

Board of Education Regular Meeting

Monday, December 8, 2025 6:00 PM

Bennet Elementary Commons Area

50 Dogwood

Bennet, NE 68317

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 6:01 PM.

Dean Busch: Present
Jaimi Calfee: Present
Tim Cheney: Present
Brandon Desh: Present
Dee Moore: Present
Josh Penterman: 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 **6:00 p.m.**
 - **Please note the change in meeting location to Bennet Elementary School for this meeting:**
- Board President Desh led the board members and patrons in attendance in the Pledge of Allegiance.
 - Special thanks to our senior students who attended the board meeting in alignment with their class curriculum.

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.
 - **Special note:** Copies of the updated (2025) Open Meetings Act documents were available at the meeting.

3. Staff and Student Presentations

- **The following staff presentations occurred at the meeting:**
 - **Elementary Food Service Update:**
 - **Mrs. Elli Lamprecht:** District OR-1 Food Service Director
 - **Mrs. Darla Hoffman:** Bennet Elementary School Kitchen Manager
 - Food service staff also served a light meal for the board members at the meeting.
 - **Elementary "Specials" Update:**
 - **Elementary Art:** Mrs. Chrissy Garris (Bennet Elementary Art Teacher) provided information on student activities, projects, and curriculum in elementary art education.
 - The presentation she showed is attached to this agenda item.
 - **High School Activities Update:**
 - **Mr. Aaron Hoeft** (High School Activities Director) presented information on current activities and student participation numbers.
 - Mr. Hoeft also presented feedback on the items listed below:
 - Baseball and Softball Updates
 - ECNC Conference Affiliation Update

4. Consent Agenda Motion to approve the consent agenda as presented. 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.

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 Reports

5. Public Comment

- No public comment was presented at the meeting.

6. Administrative Reports

6.1. Superintendent's Report

Superintendent Hart presented information on the topics listed below:

- **Bennet Area "Safe Streets" Update:**
- **Bennet Early Childhood Center Update:**
- **Kudos:**
 - **Staff**
 - **Students:**
 - On Friday, November 21st, the PHS Band performed for a very special event at the Leid Center in Lincoln
 - **Community**
 - **Business Leaders and Local Ag Producers:**

- Special thanks for all you do to support our local schools and communities!
 - Please refer to the latest Voice News edition for more information and pictures celebrating **Harvest 2025**.
- **Policy Review**
 - Artificial Intelligence **Policy #6288** Update
 - Awards Retention and Disposal **Policy #5720** Update
- **Curriculum Update**
- **Strategic Planning Update**
- **Personnel Update:**
 - Student Teachers: Spring 2026
 - HS English Teacher
- **Activities:**
 - Softball Discussion
- **Rule 10 Report:**
 - **???????**The report will be shared in January.
- **FCCLA Newsletter: November 2025:**
 - Please see the attached document.
- **NDE AQuESST Classification Update:**
 - Please see the attached documents for more specific information.
 - AQuESTT for Nebraska - Resources.
 - See the attached document for additional student science scores information.
- **NDE Current Updates for Department of Education:**
 - Please see the attached document for more information.
- **Superintendent Evaluation Update:**
- **.2026-2027 District Calendar "Draft" Preview:**
- 6.1.1. Superintendent Evaluation Summary
 - Board President Desh summarized the NASB Superintendent Evaluation document in alignment with individual board member feedback on identified areas.
 - A sample of the NASB document and **2024-2025** Superintendent Goals are attached to this agenda item.
- 6.1.2. 2026-2027 District Calendar Update
 - Superintendent Hart shared a **"draft"** proposal for the **2026-2027** district calendar.
 - The calendar will be discussed again in January.
- 6.1.3. NDE Financial Literacy Report
 - Superintendent Hart provided information on our district's compliance with **Nebraska State Law LB452**, the Financial Literacy Act, an annual state requirement.
 - District OR-1 Public Schools fully complies with the requirements of the Financial Literacy Act.
- 6.2. Administrative Team Report
 - **Information was presented on the following topics:**
 - Bennet Elementary Holiday Music Concert
 - First semester ends on **12/19/2025** with a 1:00 p.m. dismissal.
 - Staff return for professional development on **Monday, January 5th, 2026**

- School resumes for all students on **Tuesday, January 6th, 2026**
- Early Graduation Student Applications
- MAPS, DIBELS, and ACT Testing
- Title 1 Reading
- Quiz Bowl
- Special Education

7. Discussion Items- Committee Reports

7.1. Strategic Planning Update

- Our district will begin the next phase of the Strategic Planning process **in January 2026.**
 - The dates and times for our Strategic Planning Meetings are listed below:
 - **Monday, January 19th, 2026**
 - **Monday, February 16th, 2026**
 - **Monday, March 16th, 2026**
- Staff, student, and community surveys will be sent out in the near future to collect information relative to strategic planning.

7.2. Technology Committee Update

- Superintendent Hart discussed summary results from the recent staff survey about technology.
 - The information from the technology survey will be utilized in our upcoming Strategic Planning process.
- **Policy # 6288:** Artificial Intelligence was also discussed.

7.3. Negotiations Committee Update

- Committee members summarized the meetings held on **Wednesday, December 3rd, 2025,** and **Wednesday, December 10th, 2025.**
- The committee will continue to meet as needed until the negotiation process is complete.

8. Budget Committee Update

- Our next Budget Committee meeting is scheduled for **Monday, January 12th, 2026, at 5:00 p.m.** at Palmyra Junior/ Senior High School.

9. Policy Review

- The Policy Committee reviewed the **5000 Series** and **6000 Series.**
 - The committee will meet again in **February 2026.**

9.1. 5000 and 6000 Series Policy Review

- Policy Committee members summarized the meeting held on **Tuesday, November 18th.**
- No substantive changes were needed to the **5000** or **6000** series policies.

9.2. Review Second Reading: Artificial Intelligence Policy # 6288

- Board members reviewed the contents of the policy.

9.3. Review Second Reading: Policy #5720 Awards Retention

- Board members reviewed the contents of the policy.

10. Action Items

10.1. Presentation, discussion, and or official action to approve Updated Policy # 6288:

Artificial Intelligence and Student Use of Artificial Intelligence Motion to approve updates to Policy # 6288. 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

- No further discussion.

10.2. Presentation, discussion, and or official action to approve Policy # 5720: Retention and Disposal of Awards Motion to approve Policy #5720 as discussed. This motion, made by Dean Busch 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.

10.3. Presentation, discussion, and or official action to approve the addition of Girls Softball. Motion to add a school-sponsored girls' softball program at the high school 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

- Girls' softball at the high school will begin in the **2026-2027** school year.
- Additional discussion centered on coaches, Palmyra Village field usage, budget expenditures, current and future projected student participation numbers, survey results, scheduling, and upgrading of equipment and facilities.

11. Board of Education Development

- No further discussion.

12. Closed Session

- No closed session occurred during the meeting.

13. Topics for Next Month's Agenda

- No further discussion.

14. Adjournment

- Just a reminder that the **Monday, January 12th, 2026** Board meeting **will be held at Palmyra Junior/ Senior High School** in the media center.
 - The meeting was adjourned at **8:05 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:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Revised 06/2025



Elementary
ART

K - 5 Art

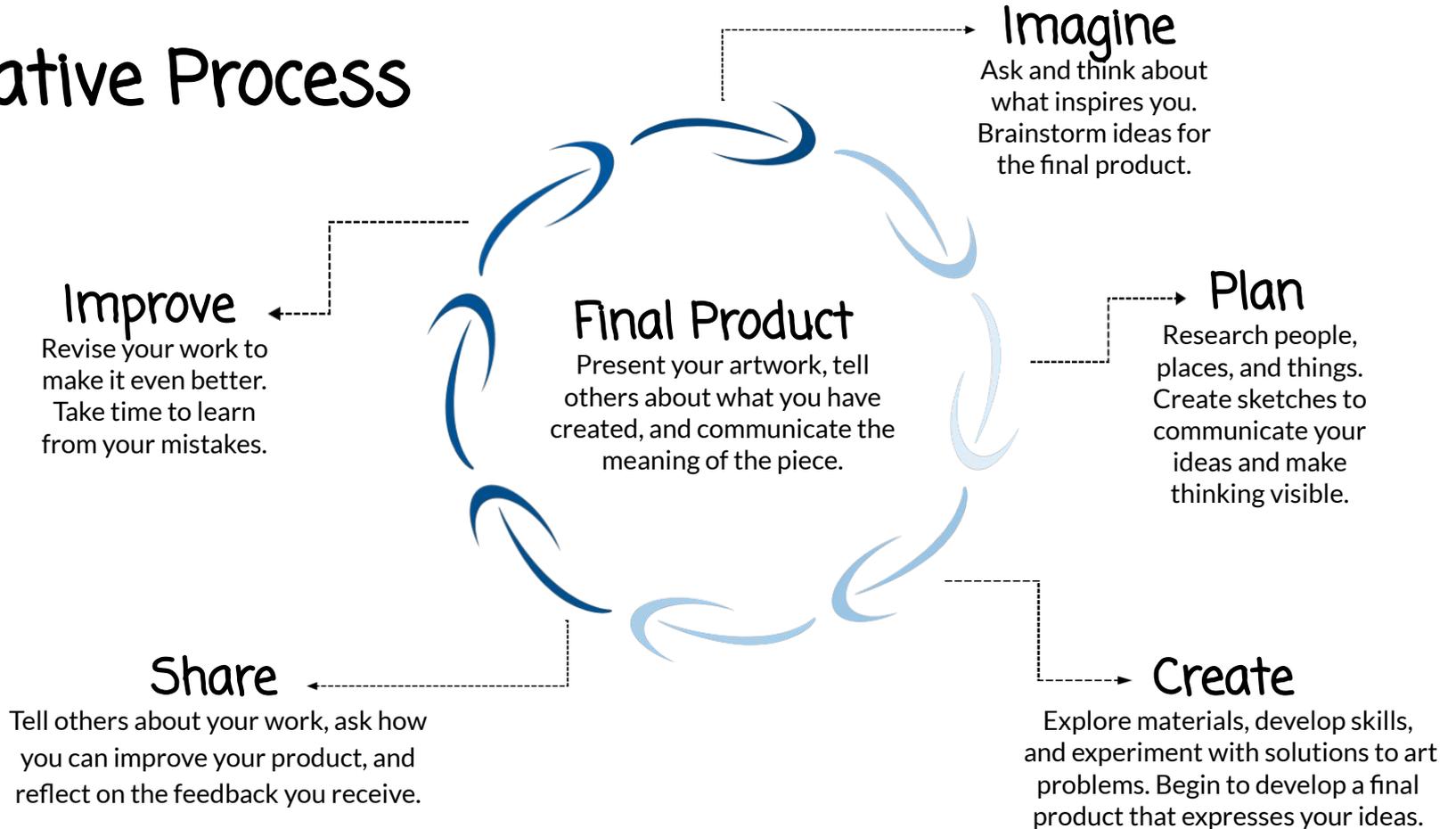
CREATE art to generate ideas: Students will use the creative process to make works of art with a variety of materials. Students will plan and select materials, use imagination, explore their artistic voice, have aesthetic experiences, apply the Elements and Principles of Design, and develop perseverance and craftsmanship.

PRESENT art to communicate ideas, process, and product: Students will develop presentation skills to communicate meaning, understanding artistic intent, selection process, and presentation venues.

RESPOND to understand and appreciate: Students will use the critical process to examine works of art, learn about themselves and cultures, and develop skills in describing, analyzing, interpreting and evaluating.

CONNECT individual perspective and identity through the study of historical, contemporary, and cultural context in art: Students will explore and explain the purpose and function of a variety of art.

The Creative Process



Kindergarten - 1st Grade

CREATE

We will practice with a variety of techniques and materials.

We will brainstorm many ideas for a work of art.

We will share a story in a work of art.

We will see the elements of a art in a work of art.

We will discover, practice and identify ways to make art.

PRESENT

We will choose a work of art for a display.

We will identify how and where art is displayed.

RESPOND

We will describe what we see in a work of art.

CONNECT

We will see how people are creative and can be inspired by others.

We will look at art from around the world.



Shape Collage

Kindergarten

CREATE

We will practice with a variety of techniques and materials.
We will see the elements of a art in a work of art.

RESPOND

We will describe what we see in a work of art.

CONNECT

We will see how people are creative and can be inspired by others.

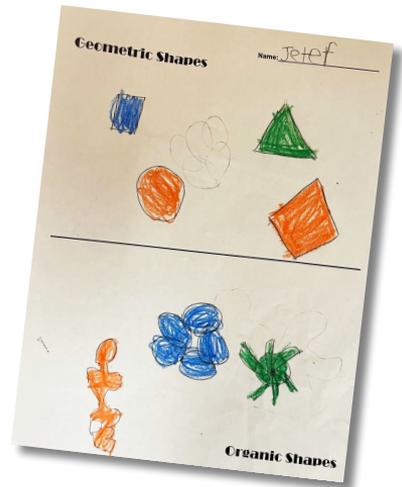


Create

Students cut colored construction paper into different kinds of shapes and glue them onto a black paper. Crayons are used to add patterns to each shape and the background.

Plan

Students begin the creative process by learning about organic and geometric shapes. They are introduced to the artist Reggie Laurent who is known for his abstract art created with bright colors, lines, shapes, and pattern. Students practice drawing different geometric and organic shapes.





Final Product

Students learn how art is presented in different ways and share their work with others in a gallery walk.

Beautiful Oops

1st Grade

CREATE

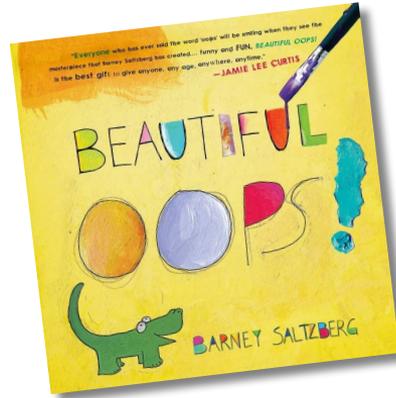
We will brainstorm many ideas for a work of art.

RESPOND

We will describe what we see in a work of art.

CONNECT

We will see how people are creative and can be inspired by others.



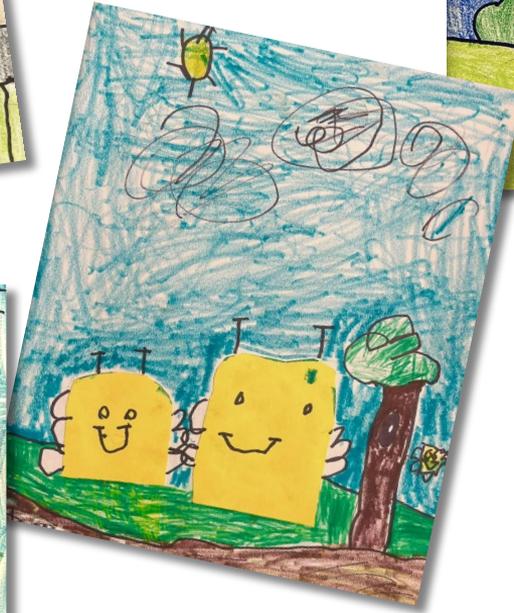
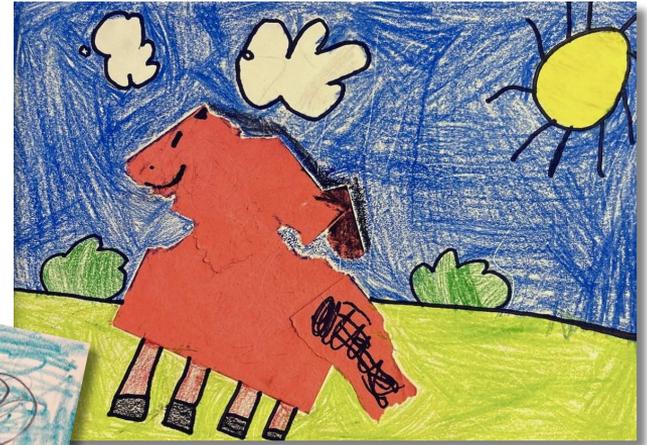
Create

Students begin their final project by using their imagination and problem-solving skills to create a drawing from the oops that was placed on the paper. A variety of materials are used to turn the mistake into a work of art.

Imagine & Plan

Students are introduced to the author and illustrator Barney Saltzberg and his book *The Beautiful Oops*. Students learn that mistakes are ok and practice turning oops into art.





Final Product

Students share their artwork through pair shares and gallery walks.

Story Quilts

1st Grade

CREATE

We will brainstorm many ideas for a work of art.

We will share a story in a work of art.

PRESENT

We will identify how and where art is displayed.

RESPOND

We will describe what we see in a work of art.

CONNECT

We will see how people are creative and can be inspired by others.



Create

Students begin their final drawings and use idea sketches as a reference. They are encouraged to include lots of details to help tell their story. Colored pencils are used to add color to their drawings and border.

Imagine & Plan

Students are introduced to the artist Faith Ringgold and her unique art of storytelling.



Share & Improve

Students share their stories, gather feedback from peers, and use it to improve craftsmanship.



Final Product

Students learn how artwork is presented in different ways. Each work of art is displayed together as a large quilt.

2nd - 3rd Grade

CREATE

- We will use the creative process.
- We will work hard to solve problems in art.
- We will represent ideas through art.
- We will identify the principles of design in works of art.
- We will create works of art using many techniques and skills and develop quality work.

PRESENT

- We will group works of art for a display.
- We will ask and answer questions such as were. when. why and how art has been displayed.

RESPOND

- We will tell stories about art that we create and view.
- We will indicate and explain why others see art in different ways.
- We will draw conclusions and talk about works of art using art vocabulary.

CONNECT

- We will explore ways people are creative.
- We will explore art of other cultures.
- We will examine how personal and cultural experiences are reflected in art.
- We will explore why and how art is made.



Light to Dark

2nd Grade

CREATE

We will identify the principles of design in works of art.

RESPOND

We will draw conclusions and talk about works of art using art vocabulary.

CONNECT

We will explore ways people are creative.



Create

Students demonstrate what they have learned by creating a painting or drawing that shows a range of value.

Plan

Students begin the creative process by learning about the element of art known as value. Students learn how to create tints and shades and create a value scale.





Final Product

Students share their work with other in a gallery walk.

Printmaking

3rd Grade

CREATE

We will use the creative process.
We will identify the principles of design in works of art.

PRESENT

We will ask and answer questions such as were, when, why and how art has been displayed.

RESPOND

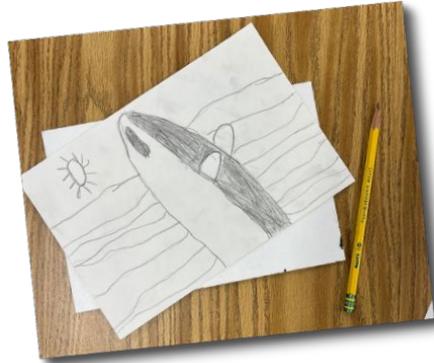
We will indicate and explain why others see art in different ways.

CONNECT

We will explore why and how art is made.

Plan

Students begin the creative process by choosing an animal and sketching their ideas.



Create

Printing plates were created by transferring drawings onto foam. Students paint paper to create a background for several colorful prints.





Artist Statement

My name is _____ I am in _____ grade.

The title of my artwork is _____

One thing I learned from this lesson is _____

My favorite part of the artwork is _____

If I could change something about my artwork, it would be _____ because _____

Art Rubric	😊	😐	😞
TECHNIQUE I used my time well. I worked hard.			
COMPOSITION The art is balanced and the colors are used together well. I paid good attention to how I used the elements of art.			
CREATIVITY My art is unique and I used my own ideas.			
CHARACTERISTICS My art is neat and carefully made. Drawing, coloring, organizing and other parts of the process were as neat.			

Final Product

Students choose a print for display and complete artist statements to share about their artwork and reflect on the creative process.

4th - 5th Grade

CREATE

We will use the creative process in developing solutions to an art problem choose and explain the best solution, and revise the solution based on experiences and peer feedback.

We will take risks and challenge ourselves with our artwork.

We will express ourselves creatively through art.

We will intentionally use and explain how we used elements and principles of design in a work of art.

We will purposefully use skills and techniques to develop craftsmanship and explore personal style.

PRESENT

We will investigate and discuss how art is being displayed in different ways.

We will demonstrate being a curator.

RESPOND

We will compare and provide evidence of personal interpretations of a work of art.

We will convey our perspective of a work of art through critique.

CONNECT

We will identify and analyze ways people are creative.

We will identify art and other cultures.

We will analyze how personal and cultural experiences are reflected in art.

We will connect to the world through art.

We will infer how and why art is made across cultures.



Circle Loom Weaving

4th Grade

CREATE

We will take risks and challenge ourselves with our artwork.

PRESENT

We will investigate and discuss how art is being displayed in different ways.

RESPOND

We will convey our perspective of a work of art through critique.

CONNECT

We will identify and analyze ways people are creative.

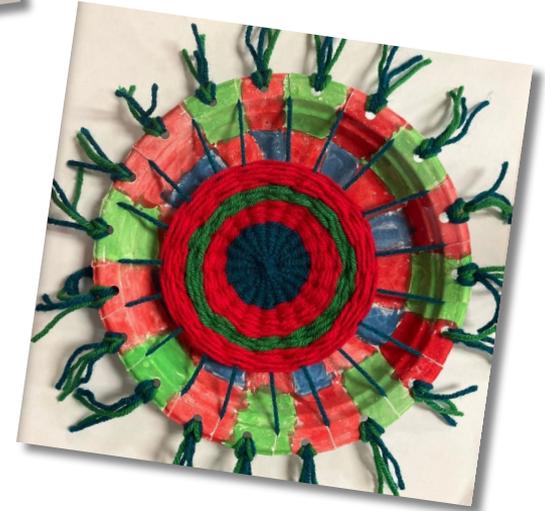
We will identify art and other cultures.

We will analyze how personal and cultural experiences are reflected in art.



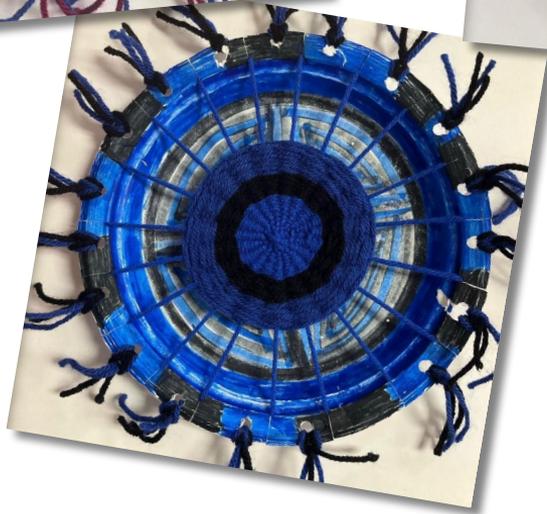
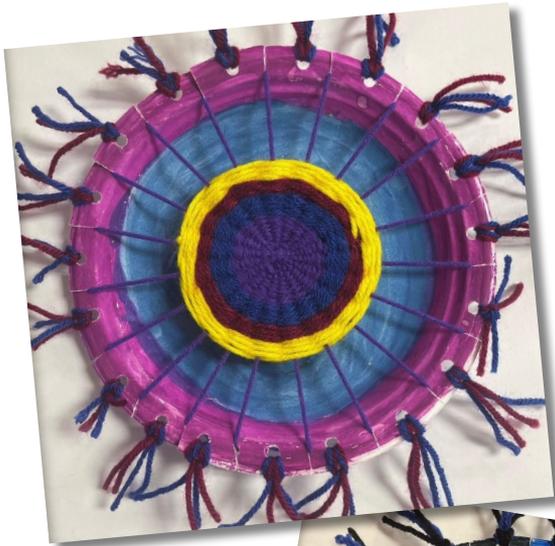
Create

Students choose their best sketch and transfer the design to a plate, which will be turned into loom. Color and pattern are added with marker or paint.



Plan

Students learn about the art and history of weaving, brainstorm ideas, and create sketches of their loom designs.



Artist Statement

My name is Cash I am in 4th grade.

The title of my artwork is Weaving

One thing I learned from this process is to not pull very hard on the strings

My favorite part of the artwork is The weave because it is very big

If I could change something about my artwork, it would be The size because it's a little bit too big

Art Rubric		😊	😐	☹️
FOCUS / EFFORT	I used my time well. I worked hard.	★		
COMPOSITION	The art is balanced and works together well. I have paid attention to how I used the elements of art.	★		
CREATIVITY	My art is unique and I used my own ideas.	★		
CRAFTSMANSHIP	My art is neat and carefully made. Planning, labeling, and other parts of the process were all neat.	★		

Final Product

Students complete the creative process by sharing and reflecting about their artwork in a written artist statement.

My Hero Portraits

5th Grade

CREATE

We will use the creative process in developing solutions to an art problem choose and explain the best solution, and revise the solution based on experiences and peer feedback.

We will take risks and challenge ourselves with our artwork.

PRESENT

We will investigate and discuss how art is being displayed in different ways.

RESPOND

We will compare and provide evidence of personal interpretations of a work of art.

CONNECT

We will identify and analyze ways people are creative.



Create

Students learn how to draw features, find correct proportions, how to use drawing tools, and create a range of value to help create realism.



Imagine & Plan

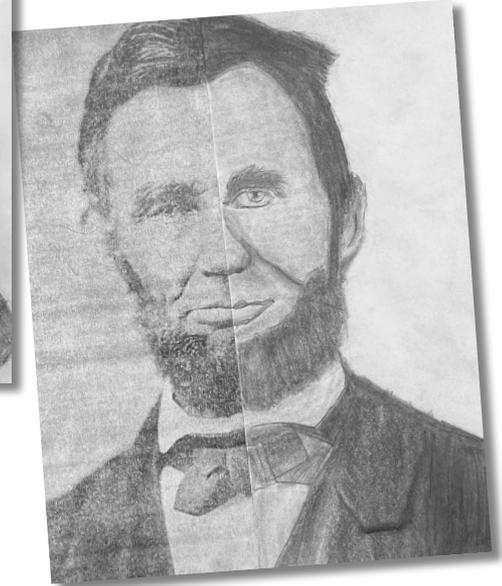
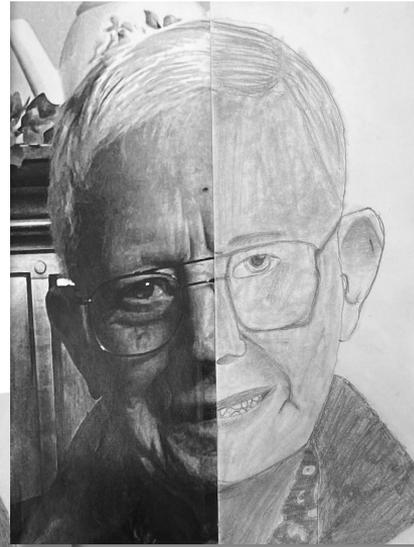
Students discuss the characteristics of a hero, and research inspiring individuals, and create idea sketches.

Share & Improve

Students are encouraged to take risks, work through mistakes, and gather feedback for throughout the creative process.

The best part of my portrait is The hair
If I could do my drawing again, I would change th + face
because shape is a little big
My favorite part of this lesson was the hair
One thing I learned is Never to give up

ART RUBRIC	NOT AT ALL	I TRIED A LITTLE	I DID A GOOD JOB	I DID MY BEST EVER
WORK HABIT I used my time well. I worked hard, asked for help, and considered feedback.	1	2	3	4
CREATIVITY My art is unique and I used my own ideas.	1	2	3	4
CRAFTSMANSHIP My art is complete and carefully made. I paid attention to the details.	1	2	3	4



Final Product

Students prepare their artwork for display and share and reflect on the creative process through an artist statement.

Collaboration...



Displaying Art...



Board of Education Regular Meeting

Monday, November 10, 2025 6:00 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 6:28 PM.

Dean Busch:	Present
Jaimi Calfee:	Present
Tim Cheney:	Absent
Brandon Desh:	Present
Dee Moore:	Present
Josh Penterman:	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 **6:01 p.m.**
- Board President Desh led the board members and patrons in attendance at the meeting in the Pledge of Allegiance.
 - Special thanks to our senior students who attended that board meeting in alignment with their class curriculum.

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.
 - **Special note:** Copies of the updated (**2025**) Open Meetings Act documents were available at the meeting.

3. Staff and Student Presentations

- Mr. Johnson provided information on the Veterans Day Breakfast and Veterans Day Assembly scheduled for **Tuesday, November 11th**, at PHS.
 - The breakfast and assembly are always well organized and appreciated by our veterans, families, and community patrons!
 - Special thanks to Mr. Davenport and the PHS Student Council for their work in preparing the program.
- Mrs. Kloreace Linke (School Psychologist) also provided information on **Multi-Tiered Systems of Support (MTSS)**.
 - Please note: The presentation is attached to this agenda item.

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

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

- Board members thanked Mrs.Hendricks for her service to the district.

4.1. Approval of Board Agenda

4.2. Approval of Meeting Minutes

4.3. Approval of Claims/Payment of Bills and Payroll

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

- Board members thanked Mrs. Hendricks for her service to the district.

4.5. Financial Reports

5. Public Comment

- No public comment was presented during the meeting.

6. Administrative Reports

6.1. Superintendent's Report The following topics were covered under the Superintendent's Report:

- **Board Meeting Location Change for Monday, December 8, 2025.**
 - Our next board meeting will be at **Bennet Elementary School on Monday, December 8th, 2025.**

- **The meeting start time is 6:00 p.m.**
- **Facilities Project Updates:**
 - Updates were presented on the following areas:
 - PHS Locker Rooms and Restrooms
 - Olson Complex
 - Bennet Elementary
- **AI Workshop for Educators:**
 - A summary of the **Monday, October 27th** ESU #4 Professional Development Conference in Auburn was presented.
- **Kiewit Luminarium Field Trip Summary:**
 - A summary of the trip and special thanks to the Luminarium staff members were discussed.
 - The Luminarium additionally donated 20 memberships for our elementary teachers.
 - More information is available at
 - <https://kiewitluminarium.org/>
- **NDE Rule 10 Report:**
 - This report will be presented to the board at the Monday, December 8th, 2025, regular board meeting.
- **Fall Membership Report Update:**
 - Student numbers were discussed.
- **Highway #2 Traffic Safety Project Update:**
 - In recent discussions with designated NDOT personnel, the project is still on track to start in the spring of **2026**.
- **Parent Meeting on Social Media, Artificial Intelligence, and Technology:**
 - This meeting is scheduled for **Wednesday, December 10th, from 6:00–7:30 p.m.** at Palmyra Junior/ Senior High School in the main north commons.
 - This event will be in collaboration with area churches and local community organizations.
 - More details will be forthcoming in the next few weeks.
- **Management of Awards and Trophies Policy:**
 - Discussion of a potential new policy.
 - Please see the attached document for more details.
 - This "draft" document was also discussed later in the meeting under policy review.
- **Softball Update:**
 - A school activities survey went out recently to our **6th-12th**-grade girls.
 - A parent meeting to discuss survey results and future activities additions will be held on **Monday, November 17th at 6:00 p.m.** at Palmyra High School in the main north commons.
 - This topic will be discussed again at the December board meeting.
- **Palmyra FB Declaration for 2026-2028:**
 - In alignment with current NSAA guidelines, PHS has chosen an "11-man" classification for the next two school years.
- **Superintendent Evaluation Timeline:**
 - **Monday, November 10th**

- NASB sends the board the superintendent's self-evaluation results.
- **Monday, November 10th - Wednesday, November 19th**
 - Board members complete their evaluations.
- **Monday, December 1st**
 - Final Report & Executive Summary will be emailed and mailed to the board president.
- **Artificial Intelligence Policy Update:**
 - Please see the attached document for more details.
 - This item was discussed later in more detail during the policy review section of the meeting.
- **Baseball and Olson Complex Field Update:**
 - Please see the attached pictures.
- **Personnel Update**
 - Career Fairs were discussed.
- **Student and Staff Kudos**
 - **CTE Newsletter:**
 - Please see the attached document. Great job by our teachers and students!
 - **Bennet Elementary School:**
 - November Affirmation Challenge
 - Please see the attached document for more details.
 - Special thanks to Mr. Austin Lahmon for his work on this project.
- **Community Assistance Letter:**
 - Special thanks to Mr. Austin Lahmon and Mrs. Kloreace Linke for compiling a community support letter to assist our families who may be struggling to make ends meet.
 - This is just another example of our staff and our district going the extra mile to help our students and families, especially during difficult times!
- **Student Kudos:**
 - Cross Country
 - FFA Nationals
 - Dottie the Goat
 - The student produced Red Ribbon Video
 - This video will be shown during the meeting.
- **"Panther Den" Update:**
 - The Panther Den will now be open during home activities at PHS.
 - Pictures of the Panther Den are attached.
- **ACT Results:**
 - Please see the attached document.
- **Bennet Early Childcare Center:**
 - More specific information was shared at the meeting.
 - A video showing the potential for an early childhood/community center was also shown at the meeting.
- **NDE AQuESTT Classification:**
 - Update:
- **Safe Streets Initiative in Bennet:**
 - Update:

- **State Education Conference Logistics:**
 - Update

6.1.1. Superintendent "Letter of Intent"

- No further discussion.

6.2. Administrative Team Report **The following items were discussed during the administrative reports:**

- **Monday, October 27th - Friday-31st** was Red Ribbon Week.
- On Friday, October 31st, Bennet Elementary had its annual Halloween parade.
- **Monday, November 13th**, is World Kindness Day.
- **Tuesday, November 18th**, is a no-school day for students and an in-service day for staff. Teachers will be working through the district technology survey, curriculum, and receive training on the instructional model.
- PHS MTSS committee summary.
- NEE Staff Evaluation process.
- Assessment updates for NSCAS and ACT.
- B-3 Team Early Intervention Services.
- Special Education topics on Autism, Transitions, Deaf and Hard of Hearing, reports, and IEP writing.
- Curriculum Update and junior/ senior high school class scheduling.
- Activities

7. Discussion Items- Committee Reports

7.1. Strategic Planning Update

- Strategic Planning Committee members summarized the meeting held on **Monday, November 3rd**, at Bennet Elementary School.

7.2. Negotiations Committee Update

- Negotiations Committee members summarized the Negotiations Meetings from **Wednesday, October 29th**, at Bennet Elementary, and **Monday, November 10th**.
- The committee will continue to meet as needed until the negotiation process is complete.

7.3. Curriculum: Committee on American Civics Update

- Committee members summarized the meeting held on **Wednesday, October 15th. at PHS.**
- The next meeting will be on **Wednesday, February 18th, 2026** at PHS.

7.4. Technology Committee Update

- The Technology Committee is scheduled to meet on **Tuesday, November 18th, at 2:30 p.m.** at Palmyra High School.
- A summary board report will be presented for review at the **Monday, December 8th** regular board meeting.

7.5. Budget Committee Update

- Copies of the **2024-2025** District Audit were presented to all board members present at the meeting.
- The next Budget Committee meeting is scheduled for **Monday, December 8th, 2025, at 5:00 p.m.** at Palmyra Junior/ Senior High School.

8. Policy Review

8.1. Artificial Intelligence Addendum

- The attached document was discussed.
 - Copies are attached to this agenda item.

8.2. Draft Policy on Awards and Retention Discussion

- The attached document is attached and will be discussed at the next Policy Committee meeting.

9. Action Items

9.1. Presentation, discussion, and or official action to approve the purchase of a 71-passenger bus. Motion to approve the purchase of a bus as discussed. This motion, made by Dean Busch and seconded by Jaimi Calfee, Passed.

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

- No further discussion.

9.2. Presentation, discussion, and or official action to approve the **2024-2025** District Audit Motion to approve the 2024-2025 district audit as presented. This motion, made by Dee Moore and seconded by Josh Penterman, Passed.

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

- No further discussion.

9.3. Presentation, discussion, or official action to approve a contract for Strategic Planning. Motion to approve the contract as presented to utilize the ALIGN process for Strategic Planning. This motion, made by Dean Busch and seconded by Josh Penterman, Passed.

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

- Discussion revolved around timing of the process and the composition of staff, students, and community members recommended for the Strategic Planning Overview Committee.

10. Board of Education Development

- No further discussion.

11. Closed Session

- No closed session occurred during the meeting.

12. Topics for Next Month's Agenda

- No further discussion.

13. Adjournment

- The meeting was adjourned at: **7:30 p.m.**

Chairperson

Superintendent

BOARD OF EDUCATION UPDATE

SUMMARY OF NOVEMBER 10, 2025 MEETING

- Approved the current pay application from BIC Construction and additional invoices related to services completed to date on school facility expansion projects.
- Mrs. Kloreace Linke, school psychologist, provided an update on Multi-Tiered Systems of Support (MTSS) and positive impacts observed and measured over the last year and future plans.
- Approved purchase of 2020 Thomas 71-passenger bus to meet route and activity bus fleet needs.
- Reviewed and accepted the Annual Financial Report prepared by the District auditor.
- Approved contract with Dr. Matt Dominy to facilitate strategic planning for the district.
- More information is available at <HTTPS://MEETING.SPARQDATA.COM/PUBLIC/ORGANIZATION/174>

Palmyra District OR-1 66-0501
 12/03/2025 02:06 PM

Posted - All; Batch Description 3 Records Selected; Fund Number 01

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description	Cost Center ID	
Checking Account ID		Fund Number		
	271891	ABC TERMITE & PEST CONTROL	12/08/2025	115.00
01 2610 431 003		Elem Upkeep of Building		<u>115.00</u>
Total	ABC TERMITE & PEST CONTROL			115.00
	40693023	Access Systems Leasing	12/08/2025	1,495.00
01 1100 440 001		HS Copier Lease		747.50
01 1100 440 003		Elem Copier Lease		747.50
	40693024	Access Systems Leasing	12/08/2025	2,650.31
01 1100 440 001		HS Copier Lease		1,325.15
01 1100 440 003		Elem Copier Lease		<u>1,325.16</u>
Total	Access Systems Leasing			4,145.31
	11NW-MJJP-QX43	AMAZON CAPITAL SERVICES	12/08/2025	137.30
01 2660 610 000		Security Supplies		137.30
	11X3-9YQH-T16Y	AMAZON CAPITAL SERVICES	12/08/2025	16.74
01 1200 610 003		Sped Elem Supplies		16.74
	16TT-Q6DH-TVP3	AMAZON CAPITAL SERVICES	12/08/2025	19.98
01 1200 610 003		Sped Elem Supplies		19.98
	16YX-PHMW-QNDJ	AMAZON CAPITAL SERVICES	12/08/2025	39.97
01 1200 610 001		Sped HS Supplies		39.97
	16YX-PHMW-WYFQ	AMAZON CAPITAL SERVICES	12/08/2025	74.97
01 1100 610 001		HS General Supplies		74.97
	1FPT-3NJJN-TK33	AMAZON CAPITAL SERVICES	12/08/2025	145.80
01 3535 610 000		HAL Supplies		145.80
	1HVN-M61V-V4GL	AMAZON CAPITAL SERVICES	12/08/2025	30.48
01 2410 610 001		HS Principal Supplies		30.48
	1JPP-QJVL-W14G	AMAZON CAPITAL SERVICES	12/08/2025	117.14
01 1100 610 001		HS General Supplies		117.14
	1JPP-QJVL-WC39	AMAZON CAPITAL SERVICES	12/08/2025	67.94
01 1100 610 001		HS General Supplies		67.94
	1KKL-7GH9-R4HQ	AMAZON CAPITAL SERVICES	12/08/2025	204.91
01 2410 610 001		HS Principal Supplies		204.91
	1TTF-PX6T-QR6J	AMAZON CAPITAL SERVICES	12/08/2025	178.17
01 2650 610 000		Vehicle Supplies		84.99
01 2650 610 000		Vehicle Supplies		64.99
01 1100 610 003		Elem General Supplies		21.20
01 1100 610 003		Elem General Supplies		<u>6.99</u>
Total	AMAZON CAPITAL SERVICES			1,033.40
	840185434	BAUER BUILT TIRE	12/08/2025	1,108.63
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		1,108.63
	840185885	BAUER BUILT TIRE	12/08/2025	1,241.28
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		1,241.28
	840186018	BAUER BUILT TIRE	12/08/2025	(27.50)
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE		(27.50)
Total	BAUER BUILT TIRE			<u>2,322.41</u>

Palmyra District OR-1 66-0501
 12/03/2025 02:06 PM

Posted - All; Batch Description 3 Records Selected; Fund Number 01

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description	Cost Center ID	
				2,322.41
	QRT1 1125 MILEAGE BB	Brown, Burke	12/08/2025	258.30
01 2230 333 001 Total	Brown, Burke	MILEAGE PAID TO STAFF		<u>258.30</u> 258.30
	112025 CDL LICENSE	CALFEE, TODD	12/08/2025	64.00
01 2710 890 000 Total	CALFEE, TODD	Bus Misc. Expenses		<u>64.00</u> 64.00
	1574426	CAPITAL BUSINESS SYSTEMS GENERAL SUPPLIES	12/08/2025	176.30
01 2230 610 001 Total	CAPITAL BUSINESS SYSTEMS			<u>176.30</u> 176.30
	112025 DOT EXAM RW	COMPLETE CHIROPRACTIC & WELLNESS CENTER	12/08/2025	80.00
01 2710 890 000		Bus Misc. Expenses	80.00	80.00
	122025 DOT EX	COMPLETE CHIROPRACTIC & WELLNESS CENTER	12/08/2025	80.00
01 2710 890 000 Total	COMPLETE CHIROPRACTIC & WELLNESS CENTER	Bus Misc. Expenses		<u>80.00</u> 160.00
	7-16298-07	CRAIG RESOURCES INC MS SPED CONTRACED NURSING SERVICES	11/18/2025	2,316.60
01 2131 320 002				2,316.60
	7-16298-12	CRAIG RESOURCES INC MS SPED CONTRACED NURSING SERVICES	11/18/2025	1,027.62
01 2131 320 002				1,027.62
	7-16298-13	CRAIG RESOURCES INC MS SPED CONTRACED NURSING SERVICES	12/08/2025	3,593.70
01 2131 320 002				3,593.70
Total	CRAIG RESOURCES INC			<u>6,937.92</u> 6,937.92
	NAIN-200051	Crisis Prevention Institute SPED PSYCHOLOGY DUES AND FEES	12/08/2025	200.00
01 2141 810 003				200.00
Total	Crisis Prevention Institute			<u>200.00</u> 200.00
	13773,13809, 13810,11	Crowne Plaza	12/08/2025	1,223.60
01 1100 580 001		HS Teacher Travel Expenses		305.90
01 1100 580 003		TRAVEL EXPENSES		305.90
01 2410 580 001		HS Principal Travel Expenses		305.90
01 2410 580 003		Elem Principal Travel Expenses		<u>305.90</u> 1,223.60
Total	Crowne Plaza			1,223.60
	1501817	DAS State ACCTG-Central Finance Internet Service	12/08/2025	317.87
01 2224 530 000 Total	DAS State ACCTG-Central Finance			<u>317.87</u> 317.87
	102025 - GENERAL	DFC Inc. Decker's Food Center	12/08/2025	55.78
01 1100 610 001		HS General Supplies		2.97
01 1100 610 001		HS General Supplies		17.71

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Account Number		Detail Description	Cost Center ID	
01 1100 610 001		HS General Supplies		<u>35.10</u>
Total	DFC Inc. Decker's Food Center			55.78
01 2710 890 000	25111174	DIVERSIFIED DRUG TESTING LLC	11/18/2025	25.00
		Bus Misc. Expenses		25.00
01 2710 890 000	25111316	DIVERSIFIED DRUG TESTING LLC	11/18/2025	436.00
		Bus Misc. Expenses		436.00
01 2710 890 000	25112370	DIVERSIFIED DRUG TESTING LLC	12/08/2025	218.00
		Bus Misc. Expenses		218.00
01 1100 330 001	25729RST	DIVERSIFIED DRUG TESTING LLC	12/08/2025	250.00
		HS Professional Development		250.00
01 1100 320 001	25819	DIVERSIFIED DRUG TESTING LLC	12/08/2025	<u>290.00</u>
Total	DIVERSIFIED DRUG TESTING LLC	HS Services/Assessments		1,219.00
01 1200 591 001	112025 660501	EDUCATIONAL SERVICE UNIT #4	12/08/2025	2,338.45
		HS SPED DIRECTOR		98.00
01 1200 591 003		ELEM SPED DIRECTOR		98.00
01 2151 591 001		HS AUDIOLOGY SERVICE FROM		620.08
		ESU/DISTRICT		
01 2151 591 003		ELEM AUDIOLOGY SERVICES		620.08
		ESU/DISTRICT		
01 2141 591 003		ESU PSYCHOLOGY SERVICES -		764.50
		BEHAVIOR		
01 6408 395 000		ECH ESU/DISTRICT		68.90
		CONTRACTED		
01 6408 395 003		PREK CONTRACTED ESU		68.89
		SERVICES		
Total	EDUCATIONAL SERVICE UNIT #4			<u>2,338.45</u>
01 2224 530 000	22730	EDUCATIONAL SERVICE UNIT #6	12/08/2025	599.78
Total	EDUCATIONAL SERVICE UNIT #6	Internet Service		<u>599.78</u>
				599.78
01 2610 610 001	409026	EGAN SUPPLY CO	12/08/2025	2,215.04
Total	EGAN SUPPLY CO	HS Custodian Supplies		<u>2,215.04</u>
				2,215.04
01 1100 643 000	PFPT000162	ESU Coordinating Council	12/08/2025	405.90
		WEB/CLOUD BASED		405.90
Total	ESU Coordinating Council	SOFTWARE		<u>405.90</u>
				405.90
01 2610 431 001	262730	FILTER SHOP, THE	12/08/2025	1,205.34
Total	FILTER SHOP, THE	HS Upkeep of Building		<u>1,205.34</u>
				1,205.34
01 2141 330 003	122025 CC - GENERAL	FIRST STATE BANK - VISA CREDIT CARD	12/02/2025	771.24
		SPED ELEM PSYCHOLOGY		279.00
		PROFESSIONAL DEVEL.		
01 2141 810 003		SPED PSYCHOLOGY DUES AND		230.00
		FEES		
01 2510 610 000		CENTRAL OFFICE SUPPLIES		48.89
01 2320 610 000		SUPERINTENDENT OFFICE		15.00
		SUPPLIES		

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Account Number		Detail Description	Cost Center ID	
01 2320 610 000		SUPERINTENDENT OFFICE SUPPLIES		24.99
01 2320 580 000		Superintendent Travel		30.36
01 1100 810 001		HS DUES AND FEES		<u>143.00</u>
Total	FIRST STATE BANK - VISA CREDIT CARD			771.24
01 2510 382 001	78400	FORTICALL HS Telephone	12/08/2025	142.82
01 2510 382 003		Elem Telephone		<u>71.41</u>
Total	FORTICALL			142.82
01 2900 610 001	6533300275	FRESH IDEAS FOOD SERVICE MANAGEMENT HS Field Trips	12/08/2025	243.00
Total	FRESH IDEAS FOOD SERVICE MANAGEMENT			<u>243.00</u>
01 2900 610 001 0 001	901167296	HOME DEPOT PRO, THE Athletics	12/08/2025	39.98
01 2620 431 003	902105329	HOME DEPOT PRO, THE Elem Repairs & Maintenance	12/08/2025	359.99
Total	HOME DEPOT PRO, THE			<u>399.97</u>
BM072025-2	367958630	J.W. PEPPER & SON INC. Music	12/08/2025	82.00
01 1100 610 003 1 302	367988640	J.W. PEPPER & SON INC. Solo/Ensemble Music for Contest (Grades	12/08/2025	128.00
JF0725-6				
01 1100 610 001 2 102	368040068	J.W. PEPPER & SON INC. Winter Concert Music (Grades 5-12)	12/08/2025	672.49
JF0725-6				
01 1100 610 001 2 102		Winter Pep Band Music (Grades 7-12)		5.00
01 1100 610 001 2 102		Solo/Ensemble Music for Contest (Grades		6.94
01 1100 610 001 2 102		Judges Scores for Contests (Grades 6-12)		381.01
01 1100 610 001 2 102		Winter and Spring Jazz Band Musical Sele		170.52
Total	J.W. PEPPER & SON INC.			<u>882.49</u>
01 2900 610 001 2	37927354	JOSTENS, INC Commencement	12/08/2025	311.95
Total	JOSTENS, INC			<u>311.95</u>
01 1100 610 001	TG01-1288678	JUICE PLUS COMPANY LLC, THE HS General Supplies	12/08/2025	36.00
Total	JUICE PLUS COMPANY LLC, THE			<u>36.00</u>
01 2620 431 001	305	JUNG ELECTRIC SERVICE HS Repairs & Maintenance	12/08/2025	1,030.00
Total	JUNG ELECTRIC SERVICE			<u>1,030.00</u>
JF0725-13	11	KELLETT, WADE 4 songs of marching drill design with bo	12/08/2025	750.00
01 1100 610 001 2 102				750.00
Total	KELLETT, WADE			<u>750.00</u>

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Account Number		Detail Description	Cost Center ID	
BE10125	92391599	LAKESHORE LEARNING MATERIALS	12/08/2025	579.00
01 1190 610 003		ECEP GENERAL SUPPLIES		<u>579.00</u>
Total	LAKESHORE LEARNING MATERIALS			579.00
01 2410 330 001	100021	LEARNING FORWARD	12/08/2025	1,976.00
		HS Principal Professional Development		988.00
01 2410 330 003		Elem Principal Professional Development		988.00
Total	LEARNING FORWARD			<u>1,976.00</u>
01 2620 431 001	1007	MAYS ELECTRIC CO	12/08/2025	933.56
Total	MAYS ELECTRIC CO	HS Repairs & Maintenance		<u>933.56</u>
01 2620 431 001	IN25261	Meininger Fire Protection, Inc	12/08/2025	195.00
		HS Repairs & Maintenance		195.00
01 2620 431 003	IN25263	Meininger Fire Protection, Inc	12/08/2025	285.00
Total	Meininger Fire Protection, Inc	Elem Repairs & Maintenance		<u>285.00</u>
01 2610 610 001	64669	MENARDS	12/08/2025	179.30
		HS Custodian Supplies		179.30
01 1100 610 001	64853	MENARDS	12/08/2025	183.16
		HS General Supplies		183.16
01 2610 610 003	65007	MENARDS	12/08/2025	94.32
		Elem Custodian Supplies		94.32
01 2610 610 001	65096	MENARDS	11/18/2025	31.96
		HS Custodian Supplies		31.96
01 2610 610 001	65227	MENARDS	11/18/2025	89.88
		HS Custodian Supplies		89.88
01 2610 610 003	65289	MENARDS	11/18/2025	25.90
		Elem Custodian Supplies		25.90
01 2610 610 001	65301	MENARDS	11/18/2025	218.66
		HS Custodian Supplies		218.66
01 2610 610 001	65363	MENARDS	12/08/2025	23.99
		HS Custodian Supplies		23.99
01 2610 610 001	65431	MENARDS	12/08/2025	273.92
		HS Custodian Supplies		273.92
01 2610 610 001	65503	MENARDS	12/08/2025	195.74
		HS Custodian Supplies		195.74
01 1100 610 001	65542	MENARDS	12/08/2025	59.13
		HS General Supplies		59.13
01 2610 610 003	65813	MENARDS	12/08/2025	244.95
		Elem Custodian Supplies		244.95
01 2610 610 001	65897	MENARDS	12/08/2025	23.97
		HS Custodian Supplies		23.97
01 1190 610 003	65898	MENARDS	12/08/2025	958.00
		ECEP GENERAL SUPPLIES		958.00
01 2610 610 001	65947	MENARDS	12/08/2025	799.99
		HS Custodian Supplies		799.99
01 1100 610 001	66134	MENARDS	12/08/2025	216.99
		HS General Supplies		216.99

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Account Number		Detail Description			
	66269	MENARDS	12/08/2025		186.01
01 2610 610 001		HS Custodian Supplies		<u>186.01</u>	
Total	MENARDS			3,805.87	
01 2730 431 000	INV-624000337	Midwest Bus Repair	12/08/2025	436.84	436.84
		BUS & VEHICLE SERVICING & MAINTENANCE			
01 2730 431 000	INV-624000338	Midwest Bus Repair	12/08/2025	806.13	806.13
		BUS & VEHICLE SERVICING & MAINTENANCE			
01 2730 431 000	INV-624000340	Midwest Bus Repair	12/08/2025	742.95	742.95
		BUS & VEHICLE SERVICING & MAINTENANCE			
Total	Midwest Bus Repair			<u>1,985.92</u>	
01 2610 431 001	20040	Midwest Walls & Landscape, Inc.	12/08/2025		372.47
Total	Midwest Walls & Landscape, Inc.	HS Upkeep of Building		<u>372.47</u>	372.47
01 2410 610 001	INV-48580	NAVIGATE 360, LLC	12/08/2025		217.00
Total	NAVIGATE 360, LLC	HS Principal Supplies		<u>217.00</u>	217.00
01 2310 330 000	N-54683	NE ASSOCIATION OF SCHOOL BOARDS	12/08/2025		476.00
		BOARD PROFESSIONAL DEVELOPMENT		476.00	
Total	NE ASSOCIATION OF SCHOOL BOARDS			<u>476.00</u>	
01 2610 621 001	122025 - 1546	NEBRASKA CITY UTILITIES	12/08/2025		123.40
		HS Utilities		123.40	
01 2610 621 003	122025 - 3273	NEBRASKA CITY UTILITIES	12/08/2025		9,055.77
		Elem Utilities		9,055.77	
01 2610 621 001	122025 - 3321	NEBRASKA CITY UTILITIES	12/08/2025		12,068.08
		HS Utilities		12,068.08	
01 2610 621 001	122025 - 39368	NEBRASKA CITY UTILITIES	12/08/2025		31.92
		HS Utilities		31.92	
01 2610 621 001	122025 - 43577	NEBRASKA CITY UTILITIES	12/08/2025		37.49
		HS Utilities		37.49	
01 2610 621 001	122025 - 43679	NEBRASKA CITY UTILITIES	12/08/2025		120.16
		HS Utilities		120.16	
01 2610 621 001	122025 - 44277	NEBRASKA CITY UTILITIES	12/08/2025		52.00
		HS Utilities		52.00	
01 2610 621 001	122025 - 44718	NEBRASKA CITY UTILITIES	12/08/2025		735.68
		HS Utilities		735.68	
01 2610 621 001	122025 - 96622	NEBRASKA CITY UTILITIES	12/08/2025		45.06
Total	NEBRASKA CITY UTILITIES	HS Utilities		<u>45.06</u>	
				22,269.56	
01 2510 810 000	89384	NEBRASKA COUNCIL OF SCHOOL ADMIN.	11/18/2025		125.00
Total	NEBRASKA COUNCIL OF SCHOOL ADMIN.	DUES AND FEES		<u>125.00</u>	125.00
01 2710 330 000	57-15095	NEBRASKA SAFETY CENTER	12/08/2025		255.00
		BUS PROFESSIONAL		255.00	

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PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description	Cost Center ID	
Total	NEBRASKA SAFETY CENTER			<u>255.00</u>
	2022193816	ONE SOURCE THE BACKGROUND CHECK COMPANY	12/08/2025	103.50
01 2510 890 000		Superintendent Secretary Misc. Expenses		103.50
Total	ONE SOURCE THE BACKGROUND CHECK COMPANY			<u>103.50</u>
	102025 BUS TITLE	PALMYRA ACTIVITY FUND	12/08/2025	10.00
01 2710 890 000		Bus Misc. Expenses		10.00
	112025 MISC EXPENSES	PALMYRA ACTIVITY FUND	12/08/2025	371.59
01 1100 610 001		HS General Supplies		259.00
01 1100 610 001		HS General Supplies		19.96
01 1100 610 001		HS General Supplies		9.98
01 1100 610 003		Elem General Supplies		<u>82.65</u>
Total	PALMYRA ACTIVITY FUND			381.59
	112025 LUNCH ASPIRE	PALMYRA LUNCH FUND	12/08/2025	52.80
01 8000 912 000		FUND TRANSFERS TO LUNCH FUND		52.80
	112025 LUNCH PREK	PALMYRA LUNCH FUND	12/08/2025	2,187.80
01 8000 912 000		FUND TRANSFERS TO LUNCH FUND		2,187.80
Total	PALMYRA LUNCH FUND			<u>2,240.60</u>
	1132025 HAL QB	PARSONS, JAY	11/18/2025	76.50
01 3535 610 000		HAL Supplies		<u>76.50</u>
Total	PARSONS, JAY			76.50
	3570	PIONEER CLEANING, LLC	12/08/2025	18,574.00
01 2620 420 003		Elem Cleaning Service		7,540.00
01 2620 420 003		Elem Cleaning Service		639.00
01 2620 420 001		HS Cleaning Service		8,745.00
01 2620 420 001		HS Cleaning Service		<u>1,650.00</u>
Total	PIONEER CLEANING, LLC			18,574.00
	46482967	QUILL	11/18/2025	2,311.34
01 1100 610 001		HS General Supplies		2,311.34
	46614811	QUILL	12/08/2025	21.24
01 2660 610 000		Security Supplies		<u>21.24</u>
Total	QUILL			2,332.58
ABS072025-2	274447	READ NATURALLY	12/08/2025	780.00
01 6200 610 003		Read Live Licenses		<u>780.00</u>
Total	READ NATURALLY			780.00
	122025 EXPENSES - GE	SAM'S CLUB/SYNCHRONY BANK	12/01/2025	929.78
01 2510 610 000		CENTRAL OFFICE SUPPLIES		18.78
01 2320 610 000		SUPERINTENDENT OFFICE		32.24

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Account Number		Detail Description	Amount	Cost Center ID
01 2320 610 000		SUPPLIES SUPERINTENDENT OFFICE	34.98	
01 2610 610 001		SUPPLIES HS Custodian Supplies	657.00	
01 6990 610 001		GENERAL SUPPLIES	<u>186.78</u>	
Total	SAM'S CLUB/SYNCHRONY BANK		929.78	
01 2610 431 003	969902	SECURITY EQUIPMENT, INC Elem Upkeep of Building	12/08/2025 <u>255.00</u>	255.00
Total	SECURITY EQUIPMENT, INC		255.00	
01 2230 382 001	SI-25-052788	SEGRA HS Distant Learning Connection	12/08/2025 429.58	859.16
01 2230 382 003		Elem Distant Learning Connection	<u>429.58</u>	
Total	SEGRA		859.16	
01 2620 431 001	566056007-01 Rev	SHANAHAN HS Repairs & Maintenance	12/08/2025 <u>869.00</u>	869.00
Total	SHANAHAN		869.00	
01 2900 610 001	270540	SODEXO, INC & AFFILIATES HS Field Trips	12/08/2025 <u>280.00</u>	280.00
Total	SODEXO, INC & AFFILIATES		280.00	
01 2730 431 000	166211	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	12/08/2025 645.75	645.75
01 2730 431 000	166224	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	12/08/2025 553.00	553.00
01 2730 431 000	166257	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	12/08/2025 275.88	275.88
01 2730 431 000	166272	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	12/08/2025 277.38	277.38
01 2730 431 000	166287	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	12/08/2025 231.73	231.73
01 2730 431 000	166298	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	12/08/2025 1,138.43	1,138.43
01 2730 431 000	166321	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	12/08/2025 847.27	847.27
01 2730 431 000	166383	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	12/08/2025 264.43	264.43
01 2730 431 000	166396	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	12/08/2025 900.54	900.54
01 2730 431 000	166403	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	12/08/2025 821.60	821.60
Total	Southwest Auto		<u>5,956.01</u>	

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Account Number		Detail Description	Cost Center ID	
	007946 - 102025	Syracuse U-Save Pharmacy	12/08/2025	1,075.60
01 2130 610 001		GENERAL SUPPLIES		537.80
01 2130 610 003		GENERAL SUPPLIES		<u>537.80</u>
Total	Syracuse U-Save Pharmacy			1,075.60
	661642394	SYSCO LINCOLN	12/08/2025	188.43
01 3300 610 003		Rec Program Supplies		188.43
	661654010	SYSCO LINCOLN	12/08/2025	121.91
01 3300 610 003		Rec Program Supplies		121.91
	661665607	SYSCO LINCOLN	12/08/2025	61.48
01 1190 610 003		ECEP GENERAL SUPPLIES		61.48
	661665608	SYSCO LINCOLN	12/08/2025	152.64
01 3300 610 003		Rec Program Supplies		152.64
	661681020	SYSCO LINCOLN	12/08/2025	79.78
01 1190 610 003		ECEP GENERAL SUPPLIES		<u>79.78</u>
Total	SYSCO LINCOLN			604.24
	INV00446641	TIMECLOCK PLUS, LLC	11/18/2025	140.00
01 2510 315 000		Accounting and Auditing Services		<u>140.00</u>
Total	TIMECLOCK PLUS, LLC			140.00
	1436836	Uribe Refuse Services, Inc.	12/08/2025	420.00
01 2610 431 003		Elem Upkeep of Building		<u>420.00</u>
Total	Uribe Refuse Services, Inc.			420.00
	91809	VILLAGE OF BENNET	12/08/2025	756.86
01 2610 621 003		Elem Utilities		36.56
01 2610 410 003		Elem Water & Sewer		28.50
01 2610 410 003		Elem Water & Sewer		349.80
01 2610 410 003		Elem Water & Sewer		24.00
01 2610 410 003		Elem Water & Sewer		<u>318.00</u>
Total	VILLAGE OF BENNET			756.86
	38008579 - 2	VOICE NEWS	12/08/2025	2.50
01 2310 540 000		BOE Advertising		2.50
	38009234	VOICE NEWS	12/08/2025	10.48
01 2310 540 000		BOE Advertising		<u>10.48</u>
Total	VOICE NEWS			12.98
	091969071 - 112025	WINDSTREAM	12/08/2025	91.57
01 2510 382 001		HS Telephone		<u>91.57</u>
Total	WINDSTREAM			91.57
	474851	WOODRIVER ENERGY LLC	12/08/2025	1,095.55
01 2610 621 001		HS Utilities		96.80
01 2610 621 001		HS Utilities		734.80
01 2610 621 003		Elem Utilities		<u>263.95</u>
Total	WOODRIVER ENERGY LLC			1,095.55
Fund Number				<u>100,870.77</u>
Checking Account ID				<u>100,870.77</u>

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Account Number

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Vendor Name

Detail Description

Invoice Date

Amount

Amount Cost Center
100,870.77 ID

December Bills	\$ 100,870.77
November Payroll	\$ 788,069.98
	<u>\$ 888,940.75</u>

Designated Bill Summary
Superintendent Report: Regular Board Meeting:
Date: Monday, December 8, 2025 at 6:00 pm

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, January 12, at 6:00 pm** 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:

- **2021A (2016A) Bond:** \$143,112.50
 - **2021B (2016B) Bond:** \$461,368.75
 - **Total: \$604,481.25**
 - **2022 Bond:** \$238,396.88
 - **2023 Bond:** \$393,075.00
 - **2024 Bond:** \$150,371.88
 - **Total: \$781,843.76**
 - **2019 QCPUF:** \$142,503.75
- Total: \$1,528,828.76**

Special Building Claims:

- Storage Shed for Olson Complex - \$1,999.00

2022 Construction Account Claims:

Construction Bills: December 2025		
Vendor	Invoice Number	Amount
Branding Inc. dba Al's Johns	114123	\$105.00
Branding Inc. dba Al's Johns	113869	\$105.00
Branding Inc. dba Al's Johns	112641	\$105.00
Branding Inc. dba Al's Johns	112973	\$105.00
Clark & Enersen	8	\$4,234.15
Clark & Enersen	9	\$3,793.65
Lincoln Lock & Safe	268597	\$10,374.92
	Total:	\$18,822.72

General Fund Claims:

Total claims: Checks: \$99,169.75 - Credit Card: \$771.24 - Sam's Club - \$929.78

Total: \$100,870.77

- **ABC Termite & Pest Control: \$115.00** - HS and Elem building contracts
- **Access Systems Leasing: \$4,145.31** - Copiers at the elementary and high school
- **Amazon Capital Services: \$1,033.40** - Supplies
- **Bauer Built: \$2,322.41** - Bus Maintenance
- **Craig Resources: \$6,937.92**- Nursing contract
- **Diversified Drug Testing: \$1,219.00** - Bus Driver and Student Services Testing
- **ESU #4: \$2,338.45** - Contracted services
- **Egan Supply: \$2,215.04** - HS Custodial Supplies
- **Jung Electric: \$1,030.00** - HS Maintenance
- **Menards: \$3,805.87** - Elem and HS Supplies
- **Midwest Bus Repairs: \$1,985.92** - Bus Maintenance
- **Nebraska City Utilities: \$22,269.56** - Utilities
- **Palmyra Activity: \$381.59** - Supplies for Groundskeeping and Bus License
- **Palmyra Lunch: \$2,240.60** - ASPIRE and Prek Reimbursement
- **Pioneer Cleaning: \$18,574.00** - Elem and PHS Cleaning
- **Southwest Auto: \$5,956.01** - Bus and Vehicle Maintenance
- **Summit Fire Protection: \$2,023.75** - Elem Building Maintenance
- **Sysco: \$604.24** - Prek and Rec supplies
- **Village of Bennet: \$756.86** - Water, sewer, and electricity
- **Village of Palmyra: \$0** - Water and Sewer - Still catching up. This should be lower next month.

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

12/03/2025 02:01 PM

Regular; Processing Month 12/2025; 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
01	GENERAL FUND								
1100	REGULAR INSTRUCTIONAL	6,200,838.58	11,000.73	1,522,580.90	24.91	4,678,257.68	0.00	21,843.22	4,656,414.46
1160	PROVERTY PROGRAMS	155,844.20	0.00	38,269.82	24.56	117,574.38	0.00	0.00	117,574.38
1190	EARLY CHILDHOOD ED PROGRAMS	209,311.08	1,678.26	60,785.45	29.07	148,525.63	0.00	70.86	148,454.77
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	1,297,720.64	272.69	283,924.51	21.88	1,013,796.13	0.00	0.00	1,013,796.13
1212	SPECIAL EDUCATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1291	SPECIAL EDUCATION AGES 3-5	88,259.08	0.00	22,224.73	25.18	66,034.35	0.00	0.00	66,034.35
1292	SPED AGE 0-2	540.80	0.00	0.00	0.00	540.80	0.00	0.00	540.80
1295	Unified Sports	0.00	0.00	1,476.69	0.00	(1,476.69)	0.00	0.00	(1,476.69)
1300	SUMMER SCHOOL	11,180.00	0.00	0.00	0.00	11,180.00	0.00	0.00	11,180.00
1400	ADULT EDUCATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2120	GUIDANCE SERVICES	213,586.58	0.00	59,215.10	27.72	154,371.48	0.00	0.00	154,371.48
2130	HEALTH SERVICES	11,744.00	1,075.60	5,442.27	55.45	6,301.73	0.00	1,070.10	5,231.63
2131	SPED NURSING SERVICES	96,000.00	6,937.92	34,275.12	35.70	61,724.88	0.00	0.00	61,724.88
2140	PSYCHOLOGICAL SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2141	SPED PSYCHOLOGY SERVICES	138,312.52	1,473.50	38,267.46	27.67	100,045.06	0.00	0.00	100,045.06
2150	SPEECH PATHOLOGY AND AUDIOLOGY SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2151	SPED SPEECH PATHOLOGY AND AUDIOLOGY SERV	156,456.01	1,240.16	44,208.98	28.26	112,247.03	0.00	0.00	112,247.03
2152	SPED SPEECH AGE 3-5	9,627.92	0.00	2,344.65	24.35	7,283.27	0.00	0.00	7,283.27
2153	SPED SPEECH AGE 0-2	9,627.56	0.00	2,344.65	24.35	7,282.91	0.00	0.00	7,282.91
2160	OCCUPATIONAL THERAPY RELATED SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2161	SPED OCCUPATIONAL THERAPY SERVICES	84,367.08	0.00	14,976.43	17.75	69,390.65	0.00	0.00	69,390.65
2162	OCCUPATIONAL THERAPY AGE 3-5	0.00	0.00	5,445.64	0.00	(5,445.64)	0.00	0.00	(5,445.64)
2163	OCCUPATIONAL THERAPY AGE 0-2	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2171	PHYSICAL THERAPY SCHOOL AGE	54,600.00	0.00	9,341.80	17.11	45,258.20	0.00	0.00	45,258.20
2172	PHYSICAL THERAPY AGE 3-5	1,040.00	0.00	2,849.22	273.96	(1,809.22)	0.00	0.00	(1,809.22)
2173	PHYSICAL THERAPY AGE 0-2	3,120.00	0.00	1,424.64	45.66	1,695.36	0.00	0.00	1,695.36
2181	VISUALLY IMPAIRED	11,252.80	0.00	0.00	0.00	11,252.80	0.00	0.00	11,252.80
2211	SCHOOL IMPROVEMENT	2,080.00	0.00	0.00	0.00	2,080.00	0.00	0.00	2,080.00
2212	INST STAFF TRNG AND CURR DEV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2220	LIBRARY/MEDIA SERVICES	167,720.56	0.00	31,845.91	20.04	135,874.65	0.00	1,763.48	134,111.17
2224	EDUCATIONAL TELEVISION SERVICES	18,387.20	917.65	3,670.60	19.96	14,716.60	0.00	0.00	14,716.60
2230	INSTRUCTION-RELATED TECHNOLOGY	167,280.41	1,293.76	60,474.11	37.86	106,806.30	0.00	2,850.00	103,956.30
2310	BOARD OF EDUCATION	260,405.60	488.98	30,191.79	11.59	230,213.81	0.00	0.00	230,213.81
2320	EXECUTIVE ADMINISTRATION	218,250.00	137.57	55,246.40	25.31	163,003.60	0.00	0.00	163,003.60
2330	DISTRICT LEGAL SERVICES	0.00	0.00	2,650.80	0.00	(2,650.80)	0.00	0.00	(2,650.80)
2410	OFFICE OF THE PRINCIPAL	402,122.74	3,040.19	116,574.60	29.48	285,548.14	0.00	1,976.00	283,572.14
2490	SCHOOL ADMIN - OTHER	754.00	0.00	0.00	0.00	754.00	0.00	0.00	754.00
2510	GENERAL ADMIN-BUSINESS SERVICE	189,381.92	670.56	48,905.89	25.82	140,476.03	0.00	0.00	140,476.03
2610	MAINTENANCE	975,880.80	31,750.41	360,648.62	36.96	615,232.18	0.00	0.00	615,232.18
2620	MAINTENANCE	378,428.00	22,246.55	103,390.02	27.32	275,037.98	0.00	0.00	275,037.98
2630	Care & Upkeep of Grounds	150,000.00	0.00	4,314.95	2.88	145,685.05	0.00	0.00	145,685.05
2650	VEHICLE OPERATION AND MAINTENANCE	27,776.00	149.98	11,392.08	41.01	16,383.92	0.00	0.00	16,383.92
2660	SECURITY/SAFETY	2,080.00	158.54	1,670.29	80.30	409.71	0.00	0.00	409.71
2710	BUS DRIVER REGULAR EDUCATION	395,449.60	1,168.00	110,454.21	27.93	284,995.39	0.00	0.00	284,995.39
2712	BUS DRIVER SPED	61,735.20	0.00	11,227.72	18.19	50,507.48	0.00	0.00	50,507.48
2713	PreK Bus Driver	0.00	0.00	6,243.63	0.00	(6,243.63)	0.00	0.00	(6,243.63)
2720	Transportation Director	104.00	0.00	1,379.31	1,326.26	(1,275.31)	0.00	0.00	(1,275.31)
2730	BUS & VEHICLE SERVICING & MAINTENANCE	162,240.00	10,264.34	32,477.06	20.02	129,762.94	0.00	0.00	129,762.94
2900	OTHER STUDENT SUPPORT SERVICES	19,518.40	874.93	7,199.61	36.89	12,318.79	0.00	0.00	12,318.79
3100	FOOD SERVICE OPERATIONS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3300	REC PROGRAM	58,136.00	462.98	17,231.11	29.64	40,904.89	0.00	0.00	40,904.89
3535	HAL - HIGH ABILITY LEARNERS	6,645.60	222.30	1,677.97	25.25	4,967.63	0.00	0.00	4,967.63
3540	STATE EARLY CHILDHOOD	66,133.90	0.00	10,878.45	16.45	55,255.45	0.00	0.00	55,255.45

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

12/03/2025 02:01 PM

Regular; Processing Month 12/2025; 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
3551 CAREER EDUCATION	2,500.00	0.00	6,788.37	279.61	(4,288.37)	0.00	201.96	(4,490.33)
3552 SCHOOL SAFETY AND SECURITY ACT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4400 IDEA SPECIAL ED	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4410 IDEA ENROLLMENT/POVERTY	0.00	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	0.00
4590 ARRA: STATE FISCAL STAB FUNDS NON-SPEC	0.00	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	0.00
4690 OTHER FED NON-CAT EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6200 TITLE 1 IMPROVING PROGRAMS FEDERAL SERVI	69,836.62	780.00	15,712.88	22.50	54,123.74	0.00	0.00	54,123.74
6310 NCLB TITLE II PART A	0.00	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	0.00
6406 IDEA PRESCHOOL	6,240.00	0.00	1,574.47	25.23	4,665.53	0.00	0.00	4,665.53
6408 IDEA ENROLLMENT/POVERTY	193,628.56	137.79	35,766.23	18.47	157,862.33	0.00	0.00	157,862.33
6411 IDEA EARLY INTERVENING SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6412 IDEA PART B PORPORTIONATE SHARE	5,482.43	0.00	158.79	2.90	5,323.64	0.00	0.00	5,323.64
6418 IDEA Part B PEAK Projects	0.00	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	0.00
6422 IDEA ARP AGES 3-5	0.00	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	0.00
6690 OTHER FEDERAL NON-CAT EXPENDITURES	0.00	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	0.00
6810 TITLE 1, ESSA ACCOUNTABILITY IMPROVING	0.00	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	0.00
6990 OTHER FEDERAL CATEGORY PROGRAMS	0.00	186.78	186.78	0.00	(186.78)	0.00	0.00	(186.78)
6992 REAP	0.00	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	0.00
6997 CRRSA/ESSER II	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6998 ESSER III	2,000.00	0.00	0.00	0.00	2,000.00	0.00	0.00	2,000.00
8000 TRANSFERS (OUTGOING)	435,000.00	2,240.60	10,032.25	2.31	424,967.75	0.00	0.00	424,967.75
9000 NON-PROGRAM EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01 GENERAL FUND	13,198,626.39	100,870.77	3,249,362.96	24.84	9,949,263.43	0.00	29,775.62	9,919,487.81

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

12/03/2025 02:01 PM

Regular; Processing Month 12/2025; 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:	13,198,626.39	100,870.77	3,249,362.96	24.84	9,949,263.43	0.00	29,775.62	9,919,487.81

Regular; Beginning Month 11/2025; Processing Month 11/2025

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	2,966,215.54	131,977.30	927,827.86	2,170,364.98
01 900	Cash County Treasurer	510,371.65	0.00	0.00	510,371.65
Total: Current Assets		3,476,587.19	131,977.30	927,827.86	2,680,736.63
Current Liabilities					
01 450	PAYROLL DEDUCTION PAYABLE	628.55	2,036.58	2,036.58	628.55
01 451	FICA PAYABLE	(1,665.86)	89,139.60	89,071.80	(1,733.66)
01 452	FIT PAYABLE	(132.77)	41,471.76	41,421.76	(182.77)
01 453	INSURANCE PAYABLE	6,189.07	128,060.24	134,517.94	12,646.77
01 454	RETIREMENT PAYABLE	(10,859.66)	87,519.71	87,519.71	(10,859.66)
01 455	SIT PAYABLE	0.00	19,419.97	19,369.97	(50.00)
Total: Current Liabilities		(5,840.67)	367,647.86	373,937.76	449.23
Fund Balance					
01 704	Fund Balance - Regular Unspent	3,482,427.86	936,554.21	134,413.75	2,680,287.40
Total: Fund Balance		3,482,427.86	936,554.21	134,413.75	2,680,287.40
Revenue					
01 1100	LOCAL PROPERTY TAXES	548,316.38	144.99	13,885.41	562,056.80
01 1115	CARLINE TAX	180.77	0.00	0.00	180.77
01 1125	MOTOR VEHICLE TAXES	69,563.57	0.00	42,036.18	111,599.75
01 1140	Interest Levied Tax	2,366.74	0.00	613.84	2,980.58
01 1370	PRESCHOOL TUITION & FEES	12,150.00	0.00	5,150.00	17,300.00
01 1510	INTEREST ON INVESTMENTS	595.70	0.00	201.26	796.96
01 1800	REC PROGRAM - COMMUNITY SERVICES	7,495.00	0.00	4,657.00	12,152.00
01 1911	LOCAL LICENSE FEES	0.00	0.00	300.00	300.00
01 2110	COUNTY FINES & LICENSE FEES	6,585.85	0.00	9,718.97	16,304.82
01 2130	OTHER COUNTY RECEIPTS	115.55	0.00	0.00	115.55
01 2210	ESU RECEIPTS	(202.13)	0.00	0.00	(202.13)
01 3110	STATE AID	616,736.61	0.00	0.00	616,736.61
01 3180	PRO-RATE MOTOR VEHICLE	277.83	0.00	518.43	796.26
01 3535	PAYMENTS FOR HIGH ABILITY LEARNERS	7,124.00	0.00	0.00	7,124.00
01 3559	OTHER STATE PROGRAMS	14,328.44	0.00	0.00	14,328.44
01 4505	TITLE 1 PART A - CARRY OVER	49,750.00	0.00	0.00	49,750.00
01 4509	Title II, Part A ESSA Princ & Teach	0.00	0.00	10,048.50	10,048.50
01 4525	CARL PERKINS - FED VOCATIONAL&APPLIED TECH	0.00	0.00	988.38	988.38
01 4708	MEDICAID REIMBURSEMENT SPED	942.74	0.00	3,513.22	4,455.96
01 4969	TITLE IV, PART A	10,000.00	0.00	0.00	10,000.00
Total: Revenue		1,346,327.05	144.99	91,631.19	1,437,813.25
Expenditure					
01 1100 111 001	HS Teacher Salary	233,559.66	116,779.83	0.00	350,339.49
01 1100 111 002	MS TEACHER SALARIES	43,269.34	21,634.67	0.00	64,904.01
01 1100 111 003	Elem Teacher Salary	221,433.36	111,155.22	452.39	332,136.19
01 1100 112 001	HS Para	6,786.00	2,871.00	0.00	9,657.00
01 1100 112 003	Elem Para	3,577.10	4,074.93	0.00	7,652.03
01 1100 113 001	HS Sub Teacher Salary	10,951.00	9,253.00	0.00	20,204.00
01 1100 113 003	Elem Sub Teacher Salary	13,833.00	5,346.00	0.00	19,179.00
01 1100 120 001	HS COMMUNITY COACH/ACTIVITY SPONSOR	2,219.88	1,206.45	0.00	3,426.33
01 1100 120 002	MS COMMUNITY COACH/ACTIVITY SPONSOR	2,242.00	0.00	0.00	2,242.00
01 1100 130 003	Overtime - Classified	21.29	6.93	0.00	28.22
01 1100 150 001	Non-instructional	498.32	249.16	0.00	747.48
01 1100 151 001	HS Coach/Gate/Sponsor - Teacher/Prof.	19,805.72	9,925.36	0.00	29,731.08

Regular; Beginning Month 11/2025; Processing Month 11/2025

Fund: 01 GENERAL FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
	Staff				
01 1100 151 002	MS Coach/Gate/Sponsor - Teacher/Prof. Staff	5,004.52	2,502.26	0.00	7,506.78
01 1100 151 003	ELEM Coach/Gate/Sponsor - Teacher/Prof. Staff	1,714.20	357.10	0.00	2,071.30
01 1100 152 001	HS PARA COACH/ACTIVITY SPONSOR	1,708.00	0.00	0.00	1,708.00
01 1100 152 002	PARA COACH/ACTIVITY SPONSOR	1,708.00	427.00	0.00	2,135.00
01 1100 153 001	HS Coach/Gate/Sponsor - Substitute Teacher	2,989.00	0.00	0.00	2,989.00
01 1100 210 001	HS CLERICAL/PARA INSURANCE	2.06	1.03	0.00	3.09
01 1100 211 001	HS Teacher, BCBS, Life, Vision, Dental	72,483.26	36,405.88	0.00	108,889.14
01 1100 211 002	MS TEACHER BCBS, LIFE, VISION, DENTAL INSRU	17,566.94	8,740.42	0.00	26,307.36
01 1100 211 003	Elem Teacher BCBS, Life, Vision, Dental	79,698.89	39,015.43	144.25	118,570.07
01 1100 212 003	Elem PARA INSURANCE	394.29	172.67	0.00	566.96
01 1100 213 001	HS SUBSTITUTE MEDICAL INS	157.83	97.85	0.00	255.68
01 1100 213 003	ELEM SUBSTITUTE MEDICAL INS	239.28	152.04	0.00	391.32
01 1100 220 001	HS Clerical FICA	208.12	111.44	0.00	319.56
01 1100 220 002	JH Community Coach FICA	171.50	0.00	0.00	171.50
01 1100 220 003	Elem Clerical FICA	1.64	0.53	0.00	2.17
01 1100 221 001	HS Teacher FICA	19,269.21	9,784.52	148.85	28,904.88
01 1100 221 002	MS TEACHER/PROFESSIONAL FICA	3,671.24	1,852.94	17.29	5,506.89
01 1100 221 003	Elem Teacher FICA/MEDICARE	16,903.88	8,600.59	185.09	25,319.38
01 1100 222 001	HS PARA FICA	649.81	219.64	0.00	869.45
01 1100 222 002	PARA FICA	130.66	32.66	0.00	163.32
01 1100 222 003	Elem Para FICA	255.66	311.73	7.91	559.48
01 1100 223 001	HS Substitute Teacher FICA	1,066.17	707.90	0.50	1,773.57
01 1100 223 003	Elem Substitute Teacher FICA	1,047.22	408.88	6.89	1,449.21
01 1100 230 001	HS CLERICAL/PARA RETIREMENT	36.64	18.32	0.00	54.96
01 1100 230 003	ELEM CLERICAL/PARA RETIREMENT	1.56	0.53	0.00	2.09
01 1100 231 001	HS Teacher Retirement	18,612.38	9,307.28	0.00	27,919.66
01 1100 231 002	HS Teacher Retirement	2,849.81	1,776.59	0.00	4,626.40
01 1100 231 003	Elem Teacher Retirement	16,327.79	8,196.12	33.25	24,490.66
01 1100 232 001	HS Para RETIREMENT	624.31	211.03	0.00	835.34
01 1100 232 002	Para RETIREMENT	125.55	31.38	0.00	156.93
01 1100 232 003	Elem PARAEDUCATOR RETIREMENT	232.22	282.76	0.00	514.98
01 1100 233 001	HS SUBSTITUTE TEACHER RETIREMENT	1,194.69	287.20	0.00	1,481.89
01 1100 233 003	Elem SUBSTITUTE TEACHER RETIREMENT	731.19	184.56	0.00	915.75
01 1100 237 001	HS Increase Retirement Contributions	2,032.88	975.72	0.02	3,008.58
01 1100 237 002	Increase Retirement Contributions	295.48	179.56	0.00	475.04
01 1100 237 003	ELEM Increase Retirement Contributions	1,717.44	860.48	3.30	2,574.62
01 1100 281 001	HS Teacher CASH-IN-LIEU MED Ins	1,500.00	750.00	0.00	2,250.00
01 1100 281 003	Elem Teacher CASH-IN-LIEU MED INSURANCE	1,000.00	500.00	0.00	1,500.00
01 1100 320 001	HS Services/Assessments	6,205.00	282.50	0.00	6,487.50
01 1100 320 003	ELEM PROFESSIONAL EDUCATIONAL SERVICES	1,525.00	0.00	0.00	1,525.00
01 1100 330 001	HS Professional Development	0.00	120.00	3,810.00	(3,690.00)
01 1100 330 003	Elem Professional Development	13,359.82	0.00	3,810.00	9,549.82
01 1100 333 003	Elem Mileage	0.00	214.20	0.00	214.20
01 1100 440 001	HS Copier Lease	5,288.71	1,785.44	156.63	6,917.52
01 1100 440 003	Elem Copier Lease	5,288.71	1,599.44	156.62	6,731.53
01 1100 580 001	HS Teacher Travel Expenses	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 1100 580 003	TRAVEL EXPENSES	0.00	0.00	0.00	0.00
01 1100 610 001	HS General Supplies	29,066.98	3,741.33	0.00	32,808.31
01 1100 610 001 2 101	HS ART SUPPLIES	3,513.49	0.00	0.00	3,513.49
01 1100 610 001 2 102	HS INSTRUMENTAL SUPPLIES	10,217.83	873.44	0.00	11,091.27
01 1100 610 001 2 103	HS VOCAL SUPPLIES	1,282.82	82.00	0.00	1,364.82
01 1100 610 002	MS GENERAL SUPPLIES	253.29	0.00	0.00	253.29
01 1100 610 003	Elem General Supplies	15,922.02	1,058.31	0.00	16,980.33
01 1100 610 003 1 301	ELEM ART SUPPLIES	1,065.10	0.00	0.00	1,065.10
01 1100 610 003 1 302	ELEM MUSIC SUPPLIES	887.40	0.00	0.00	887.40
01 1100 640 001	HS Textbooks	2,978.93	0.00	0.00	2,978.93
01 1100 640 003	Elem Textbooks	156,232.44	0.00	0.00	156,232.44
01 1100 643 000	WEB/CLOUD BASED SOFTWARE	3,475.00	2,244.40	0.00	5,719.40
01 1100 643 001	WEB/CLOUD BASED SOFTWARE	0.00	997.50	0.00	997.50
01 1100 643 003	WEB/CLOUD BASED SOFTWARE	355.00	997.50	0.00	1,352.50
01 1100 650 001	HS Technology Supplies	89.21	169.71	0.00	258.92
01 1100 650 002	TECHNOLOGY SUPPLIES	349.44	0.00	0.00	349.44
01 1100 650 003	Elem Technology Supplies	404.62	0.00	0.00	404.62
01 1100 810 001	HS DUES AND FEES	0.00	100.00	0.00	100.00
01 1160 111 001	SALARIES OF TEACHERS/PROFESSIONAL STAFF	2,973.20	1,486.60	0.00	4,459.80
01 1160 111 003	Poverty Grant Teacher/Prof. Salaries	2,223.58	1,111.79	0.00	3,335.37
01 1160 112 001	Para/Nurse Salary	4,684.18	2,539.14	0.00	7,223.32
01 1160 112 003	Poverty Grant Para/Nurse Salary	10,433.25	5,456.47	0.00	15,889.72
01 1160 211 001	TEACHER BCBS, LIFE, VISION, DENTAL INSUR	977.70	487.55	0.00	1,465.25
01 1160 211 003	Poverty Grant Teacher/Prof Insurance	913.16	488.15	0.00	1,401.31
01 1160 221 001	TEACHER/PROFESSIONAL FICA	224.25	114.13	2.00	336.38
01 1160 221 003	Poverty Grant Teacher/Prof FICA	168.40	85.36	1.25	252.51
01 1160 222 001	Poverty Nurse FICA	358.36	194.23	0.00	552.59
01 1160 222 003	Elem PARA FICA	798.15	417.43	0.00	1,215.58
01 1160 231 001	TEACHER RETIREMENT	217.76	108.88	0.00	326.64
01 1160 231 003	Poverty Grant Teacher/Prof. Retirement	163.44	81.72	0.00	245.16
01 1160 232 001	Nurse Retirement	344.28	186.63	0.00	530.91
01 1160 232 003	Poverty Elem PARAEDUCATOR RETIREMENT	553.66	288.50	0.00	842.16
01 1160 237 001	Increase Retirement Contributions	55.82	29.33	0.00	85.15
01 1160 237 003	Increase Retirement Contributions	71.20	36.77	0.00	107.97
01 1190 110 003	SALARY PARA/DRIVER	133.12	0.00	0.00	133.12
01 1190 111 003	SALARIES OF TEACHERS/PROFESSIONAL STAFF	8,660.20	4,455.04	124.94	12,990.30
01 1190 112 003	PARAEDUCATORS SALARY	17,870.60	9,125.22	0.00	26,995.82
01 1190 130 003	OVERTIME FOR NON- INSTRUCTIONAL	0.40	1.75	0.00	2.15
01 1190 211 003	ECEP TEACHER BCBS, LIFE, VISION, DENTAL INSUR	2,617.54	1,359.92	51.15	3,926.31
01 1190 212 003	PreK Para Insurance	870.32	435.16	0.00	1,305.48
01 1190 220 003	ECEP NON-INSTRUCTIONAL FICA	10.21	0.15	0.00	10.36
01 1190 221 003	ECEP TEACHER/PROFESSIONAL FICA	699.14	361.26	11.69	1,048.71
01 1190 222 003	ECEP PARA FICA	1,326.32	698.09	20.42	2,003.99
01 1190 230 003	ECEP NON-INSTRUCTIONAL RETIREMENT	9.81	0.13	0.00	9.94
01 1190 231 003	ECEP TEACHER RETIREMENT	636.52	327.44	9.18	954.78
01 1190 232 003	ECEP PARAEDUCATOR RETIREMENT	1,155.18	583.40	0.00	1,738.58
01 1190 237 003	ECEP Increase Retirement Contributions	178.92	90.47	0.91	268.48

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Fund: 01 GENERAL FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 1190 281 003	ECEP CASH-IN-LIEU MEDICAL INSURANCE	500.00	250.00	0.00	750.00
01 1190 410 003	UTILITIES	97.47	0.00	0.00	97.47
01 1190 610 003	ECEP GENERAL SUPPLIES	6,142.85	728.85	0.00	6,871.70
01 1200 110 000	SPED Classified	1,769.63	1,415.63	0.00	3,185.26
01 1200 111 000	Director of SS Salary	13,550.14	6,775.07	0.00	20,325.21
01 1200 111 001	Sped HS Teacher Salary	44,906.16	22,453.08	0.00	67,359.24
01 1200 111 002	MS SPED TEACHER SALARY	3,843.00	1,921.50	0.00	5,764.50
01 1200 111 003	Sped Elem Teacher Salary	25,179.10	12,952.34	642.49	37,488.95
01 1200 112 001	HS SPED PARAEDUCATORS SALARY	8,467.07	3,785.24	0.00	12,252.31
01 1200 112 002	PARAEDUCATORS SALARY	15,385.98	8,511.89	0.00	23,897.87
01 1200 112 003	Sped Elem Para Salary	14,734.49	9,397.36	0.00	24,131.85
01 1200 113 001	Sped HS Substitute Teacher Salary	0.00	486.00	0.00	486.00
01 1200 113 003	Sped Elem Substitute Teacher Salary	6,443.00	2,660.00	0.00	9,103.00
01 1200 130 001	Overtime - Sped Para	90.94	78.65	0.00	169.59
01 1200 130 002	Para OT	98.74	123.44	0.00	222.18
01 1200 210 000	SPED Clerical Insurance	7.29	5.77	0.00	13.06
01 1200 210 001	HS SPED CLERICAL INSURANCE	15.40	11.36	0.00	26.76
01 1200 211 000	Dir. SS BCBS, LIFE, VISION, DENTAL INSRU	1,301.16	650.58	0.00	1,951.74
01 1200 211 001	Sped HS Teacher Insurance	17,878.11	8,954.32	0.00	26,832.43
01 1200 211 002	MS SPED TEACHER BCBS, LIFE, VISION, DENTAL INSRU	1,469.35	734.68	0.00	2,204.03
01 1200 211 003	Sped Elem Teacher Insurance	4,967.73	2,836.64	337.15	7,467.22
01 1200 212 001	SPED PARA INSURANCE	454.43	139.62	0.00	594.05
01 1200 212 003	Elem Sped Para INSURANCE	490.66	269.79	0.00	760.45
01 1200 213 001	SUBSTITUTE MEDICAL INS	0.00	23.39	0.00	23.39
01 1200 213 003	SPED SUB MEDICAL INS	156.61	105.26	0.00	261.87
01 1200 220 000	SPED Clerical FICA	135.80	108.63	0.01	244.42
01 1200 220 001	HS Sped Clerical FICA	6.37	6.02	0.60	11.79
01 1200 220 002	MS SPED NON-INSTRUCTIONAL FICA	7.55	9.45	0.00	17.00
01 1200 221 000	SALARIES OF TEACHERS/PROFESSIONAL STAFF	1,039.76	520.11	0.23	1,559.64
01 1200 221 001	Sped HS Teacher FICA	3,342.06	1,723.68	52.66	5,013.08
01 1200 221 002	MS SPED TEACHER/PROFESSIONAL FICA	291.28	147.51	1.87	436.92
01 1200 221 003	Sped Elem Teacher FICA	1,979.04	1,034.83	66.90	2,946.97
01 1200 222 001	Sped HS Para FICA	627.02	289.59	6.38	910.23
01 1200 222 002	JH SPED Para FICA	1,177.03	651.16	0.00	1,828.19
01 1200 222 003	Sped Elem Para FICA	1,105.76	718.95	11.83	1,812.88
01 1200 223 001	Sped HS Sub Teacher FICA	0.00	37.20	1.06	36.14
01 1200 223 003	Sped Elem Sub Teacher FICA	485.74	203.48	4.77	684.45
01 1200 230 000	SPED Clerical Retirement	130.03	104.04	0.00	234.07
01 1200 230 001	Sped HS Clerical Retirement	6.68	5.75	0.00	12.43
01 1200 230 002	JH SPED Para Retirement	7.26	9.07	0.00	16.33
01 1200 231 000	TEACHER RETIREMENT	995.94	497.97	0.00	1,493.91
01 1200 231 001	Sped HS Teacher Retirement	3,300.60	1,650.30	0.00	4,950.90
01 1200 231 002	MS SPED RETIREMENT	282.46	141.23	0.00	423.69
01 1200 231 003	Sped Elem Teacher Retirement	1,850.67	951.99	47.22	2,755.44
01 1200 232 001	Sped HS Para Retirement	591.60	261.50	0.00	853.10
01 1200 232 002	JH SPED Para Retirement	1,130.87	625.63	0.00	1,756.50
01 1200 232 003	Sped Para Elem Retirement	1,040.80	608.28	0.00	1,649.08
01 1200 233 001	HS SPED SUB TEACHER RETIREMENT	0.00	11.91	0.00	11.91
01 1200 233 003	ELEM SPED SUB TEACHER RETIREMENT	77.43	59.54	0.00	136.97

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Fund: 01 GENERAL FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 1200 237 000	Increase Retirement Contributions	111.84	59.79	0.00	171.63
01 1200 237 001	SPED HS Increase Retirement Contributions	387.26	191.66	0.00	578.92
01 1200 237 002	JH SPED Para Increase Retirement	141.10	77.07	0.00	218.17
01 1200 237 003	SPED EL Increase Retirement Contributions	294.88	160.88	4.69	451.07
01 1200 281 003	ELEM SPED CASH-IN-LIEU MEDICAL INSURANCE	1,000.00	500.00	0.00	1,500.00
01 1200 591 001	HS SPED DIRECTOR	0.00	196.00	0.00	196.00
01 1200 591 003	ELEM SPED DIRECTOR	0.00	196.00	0.00	196.00
01 1200 610 001	Sped HS Supplies	1,358.97	0.00	0.00	1,358.97
01 1200 610 001 0 104	ASPIRE SUPPLIES	531.61	0.00	0.00	531.61
01 1200 610 002	MS SPED GENERAL SUPPLIES	71.97	116.80	0.00	188.77
01 1200 610 003	Sped Elem Supplies	1,038.38	130.04	0.00	1,168.42
01 1200 650 001	TECHNOLOGY SUPPLIES	461.50	0.00	0.00	461.50
01 1200 733 001	Sped HS Furniture and Equipment	2,313.76	0.00	0.00	2,313.76
01 1291 111 003	SPED PRESCHOOL TEACHER SALARY	5,978.00	2,989.00	0.00	8,967.00
01 1291 112 003	SPED PreK Para	3,971.72	2,718.64	0.00	6,690.36
01 1291 211 003	SPED Prek BCBS, LIFE, VISION, DENTAL INSURU	2,747.74	1,373.87	0.00	4,121.61
01 1291 221 003	TEACHER/PROFESSIONAL FICA	451.88	229.46	3.52	677.82
01 1291 222 003	PreK SPED Para FICA	303.79	207.96	0.00	511.75
01 1291 231 003	Prek SPED Retirement	439.38	219.69	0.00	659.07
01 1291 232 003	PreK SPED Para Retirement	273.66	198.74	0.00	472.40
01 1291 237 003	PreK SPED Teacher Increase Retirement Contributions	70.82	41.56	0.00	112.38
01 1291 610 003	SPED PRESCHOOL GENERAL SUPPLIES	12.34	0.00	0.00	12.34
01 1295 151 001	Unified Sports Coach	738.02	219.01	0.00	957.03
01 1295 211 001	Unified Insurance	287.37	83.39	0.00	370.76
01 1295 221 001	Unified FICA	54.95	16.77	0.19	71.53
01 1295 231 001	Unified Retirement	54.27	16.11	0.00	70.38
01 1295 237 001	Unified Increase Retirement Contributions	5.39	1.60	0.00	6.99
01 2120 111 001	Counselor HS Salary	11,892.80	5,946.40	0.00	17,839.20
01 2120 111 003	Counselor Elem Salary	8,894.24	4,447.12	0.00	13,341.36
01 2120 211 001	Counselor HS Insurance	3,910.73	1,950.23	0.00	5,860.96
01 2120 211 003	Counselor Elem Insurance	3,652.65	1,952.64	0.00	5,605.29
01 2120 221 001	Counselor HS FICA	896.91	456.49	8.02	1,345.38
01 2120 221 003	Counselor Elem FICA	673.57	341.39	4.98	1,009.98
01 2120 231 001	Counselor HS Retirement	871.04	435.52	0.00	1,306.56
01 2120 231 003	Counselor Elem Retirement	653.72	326.86	0.00	980.58
01 2120 237 001	COUNSELOR Inc Retirement Contributions	86.52	43.26	0.00	129.78
01 2120 237 003	COUNSELOR INC RETIREMENT CONT	64.94	32.47	0.00	97.41
01 2120 330 001	Counselor Professional Development	0.00	30.00	0.00	30.00
01 2120 330 003	EMPLOYEE TRAINING & DEVELOPMENT SERVICES	0.00	180.00	0.00	180.00
01 2120 610 001	Counselor HS Supplies	8,717.31	0.00	0.00	8,717.31
01 2120 610 003	Counselor Elem Supplies	2,591.29	0.00	0.00	2,591.29
01 2120 890 001	Counselor HS Misc. Expenses	180.00	0.00	0.00	180.00
01 2130 610 001	GENERAL SUPPLIES	2,783.62	92.29	0.00	2,875.91
01 2130 610 003	GENERAL SUPPLIES	1,490.76	0.00	0.00	1,490.76
01 2131 112 003	Sped Nursing Services	2,179.88	1,164.06	0.00	3,343.94
01 2131 222 003	PARA FICA	166.73	89.05	0.00	255.78

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		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 2131 232 003	SPED Nursing Retirement	68.86	37.32	0.00	106.18
01 2131 237 003	SPED Nurse Increase Retirement Contributions	6.84	3.72	0.00	10.56
01 2131 320 002	MS SPED CONTRACED NURSING SERVICES	15,170.76	8,449.98	0.00	23,620.74
01 2141 111 003	SPED ELEM PSYCHOLOGY SALARY	13,909.66	6,954.83	0.00	20,864.49
01 2141 211 003	SPED ELEM PSYCH INSURANCE	4,918.02	2,459.01	0.00	7,377.03
01 2141 221 003	SPED ELEM PSYCH FICA	993.36	533.90	37.22	1,490.04
01 2141 231 003	SPED ELEM PSYCHOLOGY RETIREMENT	1,022.36	511.18	0.00	1,533.54
01 2141 237 003	SPED PSYCH INC RETIREMENT CONTRIBUTIONS	101.54	50.77	0.00	152.31
01 2141 330 003	SPED ELEM PSYCHOLOGY PROFESSIONAL DEVEL.	350.00	0.00	0.00	350.00
01 2141 591 003	ESU PSYCHOLOGY SERVICES	0.00	1,529.00	0.00	1,529.00
01 2141 610 003	SPED PSYCHOLOGY SUPPLIES	3,497.55	0.00	0.00	3,497.55
01 2141 810 003	SPED PSYCHOLOGY DUES AND FEES	0.00	0.00	0.00	0.00
01 2151 111 001	Sped Speech HS Salary	5,003.02	2,501.51	0.00	7,504.53
01 2151 111 003	Sped Speech Elem Salary	15,814.68	7,907.34	0.00	23,722.02
01 2151 211 001	Sped Speech HS Insurance	22.57	11.29	0.00	33.86
01 2151 211 003	Sped Speech ELEM Insurance	76.50	38.26	0.00	114.76
01 2151 221 001	Speech HS FICA	384.09	192.04	0.00	576.13
01 2151 221 003	Sped Speech Elem FICA	1,302.35	651.16	0.00	1,953.51
01 2151 231 001	Sped Speech HS Retirement	367.72	183.86	0.00	551.58
01 2151 231 003	Sped Speech Elem Retirement	1,162.41	581.20	0.00	1,743.61
01 2151 237 001	Sped Speech HS Salary	36.53	18.26	0.00	54.79
01 2151 237 003	Sped Speech Elem Inc Retirement Contr	115.47	57.73	0.00	173.20
01 2151 281 001	Sped Speech HS CASH-IN-LIEU MEDICAL INS.	0.00	0.00	0.00	0.00
01 2151 281 003	Sped Speech ElemCASH-IN-LIEU MEDICAL INS	1,150.00	575.00	0.00	1,725.00
01 2151 330 003	Sped Speech Elem Professional Developmen	0.00	1,155.00	0.00	1,155.00
01 2151 333 003	Sped Speech Elem MILEAGE PAID TO STAFF	0.00	70.70	0.00	70.70
01 2151 591 001	HS AUDIOLOGY SERVICE FROM ESU/DISTRICT	0.00	1,240.16	0.00	1,240.16
01 2151 591 003	ELEM AUDIOLOGY SERVICES ESU/DISTRICT	0.00	1,240.16	0.00	1,240.16
01 2151 610 003	Sped Speech Elem Supplies	1,109.81	0.00	0.00	1,109.81
01 2152 111 003	SALARIES OF TEACHERS/PROFESSIONAL STAFF	1,345.06	672.53	0.00	2,017.59
01 2152 211 003	TEACHER BCBS, LIFE, VISION, DENTAL INSURU	6.10	3.05	0.00	9.15
01 2152 221 003	TEACHER/PROFESSIONAL FICA	103.26	51.63	0.00	154.89
01 2152 231 003	TEACHER RETIREMENT	98.86	49.43	0.00	148.29
01 2152 237 003	Increase Retirement Contributions	9.82	4.91	0.00	14.73
01 2153 111 000	SALARIES OF TEACHERS/PROFESSIONAL STAFF	1,345.06	672.53	0.00	2,017.59
01 2153 211 000	TEACHER BCBS, LIFE, VISION, DENTAL INSURU	6.10	3.05	0.00	9.15
01 2153 221 000	TEACHER/PROFESSIONAL FICA	103.26	51.63	0.00	154.89
01 2153 231 000	TEACHER RETIREMENT	98.86	49.43	0.00	148.29
01 2153 237 000	Increase Retirement Contributions	9.82	4.91	0.00	14.73
01 2161 111 001	Sped Occupational Therapy HS Salary	1,457.52	728.75	0.00	2,186.27
01 2161 111 002	OT Services - Middle School	0.00	0.00	0.00	0.00
01 2161 111 003	Sped Occupational Therapy Elem Salary	3,643.72	1,821.87	0.00	5,465.59

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01 2161 211 001	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	734.72	367.35	0.00	1,102.07
01 2161 211 002	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	0.00	0.00	0.00	0.00
01 2161 211 003	Sped Occupational Therapy Elem Insurance	1,836.66	918.34	0.00	2,755.00
01 2161 221 001	Sped HS TEACHER/PROFESSIONAL FICA	110.34	55.95	0.78	165.51
01 2161 221 002	OT Services Middle School - FICA	0.00	0.00	0.00	0.00
01 2161 221 003	Sped Occupational Therapy Elem FICA	275.76	139.86	1.96	413.66
01 2161 231 001	Sped Occupational Therapy HS Retirement	107.12	53.56	0.00	160.68
01 2161 231 002	TEACHER RETIREMENT	0.00	0.00	0.00	0.00
01 2161 231 003	Sped Occupational Therapy Elem Retirement	267.82	133.91	0.00	401.73
01 2161 237 001	Increase Retirement Contributions	10.64	5.32	0.00	15.96
01 2161 237 002	Increase Retirement Contributions	0.00	0.00	0.00	0.00
01 2161 237 003	Sped OT Inc. Retirement Contributions	26.60	13.30	0.00	39.90
01 2161 330 003	Sped Occupational Therapy Prof. Developm	419.00	0.00	0.00	419.00
01 2161 610 003	Sped Occupational Therapy Elem Supplies	1,851.06	0.00	0.00	1,851.06
01 2162 111 003	PreK OT Services	2,186.26	1,093.13	0.00	3,279.39
01 2162 211 003	OT Services PreK Insurance	1,102.04	551.02	0.00	1,653.06
01 2162 221 003	OT Services PreK - FICA	165.48	83.92	1.20	248.20
01 2162 231 003	OT Services PreK Retirement	160.70	80.35	0.00	241.05
01 2162 237 003	OT Services PreK Increase Retirement Contributions	15.96	7.98	0.00	23.94
01 2171 111 001	HS Physical Therapy	817.00	408.50	0.00	1,225.50
01 2171 111 003	Elem PT	3,268.00	1,634.00	0.00	4,902.00
01 2171 211 001	HS PT Insurance	3.78	1.89	0.00	5.67
01 2171 211 003	Elem PT Insurance	16.72	8.36	0.00	25.08
01 2171 221 001	PT FICA	62.72	31.36	0.00	94.08
01 2171 221 003	Elem PT FICA	277.76	138.88	0.00	416.64
01 2171 231 001	HS PT Retirement	60.28	30.14	0.00	90.42
01 2171 231 003	Elem PT Retirement	241.10	120.55	0.00	361.65
01 2171 237 001	HS PT Increase Retirement	5.98	2.99	0.00	8.97
01 2171 237 003	Elem PT Increase Retirement	23.98	11.99	0.00	35.97
01 2171 281 001	CASH-IN-LIEU MEDICAL INSURANCE	0.00	0.00	0.00	0.00
01 2171 281 003	CASH-IN-LIEU MEDICAL INSURANCE	350.00	175.00	0.00	525.00
01 2171 610 003	GENERAL SUPPLIES	1,205.82	0.00	0.00	1,205.82
01 2171 810 000	DUES AND FEES	445.00	0.00	0.00	445.00
01 2172 111 003	PT Ages 3-5	1,634.00	817.00	0.00	2,451.00
01 2172 211 003	PreK PT Insurance	7.56	3.78	0.00	11.34
01 2172 221 003	PreK PT FICA	125.44	62.72	0.00	188.16
01 2172 231 003	PreK PT Retirement	120.52	60.26	0.00	180.78
01 2172 237 003	PreK PT Increase Retirement	11.96	5.98	0.00	17.94
01 2172 281 003	CASH-IN-LIEU MEDICAL INSURANCE	0.00	0.00	0.00	0.00
01 2173 111 000	Birth-2 Physical Therapy	817.00	408.50	0.00	1,225.50
01 2173 211 000	Birth-2 PT Insurance	3.78	1.89	0.00	5.67
01 2173 221 000	Birth-2 PT FICA	62.72	31.36	0.00	94.08
01 2173 231 000	Birth-3 PT Retirement	60.28	30.14	0.00	90.42
01 2173 237 000	Birth-3 PT Increase Retirement	5.98	2.99	0.00	8.97
01 2173 281 000	CASH-IN-LIEU MEDICAL INSURANCE	0.00	0.00	0.00	0.00
01 2220 111 003	Elem Library Salary	11,386.66	5,693.33	0.00	17,079.99
01 2220 112 001	HS Library Para Salary	2,750.00	1,590.00	0.00	4,340.00

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Fund: 01 GENERAL FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 2220 211 003	Elem Library BCBS, Vision, Life, Dental	50.82	2,361.66	0.00	2,412.48
01 2220 221 003	Elem Library FICA	912.50	437.07	35.84	1,313.73
01 2220 231 003	Elem Library Retirement	836.92	389.78	0.00	1,226.70
01 2220 237 003	Elem Lib Inc Retirement Contributions	83.12	38.71	0.00	121.83
01 2220 281 003	Elem Library Teacher CASH-IN-LIEU Med In	500.00	0.00	0.00	500.00
01 2220 330 003	EMPLOYEE TRAINING & DEVELOPMENT SERVICES	0.00	60.00	0.00	60.00
01 2220 610 001	HS Library Supplies	99.98	0.00	0.00	99.98
01 2220 610 003	Elem Library Supplies	4,611.20	0.00	0.00	4,611.20
01 2220 640 001	HS Library Books/Periodicals	80.00	0.00	0.00	80.00
01 2224 530 000	Internet Service	1,199.56	1,553.39	0.00	2,752.95
01 2230 111 000	Tech Coord.	13,948.66	6,974.33	0.00	20,922.99
01 2230 211 000	Tech Coord. BCBS, LIFE, VISION, DENTAL INSRU	2,926.90	1,464.67	0.00	4,391.57
01 2230 221 000	Tech Coord. FICA	1,050.72	535.41	10.06	1,576.07
01 2230 231 000	Tech Coord. RETIREMENT	1,025.23	512.61	0.00	1,537.84
01 2230 237 000	Tech Coord. Increase Retirement Contributions	101.82	50.91	0.00	152.73
01 2230 330 000	TECH PROFESSIONAL DEVELOPMENT	210.00	60.00	0.00	270.00
01 2230 333 001	MILEAGE PAID TO STAFF	0.00	0.00	0.00	0.00
01 2230 352 001	Network Wiring	1,323.00	0.00	0.00	1,323.00
01 2230 352 003	Network Wiring	1,323.00	0.00	0.00	1,323.00
01 2230 382 001	HS Distant Learning Connection	429.58	429.58	0.00	859.16
01 2230 382 003	Elem Distant Learning Connection	429.58	429.58	0.00	859.16
01 2230 591 000	PURCHASED SERVICE FROM ESU/DISTRICT	25,889.83	75.00	0.00	25,964.83
01 2230 610 001	GENERAL SUPPLIES	0.00	0.00	0.00	0.00
01 2310 330 000	BOARD PROFESSIONAL DEVELOPMENT	178.00	0.00	0.00	178.00
01 2310 520 000	BOE Insurance	27,877.34	0.00	0.00	27,877.34
01 2310 540 000	BOE Advertising	678.94	507.03	0.00	1,185.97
01 2310 610 000	GENERAL SUPPLIES	461.50	0.00	0.00	461.50
01 2320 105 000	Superintendent Salary	26,666.66	13,333.33	0.00	39,999.99
01 2320 215 000	Superintendent BCBS, Vision, Life, Denta	4,991.30	2,495.65	0.00	7,486.95
01 2320 225 000	Superintendent FICA	2,043.04	1,023.58	2.06	3,064.56
01 2320 235 000	Superintendent Retirement	1,960.00	980.00	0.00	2,940.00
01 2320 237 000	Superintendent Inc Retire Contributions	194.66	97.33	0.00	291.99
01 2320 330 000	Superintendent Professional Development	589.00	30.00	0.00	619.00
01 2320 580 000	Superintendent Travel	28.58	4.50	0.00	33.08
01 2320 610 000	SUPERINTENDENT OFFICE SUPPLIES	84.97	188.69	0.00	273.66
01 2320 810 000	Superintendent Dues and Fees	40.00	359.60	0.00	399.60
01 2330 317 000	District Legal Services	1,792.00	858.80	0.00	2,650.80
01 2410 110 001	HS Principal Secretary Salary	7,279.96	3,778.04	0.00	11,058.00
01 2410 110 003	Elem Principal Secretary Salary	6,877.86	3,541.62	0.00	10,419.48
01 2410 111 001	HS Principal Salary	25,180.15	12,660.32	0.00	37,840.47
01 2410 111 003	Elem Principal Salary	16,666.66	8,333.33	0.00	24,999.99
01 2410 130 001	Overtime for HS Secretary	617.24	216.66	0.00	833.90
01 2410 130 003	Overtime for Elem Secretary	308.09	59.28	0.00	367.37
01 2410 210 001	HS Secretary Principal Insurance	1,012.57	502.88	0.00	1,515.45
01 2410 211 001	HS Principal Insurance	5,831.63	2,919.22	0.00	8,750.85
01 2410 211 003	Elem Principal Insurance	79.26	39.63	0.00	118.89
01 2410 220 001	HS Secretary Principal FICA	568.42	305.59	17.72	856.29

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Fund: 01 GENERAL FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 2410 220 003	Elem Secretary Principal FICA	549.71	275.47	0.00	825.18
01 2410 221 001	HS Principal FICA	1,825.34	971.03	53.12	2,743.25
01 2410 221 003	Elem Principal FICA	1,317.86	658.93	0.00	1,976.79
01 2410 230 001	HS Secretary Principal Retirement	580.46	293.62	0.00	874.08
01 2410 230 003	Elem Secretary Principal Retirement	528.19	264.67	0.00	792.86
01 2410 231 001	HS Principal Retirement	1,796.32	903.33	0.00	2,699.65
01 2410 231 003	Elem Principal Retirement	1,225.00	612.50	0.00	1,837.50
01 2410 237 001	HS Principal Inc Retirement Contribution	236.06	118.88	0.00	354.94
01 2410 237 003	Elem Principal Inc Retire Contributions	174.14	87.11	0.00	261.25
01 2410 281 003	Elem Principal CASH-IN-LIEU Med Ins	500.00	250.00	0.00	750.00
01 2410 330 001	HS Principal Professional Development	0.00	145.00	0.00	145.00
01 2410 330 003	Elem Principal Professional Development	0.00	0.00	0.00	0.00
01 2410 440 003	LEASE OF MAILING MACHINE	0.00	180.39	0.00	180.39
01 2410 580 001	HS Principal Travel Expenses	27.22	568.23	0.00	595.45
01 2410 580 003	Elem Principal Travel Expenses	0.00	541.63	0.00	541.63
01 2410 610 001	HS Principal Supplies	1,519.17	228.59	0.00	1,747.76
01 2410 610 003	Elem Principal Supplies	447.99	0.00	0.00	447.99
01 2510 110 000	BUSINESS MANAGER/HR/PAYROLL SALARY	16,816.09	8,125.78	0.00	24,941.87
01 2510 130 000	Overtime for Business Manager	999.77	406.08	0.00	1,405.85
01 2510 210 000	Superintendent Secretary Insurance	80.01	39.29	0.00	119.30
01 2510 220 000	Superintendent Secretary FICA	1,363.51	655.00	0.00	2,018.51
01 2510 230 000	Superintendent Secretary Retirement	1,317.49	624.55	0.00	1,942.04
01 2510 237 000	Super Secretary Inc Retire Contributions	130.84	62.04	0.00	192.88
01 2510 310 000	Employee Assistant Program	4,377.00	0.00	0.00	4,377.00
01 2510 315 000	Accounting and Auditing Services	0.00	7,700.00	0.00	7,700.00
01 2510 330 000	EMPLOYEE TRAINING & DEVELOPMENT SERVICES	555.00	0.00	240.00	315.00
01 2510 382 001	HS Telephone	574.64	168.79	0.00	743.43
01 2510 382 003	Elem Telephone	69.18	71.41	0.00	140.59
01 2510 440 000	Superintendent Copier/Mail Lease	142.53	0.00	0.00	142.53
01 2510 531 001	HS Postage	500.00	0.00	0.00	500.00
01 2510 531 003	Elem Postage	1,014.85	0.00	0.00	1,014.85
01 2510 610 000	CENTRAL OFFICE SUPPLIES	227.48	0.00	0.00	227.48
01 2510 643 000	WEB/CLOUD BASED SOFTWARE	77.00	0.00	0.00	77.00
01 2510 810 000	DUES AND FEES	271.00	199.50	0.00	470.50
01 2510 890 000	Superintendent Secretary Misc. Expenses	1,440.00	466.50	0.00	1,906.50
01 2610 110 001	HS Custodian Salary	10,768.51	5,919.67	0.00	16,688.18
01 2610 110 003	Elem Custodian Salary	9,487.72	4,583.15	0.00	14,070.87
01 2610 116 000	Maintenance Director	13,693.34	6,846.67	0.00	20,540.01
01 2610 130 001	OVERTIME for Custodial	1.75	6.86	0.00	8.61
01 2610 130 003	OVERTIME for Custodial	11.61	14.61	0.00	26.22
01 2610 210 000	NON - INSTRUCTIONAL INSURANCE	2.10	1.05	0.00	3.15
01 2610 210 001	HS Custodian Insurance	41.21	20.94	0.00	62.15
01 2610 210 003	Elem Custodian Insurance	11.36	5.68	0.00	17.04
01 2610 216 000	Professional Staff	57.22	28.61	0.00	85.83
01 2610 220 000	Maint. Director FICA	38.38	19.19	0.00	57.57
01 2610 220 001	HS Custodian FICA	826.70	454.82	0.00	1,281.52
01 2610 220 003	Elem Custodian FICA	726.70	351.73	0.00	1,078.43
01 2610 226 000	Professional Staff	1,051.22	525.61	0.00	1,576.83
01 2610 230 001	HS Custodian Retirement	794.28	437.00	0.00	1,231.28
01 2610 230 003	Elem Custodian Retirement	698.20	337.94	0.00	1,036.14
01 2610 236 000	Professional Staff	1,006.46	503.23	0.00	1,509.69

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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	99.96	49.98	0.00	149.94
01 2610 237 001	HS Custodian In Retire Contributions	78.87	43.41	0.00	122.28
01 2610 237 003	Elem Custodian Inc Retirement Contributi	69.35	33.56	0.00	102.91
01 2610 280 000	CASH-IN-LIEU Maint.	500.00	250.00	0.00	750.00
01 2610 290 003	Elem Custodian LTD	30.13	16.14	0.00	46.27
01 2610 410 001	HS Water & Sewer	10,347.83	6,089.04	0.00	16,436.87
01 2610 410 003	Elem Water & Sewer	2,862.95	1,980.30	0.00	4,843.25
01 2610 431 001	HS Upkeep of Building	3,344.69	459.00	0.00	3,803.69
01 2610 431 003	Elem Upkeep of Building	2,010.92	965.41	0.00	2,976.33
01 2610 520 001	HS Building Insurance	60,400.93	0.00	0.00	60,400.93
01 2610 520 003	Elem Building Insurance	60,400.93	0.00	0.00	60,400.93
01 2610 610 001	HS Custodian Supplies	15,031.21	6,090.83	0.00	21,122.04
01 2610 610 003	Elem Custodian Supplies	15,274.12	0.00	0.00	15,274.12
01 2610 621 001	HS Utilities	32,826.71	17,050.15	0.00	49,876.86
01 2610 621 003	Elem Utilities	23,593.71	9,724.56	0.00	33,318.27
01 2620 340 001	HS MAINTENANCE PROFESSIONAL SERVICE	0.00	305.00	0.00	305.00
01 2620 420 001	HS Cleaning Service	22,135.00	13,330.00	0.00	35,465.00
01 2620 420 003	Elem Cleaning Service	19,258.00	10,925.00	0.00	30,183.00
01 2620 431 001	HS Repairs & Maintenance	7,055.64	269.64	0.00	7,325.28
01 2620 431 003	Elem Repairs & Maintenance	2,908.55	4,806.64	0.00	7,715.19
01 2620 440 001	HS Rentals of land, building, equip	150.00	0.00	0.00	150.00
01 2630 431 001	CARE & UPKEEP OF FB FIELD	4,234.95	80.00	0.00	4,314.95
01 2650 431 000	Vehicle Repairs & Maintenance	113.33	0.00	0.00	113.33
01 2650 520 000	Vehicle Insurance	10,000.00	0.00	0.00	10,000.00
01 2650 610 000	Vehicle Supplies	0.00	1,050.00	0.00	1,050.00
01 2650 626 000	Vehicle Gasoline	0.00	78.77	0.00	78.77
01 2660 340 000	Security Service	550.00	0.00	0.00	550.00
01 2660 610 000	Security Supplies	932.94	28.81	0.00	961.75
01 2710 110 000	Bus Driver Regular Ed Salary	34,956.97	21,409.05	118.79	56,247.23
01 2710 210 000	Bus Driver Regular Ed Insurance	217.21	92.46	0.00	309.67
01 2710 220 000	Bus Driver Regular Ed FICA	2,675.01	1,638.49	9.23	4,304.27
01 2710 230 000	Bus Driver Regular Ed Retirement	1,432.49	794.67	0.00	2,227.16
01 2710 237 000	Bus Increase Retire Contributions	142.24	78.90	0.00	221.14
01 2710 290 000	Bus Driver Regular Ed LTD	160.00	80.00	0.00	240.00
01 2710 330 000	BUS PROFESSIONAL DEVEOPMENT	225.00	470.00	0.00	695.00
01 2710 520 000	Bus Insurance	27,169.80	0.00	0.00	27,169.80
01 2710 610 000	BUS SUPPLIES	929.59	0.00	0.00	929.59
01 2710 626 000	Bus Gas and Oil	10,720.02	4,888.58	0.00	15,608.60
01 2710 890 000	Bus Misc. Expenses	974.00	359.75	0.00	1,333.75
01 2712 110 000	Bus Driver Sped Salary	5,222.00	3,170.45	0.00	8,392.45
01 2712 112 000	PARAEDUCATORS SALARY	449.15	262.54	0.00	711.69
01 2712 210 000	Bus Driver Sped Insurance	0.41	0.32	0.00	0.73
01 2712 212 000	Bus Driver Sped Salary	1.11	0.57	0.00	1.68
01 2712 220 000	Bus Driver Sped FICA	399.50	242.53	0.00	642.03
01 2712 222 000	PARA FICA	34.34	20.08	0.00	54.42
01 2712 230 000	Bus Driver Sped Retirement	383.84	223.08	0.00	606.92
01 2712 232 000	PARAEDUCATOR RETIREMENT	33.01	19.29	0.00	52.30
01 2712 237 000	SPED Bus Inc Retire Contributions	41.42	24.08	0.00	65.50
01 2712 610 000	GENERAL SUPPLIES	700.00	0.00	0.00	700.00
01 2713 110 003	PreK Bus Driver	2,147.60	1,280.30	0.00	3,427.90
01 2713 112 003	PreK Bus Rider Para Salary	1,550.86	555.92	0.00	2,106.78
01 2713 210 003	PreK Driver Insurance	5.12	2.50	0.00	7.62
01 2713 220 003	PreK Driver FICA	164.58	98.10	0.00	262.68

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		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 2713 222 003	PreK Bus Rider Para FICA	118.66	42.53	0.00	161.19
01 2713 230 003	PreK Driver Retirement	158.13	94.25	0.00	252.38
01 2713 237 003	PreK Driver Increase Retirement Contributions	15.72	9.36	0.00	25.08
01 2720 111 000	Transportation Monitoring Services	612.00	306.00	0.00	918.00
01 2720 211 000	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	211.56	105.78	0.00	317.34
01 2720 221 000	TEACHER/PROFESSIONAL FICA	46.54	23.50	0.23	69.81
01 2720 231 000	TEACHER RETIREMENT	44.98	22.49	0.00	67.47
01 2720 237 000	Increase Retirement Contributions	4.46	2.23	0.00	6.69
01 2730 431 000	BUS & VEHICLE SERVICING & MAINTENANCE	11,141.13	11,071.59	0.00	22,212.72
01 2900 610 001	HS Field Trips	0.00	180.00	0.00	180.00
01 2900 610 001 0 001	Athletics	5,700.00	228.59	0.00	5,928.59
01 2900 610 001 2	Commencement	0.00	0.00	0.00	0.00
01 2900 890 001	EDUCATION QUEST	0.00	216.09	0.00	216.09
01 3100 110 000	Food Service Salary	(337.63)	27,211.72	26,874.09	0.00
01 3100 130 000	OVERTIME for Food Services	0.00	83.30	83.30	0.00
01 3100 210 000	NON - INSTRUCTIONAL INSURANCE	(1.71)	878.85	877.14	0.00
01 3100 220 000	Food Service FICA	(25.96)	2,088.09	2,062.13	0.00
01 3100 230 000	Food Service Retirement	(12.01)	1,690.73	1,678.72	0.00
01 3100 237 000	Food Service Inc Retire Contributions	(1.19)	167.90	166.71	0.00
01 3300 110 003	Rec Program Salary	8,584.47	4,757.51	0.00	13,341.98
01 3300 130 003	Rec Program OT	11.26	0.00	0.00	11.26
01 3300 220 003	Rec Program FICA	376.19	183.25	0.00	559.44
01 3300 230 003	Rec Program Retirement	361.46	176.08	0.00	537.54
01 3300 237 003	REC Inc Retirement Contributions	35.90	17.48	0.00	53.38
01 3300 610 003	Rec Program Supplies	1,826.27	438.26	0.00	2,264.53
01 3535 110 003	HAL Para/Transportation	0.00	112.82	0.00	112.82
01 3535 113 003	HAL Sub	0.00	336.00	0.00	336.00
01 3535 220 003	HAL Para/Transportation	0.00	8.63	0.00	8.63
01 3535 223 003	SUBSTITUTE TEACHER FICA	0.00	25.70	0.00	25.70
01 3535 233 003	HAL Sub Retirement	0.00	24.70	0.00	24.70
01 3535 237 003	HAL Sub Increase Retirement Contributions	0.00	2.45	0.00	2.45
01 3535 610 000	HAL Supplies	609.03	336.34	0.00	945.37
01 3540 110 003	Preschool Para/Bus Driver/Custodian Sala	0.00	0.00	0.00	0.00
01 3540 111 003	Preschool Teacher/Principal Salary	6,234.20	3,117.10	0.00	9,351.30
01 3540 211 003	Preschool Teacher/Principal Insurance	36.28	18.14	0.00	54.42
01 3540 220 003	Preschool Para/Bus Driver/Custodian FICA	0.00	0.00	0.00	0.00
01 3540 221 003	Preschool Teacher/Principal FICA	478.10	239.30	0.25	717.15
01 3540 230 003	Preschool Para/BD/custodian RETIREMENT	0.00	0.00	0.00	0.00
01 3540 231 003	Preschool Teacher/Principal Retirement	458.22	229.11	0.00	687.33
01 3540 237 003	Preschool Inc Retire Contributions	45.50	22.75	0.00	68.25
01 3551 330 001	CTE PROFESSIONAL DEVELOPMENT	0.00	30.00	0.00	30.00
01 3551 610 001	CAREER EDUCATION SUPPLIES	6,031.99	837.39	111.01	6,758.37
01 6200 111 003	Title 1 Teacher Salary	7,059.72	3,529.86	0.00	10,589.58
01 6200 211 003	Title 1 Teacher Insurance	1,366.54	683.27	0.00	2,049.81
01 6200 221 003	Title 1 Teacher FICA	541.96	270.98	0.00	812.94
01 6200 231 003	Title 1 Teacher Retirement	518.90	259.45	0.00	778.35
01 6200 237 003	Title 1 Inc Retirement Contributions	51.54	25.77	0.00	77.31
01 6200 610 003	Title 1 Supplies	624.89	0.00	0.00	624.89
01 6406 112 003	PARAEDUCATORS SALARY	895.00	465.39	0.00	1,360.39

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		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 6406 130 003	OVERTIME FOR NON- INSTRUCTIONAL	0.10	0.00	0.00	0.10
01 6406 220 003	IDEA FICA	0.01	0.00	0.00	0.01
01 6406 222 003	PARA FICA	68.46	35.60	0.00	104.06
01 6406 230 003	IDEA Retirement	0.01	0.00	0.00	0.01
01 6406 232 003	PARAEDUCATOR RETIREMENT	65.77	34.20	0.00	99.97
01 6406 237 003	Increase Retirement Contributions	6.54	3.39	0.00	9.93
01 6408 111 000	IDEA BIRTH-4 TEACHER SALARY	15,013.30	7,506.65	0.00	22,519.95
01 6408 111 003	SALARIES OF TEACHERS/PROFESSIONAL STAFF	1,588.58	825.53	31.24	2,382.87
01 6408 112 003	IDEA ENROLLMENT/POVERTY PARA SALARY	1,088.35	587.03	0.00	1,675.38
01 6408 211 000	IDEA BIRTH-4 TEACHER INSURANCE	2,413.22	1,206.61	0.00	3,619.83
01 6408 211 003	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	650.32	337.95	12.79	975.48
01 6408 221 000	IDEA BIRTH-4 TEACHER FICA	1,147.64	576.27	2.45	1,721.46
01 6408 221 003	TEACHER/PROFESSIONAL FICA	121.04	63.41	2.89	181.56
01 6408 222 003	IDEA ENROLLMENT/POVERTY PARA FICA	83.25	44.90	0.00	128.15
01 6408 231 000	IDEA BIRTH-4 TEACHER RETIREMENT	1,103.88	551.94	0.00	1,655.82
01 6408 231 003	TEACHER RETIREMENT	116.76	60.68	2.30	175.14
01 6408 232 003	IDEA ENROLLMENT/POVERTY PARA RETIREMENT	79.98	43.16	0.00	123.14
01 6408 237 000	Increase Retirement Contributions	109.62	54.81	0.00	164.43
01 6408 237 003	Increase Retirement Contributions	19.56	10.32	0.23	29.65
01 6408 281 000	IDEA BIRTH-4 CASH-IN-LIEU MED INS	0.00	0.00	0.00	0.00
01 6408 395 000	ECH ESU/DISTRICT CONTRACTED	0.00	137.80	0.00	137.80
01 6408 395 003	PREK CONTRACTED ESU SERVICES	0.00	137.78	0.00	137.78
01 6412 111 003	IDEA NONPUBLIC SALARIES	91.10	45.55	0.00	136.65
01 6412 211 003	IDEA NONPUBLIC TEACHER INSURANCE	0.42	0.21	0.00	0.63
01 6412 221 003	IDEA NONPUBLIC TEACHER FICA	6.98	3.49	0.00	10.47
01 6412 231 003	IDEA NONPUBLIC TEACHER RETIREMENT	6.70	3.35	0.00	10.05
01 6412 237 003	Increase Retirement Contributions	0.66	0.33	0.00	0.99
01 6990 610 001	GENERAL SUPPLIES	0.00	0.00	0.00	0.00
01 8000 912 000	FUND TRANSFERS TO LUNCH FUND	5,550.75	2,240.90	0.00	7,791.65
	Total: Expenditure	2,254,865.53	936,409.22	42,782.56	3,148,492.19
	Total: 01	10,554,366.96	2,372,733.58	1,570,593.12	9,947,778.70

Regular; Beginning Month 11/2025; Processing Month 11/2025

Fund: 02 Depreciation

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
02 101	CASH	573,963.68	44.03	0.00	574,007.71
	Total: Current Assets	573,963.68	44.03	0.00	574,007.71
Fund Balance					
02 704	FUND BALANCE	573,963.68	0.00	44.03	574,007.71
	Total: Fund Balance	573,963.68	0.00	44.03	574,007.71
Revenue					
02 1510	INTEREST ON INVESTMENTS	106.31	0.00	44.03	150.34
	Total: Revenue	106.31	0.00	44.03	150.34
Expenditure					
02 2900 732 000	Bus Replacement	50,000.00	0.00	0.00	50,000.00
	Total: Expenditure	50,000.00	0.00	0.00	50,000.00
	Total: 02	1,198,033.67	44.03	88.06	1,198,165.76

Regular; Beginning Month 11/2025; Processing Month 11/2025

Fund: 03 Employee Benefit Fund

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
03 101	CASH	49,655.10	3,260.32	5,862.88	47,052.54
	Total: Current Assets	49,655.10	3,260.32	5,862.88	47,052.54
Fund Balance					
03 704	FUND BALANCE	40,926.39	0.00	3.75	40,930.14
03 704 3001	M. BATMAN	833.32	1,249.98	416.66	0.00
03 704 3002	A. CONN	833.32	0.00	416.66	1,249.98
03 704 3003	D. DOWDING	666.66	0.00	333.33	999.99
03 704 3005	K. LINKE	833.32	0.00	416.66	1,249.98
03 704 3006	R. PETSKA	144.51	416.66	516.66	244.51
03 704 3007	B. BROWN	2,994.17	2,816.28	125.00	302.89
03 704 3008	A. EASTEP	(117.00)	0.00	335.80	218.80
03 704 3009	R. GILL-ROSE	(280.64)	596.97	162.47	(715.14)
03 704 3010	M. KOTIK	206.94	782.99	275.00	(301.05)
03 704 3011	B. MCCREIGHT	190.00	0.00	25.00	215.00
03 704 3012	C. PESTER	1,166.62	0.00	83.33	1,249.95
03 704 3013	S. SULLIVAN	1,135.86	0.00	100.00	1,235.86
03 704 3014	K.VODICKA	121.63	0.00	50.00	171.63
	Total: Fund Balance	49,655.10	5,862.88	3,260.32	47,052.54
Revenue					
03 1510	INTEREST ON INVESTMENTS	8.34	0.00	3.75	12.09
03 5200 3001	M. BATMAN FUND TRANSFER	833.32	0.00	416.66	1,249.98
03 5200 3002	A. CONN FUND TRANSFERS	833.32	0.00	416.66	1,249.98
03 5200 3003	D. DOWDING FUND TRANSFER	666.66	0.00	333.33	999.99
03 5200 3005	K. LINKE FUND TRANSFERS	833.32	0.00	416.66	1,249.98
03 5200 3006	R. PETSKA FUND TRANSFERS	1,033.32	0.00	516.66	1,549.98
03 5200 3007	B. BROWN FUND TRANSFERS	250.00	0.00	125.00	375.00
03 5200 3008	A. EASTEP FUND TRANSFERS	240.00	0.00	335.80	575.80
03 5200 3009	R. GILL-ROSE FUND TRANSFERS	240.00	0.00	162.47	402.47
03 5200 3010	M. KOTIK FUND TRANSFERS	550.00	0.00	275.00	825.00
03 5200 3011	B. MCCREIGHT FUND TRANSFERS	50.00	0.00	25.00	75.00
03 5200 3012	C. PESTER FUND TRANSFERS	166.66	0.00	83.33	249.99
03 5200 3013	S. SULLIVAN FUND TRANSFERS	200.00	0.00	100.00	300.00
03 5200 3014	K. VODICKA FUND TRANSFERS	100.00	0.00	50.00	150.00
	Total: Revenue	6,004.94	0.00	3,260.32	9,265.26
Expenditure					
03 2900 291 000 0 601	M. BATMAN FSA/DEPENDENT CARE EXPENSE	0.00	1,249.98	0.00	1,249.98
03 2900 291 000 0 602	A. CONN FSA/DEPENDENT CARE	4,999.92	0.00	0.00	4,999.92
03 2900 291 000 0 603	D. DOWDING FSA/DEPENDENT CARE	1,249.98	0.00	0.00	1,249.98
03 2900 291 000 0 606	R. PETSKA	923.32	416.66	0.00	1,339.98
03 2900 291 000 0 607	B. BROWN FSA/DEPENDENT CARE	327.63	2,816.28	0.00	3,143.91
03 2900 291 000 0 608	A. EASTEP FSA/DEPENDENT CARE	505.18	0.00	0.00	505.18
03 2900 291 000 0 609	R. GILL FSA/DEPENDENT CARE	560.17	596.97	0.00	1,157.14
03 2900 291 000 0 610	M. KOTIK FSA/DEPENDENT CARE	342.23	782.99	0.00	1,125.22
03 2900 291 000 0 614	K. VODICKA FSA/DEPENDENT CARE	33.37	0.00	0.00	33.37
	Total: Expenditure	8,941.80	5,862.88	0.00	14,804.68
	Total: 03	114,256.94	14,986.08	12,383.52	118,175.02

Regular; Beginning Month 11/2025; Processing Month 11/2025

Fund: 05 Activity Fund

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
05 101	CASH	314,554.07	25,787.08	34,278.04	306,063.11
	Total: Current Assets	314,554.07	25,787.08	34,278.04	306,063.11
Fund Balance					
05 704 0001	ATHLETICS	76,095.96	1,853.06	1,688.05	75,930.95
05 704 0002	ANNUAL	10,160.78	0.00	0.00	10,160.78
05 704 0003	BAND	3,194.48	4,436.03	4,482.30	3,240.75
05 704 0004	ELEMENTARY UNIT	10,395.64	0.00	0.00	10,395.64
05 704 0005	STUDENT COUNCIL	6,769.87	264.00	264.00	6,769.87
05 704 0006	FFA	19,756.95	948.10	2,762.00	21,570.85
05 704 0007	HIGH SCHOOL UNIT	1,111.95	25.00	0.00	1,086.95
05 704 0008	LIFE SKILLS	921.15	152.59	83.93	852.49
05 704 0009	FCCLA	6,425.29	3,052.89	482.11	3,854.51
05 704 0010	MISC ACCOUNT	10,939.65	14,446.75	7,718.79	4,211.69
05 704 0011	ART CLUB	648.22	25.09	0.00	623.13
05 704 0012	NATIONAL HONOR SOCIETY	1,052.51	20.00	202.40	1,234.91
05 704 0013	SPEECH	166.14	0.00	0.00	166.14
05 704 0014	1ST GRADE	677.58	0.00	0.00	677.58
05 704 0015	BOYS BASKETBALL	1,710.36	680.43	1,157.00	2,186.93
05 704 0016	CONCESSIONS	8,917.38	2,164.63	1,587.87	8,340.62
05 704 0017	GIRLS BASKETBALL	2,526.70	556.20	0.00	1,970.50
05 704 0019	INTEREST	1,299.54	0.00	24.29	1,323.83
05 704 0021	HS TRACK	9,566.72	0.00	0.00	9,566.72
05 704 0022	FIELDS SCHOLARSHIP	4,063.80	0.00	0.00	4,063.80
05 704 0023	CROSS COUNTRY	2,701.13	658.96	150.00	2,192.17
05 704 0024	INDUSTRIAL ARTS SHOP	3,021.49	0.00	0.00	3,021.49
05 704 0025	LIBRARY	929.72	0.00	26.00	955.72
05 704 0026	PARTY GROUP	769.76	0.00	0.00	769.76
05 704 0028	MUSICAL/DRAMA	9,990.74	1,532.64	770.00	9,228.10
05 704 0029	WRESTLING	3,485.23	449.00	0.00	3,036.23
05 704 0030	GENERAL FUND REIMBURSEMENT	(1,240.00)	371.59	1,240.00	(371.59)
05 704 0031	ELEM STUDENT COUNCIL	1,297.63	0.00	0.00	1,297.63
05 704 0032	WEIGHTS	8,921.76	0.00	0.00	8,921.76
05 704 0033	VOLLEYBALL ACCOUNT	2,329.76	57.10	0.00	2,272.66
05 704 0034	IMPREST FUND	2,000.00	0.00	0.00	2,000.00
05 704 0036	CHEERLEADING	1,245.20	260.00	0.00	985.20
05 704 0037	BENNET BACK-PACK PROGRAM	1,280.53	17.91	0.00	1,262.62
05 704 0039	FAMILY PASSES	9,460.00	0.00	845.00	10,305.00
05 704 0040	STUDENT FEES	8,680.00	0.00	360.00	9,040.00
05 704 0041	QUIZ BOWL	830.08	0.00	0.00	830.08
05 704 0042	JR HIGH BASKETBALL	654.00	0.00	0.00	654.00
05 704 0043	PANTHER STORE	3,665.84	1,680.84	3,519.49	5,504.49
05 704 0044	ELEM FUN RUN	20,152.11	0.00	0.00	20,152.11
05 704 0048	CHESS CLUB	127.80	0.00	0.00	127.80
05 704 0049	SHOW CHOIR/CHOIR	446.20	79.00	0.00	367.20
05 704 0050	CHROMEBOOK INSURANCE	21,085.23	0.00	0.00	21,085.23
05 704 0051	GOLF	1,863.76	0.00	0.00	1,863.76
05 704 0052	CIRCLE OF FRIENDS	1,379.13	0.00	0.00	1,379.13
05 704 0053	CLASS OF 2031	375.00	0.00	0.00	375.00
05 704 0054	UNIFIED SPORTS	1,665.59	421.00	0.00	1,244.59
05 704 0055	FOOTBALL	7,879.72	78.00	0.00	7,801.72
05 704 0056	ASPIRE ACADEMY	5,503.16	2,178.20	1,164.75	4,489.71
05 704 0057	CHICK-FIL-A GRANT/PLAYGROUND	1,050.00	0.00	0.00	1,050.00
05 704 0058	CLASS OF 2025	1,458.78	0.00	0.00	1,458.78

Regular; Beginning Month 11/2025; Processing Month 11/2025

Fund: 05	Activity Fund	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
05 704 0059	CLASS OF 2026	3,671.19	0.00	0.00	3,671.19
05 704 0060	CLASS OF 2027	1,118.33	0.00	20.00	1,138.33
05 704 0061	CLASS OF 2028	896.58	0.00	0.00	896.58
05 704 0062	CLASS OF 2029	1,334.57	0.00	0.00	1,334.57
05 704 0063	HOSPITALITY FUND	5,021.01	0.00	0.00	5,021.01
05 704 0064	CLASS OF 2030	815.00	0.00	0.00	815.00
05 704 0065	JR HIGH VOLLEYBALL	322.77	123.93	0.00	198.84
05 704 0066	GIRLS WRESTLING REVENUE	1,964.60	738.00	232.00	1,458.60
Total: Fund Balance		314,554.07	37,270.94	28,779.98	306,063.11
Revenue					
05 1710 0001	ATHLETIC ADMISSIONS REVENUE	13,663.65	0.00	897.99	14,561.64
05 1710 0028	MUSICAL/DRAMA ADMISSIONS REVENUE	0.00	0.00	770.00	770.00
05 1790 0001	OTHER ACTIVITY REVENUE	85.58	0.00	790.06	875.64
05 1790 0002	ANNUAL REVENUE	400.00	0.00	0.00	400.00
05 1790 0003	BAND REVENUE	6,456.80	0.00	4,382.30	10,839.10
05 1790 0005	STUDENT COUNCIL REVENUE	830.00	0.00	264.00	1,094.00
05 1790 0006	FFA REVENUE	3,291.59	0.00	2,762.00	6,053.59
05 1790 0008	LIFE SKILLS REVENUE	214.55	0.00	83.93	298.48
05 1790 0009	FCCLA REVENUE	5,391.00	0.00	442.20	5,833.20
05 1790 0010	MISC ACCOUNT REVENUE	11,817.97	0.00	7,260.89	19,078.86
05 1790 0012	NATIONAL HONOR SOCIETY REVENUE	0.00	0.00	202.40	202.40
05 1790 0015	BOYS BASKETBALL HS REVENUE	1,074.00	0.00	1,157.00	2,231.00
05 1790 0016	CONCESSIONS REVENUE	19,646.03	0.00	1,587.87	21,233.90
05 1790 0017	GIRLS BASKETBALL HS REVENUE	720.00	0.00	0.00	720.00
05 1790 0019	INTEREST REVENUE	53.86	0.00	24.29	78.15
05 1790 0021	HS TRACK	3,000.00	0.00	0.00	3,000.00
05 1790 0023	CROSS COUNTRY REVENUE	1,652.21	0.00	150.00	1,802.21
05 1790 0024	INDUSTRIAL ARTS SHOP REVENUE	1,251.20	0.00	0.00	1,251.20
05 1790 0025	LIBRARY REVENUE	0.00	0.00	26.00	26.00
05 1790 0029	WRESTLING REVENUE	672.20	0.00	0.00	672.20
05 1790 0030	GENERAL FUND REIMBURSEMENT REVENUE	9,535.00	0.00	1,240.00	10,775.00
05 1790 0032	WEIGHTS REVENUE	100.00	0.00	0.00	100.00
05 1790 0033	VOLLEYBALL REVENUE	2,409.00	0.00	0.00	2,409.00
05 1790 0036	CHEERLEADING REVENUE	4,029.05	0.00	0.00	4,029.05
05 1790 0039	FAMILY PASSES REVENUE	9,590.00	0.00	845.00	10,435.00
05 1790 0040	STUDENT FEES REVENUE	8,720.00	0.00	360.00	9,080.00
05 1790 0043	PANTHER STORE	4,288.11	0.00	3,506.10	7,794.21
05 1790 0044	ELEM FUN RUN REVENUE	20,213.45	0.00	0.00	20,213.45
05 1790 0049	SHOW CHOIR/CHOIR REVENUE	1,066.40	0.00	0.00	1,066.40
05 1790 0050	CHROMEBOOK INSURANCE REVENUE	355.00	0.00	0.00	355.00
05 1790 0051	GOLF REVENUE	492.60	0.00	0.00	492.60
05 1790 0054	UNIFIED SPORTS REVENUE	600.00	0.00	0.00	600.00
05 1790 0055	FOOTBALL	966.00	0.00	0.00	966.00
05 1790 0056	ASPIRE ACADEMY REVENUE	1,897.27	0.00	1,164.75	3,062.02
05 1790 0059	CLASS OF 2026	66.01	0.00	0.00	66.01
05 1790 0060	CLASS OF 2027	0.00	0.00	20.00	20.00
05 1790 0065	JR HIGH VOLLEYBALL	393.96	0.00	0.00	393.96
05 1790 0066	GIRLS WRESTLING REVENUE	789.60	0.00	232.00	1,021.60
Total: Revenue		135,732.09	0.00	28,168.78	163,900.87
Expenditure					
05 2900 610 000 0 001	ATHLETIC EXPENSE	18,152.87	1,853.06	0.00	20,005.93

Regular; Beginning Month 11/2025; Processing Month 11/2025

Fund: 05 Activity Fund

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
05 2900 610 000 0 003	BAND EXPENSE	5,766.29	4,436.03	100.00	10,102.32
05 2900 610 000 0 004	ELEMENTARY PRINCIPAL EXPENSE	314.54	0.00	0.00	314.54
05 2900 610 000 0 005	STUDENT COUNCIL EXPENSE	1,666.85	264.00	0.00	1,930.85
05 2900 610 000 0 006	FFA EXPENSE	9,549.08	948.10	0.00	10,497.18
05 2900 610 000 0 007	HIGH SCHOOL PRINCIPAL EXPENSE	280.86	25.00	0.00	305.86
05 2900 610 000 0 008	LIFE SKILLS EXPENSE	109.95	152.59	0.00	262.54
05 2900 610 000 0 009	FCCLA EXPENSE	1,178.40	3,052.89	39.91	4,191.38
05 2900 610 000 0 010	MISC. ACCOUNT EXPENSE	4,239.25	14,933.60	944.75	18,228.10
05 2900 610 000 0 011	ART CLUB EXPENSE	0.00	25.09	0.00	25.09
05 2900 610 000 0 012	NATIONAL HONOR SOCIETY EXPENSE	0.00	20.00	0.00	20.00
05 2900 610 000 0 013	SPEECH EXPENSE	77.24	0.00	0.00	77.24
05 2900 610 000 0 015	BOYS BASKETBALL HS EXPENSE	0.00	680.43	0.00	680.43
05 2900 610 000 0 016	CONCESSION EXPENSE	18,761.19	2,164.63	0.00	20,925.82
05 2900 610 000 0 017	GIRLS BASKETBALL EXPENSE	0.00	556.20	0.00	556.20
05 2900 610 000 0 023	CROSS COUNTRY	954.20	658.96	0.00	1,613.16
05 2900 610 000 0 025	LIBRARY EXPENSE	26.18	0.00	0.00	26.18
05 2900 610 000 0 028	MUSICAL/DRAMA EXPENSE	332.28	1,532.64	0.00	1,864.92
05 2900 610 000 0 029	WRESTLING EXPENSE	0.00	449.00	0.00	449.00
05 2900 610 000 0 030	GENERAL FUND REIMBURSEMENT EXPENSE	1,240.00	371.59	0.00	1,611.59
05 2900 610 000 0 031	ELEM STUDENT COUNCIL EXPENSE	305.00	0.00	0.00	305.00
05 2900 610 000 0 033	VOLLEYBALL EXPENSE	3,100.69	57.10	0.00	3,157.79
05 2900 610 000 0 036	CHEERLEADING EXPENSE	8,799.25	260.00	0.00	9,059.25
05 2900 610 000 0 037	BENNET BACK-PACK PROGRAM EXPENSE	144.94	17.91	0.00	162.85
05 2900 610 000 0 039	FAMILY PASSES EXPENSE	130.00	0.00	0.00	130.00
05 2900 610 000 0 040	STUDENT FEES EXPENSE	40.00	0.00	0.00	40.00
05 2900 610 000 0 043	PANTHER STORE	5,320.12	1,680.84	13.39	6,987.57
05 2900 610 000 0 044	ELEM FUN RUN EXPENSE	811.34	0.00	0.00	811.34
05 2900 610 000 0 049	SHOW CHOIR/CHOIR EXPENSE	725.63	79.00	0.00	804.63
05 2900 610 000 0 050	CHROMEBOOK INSURANCE EXPENSE	40.00	0.00	0.00	40.00
05 2900 610 000 0 054	UNIFIED SPORTS	0.00	421.00	0.00	421.00
05 2900 610 000 0 055	FOOTBALL	2,204.40	78.00	0.00	2,282.40
05 2900 610 000 0 056	ASPIRE ACADEMY	1,868.04	2,178.20	0.00	4,046.24
05 2900 610 000 0 063	HOSPITALITY FUND	1,215.56	0.00	0.00	1,215.56
05 2900 610 000 0 065	JR HIGH VOLLEYBALL	4,226.71	123.93	0.00	4,350.64
05 2900 610 000 0 066	GIRLS WRESTLING	0.00	738.00	0.00	738.00
	Total: Expenditure	91,580.86	37,757.79	1,098.05	128,240.60
	Total: 05	856,421.09	100,815.81	92,324.85	904,267.69

Regular; Beginning Month 11/2025; Processing Month 11/2025

Fund: 06 LUNCH FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
06 101	CASH	57,974.86	42,435.81	60,957.58	39,453.09
	Total: Current Assets	57,974.86	42,435.81	60,957.58	39,453.09
Fund Balance					
06 704	FUND BALANCE	57,974.86	60,957.58	42,435.81	39,453.09
	Total: Fund Balance	57,974.86	60,957.58	42,435.81	39,453.09
Revenue					
06 1510	INTEREST ON INVESTMENTS	12.17	0.00	4.44	16.61
06 1620	DAILY SALES OF BREAK/LUNCH/MILK	64,952.22	0.00	28,725.05	93,677.27
06 3150	STATE REIMBURSEMENT(OF NUTRITION PROG)	186.98	0.00	0.00	186.98
06 4210	FEDERAL REIMBURSEMENT OF NUTR PROGRAM	23,236.57	0.00	13,244.31	36,480.88
06 5690	OTHER NON-REVENUE RECEIPTS	(162.64)	0.00	0.00	(162.64)
	Total: Revenue	88,225.30	0.00	41,973.80	130,199.10
Expenditure					
06 3100 110 000	SALARIES TO NON-INSTRUCTIONAL EMPLOYEES	44,968.58	26,957.39	0.00	71,925.97
06 3100 290 000	LUNCH PROGRAM EMPLOYEE BENEFITS	8,290.64	4,744.75	0.00	13,035.39
06 3100 333 000	MILEAGE PAID TO STAFF	37.10	41.30	0.00	78.40
06 3100 610 000	LUNCH SUPPLIES	1,401.60	609.49	0.00	2,011.09
06 3100 630 000	LUNCH PROGRAM FOOD EXPENSES	51,884.29	27,992.76	462.01	79,415.04
06 3100 810 000	DUES AND FEES	1,065.43	561.89	0.00	1,627.32
06 3100 890 000	LUNCH PROGRAM MISC. EXPENSES	0.00	50.00	0.00	50.00
	Total: Expenditure	107,647.64	60,957.58	462.01	168,143.21
	Total: 06	311,822.66	164,350.97	145,829.20	377,248.49

Regular; Beginning Month 11/2025; Processing Month 11/2025

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	673,222.19	5,070.31	48.80	678,243.70
07 101 1300	CASH	810,221.71	0.00	0.00	810,221.71
07 900	Cash County Treasurer	411,820.80	0.00	0.00	411,820.80
	Total: Current Assets	1,895,264.70	5,070.31	48.80	1,900,286.21
Fund Balance					
07 704	FUND BALANCE	1,895,264.70	48.80	5,070.31	1,900,286.21
	Total: Fund Balance	1,895,264.70	48.80	5,070.31	1,900,286.21
Revenue					
07 1100	LOCAL PROPERTY TAXES	201,373.95	48.80	4,750.76	206,075.91
07 1115	CARLINE TAXES	12.71	0.00	0.00	12.71
07 1140	Interest Levied Tax	178.78	0.00	129.41	308.19
07 1510	INTEREST	103.90	0.00	51.79	155.69
07 3130	HOMESTEAD EXEMPTION	1,814.80	0.00	0.00	1,814.80
07 3180	PRO-RATE MOTOR VEHICLE	0.00	0.00	138.35	138.35
	Total: Revenue	203,484.14	48.80	5,070.31	208,505.65
Expenditure					
07 5000 830 000	DEBT-RELATED EXPENSES	0.00	0.00	0.00	0.00
07 5000 831 000	REDEMPTION OF PRINCIPAL	0.00	0.00	0.00	0.00
07 5000 832 000	INTEREST ON LONG-TERM DEBT	0.00	0.00	0.00	0.00
	Total: Expenditure	0.00	0.00	0.00	0.00
	Total: 07	3,994,013.54	5,167.91	10,189.42	4,009,078.07

Regular; Beginning Month 11/2025; Processing Month 11/2025

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	827,996.19	438.49	500,003.85	328,430.83
08 101 1400	CASH	841,820.10	0.00	0.00	841,820.10
08 101 1600	CASH	66,232.83	0.00	0.00	66,232.83
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	35,716.59	0.00	0.00	35,716.59
Total:	Current Assets	2,334,687.86	438.49	500,003.85	1,835,122.50
Fund Balance					
08 704	FUND BALANCE	2,334,687.86	500,003.85	438.49	1,835,122.50
Total:	Fund Balance	2,334,687.86	500,003.85	438.49	1,835,122.50
Revenue					
08 1100	LOCAL PROPERTY TAXES	20,305.29	3.85	384.92	20,686.36
08 1115	CARLINE TAXES	3.65	0.00	0.00	3.65
08 1140	Interest Levied Tax	24.37	0.00	21.55	45.92
08 1510	INTEREST on CD'S AND INVESTMENTS	155.15	0.00	32.02	187.17
Total:	Revenue	20,488.46	3.85	438.49	20,923.10
Expenditure					
08 2610 720 000	BUILDINGS	172,550.48	0.00	0.00	172,550.48
08 2610 810 000	DUES AND FEES	0.00	500,000.00	0.00	500,000.00
Total:	Expenditure	172,550.48	500,000.00	0.00	672,550.48
Total:	08	4,862,414.66	1,000,446.19	500,880.83	4,363,718.58

Regular; Beginning Month 11/2025; Processing Month 11/2025

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	292,763.70	477.16	4.39	293,236.47
	Total: Current Assets	292,763.70	477.16	4.39	293,236.47
Other Assets					
09 900	Cash County Treasurer	11,401.36	0.00	0.00	11,401.36
	Total: Other Assets	11,401.36	0.00	0.00	11,401.36
Fund Balance					
09 704	FUND BALANCE	304,165.06	4.39	477.16	304,637.83
	Total: Fund Balance	304,165.06	4.39	477.16	304,637.83
Revenue					
09 1100	LOCAL PROPERTY TAXES	16,600.09	4.39	420.42	17,016.12
09 1115	CARLINE TAXES	5.47	0.00	0.00	5.47
09 1140	Interest Levied Tax	37.15	0.00	18.57	55.72
09 1510	INTEREST ON INVESTMENTS	49.50	0.00	22.47	71.97
09 3180	PRO-RATE MOTOR VEHICLE	8.41	0.00	15.70	24.11
	Total: Revenue	16,700.62	4.39	477.16	17,173.39
Expenditure					
09 5000 830 000	DEBT-RELATED EXPENSES	0.00	0.00	0.00	0.00
09 5000 831 000	REDEMPTION OF PRINCIPAL	0.00	0.00	0.00	0.00
09 5000 832 000	INTEREST ON LONG-TERM DEBT	0.00	0.00	0.00	0.00
	Total: Expenditure	0.00	0.00	0.00	0.00
	Total: 09	625,030.74	485.94	958.71	626,449.05

Regular; Beginning Month 11/2025; Processing Month 11/2025

Fund: 13 2022 Bond

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
13 101	CASH	1,068,844.51	7,663.69	74.20	1,076,434.00
	Total: Current Assets	1,068,844.51	7,663.69	74.20	1,076,434.00
Fund Balance					
13 704	FUND BALANCE	1,068,844.51	74.20	7,663.69	1,076,434.00
	Total: Fund Balance	1,068,844.51	74.20	7,663.69	1,076,434.00
Revenue					
13 1100	LOCAL PROPERTY TAXES	257,768.82	74.20	7,159.24	264,853.86
13 1115	CARLINE TAXES	65.96	0.00	0.00	65.96
13 1140	Interest Levied Tax	470.36	0.00	261.16	731.52
13 1510	INTEREST ON INVESTMENTS	168.82	0.00	82.23	251.05
13 3180	PRO-RATE MOTOR VEHICLE	148.84	0.00	161.06	309.90
	Total: Revenue	258,622.80	74.20	7,663.69	266,212.29
Expenditure					
13 5000 830 000	DEBT-RELATED EXPENSES	0.00	0.00	0.00	0.00
13 5000 831 000	REDEMPTION OF PRINCIPAL	0.00	0.00	0.00	0.00
13 5000 832 000	INTEREST ON LONG-TERM DEBT	0.00	0.00	0.00	0.00
	Total: Expenditure	0.00	0.00	0.00	0.00
	Total: 13	2,396,311.82	7,812.09	15,401.58	2,419,080.29

Regular; Beginning Month 11/2025; Processing Month 11/2025

Fund: 14 RIVERSTONE BANK - CONSTRUCTION

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
14 101	CASH	278,106.79	1,200.05	0.00	279,306.84
	Total: Current Assets	278,106.79	1,200.05	0.00	279,306.84
Fund Balance					
14 704	FUND BALANCE	278,106.79	0.00	1,200.05	279,306.84
	Total: Fund Balance	278,106.79	0.00	1,200.05	279,306.84
Revenue					
14 1510	INTEREST ON INVESTMENTS	4,408.24	0.00	1,200.05	5,608.29
	Total: Revenue	4,408.24	0.00	1,200.05	5,608.29
Expenditure					
14 2610 720 000	BUILDINGS	568,121.55	0.00	0.00	568,121.55
	Total: Expenditure	568,121.55	0.00	0.00	568,121.55
	Total: 14	1,128,743.37	1,200.05	2,400.10	1,132,343.52

Regular; Beginning Month 11/2025; Processing Month 11/2025

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	68,800.75	229.06	2.18	69,027.63
	Total: Current Assets	68,800.75	229.06	2.18	69,027.63
Fund Balance					
16 704	FUND BALANCE	68,800.75	2.18	229.06	69,027.63
	Total: Fund Balance	68,800.75	2.18	229.06	69,027.63
Revenue					
16 1100	LOCAL PROPERTY TAXES	2,487.56	2.18	204.72	2,690.10
16 1115	CARLINE TAXES	3.86	0.00	0.00	3.86
16 1140	Interest Levied Tax	17.43	0.00	0.00	17.43
16 1510	INTEREST ON INVESTMENTS	47.52	0.00	24.34	71.86
16 3180	PRO-RATE MOTOR VEHICLE	11.55	0.00	0.00	11.55
16 5200	TRANSFERS	568,121.55	0.00	0.00	568,121.55
	Total: Revenue	570,689.47	2.18	229.06	570,916.35
Expenditure					
16 4500 610 000	GENERAL SUPPLIES	31,039.65	0.00	0.00	31,039.65
16 4500 720 000	BUILDINGS	537,081.90	0.00	0.00	537,081.90
	Total: Expenditure	568,121.55	0.00	0.00	568,121.55
	Total: 16	1,276,412.52	233.42	460.30	1,277,093.16

Update on Department of Education. November 2025

New Agreements Signed with Departments of Labor, Interior, Health and Human Services, and State: November 18, 2025

- The U.S. Department of Education (ED) today announced six new interagency agreements (IAAs) with four agencies to break up the federal education bureaucracy, ensure efficient delivery of funded programs, activities, and move closer to fulfilling the President’s promise to return education to the states. By partnering with agencies that are best positioned to deliver results for students and taxpayers, these IAAs will streamline federal education activities on the legally required programs, reduce administrative burdens, and refocus programs and activities to better serve students and grantees.

These new partnerships with the **Departments of Labor (DOL), Interior (DOI), Health and Human Services (HHS)**, and State mark a major step toward improving the management of select ED programs by leveraging partner agencies’ administrative expertise and experience working with relevant stakeholders. These agreements follow a successful [workforce development partnership](#) signed with DOL earlier this year, which [has](#) created an integrated federal education and workforce system and reduced the need for states to consult multiple federal agencies to effectively manage their programs.

"The Trump Administration is taking bold action to break up the federal education bureaucracy and return education to the states," said U.S. Secretary of Education Linda McMahon. "Cutting through layers of red tape in Washington is one essential piece of our final mission. As we partner with these agencies to improve federal programs, we will continue to gather best practices in each state through our 50-state tour, empower local leaders in K-12 education, restore excellence to higher education, and work with Congress to codify these reforms. Together, we will refocus education on students, families, and schools – ensuring federal taxpayer spending is supporting a world-class education system."

- **ED and DOL: Elementary and Secondary Education Partnership**
 - ED and DOL are establishing the Elementary and Secondary Education Partnership to empower parents and states, promote innovation, and deliver program improvements in pursuit of better outcomes for students in elementary and secondary education. DOL will take on a greater role in administering federal K-12 programs, ensuring these programs are better aligned with workforce and college programs to set students up for success at every part of their education journey. With proper oversight by ED, DOL will manage competitions, provide technical assistance, and integrate ED’s programs with the suite of employment and training programs DOL already administers.
- **“The Labor Department is committed to working with the Department of Education to ensure our K-12 and postsecondary education programs prepare students for today and tomorrow’s workforce demands,”** said Secretary of Labor Lori Chavez-DeRemer. “Parents and community leaders understand how important training and education are for students from all walks of life to succeed and support their local economies. Secretary McMahon and I will continue advancing President Trump’s vision

Update on Department of Education. November 2025

to deliver effective, streamlined resources, so every student has a clear pathway from education to opportunity.”

- **ED and DOL: Postsecondary Education Partnership**

- ED and DOL are establishing the Postsecondary Education Partnership to better coordinate postsecondary education and workforce development programs. DOL will take on a greater role in administering most postsecondary education grant programs authorized under the Higher Education Act. The backdrop for this agreement is our nation’s annual labor shortage of over [700,000 skilled jobs](#) and the Trump Administration’s commitment to transforming the federal government’s approach to workforce development. These grants will help students from all walks of life obtain the credentials and career training they need to prosper and contribute to the American economy, as well as provide institutions of higher education with resources to support innovative strategies for learning and workforce advancement. With proper oversight by ED, DOL will manage grant funds, provide technical assistance, and integrate ED’s postsecondary education programs into the suite of programs DOL already administers. .

- **ED and DOI: Indian Education Partnership**

- ED and DOI are establishing the Indian Education Partnership to improve Native American education in the United States. DOI will take on a greater role in administering Indian Education programs relating to elementary and secondary education, higher education, career and technical education, and vocational rehabilitation, solidifying the agency as the key point of contact for Tribes and Native students. With proper oversight by ED, DOI will manage competitions, provide technical assistance, and integrate ED’s Indian Education programs with the suite of programs DOI already administers.
- "Under President Donald Trump, Native American education programs will become stronger, more accountable, and fully dedicated to ensuring Native students are prepared for success," said Secretary of the Interior Doug Burgum. "Through a vital partnership with the Department of Education, the Department of the Interior will assume administration for enhancing Indian education programs, streamlining operations, and refocusing efforts to better serve Native youth and adults across the nation. Today is just the beginning of a brighter future where Native students and their communities are empowered with the tools, opportunities, and support they need to thrive for generations to come."
 - View the partnership fact sheet for Indian Education [here](#).

- **ED and HHS: Foreign Medical Accreditation Partnership**

- ED and HHS are establishing the Foreign Medical Accreditation Partnership to apply the expertise of HHS staff to evaluating whether the standards of accreditation for foreign medical schools are comparable with the standards for medical schools in the U.S. HHS will oversee the work of the affiliated National Committee on Foreign Medical Education and Accreditation (NCFMEA).

Update on Department of Education. November 2025

- “Medical education must incorporate timely, rigorous science on nutrition, metabolism and all medical subjects. Secretary Kennedy is leading the charge with American medical schools and HHS will encourage foreign medical schools through this partnership,” said Health and Human Services Deputy Secretary Jim O’Neill.
 - View the partnership fact sheet for Foreign Medical Accreditation [here](#).

- **ED and HHS: Child Care Access Means Parents in School Partnership**
 - ED and HHS are establishing the Child Care Access Means Parents in School (CCAMPIS) Partnership to improve on-campus child care support for parents enrolled in college. As HHS already oversees child care-focused grants, this partnership will bring much needed efficiency and coherent guidelines to the execution of the CCAMPIS program. HHS will manage existing competitions, provide technical assistance, and integrate ED’s CCAMPIS program.
 - “The Trump Administration is streamlining unnecessary bureaucracy and cutting red tape to allow us to serve more student-parents across college campuses,” said Alex J. Adams, Assistant Secretary for the Administration for Children and Families. “Our partnership with the Department of Education will ensure families have access to childcare options that meet their needs and can accelerate their educational and economic success.”
 - View the partnership fact sheet for the Child Care Access Means Parents in School Program [here](#).

- **ED and State: International Education and Foreign Language Studies Partnership**
 - ED and State are establishing the International Education and Foreign Language Studies Partnership to improve efficiencies for programs administered under the Fulbright-Hays grant. State already administers the Fulbright Program and is best positioned to tailor foreign education programs with the national security and foreign policy priorities of the United States. The partnership provides an opportunity to streamline international education program funding and data collection measures, consolidate program management, and advance national security interests.
 - “Shifting the administration of these programs to the Department of State will help advance President Trump’s agenda,” said Under Secretary of State for Public Diplomacy Sarah Rogers. “With its unmatched global reach and deep public diplomacy expertise, the State Department will strengthen and streamline these programs while equipping American students and professionals with skills that are critical to our national interests. Thanks to President Trump’s bold vision, we are cutting red tape so that our foreign policy tools deliver maximum results for the American people.”

District Snapshot

Student Membership



Student Membership
724

State 330,136 Peers 711



Teachers
56

State 23,951 Peers 56

Program Participation



English Learners

State 10% Peers 7%



Free/Reduced Lunch
13%

State 50% Peers 31%



Gifted
16%

State 13% Peers 11%



Special Education
18%

State 17% Peers 17%

Metrics



Attendance Rate

95%

State 93% Peers 95%



Dropout Rate

State 1% Peers *



Graduation Rate

95%

State 88% Peers 96%



College-Going Rate

84%

State 76% Peers 81%

Financial



State Aid

State Aid Data Not Available

State Peers



Per Pupil Expenditures

Per Pupil Expenditure Data Not Available

State Peers



Other State Receipts

Other State Receipts Data Not Available

State Peers



Expenditures

Financial Expenditure Data Not Available

State Peers

Performance



NSCAS English Language Arts

65%

State 59% Peers 68%



NSCAS Mathematics

71%

State 58% Peers 71%



NSCAS Science

92%

State 80% Peers 87%



ACT (11th Grade)

80% 65% 75%

ELA Math Science

State ELA
43%

State Math
41%

State Science
48%

Peers ELA
56%

Peers Math
53%

Peers Science
56%

AQuESTT

Beginning Status

GREAT

NSCAS English Language Arts & Mathematics Proficiency

SUCCESS, ACCESS, AND SUPPORT



Positive Partnerships, Relationships, and Success

Students Without Out of School Suspension or Expulsion 99%

TEACHING, LEARNING, AND SERVING



Postsecondary, Career, and Civic Ready

In Development!



Transitions

Four Year Graduation Rate 100%

Extended Graduation 100%

AQuESTT uses 2023-2024 graduation rates



Student Achievement & Growth

Individual Score Growth 62%

Non-Proficiency Reduction No

Science Proficiency Status 88%



Educational Opportunities and Access

Chronic Absenteeism Reduction Score -1%

Progress Towards EL Proficiency 75%



Educator Effectiveness

In Development!

Final AQuESTT Classification



Palmyra District O R 1



Palmyra District O R 1
425 F St



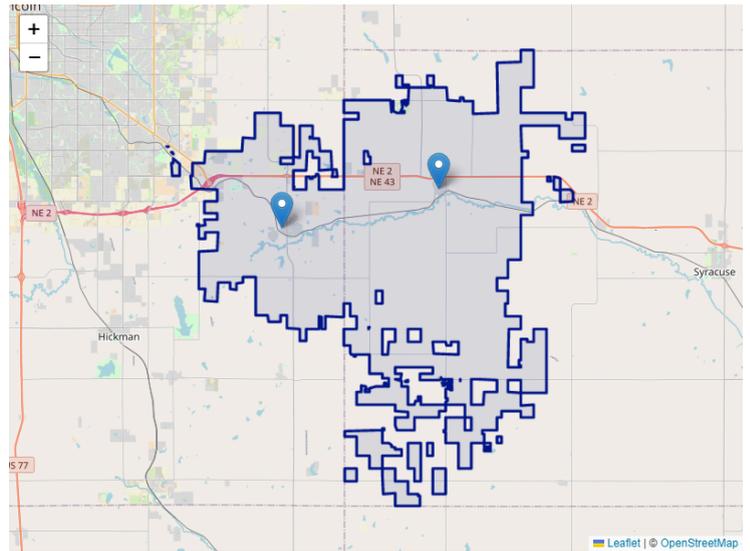
(402)780-5327



(402)780-5328



66-0501-000



Schools in District	3
State Board District	2
Educational Service Unit	4
Legislative District	1

District Description

District OR-1 is a growing school district located just minutes east of the city of Lincoln representing the communities of Bennet, Douglas, and Palmyra. Bennet Elementary is located in Bennet, Nebraska in Lancaster County. Palmyra Junior / Senior High School is located in Palmyra in Otoe County. The proximity of the district to Lincoln, combined with the small-town feel and strong support of our district patrons provides an incredible opportunity for our students to maximize their unique gifts and talents. Our outstanding staff and students, strong academic focus, diverse community partnerships, and availability of extracurricular activities make District OR-1 a special place for students to develop the life and career-ready skills needed to be productive citizens and engaged community patrons.

This description was provided by the district

Nebraska Public Schools State Snapshot

Student Membership



Student
Membership
330,136



Teachers
23,951

Program Participation



English Learners
10%



Free/Reduced Lunch
50%



Gifted
13%



Special Education
17%

Metrics



Attendance Rate
93%



Dropout Rate
1%



Graduation Rate
88%



College-Going Rate
76%

Performance



NSCAS English Language
Arts
59%



NSCAS Mathematics
58%



NSCAS Science
80%



ACT (11th Grade)
43% **41%** **48%**
ELA Math Science

Financial



State Aid

State Aid Data Not Available



Per Pupil Expenditures

Per Pupil Expenditure Data Not Available



Other State Receipts

Other State Receipts Data Not Available



Expenditures

Financial Expenditure Data Not Available

NOVEMBER 26, 2025

Significant Gains in Science Highlight Statewide Assessment and Accountability Results

The Nebraska Department of Education (NDE) released the Nebraska Student-Centered Assessment System (NSCAS) results and the Accountability for a Quality Education System Today and Tomorrow, or AQuESTT classifications today. Both reports provide insight into how students are performing academically on Nebraska's state standards.

NSCAS English Language Arts (ELA), Mathematics and Science are rigorous assessments with high expectations for postsecondary readiness. NSCAS ELA and Mathematics are given in grades three through eight. NSCAS science assessments are given in fifth and eighth grades and Nebraska juniors take the ACT assessment.

The following are among the key findings from this year's NSCAS:

- 80% of Nebraska students in grades 5 and 8 were proficient on the NSCAS Science assessment (performing at the On Track or Advanced level). This is a six-point improvement from last year.
- 59% of Nebraska students in grades 3-8 were considered proficient in English Language Arts.
- 58% of Nebraska students in grades 3-8 were proficient in Math.
- **At the high school level, Nebraska's juniors were 43% proficient in ELA, 41% in Math, and 48% in Science.**

"This six-point leap in science scores for students in grades 3 through 8 is a powerful testament to the impact of high-quality instructional materials and the incredible dedication of our educators," said Commissioner Brian Maher. "When we align our resources with state standards and combine that with the hard work of our teachers and students, the result is measurable success. This improvement is a victory for every classroom and a major step forward for science education across the state."

In addition to assessment results, Nebraska released accountability ratings. State and federal law require the NDE to annually classify and designate schools to provide signals for specific supports. Nebraska's system, AQuESTT - helps ensure all students across all backgrounds and circumstances have access to a wide range of learning opportunities. AQuESTT annually classifies schools and districts as Excellent, Great, Good, and Needs Support to Improve.

A breakdown of classifications indicated that 327 (29.8 percent) of schools were classified as Excellent, 393 (35.9 percent) were Great, 293 (26.7 percent) were Good, and 83 (7.6 percent) were designated as Needs Support to Improve. This is an increase of 38 (3.5 percent) schools in the highest two classification levels from 2024. 81 school classifications were positively impacted by a reduction in chronic absenteeism. You can learn more about the work schools are doing in this area in a previous [news release online](#).

This is the final year of using the current classification system. There will be changes in 2026 intended to improve transparency and be more meaningful for continuous improvement.

Additionally, the NDE designates schools as Targeted Support and Improvement (TSI) annually, and Comprehensive Support and Improvement (CSI), and Additional Targeted Support and

Improvement (ATSI) every three years. This year, 153 student groups in 119 schools were identified as TSI. For CSI and ATSI, after three years from initial designation, schools are eligible to exit. This year, 52 student groups in 37 schools exited ATSI and 3 schools exited the CSI designation this year. Exit criteria for these schools focus on improvement of designation year scores, and may include improving student academic proficiency on ELA, math, and science assessments, reducing chronic absenteeism, and increasing graduation rates.

More information on assessment and accountability results can be found on the Nebraska Education Profile, nep.education.ne.gov.

Curbside Coffee

During the month of November, FCCLA members are showing their appreciation to bus drivers with our annual Curbside Coffee. Leading up to Thanksgiving break, the members will provide a breakfast item and coffee/cocoa for the people behind the wheel each Thursday! Students quickly filled up shifts for November 6th, 13th, and 20th. This small gesture is meant to recognize the hard work and early mornings that the bus drivers dedicate to students every day!



FCCLA Newsletter

Oct/Nov 2025



District Leadership Conference

On November 3rd, students attended the District Leadership Conference in Weeping Water. Hope Jones and Carter Herrington both held sessions and taught fellow FCCLA members about upcoming opportunities! Hope led a session about SPOT (State Peer Officer Team) and the FCCLA National Programs. Chapters can apply for the Nebraska Outreach Project to win an award at the Peer Education Conference in February. Carter talked to members about STAR (Students Taking Action with Recognition). His presentation gave students a visual of different competitive events that are offered and discussed the Planning Process.

FCCLA Chapter Points

The points help keep track of how involved you are. The more points you have, the more opportunities you get, like going to Peer Education Conference or be our voting delegate for SLC.

[FCCLA Points LINK](#)

SPOT/SOT Applications

Applications for the Nebraska FCCLA SPOT and SOT teams are open, allowing members to assume important state-level leadership roles. SPOT members lead peer-education teams and present at conferences, while SOT members act as official leaders of Nebraska FCCLA. These roles are ideal for students looking to enhance their leadership skills and gain public speaking experience. Part within FCCLA. Any dedicated member is encouraged to apply before the upcoming January deadline and take the next step in their leadership journey.



Coin Challenge

At the Bennet Legion Hall, we volunteered at the Coin Toss Challenge where both former and active military members brought their military coins to share and compare. Each participant told the story behind their coin, and it was really interesting to hear about their experiences and what their coins meant to them. The event was a great way to honor and connect with those who have served. Devynn Vela and Braelyn Kaufman helped by serving chips and salsa and making sure everyone felt welcomed and appreciated.

Recognize FCCLA Members

Use the links to nominate someone for the Nebraska FCCLA [Chapter](#), [Adviser](#), [Member](#) Recognition, and/or [Sunday Spotlight](#)! Nominate anyone from our chapter!

STAR

FCCLA members are kicking off STAR and have started planning for their projects! STAR, or Students Taking Action with Recognition, allows students to participate in different competitive events at the regional/district, state, and national levels! These members have over 30 topics they can choose to compete in individually or as a team. As of right now, we already have 13 members planning for their projects to compete at the district level in January! If you are interested, talk to Mrs. Paxton or an officer to learn more!

Upcoming Events

Nov. 20 - Curbside Coffee and Cocoa

Nov. 24 - FFA/FCCLA Blood Drive

Dec 1 - Omaha Fashion Week applicants notified of status

Dec 5 - Santa's Overflow Volunteer Set up

Dec 6 - Santa's Overflow Volunteer Work

Dec 8 - Backpack Program Wrapping Christmas Gifts

Dec 10 - Chapter Meeting



President's Summit

This year, we sent 3 aspiring leaders to the President's Summit conference. Our students were sponsored by former teacher, Mr. Malone. Nebraska Leadership Center's President's Summit in Aurora, NE, brings high school students from groups like FCCLA, DECA, and FFA together to enhance their leadership skills. During this day-long event, participants engage in workshops on strengths-based leadership, the difference between leading and managing, and conducting inclusive meetings. They leave with practical tools for organizing meetings and planning events, while also networking with fellow motivated student leaders.



SAVE UP TO
3 LIVES



ONLY TAKES
ABOUT
1 HOUR

**READY
DONOR ONE**

Palmyra High School Blood Drive

Held on the Bloodmobile

**Monday, November 24
1:30PM – 6:00PM**

Appointments Recommended

Visit ncbb.org/searchdrives

Use sponsor code **PHS**

You can also scan the QR Code to access the schedule

For questions, contact **Ms. Beach**



Are you 16 years old?

Please have your parent permission form
complete & with you at donation

(Must be completed each time you donate while you are 16)

**877.486.9414
ncbb.org**

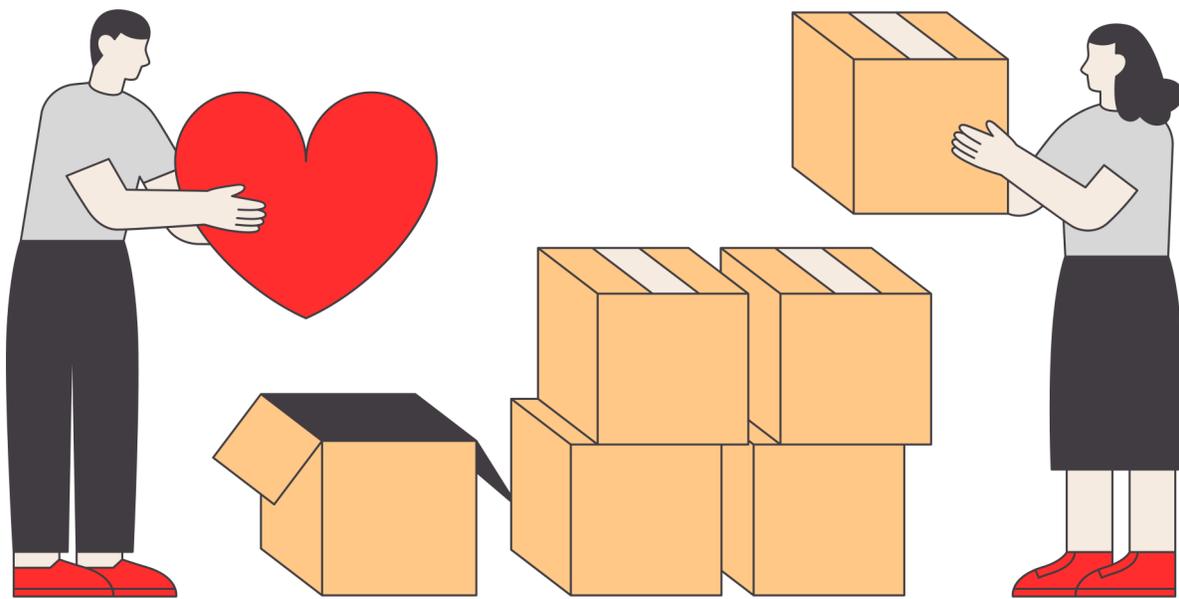
Appointments are preferred however walk-ins will be welcomed if space permits. Please remember to eat, drink, and bring your ID with your name and photo. Visit ncbb.org/coronavirus for COVID-19 safety protocols.   

POP TAB

Palmyra FCCLA

COLLECTION

**START SAVING TABS TODAY —
WE'RE COLLECTING ALL YEAR!**



Drop off your pop tabs
at Palmyra High School
or to an FCCLA Member

**POP TABS
GOING TO**
Ronald McDonald
House Charities,
Omaha, NE

WHY POP TABS?

Pop tabs maybe small in size, but they have a big impact. Your aluminum can tab donations help light the way for families at the House.

Thanks to schools, businesses, community organizations, and families like ours, they have recycled approximately 35 million pop tabs last year, and the money from those donations helps pay for their electric bill each month.

Retention and Removal of Team and Individual Junior / Senior High School Awards

Purpose:

- This policy establishes guidelines for the management, display, retention, and disposition of awards and trophies at Palmyra Junior/ Senior High School. The purpose of the policy is to:
 - Honor the accomplishments of students and school programs fairly and equitably.
 - Provide clear and consistent rules for managing the school's growing collection of awards.
 - Ensure the school's historical legacy is preserved for future generations.
 - This policy affirms that all awards, including trophies, plaques, and other forms of recognition presented to the school, are the property of Palmyra Junior/ Senior High School.

Award Display Timelines:

- Due to a limited amount of space and a competing desire to recognize the accomplishments of our students, the following award timelines have been established:
 - **High School Team Awards:**
 - All awards earned by a board-recognized high school extracurricular or academic program will be retained on display for **7 years**. Conference, Regional, and Sectional awards will be retained for **50 years**. State championship and runner-up awards will be retained permanently.
 - All conference and state tournament awards will be noted publicly on a common plaque or digital display.
 - **Middle School Awards:**
 - Middle school awards, including donated youth program awards, will be retained until the members of the team or individual graduates from high school. At that time, the award will be auctioned off, donated to a member of the winning team, given to the individual, or disposed of.
 - **Individual Awards:**
 - Individual awards will be retained for **7 years** after the student graduates from the high school.
 - After **7 years**, individual state honors will be noted publicly on a common plaque to be retained permanently in the school.
 - **Awards for Coaches**
 - Conference awards will be retained for **50 years** and will be noted publicly on a common plaque.
 - State-level awards will be retained permanently.

Retention and Disposal of Awards:

- When space limitations occur, the athletic director, in conjunction with the high school principal and head coach or activity sponsor, may remove trophies or awards using the following guidelines:
 - Maintain State Champion and/or State Runner-Up trophies and/or plaques.
 - Take out the oldest awards first in one-year increments.
 - When individual photos are removed, efforts will be made to give the photo to the individual or the family of the individual.
 - If All-State or individual State Champion framed photos are removed, the student's name, position/event, and year of honor should be displayed in a designated location.

Retention and Removal of Team and Individual Junior / Senior High School Awards

- Trophies or plaques removed from display cases due to space limitations will be auctioned off, donated to a member of the winning team, or disposed of.
- Individual and coaching awards will be given to the individual or coach.

Display of Awards

- **Display location:** Awards and trophies will be displayed in designated, high-traffic areas, such as the main entrance, gymnasium lobby, or common hallways, to ensure maximum visibility for students, staff, and the community.
- **Equitable recognition:** Display cases will showcase a balance of achievements, including athletics, academics, fine arts, and extracurricular activities. The displays will be periodically rotated to provide fair recognition for all student groups.
- **Maintenance:** The Activities Director, or a designated staff member, will be responsible for the regular cleaning, maintenance, and organization of all display cases.
- **Security:** Display cases will remain locked at all times to protect the awards from damage or theft.

Digital Archives

- To complement the physical displays, the school will maintain a digital archive of award recipients.
 - **Process:** High-resolution photographs of awards, award winners, and teams will be taken and stored in a database.
 - **Access:** The digital archive will be available to students, alumni, and the public via the school's official website.

Responsibility

- The Activities Director is responsible for implementing and managing this policy. Any exceptions or special considerations must be approved by the school administration.

Reviewed: November 10, 2025

Approved: December 8, 2025

Policy #6288: Artificial Intelligence and Student Use of AI**District Purpose Statement**

District OR-1 Public Schools acknowledges that artificial intelligence continues to emerge as a resource that may assist students with future technology and different wants of learning needs. However, artificial intelligence also poses a challenge in delineating the responsible use of artificial intelligence in student plagiarism. As a result, the Board of Education adopts this Policy to specifically address how the District will address academic honesty and integrity regarding a student's use of artificial intelligence.

This policy aims to ensure that student use of Artificial Intelligence (AI) technologies supports academic integrity, enhances learning, and aligns with district-approved instructional practices. Students are prohibited from using AI technologies for academic or extracurricular purposes unless the use meets one or more of the following conditions:

- **Secondary Role in Research**
 - AI may be used as a secondary tool within Google searches (e.g., summaries, suggested resources, clarifications).
 - In this context, AI is to supplement—not replace—direct engagement with primary sources and teacher-provided materials.
- **Integration Within Official Curriculum**
 - AI use is permitted when it is specifically embedded within an official district curriculum or instructional lesson.
 - Teachers must provide specific directions on how the AI will be used to support designated learning objectives.
- **Approved District List**
 - AI tools explicitly approved and published on the official district website may be used for classroom and learning purposes.
 - The district will maintain and regularly update this list to reflect current instructional priorities, legal considerations, and data privacy standards.

Staff and Student Responsibilities

- Students must adhere to the above guidelines and use AI ethically and responsibly.
- Teachers are responsible for guiding and monitoring students' use of AI within the classroom.
- Administrators will update and maintain the official list of approved AI tools and communicate updates to staff, students, and families through district communication channels.

Unauthorized Use

- Unauthorized use of AI technologies—including the use of unapproved tools, plagiarism through AI-generated content, or reliance on AI in violation of the conditions above—will be treated as a violation of the district's academic integrity policy.

Review

- This policy will be reviewed annually to ensure it remains relevant to evolving technologies and educational best practices.

Date of Adoption: August 14, 2023

Date of Revision: December 8, 2025

Superintendent Goals 2024-2025

Michael T. Hart
District OR-1 Public Schools

Presented to the
Board of Education:
Monday, December 9th, 2024





2024-2025 Goals

These goals are in alignment with our current district strategic goals, board member feedback from the NASB evaluation document, and our updated school improvement goals.

Please note: For the **2024-2025** school year, I have selected one goal from four different target areas.

Monday December 9, 2024

Goal Target Areas

Please note: For the **2024-2025** school year, I have selected one goal from four different target areas.

Goal # 1

**Instructional
Leadership**

Goal # 2

Policy

Goal # 3

**Organizational
and Cultural
Leadership**

Goal #4

**Board -
Superintendent
Relations**

Instructional Leadership

Provide educational leadership to ensure resources align and support “best practices” for instructional standards, as well as implementation of current and/or applicable curriculum assessments to support student success.

- Communicate instructional expectations and monitor the district Instructional Model framework for fidelity and consistency.
- Collaborate with district leadership to improve our certified and classified staff evaluation models.

Monday, December 9th, 2024



Policy

The Superintendent works collaboratively with the board to define, update, and adopt effective and purposeful district policy

- Implement a policy review cycle that ensures district leadership reviews and revises policy on a regular basis.
- Ensure public access to the district policy manual by allowing access via the district website.
- Govern consistently through board policy and ensure administrative protocols and district handbooks are aligned with district policy.

Monday, December 9th, 2024



Organizational and Cultural Leadership

Provide cultural leadership through accountability, inclusiveness, engagement, and advocacy for staff and students.

- Develop and sustain effective working relationships with local government officials (The Village of Palmyra and the City of Bennet) and our current state senators and legislators.
- Enhance CTE programs, strengthen “Dual Credit” curricular offerings, enrich High Ability Learner (HAL) experiences, maximize student resources, and role model respect, accountability, and integrity

Monday, December 9th, 2024





Board-Superintendent Relations

Collaborate with the board to define district expectations, policies, and goals to support instruction and student learning.

- Collaboratively work with board members to advocate for local, state, and federal legislation that has a positive impact on our District.
- Ensure that committee and board meetings stay on topic and within the capacity of the board's role.

Monday, December 9th, 2024





- 1 - Director of Student Programs
- 1 - Director of Maintenance / Facilities
- 4 - High School Teachers: (math, English, Social Studies, Business/ PE)

1 - Elementary School “Specials” Teacher

2024-2025

*2026-2027

*2025-2026

1 - High School “Specials” Teacher

Personnel: Certified Staffing Timeline

(*Dependent on future financial resources and student enrollment needs)

High School Expansion
Bennet Elementary School Expansion
High School Trophy Case Area

2024-2025

Bus Barn at Palmyra

***2026-2027**

Current (and Future) District Building Projects

***2025-2026**

High School Locker Room Renovation
Olson Complex Bleacher Expansion

Thank you for the opportunity to continue to lead our district and serve our communities!



Please let me know if you have any additional questions!

Monday, December 9th, 2024

NASB STANDARD SUPERINTENDENT EVALUATION



STANDARD 1: MISSION, VISION, & GOALS

Standard Descriptor: The superintendent works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals to ensure a high-quality education and academic success and well-being of each student.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

Excellent
The supt. does an outstanding job at this task.

Good
The supt. performs this task as required.

Average
The supt. does an adequate job performing this task.

Fair
The supt. does a passable job performing this task.

Poor
The supt. does not perform this task well or at all.

Unsure
I do not have certainty or confidence that the supt. completes this task.

		Excellent	Good	Average	Fair	Poor	Unsure
I.a.	Works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals.						
I.b.	Engages internal stakeholders (i.e. administration, staff, students) and external stakeholders (i.e. parents, community), using relevant data in the discussion of long-term plans and goals.						
I.c.	Effectively utilizes data to implement, guide, and monitor progress of district goals/strategic plan.						
I.d.	Adjusts mission and vision to changing expectations and opportunities for the district and changing needs and situations of students.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • District strategic plan/district goals • Plan for implementing, monitoring and reporting progress of strategic plan/district goals • School improvement plan (including updates/assessment of progress and modifications) • School improvement teams • Superintendent performance plan aligned with district priorities and indicators to measure progress and success • Student performance data • Engagement/communication plan • Meeting agendas/minutes 						
	If you were to suggest one improvement to Mission, Vision, and Goals for the upcoming year, what would it be?						



STANDARD II: POLICY

Standard Descriptor: The superintendent works collaboratively with the board to define, update, and adopt effective and purposeful district policy.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

Excellent
The supt. does an outstanding job at this task.

Good
The supt. performs this task as required.

Average
The supt. does an adequate job performing this task.

Fair
The supt. does a passable job performing this task.

Poor
The supt. does not perform this task well or at all.

Unsure
I do not have certainty or confidence that the supt. completes this task.

		Excellent	Good	Average	Fair	Poor	Unsure
II.a.	Works with the board to review, update and adopt effective and purposeful district policy.						
II.b.	Governs consistently through board policy and administrative protocols and procedures.						
II.c.	Provides public access to district policy.						
II.d.	Ensures all handbooks are aligned to district policy.						
II.e.	Implements a policy to ensure curriculum is reviewed and aligned with current state standards.						
II.f.	Understands, complies with, and educates the school community on local, state, and federal laws, policies, and regulations.						
II.g.	Ensures student discipline is implemented with integrity and consistency.						
II.h.	Ensures student and personnel policies are clear and implemented consistently.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • District adopted policy review process/calendar • Progress/updates of the board's work with policy • Policy committee minutes • Curriculum review policy • Meeting agendas/minutes 						
	If you were to suggest one improvement to Policy for the upcoming year, what would it be?						

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*



STANDARD III: BUDGET PLANNING & MANAGEMENT

Standard Descriptor: The superintendent provides organizational leadership district-wide to ensure fiscal responsibility and management of school operations by allocating, using, and investing district resources to support effective instruction, improved and student learning.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

Excellent <i>The supt. does an outstanding job at this task.</i>	Good <i>The supt. performs this task as required.</i>	Average <i>The supt. does an adequate job performing this task.</i>	Fair <i>The supt. does a passable job performing this task.</i>	Poor <i>The supt. does not perform this task well or at all.</i>	Unsure <i>I do not have certainty or confidence that the supt. completes this task.</i>
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III.a.	Upholds fiscal responsibility and accountability.						
III.b.	Leads a collaborative board and administrative budget planning process to align resources with the district mission, vision, and goals.						
III.c.	Utilizes data, research, and informed decision-making to support the allocation of district resources.						
III.d.	Updates board with historical and current budget data to monitor revenue and expenditures.						
III.e.	Ensures that the district completes an annual CPA audit and discloses findings to the finance committee/board.						
III.f.	Advocates for and pursues innovative solutions to improve and expand fiscal and human resources.						
III.g.	Ensures the maintenance and upkeep of facilities.						
III.h.	Institutes and manages operations and administrative systems that promote the mission and vision of the school.						
III.i.	Strategically manages staff resources, assigning and scheduling teachers and staff to roles that optimize their professional capacity.						
III.j.	Develops, implements, and sustains a responsive district crisis and safety plan.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • Budget strategic/district goals • Professional development plan • Monthly budget reports • Quarterly expenditure updates • District audit • Crisis and safety plan • Executive summary of the safety audit • Management and use of alternative resources (i.e. ESU funding, all grant applications, etc.) • Five/Ten-year facility plan • Budget development calendar/board • Financial policies • Forecast financial data 						

NASB STANDARD SUPERINTENDENT EVALUATION

<p>If you were to suggest one improvement to Budget Planning and Management for the upcoming year, what would it be?</p>	
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STANDARD IV: EDUCATIONAL LEADERSHIP

Standard Descriptor: The superintendent provides educational leadership ensuring resources align and support best practice for instructional standards, as well as implementation of current/applicable curriculum and assessments to support student success and well-being.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

Excellent	Good	Average	Fair	Poor	Unsure
<i>The supt. does an outstanding job at this task.</i>	<i>The supt. performs this task as required.</i>	<i>The supt. does an adequate job performing this task.</i>	<i>The supt. does a passable job performing this task.</i>	<i>The supt. does not perform this task well or at all.</i>	<i>I do not have certainty or confidence that the supt. completes this task.</i>

IV.a.	Advocates for the learning needs of all students.						
IV.b.	Promotes a student-centered culture and accepts responsibility for each student's academic success and well-being.						
IV.c.	Advocates for the engagement of parents/families as partners in the education of students.						
IV.d.	Ensures curricular and instructional decision-making is based upon current research, data, and the needs of each student.						
IV.e.	Provides the time and resources to align curriculum vertically, horizontally, and to the state standards.						
IV.f.	Provides comprehensive coursework and opportunities to ensure college/career readiness for every student.						
IV.g.	Ensures the district-adopted instructional framework is implemented consistently.						
IV.h.	Integrates the district-adopted instructional framework into certificated staff evaluations.						
IV.i.	Advocates for curriculum and instruction that recognizes student strengths, is differentiated, and challenges each student.						
IV.j.	Optimizes alignment of resources, curriculum, and assessments to support student success.						
IV.k.	Assumes the key leadership in the successful learning of each child through an adopted instructional framework and curriculum review cycle.						
IV.l.	Promotes the effective use of technology in the service of teaching and learning.						



NASB STANDARD SUPERINTENDENT EVALUATION

	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • District strategic plan/district goals • School improvement plan (including assessment of progress and modifications) • School improvement teams • District calendar • Curriculum review cycle plan and updated policy for curriculum and assessment review • Curriculum review committee minutes • Student performance data and goals • Data to support instruction strategies and student-centered initiatives • Curriculum/programs additions/modifications • Instructional model 	
	If you were to suggest one improvement to Educational Leadership for the upcoming year, what would it be?	

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*

STANDARD V: ORGANIZATIONAL & CULTURAL LEADERSHIP

Standard Descriptor: The superintendent provides cultural leadership through accountability, inclusiveness, engagement, and advocacy for staff and students.

Please indicate what you feel is the most accurate descriptor to the following statements.
 The Superintendent . . .

Excellent	Good	Average	Fair	Poor	Unsure
<i>The supt. does an outstanding job at this task.</i>	<i>The supt. performs this task as required.</i>	<i>The supt. does an adequate job performing this task.</i>	<i>The supt. does a passable job performing this task.</i>	<i>The supt. does not perform this task well or at all.</i>	<i>I do not have certainty or confidence that the supt. completes this task.</i>

V.a.	Contributes to a unified school environment of trust and respect among students, staff, families, and community members.						
V.b.	Commits to developing a high-performing leadership team.						
V.c.	Ensures a purposeful and equitable recruiting and hiring process that meets the changing needs of the district.						
V.d.	Integrates an effective conflict resolution process to address matters in a purposeful and timely manner.						
V.e.	Promotes a culture of shared expectations and mutual accountability for the success of each student.						
V.f.	Fosters a collaborative environment that includes shared reflection, feedback and growth.						
V.g.	Promotes an environment where differing opinions and backgrounds are welcomed and embraced among staff and students.						



NASB STANDARD SUPERINTENDENT EVALUATION

V.h.	Maintains a safe, caring, and healthy school environment.						
V.i.	Provides systems of academic and social supports, services, extracurricular activities, and accommodations to meet the range of learning needs of each student.						
V.j.	Supports and develops effective and caring teachers and other professional staff, ensuring an educationally effective staff.						
V.k.	Promotes the personal and professional health, well-being, and work-life balance of faculty and staff.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • Conflict resolution process • Leadership development plan • Professional development plan • Hiring protocols and procedures • Evidence to validate engagement of parents/families • Diversity, equity and inclusion initiatives • Personnel policies 						
	If you were to suggest one improvement to Organizational and Cultural Leadership for the upcoming year, what would it be?						

STANDARD VI: COMMUNITY RELATIONS

Standard Descriptor: The superintendent establishes and sustains effective communication to inform and engage the board, parents, students, staff, local and state government officials, community members, and business leaders.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

Excellent <i>The supt. does an outstanding job at this task.</i>	Good <i>The supt. performs this task as required.</i>	Average <i>The supt. does an adequate job performing this task.</i>	Fair <i>The supt. does a passable job performing this task.</i>	Poor <i>The supt. does not perform this task well or at all.</i>	Unsure <i>I do not have certainty or confidence that the supt. completes this task.</i>
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VI.a.	Regularly attends and participates in school activities, events, and programs and is visible within the community.						
VI.b.	Interacts and expresses genuine interest in building a connection with students.						
VI.c.	Develops collaborative partnerships to foster support for the school district.						
VI.d.	Effectively communicates key public information in a timely manner.						
VI.e.	Promotes a positive image of the district.						



NASB STANDARD SUPERINTENDENT EVALUATION

VI.f.	Understands and is respectful of the political, economic, and social aspects of the community.						
VI.g.	Is approachable, accessible, and welcoming to families and members of the community.						
VI.h.	Builds and sustains productive partnerships with public and private sectors to promote school improvement and student learning.						
VI.i.	Advocates publicly for the needs and priorities of students, families, and the community.						
	<p>Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • Community engagement summary/report • District partnerships and initiatives established to provide resources and support • Partnership support received through the district foundation, scholarships, grant monies, etc. • Inter-local agreements • District annual report • Communications designed by and distributed to generate support of the district • Membership and participation with civic, community and state organizations • Meeting invitations/agendas 						
	If you were to suggest one improvement to Community Relations for the upcoming year, what would it be?						

STANDARD VII: PROFESSIONAL LEADERSHIP

The superintendent models and develops the professional capacity of school personnel to promote improved instruction and student academic success and well-being.

Please indicate what you feel is the most accurate descriptor to the following statements.
 The Superintendent . . .

Excellent <i>The supt. does an outstanding job at this task.</i>	Good <i>The supt. performs this task as required.</i>	Average <i>The supt. does an adequate job performing this task.</i>	Fair <i>The supt. does a passable job performing this task.</i>	Poor <i>The supt. does not perform this task well or at all.</i>	Unsure <i>I do not have certainty or confidence that the supt. completes this task.</i>
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VII.a.	Models positive and professional leadership based upon ethics, trust, integrity, and respect.						
VII.b.	Addresses concerns and opinions with respect and confidence.						
VII.c.	Develops teachers' and staff members' professional knowledge and practice through differentiated opportunities for learning and growth.						



NASB STANDARD SUPERINTENDENT EVALUATION

VII.d.	Provides an effective evaluation process with actionable feedback anchored in research and evidence based instructional practices.						
VII.e.	Exemplifies a life-long learning model to grow personal and professional knowledge.						
VII.f.	Demonstrates knowledge of current evidence-based practices for teaching and learning and seeks to develop others in this area.						
VII.g.	Establishes and maintains a comprehensive onboarding and mentoring program to effectively support new certified hires.						
VII.h.	Sustains a professional culture of engagement and commitment to shared mission, goals, and objectives pertaining to student success.						
VII.i.	Establishes clear and consistent expectations for staff.						
	Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to: <ul style="list-style-type: none"> • Memberships • Professional development activities (including, but not limited to conferences, workshops, committee work, studies, research, and published works) • Educational growth plan (professional goals and development) • Leadership team development plan • District staff professional development plan 						
	If you were to suggest one improvement to Professional Leadership for the upcoming year, what would it be?						

*Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.

STANDARD VIII: BOARD-SUPERINTENDENT RELATIONS

The superintendent collaborates with the board to define district expectations, policies, and goals to support instruction and student learning.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

Excellent <i>The supt. does an outstanding job at this task.</i>	Good <i>The supt. performs this task as required.</i>	Average <i>The supt. does an adequate job performing this task.</i>	Fair <i>The supt. does a passable job performing this task.</i>	Poor <i>The supt. does not perform this task well or at all.</i>	Unsure <i>I do not have certainty or confidence that the supt. completes this task.</i>
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VIII.a.	Maintains an appropriate and professional relationship with the board.						
VIII.b.	Keeps all board members informed with consistent and open communication.						
VIII.c.	Demonstrates support and respect for the board and refrains from public criticism of the board.						



NASB STANDARD SUPERINTENDENT EVALUATION

VIII.d.	Demonstrates collaborative problem solving and decision-making.						
VIII.e.	Supports board committee work as part of effective board decision-making.						
VIII.f.	Collaboratively supports or opposes, local, state and/or federal legislation impacting the district.						
VIII.g.	Encourages and helps to develop board members' knowledge of educational issues and trends and their impact on the school community.						
	Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to: <ul style="list-style-type: none"> • Superintendent performance plan/goals • Board committee minutes • Communication plan • Board development plan • Board policies • Meeting agendas/minutes • Retreat agendas/minutes 						
	If you were to suggest one improvement to Board-Superintendent Relations for the upcoming year, what would it be?						

STANDARD IX: STRATEGIC PLANNING

The superintendent collaborates with the board to act as agents of continuous improvement to promote each student's academic success and well-being.

Please provide evidence to support the superintendent's leadership in strategic planning.

IX.a.	What evidence can the board identify to validate the superintendent is implementing and monitoring progress of the strategic plan priorities?	
IX.b.	When is the superintendent reviewing the progress/success of the strategic plan with the board?	
IX.c.	How and where is the superintendent documenting the progress and success of the strategic plan priorities?	
IX.d.	Is the superintendent aligning the budget and district resources to ensure the success of the strategic plan priorities?	



NASB STANDARD SUPERINTENDENT EVALUATION

IX.e.	How has the implementation of the strategic plan altered the focus of the superintendent and his/her engagement with the board?	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	
	<p>Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • Superintendent performance plan/goals • NASB Strategic Plan Progress Analysis Reports • Board committee minutes • Communication plan • Board development plan • Board policies • Meeting agendas/minutes • Retreat agendas/minutes 	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	

SUPERINTENDENT GOALS

This component of the evaluation tool may contain a changing list of annual goals from year to year for the board to provide feedback on.



Superintendent’s Response:

Superintendent Evaluation Summary

The superintendent should identify no more than four performance areas on which to focus their growth professionally. Note: Targeting in excess of four performance areas will make it difficult for the individual to address the areas adequately. When his/her performance is at a high-level, sustaining, refining, and replicating the performance is the goal. Follow through will ensure the success of the superintendent and the board.

The Performance Plan should consist of:

- goals (**what** must he/she do to achieve the objective or what is the intended result)
- performance indicators (**how** will the board measure progress and/or success)
- timeline (**when** will progress/success be assessed or completion date)
- signature (once the Performance Plan has been completed and reviewed the board president and superintendent will both sign and date placing a copy in the superintendent’s personnel file and a copy will be retained by the board president)

Note: The Performance Plan should be reviewed and updated throughout the year to assess progress and success. Modifications should only be made if the board/superintendent discuss and agree upon appropriate changes.

(Signature of Superintendent)

(Date)

(Signature of Board President)

(Date)



December Activities Board Report

Winter Activities

All winter activities off and running

HS BBB-24 Participants

HS GBB-14 Participants

HS BWR-12 Participants

HS GWR-10 Participants

JH BBB-25 Participants

One Act participated in Districts at Centennial HS-Finished 4th

NSAA Moratorium December 24th through December 28th

-Gyms closed from the December 24th thru December 28th to outside youth groups.

-High School teams are allowed back in the gyms on December 26th

Holiday Tournaments: G/BBB @ David City Holiday Tournament Dec. 29th & 30th

Times to be announced

Girls WR Tournament @ Conestoga December 30th

Activities Calendar

See attached



Palmyra

December, 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	<p>3:00pm Wrestling-G/JH Plattsmouth @ Plattsmouth High School</p> <p>6:00pm-9:00pm Youth Wrestling Practice</p> <p>6:00pm-9:00pm Youth Basketball Practice @ Bennet Elementary Gym</p> <p>6:00pm-9:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym</p> <p>6:00pm-8:00pm Cheer Practice @ Palmyra High School Garden Level Weight Room</p> <p>6:15pm-9:00pm Youth Wrestling Practice @ Palmyra High School East Gym Wrestling Deck</p>	<p>10:00am BOWL-JV/Varsity Nebraska City @ Arbor Lanes Nebraska City</p> <p>5:00pm Basketball-B/JH Mead Jr. / Sr. @ Mead Jr./Sr. High School</p> <p>6:00pm-7:30pm JH Girls Preseason Basketball Practice @ Palmyra High School Aux East Gym</p> <p>6:00pm-9:00pm Youth Basketball Practice @ Bennet Elementary Gym</p> <p>6:00pm-8:00pm Cheer Practice @ Palmyra High School Garden Level Weight Room</p>	<p>1:30pm District One Act @ Centennial High School</p> <p>6:00pm-7:30pm Youth Basketball Practice @ Bennet Elementary Gym</p> <p>6:00pm-9:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym</p> <p>6:15pm-9:00pm Youth Wrestling Practice @ Palmyra High School Garden Level Weight Room</p>	<p>2:00pm Basketball-B/JH Freeman @ Freeman High School</p> <p>3:00pm Wrestling-B/Varsity Palmyra vs. Multiple Schools @ Palmyra High School Main Gym</p> <p>4:30pm Basketball-B/JV Freeman @ Freeman High School</p> <p>4:30pm Basketball-G/JV Freeman @ Freeman High School</p> <p>6:00pm Basketball-G/Varsity Freeman @ Freeman High School</p> <p>6:00pm-7:30pm JH Girls Preseason Basketball Practice @ Palmyra High School Aux East Gym</p> <p>6:00pm-9:00pm Youth Wrestling Practice @ Palmyra High School East Gym Wrestling Deck</p> <p>7:30pm Basketball-B/Varsity Freeman @ Freeman High School</p>	<p>2:00pm Wrestling-G/Varsity West Point Beemer vs. Multiple Schools vs. West Point Beemer @ West Point Beemer High School</p> <p>4:30pm Basketball-B/JV Southern @ Palmyra High School Auxiliary Gym</p> <p>4:30pm Basketball-G/JV Southern @ Palmyra High School Main Gym</p> <p>5:45pm Basketball-G/Varsity Southern @ Palmyra High School Main Gym</p> <p>6:00pm-9:00pm Youth Basketball Practice @ Bennet Elementary Gym</p> <p>6:00pm-7:30pm Youth Basketball Practice @ Palmyra High School Aux East Gym</p> <p>7:15pm Basketball-B/Varsity Southern @ Palmyra High School Main Gym</p>	<p>Christmas in the Parks-JH/HS Band/Choir @ TBA</p> <p>8:00am-11:00am Youth Basketball Practice @ Multiple Locations</p> <p>9:00am Wrestling-B/Varsity Conestoga Cougars vs. Multiple Schools vs. Conestoga Cougars @ Conestoga Jr./Sr. High School</p> <p>9:00am Wrestling-G/Varsity Conestoga Cougars vs. Multiple Schools vs. Conestoga Cougars @ Conestoga High School</p> <p>10:00am Wrestling-G/JH Nebraska City @ Nebraska City High School</p>

<p>1:30pm-7:30pm Youth Basketball Practice @ Bennet Elementary Gym 3:00pm-6:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym 5:00pm-8:00pm FCA Event @ Multiple Locations</p>	<p>4:00pm Basketball-B/JH Elmwood-Murdock @ Palmyra High School Auxiliary Gym 4:00pm Wrestling-G/JH Weeping Water vs. Multiple Schools vs. Weeping Water @ Weeping Water High School 6:00pm-9:00pm Youth Wrestling Practice 6:00pm-9:00pm Youth Basketball Practice @ Bennet Elementary Gym 6:00pm-9:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym 6:00pm-8:00pm Cheer Practice @ Palmyra High School Garden Level Weight Room 6:15pm-9:00pm Youth Wrestling Practice @ Palmyra High School East Gym 6:30pm Winter Concert @ Palmyra High School Main West Gym</p>	<p>4:00pm Basketball-G/JV Johnson-Brock @ Johnson-Brock High School 5:00pm Wrestling-B/Varsity Freeman vs. Multiple Schools vs. Freeman @ Freeman High School 5:00pm Wrestling-G/Varsity Freeman vs. Multiple Schools vs. Freeman @ Freeman High School 5:15pm Basketball-B/JV Johnson-Brock @ Johnson-Brock High School 6:00pm-7:30pm JH Girls Preseason Basketball Practice @ Palmyra High School Aux East Gym 6:00pm-9:00pm Youth Basketball Practice @ Bennet Elementary Gym 6:00pm-9:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym 6:15pm Basketball-G/Varsity Johnson-Brock @ Johnson-Brock High School 8:00pm Basketball-B/Varsity Johnson-Brock @ Johnson-Brock High School</p>	<p>FFA AG Expo @ Lancaster Event Center 6:00pm-7:30pm Youth Basketball Practice @ Bennet Elementary Gym 6:00pm-9:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym 6:15pm-9:00pm Youth Wrestling Practice @ Palmyra High School Garden Level Weight Room</p>	<p>MAPS Testing 6:00pm-7:30pm JH Girls Preseason Basketball Practice @ Palmyra High School Aux East Gym 6:00pm-9:00pm Youth Wrestling Practice 6:00pm-9:00pm Youth Basketball Practice @ Bennet Elementary Gym 6:00pm-9:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym 6:00pm-8:00pm Cheer Practice @ Palmyra High School Garden Level Weight Room 6:15pm-9:00pm Youth Wrestling Practice @ Palmyra High School East Gym 6:30pm Winter Concert @ Palmyra High School Main West Gym</p>	<p>MAPS Testing 9:30am Wrestling-B/Varsity Johnson County Central @ Peru State College 9:30am Wrestling-G/Varsity TBA @ Peru State College 4:30pm Basketball-B/JV Mead Jr. / Sr. @ Palmyra High School Auxiliary Gym 4:30pm Basketball-G/JV Mead Jr. / Sr. @ Palmyra High School Main Gym 5:45pm Basketball-G/Varsity Mead Jr. / Sr. @ Palmyra High School Main Gym 6:00pm-9:00pm Youth Basketball Practice @ Bennet Elementary Gym 6:00pm-7:30pm Youth Basketball Practice @ Palmyra High School Aux East Gym 7:15pm Basketball-B/Varsity Mead Jr. / Sr. @ Palmyra High School Main Gym</p>	<p>8:00am Basketball-B/JH Palmyra vs. Multiple Schools @ Palmyra High School Main Gym 8:00am-11:00am Youth Basketball Practice @ Multiple Locations 1:00pm-3:00pm Little Kids Cheer Clinic @ Palmyra High School Aux East Gym 8:00pm-11:00pm Winter Formal @ Multiple Locations</p>
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<p>1:30pm-7:30pm Youth Basketball Practice @ Bennet Elementary Gym 3:00pm-6:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym</p>	<p>14 FFA Leadership Development @ Weeping Water High School MAPS Testing 4:30pm Basketball-B/JH Weeping Water @ Weeping Water High School 6:00pm Basketball-G/C Team Syracuse @ Palmyra High School Main Gym 6:00pm-9:00pm Youth Wrestling Practice 6:00pm-9:00pm Youth Basketball Practice @ Bennet Elementary Gym 6:00pm-9:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym 6:00pm-8:00pm Cheer Practice @ Palmyra High School Garden Level Weight Room 6:15pm-9:00pm Youth Wrestling Practice @ Palmyra High School East Gym Wrestling Deck 6:30pm One Act Banquet @ Palmyra High School East Commons 7:15pm Basketball-B/C Team Syracuse @ Palmyra High School Main Gym</p>	<p>15 MAPS Testing 4:00pm Basketball-B/JH Lincoln Christian @ Palmyra High School Auxiliary Gym 4:30pm Basketball-B/JV Johnson County Central @ Johnson County Central Middle School 4:30pm Basketball-G/JV Johnson County Central @ Johnson County Central High School 6:00pm Basketball-G/Varsity Johnson County Central @ Johnson County Central High School 6:00pm-7:30pm JH Girls Preseason Basketball Practice @ Palmyra High School Aux East Gym 6:00pm-9:00pm Youth Basketball Practice @ Bennet Elementary Gym 6:00pm-9:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym 6:00pm-8:00pm Cheer Practice @ Palmyra High School Garden Level Weight Room 6:00pm-8:00pm Musical Auditions @ Palmyra High School Choir Room 7:45pm Basketball-B/Varsity Johnson County Central @ Johnson County Central High School</p>	<p>16 12:20pm-1:30pm Choir/Jazz Band Performance @ <u>Multiple Locations</u> 5:00pm-6:00pm Musical Auditions @ Palmyra High School Choir Room 6:00pm-7:30pm Youth Basketball Practice @ Bennet Elementary Gym 6:00pm-9:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym 6:15pm-9:00pm Youth Wrestling Practice @ Palmyra High School Garden Level Weight Room</p>	<p>17 2:00pm Wrestling-G/Varsity Fairbury @ Fairbury High School 4:30pm Basketball-B/JV Weeping Water @ Palmyra High School Auxiliary Gym 4:30pm Basketball-G/JV Weeping Water @ Palmyra High School Main Gym 5:45pm Basketball-G/Varsity Weeping Water @ Palmyra High School Main Gym 6:00pm-9:00pm Youth Wrestling Practice 6:00pm-9:00pm Youth Basketball Practice @ Bennet Elementary Gym 6:00pm-9:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym 6:15pm-9:00pm Youth Wrestling Practice @ Palmyra High School East Gym Wrestling Deck 7:15pm Basketball-B/Varsity Weeping Water @ Palmyra High School Main Gym</p>	<p>18 1pm Early Dismissal End of 2nd Quarter-1pm Dismissal 9:30am Wrestling-B/Varsity Johnson County Central vs. Multiple Schools vs. Johnson County Central @ Johnson County Central Middle School 1:00pm Wrestling-G/Varsity Wahoo vs. Multiple Schools vs. Wahoo @ Wahoo High School 1:00pm Wrestling-G/JH Wahoo @ Wahoo High School 4:15pm Basketball-G/JV Falls City @ Falls City High School 4:50pm Basketball-B/JV Falls City @ Falls City High School 6:00pm-9:00pm Youth Basketball Practice @ Bennet Elementary Gym 6:00pm-7:30pm Youth Basketball Practice @ Palmyra High School Aux East Gym 6:15pm Basketball-G/Varsity Falls City @ Falls City High School 7:45pm Basketball-B/Varsity Falls City @ Falls City High School</p>	<p>19 8:00am Basketball-B/JH Elmwood-Murdock @ Elmwood-Murdock High School 8:00am-11:00am Youth Basketball Practice @ <u>Multiple Locations</u></p>	<p>20</p>
<p>21 No School Winter Break 8:00am-10:00am Cheer Practice @ Palmyra High School Garden Level Weight Room</p>	<p>22 No School Winter Break 8:00am-10:00am Cheer Practice @ Palmyra High School Garden Level Weight Room</p>	<p>23 No School Winter Break NSAA Moratorium</p>	<p>24 No School Winter Break NSAA Moratorium</p>	<p>25 No School Winter Break NSAA Moratorium</p>	<p>26 No School Winter Break NSAA Moratorium</p>	<p>27 NSAA Moratorium</p>	<p>27</p>

<p>NSAA Moratorium</p>	<p>28</p> <p>TBD Basketball-G/Varsity TBD vs. TBA @ David City High School No School Winter Break 8:00am-10:00am Cheer Practice @ Palmyra High School East Gym Wrestling Deck 12:00pm Basketball-B/Varsity TBD vs. TBA @ David City High School 6:00pm-9:00pm Youth Wrestling Practice 6:00pm-9:00pm Youth Basketball Practice @ Bennet Elementary Gym 6:00pm-9:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym</p>	<p>29</p> <p>TBD Basketball-G/Varsity TBD vs. TBA @ David City High School No School Winter Break 9:00am Wrestling-G/Varsity Conestoga Cougars @ Conestoga Jr./Sr. High School 12:00pm Basketball-B/Varsity TBD vs. TBA @ David City High School 6:00pm-9:00pm Youth Basketball Practice @ Bennet Elementary Gym 6:00pm-9:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym</p>	<p>30</p> <p>No School Winter Break 8:00am-10:00am Cheer Practice @ Palmyra High School East Gym Wrestling Deck 6:00pm-7:30pm Youth Basketball Practice @ Bennet Elementary Gym 6:00pm-9:00pm Youth Basketball Practice @ Palmyra High School Aux East Gym</p>	<p>31</p>
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PHS/Elementary Board Report:

1. The Bennet Elementary Holiday Music Concert was Monday, November 24th at Palmyra High School. The KDG-2nd grade performed and then our 3rd and 4th grades followed. The event was very well attended by family and friends. A big “thank you” goes out to Mrs. McCreight for her time in putting together a wonderful program.
2. Our first semester will come to an end on Friday, December 19th. We will be dismissing at 1:00 pm for Winter Break and returning on January 5th with a staff in-service day.
3. 6th -12th Grade concert was December 8th. Big thank you to Mr. Furrow and Mrs. McCreight for all their hard work! The kids sounded really good!
4. There are several early graduates for December of 2024. We also have one student who is graduating at the end of his junior year.

Have a wonderful holiday season! Thanks for all you do.

Student Services Report

Monday, December 9, 2025

1. K-8 students will begin MAPS testing on Monday, December 8th. Testing should be completed by Wednesday, December 17th. MAPS data gives the classroom teacher areas to focus on with interventions with individual students/small groups and at a classroom level. Staff will analyze this data during the January inservice and at future MTSS meetings.

2. DIBELS testing will be completed for the winter benchmark starting next week. This data is used to determine intervention groups, Title support and Reading Act students for K-3.

3. On December 5th District OR1 hosted a 5th/6th grade Quiz Bowl at Bennet. A special thank you to the High School Quiz Bowl students for reading and being scorekeepers. These younger students look up to you!

4. Juniors will begin prepping for the ACT test after the winter break. Students will continue to be given the option to take the test by paper/pencil or electronically.

5. Special Education updates continue to be implemented by Special education staff per the state mandates in regards to documentation, IEP/MDT's and assessment.



District OR-1

Palmyra Junior-Senior High School - Bennet Elementary

402-780-5327

425 F Street Palmyra, NE 68418

www.districtor1.org

Michael Hart
Superintendent

Linde Walter
Student Programs

Heath Johnson
Secondary Principal

Jared Haag
Elementary Principal

Aaron Hoeft
Activities Director

December 2, 2025

Dear Preschool Families,

We hope you are having a wonderful week. We are writing to share an update regarding our preschool classroom structure.

Beginning January 6th after winter break, we will be combining Mrs. Hohensee and Ms. Black's preschool classes into one larger group due to smaller class sizes. This adjustment will allow us to continue to support our students with additional collaborative learning opportunities, flexible grouping, and a stronger sense of community.

We want to assure you that your child's teacher will not be changing. Mrs. Hohensee and Ms. Black will continue teaching together each day as co-teachers, providing consistent routines, high-quality instruction, and individualized attention for every child.

Your child's comfort and well-being remain our top priority. Daily schedules, learning activities, and classroom expectations will continue as usual, and we will ensure a smooth transition for all students. Your child's current classroom teacher will be communicating logistical changes for arrival/dismissal as we get closer to the second semester.

We understand that changes can bring questions, so please feel free to reach out at any time. Thank you for your continued support and partnership. We look forward to all the wonderful learning and growth ahead.

Ms. Walter and Mr. Haag



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

**District OR-1 Strategic Planning Agenda
12-3-25**

- **Develop District Strategic Planning Team**
- **Create Student, Staff, Parent/ Community Surveys:**
 - These surveys will be sent out through district communication channels before the end of the first semester.
- **Finalize School District Profile**
- **Strategic Planning Meeting Dates:**
 - **Monday, January 19th, 2026:** 5:30 - 8:00 p.m. at PHS
 - **Monday, February 16th, 2026:** 5:30 - 8:00 p.m. at PHS
 - **Monday, March 16th, 2026:** 5:30 - 8:00 p.m. at PHS
- **Logistics for the Meetings:**
 - Groupings
 - Space
 - Technology Needs
 - Provide Dinner for Committee Members
- **Final Check-in Prior to First Meeting**
 - Wednesday, January 14th, 2026 Zoom Meeting
- **Adjourn**

Policy #6288: Artificial Intelligence and Student Use of AI**District Purpose Statement**

District OR-1 Public Schools acknowledges that artificial intelligence continues to emerge as a resource that may assist students with future technology and different wants of learning needs. However, artificial intelligence also poses a challenge in delineating the responsible use of artificial intelligence in student plagiarism. As a result, the Board of Education adopts this Policy to specifically address how the District will address academic honesty and integrity regarding a student's use of artificial intelligence.

This policy aims to ensure that student use of Artificial Intelligence (AI) technologies supports academic integrity, enhances learning, and aligns with district-approved instructional practices. Students are prohibited from using AI technologies for academic or extracurricular purposes unless the use meets one or more of the following conditions:

- **Secondary Role in Research**
 - AI may be used as a secondary tool within Google searches (e.g., summaries, suggested resources, clarifications).
 - In this context, AI is to supplement—not replace—direct engagement with primary sources and teacher-provided materials.
- **Integration Within Official Curriculum**
 - AI use is permitted when it is specifically embedded within an official district curriculum or instructional lesson.
 - Teachers must provide specific directions on how the AI will be used to support designated learning objectives.
- **Approved District List**
 - AI tools explicitly approved and published on the official district website may be used for classroom and learning purposes.
 - The district will maintain and regularly update this list to reflect current instructional priorities, legal considerations, and data privacy standards.

Staff and Student Responsibilities

- Students must adhere to the above guidelines and use AI ethically and responsibly.
- Teachers are responsible for guiding and monitoring students' use of AI within the classroom.
- Administrators will update and maintain the official list of approved AI tools and communicate updates to staff, students, and families through district communication channels.

Unauthorized Use

- Unauthorized use of AI technologies—including the use of unapproved tools, plagiarism through AI-generated content, or reliance on AI in violation of the conditions above—will be treated as a violation of the district's academic integrity policy.

Review

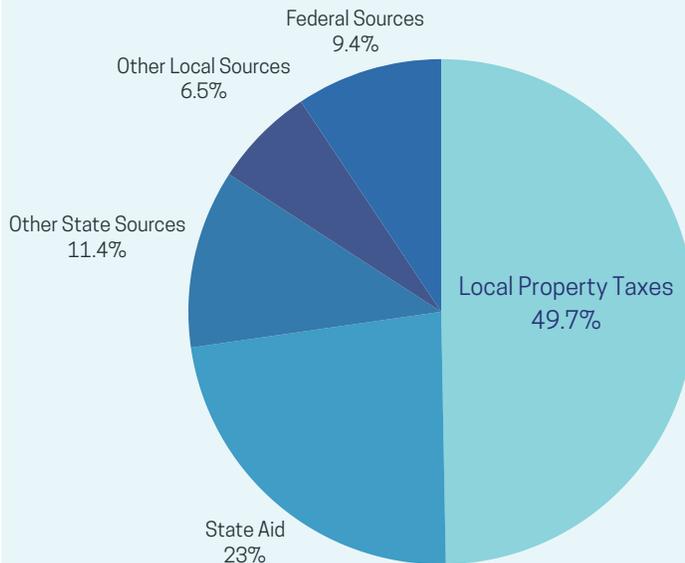
- This policy will be reviewed annually to ensure it remains relevant to evolving technologies and educational best practices.

Date of Adoption: August 14, 2023

Date of Revision: December 8, 2025

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

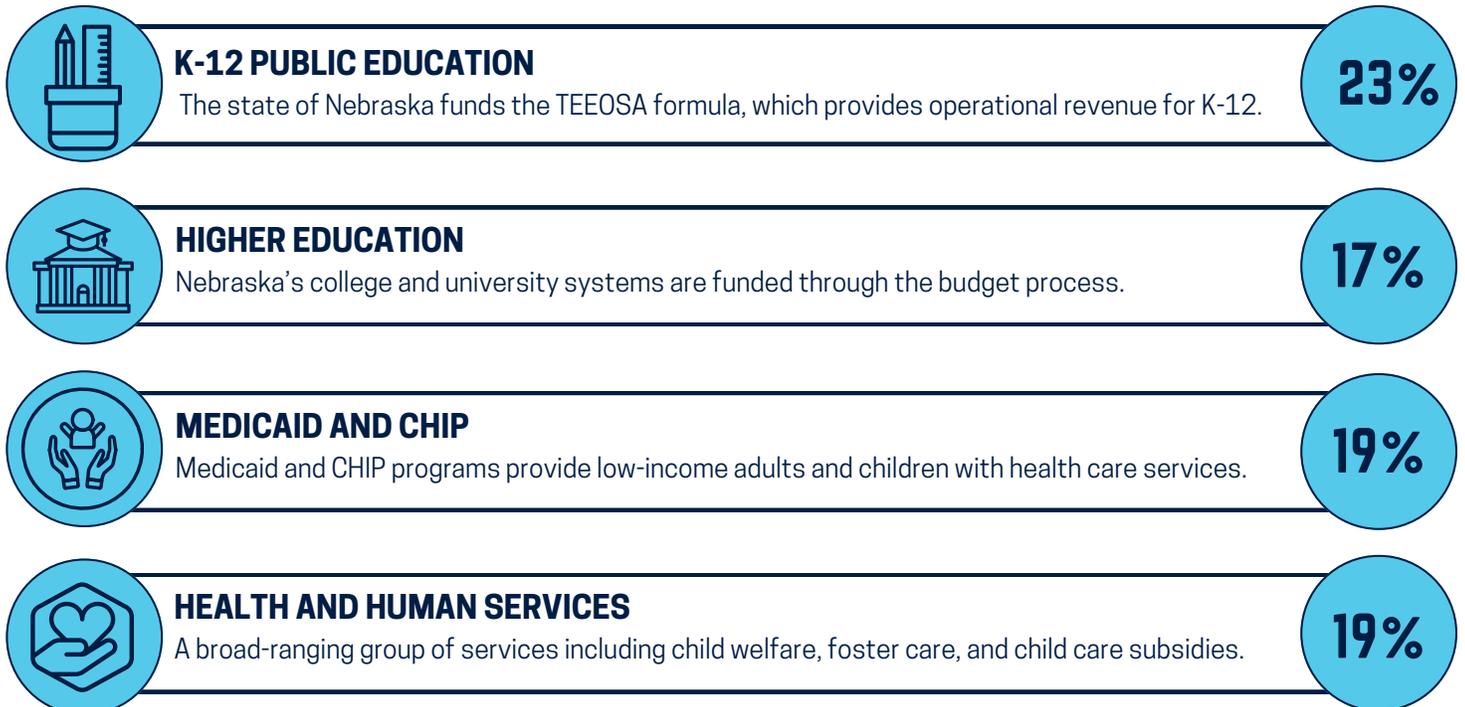
The Governor begins the budget process in the year before the long legislative session, working with the **Department of Administrative Services (DAS) Budget Division**. The proposal is due to the Legislature by January 15 in odd-numbered years (or February 1 for a new Governor). Once the budget is passed, 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.





DISTRICT OR-1 POLICY REVIEW SCHEDULE: 2025

Updated January 13th, 2025

Policy Review Schedule for the 2025 calendar year

<u>Policy Series</u>	<u>Topic</u>	<u>Date of Last Review</u>	<u>New Review Date</u>	<u>Status</u>
1000	Community Relations	April 8, 2024	April 14, 2025	Completed
2000	Administration	April 8, 2024	April 14, 2025	Completed
3000	Business Operations	April 8, 2024	April 14, 2025	Completed
4000	Personnel	August 12, 2024	August 11, 2025	Completed
5000	Students	August 12, 2024	August 11, 2025	Completed
6000	Instruction	November 11, 2024	November 10, 2025	Completed
7000	New Construction	November 11, 2024	November 10, 2025	Completed
8000	Internal Board Policies	February 12, 2024	February 10, 2025	Completed
9000	Bylaws of the Board	February 12, 2024	February 10, 2025	Completed

Updated December 8, 2025

Policy #6288: Artificial Intelligence and Student Use of AI**District Purpose Statement**

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- Students must adhere to the above guidelines and use AI ethically and responsibly.
- Teachers are responsible for guiding and monitoring students' use of AI within the classroom.
- Administrators will update and maintain the official list of approved AI tools and communicate updates to staff, students, and families through district communication channels.

Unauthorized Use

- Unauthorized use of AI technologies—including the use of unapproved tools, plagiarism through AI-generated content, or reliance on AI in violation of the conditions above—will be treated as a violation of the district's academic integrity policy.

Review

- This policy will be reviewed annually to ensure it remains relevant to evolving technologies and educational best practices.

Date of Adoption: August 14, 2023

Date of Revision: December 8, 2025

Retention and Removal of Team and Individual Junior / Senior High School Awards

Purpose:

- This policy establishes guidelines for the management, display, retention, and disposition of awards and trophies at Palmyra Junior/ Senior High School. The purpose of the policy is to:
 - Honor the accomplishments of students and school programs fairly and equitably.
 - Provide clear and consistent rules for managing the school's growing collection of awards.
 - Ensure the school's historical legacy is preserved for future generations.
 - This policy affirms that all awards, including trophies, plaques, and other forms of recognition presented to the school, are the property of Palmyra Junior/ Senior High School.

Award Display Timelines:

- Due to a limited amount of space and a competing desire to recognize the accomplishments of our students, the following award timelines have been established:
 - **High School Team Awards:**
 - All awards earned by a board-recognized high school extracurricular or academic program will be retained on display for **7 years**. Conference, Regional, and Sectional awards will be retained for **50 years**. State championship and runner-up awards will be retained permanently.
 - All conference and state tournament awards will be noted publicly on a common plaque or digital display.
 - **Middle School Awards:**
 - Middle school awards, including donated youth program awards, will be retained until the members of the team or individual graduates from high school. At that time, the award will be auctioned off, donated to a member of the winning team, given to the individual, or disposed of.
 - **Individual Awards:**
 - Individual awards will be retained for **7 years** after the student graduates from the high school.
 - After **7 years**, individual state honors will be noted publicly on a common plaque to be retained permanently in the school.
 - **Awards for Coaches**
 - Conference awards will be retained for **50 years** and will be noted publicly on a common plaque.
 - State-level awards will be retained permanently.

Retention and Disposal of Awards:

- When space limitations occur, the athletic director, in conjunction with the high school principal and head coach or activity sponsor, may remove trophies or awards using the following guidelines:
 - Maintain State Champion and/or State Runner-Up trophies and/or plaques.
 - Take out the oldest awards first in one-year increments.
 - When individual photos are removed, efforts will be made to give the photo to the individual or the family of the individual.
 - If All-State or individual State Champion framed photos are removed, the student's name, position/event, and year of honor should be displayed in a designated location.

Retention and Removal of Team and Individual Junior / Senior High School Awards

- Trophies or plaques removed from display cases due to space limitations will be auctioned off, donated to a member of the winning team, or disposed of.
- Individual and coaching awards will be given to the individual or coach.

Display of Awards

- **Display location:** Awards and trophies will be displayed in designated, high-traffic areas, such as the main entrance, gymnasium lobby, or common hallways, to ensure maximum visibility for students, staff, and the community.
- **Equitable recognition:** Display cases will showcase a balance of achievements, including athletics, academics, fine arts, and extracurricular activities. The displays will be periodically rotated to provide fair recognition for all student groups.
- **Maintenance:** The Activities Director, or a designated staff member, will be responsible for the regular cleaning, maintenance, and organization of all display cases.
- **Security:** Display cases will remain locked at all times to protect the awards from damage or theft.

Digital Archives

- To complement the physical displays, the school will maintain a digital archive of award recipients.
 - **Process:** High-resolution photographs of awards, award winners, and teams will be taken and stored in a database.
 - **Access:** The digital archive will be available to students, alumni, and the public via the school's official website.

Responsibility

- The Activities Director is responsible for implementing and managing this policy. Any exceptions or special considerations must be approved by the school administration.

Reviewed: November 10, 2025

Approved: December 8, 2025

Updated December 8, 2025

Policy #6288: Artificial Intelligence and Student Use of AI**District Purpose Statement**

District OR-1 Public Schools acknowledges that artificial intelligence continues to emerge as a resource that may assist students with future technology and different wants of learning needs. However, artificial intelligence also poses a challenge in delineating the responsible use of artificial intelligence in student plagiarism. As a result, the Board of Education adopts this Policy to specifically address how the District will address academic honesty and integrity regarding a student's use of artificial intelligence.

This policy aims to ensure that student use of Artificial Intelligence (AI) technologies supports academic integrity, enhances learning, and aligns with district-approved instructional practices. Students are prohibited from using AI technologies for academic or extracurricular purposes unless the use meets one or more of the following conditions:

- **Secondary Role in Research**
 - AI may be used as a secondary tool within Google searches (e.g., summaries, suggested resources, clarifications).
 - In this context, AI is to supplement—not replace—direct engagement with primary sources and teacher-provided materials.
- **Integration Within Official Curriculum**
 - AI use is permitted when it is specifically embedded within an official district curriculum or instructional lesson.
 - Teachers must provide specific directions on how the AI will be used to support designated learning objectives.
- **Approved District List**
 - AI tools explicitly approved and published on the official district website may be used for classroom and learning purposes.
 - The district will maintain and regularly update this list to reflect current instructional priorities, legal considerations, and data privacy standards.

Staff and Student Responsibilities

- Students must adhere to the above guidelines and use AI ethically and responsibly.
- Teachers are responsible for guiding and monitoring students' use of AI within the classroom.
- Administrators will update and maintain the official list of approved AI tools and communicate updates to staff, students, and families through district communication channels.

Unauthorized Use

- Unauthorized use of AI technologies—including the use of unapproved tools, plagiarism through AI-generated content, or reliance on AI in violation of the conditions above—will be treated as a violation of the district's academic integrity policy.

Review

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Reviewed: November 10, 2025

Approved: December 8, 2025

NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



Leadership

Innovation

Vision

Engagement

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2,000,000 Nebraskans

329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

IN THIS MONTH'S EDITION OF BOARD NOTES

This Month In ...

Training, Networking, Engagement & Upcoming Events

2025 State Conference: You Did It Again!

Jim Vlach: School Board Member of the Year

EHA Sets 2026-27 School Year Rates

ALICAP Recognizes its Annual Award Winners

At The Board Table

DC - LIC - SBM Week - Retreats - Finance

Your 2025 NASB Affiliates

Your NASB Board of Directors & Staff

2025-26 Teacher Recruitment and Retention Act Grant

... And Much More!

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Pages 4 & 15

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Snapshots



THIS MONTH IN ...

Leadership

Innovation

Vision

Engagement



2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260

<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!

ADVOCACY & GOVERNMENT RELATIONS ...

We are just over a month away from the 2026 Legislative Session. Last week the NASB Legislation Committee met and discussed a number of hot topics we anticipate in the coming year that could, in some way be part of the 2026 education agenda. Some have already been introduced, some are new. Some will be debated beyond a committee hearing, others will not. Some will be discussed on their own merits, others could be included as part of a package. Those include: ACT, Caps, Literacy, Option Enrollment, Petitions, Release Time, "Spaces", State Budget, Student Discipline, Superintendent Pay, Teacher Benefits/FMLA, Ten Commandments, and Truancy. Learn about all of this and more at the Legislative Issues Conference, January 25-26 in Lincoln! Call Colby & Matt any time!

ALICAP ...

Thank you to all ALICAP members who attended the ALICAP Annual Membership Meeting during the State Education Conference, last week. ALICAP is celebrating its 35th Anniversary of pooling for Nebraska Schools. Many thanks to the 226 schools/ESUs participating in ALICAP! Let's make this 35th year a happy and safe one!!!

BOARD LEADERSHIP ...

Check out "At the Board Table" on Page 7 to learn about all things Board Leadership!

EDUCATION LEADERSHIP SEARCH SERVICE ...

Does your district or ESU have a leadership vacancy coming up? Do you have questions on the search process? Are you an applicant considering applying for a position? We can help you with these questions and more. Visit the site for more information on openings – deadlines approaching soon! Contact Shari for all things Search! <https://members.nasbonline.org/ells>

ENERGY PURCHASING ...

Natural gas continues to trade at fairly low prices going into the colder months and our natural gas purchasing consortiums have had considerable supplies priced for our schools. Winter in Nebraska can be unpredictable, but our NJUMP and CJUMP programs will be there to assist your district with keeping natural gas costs down if we see long periods of cold temperatures.

GALLUP STRENGTHS ...

Our featured Gallup theme this month is **Relator**. Relators build trust through depth. They prefer strong, authentic relationships and invest time in getting to know others beyond surface-level interactions. They cultivate loyal and psychological safety within teams, opening the door to honest and real collaboration. Relators help transform workgroups into true partnerships. Schedule a Gallup retreat for your board or leadership team with Shari.

MEMBER ENGAGEMENT ...

So great seeing all of you at the 2025 State Education Conference. Now our attention on is the December New Board Member Workshop in Kearney, and a number of great learning and networking opportunities in 2026!

TECHNOLOGY ...

It was great seeing so many of you in Omaha last week! As you start to settle and certify your negotiated agreements, please remember to load them into the Contract Settlement Form or send them to Darion. Wishing you all a very Happy Thanksgiving. Contact Darion or Nicole today!



TRAINING, NETWORKING, ENGAGEMENT & EVENTS

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Innovation

Vision

Engagement

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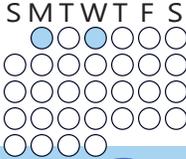
JOIN US!



Events 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

<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.

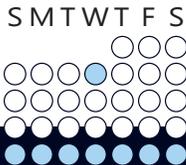


DECEMBER
2025

Governor's School Finance Commission Report Due - Monday, December 1

NEXT WEEK!

New Board Member Workshop - Wednesday, December 3 - Kearney

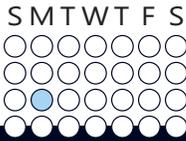


JANUARY
2026

1st Day of the 2026 Legislative Session - Wednesday, January 7, 2026

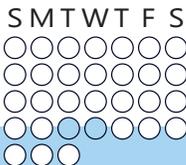
Legislative Issues Conference - January 25-26, 2026 - Lincoln

School Board Member Week in Nebraska - January 25-31, 2026



FEBRUARY
2026

President's Retreat - Monday, February 16 - Kearney



MARCH
2026

NAEP State Convention - March 24-25 - Kearney

Budget & Finance Workshops - Seward, West Point, Ogallala & Kearney (Starting March 10)



APRIL TO JUNE
2026

NSBA National Conference - April 10-12 - San Antonio, TX

Final Day of the 2026 Legislative Session - Friday, April 17

2026 NASB Federal Advocacy Fly-In - April 26-29 - Washington, DC

School Law Seminar/NASB Member Golf Outing - June 10-11 - Kearney

2025 STATE CONFERENCE: YOU DID IT AGAIN!

Leadership

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Vision

Engagement

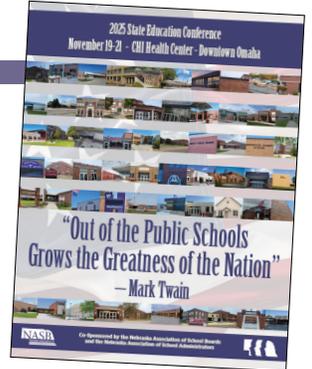
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SEE PAGE 15!



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<https://members.nasbonline.org/events/state-education-conference>



THANK YOU!

Another incredible week in Omaha with 1,100 of our closest friends, learning, networking, engaging and working together! This event does not happen without YOU! See even MORE photos on Page 15. Takeaways from this year's Conference include:

- Two engaging Pre-Conference sessions on "Your Department of Education: Unwrapped" and "Utilizing Effective Superintendent Evaluation and Board Self-Assessment to Support Student Success"
- 58 breakout sessions on a wide variety of topics
- The "Bow Tie Boys" & Westside Varsity Dance Team kicked things off Thursday morning
- James Lawrence showed us how to Redefine Impossible
- We thrived as a team with Dr. Jermaine Davis
- We navigated the Invisible Threads of Privacy in the World of AI with Joe Toscano
- Students from districts across the state participated in the Student Voices breakout and in Friday's Classroom Showcase and Art exhibits
- The annual NASB Delegate Assembly set the legislative and leadership initiatives for the Association and its members for 2026
- Jim Vlach of Lyons-Decatur Northeast was honored as this year's Ann Mactier School Board Member of the Year
- John Schwartz of Millard was recognized as this year's Superintendent of the Year



Thank you to everyone who took the time to attend, present, serve, exhibit, and network. We always look forward to seeing you throughout the year and each November. Mark your calendars now for the 2026 State Education Conference. November 18-20, 2026, back at the CHI Health Center Omaha!



"Out of the Public Schools Grows the Greatness of the Nation"

JIM VLACH: SCHOOL BOARD MEMBER OF THE YEAR

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<https://members.nasbonline.org/board-leadership/ann-mactier-school-board-member-of-the-year-award> 

Last Friday we gathered to celebrate leadership, innovation, vision, and engagement. It was the honor of State Board of Education member Deb Neary, to share with us the achievements of this year's 2025 Ann Mactier School Board Member of the Year, Jim Vlach of Lyons-Decatur Northeast!

For more than 50 years, Jim has been a tireless champion of public education in our state. His dedication began in the classroom, where he spent 33 years shaping the minds of students as a teacher. His commitment didn't stop there; after retiring from education, he ran and was elected for the local board of education where he has been a valuable member for the past 19 years.

Jim brings more than experience - he brings heart, wisdom, and an unwavering belief in the power of education. He cares deeply about instruction, curriculum, and the well-being of our staff and students. He is not afraid to ask the hard questions or to challenge ideas, because he understands that real progress comes from listening to every voice at the table.

He believes, deeply, that education is the key to opportunity - an essential pathway for young people to grow into thoughtful, responsible, and engaged citizens.

Jim is a servant leader. Always giving, always helping, always looking for ways to make a positive impact. His passion for education, his commitment to excellence, and his lifelong service are an inspiration to all.

Congratulations Jim!



EHA SETS 2026-27 SCHOOL YEAR RATES

Overall premium increase of 7.25% continues single-digit streak

There will be an overall increase of 7.25% in premiums next year for the medical and dental insurance plans used by nearly every Nebraska school district, following action by the Educators Health Alliance (EHA) Board of Directors. The EHA is a consortium of three statewide public school groups that manages the plan. "While our medical claims have increased in the most recent months, we are comfortable approving a rate increase below some of the industry surveys we have seen," said Trish Guinan, EHA board chair and NSEA executive director. "We've been able to maintain our streak of more than 20 years without a double-digit increase in rates." Read the full release now at:

<https://www.ehapan.org/sites/default/files/eha-2026-27-insurance-rate-news-release-final.pdf>



ALICAP RECOGNIZES ITS ANNUAL AWARD WINNERS

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<https://alicap.org/>

ALICAP

224 NEBRASKA SCHOOLS AND ESUs

.94 AVERAGE WORK COMP EXPERIENCE MODIFIER

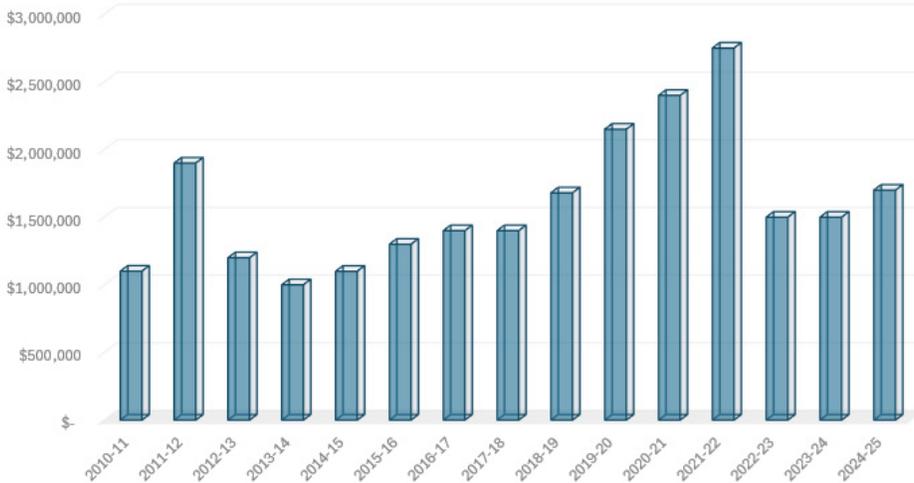
6 LOSS CONTROL CONSULTANTS

OVER 145,000 SAFETY TRAININGS COMPLETED

\$1.7 MILLION DOLLAR DIVIDEND RETURNED

35,711 EMPLOYEES COVERED

\$33 MILLION GIVEN BACK IN DIVIDENDS SINCE 1990



2024-2025 RECOGNITION PROGRAM AWARD WINNERS

LOSS RATIO AWARD WINNER



ESU 10

EXPERIENCE MODIFIER AWARD WINNER



DC WEST COMMUNITY SCHOOLS

SAFESCHOOLS AWARD WINNER



ROCK COUNTY PUBLIC SCHOOLS

ALICAP WOULD LIKE TO CONGRATULATE THESE MEMBERS ON EARNING THIS YEAR'S SAFETY AWARDS. A STRONG SAFETY PROGRAM BEGINS WITH A SUPPORTIVE LEADERSHIP TEAM AND IS ACTED OUT BY EVERY STAFF MEMBER, EVERY DAY. KEEP UP THE GOOD WORK!

MANY THANKS TO ALL ALICAP MEMBERS FOR THEIR TRUST, LOYALTY & DEDICATION



AT THE BOARD TABLE

Leadership

Innovation

Vision

Engagement

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ONE NEBRASKA



YOUR NASB BOARD LEADERSHIP UPDATE

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



2025

For more information about **NASB Board Leadership Services**, including: Board Retreats, Strategic Planning, Community Engagement and Alignment, Online Survey Services/Superintendent Evaluation, Board Self-Assessment, Board Resources, or Board Governance publications, please contact:

Marcia Herring - Katie Corfield - Caden Frank - Stacie Higgins - Ben Anderjaska
Stephanie Summers - Avary Pansing-Brooks - Becky Erdkamp

DECEMBER BOARD MEETING AGENDA ITEMS

Board Presidents and Superintendents: Please check your inbox for the [sample] **December Board Meeting Agenda** that was emailed to you on Wednesday, November 14, 2025, from shiggins@NASBonline.org. This agenda is aligned with the NASB Annual Board Calendar. If you have any questions or would like the email resent, please contact Stacie at 402-209-1608.

DID YOU KNOW?

What: **2025 New Board Member Workshop**

When: **Wednesday, December 3, 2025 - 5:00 to 9:00 PM**

Where: **Holiday Inn Kearney**

If you are a **New Board Member, recently appointed, experienced or the Superintendent** you are invited to join us for a review of the role and responsibilities of the board.

We will highlight board governance and superintendent leadership. Gain practical insights on board effectiveness and support of student success.

The agenda:

4:30 PM - Registration

5:00 PM - Session I – Board-Superintendent Roles and Responsibilities

6:30 PM - Dinner

7:00 PM - Session II – Board Meeting Protocols and Procedures

9:00 PM - Adjourn/Evaluation

Awards of Achievement Points Earned: 15 points

On site registrations welcome!

NEW BOARD MEMBER WORKSHOP

Leadership Innovation Vision Engagement #liveNASB



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JOIN US! WEDNESDAY, DECEMBER 3 ... HOLIDAY INN KEARNEY

CALL TO ORDER:
WELCOME TO THE BOARD TABLE

Be a driver for student success by strengthening your understanding of board governance and superintendent leadership! Content is designed for first-term board members and superintendents, but individuals of all experience levels will benefit.

www.NASBonline.org



DC - LIC - SBM WEEK - RETREATS - FINANCE



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Members

329,000 Students

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



Federal Advocacy Fly-In

April 26-29, 2026 (Sunday to Wednesday) - Washington, DC - LOOK FOR REGISTRATION TO OPEN IN EARLY DECEMBER!

Join us for our fourth annual Fly-In. Tours, briefings, meeting with our Federal Delegation and more. Spend the week with peers from across Nebraska advocating for all things public education.

Legislative Issues Conference

January 25-26, 2026 (Sunday & Monday) - Lincoln

Weeks into each year's Legislative Session, key committee chairs, Senators, the Governor, and education leaders are invited to share their respective views throughout the morning. Get a firsthand look at all the bills introduced that will have an impact on public education in Nebraska during each year's legislative session. Close the conference as the majority of senators join us for lunch to network and discuss key items from that morning. This year's agenda includes:

- Threading a Moving Needle - Members of the Governor's School Finance Reform Committee
- Speaker Arch, Senators von Gillern, Bosn, Hughes, and Lonowski
- Everything You Wanted to Know About the Legislature but Never Wanted to Ask



School Board Member Week in Nebraska

January 25-31, 2026 (Sunday through Saturday)

THANK YOU SCHOOL BOARDS! The week of January 25, 2026 will serve as School Board Recognition Week in Nebraska. Thanks to the 1,700 locally elected volunteers who make up the Board of Education for Nebraska's Public Schools and ESUs.



President's Retreat

February 16, 2026 (Monday) - Kearney

Expand your knowledge and understanding of the role of board president, leadership of the board, and management of the board meeting to advance board operations. This retreat is geared for Board Presidents, Vice Presidents, Aspiring Presidents, Superintendents and/or ESU Administrators.



Budget & Finance Workshops

March 10 - Seward ... March 24 - West Point ... April 7 - Ogallala ... April 8 - Kearney*

Both new and veteran school board members must have a fundamental understanding of school finance. Superintendents, business managers, and bookkeepers are required to have a deep and comprehensive understanding of finance because taxpayers and citizens are asking districts to provide more detailed information about their finances. This workshop features all aspects of school district finance. (*Amplified Finance Workshop)



Nebraska Reception at the NSBA Conference

April 11 (Saturday) - San Antonio, TX

Join NASB and fellow attendees from Nebraska in San Antonio for the Nebraska Reception, Saturday afternoon, during the NSBA National Conference. For more information or to RSVP email Sharon. Conference attendees and their guests are welcome to attend. Sponsored by D.A. Davidson & Co.





WHERE PLAY BEGINS. AND IMAGINATION NEVER ENDS.

Complete Playground Solutions for Every Space — Designed, Delivered, and Installed by Experts.

Playground Structures
Freestanding Elements
Inclusive Elements
Playground Screenings
Sports Equipment
Surfacing & VersaCourt
Site Amenities
Fitness Equipment
Swings
Dog Parks
Shelters & Shades
Sun Shades
Temporary Fencing

At The American Playground Company, we believe outdoor spaces should do more than entertain — they should inspire, connect, and grow. Whether you're revitalizing a community park or planning a brand-new play area, our team delivers safe, beautiful, and long-lasting playgrounds tailored to your vision.



Consultation



Installation



Safety



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YOUR 2025 NASB AFFILIATES

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Vision

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2,000,000 Nebraskans

329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA



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Building a Better Future with Nebraska's Public Finance Partner

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.

Our public finance professionals take a personal interest and a hands-on approach, carrying our deals from start to finish. Because you deserve solutions tailored to fit you.

- School Bond Issues
- Tax Anticipation / Construction Notes
- Lease-Purchase Financing
- QCPUF Bonds
- Refinancing Bond Issues



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<https://members.nasbonline.org/about-us/affiliate-members>



2025 Platinum Level Affiliates - American Fidelity - BCDM Architects - Boyd Jones Construction - BVH Architecture
Carlson West Povondra Architects - Clark & Enersen - CMBA Architects - D.A. Davidson - Enviser - 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 - JEO Consulting Group, Inc. - Johnson Controls Inc. - 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 - Watts and Hershberger, P.C.

YOUR 2025 NASB AFFILIATES

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Vision

Engagement

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2,000,000 Nebraskans

329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

YOUR 2025 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit:

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YOUR 2025 GOLD AFFILIATES

YOUR 2025 NASB AFFILIATES

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View the full, detailed listings with contact info at:

<https://members.nasbonline.org/about-us/affiliate-members>



ACCOUNTING

Watts and Hershberger, P.C.

ARCHITECTS

Alley Poyner Macchietto Architecture

BCDM Architects
PLATINUM LEVEL AFFILIATE



BVH Architecture
PLATINUM LEVEL AFFILIATE



Carlson West Povondra Architects
PLATINUM LEVEL AFFILIATE



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



JEO Consulting Group, Inc.
GOLD LEVEL AFFILIATE

MCL Construction
GOLD LEVEL AFFILIATE

Sampson Construction
PLATINUM LEVEL AFFILIATE



ENERGY SERVICES

Community Building Solutions

Facility Advocates
PLATINUM LEVEL AFFILIATE



Johnson Controls, Inc.
GOLD 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
PLATINUM LEVEL AFFILIATE



Piper Sandler
PLATINUM LEVEL AFFILIATE



FOOD SERVICE

Lunchtime Solutions
GOLD LEVEL AFFILIATE

Opa! Food Management

FUNDRAISING

Omaha Public Schools Foundation
GOLD LEVEL AFFILIATE

INSURANCE SERVICES

American Fidelity
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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

Enviser
PLATINUM LEVEL AFFILIATE



Hamilton
PLATINUM LEVEL AFFILIATE



Sparq Data Solutions
PLATINUM LEVEL AFFILIATE



TRANSPORTATION PRODUCTS

Cornhusker International
GOLD LEVEL AFFILIATE

Nebraska Safety Center

VIDEO CREATION & PRODUCTION

Third Rail Content, Inc.
PLATINUM LEVEL AFFILIATE



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YOUR NASB BOARD OF DIRECTORS & STAFF

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<https://members.nasbonline.org/board-of-directors>



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HTRS



Region 2 - Brenda Sherman
ESU 3



Region 3 - Kyle Fisher
Springfield Platteview



Region 4 - Elizabeth Kumru
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Region 5 - Shavonna Holman
Omaha



Region 6 - Ricky Smith
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Norfolk



At-Large - Laurie Kohmetscher
Sandy Creek

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<https://members.nasbonline.org/about-us/nasb-staff>



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Leadership Search Service



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Engagement Associate



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Rachel Horstman
Business Manager



Makenzie Barry
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Financial Specialist



Craig Caples
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Becky Erdkamp
Board Leadership
Engagement Associate



Marcia Herring
Director of Board Leadership



Avary Pansing Brooks
Board Leadership
Engagement Associate



2025-26

Teacher Recruitment and Retention Act Grant

The NDE is excited to launch the 2025-26 school year Teacher Recruitment and Retention Act Grant Program (TRRA). Pursuant to Neb. Rev. Stat. § 79-8,112, the purpose of the Teacher Recruitment and Retention Act Grant Program is “to provide financial incentives to recruit and retain teachers in Nebraska classrooms.” This program is open to teachers from public and nonpublic schools, as well as teachers employed by an ESU.



The retention grant is for **\$2,500** for teachers in their 2nd, 4th or 6th year of teaching. This includes time teaching outside of Nebraska.



The high-needs grant is a one-time grant for **\$5,000** for teachers who have been issued an endorsement in specific high-needs areas with a contract to teach in that area. You can check your issue date of your endorsement at: teach.education.ne.gov. It must be issued on or after 6/2/2023.



The guidelines and application can be found at: education.ne.gov/csds/teacher-recruitment-and-retention-act/ or by scanning the QR code.

The first step is filling out the application. If selected, additional documentation will be necessary.



The application will **open November 17, 2025 and closes on December 17, 2025, at 11:59pm CST** and applicants will be notified no later than January 31, 2026. If you qualify for both grants you can apply for both grants.

MORE FROM STATE CONFERENCE

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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

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!

LEARN MORE!

Events & Networking - <https://members.nasbonline.org/events>

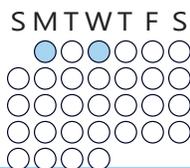
Where Will NASB be This Month?*



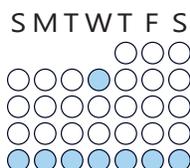
- Ainsworth
- Kearney
- Lexington
- Lincoln
- Loup City
- Omaha
- Paxton
- Perkins County
- Red Cloud
- Weeping Water
- Winside

For ... Advocacy, Board Retreats, Engagement, Events, Strategic Planning, and more!

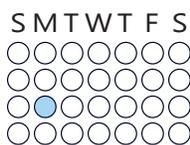
*Items currently scheduled



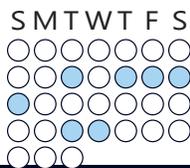
Governor's School Finance Commission Report Due - Monday, December 1
New Board Member Workshop - Wednesday, December 3 - Kearney



1st Day of the 2026 Legislative Session - Wednesday, January 7, 2026
School Board Member Week in Nebraska - January 25-31, 2026
Legislative Issues Conference - January 25-26, 2026 - Lincoln



President's Retreat - Monday, February 16 - Kearney



Budget & Finance Workshop - Tuesday, March 10 - Seward
COSSBA Annual Conference - March 12-15 - Louisville, KY
Budget & Finance Workshop - Tuesday, March 24 - West Point
NAEP State Convention - March 24-25 - Kearney



Continued on Page 2

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NASB BOARD QUICKS

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PAGE 2



Budget & Finance Workshop - Tuesday, April 7 - Ogallala

Amplified Budget & Finance Workshop - Wednesday, April 8 - Kearney

NSBA Annual Conference - April 10-12 - San Antonio, TX

Final Day of the 2026 Legislative Session - Friday, April 17

2026 NASB Federal Advocacy Fly-In - April 26-29 - Washington, DC

School Law Seminar/NASB Member Golf Outing - June 10-11 - Kearney

ALICAP Workshops & Candidate Workshops - Summer TBD

Area Membership Meetings - August through September

State Education Conference - November

New Board Member Workshops - December

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