND TRANSFERS	150.00	0.00	25.00	175.00
03 5200 3012	C. PESTER FUND TRANSFERS	499.98	0.00	83.33	583.31
03 5200 3013	S. SULLIVAN FUND TRANSFERS	600.00	0.00	100.00	700.00
03 5200 3014	K. VODICKA FUND TRANSFERS	323.58	0.00	50.00	373.58
Total: Revenue		20,440.99	0.00	23,999.47	44,440.46
Expenditure					
03 2900 291 000 0 601	M. BATMAN FSA/DEPENDENT CARE EXPENSE	2,499.96	220.08	110.04	2,610.00
03 2900 291 000 0 603	D. DOWDING FSA/DEPENDENT CARE	1,666.64	0.00	0.00	1,666.64
03 2900 291 000 0 604	J. FERRETTI FSA/DEPENDENT CARE	0.00	1,166.62	583.31	583.31
03 2900 291 000 0 605	K. LINKE FSA/DEPENDENT CARE	1,750.00	0.00	0.00	1,750.00
03 2900 291 000 0 606	R. PETSKA	3,099.94	1,617.64	808.82	3,908.76
03 2900 291 000 0 608	A. EASTEP FSA/DEPENDENT CARE	695.54	1,110.46	582.73	1,223.27
03 2900 291 000 0 609	R. GILL FSA/DEPENDENT CARE	861.88	240.00	140.00	961.88
03 2900 291 000 0 610	M. KOTIK FSA/DEPENDENT CARE	1,941.37	2,280.65	1,157.00	3,065.02
03 2900 291 000 0 611	B. MCCREIGHT FSA/DEPENDENT CARE	160.00	0.00	0.00	160.00
03 2900 291 000 0 613	S. SULLIVAN FSA/DEPENDENT CARE	264.14	0.00	0.00	264.14
03 2900 291 000 0 614	K. VODICKA FSA/DEPENDENT CARE	108.58	0.00	0.00	108.58
Total: Expenditure		13,048.05	6,635.45	3,381.90	16,301.60
Total: 03		128,826.76	60,652.27	81,398.19	197,571.62

Regular; Beginning Month 03/2025; Processing Month 03/2025

Fund: 05 Activity Fund

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
05 101	CASH	239,323.03	10,991.71	25,030.91	225,283.83
	Total: Current Assets	239,323.03	10,991.71	25,030.91	225,283.83
Fund Balance					
05 704 0001	ATHLETICS	53,002.78	8,867.33	1,434.19	45,569.64
05 704 0002	ANNUAL	6,185.17	0.00	720.00	6,905.17
05 704 0003	BAND	2,951.07	680.00	0.00	2,271.07
05 704 0004	ELEMENTARY UNIT	12,222.60	24.00	0.00	12,198.60
05 704 0005	STUDENT COUNCIL	5,255.46	0.00	1,267.00	6,522.46
05 704 0006	FFA	25,808.21	2,476.68	576.00	23,907.53
05 704 0007	HIGH SCHOOL UNIT	2,169.66	283.07	0.00	1,886.59
05 704 0008	LIFE SKILLS	742.19	88.25	0.00	653.94
05 704 0009	FCCLA	3,037.85	853.97	24.00	2,207.88
05 704 0010	MISC ACCOUNT	4,424.42	898.41	0.00	3,526.01
05 704 0011	ART CLUB	1,536.23	414.63	0.00	1,121.60
05 704 0012	NATIONAL HONOR SOCIETY	2,240.13	115.37	0.00	2,124.76
05 704 0013	SPEECH	243.38	0.00	0.00	243.38
05 704 0014	1ST GRADE	677.58	0.00	0.00	677.58
05 704 0015	BOYS BASKETBALL	1,075.36	0.00	0.00	1,075.36
05 704 0016	CONCESSIONS	8,014.59	3,790.23	849.33	5,073.69
05 704 0017	GIRLS BASKETBALL	2,207.58	0.00	0.00	2,207.58
05 704 0019	INTEREST	1,128.07	0.00	19.95	1,148.02
05 704 0020	VIDEO BOARD FUND	0.00	0.00	0.00	0.00
05 704 0021	HS TRACK	5,265.72	0.00	827.00	6,092.72
05 704 0022	FIELDS SCHOLARSHIP	4,063.80	0.00	0.00	4,063.80
05 704 0023	CROSS COUNTRY	1,839.12	0.00	0.00	1,839.12
05 704 0024	INDUSTRIAL ARTS SHOP	1,629.44	121.56	48.50	1,556.38
05 704 0025	LIBRARY	1,084.64	114.30	0.00	970.34
05 704 0026	PARTY GROUP	769.76	0.00	0.00	769.76
05 704 0027	CLASS OF 2024	406.75	0.00	0.00	406.75
05 704 0028	MUSICAL/DRAMA	12,818.31	108.25	0.00	12,710.06
05 704 0029	WRESTLING	1,696.03	0.00	162.00	1,858.03
05 704 0030	GENERAL FUND REIMBURSEMENT	190.19	354.35	0.00	(164.16)
05 704 0031	ELEM STUDENT COUNCIL	1,602.63	0.00	683.78	2,286.41
05 704 0032	WEIGHTS	8,036.29	250.49	162.00	7,947.80
05 704 0033	VOLLEYBALL ACCOUNT	1,777.98	0.00	0.00	1,777.98
05 704 0034	IMPREST FUND	2,000.00	0.00	0.00	2,000.00
05 704 0036	CHEERLEADING	2,345.24	556.50	0.00	1,788.74
05 704 0037	BENNET BACK-PACK PROGRAM	1,518.13	31.22	0.00	1,486.91
05 704 0039	FAMILY PASSES	9,155.00	0.00	0.00	9,155.00
05 704 0040	STUDENT FEES	8,160.00	0.00	0.00	8,160.00
05 704 0041	QUIZ BOWL	830.08	0.00	0.00	830.08
05 704 0042	JR HIGH BASKETBALL	814.00	160.00	0.00	654.00
05 704 0043	PANTHER STORE	1,523.32	1,591.99	2,263.15	2,194.48
05 704 0048	CHESS CLUB	286.16	0.00	0.00	286.16
05 704 0049	SHOW CHOIR/CHOIR	301.91	180.00	190.00	311.91
05 704 0050	CHROMEBOOK INSURANCE	7,455.33	0.00	0.00	7,455.33
05 704 0051	GOLF	913.93	0.00	0.00	913.93
05 704 0052	CIRCLE OF FRIENDS	1,379.13	0.00	0.00	1,379.13
05 704 0054	UNIFIED SPORTS	1,428.59	1,273.00	835.00	990.59
05 704 0055	FOOTBALL	4,084.65	205.00	0.00	3,879.65
05 704 0056	ASPIRE ACADEMY	6,101.09	1,074.22	277.12	5,303.99
05 704 0057	CHICK-FIL-A GRANT/PLAYGROUND	1,050.00	0.00	0.00	1,050.00
05 704 0058	CLASS OF 2025	1,933.46	0.00	0.00	1,933.46

Regular; Beginning Month 03/2025; Processing Month 03/2025

Fund: 05	Activity Fund	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
05 704 0059	CLASS OF 2026	1,379.92	958.21	793.81	1,215.52
05 704 0060	CLASS OF 2027	806.58	0.00	0.00	806.58
05 704 0061	CLASS OF 2028	716.58	0.00	0.00	716.58
05 704 0062	CLASS OF 2029	929.57	0.00	0.00	929.57
05 704 0063	HOSPITALITY FUND	9,305.37	0.00	0.00	9,305.37
05 704 0064	CLASS OF 2030	380.00	0.00	0.00	380.00
05 704 0065	JR HIGH VOLLEYBALL	0.00	0.00	0.00	0.00
05 704 0066	GIRLS WRESTLING REVENUE	422.00	0.00	299.00	721.00
Total:	Fund Balance	239,323.03	25,471.03	11,431.83	225,283.83
Revenue					
05 1710 0001	ATHLETIC ADMISSIONS REVENUE	24,409.16	0.00	715.62	25,124.78
05 1710 0028	MUSICAL/DRAMA ADMISSIONS REVENUE	1,090.00	0.00	0.00	1,090.00
05 1790 0001	OTHER ACTIVITY REVENUE	4,916.58	0.00	392.62	5,309.20
05 1790 0002	ANNUAL REVENUE	140.00	0.00	720.00	860.00
05 1790 0003	BAND REVENUE	5,243.82	0.00	0.00	5,243.82
05 1790 0004	ELEMENTARY PRINCIPAL REVENUE	4,761.60	0.00	0.00	4,761.60
05 1790 0005	STUDENT COUNCIL REVENUE	946.00	0.00	1,267.00	2,213.00
05 1790 0006	FFA REVENUE	22,193.22	0.00	576.00	22,769.22
05 1790 0007	HIGH SCHOOL PRINCIPAL REVENUE	520.00	0.00	0.00	520.00
05 1790 0008	LIFE SKILLS REVENUE	932.01	0.00	0.00	932.01
05 1790 0009	FCCLA REVENUE	3,837.21	0.00	24.00	3,861.21
05 1790 0010	MISC ACCOUNT REVENUE	1,793.97	0.00	0.00	1,793.97
05 1790 0011	ART CLUB REVENUE	4,097.21	0.00	0.00	4,097.21
05 1790 0012	NATIONAL HONOR SOCIETY REVENUE	1,508.00	0.00	0.00	1,508.00
05 1790 0015	BOYS BASKETBALL HS REVENUE	1,711.83	0.00	0.00	1,711.83
05 1790 0016	CONCESSIONS REVENUE	34,439.46	0.00	833.72	35,273.18
05 1790 0017	GIRLS BASKETBALL HS REVENUE	700.00	0.00	0.00	700.00
05 1790 0019	INTEREST REVENUE	127.45	0.00	19.95	147.40
05 1790 0020	VIDEO BOARD FUND	86.25	0.00	0.00	86.25
05 1790 0021	HS TRACK	1,125.00	0.00	827.00	1,952.00
05 1790 0023	CROSS COUNTRY REVENUE	1,790.73	0.00	0.00	1,790.73
05 1790 0024	INDUSTRIAL ARTS SHOP REVENUE	570.66	0.00	48.50	619.16
05 1790 0025	LIBRARY REVENUE	10.00	0.00	0.00	10.00
05 1790 0029	WRESTLING REVENUE	480.00	0.00	162.00	642.00
05 1790 0030	GENERAL FUND REIMBURSEMENT REVENUE	7,366.96	0.00	0.00	7,366.96
05 1790 0031	ELEM STUDENT COUNCIL REVENUE	683.83	0.00	683.78	1,367.61
05 1790 0032	WEIGHTS REVENUE	9,188.50	0.00	162.00	9,350.50
05 1790 0033	VOLLEYBALL REVENUE	1,202.00	0.00	0.00	1,202.00
05 1790 0036	CHEERLEADING REVENUE	1,147.80	0.00	0.00	1,147.80
05 1790 0037	BENNET BACK-PACK PROGRAM REVENUE	372.83	0.00	0.00	372.83
05 1790 0039	FAMILY PASSES REVENUE	9,155.00	0.00	0.00	9,155.00
05 1790 0040	STUDENT FEES REVENUE	8,240.00	0.00	0.00	8,240.00
05 1790 0041	QUIZ BOWL REVENUE	270.00	0.00	0.00	270.00
05 1790 0042	JR HIGH BASKETBALL REVENUE	1,320.00	0.00	0.00	1,320.00
05 1790 0043	PANTHER STORE	1,243.82	0.00	2,192.20	3,436.02
05 1790 0049	SHOW CHOIR/CHOIR REVENUE	2,140.30	0.00	110.00	2,250.30
05 1790 0050	CHROMEBOOK INSURANCE REVENUE	345.00	0.00	0.00	345.00
05 1790 0051	GOLF REVENUE	730.16	0.00	0.00	730.16
05 1790 0054	UNIFIED SPORTS REVENUE	925.20	0.00	835.00	1,760.20
05 1790 0055	FOOTBALL	971.42	0.00	0.00	971.42

Regular; Beginning Month 03/2025; Processing Month 03/2025

Fund: 05 Activity Fund

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
05 1790 0056	ASPIRE ACADEMY REVENUE	8,154.77	0.00	250.11	8,404.88
05 1790 0058	CLASS OF 2025	82.22	0.00	0.00	82.22
05 1790 0059	CLASS OF 2026	1,419.92	0.00	793.81	2,213.73
05 1790 0063	HOSPITALITY FUND	6,034.60	0.00	0.00	6,034.60
05 1790 0064	CLASS OF 2030	15.00	0.00	0.00	15.00
05 1790 0065	JR HIGH VOLLEYBALL	336.20	0.00	0.00	336.20
05 1790 0066	GIRLS WRESTLING REVENUE	422.00	0.00	299.00	721.00
Total:	Revenue	179,197.69	0.00	10,912.31	190,110.00
Expenditure					
05 2900 610 000 0 001	ATHLETIC EXPENSE	54,533.57	8,867.33	325.95	63,074.95
05 2900 610 000 0 002	ANNUAL EXPENSE	8,639.40	0.00	0.00	8,639.40
05 2900 610 000 0 003	BAND EXPENSE	2,292.80	680.00	0.00	2,972.80
05 2900 610 000 0 004	ELEMENTARY PRINCIPAL EXPENSE	4,955.61	24.00	0.00	4,979.61
05 2900 610 000 0 005	STUDENT COUNCIL EXPENSE	2,472.34	0.00	0.00	2,472.34
05 2900 610 000 0 006	FFA EXPENSE	14,578.65	2,476.68	0.00	17,055.33
05 2900 610 000 0 007	HIGH SCHOOL PRINCIPAL EXPENSE	722.63	283.07	0.00	1,005.70
05 2900 610 000 0 008	LIFE SKILLS EXPENSE	546.53	88.25	0.00	634.78
05 2900 610 000 0 009	FCCLA EXPENSE	3,084.77	853.97	0.00	3,938.74
05 2900 610 000 0 010	MISC. ACCOUNT EXPENSE	1,570.01	898.41	0.00	2,468.42
05 2900 610 000 0 011	ART CLUB EXPENSE	4,035.20	414.63	0.00	4,449.83
05 2900 610 000 0 012	NATIONAL HONOR SOCIETY EXPENSE	774.29	115.37	0.00	889.66
05 2900 610 000 0 015	BOYS BASKETBALL HS EXPENSE	1,944.88	0.00	0.00	1,944.88
05 2900 610 000 0 016	CONCESSION EXPENSE	31,511.03	3,790.23	15.61	35,285.65
05 2900 610 000 0 017	GIRLS BASKETBALL EXPENSE	828.42	0.00	0.00	828.42
05 2900 610 000 0 020	VIDEO BOARD FUND	14,382.25	0.00	0.00	14,382.25
05 2900 610 000 0 021	HS TRACK	1,785.00	0.00	0.00	1,785.00
05 2900 610 000 0 023	CROSS COUNTRY	1,431.92	0.00	0.00	1,431.92
05 2900 610 000 0 024	INDUSTRIAL ARTS SHOP EXPENSE	451.27	121.56	0.00	572.83
05 2900 610 000 0 025	LIBRARY EXPENSE	104.76	114.30	0.00	219.06
05 2900 610 000 0 028	MUSICAL/DRAMA EXPENSE	749.93	108.25	0.00	858.18
05 2900 610 000 0 029	WRESTLING EXPENSE	830.00	0.00	0.00	830.00
05 2900 610 000 0 030	GENERAL FUND REIMBURSEMENT EXPENSE	4,687.84	354.35	0.00	5,042.19
05 2900 610 000 0 031	ELEM STUDENT COUNCIL EXPENSE	305.03	0.00	0.00	305.03
05 2900 610 000 0 032	WEIGHTS EXPENSE	2,203.07	250.49	0.00	2,453.56
05 2900 610 000 0 033	VOLLEYBALL EXPENSE	2,718.92	0.00	0.00	2,718.92
05 2900 610 000 0 036	CHEERLEADING EXPENSE	10,013.70	556.50	0.00	10,570.20
05 2900 610 000 0 037	BENNET BACK-PACK PROGRAM EXPENSE	201.53	31.22	0.00	232.75
05 2900 610 000 0 040	STUDENT FEES EXPENSE	80.00	0.00	0.00	80.00
05 2900 610 000 0 042	JR HIGH BASKETBALL EXPENSE	742.00	160.00	0.00	902.00
05 2900 610 000 0 043	PANTHER STORE	10,648.50	1,591.99	70.95	12,169.54
05 2900 610 000 0 049	SHOW CHOIR/CHOIR EXPENSE	2,763.74	180.00	80.00	2,863.74
05 2900 610 000 0 050	CHROMEBOOK INSURANCE EXPENSE	18,451.99	0.00	0.00	18,451.99
05 2900 610 000 0 051	GOLF EXPENSE	460.63	0.00	0.00	460.63
05 2900 610 000 0 054	UNIFIED SPORTS	86.48	1,273.00	0.00	1,359.48
05 2900 610 000 0 055	FOOTBALL	4,975.09	205.00	0.00	5,180.09
05 2900 610 000 0 056	ASPIRE ACADEMY	5,289.04	1,074.22	27.01	6,336.25
05 2900 610 000 0 058	CLASS OF 2025	2,297.59	0.00	0.00	2,297.59
05 2900 610 000 0 059	CLASS OF 2026	900.00	958.21	0.00	1,858.21
05 2900 610 000 0 060	CLASS OF 2027	0.00	0.00	0.00	0.00
05 2900 610 000 0 063	HOSPITALITY FUND	2,729.23	0.00	0.00	2,729.23
05 2900 610 000 0 065	JR HIGH VOLLEYBALL	336.20	0.00	0.00	336.20

Regular; Beginning Month 03/2025; Processing Month 03/2025

Fund: 05 Activity Fund

	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Total: Expenditure	222,115.84	25,471.03	519.52	247,067.35
Total: 05	879,959.59	61,933.77	47,894.57	887,745.01

Regular; Beginning Month 03/2025; Processing Month 03/2025

Fund: 06 LUNCH FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
06 101	CASH	115,611.20	28,410.94	42,675.71	101,346.43
	Total: Current Assets	115,611.20	28,410.94	42,675.71	101,346.43
Fund Balance					
06 704	FUND BALANCE	115,611.20	42,675.71	28,410.94	101,346.43
	Total: Fund Balance	115,611.20	42,675.71	28,410.94	101,346.43
Revenue					
06 1510	INTEREST ON INVESTMENTS	83.87	0.00	9.81	93.68
06 1620	DAILY SALES OF BREAK/LUNCH/MILK	144,837.49	0.00	18,666.74	163,504.23
06 3150	STATE REIMBURSEMENT(OF NUTRITION PROG)	73,899.35	0.00	9,315.17	83,214.52
06 5200	TRANSFER OF FUNDS	196.15	0.00	69.30	265.45
06 5690	OTHER NON-REVENUE RECEIPTS	390.74	0.00	108.71	499.45
	Total: Revenue	219,407.60	0.00	28,169.73	247,577.33
Expenditure					
06 3100 110 000	SALARIES TO NON-INSTRUCTIONAL EMPLOYEES	130,767.56	19,501.55	0.00	150,269.11
06 3100 290 000	LUNCH PROGRAM EMPLOYEE BENEFITS	26,728.78	4,046.64	0.00	30,775.42
06 3100 330 000	LUNCH TRAINING & DEVELOPMENT SERVICES	150.00	210.00	0.00	360.00
06 3100 333 000	MILEAGE PAID TO STAFF	232.49	122.50	0.00	354.99
06 3100 431 000	Lunch Repairs and Maintenance	10,486.05	0.00	0.00	10,486.05
06 3100 570 000	LUNCH PROGRAM SUPPLIES AND MATERIALS	877.26	208.37	0.00	1,085.63
06 3100 580 000	TRAVEL EXPENSES	404.85	0.00	0.00	404.85
06 3100 610 000	LUNCH SUPPLIES	23,957.72	119.96	0.00	24,077.68
06 3100 630 000	LUNCH PROGRAM FOOD EXPENSES	144,991.64	18,124.24	241.21	162,874.67
06 3100 810 000	DUES AND FEES	1,467.70	342.45	0.00	1,810.15
06 3100 890 000	LUNCH PROGRAM MISC. EXPENSES	2,817.43	0.00	0.00	2,817.43
	Total: Expenditure	342,881.48	42,675.71	241.21	385,315.98
	Total: 06	793,511.48	113,762.36	99,497.59	835,586.17

Regular; Beginning Month 03/2025; Processing Month 03/2025

Fund: 07 2021 REFINANCED (2016) A & B BONDS

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
07 101	CASH	148,056.63	44,738.85	310.22	192,485.26
07 101 1300	CASH	700,506.60	0.00	0.00	700,506.60
07 900	Cash County Treasurer	364,353.79	0.00	0.00	364,353.79
	Total: Current Assets	1,212,917.02	44,738.85	310.22	1,257,345.65
Fund Balance					
07 704	FUND BALANCE	1,212,917.02	310.22	44,738.85	1,257,345.65
	Total: Fund Balance	1,212,917.02	310.22	44,738.85	1,257,345.65
Revenue					
07 1100	LOCAL PROPERTY TAXES	284,110.90	310.22	30,754.06	314,554.74
07 1115	CARLINE TAXES	22.28	0.00	0.00	22.28
07 1140	Interest Levied Tax	1,007.36	0.00	267.58	1,274.94
07 1510	INTEREST	325.47	0.00	14.16	339.63
07 3130	HOMESTEAD EXEMPTION	2,607.20	0.00	0.00	2,607.20
07 3131	PROPERTY TAX CREDIT	16,266.37	0.00	13,703.05	29,969.42
07 3180	PRO-RATE MOTOR VEHICLE	557.67	0.00	0.00	557.67
	Total: Revenue	304,897.25	310.22	44,738.85	349,325.88
Expenditure					
07 5000 831 000	REDEMPTION OF PRINCIPAL	530,000.00	0.00	0.00	530,000.00
07 5000 832 000	INTEREST ON LONG-TERM DEBT	68,368.75	0.00	0.00	68,368.75
07 5000 833 000	BOND & OTHER RELATED COSTS	400.00	0.00	0.00	400.00
	Total: Expenditure	598,768.75	0.00	0.00	598,768.75
	Total: 07	3,329,500.04	45,359.29	89,787.92	3,462,785.93

Regular; Beginning Month 03/2025; Processing Month 03/2025

Fund: 08 Special Building Fund

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
08 101	CASH - FARMER & MERCHANTS BANK	877,700.34	55,449.88	33.54	933,116.68
08 101 1400	CASH	4,754,680.34	0.00	0.00	4,754,680.34
08 101 1600	CASH	9,889.97	0.00	0.00	9,889.97
08 106	SAVINGS CERTIFICATES	50,000.00	0.00	0.00	50,000.00
08 106 1	SAVINGS CERTIFICATES	512,922.15	0.00	0.00	512,922.15
08 900	Cash County Treasurer	37,376.22	0.00	0.00	37,376.22
	Total: Current Assets	6,242,569.02	55,449.88	33.54	6,297,985.36
Fund Balance					
08 704	FUND BALANCE	6,242,569.02	33.54	55,449.88	6,297,985.36
	Total: Fund Balance	6,242,569.02	33.54	55,449.88	6,297,985.36
Revenue					
08 1100	LOCAL PROPERTY TAXES	67,384.70	33.54	3,305.69	70,656.85
08 1115	CARLINE TAXES	8.52	0.00	0.00	8.52
08 1140	Interest Levied Tax	406.06	0.00	47.67	453.73
08 1510	INTEREST on CD'S AND INVESTMENTS	405.94	0.00	51,578.99	51,984.93
08 3130	HOMESTEAD EXEMPTION	286.89	0.00	517.53	804.42
08 3131	PROPERTY TAX CREDIT	39,623.01	0.00	0.00	39,623.01
08 3180	PRO-RATE MOTOR VEHICLE	178.59	0.00	0.00	178.59
08 5690	OTHER NON-REVENUE RECIEPTS	1,200.00	0.00	0.00	1,200.00
08 9000	NON-PROGRAM RECEIPTS	203.36	0.00	0.00	203.36
	Total: Revenue	109,697.07	33.54	55,449.88	165,113.41
Expenditure					
08 2610 720 000	BUILDINGS	2,400.00	0.00	0.00	2,400.00
	Total: Expenditure	2,400.00	0.00	0.00	2,400.00
	Total: 08	12,597,235.11	55,516.96	110,933.30	12,763,484.13

Regular; Beginning Month 03/2025; Processing Month 03/2025

Fund: 09 Qualified Capital Purpose Fund

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
09 101	CASH	197,285.91	2,748.11	23.54	200,010.48
	Total: Current Assets	197,285.91	2,748.11	23.54	200,010.48
Other Assets					
09 900	Cash County Treasurer	22,327.77	0.00	0.00	22,327.77
	Total: Other Assets	22,327.77	0.00	0.00	22,327.77
Fund Balance					
09 704	FUND BALANCE	219,613.68	23.54	2,748.11	222,338.25
	Total: Fund Balance	219,613.68	23.54	2,748.11	222,338.25
Revenue					
09 1100	LOCAL PROPERTY TAXES	42,487.77	23.54	2,325.87	44,790.10
09 1115	CARLINE TAXES	5.08	0.00	0.00	5.08
09 1140	Interest Levied Tax	269.95	0.00	28.45	298.40
09 1510	INTEREST ON INVESTMENTS	113.82	0.00	16.87	130.69
09 3130	HOMESTEAD EXEMPTION	208.94	0.00	376.92	585.86
09 3131	PROPERTY TAX CREDIT	28,857.77	0.00	0.00	28,857.77
09 3180	PRO-RATE MOTOR VEHICLE	110.77	0.00	0.00	110.77
09 5690	OTHER NON-REVENUE RECEIPTS	(46.53)	0.00	0.00	(46.53)
	Total: Revenue	72,007.57	23.54	2,748.11	74,732.14
Expenditure					
09 5000 831 000	REDEMPTION OF PRINCIPAL	130,000.00	0.00	0.00	130,000.00
09 5000 832 000	INTEREST ON LONG-TERM DEBT	8,538.75	0.00	0.00	8,538.75
09 5000 833 000	BOND & OTHER DEBT RELATED COSTS	200.00	0.00	0.00	200.00
	Total: Expenditure	138,738.75	0.00	0.00	138,738.75
	Total: 09	649,973.68	2,795.19	5,519.76	658,147.39

Regular; Beginning Month 03/2025; Processing Month 03/2025

Fund: 13 2022 Bond

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
13 101	CASH	305,926.33	40,647.72	360.78	346,213.27
	Total: Current Assets	305,926.33	40,647.72	360.78	346,213.27
Fund Balance					
13 704	FUND BALANCE	305,926.33	360.78	40,647.72	346,213.27
	Total: Fund Balance	305,926.33	360.78	40,647.72	346,213.27
Revenue					
13 1100	LOCAL PROPERTY TAXES	447,798.44	360.78	35,812.41	483,250.07
13 1115	CARLINE TAXES	50.16	0.00	0.00	50.16
13 1140	Interest Levied Tax	1,923.84	0.00	133.61	2,057.45
13 1510	INTEREST ON INVESTMENTS	253.55	0.00	159.42	412.97
13 3130	HOMESTEAD EXEMPTION	2,518.00	0.00	4,542.28	7,060.28
13 3131	PROPERTY TAX CREDIT	74,664.48	0.00	0.00	74,664.48
13 3180	PRO-RATE MOTOR VEHICLE	1,148.67	0.00	0.00	1,148.67
	Total: Revenue	528,357.14	360.78	40,647.72	568,644.08
Expenditure					
13 5000 831 000	REDEMPTION OF PRINCIPAL	658,196.88	0.00	0.00	658,196.88
13 5000 832 000	INTEREST ON LONG-TERM DEBT	264,140.53	0.00	0.00	264,140.53
13 5000 833 000	BOND & OTHER DEBT RELATED COSTS	600.00	0.00	0.00	600.00
	Total: Expenditure	922,937.41	0.00	0.00	922,937.41
	Total: 13	2,063,147.21	41,369.28	81,656.22	2,184,008.03

Regular; Beginning Month 03/2025; Processing Month 03/2025

Fund: 14 RIVERSTONE BANK - CONSTRUCTION

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
14 101	CASH	1,630,526.64	7,258.79	5,745.28	1,632,040.15
	Total: Current Assets	1,630,526.64	7,258.79	5,745.28	1,632,040.15
Fund Balance					
14 704	FUND BALANCE	1,630,526.64	5,745.28	7,258.79	1,632,040.15
	Total: Fund Balance	1,630,526.64	5,745.28	7,258.79	1,632,040.15
Revenue					
14 1510	INTEREST ON INVESTMENTS	62,165.60	0.00	7,258.79	69,424.39
	Total: Revenue	62,165.60	0.00	7,258.79	69,424.39
Expenditure					
14 2610 720 000	BUILDINGS	3,186,319.30	5,745.28	0.00	3,192,064.58
	Total: Expenditure	3,186,319.30	5,745.28	0.00	3,192,064.58
	Total: 14	6,509,538.18	18,749.35	20,262.86	6,525,569.27

Regular; Beginning Month 03/2025; Processing Month 03/2025

Fund: 16 RIVERSTONE BANK - SPECIAL BUILDING

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
16 101	CASH	4,221.31	5,745.64	6,896.48	3,070.47
	Total: Current Assets	4,221.31	5,745.64	6,896.48	3,070.47
Fund Balance					
16 704	FUND BALANCE	4,221.31	6,896.48	5,745.64	3,070.47
	Total: Fund Balance	4,221.31	6,896.48	5,745.64	3,070.47
Revenue					
16 1510	INTEREST ON INVESTMENTS	0.00	0.00	0.36	0.36
16 5200	TRANSFERS	3,186,319.30	0.00	5,745.28	3,192,064.58
	Total: Revenue	3,186,319.30	0.00	5,745.64	3,192,064.94
Expenditure					
16 4500 610 000	GENERAL SUPPLIES	813,943.47	1,369.80	0.00	815,313.27
16 4500 720 000	BUILDINGS	2,377,970.07	5,526.68	0.00	2,383,496.75
16 4500 810 000	DUES AND FEES	74.42	0.00	0.00	74.42
	Total: Expenditure	3,191,987.96	6,896.48	0.00	3,198,884.44
	Total: 16	6,386,749.88	19,538.60	18,387.76	6,397,090.32

**Expenditure Report by Function/Object -
Summary**

04/09/2025 02:11 PM

Regular; Processing Month 04/2025; Fund Number 01

User ID: LAP

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance	
4410	IDEA ENROLLMENT/POVERTY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4455	CONTRACTED SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4590	ARRA: STATE FISCAL STAB FUNDS NON-SPEC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4610	ARRA: IDEA PART B(611) ENROLL/POV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4690	OTHER FED NON-CAT EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6200	TITLE 1 IMPROVING PROGRAMS FEDERAL SERVI	84,210.00	0.00	42,858.79	50.90	41,351.21	0.00	41,351.21	
6310	NCLB TITLE II PART A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6330	REAP GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6406	IDEA PRESCHOOL	12,660.00	0.00	3,725.87	29.43	8,934.13	0.00	8,934.13	
6408	IDEA ENROLLMENT/POVERTY	174,820.00	1,562.95	115,248.31	65.92	59,571.69	0.00	59,571.69	
6411	IDEA EARLY INTERVENING SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6412	IDEA PART B PORPORTIONATE SHARE	0.00	0.00	1,791.98	0.00	(1,791.98)	0.00	(1,791.98)	
6418	IDEA Part B PEAK Projects	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6421	ESU SCHOOL PSYCHOLOGY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6422	IDEA ARP AGES 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6423	NONPUBLIC IDEA ARP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6690	OTHER FEDERAL NON-CAT EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6700	CARL PERKINS FED VOCATIONAL&APPLIED TECH	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6810	TITLE 1, ESSA ACCOUNTABILITY IMPROVING	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6969	TITLE IV PART A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6990	OTHER FEDERAL CATEGORY PROGRAMS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6992	REAP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6996	COVID-19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6997	CRRSA/ESSER II	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6998	ESSER III	15,000.00	600.00	9,071.36	60.48	5,928.64	0.00	5,928.64	
8000	TRANSFERS (OUTGOING)	250,000.00	88.20	823.84	0.33	249,176.16	0.00	249,176.16	
9000	NON-PROGRAM EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
01	GENERAL FUND	11,263,409.00	125,536.26	6,282,377.47	55.92	4,981,031.53	0.00	15,730.83	4,965,300.70

**Expenditure Report by Function/Object -
Summary**

04/09/2025 02:11 PM

Regular; Processing Month 04/2025; Fund Number 01

User ID: LAP

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
Grand Total:	11,263,409.00	125,536.26	6,282,377.47	55.92	4,981,031.53	0.00	15,730.83	4,965,300.70

PALMYRA EAST & WEST

HSIP-2-7(125); C.N. 13573

April 2025

Public Information Open House Meeting Plan

Palmyra Junior-Senior High School, 425 F Street, Palmyra, NE 68418

LOGISTICS MANAGERS

Bre TenHulzen

HDR Public Involvement Lead

bre.tenhulzen@hdrinc.com

(712) 898-3876

Sierra Luhn

NDOT Public Involvement Lead

sierra.luhn@nebraska.gov

(402) 479-3103

VENUE CONTACT

Mike Hart

District OR-1 Superintendent

hart.mic@districtor1.net

(402) 780-5327

PUBLIC INFORMATION OPEN HOUSE MEETING



Date: Thursday, April 3, 2025



Time: 5 – 7 p.m.



Location: Palmyra Junior-Senior High School

425 F Street

Palmyra, NE 68418

WEBSITE

Materials will be posted the day of the public open house.

SCAN ME!



www.ndot.info/13573

Time	Task
3:30 p.m.	HDR Arrival & Set Up
4 p.m.	NDOT Staff Arrival
4:15 p.m.	Continuity Meeting (Huddle)
5–7 p.m.	Public Meeting
7:15 p.m.	Team Debrief & Room Breakdown

NEBRASKA

Good Life. Great Journey.

DEPARTMENT OF TRANSPORTATION

BOARDS

WELCOME!

Palmyra East & West
Public Information Open House Meeting
HSIP-2-7(125); C.N. 13573

PLEASE SIGN IN

PROJECT BACKGROUND

In the Nebraska Strategic Highway Safety Plan (SHSP) 2022-2026 guidance, the Federal Highway Administration (FHWA) and Nebraska Department of Transportation (NDOT) identified reductions in the incidence and severity of intersection crashes as one of the priorities for Nebraska.

In 2023, community members reached out to NDOT with concerns about the frequency of crashes near Palmyra. In response, NDOT conducted a thorough review of crash trends in the area. Based on the findings, NDOT is proposing intersection improvements to enhance safety and potentially reduce the number and severity of crashes within the project study area.

PROJECT DESCRIPTION & LOCATION

The proposed project would improve Nebraska Highway 2 (N-2) intersections in Otoe County, Nebraska at:

1. Nebraska Highway 43 (N-43) & I Street
2. Nebraska Spur 66-A (S-66A) / North 8th Road

This 1.5-mile project would begin on N-2 at approximately 0.2 miles west of the junction of N-2 and N-43 and extend east to approximately 0.3 miles east of the junction of N-2 and S-66A.

PROJECT PURPOSE & NEED

The purpose of the proposed project is to reduce the frequency and severity of crashes, improve the reliability of the transportation system, and perpetuate the mobility of the traveling public.

The need for this project is based on crash trends.

SCOPE OF WORK

The proposed project would improve the intersections by:

- Constructing a combined Restricted Crossing U-Turn (RCUT) at the N-2 intersections with N-43 and I Street and another RCUT at the N-2 and S-66A intersection
- Constructing a westbound offset right-turn lane at N-43 and an eastbound offset right-turn lane at S-66A
- Adding new lighting

WHAT IS AN RCUT?

Restricted Crossing U-Turn (RCUT) intersections have been shown to decrease crashes at intersections along four-lane divided highways. An RCUT intersection changes the typical way that drivers cross and turn onto the highway from side roads.

HOW AND WHY DOES AN RCUT WORK?

How does an RCUT work?

- Prohibits drivers from both directly crossing the four-lane highway and making left turns onto it.
- Directs drivers to turn right onto the highway and make a U-Turn at the designated median opening.
- Avoids crossing multiple lanes of traffic.

Why does an RCUT work?

- Simplifies crossings as drivers only need to look in one direction of traffic at a time.
- Reduces delays during peak times as drivers don't need to find a gap in both directions.

Nebraska RCUTs: NDOT has constructed three RCUTs on highways within the state, with several others being considered.

1. US Highway 81 (US-81) and Nebraska Highway 69 (N-69) near Madison
2. US Highway 50 (US-50) and Nebraska Highway 70 (N-70) near Hartsville
3. US Highway 34 (US-34) / Highway 75 (US-75) and Nebraska Highway 7 (N-7) near Welling

WHAT ARE CONFLICT POINTS?

Conflict points are the places where vehicles can collide. RCUT intersections **reduce conflict points by over 40%** compared to traditional intersections. These conflict points are also where traffic paths cross, merge or diverge, increasing the likelihood of crashes. By lowering the number of conflict points, RCUT intersections not only reduce crash potential, but they also tend to result in less severe crashes compared to traditional intersections on divided highways.

COMBINED RCUT AT N-2 AND N-43 / I STREET

Drivers approaching this N-2 intersection from southbound N-43 or from northbound I Street would not be allowed to make left turns or continue straight across the four-lane highway. Instead, they would be required to turn right and make a U-Turn at a designated median opening. Traffic on N-2 would remain unaffected.

RCUT AT N-2 AND S-66A / NORTH 8TH ROAD

Drivers approaching this N-2 intersection from North 8th Road or S-66A, also known as A Street, would not be allowed to make left turns or continue straight across the four-lane highway. Instead, they would be required to turn right and make a U-Turn at a designated median opening. Traffic on N-2 would remain unaffected.

RIGHT-OF-WAY

This project would require the acquisition of additional property rights, which could include new:

- Right of way (ROW)
- Control of access (CA)
- Permanent easements (PE)
- And/or temporary easements (TE)

If your property is impacted by this project, you will be contacted by a representative once the design footprint has been established.

TRAFFIC ACCOMMODATIONS

This project would be constructed under traffic with lane closures controlled by appropriate traffic control devices and practices. Access to adjacent properties would be maintained during construction but may be limited at times due to phasing requirements.

SCHEDULE & COST

ESTIMATED COST: \$5.7 MILLION (from federal and state sources)

Timeline: 2024 (Preliminary Design), 2025 (Final Design, Right-of-Way, Bid Letting), 2026 (Construction)

FEEDBACK

Information regarding the proposed project will be available at www.ndot.info/13573.

Comments will be collected through **April 18, 2025** and can be submitted on the project website or to:

Sierra Luhn
NDOT Public Involvement
sierra.luhn@nebraska.gov
402-479-3103

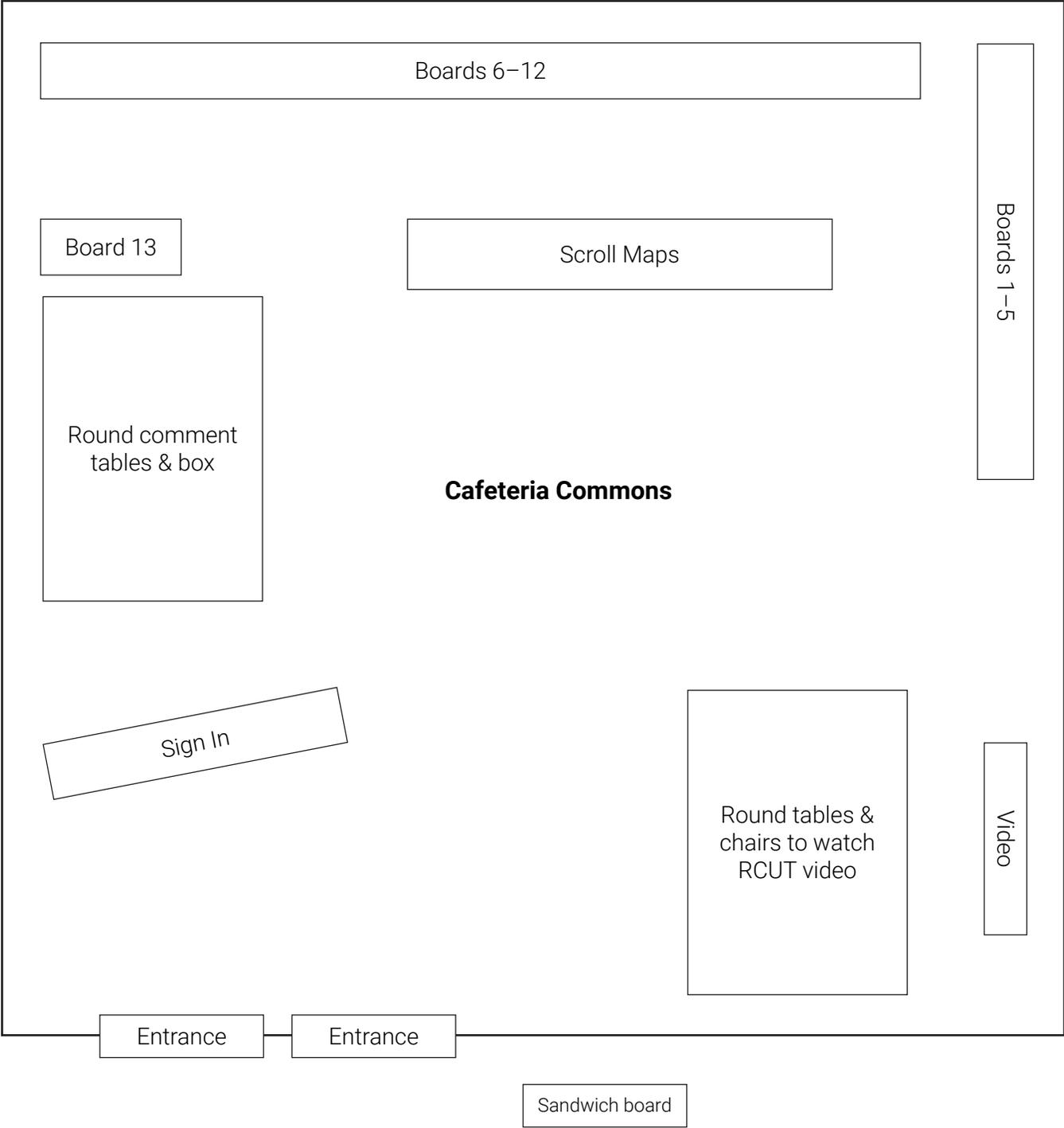
For those without internet access, information may be obtained at:
NDOT Headquarters
1500 Nebraska Parkway
Lincoln, NE 68522

Or by contacting:
Brandon Varilek
NDOT District 1 Engineer
brandon.varilek@nebraska.gov
402-471-0900

STAFFING

Name	Role	Organization
Bre TenHulzen	PI	HDR
Delani Watkins	PI	HDR
Sierra Luhn	PI	NDOT
Emily Schweitzer	PI	NDOT
Tony Bui	PI	NDOT
Brandon Varilek	D1 Engineer	NDOT
Jason Sindelar	D1 Construction Engineer	NDOT
Jesse De Los Santos	D1 Project Delivery Engineer	NDOT
Matt Neemann	Traffic	NDOT
Alan Swanson	Traffic	NDOT
Scott Milliken	Traffic	NDOT
Tom Weber	ROW	NDOT
Leslie Muehlich	ROW	NDOT
Tonya Beckenhauer	ROW	NDOT
Chris Lutz	Roadway	NDOT
Kevin Krolikowski	Roadway	NDOT
Collin McGill	Roadway	NDOT
Brandie Neeman	Roadway	NDOT
David Hansen	Lighting & Utilities	NDOT
Kyle Keller	Project Development	NDOT
Jason Jurgens	Environmental	NDOT
Christina Bavougian	Environmental	NDOT
Talon O'Connor	NEPA	NDOT
Brooke Barrett	Engineer	FHU
Jennifer Thompson	Engineer	FHU

SAMPLE ROOM LAYOUT (not to scale)



NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

Snapshots



IN THIS EDITION OF BOARD NOTES

THIS MONTH IN ...

TRAINING, NETWORKING, ENGAGEMENT & EVENTS

WE'VE REACHED THE HALFWAY POINT OF THE LEGISLATIVE SESSION

NATIONAL WALK @ LUNCH DAY - APRIL 30

AT THE BOARD TABLE

FEDERAL ADVOCACY FLY-IN ... WRAP-UP

RELY ON NASB'S NATURAL GAS PROGRAMS

YOUR 2025 NASB AFFILIATES

YOUR NASB BOARD OF DIRECTORS & STAFF

... AND MUCH MORE!

The NASB provides programs, services, and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

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<https://members.nasbonline.org/>

THIS MONTH IN ...

A quick snapshot of the various programs, services, support and events NASB has planned for its members in the coming month!

ANNIVERSARIES ... We are proud to recognize Megan Boldt and Jim Luebbe on milestone anniversaries with NASB!

Megan Boldt, Associate Executive Director and Director of ALICAP is celebrating her 20th year with NASB. Megan joined NASB as an underwriting specialist for the ALICAP and insurance program, before becoming director in 2012. Jim Luebbe, Director of Policy Services, is celebrating his 25th year with NASB. Jim has worked as a school board policy consultant for the Association since 2000, updating and customizing the Policy Manuals for scores of districts across the entire state. He is a former member of the NASB Board of Directors and was a board member at Centennial Public Schools in Utica for 11 years. Jim also oversees NJUMP and CJUMP, the Interlocal Pools created for public agencies to purchase natural gas and related services.

ADVOCACY & GOVERNMENT RELATIONS ... We are over half way through this year's Session. Check out the update on Pages 4-6. As always, keep tabs on both the GR pages and Bills page of NASBOnline.org! Call Colby & Matt any time!

ALICAP & INSURANCE ... It's that time of year again! ALICAP's renewal process will be going LIVE April 1! ALICAP members, be on the lookout for the renewal communication email the first week in April, with information due back April 30. ALICAP's team is available if any school has questions.

BOARD LEADERSHIP ... Check out "At the Board Table" on pages 8-9 to learn about all things Board Leadership.

DATA ANALYTICS ... Trying to make sense of your students' NSCAS standardized test scores can be confusing. The state provides student proficiency data with a comparison to state averages, but there may be more helpful comparisons to consider. NASB's Data Analytics can help you to compare your proficiency scores and average scale scores along with other relevant data to nearby districts or to districts of a similar size to better evaluate your students' academic achievement.

EDUCATION LEADERSHIP SEARCH SERVICE ... The 2024-25 search season is beginning to wrap up. It is a great time to make plans if your district/ESU has a Superintendent/Administrator who is planning to retire after the 2025-26 year. Contact Shari with questions on search protocol or to schedule a proposal.

ENERGY PURCHASING ... Natural gas prices have been moving upward for the past month, but are now wavering between predictions for warmer temperatures and outlooks for more export terminal approvals under the Trump administration. Our market consultants monitor the daily volatility watching for gas purchasing opportunities. Contact us now while NJUMP and CJUMP are in the process of adding several new districts to our gas purchasing programs during this annual signup period.

GALLUP STRENGTHS ... In recognition of March Madness, this month's featured Gallup theme is **Competition**. People with Competition are driven by the desire to win. Their natural inclination to compare their achievements to others' can produce a high-performance culture. Competition talents can inspire a breakthrough performance and create an environment of excellence. Contact Shari to schedule a Gallup retreat.

MEMBER ENGAGEMENT ... It's been great seeing so many of you at the Finance Workshops, and in D.C. this past month! Open Meetings Law Workshops begin this week, and start thinking School Law and Golf this June in Kearney too! Recent district visits include Aurora, Chase County, Clarkson, Crete, Dorchester, Fillmore Central, Hampton, Hayes Center, Hitchcock County, Howells-Dodge, Humphrey, Leigh, Medicine Valley, Ogallala, Ravenna, South Platte, & Wood River.

POLICY ... The NDE has published a draft of its Behavioral Intervention and Classroom Management Policy with its March 7 State Board Meeting Agenda. Last year, LB 1329, sect. 21, modified state statute 79.262.01 and tasked the NDE with developing a model policy on this subject. Districts will be required to adopt NDE's policy or a similar one by August 1, 2025. As you review the draft, you may also wish to consider how it will work with your district's Student Discipline or Suspension and Expulsion policies.

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<https://members.nasbonline.org/events>

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.



Open Meetings Law Workshop - Tuesday, March 25 - Gering

Open Meetings Law Workshop - Wednesday, March 26 - Kearney

***Amplified Finance Workshop - Thursday, March 27 - Kearney**

Open Meetings Law Workshop - Monday, March 31 - Norfolk



Open Meetings Law Workshop - Tuesday, April 1 - Lincoln

Budget & Finance Workshop - Wednesday, April 9 - Norfolk

Budget & Finance Workshop - Wednesday, April 16 - Kearney

National Walk at Lunch Day - Wednesday, April 30



NASB Member Golf Outing - Wednesday, June 11 - Kearney

School Law Seminar - June 11-12 - Kearney



Leadership Workshops - Gering, Kearney & Lincoln

Other Events, August through December 2025 ...

Area Membership Meetings - Labor Relations - State Education Conference - New Board Member Workshop

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OF BILLS TRACKED

108

<https://nasb.envisiams.com/legislative-bills>

BILLS WE TESTIFIED ON

66

THOSE WE SUPPORT

29

THOSE WE OPPOSE

35

NEUTRAL

1

SBM's WHO HAVE SAT
IN THE CHAIR ON OUR
BEHALF!

12!



I'M JUST A BILL ...

Introduction

Committee

General File

Select File

Final Reading

Governor

Law

<https://members.nasbonline.org/government-relations>
<https://nasb.envisiams.com/legislative-bills>

The following have been tabbed Priority Bills, meaning they will be the primary focus moving forward, now that Committee Hearings wrap up this Friday. As we've seen in previous years, there may be attempts to attach other bills onto those, but these will likely be the primary vehicles. We will be paying close attention to the omnibus bills crafted by the Education Committee.

PRIORITY BILLS

LB 89 (Kauth) Adopt the Stand With Women Act

Mandates policy regarding use of restrooms and locker rooms, and the participation in sports by students. (On General File)

LB 303 (Hughes at the request of the Governor) Change provisions relating to foundation aid and certain certification dates and provide for base levy adjustments under TEEOSA and create the School Finance Reform Commission

Lowers max levy cap from \$1.05 to \$1.02 (25-26). Increases foundation from \$1500/student to \$1590/student (25-26), changes base levy adjustment to 0.30. Creates school finance reform commission. MUST advocate for a school board voice on the committee.

LB 383 (Storer at the request of the Governor) Adopt the Parental Rights in Social Media Act

LB 440 (Spivey) Adopt the Education Leave and Support Act

Creates the Education Leave and Support Act and fund. Funded by 0.35% of employee and employer match of wage for purposes of reimbursing schools for substitute teachers covering for educators on FMLA. Would be an increase to a district's budget.

LB 538 (Hardin) Require school boards and postsecondary educational institutions to adopt a policy and provide training relating to discrimination and antisemitism and provide for Title VI coordinators - Strommen Priority

Requires school policy adoption on discrimination to include antisemitism. Requires training in antisemitism as part of harassment training to students and employees. Requires a coordinator to be hired by NDE.

LB 645 (Ballard at the request of the Governor) Change provisions relating to the School Retirement Fund - Retirement Priority

Changes state contribution to School Retirement fund based on the actuarially funded ratio. Reduces amount of state contribution in proportion to the health of the plan. Does not lower employer contribution.

LB 653 (Murman) Change provisions relating to reimbursement for special education programs, support services, and the enrollment option program, provide reimbursement for certain students under the enrollment option program, and change the authorized uses of the Education Future Fund - Education Priority

Limits denials of students with IEPs to option to 16% of the total enrollment option applications. Requires additional notices if option students are denied as a result of

... OF THE LEGISLATIVE SESSION

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capacity. Requires acceptance of option students within Learning Community schools if a sibling is enrolled. Adds option denial notice requirements. Allows for payments to districts from the Education Future Fund for expenses of accepting option students with IEPs. Many provisions in this bill are agreeable. We continue to work with the introducer.

LR 12 CA (Kauth) Constitutional amendment to impose a limit on ad valorem taxes for real property, provide a new method of valuing real property for tax purposes, provide certain exceptions, and eliminate conflicting constitutional provisions - Andersen Priority

OTHER KEY BILLS

 **LB 213 (Holdcroft) Require the State Board of Education to adopt academic content standards on human embryology under the science education standards**

Mandates specific curriculum changes and teaching methods by SBOE in science standards. (On General File)

 **LB 352 (Ballard) Change provisions relating to reports on student achievement and discipline required under the Quality Education Accountability Act**

Requires database creation containing all student discipline data by district, building, offense, type, and intervention. Data although de-identified, could result in student identification, particularly in smaller districts. Bill brought by Education Rights Council and may violate some FERPA requirements. Fiscal note of \$40k.

LB 426 (Andersen) Authorize an American flag education program and change provisions relating to the distribution of lottery funds used for education

Colby testified in the Neutral capacity. Provides for teaching of the "13 folds" of the American flag in social studies for students 5th through 8th grade. As part of the program, each student shall receive a 3 by 5 foot flag and etiquette booklet paid for by lottery dollars. Concerns about other lottery dollar priorities. (On General File)

 **LB 497 (Murman) Provide for admission of and participation in extracurricular activities by certain students that are not residents of the school district**

Mandates admittance of a home school student in extra curricular activities if the home district doesn't offer the activity.

LB 507 (Hunt) Change provisions relating to school transportation expenses for children with disabilities

LB 567 (Quick) Authorize school policies relating to community engagement

THE BUDGET & ACT TESTING

The Appropriations Committee will advance the budget for debate within the next few weeks. They will take into consideration the Governor's preliminary budget and make their own adjustments. We are paying attention to a provision in the Governor's budget eliminating the appropriation which pays for the mandated ACT testing of all Juniors. While the mandate remains, we are concerned about State's commitment to pay for the testing and the possibility of this cost being shifted to local districts.

OTHER BILLS WORKING THEIR WAY THROUGH THE PROCESS

Look for these bills to advance as part of a committee package, amendment, or independently.

 **LB 135 (Holdcroft) Provide, change, and eliminate provisions relating to elections for certain purposes related to bonds and tax levies**

Eliminates ability of school and ESU bond elections to be held during special elections with exception for emergencies

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only. Amendments continue to be negotiated. (On Select File)

LB 390 (Murman) Require each school board to adopt a policy relating to access by a parent, guardian, or educational decisionmaker to certain school library information

Requires policy regarding rights of parents to access school library materials. Mandates the creation of an online catalog of all books by building and accessible to parents. Provides an opportunity for a parent to be notified when a student checks out a book. (On Select File)

LB 428 (Murman) Change provisions relating to school policies on the involvement of parents, guardians, and educational decisionmakers in schools

Requires district policy on student surveys. No surveys requesting students provide sexual, mental health, medical, religious or sensitive nature without first notifying parents at least 30 days prior. Gives parents rights to review survey and exempt their student from taking it. (On Select File)

LB 457 (Bostar) Require anaphylaxis policies for school districts and licensed child care facilities and provide a limit on the amount an insured is required to pay by an insurance policy or benefit plan for epinephrine injectors

Requires SBOE to develop model policy on students with anaphylaxis. (On Select File)

LB 463 (Ballard) Require school districts to develop a cardiac emergency response plan under the School Safety and Security Reporting Act and provide for grants for such plans from the Medicaid Managed Care Excess Profit Fund

Colby testified in the Neutral capacity. An unfunded mandate that requires State School Safety director to develop model policies on emergency cardiac responses. Requires the purchase and placement of defibrillators on school grounds. We are working with Sen. Ballard (On General File)

LB 670 (Murman at the request of the Governor) Require schools to adopt a safety plan and provide and change requirements related to training for staff of child care and schools

Requires the adoption of a safety plan policy related to fire/tornado drills and vehicle safety. Changes some provisions of safety required training, making them more discretionary. Safety plans to be submitted to the school safety director.

LB 711 (Hunt) Change provisions relating to the new school adjustment under TEEOSA

Changes the Needs side for new building construction.

ADVOCATE FOR LOCAL CONTROL - BUILD TRUST - SHARE YOUR STORY

KEY LINKS AND RESOURCES

NASB Government Relations Page: <https://members.nasbonline.org/government-relations>

NASB Bills Page: <https://nasb.envisiams.com/legislative-bills>

Nebraska Legislature: <https://nebraskalegislature.gov/>

NASB Twitter/X: <https://x.com/NASBOnline>

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NATIONAL WALK @ LUNCH DAY - APRIL 30

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National Walk at Lunch (NW@L) Day is Wednesday, April 30

To participate, visit <https://www.nebraskablue.com/walk> and register your organization as a team for the event.

Invite your employees to participate by using the promotional materials available at the [NebraskaBlue.com](https://www.nebraskablue.com) page under Walk-Resources.



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YOUR NASB BOARD LEADERSHIP UPDATE

<https://members.nasbonline.org/board-leadership>



2025

APRIL BOARD AGENDA ITEMS

Please see the March 14 email from mherring@NASBonline.org and shiggins@NASBonline.org for the draft of the April Board Meeting Agenda. If you have questions or need us to resend the email, please feel free to contact Marcia at 402-450-5152 or Stacie at 402-209-1608.

DID YOU KNOW?

Every school board is responsible for compliance with the Nebraska Open Meetings Law. Review the following excerpts. Is your board/district compliant with these requirements?

§ 84-1411 Meetings of the Public Body...

"...(e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. **Agenda items shall be sufficiently descriptive** to give the public reasonable notice of the matters to be considered at the meeting."

§ 84-1411 Meetings of the Public Body...

"... Except for items of an emergency nature, **the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting...**"

§ 84-1411 Meetings of the Public Body...

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

§ 84-1413 Meetings; minutes; roll call vote; ...

"... (6) Beginning July 31, 2022, **...the school board of a school district shall make available on such entity's public website the agenda and minutes of any meeting of the governing body.**

The agenda shall be placed on the website at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the website at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public website for at least six months."

2025 NASB Activities and Events Aligned to the Board Leadership Academy

The NASB Board Member Academy offers numerous opportunities to expand your knowledge, deepen your understanding of board governance, and connect with board members from across the state.

March/April 2025

Open Meetings Law Workshops
Gering, Kearney, Norfolk, Lincoln

April 16, 2025 - Virtual Lunch & Learn
Board Academy Collaboration

July 2025 - Virtual Lunch & Learn
Board Academy Collaboration

July 2025 - Leadership Workshops
Gering, Kearney, Lincoln

August & September 2025
Area Membership Meetings
Valentine, Gering, Kearney, York, Norfolk,
North Platte, Omaha, Nebraska City, Fremont

October 2025 - Virtual Lunch & Learn
Board Academy Collaboration

November 19-21, 2025
State Education Conference
Omaha

December 3, 2025
Board Member Academy Module I & II
Kearney

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Next, assess your public's access to board information:

1. Visit the school district website to review how the public accesses board meeting agendas and minutes. According to § 84-1411, the board must provide this information on the district's website. Is the district meeting this legal requirement?
2. Evaluate the March Board Meeting Agenda. Is it sufficiently descriptive? Can the public access the supporting documents/ attachments to the board agenda?
3. Evaluate the March Board Meeting Minutes, are the minutes easily accessible on the district website?
4. Is the district in compliance by posting the most current board meeting minutes?
5. What actions should the district take to ensure compliance with the requirements outlined?

BOARD ACADEMY COLLABORATION

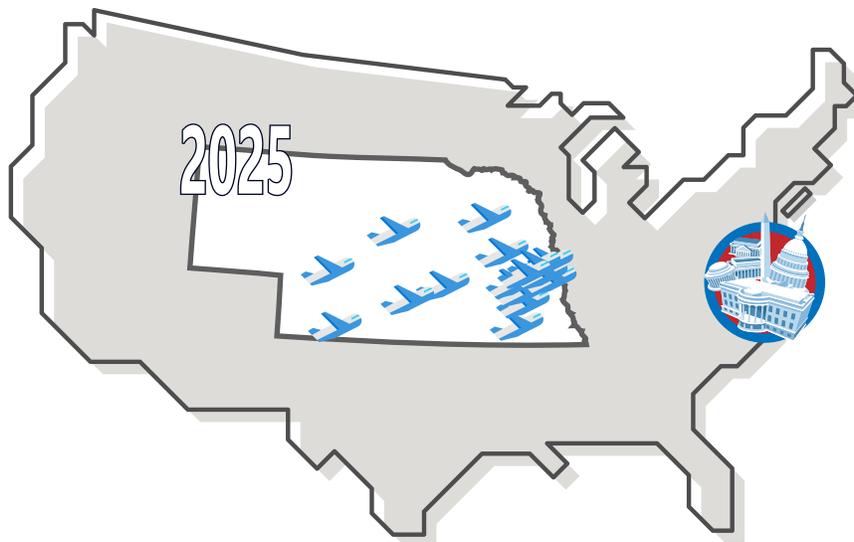
You are invited to participate in the next Board Academy Collaboration Team Meeting! If you have questions, please feel free to contact Marcia, Stacie, or Stephanie at 402-423-4951. We look forward to connecting with you. Mark your calendar as follows:

- Participants invited: Newly Elected or Appointed Board Members, Experienced Board Members, and Superintendents
- Date & Times: Wednesday, April 16 ... 12:00 PM CT and 12:00 PM MT
- Link: The Microsoft Teams link will be shared with all eligible participants the morning of at 10:00 AM.

FEDERAL ADVOCACY FLY-IN ... WRAP-UP



For the third year in a row, NASB headed east to Washington, DC, with around 40 school board members and education leaders from across Nebraska, to continue building on the relationships we have with our delegation and their staff, meet with the U.S. Department of Education and experience advocacy on the Federal level. Another extremely productive and memorable trip! Thanks to all who joined us this year. If you're interested in joining us for future trips, please let us know!



RELY ON NASB'S NATURAL GAS PROGRAMS

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<https://members.nasbonline.org/programs-services/njump-cjump>

NASB's natural gas programs were created to fulfill two needs that many local districts had in dealing with utility costs – competitive prices and budget certainty. NASB has over 115 school districts and ESUs across Nebraska participating in our NJUMP and CJUMP purchasing consortiums to leverage their purchasing power and achieve lower utility bills. With the great volatility of natural gas prices, we've signed up several new members for next year. Natural gas purchasing is one job your peers in these Interlocals can handle for you.

Superintendents and their business managers make up our Boards of Trustees for program oversight. Both programs were begun at the request of our districts and operate as independent Interlocal Pools. The trustees hold their annual meeting at the State Education Conference in Omaha each November.

The Nebraska Joint Utilities Management Program (NJUMP) purchases natural gas for school districts and ESUs on the Black Hills Energy natural gas pipeline in southeast Nebraska. Choice Joint Utilities Management Program (CJUMP) supplies natural gas on the Black Hills Energy (formerly SourceGas) distribution system in northern, central and western Nebraska. Rather than pricing the entire year's gas needs on one day, the consortiums lock in fixed prices as market opportunities become available by purchasing in layers over time and in varying percentages of total projected volumes. Historically, this approach has achieved a better price for natural gas with a higher level of budget certainty than the districts could have achieved on their own.



Now is the time for new members to sign up for NJUMP or CJUMP for the 2025-26 heating season.

Ask Jim Luebbe of the NASB staff for a copy of the Interlocal Agreement and Board Resolution to enroll in this time-saving, dollar-stretching program. For more information, NASB members on the Black Hills Energy distribution system can contact Alan Pederson of WoodRiver Energy at alan.pederson@woodriverenergy.com ... Members on the SourceGas distribution system can contact Mandy Heermann of Public Alliance for Community Energy at mheermann@nmppenergy.org.



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D.A. Davidson & Co. has long been a leader in innovative debt financing for school districts. What we're most proud of are the relationships we've nourished and the strong community improvements that are made as a result.

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- QCPUF Bonds
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2025 Platinum Level Affiliates - American Fidelity - BCDM Architects - Boyd Jones Construction - BVH Architecture - Carlson West Povondra Architects - Clark & Enersen - CMBA Architects - D.A. Davidson - Envisi - Facility Advocates - Hamilton - Hausmann Construction - Nebraska Liquid Asset Fund - Northland, a First National Nebraska Company - Piper Sandler - Public Risk Management - Sampson Construction - Sparq Data Solutions - Third Rail Content

2025 Gold Level Affiliates - 914 Coatings - ABcreative, Inc. - BD Construction - Blue Cross Blue Shield of Nebraska - Cornhusker International - Darland - DLR Group - Lunchtime Solutions - MCL Construction - Navitas - Omaha Public Schools Foundation

2025 Silver Level Affiliates - Amergis Staffing - Creative Sites - OneSource The Background Check Company - TeamMates Mentoring

2025 Bronze Level Affiliates - Alley Poyner Macchietto Architecture - Ameritas Investment Company - Community Building Solutions - Cunningham Recreation - Demco - Fisher Tracks, Inc. - Mueller Robak, LLC - National Insurance Services - Nebraska Safety Center - Opaa! Food Management of Nebraska - RSW Floors and More - Watts and Hershberger, P.C.

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Region 2 - Brenda Sherman
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Region 3 - Kyle Fisher
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Region 4 - Elizabeth Kumru
Ralston



Region 5 - Shavonna Holman
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Region 6 - Ricky Smith
Omaha



Region 7 - Nancy Kratky
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Region 8 - Don Mayhew
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Region 10 - Ed Swotek
Malcolm
NASB Vice President



Region 11 - Jim Vlach
Lyons-Decatur Northeast



Region 12 - Lisa Wagner
Central City



Region 13 - Marilyn Bohn
ESU 10



Region 14 - Steve Koch
Hershey



Region 15 - Allison Sandman
Wauneta-Palisade



Region 16 - Suzanne Sapp
Ashland-Greenwood
NASB Secretary



Region 17 - Michelle Reikofski
Osmond



Region 18 - Susan Ernest
Leyton



Region 19 - Stacy Jolley
Millard
NASB President



At-Large - Lisa Albers
Grand Island



At-Large - Steve Blocher
West Point
NASB Treasurer



At-Large - Pam Holcomb
Broken Bow



At-Large - Erick Lee
Arapahoe-Holbrook



John Spatz
Executive Director

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Nate Alspaugh
IT Specialist



Matt Belka
Director of Marketing,
Communications & Advocacy



Lily Coash-Johnson
Events & Engagement
Assistant



Caden Frank
Board Leadership Community
Engagement Specialist



Rachel Horstman
Business Manager



Stephanie Summers
Board Leadership Associate



Ben Anderjaska
Board Leadership
Engagement Specialist



Megan Boldt
Associate Executive Director
Director of ALICAP



Katie Corfield
Board Leadership Online
Survey Specialist



Marcia Herring
Director of Board Leadership



Jim Luebbe
Director of Policy Services



Lindsey Wooton
Administrative Specialist



Makenzie Barry
ALICAP Data &
Financial Specialist



Craig Caples
Director of Technology



Sharon Endorf
Director of
Member Engagement



Stacie Higgins
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Board Leadership
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Shari Becker
Director of Education
Leadership Search Service



Colby Coash
Associate Executive Director
Dir. of Government Relations



Becky Erdkamp
Board Leadership Associate



Sallie Horky
Chief Operating Officer



Galina Slobonyuk
Executive Administrative
Assistant

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YOUR 2025 PLATINUM AFFILIATES

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Watts and Hershberger, P.C.

ARCHITECTS

Alley Poyner Macchietto Architecture

BCDM Architects
PLATINUM LEVEL AFFILIATE

BVH Architecture
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Carlson West Povondra Architects
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Clark & Enersen
PLATINUM LEVEL AFFILIATE

CMBA Architects
PLATINUM LEVEL AFFILIATE

DLR Group
GOLD LEVEL AFFILIATE

BUILDING CONTROLS AND BUILDING SERVICES

Navitas
GOLD LEVEL AFFILIATE

CONSTRUCTION SERVICES

914 Coatings
GOLD LEVEL AFFILIATE

BD Construction
GOLD LEVEL AFFILIATE

Boyd Jones
PLATINUM LEVEL AFFILIATE

Darland
GOLD LEVEL AFFILIATE

Hausmann Construction
PLATINUM LEVEL AFFILIATE

MCL Construction
GOLD LEVEL AFFILIATE

RSW Floors and More

Sampson Construction
PLATINUM LEVEL AFFILIATE

ENERGY SERVICES

Community Building Solutions

Facility Advocates
PLATINUM LEVEL AFFILIATE

EQUIPMENT AND FURNITURE

ABcreative, Inc.
GOLD LEVEL AFFILIATE

Demco

FINANCIAL SERVICES

Ameritas Investment Company

D.A. Davidson & CO.
PLATINUM LEVEL AFFILIATE

Nebraska Liquid Asset Fund
PLATINUM LEVEL AFFILIATE

Northland, a First National Nebraska Company
PLATINUM LEVEL AFFILIATE

Piper Sandler
PLATINUM LEVEL AFFILIATE

FOOD SERVICE

Lunchtime Solutions
GOLD LEVEL AFFILIATE

Opaa! Food Management

FUNDRAISING

Omaha Public Schools Foundation
GOLD LEVEL AFFILIATE

INSURANCE SERVICES

American Fidelity
PLATINUM LEVEL AFFILIATE

Blue Cross Blue Shield of Nebraska
GOLD LEVEL AFFILIATE

National Insurance Services

Public Risk Management/ALICAP
PLATINUM LEVEL AFFILIATE

LEGAL SERVICES

Mueller Robak, LLC

PLAYGROUND/SCOREBOARDS/SURFACING

Creative Sites, LLC
SILVER LEVEL AFFILIATE

Cunningham Recreation/GameTime

Fisher Tracks, Inc.

SAFETY & SECURITY

OneSource - The Background Check Company
SILVER LEVEL AFFILIATE

STUDENT SERVICES

Amergis Educational Staffing
SILVER LEVEL AFFILIATE

TeamMates Mentoring Program
SILVER LEVEL AFFILIATE

TECHNOLOGY/SOFTWARE

Envisi
PLATINUM LEVEL AFFILIATE

Hamilton
PLATINUM LEVEL AFFILIATE

Sparq Data Solutions
PLATINUM LEVEL AFFILIATE

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Cornhusker International
GOLD LEVEL AFFILIATE

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NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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DISTRICT OR1 Summer PATHWAYS

ASPIRE Academy

VR
NEBRASKA



THE PROGRAM

District OR1's Summer Pathways is a transition program that aims to bring postsecondary training to life through training exploration. This hands on exploration event is coming to District OR1 Students through Aspire Academy in the Summer of 2025. This programming is available for VR Pre-Employment Transition Service students ages 14-21 years old who have not received their high school diploma. Experiences will include job shadowing, workplace site visits, and transferable skills training in community settings aligned with students' post-secondary goals. Students will gain hands-on experience through Project Discovery Kits, teacher-assembled training kits, and curriculum-based learning connected to job skills.



HOW TO GET INVOLVED

WHO IS ELIGIBLE?

Students must be a 14 - 21 years old student who has a signed Pre-ETS consent from this school year and has not received their high school diploma.

THE DETAILS

Where: Aspire Academy at Bennet Elementary

When: June 9th-13th from 9:00 am-12:00 pm

What: Post-secondary training exploration, advocacy and transition activities that are geared towards expanding young adults post school planning.

*Work-Based Learning Experiences

where students will be able to visit workplaces within our community based on students' post-secondary goals.

* **Project Discovery Kits, teacher-assembled training kits, and curriculum-based learning** that will provide hands on learning and connect to work site training.

***Workplace Readiness Training** includes activities to develop interpersonal skills, independent living skills, and leadership abilities.

2025 Legislative Update Report

Listing of **All** Priority Bills for the 2025 Legislative Session available at the end of this report.

Personnel-Related Priority Bills with Summaries:

Document Number	Prioritized By	Status	Description
LB156	Senator Conrad	Referral	Allow tort claims under the State Tort Claims Act and Political Subdivisions Tort Claims Act for sexual assaults of children in school settings
LB224	Senator Guereca	General File	Require paid maternity leave for state employees
LB258	Senator Raybould	General File	Change provisions relating to the minimum wage under the Wage and Hour Act
LB295	Nebraska Retirement Systems Committee	Select File	Change provisions relating to the County Employees Retirement Act, the Judges Retirement Act, the Nebraska State Patrol Retirement Act, the School Employees Retirement Act, the State Employees Retirement Act, the Spousal Pension Rights Act, and the Public Employees Retirement Board
LB303	Senator Hughes	Referral	Change provisions relating to foundation aid and certain certification dates and provide for base levy adjustments under the Tax Equity and Educational Opportunities Support Act and create the School Finance Reform Commission
LB306	Education Committee	Referral	Change provisions relating to the Board of Trustees of the Nebraska State Colleges, the Nebraska Career Scholarship Act, the Coordinating Commission for Postsecondary Education Act, the Door to College Scholarship Act, and budget limitations for community colleges
LB391	Speaker Arch	General File	Adopt the Give to Enable Scholarship Act and provide for certain income tax adjustments
LB440	Senator Spivey	Referral	Adopt the Education Leave and Support Act
LB538	Senator Strommen	Referral	Require school boards and postsecondary educational institutions to adopt a policy and provide training relating to discrimination and antisemitism and provide for Title VI coordinators
LB645	Nebraska Retirement Systems Committee	Referral	Change provisions relating to the School Retirement Fund
LB653	Education Committee	Referral	Change provisions relating to reimbursement for special education programs, support services, and the enrollment option program, provide reimbursement for certain students under the enrollment option program, and change the authorized uses of the Education Future Fund

LB 156	<i>Priority</i> Conrad	<i>Status</i> Held Judiciary Com	<i>Subject</i> Allow tort claims under the State Tort Claims Act and Political Subdivisions Tort Claims Act for sexual assaults of children in school settings
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LB 156 (Conrad) amends the Political Subdivisions Tort Claims Act and makes the provisions of the Act applicable when the claim arises out of a sexual assault of a child that occurred:

- (a) On school grounds;
- (b) In a vehicle owned, leased, or contracted by a school and being used for a school purpose;
- (c) In a vehicle being driven for a school purpose by a school employee or person designated by the school; or
- (d) At a school-sponsored activity or athletic event.

LB 224	<i>Priority</i> Guereca	<i>Status</i> General File	<i>Subject</i> Require paid maternity leave for state employees
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LB 224 (Guereca) provides that maternity leave eligible employees who work a full-time schedule will be entitled to 12 weeks of paid maternity leave for the birth of such employee's child. Maternity leave eligible employees who are regularly employed less than 40 hours per week will be entitled to maternity leave proportionate to their regular workweek.

Maternity leave eligible employee means an employee who:

- (i) Is a state employee;
- (ii) Gives birth to a child; and
- (iii) Is assuming a parental role with respect to the child;

LB 258	<i>Priority</i> Raybould	<i>Status</i> General File	<i>Subject</i> Change provisions relating to the minimum wage under the Wage and Hour Act
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Currently, the minimum wage is set at \$13.50 per hour. In 2026, the rate will be \$15 per hour.

On January 1, 2027, the minimum wage would be increased by the increase in the cost of living as measured by the CPI.

LB 258 (Raybould) provides that, beginning in 2027, the minimum wage would be increased by the lesser of (a) 1.5%, rounded to the nearest cent, or (b) the increase in the cost of living as measured by the CPI. This sets a ceiling for the annual increase to the minimum wage at 1.5% of the previous year's minimum wage.

The bill would also allow youths who are 14 and 15 and not emancipated minors to be paid \$13.50 per hour, with no annual increase in the rate. For youths who are 16 and 17, are not seasonal or migrant workers, and are not emancipated minors, employers may pay them a training wage of \$13.50 per hour through December 31, 2026. This rate will be increased to 75% of the current NASPA Legislative Update 4.3.25

minimum wage after December 31, 2026. The employer may only pay the training wage to such an employee for the first 90 days of their employment.

Note: The committee amendments (AM272) would increase the youth minimum wage by 1.5% every five years, with the first increase occurring on January 1, 2030. The training wage would increase by 1.5% annually, beginning January 1, 2027. Additionally, the training wage would apply to youths aged 16, 17, 18, and 19.

LB 295	<i>Priority</i>	<i>Status</i>	<i>Subject</i>
	Retirement	Select	Change provisions relating to the County Employees Retirement
	Com	File	Act, the Judges Retirement Act, the Nebraska State Patrol Retirement Act, the School Employees Retirement Act, the State Employees Retirement Act, the Spousal Pension Rights Act, and the Public Employees Retirement Board

LB 295 makes technical and substantive changes to all five state sponsored retirement plans (School Employees, Judges, State Patrol, State Employees, and County), but it also includes provisions related to the Class V (OPS) Plan.

The Retirement Committee advanced and prioritized LB 295 by a 6-0 vote, as amended by the provisions of AM18, portions of LB 420 (AM386), and the committee amendments, AM404.

As it relates to the School Employees Plan, the following changes are proposed.

Application Deadline

The committee amendments extend the retirement application deadline under the School Employees Retirement Act from 120 days prior to the effective date of the member's initial benefit to 270 days prior to the effective date of the member's initial benefit (from the provisions of AM18).

Definition of Compensation

Currently, "compensation" is defined as gross wages or salaries payable to the member for personal services performed during the plan year and includes:

- (i) overtime pay,
- (ii) member retirement contributions,
- (iii) retroactive salary payments paid pursuant to court order, arbitration, or litigation and grievance settlements, and
- (iv) amounts contributed by the member to plans under sections 125, 403(b), and 457 of the IRS Code or any other section of the code which defers or excludes such amounts from income.

LB 295 would add a fifth item, which is leave of absence pay.

Regular Employee

The current definition of “regular employee” is an employee hired by a public school or under contract in a regular full-time or part-time position who works a full-time or part-time schedule on an ongoing basis for 20 or more hours per week. An employee hired to provide service for less than 20 hours per week but who provides service for an average of 20 or more per week in each calendar month of any three calendar months of a plan year must, beginning with the next full payroll period, commence contributions and would be deemed a regular employee for all future employment with the same employer.

LB 295 specifies that the 20-hour-per-week threshold would be calculated by dividing the total number of hours of service provided for the same employer in a calendar month by the total number of calendar days in the month, and multiplying such number by seven.

Repayment of Benefit

Currently, if the Public Employees Retirement Board (PERB) determines that termination of employment has not occurred and a retirement benefit has been paid to a member of the Plan, the member must repay the benefit to the retirement system.

LB 295 stipulates that the PERB may determine that any or all portions of such benefit was the result of an inadvertent benefit overpayment and repayment of the benefit would create a significant hardship. (This provision was amended by AM404.)

Lawfully Present Employees

Currently, no school employee would be authorized to participate in the Plan unless the employee is a U.S. citizen or is lawfully present in the U.S.

The law requires the employing public school and the school employee to maintain at least one of the documents listed below, which must be unexpired. LB 295 provides that the document is still valid if it has an expiration date that has been extended by the U.S. Department of Homeland Security or the U.S. Citizenship and Immigration Services.

Currently, the permitted documents, include:

- (a) A state-issued driver’s license;
- (b) A state-issued identification card;
- (c) A certified copy of a birth certificate or delayed birth certificate issued in any state, territory, or possession of the U.S.;
- (d) A Consular Report of Birth Abroad issued by the U.S. Department of State;
- (e) A U.S. passport;
- (f) A foreign passport with a U.S. visa;
- (g) A U.S. Certificate of Naturalization;
- (h) A U.S. Certificate of Citizenship;
- (i) A tribal certificate of Native American blood or similar document;
- (j) A U.S. Citizenship and Immigration Services Employment Authorization Document, Form I-766;
- (k) A U.S. Citizenship and Immigration Services Permanent Resident Card, Form I-551; or

- (l) Any other document issued by the U.S. Department of Homeland Security or the U.S. Citizenship and Immigration Services granting employment authorization in the U.S. and approved by the retirement board.

LB 295 would add an additional permitted document type: A state-issued motor vehicle learner’s permit.

Note: The Class V (OPS) Retirement Plan currently provides that within 60 days from the date of the member’s death, if the member has not previously filed with the administrator of the retirement system a form requiring that only the survivorship annuity be paid, the beneficiary may request to receive in a lump sum an amount equal to the member’s accumulated contributions. LB 295 provides that this may be done within 90 days from the date of the member’s death.

LB 303	<i>Priority</i> Hughes	<i>Status</i> Held Education Com	<i>Subject</i> Change provisions relating to foundation aid and certain certification dates and provide for base levy adjustments under the Tax Equity and Educational Opportunities Support Act and create the School Finance Reform Commission
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LB 303 (Hughes) incorporates three major components relating to school finance and was introduced by Senator Hughes at the request of the Governor. The bill was the subject of discussion through the Governor’s office and included representatives of the school community beginning in 2024.

LB 306	<i>Priority</i> Education Com	<i>Status</i> Held Education Com	<i>Subject</i> Change provisions relating to the Board of Trustees of the Nebraska State Colleges, the Nebraska Career Scholarship Act, the Coordinating Commission for Postsecondary Education Act, the Door to College Scholarship Act, and budget limitations for community colleges
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Likely package bill for legislation related to postsecondary education.

LB 391	<i>Priority</i> Murman	<i>Status</i> General File	<i>Subject</i> Adopt the Give to Enable Scholarship Act and provide for certain income tax adjustments
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LB 391 (Murman) was advanced under a white copy amendment (AM187) that eliminates the original provisions of LB 391 and inserts new provisions. However, the basic purpose of LB 391 remains unchanged.

The committee amendments create the Give to Enable Support Act and the Give to Enable Support Cash Fund.

The fund would be administered by the State Treasurer, who would accept contributions from any

private individual or private entity and credit all contributions to the Give to Enable Support Cash Fund. No General Funds would be transferred to this Fund.

The Program would begin on January 1, 2026. The purpose of the program is to promote access to accounts by establishing accounts using distributions from the Give to Enable Support Cash Fund. The accounts may then be used to pay the qualified disability expenses of qualified individuals.

In order to participate in the Program, a qualified individual would submit an application to the State Treasurer. The State Treasurer would accept applications from January 1 to June 1 of each year beginning in 2026. The application must include:

- (a) Information necessary to certify the applicant’s status as a qualified individual;
- (b) The applicant’s personal information necessary to establish an account; and
- (c) Any other information required by the State Treasurer.

A “qualified individual” is defined as an individual with a disability as defined in IRS Code 529A who does not have an account at the time he/she is approved to become a participant in the Program.

If the State Treasurer determines that the applicant qualifies to have an account established under the Program, the State Treasurer would notify the applicant of the approval. The State Treasurer may approve as many applications as funding for the program allows for each calendar year.

A qualified and approved individual would have an account established for the individual. The account would be established by April 1 of the year following the year the application is approved and would be funded with no less than the minimum amount required to open an account or such greater amount as determined by the State Treasurer.

LB 440	<i>Priority</i>	<i>Status</i>	<i>Subject</i>
	Spivey	Held	Adopt the Education Leave and Support Act
		Education Com	

LB 440 (Spivey) creates the Education Leave and Support Act, which would cover certificated teachers employed by a public school district.

Under the bill, beginning January 1, 2026, a payroll fee of .0035 of one percent would be levied on the taxable wages of “covered employees” in the state. Employers must collect the fee from covered employees and remit it quarterly to the State Treasurer. **Employers would also contribute an amount equal to the total payroll fee collected from their covered employees as an employer match** and remit this contribution quarterly to the State Treasurer. All fees and contributions would be credited to the State Education Leave Fund, created under the bill.

“Covered employee” is defined as a certificated teacher employed by a school district.

For a teacher earning \$50,000, the fee would be \$14.58 per month.

The fund noted above must be used solely to reimburse school districts for the cost of hiring substitute teachers for the first six weeks of a covered employee’s FMLA leave.

FMLA leave is defined as leave taken by a covered employee under the federal Family and Medical Leave Act of 1993.

Reimbursements under the bill must be made from the fund in an amount not to exceed the actual daily cost of hiring a substitute teacher, as determined by the department.

Any covered employee for whom reimbursement is provided would not be required to use any accrued personal or sick leave for the first six weeks of FMLA leave.

Reimbursements would begin July 1, 2026. NDE must develop and implement procedures to:

- (a) Accept applications for reimbursement from school districts;
- (b) Review applications in order to ensure compliance with eligibility requirements; and
- (c) Disburse funds in a timely manner.

If the Fund accrues a surplus exceeding 20% of its projected annual needs, NDE must notify the State Treasurer, and the State Treasurer must transfer the excess funds to the Education Retention Fund. Funds transferred would be used to address teacher shortages and support professional development.

Any school district that misuses these funds must repay the funds in full and would be subject to penalties as prescribed by NDE.

LB 538	<i>Priority</i> Strommen	<i>Status</i> Held Education Com	<i>Subject</i> Require school boards and postsecondary educational institutions to adopt a policy and provide training relating to discrimination and antisemitism and provide for Title VI coordinators
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LB 538 (Hardin) requires that each school board adopt a policy relating to discrimination and antisemitism. The policy must:

- (a) Prohibit discrimination against a student or an employee of the school district on the basis of race, ethnicity, national origin, sex, disability, religion, or marital status;
- (b) Prohibit denying the benefits of any education program, class, or activity offered or sponsored by the school district on the basis of race, ethnicity, national origin, sex, disability, religion, or marital status;
- (c) Ensure the criteria for admission to an education program or class does not have the effect of restricting access by persons of a particular race, ethnicity, national origin, disability, religion, or marital status;
- (d) Require all education programs or classes offered by the school district be made available without discrimination on the basis of race, ethnicity, national origin, sex, disability,

religion, or marital status;

- (e) Require guidance or counseling services and financial assistance services be made available to all students equally, regardless of race, ethnicity, national origin, sex, disability, religion, or marital status;
- (f) Treat harassment or discrimination against students or employees or resulting from institutional policies or programs of the school district motivated by, or including, *antisemitic discrimination* in an identical manner to harassment or discrimination motivated by race; and
- (g) Require that the definition of antisemitism provided in this section be included in the student and employee code of conduct of the school district and include antisemitism as prohibited conduct.

“Antisemitic discrimination” or antisemitism has the same meaning as the International Holocaust Remembrance Alliance’s working definition of antisemitism, including its contemporary examples, as adopted on May 26, 2016. The working definition, found on the Holocaust Remembrance Alliance’s website, provides the definition as follows:

“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”

Antisemitism Awareness Training

LB 538 provides that each school board must include antisemitism awareness training as part of other trainings on harassment provided by the school district to students and employees.

Each school district must formally report any incident or complaint of antisemitic discrimination and harassment to NDE for referral to the *Title VI coordinator*, which position is created as noted below.

Title VI Coordinator

This new position refers to Title VI of the Civil Rights Act of 1964.

The bill requires the Commissioner of Education to designate an individual to fulfill the roles and duties of the Title VI coordinator within NDE.

The Title VI coordinator would monitor discrimination and harassment in school districts, including antisemitic discrimination. Duties of the coordinator include investigating all complaints of discrimination or harassment in school districts in violation of the required school district policy and filing an annual report.

If, after a reasonable investigation, the coordinator determines that a school district has engaged in, allowed, or not sufficiently prohibited discrimination or harassment, including antisemitic discrimination, in violation of the required school district policy or the federal Civil Rights Act of 1964, the coordinator must give written notice of such determination to the school board and require the school board to address the violation and comply with the policy and act. If the school

board does not comply within 30 days after written notice by the coordinator, the coordinator must report its finding to the U.S. Department of Education and the U.S. Department of Justice by making a complaint under Title VI of the Civil Rights Act of 1964.

The coordinator must annually submit a report to the Legislature. The report would detail the number of incidents or complaints received and the resolution, if any. The report may not identify any particular individual, employee, or student.

Note: Separate but similar provisions are included in LB 538 relevant to postsecondary institutions and authority is granted to the Coordinating Commission on Postsecondary Education to also have a Title VI Coordinator for postsecondary institutions.

LB 645	<i>Priority</i>	<i>Status</i>	<i>Subject</i>
	Retirement	Held	Change provisions relating to the School Retirement
	Com	Retirement	Fund
		Com	

Senator Ballard, Chair of the Retirement Committee, has filed an amendment (AM248) to LB 645 relating to the state contribution to the School Employees Retirement Plan.

The amendment is an improvement relating to the state’s obligation, but it also changes the employee and employer rates.

Note: the current funding ratio as determined by the state actuary is 99%.

Employee Rate

In the amendment, beginning on January 1, 2026, the employee contribution rate would be calculated as follows:

1. If the current funding ratio is less than 96%, the employee rate would be 9.78% of compensation (the current rate); and
2. If the current funding ratio is 96% or greater, the employee rate would be 7.28% of compensation.

(The rate of 7.28% dates back to the mid-1990s when Senator Bob Wickersham was chair of the Retirement Committee.)

Employer Rate

Interestingly, the amendment leaves the employer contribution rate at 9.88% no matter what the current funding ratio might be at the time. Therefore, even if the employee rate is set at 7.28%, the employer would pay a much higher rate at 9.88%.

State Rate

Beginning July 1, 2025, the state contribution for the School Employees Plan would be calculated

as follows:

1. If the current funding ratio is less than 96%, the state contribution would be 2% of compensation;
2. If the current funding ratio is 96% or greater and less than 100%, the state contribution would be .7% of compensation; and
3. If the current funding ratio is 100% or greater, the state would not be required to make any contribution.

(In the mid-1990s, the state contribution was 0.7% of compensation.)

LB 653	<i>Priority</i>	<i>Status</i>	<i>Subject</i>
	Education Com	Held Education Com	Change provisions relating to reimbursement for special education programs, support services, and the enrollment option program, provide reimbursement for certain students under the enrollment option program, and change the authorized uses of the Education Future Fund

Likely package bill for legislation related to K-12 education.

Expanded Listing of School-Related Senator Priorities

<i>Measure</i>	<i>Prioritized by</i>	<i>Status</i>	<i>Subject</i>
LR 12CA	Andersen	Held Revenue Com	Constitutional amendment to impose a limit on ad valorem taxes for real property, provide a new method of valuing real property for tax purposes, provide certain exceptions, and eliminate conflicting constitutional provisions
LB 298	Arch	Held Executive Brd	Provide for the Division of Legislative Oversight, the Director of Legislative Oversight, and the Legislative Oversight Committee and change provisions relating to the Public Counsel, the office of Inspector General of Nebraska Child Welfare, and the office of Inspector General of the Nebraska Correctional System
LB 170	Brandt	Held Revenue Com	Eliminate the sales tax exemptions for candy and soft drinks
LB 192	Cavanaugh, J.	General File	Eliminate a sunset date under the Supplemental Nutrition Assistance Program
LB 468	Clements	Held Revenue Com	Change provisions relating to inheritance taxes, change certain fee and tax provisions, and eliminate a sales tax exemption relating to data centers
LB 156	Conrad	Held Judiciary Com	Allow tort claims under the State Tort Claims Act and Political Subdivisions Tort Claims Act for sexual assaults of children in school settings
LR 19CA	Dover	Held Executive Brd	Constitutional amendment to change legislative term limits to three consecutive terms
LB 224	Guereca	General File	Require paid maternity leave for state employees
LB 303	Hughes	Held Education Com	Change provisions relating to foundation aid and certain certification dates and provide for base levy adjustments under the Tax Equity and Educational Opportunities Support Act and create the School Finance Reform Commission
LB 299	Juarez	General File	Allow eligible aliens and dependents to receive public benefits relating to employment
LB 89	Kauth	General File	Adopt the Stand With Women Act
LB 48	McKinney	General File	Establish a family resource and juvenile assessment pilot program
LB 169	Murman	Held Revenue Com	Eliminate certain sales and use tax exemptions and impose sales and use tax on certain services

<i>Measure</i>	<i>Prioritized by</i>	<i>Status</i>	<i>Subject</i>
LB 258	Raybould	General File	Change provisions relating to the minimum wage under the Wage and Hour Act
LB 440	Spivey	Held Education Com	Adopt the Education Leave and Support Act
LB 383	Storer	Held Judiciary Com	Adopt the Parental Rights in Social Media Act
LB 538	Strommen	Held Education Com	Require school boards and postsecondary educational institutions to adopt a policy and provide training relating to discrimination and antisemitism and provide for Title VI coordinators

Committee Priorities

<i>Measure</i>	<i>Prioritized by</i>	<i>Status</i>	<i>Subject</i>
LB 306	Education Com	Held Education Com	Change provisions relating to the Board of Trustees of the Nebraska State Colleges, the Nebraska Career Scholarship Act, the Coordinating Commission for Postsecondary Education Act, the Door to College Scholarship Act, and budget limitations for community colleges
LB 653	Education Com	Held Education Com	Change provisions relating to reimbursement for special education programs, support services, and the enrollment option program, provide reimbursement for certain students under the enrollment option program, and change the authorized uses of the Education Future Fund
LR 25CA	Executive Brd	General File	Constitutional amendment to change the compensation of members of the Legislature and provide for health insurance
LB 634	Executive Brd	Held Executive Brd	Adopt the Legislative Sunset Review Act, Legislative Sunset Review Committee, and eliminate the Legislature's Planning Committee
LB 521	Government Com	Held Government	Change and eliminate provisions relating to the Election Act
LB 376	Health Com	General File	Change and eliminate programs and services administered by the Department of Health and Human Services and eliminate various reporting requirements
LR 27CA	Legislature's Planning Com	Held Planning Com	Constitutional amendment to change legislative term limits to three consecutive terms
LB 295	Retirement Com	Select File	Change provisions relating to the County Employees Retirement Act, the Judges Retirement Act, the Nebraska State Patrol Retirement Act, the School Employees Retirement Act, the State Employees Retirement Act, the Spousal Pension Rights Act, and the Public Employees Retirement Board
LB 645	Retirement Com	Held Retirement	Change provisions relating to the School Retirement Fund

<i>Measure</i>	<i>Prioritized by</i>	<i>Status</i>	<i>Subject</i>	
LB 647	Revenue Com	Held Revenue Com	Change property tax provisions relating to net book value	
LB 650	Revenue Com	Held Revenue Com	Eliminate certain sales tax exemptions, change income tax provisions relating to nonresident income and certain tax credits, and provide and change certain sunset dates relating to tax incentives	

Speaker Priorities

<i>Measure</i>	<i>Prioritized by</i>	<i>Status</i>	<i>Subject</i>	
LB 391	Murman	General File	Adopt the Give to Enable Scholarship Act and provide for certain income tax adjustments	

Listing of All Priority Bills for 2025 Legislative Session

Prioritized By	Document Number	Primary Introducer	Status	Description
Senator Andersen	LR12CA	Kauth	Referral	Constitutional amendment to impose a limit on ad valorem taxes for real property, provide a new method of valuing real property for tax purposes, provide certain exceptions, and eliminate conflicting constitutional provisions
Senator Arch	LB298	Arch	Referral	Provide for the Division of Legislative Oversight, the Director of Legislative Oversight, and the Legislative Oversight Committee and change provisions relating to the Public Counsel, the office of Inspector General of Nebraska Child Welfare, and the office of Inspector General of the Nebraska Correctional System
Senator Armendariz	LB434	Wordekemper	Referral	Change fees for fireworks display permits, fireworks sales licenses, fire alarm inspector certification, late submittal of remodel or construction plans, fire safety inspections, fire protection system contractor certificates, heating oil tank registration, and underground storage tank installation permits and registration
Senator Ballard	LB80	Hallstrom	Referral	Adopt the Protection Orders Act
Senator Bosn	LB559	Bosn	Referral	Provide for offenses relating to skimmer devices and criminal enterprises involving financial offenses
Senator Bostar	LB644	Bostar	Referral	Adopt the Foreign Adversary and Terrorist Agent Registration Act and the Crush Transnational Repression in Nebraska Act, provide requirements under the Nebraska Political Accountability and Disclosure Act for conduct relating to certain foreign entities, change provisions of the Foreign Adversary Contracting Prohibition Act, and regulate storage and remote access of genetic sequencing data
Senator Brandt	LB170	Brandt	Referral	Eliminate the sales tax exemptions for candy and soft drinks
Senator Cavanaugh, J.	LB192	Quick	General File	Eliminate a sunset date under the Supplemental Nutrition Assistance Program
Senator Cavanaugh, M.	LB13	Cavanaugh, M.	Select File	Require the Department of Health and Human Services to file a state plan amendment relating to child care
Senator Clements	LB468	Clements	Referral	Change provisions relating to inheritance taxes, change certain fee and tax provisions, and eliminate a sales tax exemption relating to data centers
Senator Clouse	LB322	Clouse	Referral	Prohibit assault on a pharmacist and clarify provisions relating to assault on officers, emergency responders, certain employees, and health care professionals
Senator Conrad	LB156	Conrad	Referral	Allow tort claims under the State Tort Claims Act and Political Subdivisions Tort Claims Act for sexual assaults of children in school settings
Senator DeBoer	LB235	Conrad	Referral	Change deadlines for trials for actions for possession and execution of writs of restitution under the Uniform Residential Landlord and Tenant Act
Senator DeKay	LB437	Riepe	General File	Repeal the Nebraska Health Care Certificate of Need Act
Senator Dorn	LB712	Hughes	General File	Change the tax on sales of electronic nicotine delivery systems
Senator Dover	LR19CA	Dover	Referral	Constitutional amendment to change legislative term limits to three consecutive terms
Senator Dungan	LB272	Dungan	Referral	Change provisions relating to homestead exemptions for certain disabled veterans and surviving spouses
Senator Fredrickson	LB380	Fredrickson	General File	Establish requirements for Department of Health and Human Servicesâ€™™ contractors providing medical assistance services
Senator Guereca	LB224	Guereca	General File	Require paid maternity leave for state employees
Senator Hallstrom	LB455	Hallstrom	General File	Provide for confidentiality of and access to certain injury reports under the Nebraska Workers' Compensation Act
Senator Hansen	LB676	Hansen	General File	Change and eliminate provisions relating to certified nurse midwives and provide for applicability of the Nebraska Hospital-Medical Liability Act
Senator Hardin	LB168	Hardin	Final Reading	Adopt the 340B Contract Pharmacy Protection Act
Senator Holdcroft	LB215	Holdcroft	Referral	Adopt the Clean Slate Act and provide for a program for second chance relief to obtain a commutation from the Board of Pardons
Senator Hughes	LB303	Hughes	Referral	Change provisions relating to foundation aid and certain certification dates and provide for base levy adjustments under the Tax Equity and Educational Opportunities Support Act and create the School Finance Reform Commission
Senator Hunt	LB275	Hunt	General File	Require the Department of Health and Human Services to screen state wards for social security benefit eligibility
Senator Ibach	LB646	Ibach	General File	Provide for exempt feedlots under the Livestock Brand Act

Senator Jacobson	LB526	Jacobson	General File	Provide for an excise tax on cryptocurrency mining and allow public power districts to require payments or letters of credit from cryptocurrency mining operations for certain infrastructure upgrades
Senator Juarez	LB299	Juarez	General File	Allow eligible aliens and dependents to receive public benefits relating to employment
Senator Kauth	LB89	Kauth	General File	Adopt the Stand With Women Act
Senator Lippincott	LB3	Lippincott	General File	Change provisions relating to selection of presidential electors
Senator Lonowski	LB632	Hansen	General File	Require a health care facility to dispose of the remains of aborted unborn children
Senator McKeon	LB693	McKeon	Referral	Prohibit as a deceptive trade practice certain conduct relating to assistance or referrals in veterans benefits matters
Senator McKinney	LB48	McKinney	General File	Establish a family resource and juvenile assessment pilot program
Senator Meyer	LB382	Meyer	General File	Provide for use of the Medicaid Managed Care Excess Profit Fund to reimburse designated area agencies on aging and state intent regarding appropriations
Senator Moser	LB323	Moser	General File	Change requirements for certain road and building construction projects for the Department of Transportation
Senator Murman	LB169	Brandt	Referral	Eliminate certain sales and use tax exemptions and impose sales and use tax on certain services
Senator Prokop	LR20CA	Bostar	General File	Constitutional amendment to permit an authorized gaming operator conducting sports wagering within a licensed racetrack enclosure to allow a sports wager to be placed by an individual located within the State of Nebraska at the time the individual places the sports wager by means of a mobile or electronic platform
Senator Quick	LB257	Quick	General File	Change reciprocity provisions for credentialing of marriage and family therapists
Senator Raybould	LB258	Raybould	General File	Change provisions relating to the minimum wage under the Wage and Hour Act
Senator Riepe	LB556	Riepe	Referral	Change jurisdiction of juvenile courts and adult criminal courts and change provisions relating to detention and hearings under the Nebraska Juvenile Code
Senator Rountree	LB319	Rountree	General File	Change eligibility requirements for the Supplemental Nutrition Assistance Program
Senator Sanders	LB649	Revenue Committee	Referral	Change provisions relating to an income tax rate
Senator Sorrentino	LB79	Hallstrom	Referral	Provide for dismissal of certain civil actions involving commercial motor vehicles
Senator Spivey	LB440	Spivey	Referral	Adopt the Education Leave and Support Act
Senator Storer	LB383	Storer	Referral	Adopt the Parental Rights in Social Media Act
Senator Storm	LB316	Kauth	Referral	Prohibit conduct relating to hemp other than cannabidiol products and change provisions of the Nebraska Hemp Farming Act and the Uniform Controlled Substances Act
Senator Strommen	LB538	Hardin	Referral	Require school boards and postsecondary educational institutions to adopt a policy and provide training relating to discrimination and antisemitism and provide for Title VI coordinators
Senator von Gillern	LB340	Hallstrom	Referral	Adopt the Asbestos Trust Claims Transparency Act and the Asbestos Claims Priorities and Over-Naming Reform Act
Senator Wordekemper	LB608	Bostar	Referral	Change insurance provisions relating to firefighters and include correctional officers, youth detention officers, and certain children in the First Responder Recruitment and Retention Act
Agriculture Committee	LB245	DeKay	Select File	Change provisions of the Nebraska Pure Food Act and the Weights and Measures Act
Agriculture Committee	LB246	DeKay	General File	Prohibit cultivated-protein food products under the Nebraska Pure Food Act and provide a deceptive trade practice
Appropriations Committee	LB392	Clements	Referral	Appropriate funds for the Legislative Council
Appropriations Committee	LB393	Clements	Referral	Eliminate obsolete transfers relating to the Cash Reserve Fund
Banking, Commerce and Insurance Committee	LB198	Sorrentino	Referral	Change provisions of the Pharmacy Benefit Manager Licensure and Regulation Act
Banking, Commerce and Insurance Committee	LB474	Banking, Commerce and Insurance Committee	General File	Change and eliminate provisions relating to installment sales and installment loans, rename the Nebraska Installment Sales Act, and transfer provisions of and eliminate the Nebraska Installment Loan Act
Business and Labor Committee	LB415	Ballard	E and R Initial	Change provisions of the Nebraska Healthy Families and Workplaces Act

Business and Labor Committee	LB532	Kauth	General File	Require employers to use E-Verify, prohibit knowingly hiring an unauthorized alien, and provide for discipline against employers' licenses
Education Committee	LB306	Education Committee	Referral	Change provisions relating to the Board of Trustees of the Nebraska State Colleges, the Nebraska Career Scholarship Act, the Coordinating Commission for Postsecondary Education Act, the Door to College Scholarship Act, and budget limitations for community colleges
Education Committee	LB653	Murman	Referral	Change provisions relating to reimbursement for special education programs, support services, and the enrollment option program, provide reimbursement for certain students under the enrollment option program, and change the authorized uses of the Education Future Fund
Executive Board	LR25CA	Hansen	General File	Constitutional amendment to change the compensation of members of the Legislature and provide for health insurance
Executive Board	LB634	Hansen	Referral	Adopt the Legislative Sunset Review Act and eliminate the Legislature's Planning Committee
General Affairs Committee	LB9	Hughes	Select File	Change provisions relating to cigarette taxes and the Tobacco Products Tax Act and provide for regulation of products containing nicotine analogues
General Affairs Committee	LB677	Hansen	Referral	Change provisions of the Nebraska Medical Cannabis Regulation Act and provide for regulation of medical cannabis
Government, Military and Veterans Affairs Committee	LB521	Sanders	Referral	Change and eliminate provisions relating to the Election Act
Government, Military and Veterans Affairs Committee	LB660	Andersen	Referral	Adopt the Secure Drone Purchasing Act
Health and Human Services Committee	LB376	Health and Human Services Committee	General File	Change and eliminate programs and services administered by the Department of Health and Human Services and eliminate various reporting requirements
Health and Human Services Committee	LB332	Hardin	General File	Require medicaid coverage for psychology services provided by certain practitioners
Judiciary Committee	LB150	Bosn	Referral	Change the habitual criminal sentencing enhancement
Judiciary Committee	LB530	Kauth	Referral	Change provisions relating to the Nebraska Rules of the Road, motor vehicle homicide, and motor vehicle homicide of an unborn child
Legislature's Planning Committee	LR27CA	Hunt	Referral	Constitutional amendment to change legislative term limits to three consecutive terms
Natural Resources Committee	LB36	Brandt	Referral	Provide for notification of certain regulations and permits to controlling entities by counties, cities, and villages under the Wellhead Protection Area Act
Natural Resources Committee	LB317	Brandt	General File	Merge the Department of Natural Resources with the Department of Environment and Energy and change the name to the Department of Water, Energy, and Environment and provide, change, and eliminate powers and duties
Nebraska Retirement Systems Committee	LB295	Nebraska Retirement Systems Committee	Select File	Change provisions relating to the County Employees Retirement Act, the Judges Retirement Act, the Nebraska State Patrol Retirement Act, the School Employees Retirement Act, the State Employees Retirement Act, the Spousal Pension Rights Act, and the Public Employees Retirement Board
Nebraska Retirement Systems Committee	LB645	Ballard	Referral	Change provisions relating to the School Retirement Fund
Revenue Committee	LB650	von Gillern	Referral	Eliminate certain sales tax exemptions, change income tax provisions relating to nonresident income and certain tax credits, and provide and change certain sunset dates relating to tax incentives
Revenue Committee	LB647	Revenue Committee	Referral	Change property tax provisions relating to net book value
State-Tribal Relations Committee	LB78	Bostar	Select File	Adopt the Domestic Violence and Sex Trafficking Survivor Assistance Act, change provisions relating to sentencing juveniles, and change the rate and allocation of the documentary stamp tax

Transportation and Telecommunications Committee	LB398	Moser	General File	Adopt updates to federal law relating to motor vehicles and motor carriers and change provisions relating to commercial driver's licenses and CLP-commercial learner's permits
Transportation and Telecommunications Committee	LB311	DeBoer	Referral	Change provisions relating to nonregulated activities under the Nebraska Telecommunications Regulation Act
Urban Affairs Committee	LB287	Urban Affairs Committee	Select File	Provide for regulation of housing authorities by ordinance, change provisions relating to sanitary and improvement districts, and provide requirements relating to bed bugs under the Nebraska Housing Agency Act
Urban Affairs Committee	LB288	Urban Affairs Committee	General File	Redefine terms and change provisions relating to grant funding considerations under the Middle Income Workforce Housing Investment Act
Speaker Arch	LB32	Hunt	General File	Change provisions relating to disclaimers on political advertisements
Speaker Arch	LB50	DeKay	General File	Change provisions relating to the distribution of the nameplate capacity tax
Speaker Arch	LB77	Bostar	Referral	Adopt the Ensuring Transparency in Prior Authorization Act
Speaker Arch	LB133	Holdcroft	General File	Provide authority for animal control officers to enforce state or local animal control laws
Speaker Arch	LB166	Hughes	General File	Require the county treasurer to maintain confidentiality of certain persons' residential addresses
Speaker Arch	LB217	Fredrickson	General File	Require suicide awareness and prevention training for employees of child-placing agencies and child welfare workers
Speaker Arch	LB346	Arch	General File	Change qualifications of the State Capitol Administrator, provide for termination of boards, commissions, committees, councils, funds, panels, task forces, the Conservation Corporation Act, and the Nebraska Potato Development Act, and change and eliminate funds and powers and duties of departments and agencies
Speaker Arch	LB364	Quick	General File	Change provisions relating to legislative approval of an indication of intent to incorporate land into the state park system
Speaker Arch	LB388	DeBoer	General File	Change provisions relating to judicial nominating commissions
Speaker Arch	LB391	Murman	General File	Adopt the Give to Enable Scholarship Act and provide for certain income tax adjustments
Speaker Arch	LB399	Wordekemper	General File	Change provisions relating to property tax rates and qualifications for certain distributions under the Mutual Finance Assistance Act
Speaker Arch	LB401	von Gillem	General File	Change provisions relating to income taxes imposed on partnerships and small business corporations and notices of deficiency determinations, deficiencies, and denials of claims for refunds
Speaker Arch	LB414	Dungan	General File	Establish a suicide mortality review team for the Department of Veterans' Affairs
Speaker Arch	LB453	DeBoer	General File	Change requirements for background checks for guardians and conservators
Speaker Arch	LB454	Quick	General File	Change provisions relating to regional behavioral health authorities and the Behavioral Health Services Fund and provide for a pilot project
Speaker Arch	LB529	Jacobson	E and R Engrossing	Redefine state agency under the State Procurement Act
Speaker Arch	LB560	Dungan	General File	Change provisions relating to innovative tourism grants
Speaker Arch	LB561	Brandt	General File	Change maximum weight limits for vehicles carrying raw milk
Speaker Arch	LB613	Andersen	General File	Change provisions relating to the disclosure of tax information to municipalities
Speaker Arch	LB640	Judiciary Committee	General File	Change calculation of a sentence reduction for good behavior during confinement in a jail
Speaker Arch	LB641	Bostar	General File	Change provisions relating to medicaid estate recovery
Speaker Arch	LB667	Storer	General File	Change provisions of the Motor Vehicle Industry Regulation Act
Speaker Arch	LB696	Raybould	General File	Change, provide, and eliminate provisions of the Professional Landscape Architects Act
Speaker Arch	LB704	McKinney	General File	Change provisions relating to the review and modification of an incarcerated parent child support order
Speaker Arch	LB707	von Gillem	Referral	Change provisions relating to project eligibility under the Good Life Transformational Projects Act



Bennet Palmyra

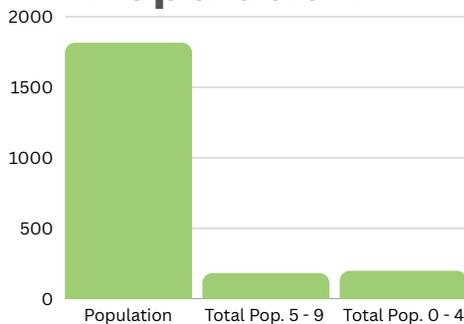
Community Conversation about
Early Childhood Programs and Services

The Communities for Kids initiative was created in response to community requests for assistance with shortage of high-quality early care and education programs; shortages that both impact children's optimal development and pose a challenge for communities hoping to attract and retain the viable workforce they need to thrive.

Communities for Kids partners with communities' public and private entities to support and coordinate planning for access to high-quality early care and education for all children birth through age five. These partnerships are customized to address each community's unique assets and needs; so each community can grow and prosper well into the future.

Community Information

Population



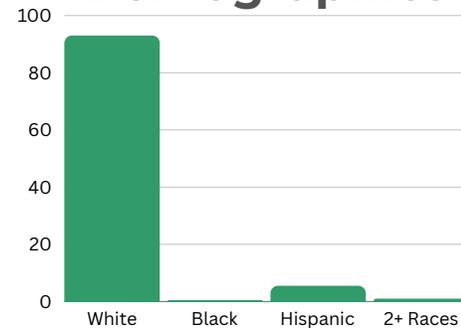
Median Family Income:
\$ 90,938

Estimated per capita income: **\$ 38,439**

Bennet Palmyra population below poverty level: **5.8%**

Nebraska population below poverty level: **10%**

Demographics



Quality Childcare Availability

Public Early Childhood Programs

Public Preschool Capacity	40
Head Start or Early Head Start	0
Sixpence Home-Based Capacity	0
Total Capacity	40
<small>(Minus 50% half-day programming)</small>	

Private Early Childhood Programs

Licensed In-home Childcare Providers	2
Licensed Childcare Centers	0
Licensed Preschool Providers	0
Total Capacity	20

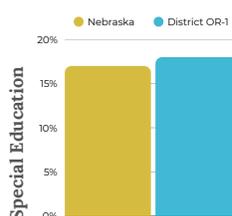
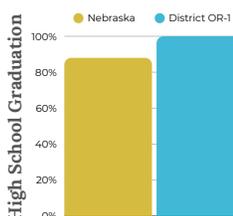
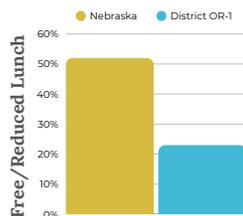
Gap of Available Childcare Options

Number of children under the age of 6 with all available parents working	137
Total number of licensed childcare spots <small>minus</small>	20
Total number of Pre-K/HS/EHS/Sixpence <small>minus</small>	40

Number of children under age 6 not enrolled in a private licensed or public preschool (GAP)

77

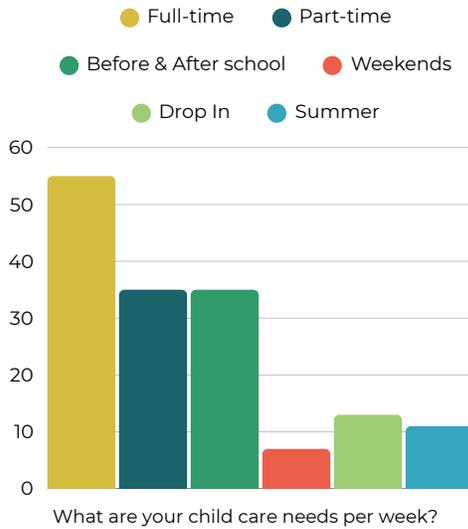
Comparison Rates and Outcomes



Community Assessment Group Information:

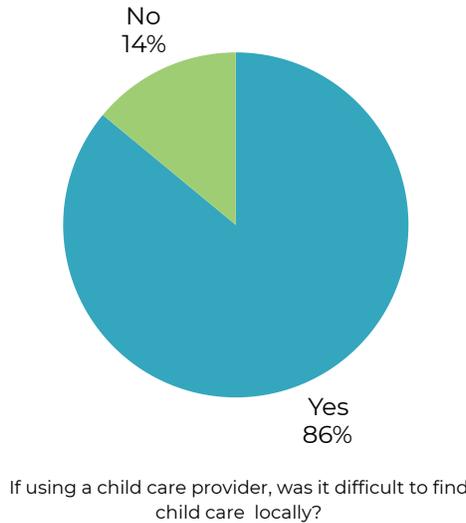
The **Bennet Palmyra** Communities for Kids team worked together to develop a survey to address the current and future needs of early childhood care and learning opportunities in the community. Surveys were provided online via Survey Monkey and paper copies were made available to gather community input. A total of **128** surveys were collected. **53%** of respondents were **Bennet** residents, **12%** of residents were from **Palmyra**, and **35%** came from surrounding areas, including **Hickman, Eagle, Panama, Adams, Unadilla, and Douglas**.

Children and Families



Answered: **29** Skipped: **99**

Note: Respondents were able to select more than one option



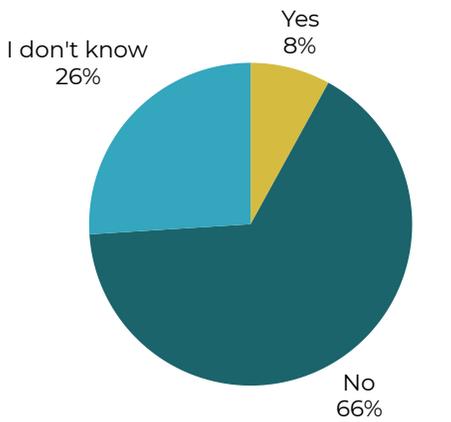
Answered: **21** Skipped: **107**



Answered: **48** Skipped: **221**

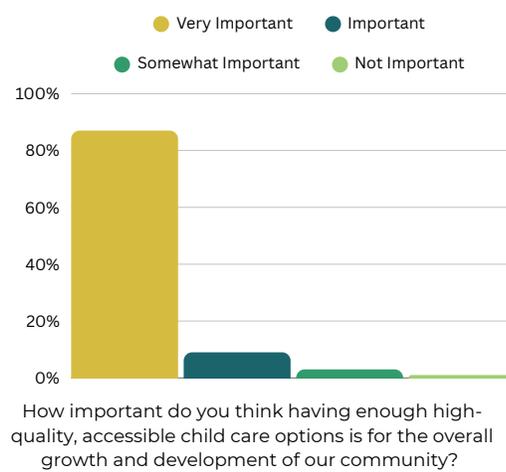
Note: Respondents were able to select more than one option

Community and Impact on Business



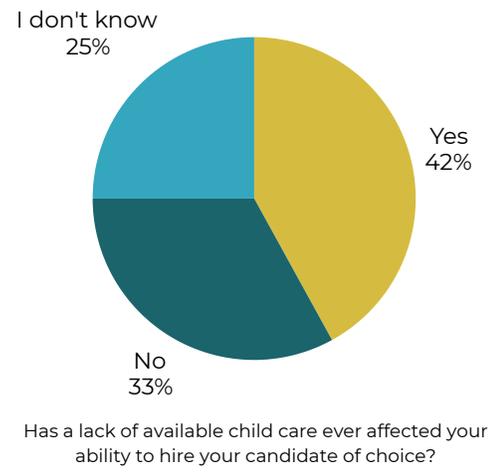
Do you feel child care offered in Bennet Palmyra area is accessible to all families who need it?

Answered: **128** Skipped: **0**



How important do you think having enough high-quality, accessible child care options is for the overall growth and development of our community?

Answered: **128** Skipped: **0**



Has a lack of available child care ever affected your ability to hire your candidate of choice?

Answered: **12** Skipped: **116**

"There is a huge lack of child care for our growing community."

"My kids went to Lincoln...it was a 30-minute drive, one way. I feel bad for families still dealing with that."

"Affordable & accessible child care is critical for economic development..."

Bennet Junior High Students Community Service Easter Project Path of Resurrection: Wednesday, April 8th, 2025

On **Wednesday, April 8th**, a group of female students from Palmyra Junior / Senior High School created a unique community service project at the Bennet Disc Golf Park in Bennet, Nebraska. Listed below are pictures of the students involved in the project and examples of their work. What a great example of the peer collaboration and community-focused spirit of our amazing young people! Go Panthers!





**REGISTER
NOW**

limited spots
available



<https://bit.ly/SummerPathwaysReg>

For more Information contact:

Linde Walter

walter.lin@districtor1.net

DISTRICT OR1 Summer PATHWAYS

ASPIRE Academy

VR
NEBRASKA



THE PROGRAM

District OR1's Summer Pathways is a transition program that aims to bring postsecondary training to life through training exploration. This hands on exploration event is coming to District OR1 Students through Aspire Academy in the Summer of 2025. This programming is available for VR Pre-Employment Transition Service students ages 14-21 years old who have not received their high school diploma. Experiences will include job shadowing, workplace site visits, and transferable skills training in community settings aligned with students' post-secondary goals. Students will gain hands-on experience through Project Discovery Kits, teacher-assembled training kits, and curriculum-based learning connected to job skills.



HOW TO GET INVOLVED

WHO IS ELIGIBLE?

Students must be a 14 - 21 years old student who has a signed Pre-ETS consent from this school year and has not received their high school diploma.

THE DETAILS

Where: Aspire Academy at Bennet Elementary

When: June 9th-13th from 9:00 am-12:00 pm

What: Post-secondary training exploration, advocacy and transition activities that are geared towards expanding young adults post school planning.

*Work-Based Learning Experiences

where students will be able to visit workplaces within our community based on students' post-secondary goals.

* **Project Discovery Kits, teacher-assembled training kits, and curriculum-based learning** that will provide hands on learning and connect to work site training.

***Workplace Readiness Training** includes activities to develop interpersonal skills, independent living skills, and leadership abilities.



NEBRASKA SCHOOL SAFETY & SECURITY 2025 SPRING NEWS



VALUE-UP IS COMING TO SCHOOLS

Founder Mike Donahue will be coming to schools under the Stronger Connections Grant helping students see their true value...

FINISH READING ON PG. 2



THANKS FOR ALL THE WORK

“Creating a safe school environment is a collaborative effort between students, teachers, parents, and the community.”

WEBSITE REFRESH WITH NEW PAGES

The website has been under construction with a new look and feel along with additional content. The goal is to make it more user friendly and appealing to visitors...

FINISH READING ON PG. 3



SAFETY AWARD NOMINATIONS IS OPEN

The Nebraska School Safety & Security Award Nominations are OPEN - Submit nomination NOW!

SEE THE OFFERINGS ON PGS. 4, 5, 6





Mike Donahue VALUE-UP

Connecting Teens to See Their Value

The three things that can change the path of a potential incident in a school are having a Threat Assessment Team, Anonymous Report Services, and a Students Connection to an adult in school. Dr. Scalora and Dr. Bulling have been conducting the Basic Threat Assessment Trainings for schools. Safe2Help NE is the free anonymous report line available to schools utilizing the Boys Town's call center licensed crisis counselors who are available 24/7 to take reports from students, parents and community members. Now with the Stronger Connections Technical Assistance and Capacity Building (SCTAC) three-year Grant, NDE can bring Value-Up and Mike Donahue, the founder of the program, to schools across Nebraska. NDE will focus on ESU #13 schools this year and look at other schools interested in his program in years two and three.

Mike Donahue is a nationally known speaker living here in Nebraska who has a unique ability to create the connections and relationships between children and adults during his visits to schools. After over three decades of working with youth, Mike has come to understand that so many teen issues are directly related to how students view themselves. If a student believes they have high intrinsic value and identify with that high value, they will make life choices that match their perceived value. If you would like to have Value-Up brought to your community or to learn more, reach out on [Value-Up](#).

The School Safety Badge status checklist is the ticket to telling your school community that you **'place school safety first'**. Become the newest Diamond badge recipient through the link or QR code: <https://forms.gle/wvBKpjM4NqjS8uk6A>

Quickly answer the yes or no questions and the Badge will be on its way!



Place School Safety First



COORDINATED STUDENT
SUPPORT SERVICES



Nebraska School Safety &
Security Home

Nebraska School Safety and Security Resources



Understanding all the school safety & security guidance and support resources available in prevention, preparedness, response and recovery can be overwhelming. The Nebraska Department of Education School Safety & Security Team has created this page to help put the puzzle pieces together for school communities to feel more confident in meeting their local safety needs.

Please take the time and opportunity to read or watch and utilize these resources to help keep your schools safe and secure.

Variety of Video Resources

Website Refresh with New Content & Look

New Graphics, Toolbox, Toolkit, SRP/SRM Pages, and Other Material to Support

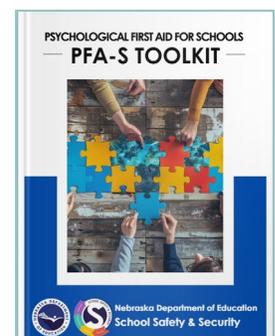
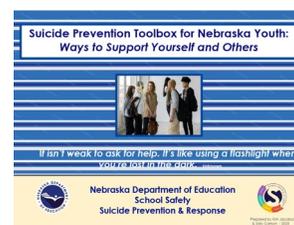
The NDE School Safety & Security website has been slowly getting a refresh to work on giving visitors to our site a friendlier experience, that is easier to navigate, with more content to support schools in prevention, preparedness, response, and recovery efforts.

Look for the icons on the pages. They will help visitors know if they still are under the same topic or content area when they navigate to a new page. As in the picture above the puzzle icon will follow School Safety and Security general resources as a person navigates from this page to the others associated pages.

Here are some of the other icons with the lead topic page:

- Bullying & Cyberbullying
- EOP, SRP/SRM
- PFA-S
- Suicide Prevention & Response

Kim Jacobson and Sally Carlson have added a couple of flipbooks. A Toolbox to support youth suicide prevention and a psychological first aid for school (PFA-S) Toolkit. Explore the quick reference content!



The five core actions in SRP each have a designated page added with links for HOLD, SECURE, LOCKDOWN, EVACUATE and SHELTER. Also REUNIFY for the SRM was also added.

We are also in the process of creating a 20 minute SRP/SRM specific training module in Canvas for anyone in a school community to learn why these are so important. It was inspired by request from non-School Safety Team personnel wanting the knowledge of these specific actions. Look for the training this summer.

We hope anyone visiting our site will find it a much better experience to locate the guidance and support!

Award Nomination Window is Open!

The Annual Nebraska School Safety & Security Award was established in 2024 by the School Safety Committee consisting of personnel partnering together from the Nebraska Department of Education, Nebraska Council of School Administrators, University of Nebraska Public Policy Center and the Boys Town Call Center – Safe2Help NE. The award is to a person, team, organization, school, first responder(s), or other entity demonstrating their commitment made for school safety. The awardee is “*recognized as an engineer in sacrifice for the safety and security of others.*” The sacrifice could have been saving the life of a person, it could be the time spent working tirelessly on school safety, or possibly a program or project that enhances school safety and security in a district. There are several ways nominees can demonstrate sacrifice in safety.

In the first year several nominations were submitted across the state for a variety of different reasons. Some of the nominees received multiple nominations. There is a lot of great work being done in school safety and security across the state and the award was established to recognize the hard work being put forth in school communities and to recognize the one who rose to the top.

[2025 School Safety & Security Award Nominations](#)

are being accepted now! The award will be given this year on October 16th during the half-day hybrid School Safety Summit being held at the Nebraska Council of School Administrators (NCSA) building in Lincoln. NCSA’s address is 440 South 13th Street, Suite A, Lincoln. The Safety Summit will be limited to 50 participants in person so sign up early. Sign Up for Summit Coming Soon!



Canvas EOP Training is Moving Along...

The Emergency Operations Plan (EOP) online course in Canvas is being utilized very well. We have about 300 people and/or teams in Canvas going through the modules and submitting their EOP’s through the platform. This flexibility to train when school personnel have the time has been a huge asset. <https://canvas.education.ne.gov/>.



Reunification Exercises:

Ainsworth – North Platte – Wahoo

The three area schools conducted mock scenarios of reuniting students with parents after an incident at their schools. The I Love U Guys Foundation led the training allowing the school personnel and first responders in attendance to play different roles to see what a reunification will look like in a controlled environment. This practice will aid in keeping their school communities safe and secure if an incident ever does happen.

THREAT ASSESSMENT SURVEY:

PLEASE take a moment to take this survey regarding the potential use of Threat Assessment in your school community.

Use the QR Code or Link:

<https://go.unl.edu/btam-k12>



833-980-SAFE (7233)





Please visit the NDE School Safety & Security Website landing page to see all the trainings coming this Spring under our “An Event, Presentation, Training, or Workshop” Tabs.

Link: <https://www.education.ne.gov/safety/>

NDE School Safety & Security Website



Reminder for NDE’s Infrastructure Award Grantees:

For districts and schools that received a grant award from the Infrastructure Grant, if your school or district currently has unobligated funds, you may submit an amendment on GMS (Grants Management System) to utilize these funds towards another allowable use. The other allowable use should have been included in the original application. The amendment must first be approved in GMS before obligating these funds towards the other allowable use. Amendments must be submitted ASAP. The amendment process was added to ensure infrastructure funding is utilized towards Nebraska schools’ infrastructure needs and to exhaust all remaining nonobligated grant funds.

A final report for the grant will be due in May. If your school or district plans to return funds, funds must be returned during the final report in May. Please look for further instructions on submitting this final report, and for the process of returning funds. To satisfy the requirement of obligating grant funds, documentation such as an invoice, purchase order, proof of completed work, etc. dated during the grant project period must be submitted.



WEBINAR

ONLINE

**THURSDAY, APRIL 17TH,
12:00 P.M. CT**

This 60-minute webinar will focus on supporting youth mental health literacy by addressing threats to the emotional growth of youth. Tips to counter these threats are offered to school counselors and mental health professionals. Parents/guardians, community youth leaders such as those in 4-H, scouts, and faith communities are also invited to attend.

These threats relate to digital social media platforms that have continued to negatively impact youth mental health. Youth who learn to look up from their phones gain digital health, safety, and wisdom.

Social Media Influences...

The Good...



...The Bad

The Ugly...



Jay Martin, NDE School Safety & Security Director
in the Office of Coordinated Student Support Services,
and
Donald P. Belau, Ph.D. School Psychologist
will be leading the webinar.



Contact us:

402-362-2621

info@fourcorners.ne.gov

REGISTER HERE:

<https://us02web.zoom.us/j/7kd9i1wXSnyHZ3SWzCVkzQ>



2025 WESTERN NEBRASKA SCHOOL MENTAL HEALTH CONFERENCE

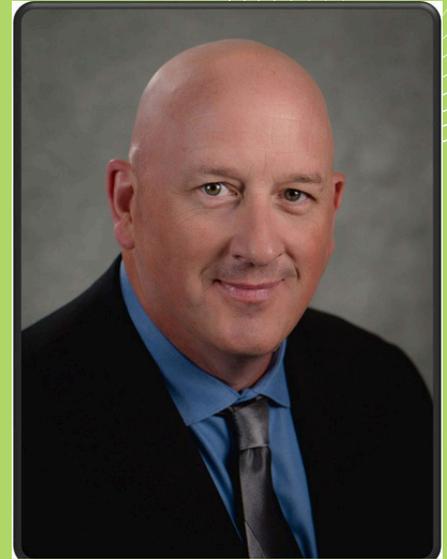
Look Up to Gain Digital Platform Health, Safety, & Wisdom

Digital media platforms have continued to negatively impact youth mental health. Media based companies use algorithms and artificial intelligence (A.I.) to capture personal data to program behavioral outcomes of youth. The intent of these money driven digital companies it to keep a child's attention on their platform with no regard to how it is harming them. Understanding how deepfakes, A.I., misinformation, and emotional exploitation is occurring online is the first step to becoming a better digital consumer. Teens who learn to look up from their phones gain digital health, safety, and wisdom.

Several breakout sessions and a panel are pending for this one-day conference.

For additional information email mentalhealthconference@esu13.org

[Register at PanhandlePartnership.com](https://www.panhandlepartnership.com)



KEYNOTE: JAY MARTIN



Gordon-Rushville High School
810 N. Oak St.
Gordon, NE 69343



Sept 22, 2025
8:00 a.m. - 5:00 p.m.

Jay Martin is the School Safety & Security, Director with the Nebraska Department of Education. He returned to his home state of Nebraska after spending 24 years in Colorado and retiring from his law enforcement career. He developed partnerships with National Association of School Resource Officers (NASRO), Internet Crimes Against Children (ICAC), human trafficking task forces, movie producers, authors, doctors in psychology, and he has ghost written on digital best practices. Also, during his tenure he was a teacher in Omaha Public Schools and other districts in Nebraska & Colorado. His career has been committed to educating school communities in developing a better culture and climate with youth.

He will also conduct a breakout session on the following:

Medical Marijuana's Impact on a School Community

What does medical marijuana look like in a school setting? Students and school staff may have a medical marijuana card; however, this is not medicine from a pharmacy or growing naturally. It is produced in a warehouse with an extract component of high potency THC. Youth use concerns with these high concentrates of THC includes the content in vape cartridges, edibles products, and the misinformation digital media platforms provide to young minds. Awareness with tobacco, alcohol, opioids, fentanyl, and other substances affecting youth mental health also will be addressed. What can be done to change youth substance use?

Parent Academy description 2025: - Monday Evening

What do adults need to be aware of when devices are a big part of children's lives? The core of many of the issues seen in schools originate from digital platforms, Apps, and media. Exposure to digital nuances impact all of us on a behavioral, mental, and emotional level. Developing our digital wisdom will make us more mindful of the best practices to assist students with better digital: citizenship, literacy, privacy, and navigation within the virtual world to be safer and more secure in the real world.

Digital parent academies give adults the tools to build a child's digital wisdom framework for safer platform participation.

Basic Threat Assessment

Threat assessment and management evolved from practices used to assess and manage potential risk of violence. This training will help your school form or enhance the team that will focus on identifying, assessing and managing the risk/threat of violence posed by students, staff, and community members toward the school community. The purpose of threat assessment teams is distinct from issues addressed by safety teams, student behavior teams, and crisis response teams, though all these school teams may be implicated in strategies for monitoring and managing potential threats. Objectives include:

Module 1

- List concerning behaviors in K-12 Educational Settings
- Distinguish between targeted and reactive violence
- Demonstrate understanding of the “Pathway to Violence” model

Module 2

- Identify behavioral risk factors for targeted violence
- Evaluate communications for warning signs of targeted violence

Module 3

- Justify levels of concern for targeted violence risk
- List school-based interventions appropriate for low, moderate, and high levels of concern
- Apply the six steps of the threat assessment approach to case examples

Module 4

- Identify multi-disciplinary team members for the school threat assessment team
- Explain the processes needed to formalize the school threat assessment team process
- Describe strategies to facilitate reporting of concerning behaviors

Threat Communication*

Communication during times of uncertainty and high stakes is different than during regular times. Participants will learn how to craft messages using risk communication strategies in support of behavioral threat assessment and management (BTAM) activities. Objectives include:

- Describe how risk communication is different from regular communication
- Demonstrate construction of a message map using crisis communication principles
- Match communication strategies with threat assessment process
- Manage messaging strategies to increase reporting

Threat Management*

Participants will explore practical threat management strategies for use in school settings. Different interventions will be discussed that are appropriate for use with students or adults/staff. Effective interventions are built on good information and feedback that can be difficult to obtain due to privacy or legal barriers. Training will include strategies for addressing these barriers. Objectives include:

- Dealing with assessment challenges
- Assessing emerging issues related to threat assessment (e.g., extremism, social media, mental illness)
- Managing cases over time
- Coordinating management strategies with community resources

**Prerequisite: Basic Threat Assessment*

Threat Assessment Survey:
<https://go.unl.edu/btam-k12>



April 2025 Activities Board Report

Band & Choir-earned straight Superior ratings and Plaque at MUDECAS

ECNC All Conference Girls/Boys BB Recipients

-3rd Team Harrison Boyte

-1st Team Rylie Walter, 3rd Team Grace Green

ECNC All Conference Girls/Boys WR Recipients

-1st Team Gage Bohaty, Honorable Mention Carter Herrington

-1st Team Bettie Chambers, Scarlett Weitzel & Evelyn Bryan-Aldrich

April Activities Calendar Attached



Palmyra

April, 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 2:00pm Track-Varsity Wilber-Clatonia vs. Multiple Schools vs. Wilber-Clatonia 4:00pm Golf-B/Varsity Elmwood-Murdock	2 FFA State Convention @ Lincoln, NE 6:00pm-9:00pm Youth Group Potluck @ Palmyra High School East Commons	3 FFA State Convention @ Lincoln, NE 5:00pm-7:00pm NDOT Open House Meeting @ Palmyra High School East Commons 6:30pm Main Stage Play @ Palmyra High School Main West Gym	4 FFA State Convention @ Lincoln, NE 9:00am ESU 4 JH Quiz Bowl @ Peru State College 6:30pm Main Stage Play @ Palmyra High School Main West Gym	5 6th-8th Music Contest @ Bishop Neumann 7:00pm-11:00pm Prom @ Prairie Creek Inn 11:00pm Post Prom Event @ Palmyra High School Aux East Gym
6 Post Prom Event @ Palmyra High School Aux East Gym FCCLA State Leadership @ Pinnacle Bank Arena 3:30pm Main Stage Play @ Palmyra High School Main West Gym	7 FCCLA State Leadership @ Pinnacle Bank Arena 6:30pm Boys Wrestling Banquet @ Palmyra High School East Commons	8 FCCLA State Leadership @ Pinnacle Bank Arena ACT @ Palmyra High School No School For Students In Grades 6, 7, 8, 9 & 12 Only More...	9 7:45am FCCLA Chapter Meeting @ Palmyra High School	10 Main Stage Play (Strike/Cleanup) @ Palmyra High School Main West Gym 10:00am Track-Varsity Palmyra vs. Multiple Schools	11 NSBA State Jazz Band Festival @ Elkhorn South HS 11:00am Unified Track & Field-Varsity Waverly 7:00pm Dodge Ball Tournament @ <u>Multiple Locations</u>	12 9:00am Track-JH Tri County vs. Multiple Schools vs. Tri County 5:00pm Girls Wrestling Banquet @ Palmyra High School East Commons
13 Boys Basketball Banquet @ Palmyra High School East Commons 5:00pm Cheer Banquet @ Bennet Elementary Commons	14 7:00pm 5-8th Spring Concert @ Palmyra High School Main West Gym 7:00pm Girls Basketball Banquet @ Bennet Elementary Commons	15 12:00pm Track-Varsity Yutan 1:00pm Mudecas JH Quiz Bowl @ Cook Middle School 5:45pm-8:30pm Youth Volleyball Skills @ Palmyra High School Main West Gym	16 9:30am Golf-B/Varsity Milford 10:00am Mudecas HS Quiz Bowl @ Davenport, NE 2:00pm Track-JV Palmyra vs. Multiple Schools	17 No School Easter Break 10:00am Track-JH Palmyra vs. Multiple Schools	18 No School Easter Break	19

<p>20 No School Easter Break 6:00pm 9-12th Spring Concert @ Palmyra High School Main West Gym</p>	<p>21 9:00am Golf-B/Varsity Johnson County Central vs. Multiple Schools vs. Johnson County Central 9:30am Track-Varsity Falls City Sacred Heart 1:00pm Unified Track & Field-Varsity Norris 5:45pm-8:30pm Youth Volleyball Skills @ Palmyra High School Main West Gym</p>	<p>22 MAPS/NSCAS Testing @ Palmyra High School 10:00am Track-JH Freeman vs. Multiple Schools vs. Freeman</p>	<p>23 MAPS/NSCAS Testing @ Palmyra High School 9:00am Golf-B/Varsity Lincoln Lutheran</p>	<p>24 District Music Contest MAPS/NSCAS Testing @ Palmyra High School 10:00am Track-JH David City</p>	<p>25 9:00am Track-Varsity Johnson County Central vs. Multiple Schools vs. Johnson County Central</p>	<p>26</p>
<p>27 6:00pm Teammates End of the Year Celebration @ Palmyra High School East Commons</p>	<p>28 MAPS/NSCAS Testing @ Bennet Elementary 7:30am FFA Chapter Meeting @ Palmyra High School 9:30am Track-Varsity Conestoga Cougars 2:00pm Golf-B/Varsity Palmyra vs. Multiple Schools</p>	<p>29 MAPS/NSCAS Testing @ Bennet Elementary 6:00pm FFA Banquet @ Palmyra High School East Commons</p>	<p>30 MAPS/NSCAS Testing @ Bennet Elementary 8:30am Golf-B/Varsity Palmyra vs. Multiple Schools</p>			



District OR-1

Palmyra Junior-Senior High School--Bennet Elementary
402-780-5327 www.districtor1.org

Michael Hart
Superintendent

Heath Johnson
Secondary Principal

Jared Haag
Elementary Principal

Linde Walter
Student Services

Application and Consent for Kindergarten Early Entrance Evaluation

Name of Child:	Birthdate:	Age:
Parents:	Address:	
Phone:	Email:	

I/We request that the District OR-1 School District evaluate my/our child for early entrance into kindergarten. I/we understand the evaluation will consist of the approved district evaluation instrument or instruments which may include but not be limited to cognitive assessments, basic concept/pre-academic assessments, social-emotional development assessments and staff input.

I/we understand the reason for this evaluation and give consent for my/our child to be evaluated. I/we understand this is voluntary.

Signature of Parent

Date

Signature of Parent

Date

Please note: The Early Entry Assessment date will occur between May 1, 2025, and May 31, 2025. Parents will be contacted with assessment results by June 15, 2025.

- **The fee for the evaluation is \$50.00. This fee is non-refundable.**
- **Please complete this application and return it to: Jared Haag at Bennet Elementary 50 Dogwood St. Bennet, NE 68137**

Please complete the parent/family questionnaire contained on the next page.

Current statute requires that children must be five years of age on or before July 31 prior to the school year. If a child turns five between August 1 and October 15, an application may be made for "early entrance" to kindergarten. If it is determined that your child is eligible for early entrance to kindergarten, information about the enrollment process will be provided with your child's testing results and a conference with the building administrator.



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Parent Questionnaire Directions: Please answer each question below:

1. Why do you think your child should be considered for early entrance to kindergarten?
2. How long does your child maintain interest in a play activity or game?
3. What responsibilities does your child have at home? What do you do when your child does not follow through?
4. How does your child respond when he/she tries but can't do something?
5. What types of reading activities does your child engage in at home?



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6. What experiences does your child have with writing tools such as crayons, pencils, and markers?

7. What does your child know about numbers, shapes, and patterns?

8. How does your child handle change, transitions, and new situations?

9. How does your child interact with other children? Please describe how your child shares, takes turns, and cooperates with peers.



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District OR-1 Assessment Summary for Early Kindergarten Admission

The decision made by the District Evaluation Team on whether to admit a child for early entrance to kindergarten is final. There is no provision for reevaluation, retest, or parental appeal to the decision.

Child's Name: _____ **Date of Birth:** _____

Directions to individual completing developmental assessment: Please provide a summary of the results of the developmental assessment (including language and communication, concepts and readiness in the areas of academics, social, emotional, fine and gross motor skills).

Developmental Assessment Instrument Used: _____

Overall Standard Score Earned _____ Date Assessment Completed: _____

Results:

Interpretation: (Child's strengths, weaknesses, and potential educational needs)

Qualification Statement:

___ This child qualifies for early entrance into kindergarten.

___ This child does not qualify for early entrance to kindergarten.

Signature: _____ **Position** _____ **Date** _____

Parent(s) were provided a copy on: _____ By: _____

Director of Student Services and Programs Board Report
Monday, April 14 2025

1. ACT testing for Palmyra Juniors was completed on Tuesday, April 8th. All juniors were tested. Pre-ACT testing for Sophomores was also conducted.
2. State testing for grades KDG-9th will begin on April 22nd (NSCAS and MAPS)
3. ELA Curriculum update:
 - a. We are moving forward with the Elementary proposal and setting the professional development dates for May/June.
 - b. JH/HS will be finalizing the Into Literature Curriculum now that the class schedules have been finalized with students to ensure all classes meet state and district standards.
 - c. Wordly Wise for only 7-12.
4. Board Policy updates:
 - a. Recording of Others
 - b. KDG Early Entrance
5. *Aspire Graduation* will take place on **Friday, May 16th from 3:30-5:00 p.m.** at Bennet Elementary.
6. Census Data information was sent out to all patrons in the district. This information will help plan for enrollment at District OR1 and our annual child find policy mandated by the NDE.
7. Student Enrollment Registration Form is attached.

Students

Admission Requirements

Minimum Age:

A child shall be eligible for admission into kindergarten at the beginning of the school year if the child is five years of age or will be five years of age on or before July 31 of the calendar year in which the school year for which the child is seeking admission begins. The School Board shall admit a child who will reach the age of five years on or after August 1 and on or before October 15 of such school year if the parent or guardian requests such entrance and provides an affidavit stating that (i) the child attended kindergarten in another jurisdiction in the current school year; (ii) the family anticipates a relocation to another jurisdiction that would allow admission within the current year; or (iii) the child is capable of carrying the work of kindergarten which can be demonstrated through a recognized assessment procedure approved by the Board.

Early Admission to Kindergarten:

The following assessment procedure for determining if a child is demonstrating kindergarten skills is approved and shall be made available to interested persons:

Early kindergarten enrollment exceptions may be made for younger children who are intellectually advanced. At a minimum, eligibility for the admission shall be based upon an analysis of the child's: (1) emotional/social development (2) pre academic skills, and (3) fine motor skills.

The kindergarten early entrance assessment procedures are designed to identify and place in kindergarten those children who:

- a. will turn 5 years of age between **August 1 and October 15;**
- b. are deemed by parents or guardians as being intellectually advanced and likely to benefit from advanced grade placement; and
- c. are selected based on testing by professionals trained and certified to administer assessments that will produce evidence of:
 1. Cognitive ability
 2. Emotional/social development
 3. Pre-academic skills

In the discretion of the Superintendent or designee, the assessments may be administered by the School District's professional staff, or the parents or guardians may be required, at their own expense, to have all or some of the required assessments completed by reputable professionals and to submit the results of such assessments to the School District.

The decision regarding early entrance to kindergarten requires careful consideration of all factors that affect kindergarten success with a final determination to be made based on the recommendation of the District Evaluation Team, to be composed of such individuals as the Superintendent or designee determines appropriate. The academic, social, and emotional readiness, as well as the student's physical development and well-being, must

be weighed with institutional factors also considered. Sound decision-making in the area of early entrance to kindergarten is dependent upon reliable information regarding a student's readiness and a thoughtful balancing of the myriad of factors implicated by the decision. Parents will be notified in writing of the results of the Early Kindergarten Entrance assessment and the determination of the District Evaluation Team in a timely fashion; not to exceed three weeks after the assessments are completed.

Families who seek early admission of their child into kindergarten must obtain an *Early Entrance to Kindergarten Packet* from the School District Administrative.

Parents must fill out the early entrance application forms, which include the district's kindergarten entrance questionnaire from someone who is well acquainted with the child, but not a relative of the child. The person completing this questionnaire should know the child well enough that they can speak with some expertise about the child's attributes and abilities. Suggestions for appropriate choices to complete the questionnaire are preschool teachers, Sunday school teachers, daycare providers, or a family physician.

The assessment request and parent questionnaire must be completed and returned to the District no later than May 25th of the spring before fall enrollment to allow summer assessment to be completed.

Decisions regarding early kindergarten entrance must include consideration of the above and shall not be made based on race, color, gender, religion, ancestry, national origin, marital status, age, disability, or sexual orientation of the child or the child's parents or guardians. Institutional factors, such as capacity, may also be considered.

Admission to First Grade:

A child may be eligible to enter first grade, even if the child has not attended kindergarten, if the child is six years of age or will be six years of age on or before October 15 of the current school year and school officials determine that first grade is the appropriate placement for the child.

Graduates:

A student who has received a high school diploma or received a General Equivalency Diploma shall not be eligible for admission or continued enrollment.

Age 21:

A student shall not be admitted or continued in enrollment after the end of the school year in which the student reaches the age of 21. The school year for this purpose ends at the last day of instruction for graduating seniors.

Birth Certificate, Physical, Visual Evaluation and Immunization:

The parents or legal guardian shall furnish:

- (1) A certified copy of the student's birth certificate issued by the state in which the child was born, upon admission of a child for the first time, shall be provided within 30 days of enrollment. Other reliable proof of the child's identity and age,

accompanied by an affidavit explaining the inability to produce a copy of the birth certificate, may be used in lieu of a birth certificate. An affidavit is defined as a notarized statement by an individual who can verify the reason a copy of the birth certificate cannot be produced. (Failure to provide the birth certificate does not result in non-enrollment or disenrollment, but does result in a referral to local law enforcement for investigation).

- (2) Evidence of a physical examination by a physician, physician assistant, or nurse practitioner, within six months prior to the entrance of the child into the beginner grade and the seventh grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a physical examination.
- (3) Evidence of a visual evaluation by a physician, a physician assistant, an advanced practice registered nurse, or an optometrist, within six months prior to the entrance of the child into the beginner grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a visual evaluation. The visual evaluation is to consist of testing for amblyopia, strabismus, and internal and external eye health, with testing sufficient to determine visual acuity.
- (4) Evidence of protection against diphtheria, tetanus, pertussis, polio, measles, mumps, and rubella, Hepatitis B, Varicella (chicken pox), Haemophilus Influenzae type b (Hib), invasive pneumococcal disease and other diseases as required by applicable law, by immunization, prior to enrollment, unless the parent or legal guardian submits a written statement that establishes that an exception to the immunization requirements are met.
- (5) Every student entering the seventh grade shall have a booster immunization containing diphtheria and tetanus toxoids and an acellular pertussis vaccine which meets the standards approved by the United States Public Health Service for such biological products, as such standards existed on January 1, 2009.

The Superintendent or Superintendent's designee shall notify the parent or guardian in writing of the foregoing requirements and of the right to submit affidavits or statements to object to the requirements, as applicable. The Superintendent or Superintendent's designee shall also provide a telephone number or other contact information to assist the parent or guardian in receiving information regarding free or reduced-cost visual evaluations for low-income families who qualify.

A student who fails to meet the foregoing requirements shall not be permitted to enroll or to enter school, or if provisionally enrolled or enrolled without compliance, shall not be permitted to continue in school until evidence of compliance or an exemption from compliance is given.

Enrollment of Expelled Students

If a student has been expelled from any public school district in any state, or from a private,

denominational, or parochial school in any state, and the student has not completed the terms or time period of the expulsion, the student shall not be permitted to enroll in this school district until the expulsion period from such other school has expired, unless the School Board of this school district in its sole and absolute discretion upon a proper application approves by a majority vote the enrollment of such student prior to expiration of the expulsion period. As a condition of enrollment, the School Board may require attendance in an alternative school, class or educational program pursuant to Nebraska law until the terms or time period of the original underlying expulsion are completed. A student expelled from a private, denominational, or parochial school or from any public school in another state, will not be prohibited from enrolling in the public school district in which the student resides or in which the student has been accepted pursuant to the enrollment option program for any period of time beyond the time limits placed on expulsion, pursuant to the Student Discipline Act, or for any expulsion for an offense for which expulsion is not authorized for a public school student under such Act. For purposes of this policy, the term expulsion or expelled includes any removal from any school for a period in excess of twenty (20) school days.

Military Families

If a parent presents evidence to the District of military orders that military family will be stationed in the State of Nebraska during the current or following school year, the District will enroll preliminarily the parent's students.

Legal Reference: Neb. Rev. Stat. §§ 43-2001 to 43-2012
 Neb. Rev. Stat. § 79-214
 Neb. Rev. Stat. §§ 79-217 to 79-223
 Neb. Rev. Stat. § 79-266.01
 173 NAC Chapters 3 and 4 (HHS Regulations)

Date of Adoption: March 13, 2017

Date of Revision: April 14.2025

Date of Review: July 12.2021

Administrator Board Report.
updated
Monday, April 8th 2024

Bennet/Palmyra School Update:

- Students attended State FFA in Lincoln on April 2nd-4th
- Students attended State FCCLA in Lincoln on April 6th - 8th
- 7-12 Concert on April 21st
- Beverly Hillbillies performance on April 3rd & 4th and 6th
- ACT was Tuesday April 8th.
- Prom was **Saturday, April, 5th**. The venue is Prairie Creek Inn in Walton, NE. Breathalyzers were utilized this year. Prom will be changing venues to “The Shed”.
- Staff Inservice day was on March 31st. Bennet teachers observed CKLA curriculum at Eagle Elementary. PHS teachers had a staff meeting and other curricular areas.
- District Music April 19th
- 5th grade transition lunch and parent orientation will be on Wednesday, April 30th.
- KDG Roundup will be Friday, May 2nd from 9-11 AM. A parent meeting will be held simultaneously in the Bennet Commons.
- Bennet Elementary events coming up:
 - April 14th- Fifth-Eighth Grade Spring Concert
 - April 17th-21st- No School/ Easter Break
 - April 23rd- 3rd Grade Field Trip
 - April 29th- 2nd Grade Field Trip
 - May 2nd- Kindergarten Round-Up/ No Kindergarten Students in Attendance
 - May 7th, 8th, 12th- 4th Grade Homestead Field Trips
 - May 9th- PD Day
 - May 14th- 5th Grade Field Trip
 - May 15th- 3-5 Track Day
 - May 16th- K-2 Track Day
 - May 19th- 5th Grade Graduation
 - May 20th- Elementary Last Day of School



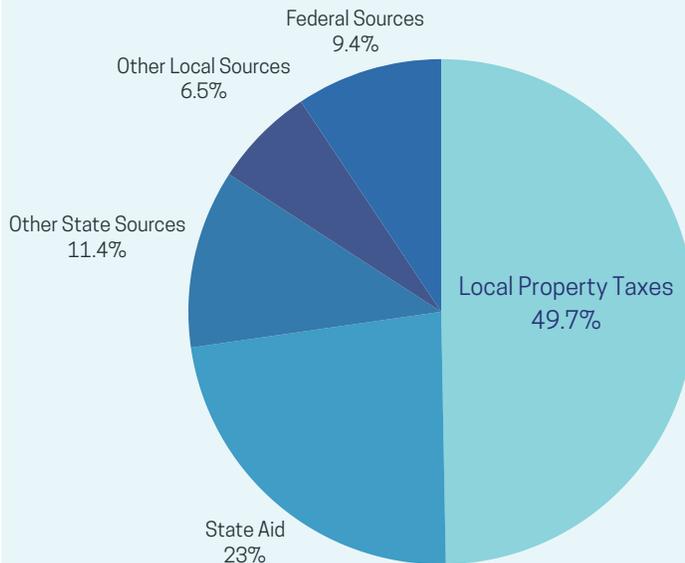
District OR-1 Public Schools
2025 Board of Education: Committee Assignments:

Updated: January 13, 2025

- **Negotiations Committee:**
 - **Purpose:** Policy # 8152
 - **Meetings:** Several meetings in November -January
 - **Members:** Jaimi Calfee, Dean Busch, and Josh Penterman
- **Curriculum, Committee on American Civics:**
 - **Purpose:** Policy #8153
 - **Meetings:** At least twice a year -- one where public testimony is accepted:
 - **Members:** Jaimi Calfee, Dean Busch, and Dee Moore
- **Transportation/Facilities Committee:**
 - **Purpose:** Discuss and analyze the transportation and facility needs of the district, as well as vehicle replacements and maintenance proposals.
 - **Meetings:** At least quarterly; more frequently when needed:
 - **Members:** Dean Busch and Tim Cheney
- **Finance/Budget Committee:**
 - **Purpose:** Studies financial documents of the district, as well as finance and facilities proposals.
 - **Meetings:** At least quarterly; more frequently when needed
 - **Members:** Josh Penterman and Tim Cheney
- **Policy and Government Relations Committee:**
 - **Purpose:** Review proposed policy revisions and adoptions and make recommendations to the full Board. Participates in government relations activities, such as NASB legislative meetings, visiting with senators, and testifying before the legislature if needed.
 - **Meetings:** As needed and potentially more frequent during the legislative session
 - **Members:** Brandon Desh, Josh Penterman, and Dee Moore
- **Strategic Planning Committee:**
 - **Purpose:** Serve on the district strategic planning committee (when in the SP process) and report meeting progress back to the full board.
 - **Meetings:** As needed during the strategic planning process
 - **Members:** Brandon Desh and Dee Moore
- **School Improvement Steering Committee:**
 - **Purpose:** *Assist in the SIP goal-setting process.*
 - **Meetings:** *As needed during the school accreditation and goal-setting process.*
 - **Members:** Jaimi Calfee and Dee Moore
- **Administration Review Committee:**
 - **Purpose:** Completes the annual evaluation of the Superintendent, with input from the Board as a whole.
 - **Meetings:** 1-3 times before the Superintendent's evaluation.
 - **Member:** Board President
- **Foundation for Knowledge:**
 - **Purpose:** Serves as the BOE representative on the *Foundation for Knowledge* Board.
 - **Meetings:** As needed
 - **Member:** Jaimi Calfee
- **Proposed Adjunct Committees:**
 - As needed

EDUCATION FUNDING

REVENUE SOURCES



Local Property Taxes

Determined by local school boards, subject to levy limits, revenue caps, and spending limits

Federal Sources

Reimbursements for federal programs like special education, Title I, and early childhood education

State Aid

Money paid to schools via the state aid formula

Other Local Sources

Fees and local motor vehicle and utilities taxes

Other State Sources

Special education reimbursements, state apportionment, homestead exemptions, etc.

Note: This data does not include changes to funding implemented in the 2023 Legislative session as the impact of those changes is still to be determined. Additionally, federal funding portions may be inflated by pandemic relief funds that are now expired.

SCHOOL DISTRICT REVENUE LIMITS



Spending Limit

The spending limit works by applying a rate of growth (Basic Allowable Growth Rate) to the main portion of each district's budget, based on the prior year's budget. The amount a school's budget can grow from year to year is limited currently to 2.5%, subject to revision by the Legislature.



Property Tax Limit

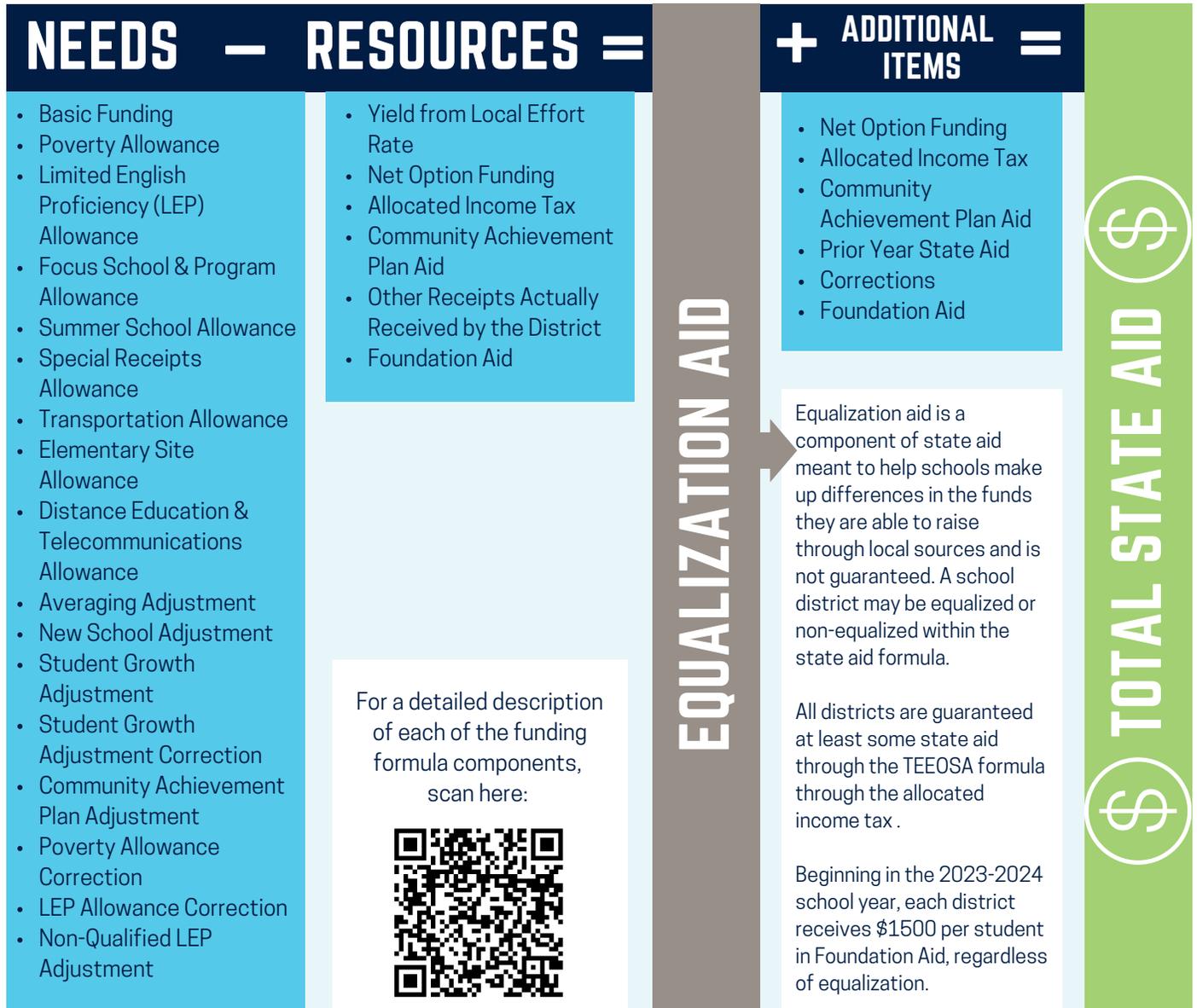
By law, the maximum property tax levy is currently \$1.05 per \$100 of property value. There are some exceptions to this limit, including the option for a levy override approved by the voters in a given district, which can be accessed for up to 5 years.



Property Tax Request Authority Limit

A district's property tax request authority is the amount of property taxes a district can request each year. Growth in property tax revenue is limited to 3% each year with certain exceptions. A school board can exceed the property tax request authority by up to 7% (based on enrollment) if at least 70% of its members approve.

TEEOSA



STATE FUNDING OUTSIDE THE TEEOSA FORMULA

 <p>SPECIAL EDUCATION REIMBURSEMENTS (\$224 MILLION)</p>	 <p>PROPERTY TAX CREDIT (\$158 MILLION)</p>	 <p>STATE APPORTIONMENT (\$60 MILLION)</p>	 <p>HOMESTEAD EXEMPTIONS (\$53 MILLION)</p>	 <p>CATEGORICAL PROGRAMS (\$15 MILLION)</p>
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Source: Nebraska Department of Education 2022/23 Statewide Annual Financial Report

BUDGET PROCESS

OVERVIEW

Nebraska creates a **two-year budget**, though the Legislature can continue making adjustments throughout each year as needed. The two-year budget period is called the biennium. **The state's budget must be balanced**, meaning that spending can only occur to the extent that money is available. Nebraska cannot borrow money for general spending needs, with very narrow exceptions for the construction of roads. An increase in spending or unexpected decline in revenues may create a budget "shortfall." Since the state must balance its budget, the Legislature must fix a shortfall through some combination of spending cuts, tax increases, cash fund transfers, and use of cash reserves.

WHO IS INVOLVED?



THE PEOPLE OF NEBRASKA

Every bill introduced in the Nebraska Legislature, including the series of bills that make up the budget, are scheduled for a public hearing. The Appropriations committee also hears from department heads during the hearing process. Anyone may participate and offer feedback on the budget proposals. Individuals can also reach out to their senator at any time to offer support or opposition for any aspect of the budget.



THE APPROPRIATIONS COMMITTEE

In January and February, the Legislature's Appropriations Committee meets with **Legislative Fiscal Office** staff to review agency budget requests. They develop a preliminary recommendation within 20 to 30 legislative days of the Governor's budget submission (Legislature, Rule 8, Sec. 3, 2023-24). The Committee uses revenue forecasts by the **Nebraska Economic Forecasting Advisory Board** to determine how much revenue it has available to appropriate. Next, the Appropriations Committee holds mandatory public hearings on the budget proposal.



THE LEGISLATURE

Once advanced from the Appropriations Committee, the full Legislature will debate and potentially amend the series of bills that comprise the budget for three rounds: General File, Select File, and Final Reading. Almost all budget bills are passed with a two-thirds vote (33 of 49) of the Legislature, which ensures they take effect the day after the bills are enacted using an "emergency clause."



THE GOVERNOR

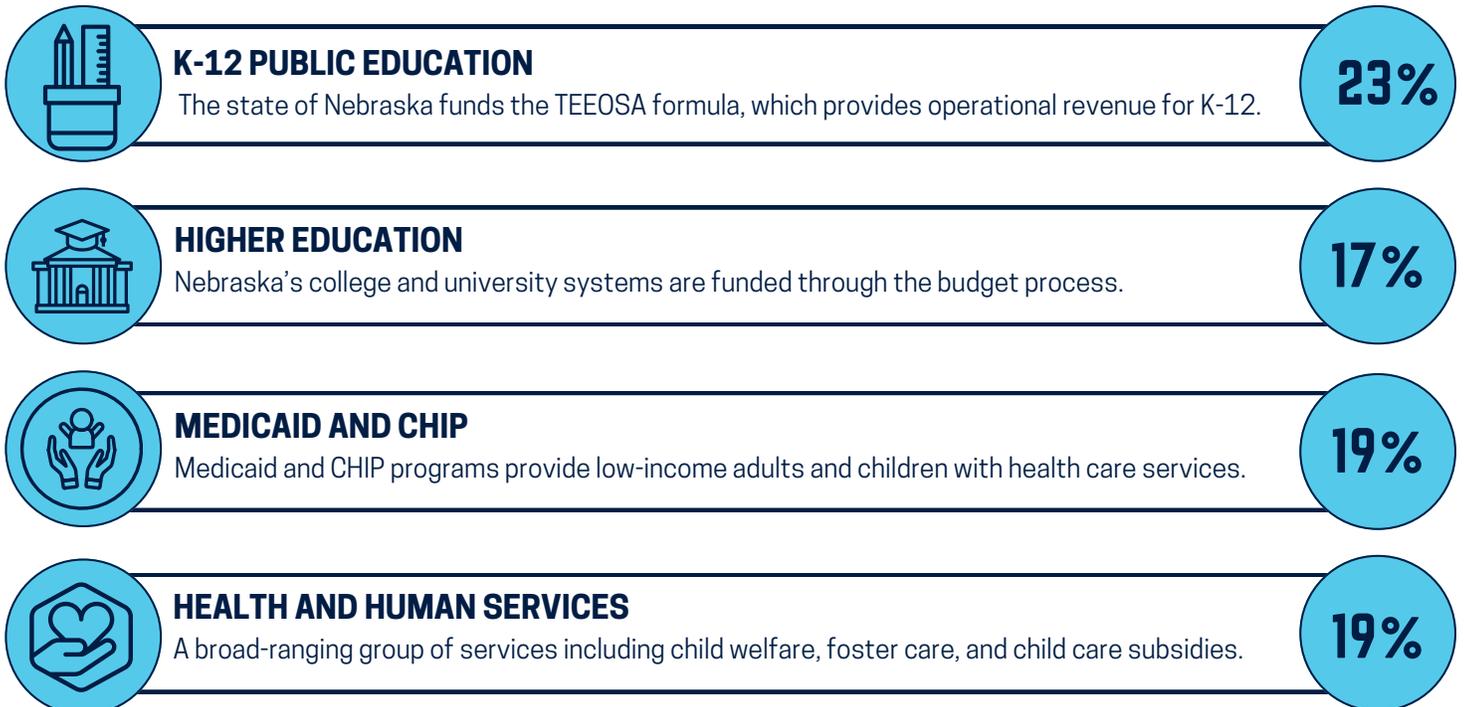
The Governor begins the budget process in the year before the long legislative session, working with the **Department of Administrative Services (DAS) Budget Division**. The proposal is due to the Legislature by January 15 in odd-numbered years (or February 1 for a new Governor). Once the budget is passed, the Governor may sign the bills, decline to sign them (but allow them to take effect automatically), veto bills, or veto particular items in each bill. The Legislature may override all or part of any veto with 30 votes.

BUDGET TIMELINE



WHAT IS FUNDED BY THE STATE BUDGET?

While this is not a comprehensive list, the top categories of spending in the state budget are outlined below. Percentages are approximate based on Fiscal Year 2025 Budget.



Proposed Schedule of Rates For Facilities

<u>Building/ Facility Area:</u>	<u>Rate of Charge:</u>
<u>Olson Complex</u>	
• When no admission is charged:	\$300 - all day \$100.00 / hour
• When admission is charged:	\$600 - all day \$150.00 / hour
<u>Palmyra Junior / Senior High School:</u>	
• Main /Auxiliary Gym when no admission is charged	\$100 / \$200
○ If school locker rooms are used	\$200 / \$300
• Main /Auxillary Gym when admission is charged	\$220/ \$300
○ If school locker rooms are used	\$250 /\$350
• New Commons when no admission is charged	\$50
• New Commons when admission is charged	\$100
• Gym Rental by the hour (2-hour maximum) (no custodial need)	\$20
• PHS Fitness Center when no admission is charged	\$75
• PHS Fitness Center when admission is charged	\$125
<u>Bennet Elementary School:</u>	
• Elementary Gym/Multi-Purpose Room when no admission is charged	\$100.00
• Elementary Gym/ Multi-Purpose Room when admission is charged	\$150.00
• Elementary Commons Area when no admission is charged	\$50.00
• Elementary Commons Area when admission is charged	\$100.00
• Elementary Commons with kitchen equipment	\$250.00
<u>Elementary and Secondary:</u>	
• Use of Any Classroom (per classroom):	
○ When no admission is charged	\$25.00
○ When admission is charged	\$40.00
<u>Terms and Conditions:</u>	
• All charges are based on a per-day charge or per hour.	
• Use of facilities for 4 hours or less will be charged one-half (1/2) of the daily rate.	
• The charges include the time for one (1) custodian; if a custodian is on regular duty.	
• Should the services of additional personnel be required by the administration, due to the nature of the use request, the charges will be based on one and one-half times the regular hourly rate of the custodian per additional employee needed.	
• When kitchen equipment is used, a district food service worker MUST be present and shall be paid based at the employee's current hourly rate.	
• No fees will be charged for use of the facility for use when District OR-1 Public School students are the exclusive group involved. (Examples: club volleyball, basketball, organizational planning for a school group, church activities, etc.).	
• A local non-profit organization will receive a 30% discount.	
• The superintendent may use his/her discretion for special circumstances including a community-based event using both gyms if sponsored by a locally organized youth organization.	

Policy Reviewed: May, 13, 2024

Policy Adopted: April 14, 2025

Community Relations

District OR-1 Community Fitness Center Memberships

The District OR-1 Community Fitness Center at Palmyra High School is available to use by designated patrons of the district. To cover costs of operations, community users will be issued memberships and community use will be limited to members.

Memberships will be available to patrons of District OR-1 Public Schools. Members must be 18 years or older. Secondary school students are not eligible even if they are 18 or older. Membership and access to the fitness center will be limited to those with character appropriate for a school environment.

The annual cost is: **\$50.00** for individual memberships and **\$100.00** for family individual memberships. Family membership allows use by any member of the member’s immediate household related by blood or marriage. Any child using the fitness center on a family membership must be accompanied and supervised at all times by a responsible adult family member.

Members will be required to sign a use and release agreement.

Memberships may be revoked or restrictions on use may be made in the event a member fails to follow the rules for the fitness center or in the event the Board of Education or school administration determines that such is in the best interests of the district.

Hours of Operation

The times the fitness center will be open for use by members will be set by the school administration. The hours will vary throughout the year and will be posted or otherwise communicated to members. The hours for community usage will be set for times when school is not in session to avoid conflicts between students and school activities.

Rules of Fitness Center

Rules for use of the fitness center must be followed by all members and the rules and guidelines for use will be posted. These rules may be changed from time to time by the Board of Education or school administration.

Access Cards

A computerized card entry system will be in use. Each member will be issued an access fob. In the event the fob is lost, a replacement fob will be issued at a cost of **\$50**.

Date of First Reading: April 14, 2025

Date of Adoption:

District OR-1 Community Fitness Center Rules and Regulations

1. Use of the Fitness Center:

- a. Community use is restricted to members of the fitness center. Members must sign a release as a condition of use. Family membership allows use by any member of the member's household related by blood or marriage. Any child using the fitness center on a family membership must be accompanied and supervised at all times by a responsible adult family member.
- b. Use of the fitness center does not authorize an individual to be in other parts of the school building. Persons who access the fitness center or the building without authority will be considered trespassers.

2. Protect Access Cards:

- a. Members are not permitted to: (a) share their access card with others or (b) let others in the fitness center without using their own access card.
- b. Do not lose your access card or place it where others may take it.
- c. *Please note: There is a \$50 replacement fee for access cards.*

3. Injury Prevention:

- a. Use is at your own risk. If you have health concerns, see your doctor before starting an exercise program. Use common sense and respect the equipment, property, and others.
- b. Use only equipment that you know how to use. Ask for instruction from fitness center supervisors. Follow equipment instructions and instructions of supervisors.
- c. Warm up and properly stretch before using the fitness center.
- d. When using free weights (squats, cleans, deadlifts, or power pushes) use a weight belt and use a spotter.

4. Appropriate Attire.

- a. Wear clothing appropriate for a school environment. This means no tight fitting or revealing clothing or clothing with messages which students are not permitted to wear during the school day.
- b. Shoes must be safe for workouts and not be of a type that may cause marks or dents on the floor (**no cleats**).
- c. Do not wear items that may interfere with safe use, such as loose necklaces, dangling earrings, or head coverings other than sweatbands.

5.**Respect the Facility and Other Users:**

- a. Unload weights from the machine or bar after each use.
- b. Return all weights to their designated locations.
- c. Do not allow weights to drop or slam together.
- d. Please towel perspiration from benches and grips after use.
- e. Stay out of staff desks, school files, and the belongings of others.
- f. No horseplay or offensive language.
- g. Keep music to a volume low enough for conversation.
- h. No food or gum. Water should be used as needed for appropriate hydration in an appropriate (closed) container. No other liquids are permitted.
- i. Possession or the use of tobacco, alcohol, drugs, and weapons are strictly prohibited.

6. Reports:

- a. Report to the supervisor or school administration: any unsafe condition, any injury to yourself or others, and any rule violations by other members by the following business day.

7. Emergencies.

- a. In case of emergency DIAL 911 and immediately inform the supervisor or school administration.

District OR-1 Community Fitness Center Use and Release Agreement
Updated: April 14.2025

- I have read the policy or administrative regulations and the rules and regulations for the District OR-1 Community Fitness Center. I fully understand them and I agree to comply with them, including such modifications as may be made from time to time.
- I agree to modify my workout to conform to the wishes of District OR-1 if asked to do so. I understand that the use of the fitness center is a privilege and not a right and that my membership may be revoked or restricted.
- I agree to leave the fitness center if asked to do so by a member of the District OR-1 staff or any supervisor and understand if I am present without permission that I will be considered a trespasser.
- I also agree to promptly report to the District OR-1 administration: (1) any failure by any other person to follow the rules of the facility or (2) any unsafe condition.
- I am aware that surveillance cameras will be in use.
- I am aware of the risks involved in the use of the facility and its equipment and that the use of the fitness center and its equipment could result in injury or harm to myself.
- I acknowledge and assume any such risk to my person or property connected in any way with the fitness center and its equipment.
- I hereby agree to hold District OR-1 Public Schools, the Board of Education, employees and agents of District OR-1 Public Schools, and any volunteer trainers or supervisors, harmless from all personal injury to myself or damage to my property in any way related to my use of the fitness center or its equipment.
- I voluntarily signed this Use and Release Agreement and fully understand the contents of the document.

Printed Name: _____

Date: _____

Signature: _____

District OR-1 Staff Approval: _____

Date of Approval: _____

**District Wellness Committee: Monday, March 31st, 2025:
10:15 a.m. at Palmyra Junior / Senior High School:
North Commons Main Conference Room**

Invited: Michael Hart, Jane Powell, Cassie Wemhoff, Lisa Phillips, Heath Johnson, Dee Moore, Vicky Desh, Elli Lamprecht, Melissa Ostrander, Kristin Mayo, Cody Pester, Stacy Sullivan, Brandon Desh, Austin Lahmon, Christine Wilson, Jaimi Calfee, Caroline Reed, Angela Nietzsche, Jared Haag

Agenda:

- **Welcome Back**
- **Wellness Committee Purpose Review**
- **Review the last meeting's Agenda**
- **Areas to Discuss:**
 - **NDOT Community Meeting on Thursday, April 3rd at PHS from 5-7 pm.**
 - **Food Service Update**
 - **District Calendar Preview**
 - **2025-2026 School Year**
 - **Parent Engagement Update**
 - **Staff Activities Ideas**
 - **Health Services Day Feedback: Monday, March 24th.**
 - **Community Partnerships:**
 - HS Video Board Project Update
 - C4K Community Child Care Center Initiative Update
 - Bennet Elementary Playground Update
 - Facility Usage Update
- **HS Baseball Update**
- **Potential Future Activities**
 - Fun Run / Color Run
 - **District Student and Staff “Fun Run” Event: Possibly for Homecoming Activities in the Fall of 2025**
 - 9 ft Basketball Tournament
 - Walking Club
 - Family Reading Night / Teammates Vending Machine
 - Cornhole / Bags Tournament
 - Staff Get-Togethers
 - Olson Complex “Family Nights”
- **Booster Clubs Update:**
 - Overview and guidelines
 - Glow Dance Review
- Next Meeting: **TBA**
- Adjourn

**District Wellness Committee: Monday, March 31st, 2025:
10:15 a.m. at Palmyra Junior / Senior High School:
North Commons Main Conference Room**

District Wellness Committee Overview

The District Wellness Committee (“DWC”) plans to meet at least **4 times** each year to establish wellness goals and oversee school health and safety policies and programs, including development, implementation, and periodic review and update of the District wellness policy.

The DWC membership will represent both school buildings and include (to the extent possible), but not be limited to: parents and caregivers; students; representatives of the school nutrition program; teachers, health services personnel, school administrators; and school board members. The DWC will facilitate the development of (and updates to) the wellness policy and ensure compliance with the policy. Each building will designate a school wellness coordinator.

This committee will work together to discuss and implement future wellness activities throughout the district. This could be things like healthy snacks and food options, staff wellness activities /get-togethers, planning and communicating community and student events like a play day "Open House" at the Olson Complex, Panther Fun Run, morning walks, etc., or any other things that would enhance our district's commitment to healthy lifestyles and overall wellness.

**2024- 2025 School Year:
Committee Meeting Dates and Times:**

- ~~**Quarter #1 Meeting: Wednesday, August 21st at 2:00 p.m. at Bennet Elementary School**~~
- ~~**Quarter #2 Meeting: Thursday, October 17th at 2:00 p.m. at Bennet Elementary School**~~
- ~~**Quarter #3 Meeting: Wednesday, February 5th at 2:00 p.m. at Bennet Elementary School**~~
- **Quarter #4 Meeting: Monday, March 31st at 10:00 a.m. at Palmyra Junior / Senior High School**

**Thanks to all of you for your commitment to serving our students and
community!**

Policy Committee Meeting
Thursday, April 3rd, 2025
3:00 p.m.
PHS: West Conference Room

Agenda Items:

- **Kudos:**
- **Policy Review Schedule**

1000 Series:

- The list below indicates policies to discuss for clarification or possible revisions potentially impact by the current legislative session
 - **Policy #1020:** Complaints
 - **Policy # 1050:** Access to School Records
 - **Policy # 1101:** Use of School Facilities
 - **Policy # 1102:** Recording of Others:
 - See the attached revision for recommended wording changes.
 - **Policy # 1200:** Anti-Discrimination
 - **Policy #1220:** Title IX
 - **Policy #1260:** Service Animals
 - Miniature horse clause
 - **Policy #1300:** Fundraising:
 - Remove the words “slave days”. Remove the entire wording.
 - See the attached revision for recommended wording changes.
 - **Policy #1410:** Volunteers and Background Checks
 - **Policy #1501:** Banning Patrons

2000 Series:

- Please note that there will be some significant changes to the **2000 Series** policies, as we are looking at revising our teacher and administrative evaluation system as described in previous board meetings.
 - Review updated job descriptions for our High School Principal, Elementary School Principal, and Director of Student Services and Programs. These descriptions are more specific and not quite as long as the other job descriptions, but they still encapsulate the overall duties and responsibilities of each position.
- **Policy # 2410:** Administrative Actions in Emergencies
- **Policy #2430** - Attendance at Professional Growth Meetings

3000 Series:

- **Policy #3090** - Sale of School Property
- **Policy #3231** - Video Surveillance
- **Policy #3240:** - Safety Committee
- **Policy # 3250:** - Trespassers
- **Policy # 3546:** Bidding Procedures

Policy Committee Meeting
Thursday, April 3rd, 2025
3:00 p.m.
PHS: West Conference Room

Potential Legislative Bills that Could Have an Impact on School Policies:

- **LB 49: Ban and Bar.** State Board required to establish a model policy on the subject of ban and bar. The model policy must (i) Specify that a ban and bar action by a school district shall only be used in response to an immediate and significant threat of harm to a student, school official, or other individual. Any individual who is subject to a ban and bar action by the school may appeal to the Board of Education. Local Board of Education must adopt a policy on or before July 1, 2026.
- **LB 89: Stand with Women Act:** Defines sex based biological reproductive systems and mandating sex-segregated restrooms and locker rooms in schools and state agencies. Requires sex-based separation in school and athletic association sports, with exceptions for maintenance, emergencies, and caregivers with children.
- **LB 122:** Require display of the national motto and state motto in classrooms
- **LB 140:** Prior to 2025-26, each school board of a public school district shall adopt a policy that establishes rules and standards concerning use of electronic communication devices by students while on school property or attending a school function.
- **LB162:** Standards for emergency preparedness and response for child care and early education programs need to be aligned with such standards in elementary and secondary schools. The Child Care Safety and Security Fund is created. Subject to available appropriations, the department shall award grants to educational service units on a
- competitive basis on behalf of designees (can be schools) for emergency response notification systems, training, and materials related to safety and reunification procedures.
- **LB 213:** On or before March 1, 2026, the State Board of Education shall adopt measurable academic content standards for human embryology under the science education standards.
- **LB 282:** Beginning with the 2025-26 school year, a teacher employed at an approved or accredited public, private, denominational, or parochial school in this state teaching kindergarten through twelfth grade may apply to the State Department of Education on forms and in a manner prescribed by the department to receive up to three hundred dollars in reimbursement for school supplies paid for by such teacher.
- **LB 296:** On or after July 1, 2026, the State Department of Education shall maintain the centralized education records system created pursuant to subdivision (5)(a) of this section for students under the jurisdiction of a juvenile court.

Policy Committee Meeting
Thursday, April 3rd, 2025
3:00 p.m.
PHS: West Conference Room

- **LB 300: Superintendent Transparency Act:** Amends the Superintendent Pay Transparency Act. Beginning with school year 2027-28, the school board of any school district or the board of any educational service unit shall pay compensation for a beginning teacher for the first contract year in an amount that is at least twenty percent of the compensation of the Superintendent or administrator of such school
- **LB 303:** Drops the maximum levy for school districts from \$1.05 to \$1.02 beginning with the 2025-26 year. Increases foundation aid, which is the base amount of funding guaranteed to each school district. Currently, the foundation aid is set at \$1,500 per formula student. Beginning in school fiscal year 2025- 26, foundation aid will increase to \$1,590 per formula student. For school fiscal years 2023-24 and 2024-25, 100% of foundation aid is included as a formula resource. For the school fiscal year 2025-26 and each school fiscal year after, only 60% of foundation aid will be included as a formula resource. Sets a minimum base levy of \$0.30.
- **LB 352:** The State Board of Education shall make a database for the public that contains all student discipline data, de-identified. The database shall be searchable by school district, school building, offense, type of discipline imposed, type of school resource officer or other law enforcement involvement, type of restraint, if any, and type of seclusion,. The state board shall cause each school district to track and to annually report to the State Board of Education, by individual student, (a) every act resulting in suspension, reassignment to an alternative school, (b) the use of any physical intervention by an employee of the school district with such student, or any the restraint or seclusion of such student, (c) Offense by a student constituting grounds for a long-term suspension, an expulsion, or a mandatory reassignment, of (d) act by a student resulting in school resource officer or other law enforcement involvement. The State Board of Education shall cause each school district to designate at least one discipline data coordinator, whose contact information shall be listed on the school's website.
- **LB 390:** Each school board of a public school district shall adopt a policy for implementation at the beginning of the 2026-27 school year, relating to the rights of a parent, guardian, or educational decisionmaker to access school library materials.
- **LB 426:** All public, private, denominational, and parochial schools may, as a part of the social studies curriculum, engage students between fifth grade and the completion of eighth grade in a one hour American flag education program that includes, but need not be limited to, the United States Flag Code, the thirteen folds of the American flag, proper

Policy Committee Meeting
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3:00 p.m.
PHS: West Conference Room

flag etiquette and conduct in the presentation of the flag, and the historical background of the flag.

- **LB 531: Surveillance:** Requires the State Board of Education to create a model policy governing school districts' use of student surveillance technology by December 1, 2025. This policy will require schools to transparently inventory such technologies, including costs, vendors, and privacy protections, and make this information publicly available. The bill cites concerns about student privacy, parental rights, and the responsible use of taxpayer funds. School boards must then adopt compliant policies by May 1, 2026, ensuring that the use of surveillance technology aligns with the state's model policy and protects students' rights.
- **LB 538:** School boards required to adopt a policy relating to discrimination and antisemitism
- **LB 689:** School board of a public school district and each governing board of an approved or accredited private, denominational, or parochial school that receives state funds shall display the Ten Commandments in each classroom.
- **Other Items:**
https://drive.google.com/file/d/10_I5vOqm9GE32xemXfujE0XD44oEPB6J/view

Next Meeting: July?

Thanks for all you do!

District OR-1 School District

Elementary Principal Job Description

It is the policy of the District OR-1 School District to not discriminate on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status in its educational programs, admission policies, employment policies or other administered programs. Persons requiring accommodations to apply and/or be considered for positions are asked to make their request to the Superintendent.

- A. **Job Title:** Elementary Principal
- B. **Department:** Administration
- C. **Education Level and Certification:** Bachelor's degree required; Master's degree or higher preferred. Must possess a Nebraska Administrative and Supervisory Certificate at all times during employment with such endorsements as required by NDE Rule 10 and all other required or assigned certification and training.
- D. **Reports To:** Superintendent
- E. **Required Job Tasks**

The Elementary Principal is the chief administrator of the elementary school and serves in both a leadership and management role. The Elementary Principal's responsibilities extend to all elementary school activities. The Elementary Principal may delegate performance of management duties. Such delegation does not relieve the Elementary Principal from ultimate responsibility or accountability.

1. Serve as the educational leader of the school and as a positive contributing member of the administrative team.
2. Provide a leadership team structure at the building to ensure rules and instructions to school employees and students comply with Board policies.
3. Prescribe rules for the classification and advancement of students in accordance with district policies.
4. Collaborate with the administrative team and teachers to develop and maintain curriculum standards, develop mission statements, and set short and long-term performance goals and objectives.
5. Observe teaching methods and examine instructional materials to evaluate and standardize curricula and teaching techniques and determine areas where improvement is needed.
6. Collect and analyze survey data, regulatory information, and data on demographic and employment trends to forecast enrollment patterns and curriculum change needs.
7. Confer with parents and staff to discuss educational activities, district initiatives, policies, and student behavioral or learning challenges.
8. Enforce discipline and attendance rules.
9. Teach classes or courses to students when necessary in the absence of teachers.
10. Establish, coordinate, and oversee particular programs, such as programs to evaluate student academic achievement.

District OR-1 School District Elementary Principal Job Description

11. Ensure completion of student assessments per Board policy and state and federal laws and regulations. Initiate program changes in alignment with relevant data analysis of designated assessments and student achievement.
12. Ensure that the mission and goals of the school district are adequately reflected in the school's educational program and operations.
13. Ensure implementation of all board-approved curricula and inclusion of state-mandated programs and curriculum content standards.
14. Develop strategies to promote parental involvement in their children's education and provide opportunities for parent-teacher interaction.
15. Develop and maintain a positive, professional rapport with students and parents.
16. Serve as a role model to all students.
17. Serve as a positive member of the OR-1 community in a way that does not negatively affect the District's reputation or community image.
18. Refrain from engaging in conduct that interferes with the operations of the District, including the education of students.
19. Develop and maintain a positive and professional working relationship with other staff and administration.
20. Adhere to all District policies, rules, regulations, and supervisory directives.
21. Maintain confidentiality of information concerning staff, students, and parents in accordance with law and District rules.
22. Adhere to the code of ethics of the District and the Nebraska Department of Education (NDE Rule 27).

F. FLSA Status: Exempt.

1. **Professional exemption:** The employee has a primary duty of performing work requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study or has a primary duty of teaching, tutoring, instructing, or lecturing in the activity of imparting knowledge and is employed and engaged in this activity as a teacher.
2. **Executive exemption:** The primary duty of the employee is the management of a department or subdivision. The employee customarily and regularly directs the work of two or more other employees and has the authority to hire or fire other employees, or the employee's recommendations relative to hiring, firing, promotion, or other change of status of other employees are given particular weight.
3. **Administrative exemption:** The employee has the primary duty of performing office or nonmanual work directly related to the management of general business operations of the school district. The employee customarily and regularly exercises discretion and independent judgment or has a primary duty of performing administrative functions directly related to academic instruction or training in the school district.

G. Essential Functions: The essential functions of the Elementary Principal position include: (1) regular, dependable in-person attendance on the job; (2) the ability to perform the identified tasks and to possess and utilize the identified knowledge, skills, and abilities and to perform the identified work activities; and (3) the ability to perform the following identified physical requirement.

District OR-1 School District Elementary Principal Job Description

Elementary Principal: Physical Requirements E = Essential / NE = Non-Essential	NE	NE	E	E	E
Stamina					
1. Sitting				X	
2. Walking				X	
3. Standing				X	
4. Sprinting/Running	X				
Flexibility					
5. Bending or twisting at the neck more than the average person			X		
6. Bending or twisting at the trunk more than the average person			X		
7. Squatting/Stooping/Kneeling			X		
8. Reaching above the head			X		
9. Reaching forward			X		
10. Repeating the same hand, arm or finger motion many times (For example: typing, data entry, etc.)			X		
Activities					
11. Climbing (on ladders, into large trucks/vehicles, etc.)		X			
12. Hand/grip strength			X		
13. Driving on the job			X		
14. Typing non-stop			X		
Use of Arms and Hands					
15. Manual dexterity (screwing a lid on a jar)			X		
16. Finger dexterity (typing)			X		
Lifting Requirements					
17. Lifting up to 10 pounds (Mark all that apply)					
Floor to waist			X		
Waist to shoulder			X		
Shoulder to overhead			X		
18. Lifting 11 to 25 pounds (Mark all that apply)					
Floor to waist			X		
Waist to shoulder			X		
Shoulder to overhead		X			
19. Lifting 26 to 50 pounds (Mark all that apply)					
Floor to waist			X		
Waist to shoulder			X		
Shoulder to overhead		X			
20. Lifting 51 to 75 pounds (Mark all that apply)					
Floor to waist	X				
Waist to shoulder	X				
Shoulder to overhead	X				
21. Lifting 76 plus pounds (Mark all that apply)					
Floor to waist	X				
Waist to shoulder	X				
Shoulder to overhead	X				
22. Can load/items weighing over 50 pounds that are lifted or carried be shared, or reduced into smaller loads?	X				
Pushing/Pulling					
23. 25 to 50 pounds		X			
24. 51 to 75 pounds		X			
25. 76 pounds and over	X				
Carrying					
26. 10 to 25 pounds		X			
27. 26 to 50 pounds		X			
28. 51 to 75 pounds	X				
29. 76 pounds and over	X				

I have received a copy of this job description:

Employee Signature: _____
Date of Signature: _____

Palmyra Junior / Senior High School Principal Job Description

It is the policy of the District OR-1 School District to not discriminate on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status in its educational programs, admission policies, employment policies or other administered programs. Persons requiring accommodations to apply and/or be considered for positions are asked to make their request to the Superintendent.

- A. Job Title:** Secondary School Principal
- B. Department:** Administration
- C. Education Level and Certification:** Bachelor's degree required; Master's degree or higher preferred. Must possess a Nebraska Administrative and Supervisory Certificate at all times during employment with such endorsements as required by NDE Rule 10 and all other required or assigned certification and training.
- D. Reports To:** Superintendent
- E. Required Job Tasks**

The Secondary School Principal is the chief administrator of Palmyra Junior / Senior High School and serves in both a leadership and management role. The responsibilities of the Secondary School Principal extend to all activities of the secondary school. The Secondary Principal may delegate the performance of management duties. Such delegation does not relieve the Secondary Principal from ultimate responsibility or accountability.

1. Serve as the educational leader of the school and as a positive contributing member of the district administrative team.
2. Develops and facilitates a leadership team structure within the building to ensure that rules and instructions to school employees and students comply with Board policies.
3. Set or recommend consistent educational standards and school improvement goals, including the minimum goal of maintaining accreditation, and recommend and implement policies and procedures to carry them out in a manner that meets the needs of all students.
4. Observe teaching methods and strategies, and examine instructional materials to evaluate and standardize curricula and teaching techniques, and to determine areas where improvement is needed. Provide feedback to staff in these areas as needed.
5. Coordinate and collaborate with the Activities Director to direct extracurricular activities and programs, such as after-school events, building activities, and athletic contests.
6. Confer with parents and staff to discuss educational activities, policies, and student behavioral or learning challenges.
7. Counsel and guide students as needed regarding personal, academic, vocational, or behavioral issues.
8. Enforce discipline, school policies, and procedures (to include attendance expectations) with consistency and compassionate accountability..
9. Cover classes or courses when necessary in the absence of teachers.
10. Establish, coordinate, and oversee academic and extracurricular programs, analyze and evaluate student academic achievement and performance, and provide feedback to staff and students as needed..
11. Ensure completion of student assessments following Board policies and state and federal laws and regulations. Analyze results and initiate program changes in light of such analysis.

Palmyra Junior / Senior High School Principal Job Description

12. Ensure that the mission and goals of the school district are adequately reflected in the school's educational program and operations.
13. Ensure implementation of all board-approved curricula and inclusion of state-mandated programs and curriculum content standards.
14. Develop strategies to promote parental involvement in their children's education and provide opportunities for parent-teacher interaction.
15. Develop and maintain a positive, professional rapport with students and parents.
16. Serve as a role model to all students and staff members.
17. Serve as a positive member of the OR-1 community in a way that does not negatively affect the District's reputation or image in the community.
18. Refrain from engaging in conduct that interferes with the operations of the District, including the education of students.
19. Develop and maintain a positive and professional working relationship with other staff, administration, students, and community patrons.
20. Adhere to all District policies, rules, regulations, and supervisory directives.
21. Maintain confidentiality of information concerning staff, students, and parents in alignment with state and federal laws and District rules.
22. Adhere to the code of ethics of the District and the Nebraska Department of Education (NDE Rule 27).

F. FLSA Status: Exempt.

1. **Professional exemption:** The employee has a primary duty of performing work requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study or has a primary duty of teaching, tutoring, instructing, or lecturing in the activity of imparting knowledge and is employed and engaged in this activity as a teacher.
2. **Executive exemption:** The primary duty of the employee is the management of the Junior/ Senior High School. The employee customarily and regularly directs the work of two or more other employees and has the authority to hire or fire other employees, and the employee's recommendations as to hiring, firing, promotion, or other change of status of other employees is given particular weight.
3. **Administrative exemption:** The employee has the primary duty of performing office or nonmanual work directly related to the management of general business operations of the school district. The employee customarily and regularly exercises discretion and independent judgment or has a primary duty of performing administrative functions directly related to academic instruction or training in the school district or a department or subdivision.

G. Essential Functions: The essential functions of the Secondary School Principal position include: (1) regular, dependable in-person attendance on the job; (2) the ability to perform the identified tasks and to possess and utilize the identified knowledge, skills, and abilities and to perform the identified work activities; and, (3) the ability to perform the following identified physical requirements:

Palmyra Junior / Senior High School Prinicipal Job Description

Physical Requirements: Secondary School Principal E = Essential / NE = Non-Essential		NE	NE	E	E	E
Stamina						
1.	Sitting				X	
2.	Walking				X	
3.	Standing				X	
4.	Sprinting/Running	X				
Flexibility						
5.	Bending or twisting at the neck more than the average person			X		
6.	Bending or twisting at the trunk more than the average person			X		
7.	Squatting/Stooping/Kneeling			X		
8.	Reaching above the head			X		
9.	Reaching forward			X		
10.	Repeating the same hand, arm or finger motion many times (For example: typing, data entry, etc.)			X		
Activities						
11.	Climbing (on ladders, into large trucks/vehicles, etc.)			X		
12.	Hand/grip strength			X		
13.	Driving on the job			X		
14.	Typing non-stop				X	
Use of Arms and Hands						
15.	Manual dexterity (screwing a lid on a jar)		X			
16.	Finger dexterity (typing)				X	
Lifting Requirements						
17.	Lifting up to 10 pounds (Mark all that apply)					
	Floor to waist			X		
	Waist to shoulder			X		
	Shoulder to overhead			X		
18.	Lifting 11 to 25 pounds (Mark all that apply)					
	Floor to waist		X			
	Waist to shoulder		X			
	Shoulder to overhead	X				
19.	Lifting 26 to 50 pounds (Mark all that apply)					
	Floor to waist		X			
	Waist to shoulder		X			
	Shoulder to overhead	X				
20.	Lifting 51 to 75 pounds (Mark all that apply)					
	Floor to waist	X				
	Waist to shoulder	X				
	Shoulder to overhead	X				
21.	Lifting 76 plus pounds (Mark all that apply)					
	Floor to waist	X				
	Waist to shoulder	X				
	Shoulder to overhead	X				
22.	Can load/items weighing over 50 pounds that are lifted or carried be shared, or reduced into smaller loads?	X				
Pushing/Pulling						
23.	25 to 50 pounds		X			
24.	51 to 75 pounds		X			
25.	Over 76 pounds	X				
Carrying						
26.	10 to 25 pounds		X			
27.	26 to 50 pounds		X			
28.	51 to 75 pounds	X				
29.	76 pounds and over	X				

I have received a copy of this job description:

Employee Signature: _____

Date of Signature: _____

District OR-1 Director of Student Services and Programs Job Description

It is the policy of the District OR-1 School District to not discriminate on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status in its educational programs, admission policies, employment policies or other administered programs. Persons requiring accommodations to apply and/or be considered for positions are asked to make their request to the Superintendent.

- A. Job Title:** Student Services and Programs Director
- B. Department:** Administration
- C. Education Level and Certification:** Master's degree or higher required, in addition to all other required or assigned certification and training. Experience in student services (Title 1, SPED, HAL, Early Childhood, etc.) is required.
- D. Reports To:** Superintendent
- E. Performance Responsibilities and Job Tasks**

The primary responsibility of the Student Services and Programs Director is to manage, oversee, and direct the operations of the school district programs concerning students in collaboration with the Superintendent and district administrative team. These student programs include student enrollment, district curriculum analysis and purchasing, Title 1 Reading, early childhood initiatives, pre-school programming, and special education services. This employee serves as a valuable resource and direct district liaison to our students and their families, our staff members, other school districts, local businesses, and community patrons. The Student Services Director may delegate the performance of certain management duties. Such delegation does not relieve the Student Services Director from ultimate responsibility or accountability.

1. Organize and implement programs that serve student needs.
2. Coordinate with staff members and parents to identify students in need of academic assistance or other programming.
3. Oversee and administer academic programs for students in the high ability (HAL) learning program.
4. Monitor and ensure the District's compliance with laws related to student services, including the IDEA, ADA, FERPA, and NDE Rules and Regulations.
5. Oversee the District's Title I program(s) and compliance therewith, if any.
6. Attend 504 / IEP meetings involving services to students, as needed.
7. Research and collaborate with staff in assessing and selecting new curriculum and instructional programs.
8. Continually inform parents, students, staff, and community members of services available to students in the District.
9. Oversee the district's student standardized assessment programming and NDE reporting and ensure accountability and compliance with all deadlines and regulations..
10. Build positive relationships with parents, students, and staff to effectively educate and promote to others the wide range of student services available throughout the District.

District OR-1 Director of Student Services and Programs Job Description

11. Understand, enforce, and manage student behavior and disciplinary issues that may arise with immediacy, thorough analysis, consistency, and compassionate accountability.
12. Research, evaluate, and prepare recommendations on ways that the District could better serve students in all areas
13. Provide periodic reports to the public or Board of Education regarding student services in the district.
14. Complete all assigned tasks in a professional, comprehensive, and accurate manner.
15. Serve as a role model to all students, staff, and community patrons..
16. Serve as a positive member of the OR-1 community in a way that does not negatively affect the District's reputation or image in the community.
17. Refrain from engaging in conduct that interferes with the operations of the District, including the education of students.
18. Develop and maintain a positive and professional working relationship with other staff, administration, ESUs, other school districts, and community businesses and local patrons.
19. Adhere to all District policies, rules, regulations, and supervisory directives.
20. Maintain confidentiality of information concerning staff, students, and parents in accordance with law and District rules.
21. Adhere to the code of ethics of the District and the Nebraska Department of Education (NDE Rule 27).

F. FLSA Status: Exempt.

1. **Executive exemption:** The primary duty of the employee is the management of a department or subdivision. The employee customarily and regularly directs the work of two or more other employees and has the authority to hire or fire other employees, or the employee's recommendations as to hiring, firing, promotion, or other change of status of other employees are given particular weight.
2. **Administrative exemption:** The employee has the primary duty of performing office or nonmanual work directly related to the development of instructional material, coordinating educational content, and incorporating current technology in specialized fields that provide guidelines to educators and instructors for developing curricula and conducting courses for the school district.

G. Essential Functions: The essential functions of the Student Services and Programs Director position include: (1) regular, dependable in-person attendance on the job; (2) the ability to perform the identified tasks and to possess and utilize the identified knowledge, skills, and abilities and to perform the identified work activities; and (3) the ability to perform the following identified physical requirements.

District OR-1 Director of Student Services and Programs Job Description

Physical Requirements Student Services and Programs Director E = Essential /NE = Non-Essential Duties	NE	NE	E	E	E
Stamina					
1. Sitting				X	
2. Walking				X	
3. Standing			X		
4. Sprinting/Running	X				
Flexibility					
5. Bending or twisting at the neck more than the average person		X			
6. Bending or twisting at the trunk more than the average person		X			
7. Squatting/Stooping/Kneeling		X			
8. Reaching above the head		X			
9. Reaching forward		X			
10. Repeating the same hand, arm or finger motion many times (For example: typing, data entry, etc.)		X			
Activities					
11. Climbing (on ladders, into large trucks/vehicles, etc.)		X			
12. Hand/grip strength		X			
13. Driving on the job			X		
14. Typing non-stop		X			
Use of Arms and Hands					
15. Manual dexterity (using a wrench or screwing a lid on a jar)		X			
16. Finger dexterity (typing or putting a nut on a bolt)		X			
Lifting Requirements					
17. Lifting up to 10 pounds (Mark all that apply)					
Floor to waist		X			
Waist to shoulder		X			
Shoulder to overhead		X			
18. Lifting 11 to 25 pounds (Mark all that apply)					
Floor to waist	X				
Waist to shoulder	X				
Shoulder to overhead	X				
19. Lifting 26 to 50 pounds (Mark all that apply)					
Floor to waist		X			
Waist to shoulder		X			
Shoulder to overhead	X				
20. Lifting 51 to 75 pounds (Mark all that apply)					
Floor to waist	X				
Waist to shoulder	X				
Shoulder to overhead	X				
21. Lifting 76 plus pounds (Mark all that apply)					
Floor to waist	X				
Waist to shoulder	X				
Shoulder to overhead	X				
22. Can load/items weighing over 50 pounds that are lifted or carried be shared, or reduced into smaller loads?					
	X				
Pushing/Pulling					
23. 25 to 50 pounds					
		X			
24. 51 to 75 pounds					
		X			
25. 76 pounds and over					
	X				
Carrying					
26. 10 to 25 pounds					
		X			
27. 26 to 50 pounds					
	X				
28. 51 to 75 pounds					
	X				
29. 76 pounds and over					
	X				

I have received a copy of this job description:

Employee Signature: _____

District OR-1 School District

Superintendent of Schools Job Description

It is the policy of District OR-1 School District to not discriminate on the basis of sex, disability, race, color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, or other protected status in its educational programs, admission policies, employment policies or other administered programs. Persons requiring accommodations to apply and/or be considered for positions are asked to make their request to the Superintendent.

- A. Job Title:** Superintendent of Schools
- B. Department:** Administration
- C. Education Level and Certification:** Master's degree required. Education Specialist degree or higher preferred. Must possess a Nebraska Administrative and Supervisory Certificate at all times during employment with such endorsements as required by NDE Rule 10.
- D. Reports To:** Board of Education
- E. Performance Responsibilities and Job Tasks**

The Superintendent is the chief executive officer of the school district and serves in both a leadership and management role. The responsibilities of the Superintendent extend to all activities of the school district. The Superintendent may delegate performance of management duties. Such delegation does not relieve the Superintendent from ultimate responsibility or accountability.

- 1. **Educational Leadership**
 - a. Administer, as chief school executive officer, the development and maintenance of a positive educational program designed to meet the needs of all students and to carry out the policies of the Board of Education.
 - b. Set or recommend educational standards and goals, including the minimum goal of maintaining accreditation, and recommend and implement policies and procedures to carry them out in an efficient and effective manner.
 - c. Evaluate curricula, teaching methods, and programs to determine their effectiveness, efficiency and utilization and to ensure that school activities comply with federal and state laws and regulations and Board policy or directives, and implement changes as appropriate.
 - d. Determine the scope of educational program offerings and the staffing and facility required to provide the educational program.
 - e. Plan and develop instructional methods and content for educational programs.
 - f. Review and approve new programs, or recommend modifications to existing programs, submitting program proposals for Board approval as necessary.
 - g. Recommend personnel actions related to programs and services.
 - h. Review and interpret government codes, and develop programs to ensure adherence to codes and facility safety, security, and maintenance.

- i. Collect and analyze survey data, regulatory information, and data on demographic and employment trends to forecast enrollment patterns and curriculum change needs.
- j. Confer with parents and staff to discuss educational activities, policies, and student behavioral or learning problems.
- k. Organize and direct committees of specialists, volunteers, and staff to provide technical and advisory assistance for programs.
- l. Teach classes or courses to students when necessary in the absence of teachers.
- m. Ensure completion of student assessments in accordance with Board policy and state and federal laws and regulations. Initiate program changes in light of such assessments.
- n. Ensure that the mission and goals of the school district are adequately reflected in its educational program and operations.
- o. Ensure implementation of all Board-approved curriculum and inclusion of state-mandated programs and curriculum content standards.
- p. Develop strategies to promote parental involvement in their children's education and provide opportunities for parent-teacher interaction.
- q. Develop and maintain a positive, professional rapport with students and parents.

2. Relationship with Board of Education

- a. Attend and participate in all Board meetings and its committees.
- b. Prepare and give public notice of Board meetings, including agenda for the meetings, in compliance with Board policies and the open meetings law.
- c. Deliver to each of the members of the Board, a reasonable time in advance of each Board meeting (on the Friday preceding a Monday meeting), an information packet to include the notice and agenda for the meeting, minutes of the prior meeting, and reports or materials related to agenda items.
- d. Prepare and submit to the Board recommendations relative to all matters requiring Board action, placing before the Board such necessary and helpful facts, information, and reports as are needed to ensure the making of informed decisions.
- e. Keep informed of current curricular and educational trends and practices, as well as proposed legislation impacting the school district, and inform the Board of significant developments in these areas.
- f. Provide long term planning to guide the Board in policy development, present recommendations for the adoption or revision of Board policies, communicate Board policies to members of the Board, personnel, students, and the public, and ensure through delegation to staff that all policies of the Board are implemented.

3. School/Community Relations

- a. Prepare and make available to the school community an annual report, in accordance with law.
- b. Develop and maintain relationships with community members and stakeholders, including banking, insurance, and non-organizational accounting personnel to facilitate financial activities.

- c. Confer periodically with professional and lay groups and transmit to the Board suggestions gained from such conferences.

F. FLSA Status: Exempt.

1. **Professional exemption:** The employee has a primary duty of performing work requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study or has a primary duty of teaching, tutoring, instructing, or lecturing in the activity of imparting knowledge and is employed and engaged in this activity as a teacher.
2. **Executive exemption:** The primary duty of the employee is the management of a department or subdivision. The employee customarily and regularly directs the work of two or more other employees and has authority to hire or fire other employees or the employee's recommendations as to hiring, firing, promotion or other change of status of other employees are given particular weight.
3. **Administrative exemption:** The employee has the primary duty of performing office or non-manual work directly related to the management of general business operations of the school district. The employee customarily and regularly exercises discretion and independent judgment or has a primary duty of performing administrative functions directly related to academic instruction or training in the school district or a department or subdivision.

G. Essential Functions: The essential functions of the Superintendent of Schools' position include (1) regular, dependable in-person attendance on the job; (2) the ability to perform the identified tasks and to possess and utilize the identified knowledge, skills, and abilities and to perform the identified work activities; and (3) the ability to perform the following identified physical requirements:

Physical Requirements Superintendent		Item is not a requirement of the job NE	Occasional – up to 33% of time NE	Occasional/Essential -- up to 33% of time, absolutely essential to the job E	Frequent -- between 34% - 66% E	Continuous -- over 66% of time E
E = Essential						
NE = Non-Essential						
Stamina						
1.	Sitting				X	
2.	Walking				X	
3.	Standing		X			
4.	Sprinting/Running	X				
Flexibility						
5.	Bending or twisting at the neck more than the average person		X			
6.	Bending or twisting at the trunk more than the average person		X			
7.	Squatting/Stooping/Kneeling		X			
8.	Reaching above the head		X			
9.	Reaching forward		X			
10.	Repeating the same hand, arm or finger motion many times (For example: typing, data entry, etc.)		X			
Activities						
11.	Climbing (on ladders, into large trucks/vehicles, etc.)	X				
12.	Hand/grip strength	X				
13.	Driving on the job			X		
14.	Typing non-stop		X			
Use of Arms and Hands						
15.	Manual dexterity (using a wrench or screwing a lid on a jar)		X			
16.	Finger dexterity (typing or putting a nut on a bolt)		X			
Lifting Requirements						
17.	Lifting up to 10 pounds (Mark all that apply)					
	Floor to waist		X			
	Waist to shoulder		X			
	Shoulder to overhead		X			
18.	Lifting 11 to 25 pounds (Mark all that apply)					
	Floor to waist	X				
	Waist to shoulder	X				
	Shoulder to overhead	X				
19.	Lifting 26 to 50 pounds (Mark all that apply)					
	Floor to waist	X				
	Waist to shoulder	X				
	Shoulder to overhead	X				
20.	Lifting 51 to 75 pounds (Mark all that apply)					
	Floor to waist	X				
	Waist to shoulder	X				
	Shoulder to overhead	X				
21.	Lifting 76 plus pounds (Mark all that apply)					
	Floor to waist	X				
	Waist to shoulder	X				
	Shoulder to overhead	X				
22.	Can load/items weighing over 50 pounds that are lifted or carried be shared, or reduced into smaller loads?	X				
Pushing/Pulling						
23.	25 to 50 pounds	X				
24.	51 to 75 pounds	X				
25.	76 to 90 pounds	X				
26.	Over 90 pounds	X				
Carrying						
27.	10 to 25 pounds		X			
28.	26 to 50 pounds	X				
29.	51 to 75 pounds	X				
30.	76 to 90 pounds	X				
31.	Over 90 pounds	X				

Community RelationsRecording of Others

To ensure the privacy and confidentiality of student information, no person is authorized to record or transmit any sound or image of any person (including themselves) without the prior consent or authorization of either (1) the person or persons being recorded or whose image or sound is being transmitted or (2) the Superintendent or Superintendent's designee. This prohibition applies to all persons, including staff, students, and community members, regardless of the content or context of the image or sound; however, this provision shall not apply to District-sponsored athletic or activity events where the focus of the recording or transmission is on the student performances or activity. Nothing in this provision shall prohibit a parent from recording an Individualized Education Program meeting if the recording is necessary to ensure that the parent understands the IEP or the IEP process or to implement other parental rights guaranteed by the Individuals with Disabilities Education Act. Before recording any IEP meeting subject to this policy, the parent shall have prior written permission from the Director of Student Services and Programs or his/her designee.

Legal Reference: Neb. Rev. Stat. § 86-290
Letter to Anonymous, 40 IDELR 70 (OSEP 2003)

Date of Adoption: July 16, 2018

Date of Revision: April 14, 2025

Community Relations**District OR-1 Community Fitness Center Memberships**

The District OR-1 Community Fitness Center at Palmyra High School is available to use by designated patrons of the district. To cover costs of operations, community users will be issued memberships and community use will be limited to members.

Memberships will be available to patrons of District OR-1 Public Schools. Members must be 18 years or older. Secondary school students are not eligible even if they are 18 or older. Membership and access to the fitness center will be limited to those with character appropriate for a school environment.

The annual cost is: \$ [redacted] for individual memberships and \$ [redacted] for family individual memberships. Family membership allows use by any member of the member's immediate household related by blood or marriage. Any child using the fitness center on a family membership must be accompanied and supervised at all times by a responsible adult family member.

Members will be required to sign a use and release agreement.

Memberships may be revoked or restrictions on use may be made in the event a member fails to follow the rules for the fitness center or in the event the Board of Education or school administration determines that such is in the best interests of the district.

Hours of Operation

The times the fitness center will be open for use by members will be set by the school administration. The hours will vary throughout the year and will be posted or otherwise communicated to members. The hours for community usage will be set for times when school is not in session to avoid conflicts between students and school activities.

Rules of Fitness Center

Rules for use of the fitness center must be followed by all members and the rules and guidelines for use will be posted. These rules may be changed from time to time by the Board of Education or school administration.

Access Cards

A computerized card entry system will be in use. Each member will be issued an access fob. In the event the fob is lost, a replacement fob will be issued at a cost of \$50.

Date of First Reading:
Date of Adoption:

April 14, 2025

District OR-1 Community Fitness Center Rules and Regulations

1. **Use of the Fitness Center:**
 - a. Community use is restricted to members of the fitness center. Members must sign a release as a condition of use. Family membership allows use by any member of the member's household related by blood or marriage. Any child using the fitness center on a family membership must be accompanied and supervised at all times by a responsible adult family member.
 - b. Use of the fitness center does not authorize an individual to be in other parts of the school building. Persons who access the fitness center or the building without authority will be considered trespassers.
2. **Protect Access Cards:**
 - a. Members are not permitted to: (a) share their access card with others or (b) let others in the fitness center without using their own access card.
 - b. Do not lose your access card or place it where others may take it.
 - c. *Please note: There is a \$50 replacement fee for access cards.*
3. **Injury Prevention:**
 - a. Use is at your own risk. If you have health concerns, see your doctor before starting an exercise program. Use common sense and respect the equipment, property, and others.
 - b. Use only equipment that you know how to use. Ask for instruction from fitness center supervisors. Follow equipment instructions and instructions of supervisors.
 - c. Warm up and properly stretch before using the fitness center.
 - d. When using free weights (squats, cleans, deadlifts, or power pushes) use a weight belt and use a spotter.
4. **Appropriate Attire.**
 - a. Wear clothing appropriate for a school environment. This means no tight fitting or revealing clothing or clothing with messages which students are not permitted to wear during the school day.
 - b. Shoes must be safe for workouts and not be of a type that may cause marks or dents on the floor (**no cleats**).
 - c. Do not wear items that may interfere with safe use, such as loose necklaces, dangling earrings, or head coverings other than sweatbands.
5. **Respect the Facility and Other Users:**
 - a. Unload weights from the machine or bar after each use.
 - b. Return all weights to their designated locations.
 - c. Do not allow weights to drop or slam together.
 - d. Please towel perspiration from benches and grips after use.
 - e. Stay out of staff desks, school files, and the belongings of others.
 - f. No horseplay or offensive language.
 - g. Keep music to a volume low enough for conversation.
 - h. No food or gum. Water should be used as needed for appropriate hydration in an appropriate (closed) container. No other liquids are permitted.
 - i. Possession or the use of tobacco, alcohol, drugs, and weapons are strictly prohibited.

6. **Reports:**
 - a. Report to the supervisor or school administration: any unsafe condition, any injury to yourself or others, and any rule violations by other members by the following business day.
7. **Emergencies.**
 - a. In case of emergency DIAL 911 and immediately inform the supervisor or school administration.

District OR-1 Community Fitness Center Use and Release Agreement

- I have read the policy or administrative regulations and the rules and regulations for the District OR-1 Community Fitness Center. I fully understand them and I agree to comply with them, including such modifications as may be made from time to time.
- I agree to modify my workout to conform to the wishes of District OR-1 if asked to do so. I understand that the use of the fitness center is a privilege and not a right and that my membership may be revoked or restricted.
- I agree to leave the fitness center if asked to do so by a member of the District OR-1 staff or any supervisor and understand if I am present without permission that I will be considered a trespasser.
- I also agree to promptly report to the District OR-1 administration: (1) any failure by any other person to follow the rules of the facility or (2) any unsafe condition.
- I am aware that surveillance cameras will be in use.
- I am aware of the risks involved in the use of the facility and its equipment and that the use of the fitness center and its equipment could result in injury or harm to myself.
- I acknowledge and assume any such risk to my person or property connected in any way with the fitness center and its equipment.
- I hereby agree to hold District OR-1 Public Schools, the Board of Education, employees and agents of District OR-1 Public Schools, and any volunteer trainers or supervisors, harmless from all personal injury to myself or damage to my property in any way related to my use of the fitness center or its equipment.
- I voluntarily signed this Use and Release Agreement and fully understand the contents of the document.

Printed Name: _____

Date: _____

Signature: _____

District OR-1 Staff Approval: _____

Date of Approval: _____

District OR-1 Public Schools

"DRAFT"

Proposed Schedule of Rates For Facilities**Building/ Facility Area:****Rate of Charge:****Olson Complex**

- When no admission is charged: \$400 Day /\$100.00 /Hour
- When admission is charged: \$700 Day/ \$150.00 /Hour

Palmyra Junior / Senior High School:

- Main /Auxiliary Gym when no admission is charged \$200 Day / \$50 Hour
 - If school locker rooms are used \$250 Day / \$100 hour
- Main /Auxiliary Gym when admission is charged \$400 Day/ \$200 hour
 - If school locker rooms are used \$450 Day/\$150 hour
- New Commons when no admission is charged \$50
- New Commons when admission is charged \$100
- Gym Rental by the hour (2-hour maximum) (no custodial need) \$20
- PHS Fitness Center when no admission is charged \$75
- PHS Fitness Center when admission is charged \$125

Bennet Elementary School:

- Elementary Gym/Multi-Purpose Room when no admission is charged \$100.00
- Elementary Gym/ Multi-Purpose Room when admission is charged \$150.00
- Elementary Commons Area when no admission is charged \$50.00
- Elementary Commons Area when admission is charged \$100.00
- Elementary Commons with kitchen equipment \$250.00

Elementary and Secondary:

- Use of Any Classroom (per classroom):
 - When no admission is charged \$25.00
 - When admission is charged \$40.00

Terms and Conditions:

- All charges are based on a per-day charge or per hour.
- Use of facilities for 4 hours or less will be charged one-half (1/2) of the daily rate.
- The charges include the time for one (1) custodian; if a custodian is on regular duty.
- Should the services of additional personnel be required by the administration, due to the nature of the use request, the charges will be based on one and one-half times the regular hourly rate of the custodian per additional employee needed.
- When kitchen equipment is used, a district food service worker MUST be present and shall be paid based at the employee's current hourly rate.
- No fees will be charged for use of the facility for use when District OR-1 Public School students are the exclusive group involved. (Examples: club volleyball, basketball, organizational planning for a school group, church activities, etc.).
- A local non-profit organization will receive a 30% discount.
- The superintendent may use his/her discretion for special circumstances including a community-based event using both gyms if sponsored by a locally organized youth organization.

Policy Reviewed: May, 13, 2024

Policy Adopted: April 14, 2025

Community RelationsFundraising Activities

Fundraising is the selling of a product, providing a service or activity, or requesting donations of any kind. School fundraising directly funds school programs and student organizations.

A. General Guidelines.

The School Board of District OR-1 Public Schools recognizes a desire and a need for ongoing fundraising support. The school board also recognizes a need for restraint to prevent fundraising activities from becoming too numerous and overly demanding on employees, students, and the general public.

All fundraising for student organizations and charitable giving campaigns must have prior administrative approval. School District employees who supervise official school programs or extracurricular activities are directed not to organize, conduct, or involve students in fundraising activities unless the fundraising activity has been approved by the building administration.

B. Student Organization Fundraising.

Student organizations are groups that are sponsored by the district and approved by the school board. They are designed to provide opportunities for students to participate, on an individual or group basis, in school and public events for the improvement of skills. Student organizations are directed or supervised by School District staff.

1. Approval Criteria. Student organization fundraising activities are to be considered for approval based on the following criteria: (1) the project will be fun and safe for students, (2) students will not be exploited for sectarian, political, or commercial purposes, (3) the project will accomplish the goals for the fundraiser without undue risk of financial loss, (4) the project will be consistent with the mission and goals of the School District and the student organization, (5) the number of fundraisers run by the particular student organization and within the school and the District within the last twelve months, and (5) the project meets all legal requirements.
2. Food Sales. The sale of foods as a fundraiser is subject to the School Wellness Policy.
3. Safety Considerations. The District does not sponsor activities involving driving vehicles unless a school employee or sponsor or a responsible adult is driving. Projects that involve door-to-door sales will not be approved for student participants who are not in high school. Parent approval must be given before any student is permitted to participate in door-to-door sales.

- ~~4. Non-Approved Activities. The following activities may not be approved as fund-raising activities: raffles, lotteries, car bashes (or other comparable destructive activity), direct solicitation of money, and student auction days.~~
5. Contracts. Teachers, coaches, and sponsors are not authorized to sign contracts for the procurement of items to be sold or used in student organization fundraisers. Any contract that obligates school funds shall be submitted to the building principal for approval and execution.
6. Purchases. All purchases related to student organization fundraisers are to be made in the school district name. Deliveries of fundraising items for sale shall be made to the school building, not to personal addresses. Items shall be kept in a secure place to avoid theft. Items that are overpriced or of an embarrassing or controversial nature to the school will be rejected. Items that are in direct competition with local businesses shall be avoided where practicable.
7. Money-Handling. All funds collected must be given by the fundraiser sponsor intact (i.e., cash and checks must be deposited in the same cash/check mix in which they were received) to the building principal or designee for deposit into the School District depository account no later than the next school day following receipt. Funds may not be deposited into personal accounts and may not be taken home.
8. Inventory. The fundraiser sponsor shall maintain an inventory of items related to the project. Upon completion of the project, unsold items may not be given away. The items shall be returned to the vendor for credit, sold at reduced prices in a clearance sale, or kept for sale in a future student organization fundraising event.
9. Disbursement of Fundraising Proceeds. Fundraising proceeds shall be disbursed to and used by the student organization for the purposes for which the project was initiated.
10. Records. The fundraiser sponsor shall submit all records related to the fundraising project after the project. The records to be maintained and submitted include: fundraiser approval, purchase order or procurement card receipt, invoices and packing slips, student checkout sheets, deposit receipts, inventory of merchandise and list of unsold merchandise, receipt for return of merchandise and records of credit or receipt for returned merchandise.
11. Student Conduct. All students who participate in approved fundraising activities are expected to represent the school, the student organization, and the community in a positive manner. All rules pertaining to student conduct and student discipline extend to student fundraising activities.

If a donation of cash or equipment is offered to a staff member for a school organization or the School District, the coach or sponsor shall refer the intended donor to the building administration. If the donor insists on giving the cash or equipment immediately, the staff member shall turn the donation over to the building principal immediately upon receipt.

Coaches or sponsors who also coach, manage, or otherwise participate in club teams or similar non-school organizations must clearly separate any student organization fundraising from fundraising activities for their club team. Such individuals who receive donation offers must

request that the donor be very clear as to whether the donation is intended for the student organization or the club team.

C. Fundraising by Outside Organizations.

Outside organizations are non school-funded groups such as parent/teacher organizations, sports booster groups, and commercial enterprises that provide supplementary services to existing school entities. Outside organizations are separate and apart from the School District. Decisions on fundraising activities and the expenditure of fundraising proceeds should involve consultation with the school administration.

Independent sales consultants may not use schools as a source of sales, even if the consultant intends to donate a portion of the funds raised to the school. An independent sales consultant includes individuals who operate as a franchisee for businesses that sell products such as food storage containers, cosmetics, etc.

D. Charitable Giving Campaigns.

A charitable giving campaign is fundraising conducted for the purpose of providing money for a charitable cause not directly related to any District goal. Purposes for which such a campaign may be permitted include fundraising for student scholarships or student exchange programs, to assist families within the District who have experienced a catastrophe, or to fund community projects.

Any fund-raising activity conducted by any such organization using District OR-1 Public Schools' facilities or using the District's name in solicitation of donations must have prior approval of the District OR-1 Board of Education. If the request is approved, the organization shall include a statement that the District OR-1 Public Schools is not endorsing the organization or campaign and has no affiliation with the event.

District funds cannot be used to off-set, front-fund, or pre-pay expenses for any charitable giving campaign. A charitable giving campaign shall not be permitted to conduct fundraising among the student population.

Date of Adoption: May 8, 2017
Date of Revision: April 14, 2025

Students

Admission Requirements

Minimum Age:

A child shall be eligible for admission into kindergarten at the beginning of the school year if the child is five years of age or will be five years of age on or before July 31 of the calendar year in which the school year for which the child is seeking admission begins. The School Board shall admit a child who will reach the age of five years on or after August 1 and on or before October 15 of such school year if the parent or guardian requests such entrance and provides an affidavit stating that (i) the child attended kindergarten in another jurisdiction in the current school year; (ii) the family anticipates a relocation to another jurisdiction that would allow admission within the current year; or (iii) the child is capable of carrying the work of kindergarten which can be demonstrated through a recognized assessment procedure approved by the Board.

Early Admission to Kindergarten:

The following assessment procedure for determining if a child is demonstrating kindergarten skills is approved and shall be made available to interested persons:

Early kindergarten enrollment exceptions may be made for younger children who are intellectually advanced. At a minimum, eligibility for the admission shall be based upon an analysis of the child's: (1) emotional/social development (2) pre academic skills, and (3) fine motor skills.

The kindergarten early entrance assessment procedures are designed to identify and place in kindergarten those children who:

- a. will turn 5 years of age between **August 1 and October 15;**
- b. are deemed by parents or guardians as being intellectually advanced and likely to benefit from advanced grade placement; and
- c. are selected based on testing by professionals trained and certified to administer assessments that will produce evidence of:
 1. Cognitive ability
 2. Emotional/social development
 3. Pre-academic skills

In the discretion of the Superintendent or designee, the assessments may be administered by the School District's professional staff, or the parents or guardians may be required, at their own expense, to have all or some of the required assessments completed by reputable professionals and to submit the results of such assessments to the School District.

The decision regarding early entrance to kindergarten requires careful consideration of all factors that affect kindergarten success with a final determination to be made based on the recommendation of the District Evaluation Team, to be composed of such individuals as the Superintendent or designee determines appropriate. The academic, social, and emotional readiness, as well as the student's physical development and well-being, must

be weighed with institutional factors also considered. Sound decision-making in the area of early entrance to kindergarten is dependent upon reliable information regarding a student's readiness and a thoughtful balancing of the myriad of factors implicated by the decision. Parents will be notified in writing of the results of the Early Kindergarten Entrance assessment and the determination of the District Evaluation Team in a timely fashion; not to exceed three weeks after the assessments are completed.

Families who seek early admission of their child into kindergarten must obtain an *Early Entrance to Kindergarten Packet* from the School District Administrative.

Parents must fill out the early entrance application forms, which include the district's kindergarten entrance questionnaire from someone who is well acquainted with the child, but not a relative of the child. The person completing this questionnaire should know the child well enough that they can speak with some expertise about the child's attributes and abilities. Suggestions for appropriate choices to complete the questionnaire are preschool teachers, Sunday school teachers, daycare providers, or a family physician.

The assessment request and parent questionnaire must be completed and returned to the District no later than May 25th of the spring before fall enrollment to allow summer assessment to be completed.

Decisions regarding early kindergarten entrance must include consideration of the above and shall not be made based on race, color, gender, religion, ancestry, national origin, marital status, age, disability, or sexual orientation of the child or the child's parents or guardians. Institutional factors, such as capacity, may also be considered.

Admission to First Grade:

A child may be eligible to enter first grade, even if the child has not attended kindergarten, if the child is six years of age or will be six years of age on or before October 15 of the current school year and school officials determine that first grade is the appropriate placement for the child.

Graduates:

A student who has received a high school diploma or received a General Equivalency Diploma shall not be eligible for admission or continued enrollment.

Age 21:

A student shall not be admitted or continued in enrollment after the end of the school year in which the student reaches the age of 21. The school year for this purpose ends at the last day of instruction for graduating seniors.

Birth Certificate, Physical, Visual Evaluation and Immunization:

The parents or legal guardian shall furnish:

- (1) A certified copy of the student's birth certificate issued by the state in which the child was born, upon admission of a child for the first time, shall be provided within 30 days of enrollment. Other reliable proof of the child's identity and age,

accompanied by an affidavit explaining the inability to produce a copy of the birth certificate, may be used in lieu of a birth certificate. An affidavit is defined as a notarized statement by an individual who can verify the reason a copy of the birth certificate cannot be produced. (Failure to provide the birth certificate does not result in non-enrollment or disenrollment, but does result in a referral to local law enforcement for investigation).

- (2) Evidence of a physical examination by a physician, physician assistant, or nurse practitioner, within six months prior to the entrance of the child into the beginner grade and the seventh grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a physical examination.
- (3) Evidence of a visual evaluation by a physician, a physician assistant, an advanced practice registered nurse, or an optometrist, within six months prior to the entrance of the child into the beginner grade or, in the case of a transfer from out of state, to any other grade, unless the parent or legal guardian submits a written statement objecting to a visual evaluation. The visual evaluation is to consist of testing for amblyopia, strabismus, and internal and external eye health, with testing sufficient to determine visual acuity.
- (4) Evidence of protection against diphtheria, tetanus, pertussis, polio, measles, mumps, and rubella, Hepatitis B, Varicella (chicken pox), Haemophilus Influenzae type b (Hib), invasive pneumococcal disease and other diseases as required by applicable law, by immunization, prior to enrollment, unless the parent or legal guardian submits a written statement that establishes that an exception to the immunization requirements are met.
- (5) Every student entering the seventh grade shall have a booster immunization containing diphtheria and tetanus toxoids and an acellular pertussis vaccine which meets the standards approved by the United States Public Health Service for such biological products, as such standards existed on January 1, 2009.

The Superintendent or Superintendent's designee shall notify the parent or guardian in writing of the foregoing requirements and of the right to submit affidavits or statements to object to the requirements, as applicable. The Superintendent or Superintendent's designee shall also provide a telephone number or other contact information to assist the parent or guardian in receiving information regarding free or reduced-cost visual evaluations for low-income families who qualify.

A student who fails to meet the foregoing requirements shall not be permitted to enroll or to enter school, or if provisionally enrolled or enrolled without compliance, shall not be permitted to continue in school until evidence of compliance or an exemption from compliance is given.

Enrollment of Expelled Students

If a student has been expelled from any public school district in any state, or from a private,

denominational, or parochial school in any state, and the student has not completed the terms or time period of the expulsion, the student shall not be permitted to enroll in this school district until the expulsion period from such other school has expired, unless the School Board of this school district in its sole and absolute discretion upon a proper application approves by a majority vote the enrollment of such student prior to expiration of the expulsion period. As a condition of enrollment, the School Board may require attendance in an alternative school, class or educational program pursuant to Nebraska law until the terms or time period of the original underlying expulsion are completed. A student expelled from a private, denominational, or parochial school or from any public school in another state, will not be prohibited from enrolling in the public school district in which the student resides or in which the student has been accepted pursuant to the enrollment option program for any period of time beyond the time limits placed on expulsion, pursuant to the Student Discipline Act, or for any expulsion for an offense for which expulsion is not authorized for a public school student under such Act. For purposes of this policy, the term expulsion or expelled includes any removal from any school for a period in excess of twenty (20) school days.

Military Families

If a parent presents evidence to the District of military orders that military family will be stationed in the State of Nebraska during the current or following school year, the District will enroll preliminarily the parent's students.

Legal Reference: Neb. Rev. Stat. §§ 43-2001 to 43-2012
 Neb. Rev. Stat. § 79-214
 Neb. Rev. Stat. §§ 79-217 to 79-223
 Neb. Rev. Stat. § 79-266.01
 173 NAC Chapters 3 and 4 (HHS Regulations)

Date of Adoption: March 13, 2017

Date of Revision: April 14.2025

Date of Review: July 12.2021

Community RelationsRecording of Others

To ensure the privacy and confidentiality of student information, no person is authorized to record or transmit any sound or image of any person (including themselves) without the prior consent or authorization of either (1) the person or persons being recorded or whose image or sound is being transmitted or (2) the Superintendent or Superintendent's designee. This prohibition applies to all persons, including staff, students, and community members, regardless of the content or context of the image or sound; however, this provision shall not apply to District-sponsored athletic or activity events where the focus of the recording or transmission is on the student performances or activity. Nothing in this provision shall prohibit a parent from recording an Individualized Education Program meeting if the recording is necessary to ensure that the parent understands the IEP or the IEP process or to implement other parental rights guaranteed by the Individuals with Disabilities Education Act. Before recording any IEP meeting subject to this policy, the parent shall have prior written permission from the Director of Student Services and Programs or his/her designee.

Legal Reference: Neb. Rev. Stat. § 86-290
Letter to Anonymous, 40 IDELR 70 (OSEP 2003)

Date of Adoption: July 16, 2018

Date of Revision: April 14, 2025

Community RelationsFundraising Activities

Fundraising is the selling of a product, providing a service or activity, or requesting donations of any kind. School fundraising directly funds school programs and student organizations.

A. General Guidelines.

The School Board of District OR-1 Public Schools recognizes a desire and a need for ongoing fundraising support. The school board also recognizes a need for restraint to prevent fundraising activities from becoming too numerous and overly demanding on employees, students, and the general public.

All fundraising for student organizations and charitable giving campaigns must have prior administrative approval. School District employees who supervise official school programs or extracurricular activities are directed not to organize, conduct, or involve students in fundraising activities unless the fundraising activity has been approved by the building administration.

B. Student Organization Fundraising.

Student organizations are groups that are sponsored by the district and approved by the school board. They are designed to provide opportunities for students to participate, on an individual or group basis, in school and public events for the improvement of skills. Student organizations are directed or supervised by School District staff.

1. Approval Criteria. Student organization fundraising activities are to be considered for approval based on the following criteria: (1) the project will be fun and safe for students, (2) students will not be exploited for sectarian, political, or commercial purposes, (3) the project will accomplish the goals for the fundraiser without undue risk of financial loss, (4) the project will be consistent with the mission and goals of the School District and the student organization, (5) the number of fundraisers run by the particular student organization and within the school and the District within the last twelve months, and (5) the project meets all legal requirements.
2. Food Sales. The sale of foods as a fundraiser is subject to the School Wellness Policy.
3. Safety Considerations. The District does not sponsor activities involving driving vehicles unless a school employee or sponsor or a responsible adult is driving. Projects that involve door-to-door sales will not be approved for student participants who are not in high school. Parent approval must be given before any student is permitted to participate in door-to-door sales.

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5. Contracts. Teachers, coaches, and sponsors are not authorized to sign contracts for the procurement of items to be sold or used in student organization fundraisers. Any contract that obligates school funds shall be submitted to the building principal for approval and execution.
6. Purchases. All purchases related to student organization fundraisers are to be made in the school district name. Deliveries of fundraising items for sale shall be made to the school building, not to personal addresses. Items shall be kept in a secure place to avoid theft. Items that are overpriced or of an embarrassing or controversial nature to the school will be rejected. Items that are in direct competition with local businesses shall be avoided where practicable.
7. Money-Handling. All funds collected must be given by the fundraiser sponsor intact (i.e., cash and checks must be deposited in the same cash/check mix in which they were received) to the building principal or designee for deposit into the School District depository account no later than the next school day following receipt. Funds may not be deposited into personal accounts and may not be taken home.
8. Inventory. The fundraiser sponsor shall maintain an inventory of items related to the project. Upon completion of the project, unsold items may not be given away. The items shall be returned to the vendor for credit, sold at reduced prices in a clearance sale, or kept for sale in a future student organization fundraising event.
9. Disbursement of Fundraising Proceeds. Fundraising proceeds shall be disbursed to and used by the student organization for the purposes for which the project was initiated.
10. Records. The fundraiser sponsor shall submit all records related to the fundraising project after the project. The records to be maintained and submitted include: fundraiser approval, purchase order or procurement card receipt, invoices and packing slips, student checkout sheets, deposit receipts, inventory of merchandise and list of unsold merchandise, receipt for return of merchandise and records of credit or receipt for returned merchandise.
11. Student Conduct. All students who participate in approved fundraising activities are expected to represent the school, the student organization, and the community in a positive manner. All rules pertaining to student conduct and student discipline extend to student fundraising activities.

If a donation of cash or equipment is offered to a staff member for a school organization or the School District, the coach or sponsor shall refer the intended donor to the building administration. If the donor insists on giving the cash or equipment immediately, the staff member shall turn the donation over to the building principal immediately upon receipt.

Coaches or sponsors who also coach, manage, or otherwise participate in club teams or similar non-school organizations must clearly separate any student organization fundraising from fundraising activities for their club team. Such individuals who receive donation offers must

request that the donor be very clear as to whether the donation is intended for the student organization or the club team.

C. Fundraising by Outside Organizations.

Outside organizations are non school-funded groups such as parent/teacher organizations, sports booster groups, and commercial enterprises that provide supplementary services to existing school entities. Outside organizations are separate and apart from the School District. Decisions on fundraising activities and the expenditure of fundraising proceeds should involve consultation with the school administration.

Independent sales consultants may not use schools as a source of sales, even if the consultant intends to donate a portion of the funds raised to the school. An independent sales consultant includes individuals who operate as a franchisee for businesses that sell products such as food storage containers, cosmetics, etc.

D. Charitable Giving Campaigns.

A charitable giving campaign is fundraising conducted for the purpose of providing money for a charitable cause not directly related to any District goal. Purposes for which such a campaign may be permitted include fundraising for student scholarships or student exchange programs, to assist families within the District who have experienced a catastrophe, or to fund community projects.

Any fund-raising activity conducted by any such organization using District OR-1 Public Schools' facilities or using the District's name in solicitation of donations must have prior approval of the District OR-1 Board of Education. If the request is approved, the organization shall include a statement that the District OR-1 Public Schools is not endorsing the organization or campaign and has no affiliation with the event.

District funds cannot be used to off-set, front-fund, or pre-pay expenses for any charitable giving campaign. A charitable giving campaign shall not be permitted to conduct fundraising among the student population.

Date of Adoption: May 8, 2017
Date of Revision: April 14, 2025

Community Relations**District OR-1 Community Fitness Center Memberships**

The District OR-1 Community Fitness Center at Palmyra High School is available to use by designated patrons of the district. To cover costs of operations, community users will be issued memberships and community use will be limited to members.

Memberships will be available to patrons of District OR-1 Public Schools. Members must be 18 years or older. Secondary school students are not eligible even if they are 18 or older. Membership and access to the fitness center will be limited to those with character appropriate for a school environment.

The annual cost is: \$ [redacted] for individual memberships and \$ [redacted] for family individual memberships. Family membership allows use by any member of the member's immediate household related by blood or marriage. Any child using the fitness center on a family membership must be accompanied and supervised at all times by a responsible adult family member.

Members will be required to sign a use and release agreement.

Memberships may be revoked or restrictions on use may be made in the event a member fails to follow the rules for the fitness center or in the event the Board of Education or school administration determines that such is in the best interests of the district.

Hours of Operation

The times the fitness center will be open for use by members will be set by the school administration. The hours will vary throughout the year and will be posted or otherwise communicated to members. The hours for community usage will be set for times when school is not in session to avoid conflicts between students and school activities.

Rules of Fitness Center

Rules for use of the fitness center must be followed by all members and the rules and guidelines for use will be posted. These rules may be changed from time to time by the Board of Education or school administration.

Access Cards

A computerized card entry system will be in use. Each member will be issued an access fob. In the event the fob is lost, a replacement fob will be issued at a cost of \$50.

Date of First Reading:
Date of Adoption:

April 14, 2025

District OR-1 Community Fitness Center Rules and Regulations

1. **Use of the Fitness Center:**
 - a. Community use is restricted to members of the fitness center. Members must sign a release as a condition of use. Family membership allows use by any member of the member's household related by blood or marriage. Any child using the fitness center on a family membership must be accompanied and supervised at all times by a responsible adult family member.
 - b. Use of the fitness center does not authorize an individual to be in other parts of the school building. Persons who access the fitness center or the building without authority will be considered trespassers.
2. **Protect Access Cards:**
 - a. Members are not permitted to: (a) share their access card with others or (b) let others in the fitness center without using their own access card.
 - b. Do not lose your access card or place it where others may take it.
 - c. *Please note: There is a \$50 replacement fee for access cards.*
3. **Injury Prevention:**
 - a. Use is at your own risk. If you have health concerns, see your doctor before starting an exercise program. Use common sense and respect the equipment, property, and others.
 - b. Use only equipment that you know how to use. Ask for instruction from fitness center supervisors. Follow equipment instructions and instructions of supervisors.
 - c. Warm up and properly stretch before using the fitness center.
 - d. When using free weights (squats, cleans, deadlifts, or power pushes) use a weight belt and use a spotter.
4. **Appropriate Attire.**
 - a. Wear clothing appropriate for a school environment. This means no tight fitting or revealing clothing or clothing with messages which students are not permitted to wear during the school day.
 - b. Shoes must be safe for workouts and not be of a type that may cause marks or dents on the floor (**no cleats**).
 - c. Do not wear items that may interfere with safe use, such as loose necklaces, dangling earrings, or head coverings other than sweatbands.
5. **Respect the Facility and Other Users:**
 - a. Unload weights from the machine or bar after each use.
 - b. Return all weights to their designated locations.
 - c. Do not allow weights to drop or slam together.
 - d. Please towel perspiration from benches and grips after use.
 - e. Stay out of staff desks, school files, and the belongings of others.
 - f. No horseplay or offensive language.
 - g. Keep music to a volume low enough for conversation.
 - h. No food or gum. Water should be used as needed for appropriate hydration in an appropriate (closed) container. No other liquids are permitted.
 - i. Possession or the use of tobacco, alcohol, drugs, and weapons are strictly prohibited.

6. **Reports:**
 - a. Report to the supervisor or school administration: any unsafe condition, any injury to yourself or others, and any rule violations by other members by the following business day.
7. **Emergencies.**
 - a. In case of emergency DIAL 911 and immediately inform the supervisor or school administration.

District OR-1 Community Fitness Center Use and Release Agreement

- I have read the policy or administrative regulations and the rules and regulations for the District OR-1 Community Fitness Center. I fully understand them and I agree to comply with them, including such modifications as may be made from time to time.
- I agree to modify my workout to conform to the wishes of District OR-1 if asked to do so. I understand that the use of the fitness center is a privilege and not a right and that my membership may be revoked or restricted.
- I agree to leave the fitness center if asked to do so by a member of the District OR-1 staff or any supervisor and understand if I am present without permission that I will be considered a trespasser.
- I also agree to promptly report to the District OR-1 administration: (1) any failure by any other person to follow the rules of the facility or (2) any unsafe condition.
- I am aware that surveillance cameras will be in use.
- I am aware of the risks involved in the use of the facility and its equipment and that the use of the fitness center and its equipment could result in injury or harm to myself.
- I acknowledge and assume any such risk to my person or property connected in any way with the fitness center and its equipment.
- I hereby agree to hold District OR-1 Public Schools, the Board of Education, employees and agents of District OR-1 Public Schools, and any volunteer trainers or supervisors, harmless from all personal injury to myself or damage to my property in any way related to my use of the fitness center or its equipment.
- I voluntarily signed this Use and Release Agreement and fully understand the contents of the document.

Printed Name: _____

Date: _____

Signature: _____

District OR-1 Staff Approval: _____

Date of Approval: _____

District OR-1 Public Schools

"DRAFT"

Proposed Schedule of Rates For Facilities**Building/ Facility Area:****Rate of Charge:****Olson Complex**

- When no admission is charged: \$400 Day /\$100.00 /Hour
- When admission is charged: \$700 Day/ \$150.00 /Hour

Palmyra Junior / Senior High School:

- Main /Auxiliary Gym when no admission is charged \$200 Day / \$50 Hour
 - If school locker rooms are used \$250 Day / \$100 hour
- Main /Auxiliary Gym when admission is charged \$400 Day/ \$200 hour
 - If school locker rooms are used \$450 Day/\$150 hour
- New Commons when no admission is charged \$50
- New Commons when admission is charged \$100
- Gym Rental by the hour (2-hour maximum) (no custodial need) \$20
- PHS Fitness Center when no admission is charged \$75
- PHS Fitness Center when admission is charged \$125

Bennet Elementary School:

- Elementary Gym/Multi-Purpose Room when no admission is charged \$100.00
- Elementary Gym/ Multi-Purpose Room when admission is charged \$150.00
- Elementary Commons Area when no admission is charged \$50.00
- Elementary Commons Area when admission is charged \$100.00
- Elementary Commons with kitchen equipment \$250.00

Elementary and Secondary:

- Use of Any Classroom (per classroom):
 - When no admission is charged \$25.00
 - When admission is charged \$40.00

Terms and Conditions:

- All charges are based on a per-day charge or per hour.
- Use of facilities for 4 hours or less will be charged one-half (1/2) of the daily rate.
- The charges include the time for one (1) custodian; if a custodian is on regular duty.
- Should the services of additional personnel be required by the administration, due to the nature of the use request, the charges will be based on one and one-half times the regular hourly rate of the custodian per additional employee needed.
- When kitchen equipment is used, a district food service worker MUST be present and shall be paid based at the employee's current hourly rate.
- No fees will be charged for use of the facility for use when District OR-1 Public School students are the exclusive group involved. (Examples: club volleyball, basketball, organizational planning for a school group, church activities, etc.).
- A local non-profit organization will receive a 30% discount.
- The superintendent may use his/her discretion for special circumstances including a community-based event using both gyms if sponsored by a locally organized youth organization.

Policy Reviewed: May, 13, 2024

Policy Adopted: April 14, 2025

NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance. All Dates & Locations Tentative & Subject to Change

JOIN US!

Events & Networking - <https://members.nasbonline.org/events>

Where Will NASBe This Month?*



Budget & Finance Workshop - Wednesday, April 9 - Norfolk

Budget & Finance Workshop - Wednesday, April 16 - Kearney

Board Academy Collaboration Lunch & Learn - Wednesday, April 16 - Webinar

Federal Advocacy Update - Wednesday, April 23 - Webinar

National Walk at Lunch Day - Wednesday, April 30



To the Class of 2025 ... We know that you're just getting started!



Final Day of the 2025 Legislative Session, Monday, June 9

NASB Member Golf Outing - Wednesday, June 11 - Kearney

Email sendorf@NASBonline.org for more information



School Law Seminar - June 11-12 - Kearney

- Atlanta
- ESU 6
- Kearney
- Lincoln
- Norfolk
- Norris
- Pawnee City
- Paxton
- Sidney
- Sterling
- Summerland
- The Capitol
- Thedford
- Wood River

For ...
Advocacy,
Board Retreats,
Engagement,
Events, National
Conference, Search,
Strategic Planning,
and more!

*Items currently scheduled.

Continued on Page 2



Leadership

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Vision

Engagement

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NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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

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Board Academy Collaboration Lunch & Learn - Date TBD - Webinar

Leadership Workshops - July 28 in Gering, July 29 in Kearney, July 30 in Lincoln



Area Membership Meetings - Labor Relations - Board Academy Collaboration Lunch & Learn
State Education Conference - New Board Member Workshop

YOUR 2025 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit: <https://members.nasbonline.org/about-us/affiliate-members>

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architects

Boyd Jones

BVH
ARCHITECTURE

CWP
CARLSON
WEST
POVONDRA
ARCHITECTS

CLARK &
ENERSEN

CMBA
ARCHITECTS

DAVIDSON
FIXED INCOME CAPITAL MARKETS
D.A. Davidson & Co. member SIPC and FINRA

envisE

Facility
Advocates
Dave Raymond

HAMILTON

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construction

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