

**Regular Board of Education Meeting**

Wednesday, September 10, 2025

6:00 PM

High School Computer Lab Room 204

358 North 6th Street

Tecumseh, NE 68450

1. Call to Order and Roll Call
2. Consent Agenda
  - 2.1. Approval of Regular Meeting Minutes
  - 2.2. Approval of the Claims for Payment and Financial Report
3. Public Comment
4. Administrator Reports
  - 4.1. HS Principal Report
  - 4.2. MS Principal Report
  - 4.3. EL Principal Report
  - 4.4. SPED/Student Services Director Report
  - 4.5. Activities Director Report
5. Superintendent's Report
6. Future Dates
  - 6.1. Community Tailgate/Pep Rally/Bonfire — September 14, 6:00 PM, JCC Football Field.
  - 6.2. Joint Public Hearing — September 23, 6:05 PM, Johnson County Courthouse, Courtroom.
  - 6.3. Budget Hearing — September 24, 6:00 PM in JCC High School Computer Lab.
  - 6.4. Hearing To Set Final Tax Request — September 24, 6:15 PM, JCC High School Computer Lab.
  - 6.5. Board Meeting to Approve Budget - September 24, 6:20 PM, JCC High School Computer Lab, Room 204.
  - 6.6. Thunderbird Golf Classic — September 28, 9:00 AM, Tecumseh Country Club.
  - 6.7. School Improvement External Visit — November 10-11.
  - 6.8. NASB State Education Conference — November 19–20, Omaha CHI Center.
7. Discussions
  - 7.1. JCC Student Council — Discussion with JCC student council members.
  - 7.2. Budget Preview — Preview of the 2025-2026 budget documents.
  - 7.3. Leasing of Property — Discussion pertaining to taking bids for the purpose of farming JCC property.
  - 7.4. Committee on American Civics Meeting — Discussion pertaining to setting a date for a meeting that will include public comment.
  - 7.5. Student Resource Officer — Discussion pertaining to the possible future employment of a Student Resource Officer for the district.

- 7.6. School Calendar — Discussion pertaining to the 2026-2027 school calendar.
8. Regular Agenda-Business
  - 8.1. Future Renovation and Construction Projects — Consider, discuss and take any necessary action in regard to renovation and repairs to the current high school in relation to the future facilities needs of the district.
  - 8.2. SPED/Student Services Director Contract - Consider, discuss and take any necessary action in regard to amendments to Dr. Laura Rademacher's contract for the 2025-2026 school year.
  - 8.3. Policy Review - Consider, discuss and take any necessary action in regard to JCC Policies 2004, 2005, 2007, 3001, 3002, 4002 and 4003.
  - 8.4. Cook Site Chiller Bids — Consider, discuss and take any necessary action in regard to accepting a bid for the Cook Site Chiller replacement.
  - 8.5. Tecumseh Elementary School Closure — Discuss, consider and take any necessary action in regard to the closure of the Tecumseh Site Elementary school at the conclusion of any upcoming school bond election pertaining to the construction of new facilities.
9. Next Meeting
10. Adjournment

**JOHNSON COUNTY SCHOOL DISTRICT NO. 0050**  
**JOHNSON COUNTY CENTRAL PUBLIC SCHOOLS**  
**BOARD OF EDUCATION**  
**REGULAR MEETING**

August 13, 2025

Members Present: Justin Beethe, Gail Hutt, Dan Jones, Jon Schmid, Sarah Weber, Kim Wellensiek

Also Present: Jon H. Rother, Superintendent; Laurie Badertscher, Recording Secretary; Garrett Collin, Athletic Director; Marsha Bacon, 4-8 Principal; Justin Damme, High School Principal; Laura Rademacher, Director of Special Education and Student Services; Russ Waring, Director of Operations.

Two visitors were present

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The Johnson County School District No. 0050 Board of Education met in regular session at 6:00 p.m., Wednesday, August 13, 2025 in the high school room 204, Tecumseh, Nebraska. A current copy of the agenda was available for inspection in the office of the Superintendent prior to the meeting. The notice of the meeting and agenda was posted at the three main school buildings as well as the Tecumseh and Cook Post Offices. Notice of the meeting was also published in the Nemaha Valley Observer and on the school district website.

President Wellensiek called the meeting to order at 6:00 p.m. and opened the meeting by announcing that the Open Meetings Act rules were posted. Roll call was taken. Justin Beethe-present, Gail Hutt-present, Dan Jones-present, Jon Schmid-present, Sarah Weber-present, Kim Wellensiek-present.

#### **PARENT INVOLVEMENT HEARING**

A Parent Involvement Hearing was held to review Johnson County Central Public Schools Policies regarding parent involvement. Policies reviewed as follows: **5018** - Parent Involvement in Education Practices and Policy **5057** - District Title I Parent and Family Engagement Policy.

#### **STUDENT FEES HEARING**

A Student Fees Hearing was held to review policies concerning student fees. Policy **5045** - Student Fees was reviewed with the proposed change to include, extracurricular drug testing fees to be included in the listing of fees to be charged by the district.

#### **APPROVAL OF MEETING MINUTES**

A motion was made by Justin Beethe and second by Sarah Weber to approve the July 30, 2025 Board Retreat Meeting Minutes and the July 2025 Regular Board of Education Meeting Minutes as presented. Roll call vote: Justin Beethe-yes, Gail Hutt-yes, Dan Jones-yes, Jon Schmid-yes, Sarah Weber-yes, Kim Wellensiek-yes, Carried 6-0

#### **FINANCIAL REPORT**

A motion was made by Gail Hutt and second by Dan Jones to approve the General Fund claims for payment in the amount of \$1,057,208.60, Building Fund \$33,549.74 and the Qualified Capital Purpose Undertaking Fund in the amount of \$204,128.82 as well as the Financial Report as presented. Roll call

vote: Justin Beethe-yes, Gail Hutt-yes, Dan Jones-yes, Jon Schmid-yes, Sarah Weber-yes, Kim Wellensiek-yes, Justin Beethe-yes. Carried 6-0

**PUBLIC COMMENT-** None

### **ADMINISTRATOR REPORTS**

High school Principal Justin Damme reported on the following:

- Inservice day trainings
- Open House
- Senior work release
- Student schedules
- College credit classes
- OnToCollege ACT prep opportunities
- Window graphics update

Middle School Principal, Marsha Bacon reported on the following:

- Staff meetings
- Open house well attended
- MAP testing schedule
- Student activities
- The Thunderbird Way
- BIST (Behavior Intervention Support Team)
- MTSS (Multi-Tiered System of Support) teams

Elementary PreK-3 Principal Beckie Robeson reported on the following

- Administrator Days
- CPI Training
- Open House well attended
- ELA (English Language Arts) curriculum be reviewed
- Math Acceleration program continues with ESU 4
- Walkie-talkies at recess to help with communication effectiveness

Student Services / Special Education Director Laura Rademacher reported on the following:

- CharacterStrong curriculum introduced to staff
- IDEA Grant completed
- Administrator Days

- BIST (Behavior Intervention Support Team) training
- MTSS ( Multi-Tiered System of Support) training
- CPI (Crisis Prevention Institute) training
- Para-professional trainings

Activity Director, Garret Collin reported on the following:

- ☐ Summer Strength training “Gold Standard” students recognized
- ☐ Preliminary fall sports participation numbers provided
- ☐ Admission prices from conference schools were provided
- ☐ ECNC Tournament and Track meet admission prices set
- ☐ Video Board Sponsorships are available

## **SUPERINTENDENT REPORT**

Superintendent Rother shared work provided by Paul Grieger; D.A Davidson & Company Bond Underwriter. Mr. Grieger provided information regarding the financing options for a building bond that included a \$30,000,000 and a \$35,000,000 bond schedule. The figures provided were based on the preliminary valuations as of August 12, 2025 and a 30 year bond schedule. Board member Jon Schmid would like to see what a 20 year bond schedule would look like. The number of “property tax ratings” were also discussed.

Superintendent Rother reported on the following:

- 2025-2026 current K-12 enrollment is 455
- 2025-2026 PK-12 membership is 496
- Option Enrollment numbers provided (net option -89)
- Open house

Mr. Rother provided a quote from Midwest Alarm Services for a new fire alarm system in the high school. The proposed scope of the project was reviewed with the initial estimated cost to be \$86,850.00. Mr. Waring received two bids for fencing to surround the high school kitchen fire suppression ventilation system. The bid from Kudu Lawn Care in the amount of \$2,850.00 was accepted by Superintendent Rother.

The Johnson County Central Public Schools 2025-2026 Budget Hearing, Hearing to Set the Final Tax Request and a Special Board of Education Meeting will be held on September 17, 2025.

## **FUTURE DATES**

- Cook Site Chiller Pre-Bid Meeting - August 20, 2025
- Special Meeting to consider a resolution increasing the school district’s base growth percentage used

to determine the school district's property tax request authority by up to 6% - August 21, 2025, 5:00 p.m - High School Room 204.

- Cook Site Chiller Bid Opening - September 4, 2025
- NASB Area Membership Meeting - September 10, 2025- Nebraska City, NE.
- Community Pep Rally and Bon Fire- September 14, 2025, 6:00 p.m. -High School
- Thriving Children, Families and Communities Conference - September 15-16, Kearney, NE.
- NASB Labor Relations Conference - October 1-2, Lincoln, NE
- NASB State Education Conference - November 19-21, Omaha, NE.

## **DISCUSSION**

Superintendent Rother led a discussion to consider a resolution increasing the school district's base growth percentage used to determine the school district's property tax request authority by up to 6%. Items to be considered are the inefficiency of the district with operating three buildings. What the budget would look like if a building bond would pass. Discussion was held regarding tax receipts and the importance of necessary cash reserve.

Discussion was held regarding student discipline with regard to student use and/or possession of drugs, tobacco or alcohol when on school grounds, in a school vehicle or at any school-sponsored event. Mr. Rother indicated legal council recommends the disciplinary action be at the discretion of the administration.

The Extracurricular Drug Testing program was discussed. The costs associated with continued drug testing after a set number of positive results in one school year were discussed. While there is no requirement to do drug testing in schools, the Board of Education finds value in the program and the Extracurricular Drug Testing Program policy will continue to be implemented.

## **REGULAR AGENDA-BUSINESS**

Mark Pfister of Boyd Jones Construction was present to address the Board of Education regarding the value of their work and the considerations involved with a Construction Manager at Risk when working on a building bond project. Mr. Pfister highlighted the benefits of using Boyd Jones Construction as the CMR for a building project. He provided the history of Boyd Jones in working with the Board of Education beginning in 2021. Questions were asked regarding the formal agreement between Boyd Jones and Johnson County Central Public Schools. Mr. Pfister informed the Board of Education that KSB School Law composed the written agreement between parties.

The Board of Education members were provided an opportunity to ask questions and to provide thoughts regarding Boyd Jones. After discussion was held it was the consensus of the Board of Education to remain in partnership with Boyd Jones Construction as the CMR (Construction Manager at Risk) for a future building bond project.

The following policies were reviewed: **1001** - General Policy Statement, **2001** - The Role of the Board of Education, **2002** - Organization of the Board, Board Officers, and Check Signing, **2003** - Development and Education of Board Members, **1003**- Mission Statement, **4031** - Evaluation of Probationary Certified Employees, **5045**- Student Fees, **3040**-School Safety and Security, **5052** - School Wellness, **5054** - Student Bullying.

A motion was made by Jon Schmid to add the wording **and productive** to the mission statement policy 1003. The Mission Statement would read as follows: “Johnson County Central is an inclusive school district focused on the individual needs of each and every student helping them to become constructive and productive members of society.” Motion failed due to lack of a second.

Discussion was held regarding policy 5054 - Student Bullying. Superintendent Rother provided an explanation of the policy. Principal, Marsha Bacon identified tools used to address bullying in the schools as well as methods used to prevent bullying the district.

President Wellensiek declared a recess at 7:54 p.m.

President Wellensiek called the meeting back to order at 8:01 p.m

The Option Agreement to Purchase Real Estate was reviewed and discussed. Options of receiving income from such things as cash rent and/or the sale of a portion of the property were discussed. The timing of purchasing the property was also considered.

A motion was made by Jon Schmid and second by Justin Beethe to execute the contract to purchase the Wilson property by passing the Resolution of the Board of Education to Exercise the Option to Purchase Real Estate as presented. Roll call vote: Justin Beethe -yes, Gail Hutt-yes, Dan Jones - no, Jon Schmid - yes, Sarah Weber - yes, Kim Wellensiek -yes. Carried 5-1.

## **RESOLUTION OF THE BOARD OF EDUCATION TO EXERCISE OPTION TO PURCHASE REAL ESTATE**

WHEREAS, the Board of Education (“Board”) for Johnson County School District 49-0050, commonly known as Johnson County Central Public Schools (the “School District”) has determined that it needs to acquire certain real estate to accommodate the School District’s facilities needs necessary for the School District’s students, programs, activities, and operations; and

WHEREAS, the School District entered into an Option Agreement to Purchase Real Estate, with an effective date of January 15, 2021 (the “Option Agreement”), with David and Suzanne Wilson, who are owners of certain real property legally described as follows:

Outlot D, Shawnee Ridge Addition to the City of Tecumseh, Johnson County, Nebraska

(the “Property”); and

WHEREAS, among other terms, conditions, and limitations, the Option Agreement grants the School District the exclusive and irrevocable option (the “Option”) to purchase the Property at a purchase price of Eight Hundred Thousand Dollars (\$800,000) (the “Purchase Price”); and

WHEREAS, the Board has determined that it is in the School District’s best interest to exercise the Option at the present time and prior to January 15, 2026.

NOW, BE IT THEREFORE RESOLVED that the Board hereby authorizes the School District to promptly execute the Option, including without limitation paying the Purchase Price in accordance with the Option Agreement; and

BE IT FURTHER RESOLVED, that the Board hereby authorizes the Board President and/or the Superintendent to take all further action, including but not necessarily limited to providing information and signing further documents, that are necessary to carry out the School District's execution of the Option and acquisition of the Property; and

BE IT FURTHER RESOLVED that the Board hereby directs the Superintendent to research and evaluate the extent to which any portion of the Property may exceed the School District's long-term school facility needs and if any portion of the Property will exceed such needs to provide recommendations, options, and alternatives for the Board to develop, sell, use, or otherwise dispose of such excess portion of the Property.

A motion was made by Justin Beethe and second by Gail Hutt to adjourn the meeting. Roll call vote: Justin Beethe - yes, Gail Hutt-yes, Dan Jones-yes, Jon Schmid-yes, Sarah Weber-yes, Kim Wellensiek-yes, Carried 6-0.

Meeting adjourned at 8:17 p.m.

The next Board of Education Special Meeting will be held Thursday August 21, 2025, in the high school room 204, in Tecumseh, Nebraska at 5:00 p.m. The next Regular Board of Education Meeting will be held Wednesday, September 10, 2025 at 6:00 p.m. in the high school room 204 in Tecumseh, Nebraska. The notices of the meetings will be published in the Nemaha Valley Observer as well as on the school website. The agendas will be posted at the three main school buildings as well as at the Tecumseh and Cook Post Offices. A current copy of the agenda will be available for inspection in the office of the Superintendent prior to the meeting.



**JOHNSON COUNTY SCHOOL DISTRICT NO. 0050  
JOHNSON COUNTY CENTRAL PUBLIC SCHOOLS  
BOARD OF EDUCATION  
SPECIAL MEETING**

August 21, 2025  
5:00 p.m.

Members Present: Justin Beethe, Gail Hutt, Dan Jones, Jon Schmid, Sarah Weber, Kim Wellensiek

Also Present: Jon H. Rother, Superintendent; Laurie Badertscher, Recording Secretary; Marsha Bacon, 4-8 Principal; Justin Damme, High School Principal; PreK-3 Principal Rebecca Robeson and Laura Rademacher, Director of Special Education and Student Services

One visitor was present

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The Johnson County School District No. 0050 Board of Education met in special session at 5:00 p.m., Wednesday, August 21, 2025 in the high school room 204, Tecumseh, Nebraska. A current copy of the agenda was available for inspection in the office of the Superintendent prior to the meeting. The notice of the meeting and agenda was posted at the three main school buildings as well as the Tecumseh and Cook Post Offices. Notice of the meeting was also published in the Nemaha Valley Observer and on the school district website.

President Wellensiek called the meeting to order at 5:00 p.m. and opened the meeting by announcing that the Open Meetings Act rules were posted. Roll call was taken. Justin Beethe-present, Gail Hutt-present, Dan Jones-present, Jon Schmid-present, Sarah Weber-present, Kim Wellensiek-present.

**PROPERTY TAX REQUEST AUTHORITY**

Superintendent of Schools, Mr. Jon Rother provided information regarding the 2025-2026 District 49-0050 school budget. Mr. Rother reviewed information regarding the budget with and without the 6% increase in base growth percentage used to determine its property tax authority for the 2025-2026 budget.

Discussion was held regarding the necessary cash reserve. The funding needed for the district to meet its obligations to the students were discussed as were the sources of revenue to include property tax receipts, and state and federal funds. The cash reserve is necessary in the event that receipts are not collected or when large expenditures occur that are not anticipated. Discussion was also held concerning maintaining the Special Building Fund as well as the Qualified Capital Purpose Undertaking Fund for upcoming building repairs and renovations.

A motion was made by Gail Hutt and second by Justin Beethe to adopt the resolution to increase the base growth percentage used to determine the School District's property tax request authority by up to 6% as presented.

**RESOLUTION OF THE BOARD OF EDUCATION TO  
INCREASE BASE GROWTH PERCENTAGE TO DETERMINE  
ITS PROPERTY TAX REQUEST AUTHORITY**

WHEREAS, the Board of Education ("Board") for Johnson County School District 49-0050, commonly known as Johnson County Central Public Schools (the "School District"), is planning the School District's annual budget for the 2025–2026 school year; and

WHEREAS, the funding needed for the School District to meet its obligations to its students will require an increase in the base growth percentage used to determine the School District's property tax request authority under NEB. REV. STAT. § 79-3403; and

WHEREAS, Nebraska law authorizes the Board, upon an affirmative vote of at least seventy percent (70%) of the Board, to increase such base growth percentage by up to 6%.

BE IT THEREFORE RESOLVED that, pursuant to NEB. REV. STAT. § 79- 3405(2), the Board hereby increases the base growth percentage used to determine its property tax request authority for the 2025–2026 budget in an amount of 6%.

Said Resolution was adopted by the Board of Education by a vote of 6 to 0 on the 21<sup>st</sup> day of August, 2025.

Kim Wellensiek President of the Board of Education

ATTEST: Jon H. Rother Secretary of the Board of Education

## **POLICY REVIEW**

Superintendent Rother reviewed the Johnson County Central Public Schools Policy 2060- Firearms and Weapons for Non-Students. Discussion was held by the Board of Education and the administration. The Board of Education discussed weapons other than firearms that could be used in the event of an emergency situation. Also discussed was insurance liability, and the practice of utilizing a School Resource Officer. Attorney, Erin Ebeler provided insight from a legal perspective on Policy 2060 to the Board of Education. The administration and Board of Education will gather more information regarding this policy. No action was taken.

A motion was made by Justin Beethe and second by Sarah Weber to adjourn the meeting. Roll call vote: Justin Beethe-yes, Gail Hutt-yes, Dan Jones-yes, Jon Schmid-yes, Sarah Weber-yes, Kim Wellensiek-yes. Carried 6-0.

Meeting adjourned at 6:10 p.m.

The next Regular Board of Education Meeting will be held Wednesday September 10, 2025, in the high school room 204, in Tecumseh, Nebraska at 6:00 p.m. Tecumseh, Nebraska. The notice of the meetings will be published in the Nemaha Valley Observer as well as on the school website. The agendas will be posted at the three main school buildings as well as at the Tecumseh and Cook Post Offices. A current copy of the agenda will be available for inspection in the office of the Superintendent prior to the meeting.

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
A STREET AUTO PARTS	619809	11482	53.98
01 2730 610 000	WIPER BLADES VAN 10A		53.98
A STREET AUTO PARTS	619973	11482	50.98
01 2730 610 000	OIL FOR BUS 20		50.98
A STREET AUTO PARTS	619982/619988	11482	566.95
01 2730 610 000	SHOP TOWELS		5.98
01 2730 610 000	BATTERY /18 MO WTY/X 3		560.97
Total A STREET AUTO PARTS			671.91
ACCESS ELEVATOR INC	40294	11483	94.12
01 2620 610 001	HS CHAIRLIFT KEYS		47.06
01 2620 610 003	ELEM TEC. CHAIRLIFT KEYS		47.06
Total ACCESS ELEVATOR INC			94.12
Andre Rautenbach	100081125	11484	1,475.00
01 2630 420 001	7.1.2025 MOW/TRIM FBALL FIELD		75.00
01 2630 420 003	7.1.2025 MOW TRIM FBALL FIELD		75.00
01 2630 420 001	7.7.2025 MOW FOOTBALL FIELD		75.00
01 2630 420 003	7.7.2025 MOW FOOTBALL FIELD		75.00
01 2630 420 001	FRONT YARD GRUB CONTROL		50.00
01 2630 420 003	FRONT YARD GRUB CONTROL		50.00
01 2630 420 001	7.8.2025 MOW FRONT YARD		47.50
01 2630 420 003	7.8.2025 MOW FRONT YARD		47.50
01 2630 420 001	7.14.2025 MOW FOOTBALL FIELD		75.00
01 2630 420 003	7.14.2025 MOW FOOTBALL FIELD		75.00
01 2630 420 001	7.16.2025 MOW FRONT YARD		47.50
01 2630 420 003	7.16.2025 MOW FRONT YARD		47.50
01 2630 420 001	7.22.2025 MOW AND TRIM FOOTBALL FIELD		75.00
01 2630 420 003	7.22.2025 MOW AND TRIM FOOTBALL FIELD		75.00
01 2630 420 001	7.23.2025 MOW AND BAG FOOTBALL FIELD		75.00
01 2630 420 003	7.23.2025 MOW AND BAG FOOTBALL FIELD		75.00
01 2630 420 001	7.1.2025 MOW AND TRIM FRONT		47.50
01 2630 420 003	7.1.2025 MOW AND TRIM FRONT		47.50
01 2630 420 001	7.25.2025 MOW AND TRIM FRONT		47.50
01 2630 420 003	7.25.2025 MOW AND TRIM FRONT		47.50
01 2630 420 001	7.28.2025 MOW FOOTBALL FIELD		75.00
01 2630 420 003	7.28.2025 MOW FOOTBALL FIELD		75.00
01 2630 420 001	7.31.2025 MOW AND TRIM FRONT		47.50
01 2630 420 003	7.31.2025 MOW AND TRIM FRONT		47.50
Andre Rautenbach	100090225	11484	1,405.00
01 2630 420 001	8.1.2025-WEED CONTROL 45 GAL		157.50
01 2630 420 003	8.1.2025-WEED CONTROL 45 GAL		157.50
01 2630 420 001	8.4.2025-FOOTBALL FIELD MOW X 3		150.00
01 2630 420 003	8.4.2025 FOOTBALL FIELD MOW X 3		150.00
01 2630 420 001	8.7.2025 FRONT YARD MOW		47.50
01 2630 420 003	8.7.2025 FRONT YARD MOW		47.50
01 2630 420 001	8.12 2025 FOOTBALL FIELD MOW		75.00
01 2630 420 003	8.12.2025 FOOTBALL FIELD MOW		75.00
01 2630 420 001	8.17.2025 FOOTBALL FIELD MOW		75.00
01 2630 420 003	8.17.2025 FOOTBALL FIELD MOW		75.00

**Board Report - Detail after checks are printed**

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 2630 420 001	8.17.2025 FRONT YARD MOW		47.50
01 2630 420 003	8.17.2025 FRONT YARD MOW		47.50
01 2630 420 001	8.21.2025 FOOTBALL FIELD MOW		75.00
01 2630 420 003	8.21.2025 FOOTBALL FIELD MOW		75.00
01 2630 420 001	8.29.2025 FOOTBALL FIELD MOW		75.00
01 2630 420 003	8.29.2025 FOOTBALL FIELD MOW		75.00
Total Andre Rautenbach			2,880.00
<b>B&amp;H PHOTO-VIDEO</b>	236846885	11485	1,104.42
01 2410 650 001	HS PRINCIPAL COMP MONITOR		368.14
01 2410 650 002	MS PRINCIPAL COMP MONITOR		184.07
01 2410 650 003	ELEM TEC PRINCIPAL COMP MONITOR		368.14
01 2410 650 004	ELEM COOK PRINCIPAL COMP MONITOR		184.07
Total B&H PHOTO-VIDEO			1,104.42
<b>Bartels, Connor</b>	9102025	11486	175.00
01 1100 810 001	NE AG ED ASSOCIATION DUES STIPEND		175.00
Total Bartels, Connor			175.00
<b>BENEFIEL TOWING</b>	25-56572	11487	1,012.50
01 2730 431 000	SCHOOL BUS TOWING / 4.5@225.00		1,012.50
Total BENEFIEL TOWING			1,012.50
<b>BEYOND SPEECH SERVICES, LLC</b>	21	11488	9,585.34
01 2151 340 001	HS SPEECH SERVICES		384.98
01 2151 340 002	MS SPEECH SERVICES		2,507.35
01 2151 340 003	ELEM TEC SPEECH SERVICES		4,185.66
01 2151 340 004	ELEM COOK SPEECH SERVICES		2,507.35
Total BEYOND SPEECH SERVICES, LLC			9,585.34
<b>BRENDA R. GLUNZ</b>	SEPT 2025 PSYCH	11489	4,564.53
01 2141 340 003	ELEM TEC PSYCH SERV		72.75
01 2141 340 001	HS PSYCH SERV		2,329.90
01 2141 340 002	MS PSYCH SERV		1,870.88
01 2141 340 003	ELEM COOK PSYCH SERV		169.75
01 6412 340 003	HOME SCHOOL PSYCH SERV		121.25
<b>BRENDA R. GLUNZ</b>	SEPT 25 MH SERV	11489	2,592.50
01 2140 340 003	MENTAL HEALTH SERV ELEM TEC		1,062.50
01 2140 340 001	MENTAL HEALTH SERVICES HS		637.50
01 2140 340 002	MENTAL HEALTH SERV. MS		297.50
01 2140 340 004	MENTAL HEALTH SERV ELEM COOK		595.00
Total BRENDA R. GLUNZ			7,157.03
<b>BRINKMAN BROTHERS INC</b>	5012133	11490	20.30
01 2730 431 000	N RETAINER		20.30
<b>BRINKMAN BROTHERS INC</b>	6033964	11490	135.43
01 2730 431 000	09A BRAKE LIGHT/ SERVICED		135.43
<b>BRINKMAN BROTHERS INC</b>	6034018	11490	57.75
01 2730 431 000	IMPALA REMOVE DRIVERS ED		57.75
<b>BRINKMAN BROTHERS INC</b>	6034069	11490	91.86

**Board Report - Detail after checks are printed**

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 2730 431 000	BUS #14 SERVICED		91.86
BRINKMAN BROTHERS INC	6034074	11490	73.78
01 2730 431 000	EXPEDITION SERVICED		73.78
BRINKMAN BROTHERS INC	6034077	11490	173.25
01 2730 431 000	VAN 09 BRAKE WORK		173.25
BRINKMAN BROTHERS INC	6034093	11490	205.26
01 2730 431 000	BRAKE CABLE REPLACED		205.26
BRINKMAN BROTHERS INC	6034189	11490	461.02
01 2730 431 000	10B AC LINE REPLACED		461.02
Total BRINKMAN BROTHERS INC			1,218.65
Charter Communications	152014301090125	11491	70.88
01 2223 530 000	CABLE SERVICES		70.88
Total Charter Communications			70.88
CHRISTY HODGES	09102025	11492	175.00
01 1100 810 001	NE AG ED ASSOC. DUES STIPEND/ NEGO AGREE		175.00
Total CHRISTY HODGES			175.00
CITY OF TECUMSEH-UTILITIES	Sept 2025	11493	3,864.65
01 2610 410 001	WT/SW TEC SITE		191.91
01 2610 621 001	ELEC TEC SITE		1,740.41
01 2610 410 003	WT/SW TEC SITE		191.91
01 2610 621 003	ELEC TEC SITE		1,740.42
Total CITY OF TECUMSEH-UTILITIES			3,864.65
County Publications, Inc.	48628	11494	271.14
01 2310 540 000	LEGALS PUB. IN NEWSPAPER		271.14
Total County Publications, Inc.			271.14
CULLIGAN OF PERCIVAL	23615	11495	61.80
01 2610 610 002	SOFTNER SALT COOK SITE		30.90
01 2610 610 004	SOFTNER SALT COOK SITE		30.90
CULLIGAN OF PERCIVAL	23805	11495	204.25
01 2610 610 001	SOFTNER SALT		102.12
01 2610 610 003	SOFTNER SALT		102.13
CULLIGAN OF PERCIVAL	23808	11495	61.80
01 2610 610 002	SOFTNER SALT COOK SITE		30.90
01 2610 610 004	SOFTNER SALT COOK SITE		30.90
CULLIGAN OF PERCIVAL	23923	11495	213.60
01 2610 440 001	RENTAL OF WATER SOFTNER / TEC SITE		106.80
01 2610 440 003	RENTAL OF WATER SOFTNER / TEC SITE		106.80
CULLIGAN OF PERCIVAL	23965	11495	92.50
01 2610 431 004	WATER SOFTNER REPAIR COOK SITE		46.25
01 2610 431 002	WATER SOFTNER REPAIR COOK SITE		46.25
Total CULLIGAN OF PERCIVAL			633.95
Educational Consulting Services	08262025	11496	3,475.00
01 3540 340 000	PLANNING MTG/ CONSULT -JULY29- AUG 26		1,550.00
01 3540 340 000	PLANNING MTG / TEC. ECON DEV/ JULY 10-29		1,925.00

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Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
Total Educational Consulting Services			3,475.00
eDynamicLP	el-00008238	11497	1,360.00
01 1100 643 001	PERSONAL FINANCE LAB LICENSE		1,360.00
Total eDynamicLP			1,360.00
EGAN SUPPLY CO	400256	11498	73.59
01 2130 610 001	GLOVES/ZIPLOC BAGS		36.79
01 2130 610 003	GLOVES / ZIPLOC BAGS		36.80
Total EGAN SUPPLY CO			73.59
ELECTRONIC CONTR. CO.	76386	11499	472.50
01 2670 431 002	FIRE ALARM SYSTEM INSPECTION COOK SITE		236.25
01 2670 431 004	FIRE ALARM SYSTEM INSPECTION COOK SITE		236.25
ELECTRONIC CONTR. CO.	76568	11499	1,194.38
01 2640 431 002	BELL SCHEDULE CHANGES COOK SITE		597.19
01 2640 431 004	BELL SCHEDULE CHANGES COOK SITE		597.19
Total ELECTRONIC CONTR. CO.			1,666.88
ESU #4	11183	11500	272.00
01 1200 330 001	FALL SPED INST. WKSHOP		60.00
01 1200 330 002	FALL SPED INST. WKSHOP		30.00
01 1200 330 003	FALL SPED INST. WKSHOP		60.00
01 1200 330 004	FALL SPED INST. WKSHOP		30.00
01 2213 330 003	NEW TEACHER WKSHOP X 2 (zp,jg)		92.00
ESU #4	11210	11500	705.80
01 6408 340 004	0-2 SPED SPEECH LANGUAGE SERVICES		705.80
ESU #4	11215	11500	248.00
01 6408 340 004	HEARING IMP. SERVICES 0-2		248.00
ESU #4	11224	11500	12,595.64
01 2580 591 001	DVLG / CIPA FIREWALL/ ZOOM LICENSES		3,148.91
01 2580 591 002	DVLG / CIPA FIREWALL/ ZOOM LICENSES		3,148.91
01 2580 591 003	DVLG / CIPA FIREWALL/ ZOOM LICENSES		3,148.91
01 2580 591 004	DVLG / CIPA FIREWALL/ ZOOM LICENSES		3,148.91
ESU #4	6976	11500	712.50
01 2230 340 000	TIMING FOR RESTARTS		37.50
01 2230 340 000	GROUP POLICIES/SYNOLOGY LOGIN		450.00
01 2230 340 000	FRESH SERVICE SUPPORT		75.00
01 2230 340 000	FIREWALL REQUEST		75.00
01 2230 340 000	PRINTER ISSUE		37.50
01 2230 340 000	PHONE VLANS		37.50
Total ESU #4			14,533.94
ESU 6	22493	11501	57.68
01 2230 591 001	TECH HOSTED SERVICES		14.42
01 2230 591 002	TECH HOSTED SERVICES		14.42
01 2230 591 003	TECH HOSTED SERVICES		14.42

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 2230 591 004	TECH HOSTED SERVICES		14.42
Total ESU 6			57.68
FIRST CONCORD GROUP	SEPT 2025	11502	120.00
01 2510 340 000	125 PLAN FEES		120.00
Total FIRST CONCORD GROUP			120.00
Flood Communications of Beatrice, LLC	cc-12508134705	11503	160.00
01 2560 540 000	KUTT RADIO SPOT TRI-COUNTY FBALL GAME		160.00
Total Flood Communications of Beatrice, LLC			160.00
FOLLETT EDUCATIONAL SERVICES	605948A	11504	564.10
01 2220 640 003	ELEM. TEC. LIBRARY BOOKS		564.10
Total FOLLETT EDUCATIONAL SERVICES			564.10
Freshworks inc.	FS337810	11505	56.66
01 2580 643 001	FRESHSERVICE/IT SUPPORT		14.16
01 2580 643 002	FRESHSERVICE/ IT SUPPORT		14.16
01 2580 643 003	FRESHSERVICE/ IT SUPPORT		14.17
01 2580 643 004	FRESHSERVICE/ IT SUPPORT		14.17
Total Freshworks inc.			56.66
GOVCONNECTION INC	76728510	11506	238.44
01 2660 610 001	SECURITIY DOOR KEYFOBS		59.61
01 2660 610 002	SECURITIY DOOR KEYFOBS		59.61
01 2660 610 003	SECURITIY DOOR KEYFOBS		59.61
01 2660 610 004	SECURITIY DOOR KEYFOBS		59.61
Total GOVCONNECTION INC			238.44
GRAINGER	9527768098	11507	696.56
01 2620 610 001	LIGHT BULBS ,DRAIN CLEANER, HAND/BUSSOAP		174.14
01 2620 610 002	LIGHT BULBS ,DRAIN CLEANER, HAND/BUSSOAP		174.14
01 2620 610 003	LIGHT BULBS ,DRAIN CLEANER, HAND/BUSSOAP		174.14
01 2620 610 004	LIGHT BULBS ,DRAIN CLEANER, HAND/BUSSOAP		174.14
GRAINGER	9580754464	11507	553.20
01 2620 610 002	LIGHT BULBS COOK SITE		276.60
01 2620 610 004	LIGHT BULBS COOK SITE		276.60
GRAINGER	9581464501/958146451	11507	872.20
01 2620 610 001	LIGHT BULBS/BALLASTS HS		436.10
01 2620 610 003	LIGHT BULBS/ BALLASTS ELEM TEC		436.10
GRAINGER	9602415441/960302386	11507	549.74
01 2620 610 002	URINAL TREATMENT/ WASP SP/TOILET CL/BULB		274.87
01 2620 610 004	URINAL TREATMENT/ WASP SP/TOILET CL/BULB		274.87
GRAINGER	9606911064	11507	42.36
01 2620 610 002	URINAL TREATMENT COOK SITE		21.18
01 2620 610 004	URINAL TREATMENT COOK SITE		21.18
GRAINGER	9606911072/9605	11507	266.92

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Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
	08787		
01 2620 610 002	BATTERIES/ AIR FRESHNER REFILLS COOKSITE		133.46
01 2620 610 004	BATTERIES/ AIR FRESHNER REFILLS COOKSITE		133.46
GRAINGER	9608179793	11507	441.28
01 2620 610 001	SCENT REFILLS / TOILET CLIPS/ TRASH BAGS		220.64
01 2620 610 003	SCENT REFILLS / TOILET CLIPS/ TRASH BAGS		220.64
GRAINGER	9610171135	11507	77.88
01 2620 610 001	SCENT REFILLS		38.94
01 2620 610 003	SCENT REFILLS		38.94
GRAINGER	9612675588	11507	149.40
01 2630 610 001	LINE PAINT FOOTBALL FIELDS		37.35
01 2620 610 002	LINE PAINT FOOTBALL FIELDS		37.35
01 2620 610 003	LINE PAINT FOOTBALL FIELDS		37.35
01 2620 610 004	LINE PAINT FOOTBALL FIELDS		37.35
GRAINGER	9614709245	11507	556.62
01 2620 610 001	HAND SOAP TRASH BAGS		278.31
01 2620 610 003	HAND SOAP TRASH BAGS		278.31
GRAINGER	9615832194/ 32202	11507	695.70
01 2610 610 001	AC UNIT HS SHOP		577.54
01 2610 610 001	LEG TIPS FOR CHAIRS		118.16
GRAINGER	9616952017	11507	433.74
01 2620 610 001	SOAP, GLOVES,		433.74
Total GRAINGER			5,335.60
HAUG COMMUNICATIONS INC	KSAJH-5731A-1	11508	95.00
01 2710 431 000	BUS RADIOS TESTED		95.00
Total HAUG COMMUNICATIONS INC			95.00
HD SUPPLY	890358278	11509	1,106.56
01 2620 610 001	MINIBLINDS FOR COOK SITE X 32		553.28
01 2620 610 003	MINIBLINDS FOR COOK SITE X 32		553.28
Total HD SUPPLY			1,106.56
HEARTLAND ROOFING CONSULTANTS	1664	11510	1,743.00
01 2620 340 001	ROOFING CONSULTANT SERV JUNE- AUG 2025		435.75
01 2620 340 002	ROOFING CONSULTANT SERV JUNE- AUG 2025		435.75
01 2620 340 003	ROOFING CONSULTANT SERV JUNE- AUG 2025		435.75
01 2620 340 004	ROOFING CONSULTANT SERV JUNE- AUG 2025		435.75
Total HEARTLAND ROOFING CONSULTANTS			1,743.00
HOMETOWN LEASING	39	11511	2,043.19
01 1100 550 001	COPIER LEASE		510.79
01 1100 550 002	COPIER LEASE		510.80
01 1100 550 003	COPIER LEASE		510.80
01 1100 550 004	COPIER LEASE		510.80
Total HOMETOWN LEASING			2,043.19

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
INNOVATIVE OFFICE SOLUTIONS, LLC	IN4899566	11512	346.65
01 1100 610 001	HS SHOP SUP./BAR CLAMPS/ GLOVES		346.65
Total INNOVATIVE OFFICE SOLUTIONS, LLC			346.65
Johnson County Hospital	07172025	11513	152.00
01 2710 340 000	CDL PHYSICAL M NIXON		152.00
Johnson County Hospital	08132025	11513	152.00
01 2710 340 000	CDL PHYSICAL BL		152.00
Total Johnson County Hospital			304.00
JOHNSON COUNTY ROAD DEPT.	25 22667	11514	3,461.08
01 2710 626 000	BUS GAS @ 2.799		1,876.30
01 2710 626 000	BUS DIESEL @ 3.249		1,584.78
Total JOHNSON COUNTY ROAD DEPT.			3,461.08
KERNER ACE HARDWARE	08312025	11515	1,376.30
01 2630 610 000	WEED/GRASS KILLER		89.99
01 2630 610 000	PNT TRY LINER / ROLLERS		37.56
01 2620 610 000	THREAD SEAL / COUPLE/ TRAPS / ADPTR		46.14
01 2620 610 000	FAUCT. SUPPLY LINE		9.99
01 2620 610 000	COMP CONCTR BRS		6.59
01 2620 610 000	CORD POWER BLOCK/ OUTLET		34.98
01 2630 610 000	WEED TRIMMER LINE		49.99
01 2620 610 000	FENDER WAHSERS/ WALLDOG HANGR BRASS 10PK		22.98
01 2620 610 000	HARDWARE MISC		3.99
01 2620 610 000	SHUT OFF VLV		28.99
01 2620 610 000	KEY CUTTING		9.95
01 2620 610 000	HARDWARE MISC		2.07
01 2620 610 000	SAW BLADES/ HARDWARE MISC.		79.62
01 2620 610 000	PAINT ROLLER / TRAY LNR		12.97
01 2620 610 000	COMMAND HOOKS/ WIRE HOOK		10.58
01 2630 610 000	TRIMMER LINE		49.99
01 2620 610 000	WASP TRAPA		18.99
01 2620 610 000	BLACK PAINT / PAINT TRAY		55.17
01 2630 610 000	HOSE NOZEL		15.99
01 2620 610 000	STUD FINDER / CLAMPS / HARDWARE MISC.		24.21
01 2620 610 000	ZIP TIES		7.89
01 2620 610 000	HARDWARE MISC.		5.49
01 2620 610 000	LEADER HOSE/ WASHER HOSE / FAUCET CONNEC		70.54
01 2620 610 000	THREAD SEAL/ PIPE CAP / TOOLS		21.57
01 2620 610 000	COMPRESSN CAP		4.59
01 2620 610 000	DISWASHER PLUMB PRTS / COMPRESSION CAP		13.98
01 2620 610 000	BROOM		14.99
01 2620 610 000	HARDWARE MISC		4.17
01 2620 610 000	DRILL BITS/ HARDWARE MISC		27.83
01 2620 610 000	PIPE SEALANT		7.59
01 2620 610 000	HARDWARE MISC		10.68
01 2630 610 000	ROUNDUP		62.17
01 1100 610 002	DOWELS/ MS SHOP SUPPLIES		333.44
01 2620 610 000	SILICONE		25.98

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 2620 610 000	BOX FAN		27.99
01 2620 610 000	PIPE / PADLOCK/ MAINT SUPPLIES		82.54
01 2620 610 000	DRAIN CLEANER		18.99
01 2620 610 000	POLE SOCKET		25.13
Total KERNER ACE HARDWARE			1,376.30
Kole Kleespies	2	11516	140.00
01 2630 420 001	BLACK MESH FOR HOOD VENT EQUIP		140.00
Total Kole Kleespies			140.00
KSB School Law, PC LLO	19567	11517	3,172.50
01 2330 317 000	LEGAL SERVICES		938.00
01 2330 317 002	PREPARE BID PKG. CHILLER MS/ COOK		1,117.25
01 2330 317 004	PREPARE BID PKG. CHILLER ELME COOK		1,117.25
Total KSB School Law, PC LLO			3,172.50
MASTERCARD	SEPT 2025	11518	7,429.98
01 2310 610 000	CASEYS PIZZ/ BOE MTG.		54.54
01 9000 890 000	COUNTRY INN AND SUITS- KEARNEY		117.88
01 9000 890 000	COUNTRY INN AND SUITS- KEARNEY		117.88
01 9000 890 000	COUNTRY INN AND SUITS- KEARNEY		117.88
01 2410 610 001	PAPER SHREDDER		42.99
01 2620 610 000	BLUEPRINT HOLDERS		103.74
01 2220 610 001	POOL NOODLES FOR LIBRARY		14.99
01 2220 610 002	POOL NOODLES FOR LIBRARY		15.00
01 2220 610 003	POOL NOODLES FOR LIBRARY		15.00
01 2220 610 004	POOL NOODLES FOR LIBRARY		15.00
01 2220 610 001	AMAZON LABELS FOR LIB BOOKS		37.08
01 2220 610 002	AMAZON LABELS FOR LIB BOOKS		37.08
01 2220 610 003	AMAZON LABELS FOR LIB BOOKS		37.09
01 2220 610 004	AMAZON LABELS FOR LIB BOOKS		37.08
01 2220 610 003	LIB SUPPLIES ELEM TEC		419.85
01 2220 640 003	LIB BOOKS ELEM TEC		124.06
01 2213 330 003	STEPS CONF KEARNEY X 4 AJ, MB, RK		430.06
01 2213 330 003	STEPS CONF KEARNEY X 4 AJ, MB, RK		400.16
01 2560 531 000	PRESTAMPED ENVELOPES		2,872.25
01 1100 610 003	MANILA FILE FOLDERS		37.02
01 1100 643 002	THREE MINUTE VOCAL MUSIC SOFTWARE / REIM		349.00
01 1100 643 001	NY VET CURRICULUM HS SCIENCE		150.00
01 1100 610 001	HS SCIENCE TRACKS CARS REPLACE/ PHYSICS		43.98
01 1100 643 004	TEACHER PAY TEACHER 4TH GR. NE STATE STU		77.47
01 1100 610 002	MS AG ED CURRICULUM PKG		350.00
01 1100 643 004	4TH GR. SCIENCE AND MATH GENERATION GENI		175.00
01 1100 610 001	WATER FOR HS BAND MEMBER/ PARAGE		10.00
01 1100 610 002	AMAZON - MS SCIENTIFIC CALC. X 2		36.96
01 1100 610 003	LABEL MAKER TAPE -AMAZON		34.08
01 9000 890 000	CASEYS PIZZA FOOTBALL FUND RAISER ACCT.		96.25
01 1100 810 001	ACT REG WARING		68.00

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Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 1100 810 001	ACT REG WELLENSIEK		97.00
01 1100 810 001	ACT REG TOPP		97.00
01 1100 810 001	ACT REG PETERS		97.00
01 1100 810 001	ACT REG SWANSON		68.00
01 1100 810 001	ACT REG WENDT		68.00
01 1100 810 001	ACT REG ROBISON		68.00
01 2213 330 003	STEPS CONF X 4 BUF WILD W RK, AJ, MB, ES		75.59
01 2213 330 003	STEPS CONF X 4 CUNNINGHAM RK, AJ, MB, ES		73.02
01 1100 643 004	KESSLER 5TH GR. SCIENCE CURRICULUM		349.00
<b>Total MASTERCARD</b>			<b>7,429.98</b>
MATHESON TRI-GAS INC DBA	52550713	11519	149.75
01 1100 610 001	HS WELDING GAS		149.75
<b>Total MATHESON TRI-GAS INC DBA</b>			<b>149.75</b>
MOSYLE CORPORATION	25102154/251043 49	11520	106.79
01 2580 643 001	MOSYLE MANAGER PREMIUM LICENSES		26.69
01 2580 643 002	MOSYLE MANAGER PREMIUM LICENSES		26.70
01 2580 643 003	MOSYLE MANAGER PREMIUM LICENSES		26.70
01 2580 643 004	MOSYLE MANAGER PREMIUM LICENSES		26.70
<b>Total MOSYLE CORPORATION</b>			<b>106.79</b>
NASB-ALICAP	20252026	11522	159,011.00
01 2310 520 000	ALICAP/PROP, .LIABILITY, WORKERSCOMP /EO		159,011.00
<b>Total NASB-ALICAP</b>			<b>159,011.00</b>
NASB	N-54169	11521	65.00
01 2510 810 000	NAEP MEMBERSHIP DUES 2025-2026 LBADERTSC		65.00
<b>Total NASB</b>			<b>65.00</b>
NATIONAL ART AND SCHOOL SUPPLIES INC	44646	11523	73.94
01 1100 610 001	EXPO MARKERS/ INDEX CARDS/ ERASERS		36.97
01 1100 610 003	EXPO MARKERS/ INDEX CARDS/ ERASERS		36.97
<b>Total NATIONAL ART AND SCHOOL SUPPLIES INC</b>			<b>73.94</b>
NATM	03301873719	11524	320.00
01 2213 330 003	FALL NATM CONF MB /RF		160.00
01 2213 330 004	FALL NATM CONF EG/MR		160.00
<b>Total NATM</b>			<b>320.00</b>
NCSA	E16715-733298	11525	190.00
01 1200 330 001	NASES FALL CONF - SPED LAW / SPED NDE LR		47.50
01 1200 330 002	NASES FALL CONF - SPED LAW / SPED		47.50

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 1200 330 003	NDE LR NASES FALL CONF - SPED LAW / SPED NDE LR		47.50
01 1200 330 004	NASES FALL CONF - SPED LAW / SPED NDE LR		47.50
Total NCSA			190.00
NE Safety Center	57-14336	11526	225.00
01 2710 330 000	LEVEL I BUS DRIVER CLASS- NWEBER		225.00
Total NE Safety Center			225.00
NE STATE FIRE MARSHAL AGENCY-BOILER DIVISION	135308	11527	243.00
01 2610 431 002	FIRE MARSHAL BOILER INSPECTION COOK SITE		121.50
01 2610 431 004	FIRE MARSHAL BOILER INSPECTION COOK SITE		121.50
Total NE STATE FIRE MARSHAL AGENCY-BOILER DIVISION			243.00
NEBR DEPT OF EDUCATION	BU#13480202. 471100	11528	125.00
01 2213 330 001	MTSS 2025 CONF LRADEMACHER		31.25
01 2213 330 002	MTSS 2025 CONF LRADEMACHER		31.25
01 2213 330 003	MTSS 2025 CONF LRADEMACHER		31.25
01 2213 330 004	MTSS 2025 CONF LRADEMACHER		31.25
Total NEBR DEPT OF EDUCATION			125.00
NEBRASKA SCHOOLMASTERS	2025-2026	11529	40.00
01 2320 810 000	SCHOOLMASTERS DUES 2025-2026 JHR		40.00
Total NEBRASKA SCHOOLMASTERS			40.00
OMAHA PUBLIC POWER DIST	092025	11530	6,286.90
01 2610 621 002	ELEC COOK SITE		3,143.45
01 2610 621 004	ELEC COOK SITE		3,143.45
Total OMAHA PUBLIC POWER DIST			6,286.90
ONE SOURCE	2022187162	11531	350.00
01 2570 340 000	BACKGROUND CKS x9		350.00
Total ONE SOURCE			350.00
PRAIRIE MECHANICAL CORPORATION	91785	11532	1,485.00
01 2610 431 002	AC UNIT WORK SOUTH SIDE COOK SITE		742.50
01 2610 431 004	AC UNIT WORK SOUTH SIDE COOK SITE		742.50
PRAIRIE MECHANICAL CORPORATION	91836	11532	4,247.50
01 2610 431 001	HVAC REPAIRS HSX4 UNITS		2,831.66
01 2610 431 003	HVAC REPAIRS ELEM TEC 2 UNITS		1,415.84
Total PRAIRIE MECHANICAL CORPORATION			5,732.50
Ray Jay Sanitation	SEPT 2025	11533	560.00
01 2620 420 001	GARBAGE SERVICE TEC SITE		280.00
01 2620 420 003	GARBAGE SERVICE TEC SITE		280.00
Total Ray Jay Sanitation			560.00

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
ROOSTER RUBBER	6914	11534	3,157.00
01 2630 610 002	RUBBER MULCH/MATS COOK SITE PLAYGROUND		1,578.50
01 2630 610 004	RUBBER MULCH/MATS COOK SITE PLAYGROUND		1,578.50
<b>Total ROOSTER RUBBER</b>			<b>3,157.00</b>
SECURITY SERVICES	AN4287S-1856	11535	319.87
01 2670 431 001	FIRE ALARM INSTALL HEAT DETECTOR/ HS		319.87
SECURITY SERVICES	AN7287S-1846	11535	456.00
01 2670 431 001	FIRE ALARM SYSTEM MONITORING HS		456.00
<b>Total SECURITY SERVICES</b>			<b>775.87</b>
SENCA SANITATION	SEPT 2025	11536	350.00
01 2620 420 002	GARBAGE SERV. COOK SITE		175.00
01 2620 420 004	GARBAGE SERV. COOK SITE		175.00
<b>Total SENCA SANITATION</b>			<b>350.00</b>
Surnali LLC dba Diversified Drug Testing	24980	11537	165.00
01 2710 340 000	RANDOM DRUG TESTING BUS DRIVER		165.00
<b>Total Surnali LLC dba Diversified Drug Testing</b>			<b>165.00</b>
TECUMSEH CENTRAL MARKET	6974	11538	18.77
01 1200 610 001	COOKING FOOD SUPPLIES		18.77
TECUMSEH CENTRAL MARKET	9474	11538	23.59
01 1200 610 001	FOOD PREP LIFE SKILLS SUPPLIES		23.59
<b>Total TECUMSEH CENTRAL MARKET</b>			<b>42.36</b>
VERIZON WIRELESS	6121486319	11539	692.02
01 2560 382 000	CELL PHONE SERVICE 2 MONTHS		692.02
<b>Total VERIZON WIRELESS</b>			<b>692.02</b>
WATER ENGINEERING INC	in211359	11540	246.00
01 2620 431 001	WATER MANAGEMENT SERVICES		61.50
01 2620 431 002	WATER MANAGEMENT SERVICES		61.50
01 2620 431 003	WATER MANAGEMENT SERVICES		61.50
01 2620 431 004	WATER MANAGEMENT SERVICES		61.50
<b>Total WATER ENGINEERING INC</b>			<b>246.00</b>
WOODRIVER ENERGY	465140	11541	239.98
01 2610 621 001	NATURAL GAS HS		119.99
01 2610 621 003	NATURAL GAS ELEM TEC		119.99
<b>Total WOODRIVER ENERGY</b>			<b>239.98</b>
<b>Fund Number 01</b>			<b>256,921.85</b>
<b>Checking Account ID 1</b>			<b>256,921.85</b>

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Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
Checking Account ID 08	Fund Number 08	Building Fund	
Andre Rautenbach	100828-25	101	2,850.00
08 2630 431 000	CHAINLINK FENCE TEC SITE HS SOUTHSIDE		2,850.00
Total Andre Rautenbach			<hr/> 2,850.00
CLARK ENERSON PARTNERS INC	1	102	5,420.00
08 4300 340 000	PROF. SERVICES FOR COOK CHILLER REPLACEM		5,420.00
Total CLARK ENERSON PARTNERS INC			<hr/> 5,420.00
RASMUSSEN MECH. SERV., INC.	JC16532	103	10,000.00
08 2610 431 000	TEMP COOLING FOR GYM MS COOK- DEPOSIT		10,000.00
Total RASMUSSEN MECH. SERV., INC.			<hr/> 10,000.00
Fund Number 08			<hr/> 18,270.00
Checking Account ID 08			<hr/> 18,270.00

**Johnson County Central Public Schools**  
**District 49-0050 General Fund Exp. Summary September 2025**

ICC Dist 49-0050 General Fund Expenditures Sept. 2025	\$256,921.85
JCC Dist. 49-0050 September 2025 Payroll	\$701,326.92
<b>JCC Dist 49-0050 Total Expenditures</b>	<b>\$958,248.77</b>
<b>Building Fund Expenditures</b>	<b>\$18,270.00</b>

**Johnson County Central Public Schools  
District 49-0050 General Fund Exp. Summary September 2025**

**Johnson County Central Public Schools  
District 49-0050 General Fund Exp. Summary September 2025**



**JOHNSON COUNTY CENTRAL PUBLIC SCHOOLS  
STATEMENT OF ACCOUNTS**

**2024-2025**

**GENERAL FUND**

**American National Bank**

**Account # 1055931**

<b>Month</b>	<b>Beginning Balance</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Interest</b>	<b>Ending Balance</b>
February-24	1,384,662.69	713,808.74	823,180.74	0.00	1,494,034.69
March-24	1,494,034.69	804,269.81	416,555.07	0.00	1,106,319.95
April-24	1,106,319.95	792,575.35	788,096.12	0.00	1,101,840.72
May-24	1,101,840.72	801,910.23	2,196,239.17	0.00	2,496,169.66
June-24	2,496,169.66	855,297.08	535,280.14	0.00	2,176,152.72
July-24	2,176,152.72	1,013,141.60	142,488.45	0.00	1,305,499.57
August-24	1,305,499.57	956,295.70	319,123.63	0.00	668,327.50
September-24	668,327.50	1,163,003.87	1,599,229.85	0.00	1,104,553.48
October-24	1,104,553.48	822,705.40	332,324.47	0.00	614,172.55
November-24	614,172.55	854,462.78	480,994.10	0.00	240,703.87
December-24	240,703.87	814,042.92	773,889.40	0.00	200,550.35
January-25	200,550.35	847,301.08	1,273,365.38	0.00	626,614.65
March -25	1,622,671.28	790,805.57	493,817.09	0.00	1,325,682.80
April-25	1,325,682.80	862,855.07	1,445,555.23	0.00	1,908,382.96
May-25	1,908,382.96	856,096.25	2,049,047.33	0.00	3,101,334.04
June-25	3,101,334.04	822,786.38	536,053.50	0.00	2,814,601.16
July-25	2,814,601.16	721,739.10	121,504.20	0.00	2,214,366.26
August-25	2,214,366.26	1056763.52	310239.9	0	1,467,842.64

**IMPREST ACCOUNT**

**American National Bank**

**Account #4084077**

<b>Month</b>	<b>Beginning Balance</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Interest</b>	<b>Ending Balance</b>
February-24	3,899.97	784.52	1,533.99	0.00	4,649.44
March-24	4,649.44	362.82	784.52	0.00	5,071.14
April-24	5,071.14	620.82	0.00	0.00	4,450.32
May-24	4,450.32	567.03	100.00	0.00	3,983.29
June-24	3,983.29	265.00	0.00	0.00	3,718.29
July-24	3,718.29	495.19	0.00	0.00	3,223.10
August-24	3,223.10	1959.98	2,458.04	0.00	3,721.16
September-24	3,721.16	148.86	0.00	0.00	3,572.30
October-24	3,572.30	168.74	1,497.84	0.00	4,901.40
November-24	4,901.40	109.24	168.74	0.00	4,960.90

December-24	4,960.90	157.72	0.00	0.00	4,803.18
January-25	4,803.18	1,095.00	0.00	0.00	3,708.18
February-25	3,708.18	229.69	1,325.72	0.00	4,804.21
March-25	4,804.21	0.00	0.00	0.00	4,804.21
April-25	4,804.21	1.00	0.00	0.00	4,803.21
May-25	4,803.21	1,250.00	0.00	0.00	3,553.21
June-25	3,553.21	0	0	0.00	3,553.21
July-25	3,553.21	0	0	0.00	3,553.21
August-25	3,553.21	239.42	1621.52	0.00	4,935.31

**BUILDING FUND**

**American National Bank**

**Account MM #5000119**

<b>Month</b>	<b>Beginning Balance</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Interest</b>	<b>Ending Balance</b>	
February-24	1,406,675.89	13,338.00	82,945.75	5350.84	1,481,634.48	
March-24	1,481,634.48	2,954.50	24,040.62	5939.23	1,508,659.83	
April-24	1,508,659.83	16,000.00	90,298.44	5935.81	1,588,894.08	
May-23	1,588,894.08	0.00	316,842.14	7679.99	1,913,416.21	
June-24	1,913,416.21	145,295.00	38,261.03	6879.85	1,813,262.09	
July-24	1,813,262.09	46,973.46	216,523.50	7476.58	1,990,288.71	
August-24	1,990,288.71	71,006.54	157,073.59	8416.22	2,084,771.98	
September-24	2,084,771.98	184,999.00	247,188.83	7412.47	2,154,374.28	
October-24	2,154,374.28	12,669.04	24,151.74	7807.33	2,173,664.31	
November-24	2,173,664.31	0.00	7,536.79	7563.00	2,188,764.10	
December-25	2,188,764.10	0.00	34,077.24	7193.38	2,230,034.72	
January-25	2,230,034.72	49,260.26	167,243.03	8128.67	2,356,146.16	
February-25	2,356,146.16	13,428.29	236,999.40	7514.06	2,587,231.33	
March-25	2,587,231.33	0.00	24,653.73	8010.17	2,619,895.23	3.95 APY
April-25	2,619,895.23	39,090.48	205,875.09	8590.02	2,795,269.86	
May-25	2,795,269.86	0.00	327,583.85	10,201.81	3,133,055.52	
June-25	3,133,055.52	0.00	22,724.89	9,691.37	3,165,471.78	
July-25	3,165,471.78	208,674.40	11,093.24	10,050.02	2,977,940.64	
August-25	2,977,940.64	30477.91	31582.88	10119.99	2,989,165.60	

**BOND FUND**

**American National Bank**

**Account MM #3188887**

<b>Month</b>	<b>Beginning Balance</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Interest</b>	<b>Ending Balance</b>
February-24	16,964.15	0.00	0.00	3.10	16,967.25
March-24	16,967.25	0.00	0.00	3.31	16,970.56
April-24	16,970.56	0.00	0.00	47.85	17,018.41
May-24	17,018.41	0.00	0.00	74.49	17,092.90
June-24	17,092.90	0.00	0.00	63.48	17,156.38
July-24	17,156.38	0.00	0.00	70.54	17,226.92

August-24	17,226.72	0.00	0.00	75.60	17,302.32	
September-24	17,302.32	0.00	0.00	61.81	17,364.13	
October-24	17,364.13	0.00	0.00	65.03	17,429.16	
November-24	17,429.16	0.00	0.00	62.80	17,491.96	
December-24	17,491.96	0.00	0.00	58.94	17,550.90	
January-25	17,550.90	0.00	0.00	63.10	17,614.00	
February-25	17,614.00	0.00	0.00	53.73	17,667.73	
March-25	17,667.73	0.00	0.00	55.82	17,723.55	4.05 APY
April -25	17,723.55	0.00	0.00	57.93	17,781.48	
May-25	17,781.48	0.00	0.00	62.00	17,843.48	
June-25	17,843.48	0	0	56.38	17,899.86	
July-25	17,899.86	0	0	60.45	17,960.31	
August-25	17,960.31	0	0	62.62	18,022.93	

**QUAL CAP PURP**

**American National Bank  
Savings Account #7005153**

<b>Month</b>	<b>Beginning Balance</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Interest</b>	<b>Ending Balance</b>	
February-24	58,294.97	0.00	17,016.92	2.66	75,314.55	
March-24	75,314.55	0.00	4,885.41	3.32	80,203.28	
April-24	80,203.28	0.00	19,749.36	259.46	100,212.10	
May-24	100,212.10	0.00	69,580.36	655.99	170,448.45	
June-24	170,448.45	300.00	8,406.54	653.12	179,208.11	
July-24	179,208.11	745.26	1,511.41	738.50	180,712.76	
August-24	180,712.76	10,800.00	6,705.74	784.84	177,403.34	
September-24	177,403.34	0.00	54,372.46	753.94	232,529.74	
October-24	232,529.74	0.00	4,706.13	880.82	238,116.69	
November-24	238,116.69	0.00	1,304.85	860.92	240,282.46	
December-25	240,282.46	0.00	7,349.92	821.16	248,453.54	
January-25	248,453.54	0.00	35,914.97	976.05	285,344.56	
February-25	285,344.56	3,600.44	50,745.75	980.26	333,470.13	
March-25	333,470.13	0.00	5,303.63	1061.64	339,835.40	4.05 APY
April-25	339,835.40	0.00	44,099.46	1181.08	385,115.94	
May-25	385,115.94	42,214.00	70,163.79	1435.66	414,501.39	
June-25	414,501.39	0.00	4,869.88	1317.41	420,688.68	
July-25	420,688.68	1,895.00	2,375.89	1421.14	422,590.71	
August-25	422,590.71	204,128.82	5,534.31	1092.91	225,089.11	

**DEPRECIATION**

**American National Bank  
Account MM #50000107**

<b>Month</b>	<b>Beginning Balance</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Interest</b>	<b>Ending Balance</b>
February-24	4454.81	0	0	0.81	4455.62
March-24	4455.62	0	0	0.87	4456.49

April-24	4456.49	0	0	12.57	4469.06	
May-24	4469.06	0	0	19.56	4488.62	
June-24	4488.62	0	0	16.67	4505.29	
July-24	4505.29	0	0	18.52	4523.81	
August-24	4523.81	0	0	19.8	4543.61	
September-24	4543.61	0	0	16.23	4559.84	
October-24	4559.84	0	0	17.08	4576.92	
November-24	4576.92	0	0	16.49	4593.41	
December-24	4593.41	0	0	15.48	4608.89	
January-25	4608.89	0	0	16.57	4625.46	
February-25	4625.46	0	0	14.11	4639.57	
March-25	4639.57	0	0	14.66	4654.23	
April-25	4654.23	0	0	15.21	4669.44	
May-25	4669.44	0	0	16.28	4685.72	
June-25	4685.72	0	0	14.80	4,700.52	4.05 APY
July-25	4,700.52	0	0	15.88	4,716.40	
August-25	4,716.40		140000	229.99	144,946.39	

**EMPLOYEE  
BENEFIT FUND**

**Savings Account #70005160**

<b>Month</b>	<b>Beginning Balance</b>	<b>Expenditures</b>	<b>Receipts</b>	<b>Interest</b>	<b>Ending Balance</b>	
February-24	498.15	0	0	0.02	498.17	
March-24	498.17	0	0	0.02	498.19	
April-24	498.19	0	0	1.38	499.57	
May-24	499.57	0	0	2.19	501.76	
June-24	501.76	0	0	1.86	503.62	
July-24	503.62	0	0	2.07	505.69	
August-24	505.69	0	0	2.22	507.91	
September-24	507.91	0	0	1.81	509.72	
October-24	509.72	0	0	1.91	511.63	
November-24	511.63	0	0	1.84	513.47	
December-24	513.47	0	0	1.73	515.20	
January-25	515.20	0	0	1.86	517.06	
February-25	517.06	0	0	1.57	518.63	
March -25	518.63	0	0	1.64	520.27	4.05 APY
April-25	520.27	0	0	1.70	521.97	
May-25	521.97	0	0	1.82	523.79	
June-25	523.79	0	0	1.66	525.45	
July-25	525.45	0	0	1.77	527.22	
August -25	527.22	0	0	1.84	529.06	

**CONTINGENCY FUND**

**American National Bank**

**Savings Account #7005174**

Month	Beginning Balance	Expenditures	Receipts	Interest	Ending Balance	
February-24	2,814.99	0	3.56	0.11	2,818.66	
March-24	2,818.66	0	4.36	0.12	2,823.14	
April-24	2,823.14	0	2.53	7.83	2,833.50	
May-24	2,833.50	0	68.38	12.59	2,914.47	
June-24	2,914.47	0	0	10.82	2,925.29	
July-24	2,925.29	0	80.21	12.14	3,017.64	
August	3,017.64	0	81.52	13.28	3,112.44	
September-24	3,112.44	0	0	11.12	3,123.56	
October-24	3,123.56	0	39.45	11.83	3,174.84	
November-24	3,174.84	0	40.76	11.72	3,227.32	
December-25	3,227.32	0	0	11.41	3,238.73	
January-25	3,238.73	0	40.76	12.30	3,291.79	
February-25	3,291.79	0	40.76	10.62	3,343.17	
March-25	3,343.17	0	48.65	11.10	3,402.92	APY 4.05
April-25	3,402.92	0	70.08	11.70	3,484.70	
May-25	3,484.70	0	0	12.71	3,497.41	
June-25	3,497.41	0	41.78	11.63	3,550.82	
July-25	3,550.82	0	40.43	12.61	3,603.86	
August-25	3603.86	0	41.78	13.10	3,658.74	
CD #001120027210	TFB 12,000(3/10/2026)					

**Activity Account-American National Bank**

**Acct. #29284**

Month	Beginning Balance	Expenditures	Receipts	Interest	Ending Balance
September 24	32,746.75	48,392.51	48,608.22	12.01	32,962.46
October 24	32,962.46	40,131.53	30,562.88	9.27	23,393.81
November 24	23,393.81	40,243.65	44,921.01	10.14	28,071.17
December 24	28,071.17	33,497.83	23,408.68	8.46	17,982.02
January 25	17,982.02	54,847.12	92,589.05	11.71	55,723.95
February 25	55,723.95	47,360.63	15,354.18	13.77	23,717.50
March 25	23,717.50	12,007.18	5,733.62	6.37	17,443.94
April 25	17,443.94	30,783.14	42,999.00	7.81	29,659.80
May 25	29,659.80	35,528.14	55,837.57	14.59	49,969.23
June 25	49,969.23	32,404.15	5,531.22	12.31	23,096.30
July 25	23,096.30	16,294.12	3,177.55	5.32	9,979.12
Aug 25	9,979.12	34,271.46	79,989.24	9.73	55,696.90

**Lunch Account-American National Bank**

**Acct. #29281**

Month	Beginning Balance	Expenditures	Receipts	Interest	Ending Balance
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September 24	17,456.51	19,654.16	25,812.57	6.09	23,614.92
October 24	23,614.92	15,947.11	10,663.63	6.73	18,331.44
November 24	18,331.44	53,001.27	56,034.88	9.67	21,365.05
December 24	21,365.05	11,134.39	28,064.50	8.46	38,295.16
January 25	38,295.16	32,364.40	26,233.31	8.80	32,164.07
February 25	32,164.07	31,858.71	26,833.24	5.63	27,138.60
March 25	27,138.60	45,759.55	26,409.23	7.68	7,788.28
April 25	7,788.28	63,511.02	101,991.81	7.87	43,269.07
May 25	43,269.07	38,632.57	34,632.57	16.27	42,406.43
June 25	42,406.43	26,323.05	13,954.42	11.81	30,037.80
July 25	30,037.80	27,855.57	3,990.63	7.58	6,172.86
Aug 25	6,172.86	41,315.53	60,174.95	8.06	25,032.28













## September Board Report- High School Principal- Justin Damme

- We had a great start to the school year learning and activities are in full swing.
- Freshman- Juniors MAP testing started September 3rd with Reading and Math
- Seniors had a College and Career Day on September 3rd put on by Mrs. Reuter
  - Sterling also attended
  - Colleges in Attendance: UNL (Admissions), UNO (Aviation Department), SCC (Great Plains Culinary Institute), Wayne State (Admissions).
  - Military: Marines, Navy, Army, National Guard
  - Careers: Brinkman's, Johnson County Hospital (OT, PT, Surgical Nurse, Paramedic, Health Info Management), NDOT, Nebraska High School Officials Association, Nebraska Alliance of Child Advocacy Centers, Nebraska Trucking Association, Steamfitters and Plumbers Local Union 464, Western National Bank,
- Freshman- Juniors MAP Testing will continue September 23rd with Science and Language
- Seniors will participate in the SENCA poverty simulation on September 23rd
- 34 students have expressed interest this year in signing up for the ACT since we have started offering one additional test at no cost.
- Our cell phone policy is going well at the high school, with little push back from students
  - 14 students with first offense of device infraction (Cell phone, laptops, etc.) as of 9/5
  - 0 students with second offense as of 9/5
- Important dates coming up
  - Sunday, September 14 at 6:00 p.m. community pep rally
  - Throughout the week of homecoming students and staff have different dress up days
  - Friday, September 19th, JCC parade and pep rally at school
  - Friday, September 19th, Football Game at 7:00 p.m.
    - Coronation ceremony to follow game
    - Homecoming dance to follow Coronation
- Parent Teacher Conferences are scheduled for Monday October 6th, 11:00-7:00 p.m.

**Mrs. Marsha Bacon**  
**Cook Site 4-5/Middle School Principal**  
**September 2025 Board Report**

- The Cook Site-grades 4-8- will conduct Instructional Practice Guide (IPG) walk-throughs during math instruction.
  - We will observe teaching staff to support math instruction in areas of curriculum alignment and instructional mastery.
- Cook site completed fall MAP testing
- Students have completed practice drills including bus evacuation, fire & lock-down.
- Mr. Hedger and I are working to complete the EducationQuest Mini-Grant for 8th grade students.
  - Planning to schedule a campus visit for 8th grade students.
- HAL grant application is completed
- Middle School FFA continues to grow.
  - Mr. Bartels has begun FFA meetings & has his first middle school activity in October.
- Students participated in their first house meeting, there is another activity scheduled for September.
- Fall sports competitions have begun. We have students participating in cross country, football and volleyball. Two girls are running cross country and playing volleyball.
- Mr. Rother and I are working with Addie Heusman from Sterling, who is the School Visitation Lead, to make the schedule for the district. The visitation is scheduled for November 10th & 11th.

Beckie Robeson  
Elementary Principal  
September 2025

- We have completed our fall safety drills without any issues.
  - Fire Drill, Lockdown, Bus Evacuations, Tornado Drill (planning to complete on 9/10)
- MAPs testing
  - Finishing up the last few students who were gone on the day their class tested.
  - The district utilizes the MAP Growth Reading test to assess students' reading proficiency in grades K-3, in alignment with the NebraskaREADS initiative.
- PT Conferences
  - Letters were sent home for parents to indicate preferred times for conferences.
  - Conferences are Oct. 6, from 11:00 am - 7:00 pm
- JAG started delivering birthday kits to elementary students
  - Elementary students receive a gift bag with supplies to make a cake, including the pan, candles, plates, napkins, and cards from high school students.
  - These are delivered on Fridays at the end of the week, recognizing any students who had a birthday that week.
- Art students are planning dates to come work on projects with elementary students.
  - They will be working with Kindergarten on 9/11.

September 2025 Board Report  
Director of Student Services / SPED Director  
Dr. Laura Rademacher

#### Activities and Tasks completed in Aug 2025

- Multi-Tier System of Support (MTSS) teams met on Monday 9/8
- Student Enrollment Special Education Record Request
- District BIST Training day Aug 25
  - Went well, and was well received.
- Attended IEP and MDT Meetings
  - Annual Individualized Education Plans
  - Multidisciplinary Team - Evaluation & Determinations
- Student Plans (504s) getting them into SRS (reporting system)
- Created course sections for Case Management in PowerSchool
- Ran Medicaid in Public Schools Report- to ensure proper documentation
  - August & September
- PowerSchool Alerts for teachers to see information about plans on PowerSchool
  - 504
  - IEP
- Monthly SPED Nebraska Department of Education Webinar & meeting
  - Multiple Special Education Directors meet to watch together and answer questions, if any
- High Ability Learner (HAL) Grant
- Indicator 11- Initial Evaluations last year report
- ACT Accommodations webinar
  - TAA opens Sept 8, Due by testing session (Feb 11 or 25th)
- Visited classrooms for 5-20 minutes in the district
- Student Observations
- Meet with VR (Vocation Rehabilitation) to Transition Partnership Planning form
- Met and discussed Educational Plans with multiple parents
- Contacted PTI Nebraska (Parent and Training Information)

#### Coming Up

- SPED Conference (NDE and SPED Law)
- NDE Student Record System (SRS) updates

**DIRECTOR OF STUDENT SERVICES CONTRACT OF EMPLOYMENT  
JOHNSON COUNTY CENTRAL PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of Johnson County Central Public Schools**, legally known as **Johnson County School District 49-0050**, and referred to as "the Board" and "the School District" respectively, and Dr. Laura Rademacher, referred to herein as "the Administrator". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Administrator, and the Administrator agrees to accept such employment, subject to the terms and conditions set forth herein.

**Section 1. Term of Contract.** The Administrator shall be employed for a period of eleven (11) months beginning on August 1, 2025, and expiring on June 30, 2026. The Administrator is expected to work all days except Saturdays and Sundays and any holidays or leave days listed in Section 10.

**Section 2. Renewal of Contract.** This contract will automatically renew for a period of **one contract year**, as defined in Section 1, from and after the expiration date provided in Section 1 of this contract unless either of the following occur on or before the March immediately preceding the end of the contract term: (a) the Superintendent recommends the nonrenewal, termination, amendment, and/or cancellation of this contract, and provides written notice of the same to the Administrator; OR (b) the Administrator submits to the Superintendent a written letter of resignation.

**Section 3. Salary.** The Administrator's salary for the contract year shall be \$100,000.00 which shall be paid in 12 equal monthly installments beginning in the month of September 2025. The Board shall not reduce the Administrator's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

**Section 4. Deductions.** This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Administrator authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Administrator or the value of property or money entrusted to the Administrator or owed by the Administrator to the District during the course of or as a result of the Administrator's employment, if such property or money have not properly

been returned to the District. The school district shall withhold other deductions as the Administrator and Board may agree.

**Section 5. Professional Status.** The Administrator affirms that he or she is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, Administrator will hold a valid and appropriate certificate to act as a director of student services and director of special education in the State of Nebraska which he or she will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the Administrator for any service performed prior to the date that he or she registers his or her certificate. The Administrator represents that: (1) all information she provided in connection with his or her application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he or she will advise the Board immediately; (2) he or she has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he or she has not had any professional licenses or certificates suspended or revoked.

**Section 6. Administrator's Duties.** The Administrator's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Administrator agrees to devote his or her time, skill, labor and attention to his or her duties throughout the contract term. The parties anticipate that the Administrator will be focused on student services, including but not necessarily limited to special education. Nevertheless, the Administrator shall be subject to the direction and control of the Superintendent at all times and shall perform such administrative duties as the Superintendent or Board assigns. By agreement with the Superintendent, the Administrator may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his or her duties and obligations to the school district. The Administrator will devote 70% of his or her duties as Special Education Administrator to administer or direct special education programs or functions and supervise other staff members and activities associated with implementation of state and federal special education laws/regulations. Duties may include, but are not limited to, participating in IEP meetings, involvement in transition planning/programming, and planning, implementation and participation in in-service/training activities. The Administrator will devote 30% of his or her duties as Director of Student Services to direct or manage

other non-Special Education programs and staff as deemed necessary by the Superintendent.

**Section 7. Nonrenewal, Termination, Cancellation or Mid-Term Amendment.** Nonrenewal, termination, cancellation, or amendment of this contract shall be in accordance with state statutes. During any applicable probationary period, the Board may nonrenew or amend this contract for any reason so long as it is not unconstitutional. At all other times, the Board may terminate, cancel or amend this contract for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Administrator's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Administrator's continued performance of his or her duties; (m) any arrest, criminal charge, or criminal conviction of Administrator or the failure to report the same; (n) any filing against the Administrator under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician.

**Section 8. Disability.** If the Administrator is unable to perform his or her duties by reason of illness, accident or other disability beyond his or her control, and the disability continues for a period of more than sixty (60) days or if the disability is permanent, irreparable, or of such a nature as to make performance of her duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Administrator under any insurance coverage furnished by the district.

**Section 9. Transportation.** The Board shall provide the Administrator with transportation or reimburse him or her for mileage required in the performance of his or her official duties at the rate approved by the Board.

**Section 10. Fringe Benefits.** The Board shall provide the Administrator with the following fringe benefits:

- a. Health Insurance.** Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).
  
- b. Dental Insurance.** Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).
  
- c. Sick Leave.** The Administrator shall be entitled to five (5) days of sick leave per year which may accumulate to a total of sixty (60) days. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Administrator qualifies for disability pay under a long-term disability policy, he or she shall be required to take the disability pay instead of sick leave pay. The Administrator shall keep complete and accurate records of his or her sick days. Once the maximum number of sick days have been accumulated, the Administrator will be compensated at the end of each contract year for each excess sick day at the rate of \$100.00 per day. The Administrator shall not be compensated for unused days of sick leave upon the ending of his or her employment with the District, provided however that the Administrator will be compensated for each unused sick day up to a maximum of sixty (60) days at the rate of \$100.00 per day if, and only if, all of the following conditions are satisfied: (i) the Administrator has been continuously employed by the District as a certificated staff member for at least fifteen (15) years immediately preceding the Administrator's departure from the District's employment; (ii) the Administrator submits written notice to the Superintendent no later than January 1 immediately preceding the Administrator's departure from the District's employment of the Administrator's intention to depart from the District's employment; and (iii) the Administrator has not received written notice of the proposed nonrenewal, termination, cancellation, or amendment of the Administrator's contract of employment.

- d. Disability Insurance.** The Administrator shall purchase long-term disability insurance from the school district's carrier at his or her own expense. The Board will increase her salary by the amount of the premium cost.
- e. Personal Leave.** The Administrator shall have seven (7) days of personal leave for the 2025–2026 contract year that he or she may use at times he or she chooses so long as the absence does not interfere with the proper performance of his or her duties. Any extended personal leave period while school is in session will require advance approval by the Superintendent, and all parties will cooperate in arranging personal leave time so as to cause the least inconvenience to the normal operation of the District. At the end of each contract year, all unused personal leave days will be converted to sick leave unless the maximum number of sick days described above has been reached in which case any remaining unused personal days will be paid out at the rate of \$100.00 per day. The Administrator shall develop a system for recording the use of personal leave days and shall keep such records current and on file in the District's central office. The Board or Superintendent may require the Administrator to use personal leave days.
- f. Professional Development.** The Administrator is expected to continue his or her professional development and to participate in relevant learning experiences. With the approval of the Superintendent or Board, he or she may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Administrator attends a national convention and does not return following the initial year of employment as Administrator, the Administrator agrees to repay the District in full for national convention expenses paid by the District.
- g. Professional Dues.** The school district will pay the annual dues for the Administrator's membership in the following organizations: Nebraska Council of School Administrators (NCSA) and any of its' affiliate associations.
- h. Bereavement Leave.** The Administrator shall be permitted bereavement leave as provided in District policy. In the event that the District does not have a bereavement

leave policy, the Administrator will be allowed up to 3 days of paid bereavement leave per year.

- i. Holidays.** The Administrator shall receive the following paid holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving, and Christmas Day.
- j. Cell Phone.** The Administrator shall be required to purchase and maintain a cellular phone so that he or she can be reached at all times for work-related emergencies or while away from school grounds during the work day. The School District will reimburse the Administrator up to a maximum of \$100 per month for the actual cost of a cellular phone service plan. Or, the school district will purchase a cellular phone for school use at no cost to the administrator.
- k. Expense Reimbursement.** The Board shall pay or reimburse the Administrator for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (NEB. REV. STAT. § 13-2201 *et seq.*) or some other provision of law, and (2) the Administrator shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$1,500.00 or more.

**Section 11. Residence/Domicile in School District.** The Administrator shall have his or her domicile and principal residence within the boundaries of the District as they exist on the first duty day for the Administrator under the terms of this contract; and, the Administrator shall maintain his or her domicile and residence within the boundaries of the District during the term of this agreement, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. If the Administrator is in his or her first year of employment with the District and does not have his or her domicile and principal place of residence within the District at the time of his or her employment, the Administrator shall move his or her domicile and principal place of residence into the corporate limits of the District before the expiration of the first six months from the Administrator's first duty day under this contract. It is the purpose of this paragraph to require

the Administrator to, at all times during such employment, live and maintain his or her domicile and principal place of residence in the District to encourage the Administrator: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the district as a legal voter of the school district; (3) to be involved in school and community activities bringing him or her in contact with parents and community leaders and be committed to the future of the district and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Administrator; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children of the school community and are thus less likely to be considered isolated from the community in which she is the educational leader.

**Section 12. No Penalty for Release or Resignation.** There shall not be a penalty for the release or resignation of the Administrator from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

**Section 13. Compensation Upon Termination.** Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Administrator shall refund any portion of the salary he or she was paid but had not earned prior to the date of termination of this contract.

**Section 14. Evaluation.** The Superintendent shall evaluate the Administrator as required by state statute. The Administrator agrees that the full instructional/observational evaluation period, as required by NEB. REV. STAT. § 79-828, shall mean any observation of the Administrator's duties for at least 40 minutes, whether consecutive or as aggregated throughout the period applicable to the evaluation. The Administrator agrees that time spent working in conjunction with the Superintendent on school-related matters may be counted toward observation for a full instructional period.

**Section 15. Legal Actions.** The Board will support the Administrator if there is a legal dispute caused by him or her carrying out his or her duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Administrator as a result of his or her performance of his or her duties or his or her position as Administrator of the district, the Board will provide him or her with a legal defense to the maximum

extent permitted by law so long as he or she acted in good faith and in a manner which he or she reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

**Section 16. Physical or Mental Examination.** The Administrator agrees that, at the request of the Board or Superintendent, he or she will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board and/or Superintendent must address whether the Administrator is able to perform the "essential functions" of his or her position.

**Section 17. Governing Laws.** The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

**Section 18. Amendments to be in Writing.** This contract may be modified or amended only by a writing duly authorized and executed by the Administrator and the Board.

**Section 19. Severability.** If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

**Executed by the Board this 10th day of September, 2025.**

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Secretary, Board of Education

**Executed by the Administrator this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.**

\_\_\_\_\_  
Administrator

Amended to include "Split Duties"



**Garrett Collin**  
**Activities Report**  
**September 10th, 2025**

\*Everything went fairly well at our cross country invite on the 5th.

\*We will host the ECNC conference meet on October 7th.

\*MUDECAS volleyball is set to happen next week. Seeding takes place this week. Games will take place in Beatrice at SCC and the high school.

\*ECNC girls golf is coming up on Tuesday at Crooked Creek and we will host our girls golf invite next Thursday.

\*We also host our volleyball invite on Saturday, October 4th.

\*Homecoming is going on next week. Attendees and candidates are:

**Freshmen:**

**Sophomores:**

**Juniors:**

**Queen:**

**King:**

\*Parents night for volleyball is Thursday, October 2nd. Football, Girls Golf, & Cross Country will go on Friday, October 3rd. Senior parents will walk with their students. All other parents will be recognized from the stands.

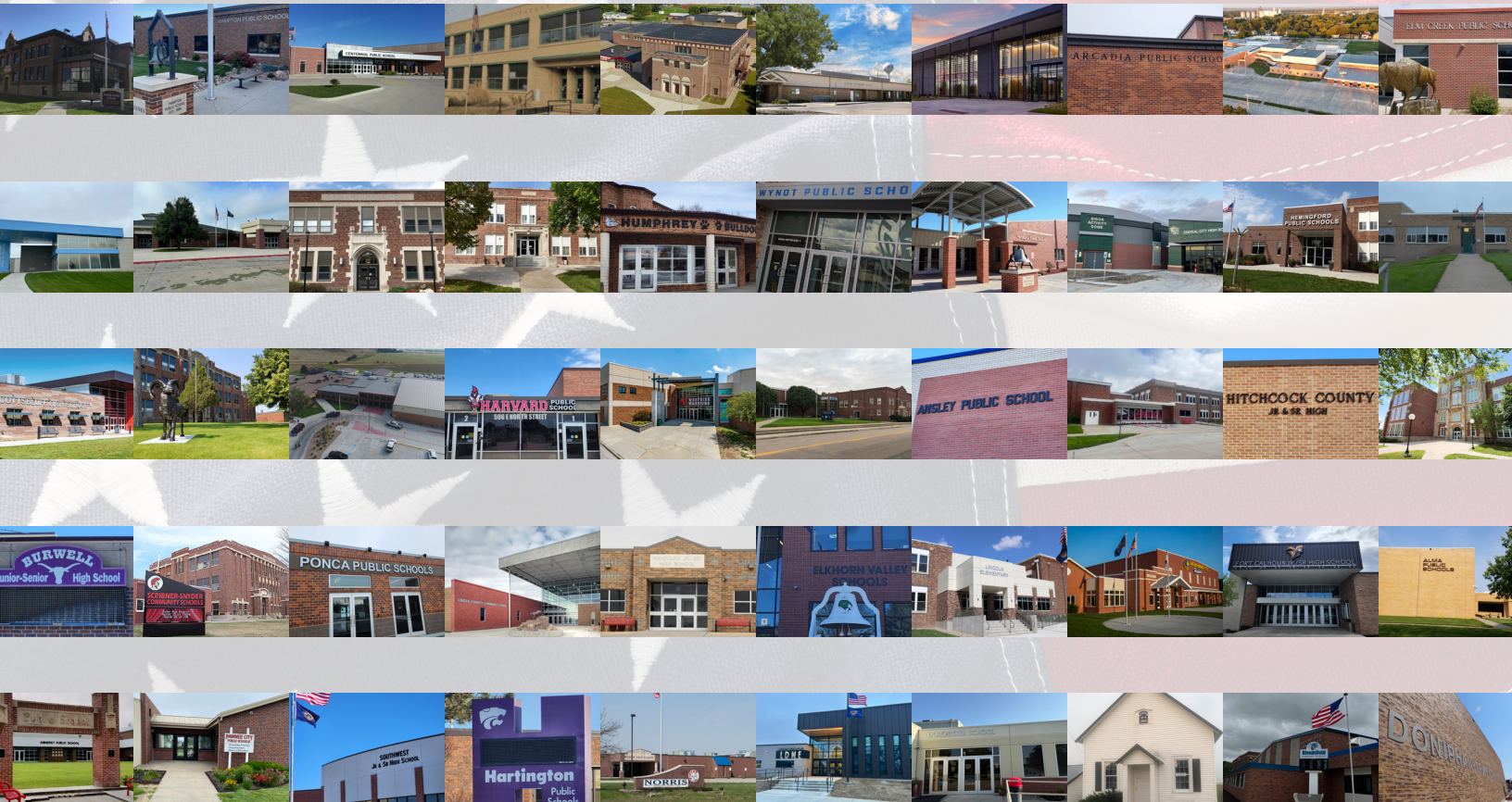
\*We continue to talk about how to properly move forward from Nemaha Valley/Tecumseh to JCC. Most recently with the trophy cases (moving out the team photos and replacing them with JCC, etc..)

**Mr. Rother**  
**September 2025**  
**Superintendent Board Report**

- JCC's Community Tailgate/Pep Rally/Bonfire is this Sunday, September 14 at 6:00 PM.
  - The Grain Bin
  - Midwest Mobile Golf
  - Pitch Perfect Pie Raffle - Win a chance to put a pie in a staff member's face!
  - FFA Haystacking Contest
- The 2025 Thunderbird Golf Classic is Sunday, September 28 at the Tecumseh Country Club. As of 9-8-25, seventeen teams are registered.
- JCC was awarded the Nebraska Comprehensive Literacy State Development (CLSD) Grant. JCC's grant is to purchase English-Language Arts curriculum for grades 6-12. The first round of the grant (a five year grant) is for \$36,773. Middle school and high school administration and staff are discussing what curriculum will be selected.
- Coady Pruett and Tim Ripp put us in contact with Mr. Cody Gerdes of Great Plains Appraisal. Great Plains can do an appraisal of the Cook Site to give an idea of resale value. The assessment cost is \$4,200.

# 2025 State Education Conference

## November 19-21 - CHI Health Center - Downtown Omaha



“Out of the Public Schools  
Grows the Greatness of the Nation”  
— Mark Twain



REGISTRATION FOR THE 2025 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 10, 2025

To register, go to [www.NASBOnline.org](http://www.NASBOnline.org)

Log in using your email and password, and click the 'Events' tab to register.



Registration fees for the conference are as follows:  
 REGISTRATION SEPTEMBER 10 - NOVEMBER 7  
 PRE-CONFERENCE REGISTRATION  
 CANCELLATION FEE (PRIOR TO 11/7)  
 (No refunds after the registration deadline)

<b>\$350</b>	LATE-REGISTRATION NOVEMBER 8 - ON-SITE	<b>\$400</b>
<b>\$100</b>	NON-MEMBER	<b>\$900</b>
<b>\$150</b>	<i>(Substitutions are done at no charge)</i>	

## Hotel Reservations

TO RESERVE ACCOMMODATIONS AT THE CONFERENCE HOTELS YOU MUST FIRST REGISTER FOR THE CONFERENCE AS DESCRIBED ABOVE.

To qualify for a room, you must first register for the Conference.

Once your conference registration is complete, you will receive an email with your NASB Registration code and a Conference Hotel reservation link. The code will not be activated until 10:00 AM CT, Wednesday, September 24, 2025

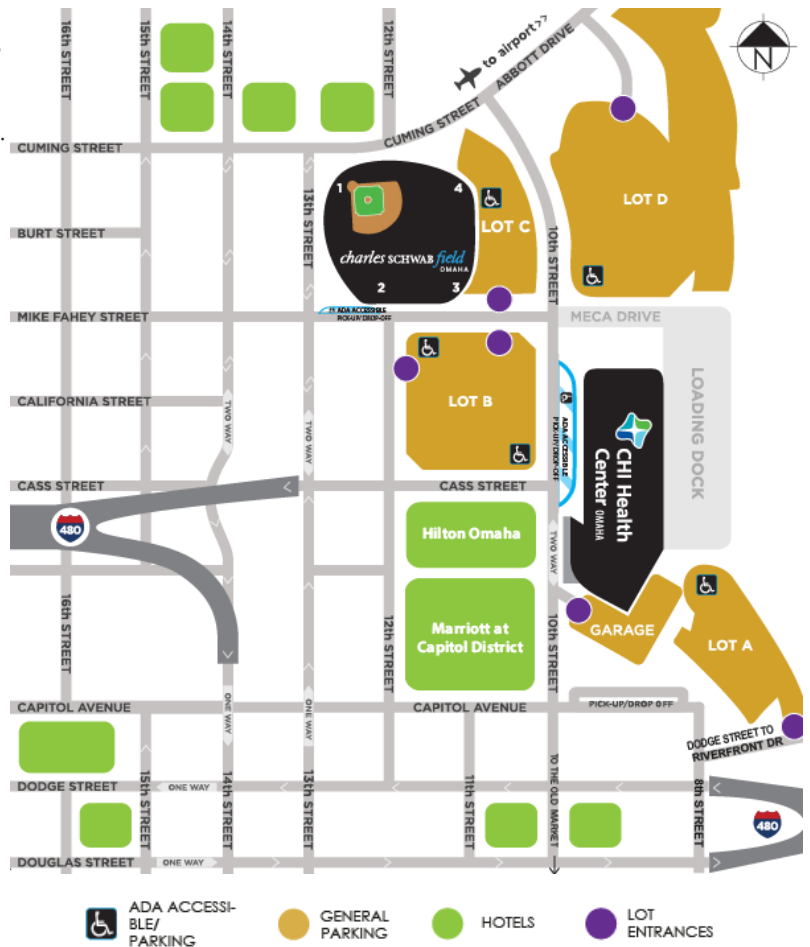
SUBMIT YOUR CONFERENCE HOTEL ROOM REQUEST WEDNESDAY, SEPTEMBER 24, 2025.

THE OMAHA CONVENTION & VISITORS BUREAU WILL ACT AS THE HOUSING AGENT FOR ALL PROPERTIES.

Hilton Omaha - 1001 Cass Street  
 \$161 per night  
**ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 29, OR UNTIL FULL**

Omaha Marriott Downtown - 222 North 10th Street  
 \$164 per night  
**ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 28, OR UNTIL FULL**

A RESERVATION AT ONE OF THE ABOVE IS NOT REQUIRED TO ATTEND THE STATE EDUCATION CONFERENCE



## WEDNESDAY, NOVEMBER 19

Pre-Conference Sessions  
1:00 to 4:00 PM

Exhibitor Reception  
4:00 to 5:30 PM

## THURSDAY, NOVEMBER 20

Board Member Boot Camp  
7:00 to 8:00 AM

Opening Keynote Speaker  
8:15 to 9:30 AM

A - Breakout Sessions  
9:45 to 10:45 AM

B - Breakout Sessions  
11:15 AM to 12:15 PM

Thursday Luncheon Keynote Speaker  
12:30 to 2:00 PM

C - Breakout Sessions  
2:15 to 3:15 PM

D - Breakout Sessions  
3:30 to 4:30 PM

## FRIDAY, NOVEMBER 21

Classroom Showcase  
8:00 to 11:30 AM

NASB Delegate Assembly  
8:00 to 9:30 AM

NASA Membership Meeting  
8:00 to 9:30 AM

E - Breakout Sessions  
9:15 to 10:15 AM

F - Breakout Sessions  
10:30 to 11:30 AM

Friday Luncheon Keynote Speaker  
11:45 AM to 1:15 PM

19<sup>th</sup>

## DAY 1

WEDNESDAY, NOVEMBER 19, 2025

NASB LEGISLATION COMMITTEE MEETING

NASA EXECUTIVE BOARD MEETING

PRE-CONFERENCE SESSIONS

EXHIBITOR RECEPTION

NASB BOARD MEETING

20<sup>th</sup>

## DAY 2

THURSDAY, NOVEMBER 20, 2025

BOARD MEMBER BOOT CAMP

OPENING & LUNCHEON KEYNOTE SPEAKERS

SUPERINTENDENT OF THE YEAR RECOGNIZED

BREAKOUT SESSIONS (A, B, C & D)

21<sup>st</sup>

## DAY 3

FRIDAY, NOVEMBER 21, 2025

NASB DELEGATE ASSEMBLY

NASA MEMBERSHIP MEETING

CLASSROOM SHOWCASE

BREAKOUT SESSIONS (E & F)

SCHOOL BOARD MEMBER OF THE YEAR PRESENTED

CLOSING KEYNOTE SPEAKER

ADJOURN



## REDEFINE IMPOSSIBLE

### JAMES LAWRENCE

**THURSDAY MORNING OPENING SPEAKER - 8:15 TO 9:30 AM**

Known as The Iron Cowboy for the signature cowboy hat he wears while running races so his five kids can see him coming from far away, James Lawrence is an ultra-endurance athlete who has pushed himself beyond what many doctors previously believed to be physiologically possible. In so doing, he has redefined both mental toughness and physical endurance. James spent a decade in the mortgage and finance business before losing it all in the financial crisis of 2008. At rock bottom, his career as the greatest endurance athlete on the planet started quite humbly, struggling to complete a local 4-mile fun run with his wife, Sunny. Inspired by that experience, on that day he learned a lesson that has served him well ever since. "I quickly realized that 'hard' looks different for everyone. Back then, four miles was really difficult for me. But I learned that one of the most important things in life is simply showing up." Today, James is one of the most dynamic, inspiring, larger-than-life keynote speakers in the world, is a best-selling author and the subject of a critically acclaimed feature film. He continues to redefine the impossible in his own life, while teaching audiences around the world to do the same in their own lives.



## THRIVING AS A TEAM WITH THE 3 C'S

### DR. JERMAINE DAVIS

**THURSDAY LUNCHEON SPEAKER - 12:30 TO 2:00 PM**

Dr. Jermaine's presentation "Thriving as a Team" will bring a new and fresh perspective to your team. His guidance will help your team focus on keeping "the main thing the main thing." Courageous conversations, cohesive cooperation, and committed collaboration are possible! Applying his practical and down-to-earth Dump Your Slump Model & Research, Dr. Jermaine's leadership expertise is rooted in his professional experience, academic research, and personal journey, giving him a real-world perspective that resonates. Born and raised in the Henry Horner Housing Projects on Chicago's West Side, Dr. Jermaine learned early that resilience wasn't just a skill—it was a necessity to survive and thrive. After losing six family members, including his youngest brother, Lil' Greg, to violence, he made a promise to break the cycle. Through mentorship, education, and determination, he became the first in his family to graduate from college, earning a B.A. in Speech Communication, an M.A. in Speech Communication, and a Doctorate in Organizational Leadership.



## INVISIBLE THREADS: PRIVACY IN THE WORLD OF AI

### JOE TOSCANO

**FRIDAY LUNCHEON SPEAKER - 11:45 AM TO 1:15 PM**

Joe Toscano is an award-winning designer, author of Automating Humanity, and former Google consultant who left the tech industry over concerns about data misuse. Now based in Omaha, he works globally to promote ethical innovation, support privacy legislation, and raise awareness about the dark side of big tech. You may recognize Joe from Netflix's The Social Dilemma, his TEDx Talk "Want to work for Google? You already do," or his appearances on major news outlets. In "Invisible Threads," Joe explores the critical intersection of privacy and AI. He reveals how modern data flows impact our lives, highlights the ethical challenges of AI, and offers forward-thinking solutions to protect privacy in a connected world. This talk is essential for anyone shaping or navigating the digital future.

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

Pre

## PRE-CONFERENCE SESSIONS WEDNESDAY, NOVEMBER 19 - 1:00 TO 4:00 PM

### **YOUR DEPARTMENT OF EDUCATION: UNWRAPPED**

Understanding the roles of the Nebraska Department of Education and the U.S. Department of Education as they relate to local schools can be confusing. During this pre-session opportunity, staff members of the Nebraska Department of Education will engage participants with knowledge and information sharing on the balance of federal, state, and local education policymaking. We will discuss the key roles the Nebraska Department of Education plays, share priority areas from a new strategic planning process, and discuss how changes at the federal level could impact Nebraska schools and students. Topics will include state and federal finance policy, state and federal requirements for assessment and accountability, accreditation and teacher certification, and much more.

**PRESENTERS: Nebraska Department of Education staff**

### **UTILIZING EFFECTIVE SUPERINTENDENT EVALUATION AND BOARD SELF-ASSESSMENT TO SUPPORT STUDENT SUCCESS**

Designed for both boards and superintendents, this session will strengthen governance through effective superintendent evaluation, meaningful board self-assessment, intentional relationship-building, and building a district-wide foundation based on common values. Learn how to design an evaluation process that fosters professional goals, clarifies board expectations, and builds trust and cohesion. Explore "trust accelerators" to enhance collaboration, improve decision-making, and provide constructive feedback that supports growth and shared commitment to student success. Leave equipped with practical strategies and resources to enhance board-superintendent collaboration and sustain long-term student outcomes.

**PRESENTERS: Troy Loeffelholz - NCSA; Stacie Higgins - NASB**



## JOIN US!!! EXHIBITOR RECEPTION WEDNESDAY, NOVEMBER 19 - 4:00 TO 5:30 PM



Register now at [www.NASBOnline.org](http://www.NASBOnline.org)



## SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE THURSDAY LUNCHEON

### Previous Winners Include:

2025 - MELISSA POLONCIC, DC WEST	2012 - BILL MOWINKEL, GRAND ISLAND NW	1999 - KENNETH ANDERSON, HASTINGS
2024 - ANDY RIKLI, PAPILLION LA VISTA	2011 - MIKE CUNNING, HERSHEY	1998 - KEN BIRD, WESTSIDE
2023 - MARK LENIHAN, WAYNE	2010 - KEITH LUTZ, MILLARD	1997 - RICK BLACK, CONESTOGA
2022 - TERRY HAACK, BENNINGTON	2009 - STEVE RECTOR, SOUTH SIOUX CITY	1996 - GARY HAMMACK, KEARNEY
2021 - JIM SUTFIN, MILLARD	2008 - LARRY RAMAEKERS, AURORA	1995 - MARTIN PETERSEN, ALLIANCE
2020 - MARK ADLER, RALSTON	2007 - ROGER BREED, ELKHORN	1994 - VANDLE PHILLIPS, SOUTH SIOUX CITY
2019 - MIKE TEAHON, GOTHENBURG	2006 - RICHARD EISENHAUER, LEXINGTON	1993 - FRED BELLUM, COLUMBUS
2018 - JOHN SKRETTA, NORRIS	2005 - ROY BAKER, NORRIS	1992 - GLENN LARSEN, ADAMS CENTRAL
2017 - CAROLINE WINCHESTER, CHADRON	2004 - DAN ERNST, WAVERLY	1991 - NORBERT SCHUERMAN, OMAHA
2016 - JAY BELLAR, BATTLE CREEK	2003 - RANDY NELSON, NORFOLK	1990 - DOUG CHRISTENSEN, NORTH PLATTE
2015 - BRIAN MAHER, KEARNEY	2002 - PHILIP SCHOO, LINCOLN	1989 - DONALD STROH, MILLARD
2014 - STEVE BAKER, ELKHORN	2001 - KEITH ROHWER, NEBRASKA CITY	
2013 - KEVIN RILEY, GRETNA	2000 - STEVE JOEL, BEATRICE	



## ANN MACTIER - SCHOOL BOARD MEMBER OF THE YEAR WILL BE PRESENTED AT THE FRIDAY LUNCHEON

### Previous Winners Include:

2024 - BRAD WILKINS, AINSWORTH	2017 - BONNIE HINKLE, GRAND ISLAND	2010 - KIM FASSE, ELKHORN
2023 - ALLISON WELCH, CONESTOGA	2016 - TERRI HAYNES, CHADRON	2009 - RON PEARSON, ESU #3
2022 - MARCIA MAHON, SOUTH SIOUX CITY	2015 - LINDA RICHARDS, RALSTON	2008 - SANDRA JENSEN, OMAHA
2021 - STEVE KOCH, HERSHEY	2014 - BRAD KRIVOHAVEK, NORFOLK	2007 - JOHN HANSEN, BELLEVUE
2020 - MARIAN HOLSTEIN, WINNEBAGO	2013 - PATTY BENTZINGER, NORRIS	2006 - FRED TAFOYA, PAPILLON-LA VISTA
2019 - VALERIE FISHER, PAPILLON-LA VISTA	2012 - KATHY BARTEK, FALLS CITY	2005 - WAYNE ERICKSON, WISNER-PILGER
2018 - KATHY DANEK, LINCOLN	2011 - JULIE AGARD, KEARNEY	2004 - ANN MACTIER, OMAHA



**BOARDSMANSHIP**



**CAREER & COLLEGE READINESS**



**COMMUNITY ENGAGEMENT**



**CURRICULUM**



**ESU**



**FACILITIES**



**LEGAL & POLICY**



**LEGISLATIVE & ADVOCACY**



**MANAGEMENT/ADMINISTRATION**



**NEW BOARD MEMBER/NEW SUPERINTENDENT**



**SAFETY**



**STUDENTS/EARLY CHILDHOOD**



**TECHNOLOGY**



**WELLNESS & RETENTION**

**“Out of the Public Schools Grows the Greatness of the Nation”**

## THURSDAY

- A1** LEGISLATIVE UPDATE
- A2** DUAL CREDIT AND WORKFORCE PREPARATION
- A3** PUBLIC COMMENT UNDER THE OPEN MEETINGS ACT
- A4** LEADERSHIP, CULTURE AND COMMON LANGUAGE
- A5** BOARD MEMBER PERSONAL LIABILITY
- A6** HONORS COURSE ENROLLMENT AND SUCCESS
- A7** ENHANCE COMMUNICATION W NON-ENGLISH FAMILIES
- A8** ELEVATING BOARD LEADERSHIP
- A9** PARTNERSHIPS TO COMBAT THE TEACHER SHORTAGE
- A10** SCHOOL SAFETY DOESN'T HAPPEN BY ACCIDENT
- A11** THE ROLE OF THE ATHLETIC ADMINISTRATOR
  
- B1** Q & A WITH NSAA
- B2** SUPERINTENDENT PANEL - "A DAY IN THE LIFE"
- B3** HANDLING CLOSED SESSION CORRECTLY
- B4** COMMUNITY PARTNERSHIPS WITH A PURPOSE
- B5** PAIN IN THE APP, V. 11.0
- B6** DEVELOPING NEBRASKA'S FUTURE EDUCATORS
- B7** DESIGN, CONSTRUCTION, FINANCE, AND MORE
- B8** STRENGTHENING BOARD & SUPERINTENDENT LEADERSHIP
- B9** EMPOWERING STUDENTS THROUGH SUMMER LEARNING
- B10** CELL PHONES OFF
- B11** TRANSFORMING SCHOOL CULTURE
  
- C1** STUDENT VOICES
- C2** THINGS YOU NEED TO KNOW AS AN ESU BOARD MEMBER
- C3** NEGOTIATIONS FOR BOARD MEMBERS
- C4** WHY YOUR SCHOOL STORY MATTERS!
- C5** BARGAINING & CONTRACT CONSIDERATIONS
- C6** A BOARD-LED INITIATIVE FOR DIGITAL CITIZENSHIP
- C7** SCHOOL FINANCE REVIEW COMMISSION UPDATE
- C8** COMMUNITY-CENTERED STRATEGIC PLANNING
- C9** EMPOWERING STUDENTS IN SCHOOL MEDIA
- C10** AN EVOLVING TECHNOLOGICAL LANDSCAPE
- C11** ACCESSIBLE PATHWAYS TO CAREERS IN EDUCATION
  
- D1** LISTENING SESSION W/ MEMBERS OF THE STATE BOARD
- D2** EHA BENEFITS UPDATE
- D3** GLOBAL INSIGHTS
- D4** TEACHER APPRENTICESHIP
- D5** HOT TOPICS WITH KAREN & JIM
- D6** NCSA 3-YEAR MENTORING PROGRAM
- D7** UNDERSTANDING HUMAN TRAFFICKING
- D8** HOW FOUNDATIONS UNITE TO SUPPORT

## FRIDAY

- E1** POSITIVITY PROJECT: THE '80S MIX TAPE VERSION
- E2** BIRTH-GRADE 3 APPROACH FOR NEBRASKA SCHOOLS
- E3** TEACHER SHORTAGE: RECRUITING, AND ONBOARDING
- E4** CREATING A CULTURE OF ATTENDANCE
- E5** TRENDS IN DISABILITY LAWS
- E6** ADDRESSING THE TEACHER SHORTAGE
- E7** INCORPORATING AI RESOURCES WITHIN SCHOOLS
- E8** USING DATA TO DRIVE ACCOUNTABILITY & SUCCESS
- E9** RENEWED 'TUDE (RESILIENT EDUCATORS)
  
- F1** SUPERINTENDENT SHORTAGES & INCREASED INTERIMS
- F2** RULE 10: REQUIREMENTS, REGULATIONS, REPORTS, ETC
- F3** GENERATIVE AI IN PUBLIC SCHOOLS
- F4** FILLING THE ED PIPELINE
- F5** CONSTRUCTION DELIVERY METHODS
- F6** CULTIVATING A CULTURE OF COLLABORATION
- F7** CO-TEACHING: CHATGPT & ME
- F8** STRENGTHENING BOARD LEADERSHIP FOR STUDENT SUCCESS

## BOARD MEMBER BOOT CAMP

THURSDAY, NOVEMBER 20 - 7:00 TO 8:00 AM

### ROLES, RESPONSIBILITIES, AND CHARACTERISTICS OF EFFECTIVE GOVERNANCE

Start your day with a continental breakfast and an interactive Bootcamp for all board members and superintendents too! Move through the eight engaging stations, each highlighting a key characteristic of an effective board from governance vs. management to fostering accountability and actionable tools to take back to your district. This session serves as a warmup for Breakout Session A8: Elevating Board Leadership: Effective Board Governance = Student Success where we move from the "what" of board work to the "how" of focusing on measured student success. Register for the Bootcamp through the QR Code:



## A

## A - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 9:45 TO 10:45 AM



### A1 LEGISLATIVE UPDATE - 2025 LEGISLATIVE RECAP AND LOOK TO 2026

Join Colby and Mike for a dive into what the Legislature accomplished in 2025 and a look at what is in store for 2026. New policy mandates, option enrollment discussion, retirement and benefit changes, and direction of school finance will all be discussed.

**PRESENTERS: Colby Coash - NASB; Mike Dulaney - NCSA**



### A2 DUAL CREDIT AND WORKFORCE PREPARATION: THE TRANSFORMATIVE POWER OF THE CAREER ACADEMY

The Career Academy is a joint venture between Lincoln Public Schools and Southeast Community College. TCA provides academic and real-world experiences to high school juniors and seniors through high school and dual credit courses. We'll share innovative models that integrate high school academics with industry-relevant skills, creating pathways to immediate employment and higher education; and showcase data-driven outcomes that highlight strategic partnerships between schools and businesses that address critical workforce gaps. This presentation will empower attendees to implement and expand dual credit initiatives, ensuring students graduate with the skills demanded by today's job market.

**PRESENTERS: Annie Mumgaard, Josh Jones & John Skretta - Lincoln Public Schools**



### A3 PUBLIC COMMENT AND LEGAL CONSIDERATIONS UNDER THE OPEN MEETINGS ACT

In this session, we will walk through public comment as prescribed by the Open Meetings Act. Then, we will walk through real-world examples and how boards should handle both simple and complicated scenarios under the Open Meetings Act.

**PRESENTERS: Justin Knight - Perry Law Firm**



### A4 CONTROL THE CONTROLLABLES THROUGH LEADERSHIP FOCUSED ON CULTURE AND COMMON LANGUAGE

Attendees will hear how Westside Community Schools is focused on controlling what we can control through leadership, collaboration, and an emphasis on district culture. We will share ideas on how to create common language and a mindset about being focused on our classrooms while all kinds of things go on around us that we can't control. We will also share various "culture game plans" and an emphasis on E+R=O leadership.

**PRESENTER: Mike Lucas - Westside Community Schools**




### A5 DOLLARS AND SENSE: BOARD MEMBER PERSONAL LIABILITY AND RELATED CONCERNS

It's already an unpaid volunteer job, and now you're telling me I could be personally liable?! Sometimes, maybe, possibly, yes. This presentation will focus on those situations where school board members (and superintendents) could face allegations leading to personal liability (i.e., money out of your own pocket), criminal sanctions, and even removal related to service on the school board. Don't fret too much--it doesn't happen often, but it's worth knowing when those situations could arise and how to navigate them!

**PRESENTERS: Bobby Truhe & Steve Williams - KSB School Law**


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## **A6 OPPORTUNITY & ACCESS: BREAKING DOWN BARRIERS TO HONORS COURSE ENROLLMENT AND SUCCESS**

 Discover how one school district in Nebraska implemented system-wide changes to increase access and opportunity for honors courses for all students, with a particular emphasis on how the action steps were operationalized within social studies honors courses. Explore a step-by-step process and consider how similar impactful actions could be adopted in your own context!


**PRESENTERS: Jaclyn Kellison & Takako Olson - Lincoln Public Schools**

## **A7 INTEGRATING RESOURCES TO ENHANCE COMMUNICATION WITH NON-ENGLISH SPEAKING FAMILIES**

 Columbus Public Schools will share the available resources that can be integrated into your regular communication strategies to create seamless access for your non-English speaking families.

**PRESENTERS: Nicole Anderson & Chip Kay - Columbus Public Schools**

## **A8 ELEVATING BOARD LEADERSHIP: EFFECTIVE BOARD GOVERNANCE = STUDENT SUCCESS**

 Building on the Board Member Boot Camp warmup, this breakout takes you beyond the “what” of board roles and responsibilities into the “how” of using those roles to drive student success. Through scenarios, discussion, and practical resources, learn how to connect governance leadership to student outcomes, align board work with district improvement goals, and foster a culture of continuous growth. Leave equipped to move from understanding your role to leveraging it for maximum impact on student success.

**PRESENTERS: Marcia Herring, Stacie Higgins & Stephanie Summers - NASB**

## **A9 CREATING PARTNERSHIPS TO COMBAT THE TEACHER SHORTAGE**

 Learn how UNK and Kearney Public Schools have partnered to form the Kearney Education Collaborative aimed at improving educational opportunities and partnerships for recruiting teachers. Specifically, they will discuss “Teachmates,” a program where selected UNK and KPS students form a mentee-mentor relationship. The speakers will discuss the “Kearney Teachers Tomorrow” scholarship program which created a Kearney High School to UNK to KPS pipeline for selected students/teachers. This session will highlight how other districts can consider similar options for their districts, both large and small.

**PRESENTERS: Jason Mundorf - Kearney Public Schools; Mark Reid - UNK**

## **A10 SCHOOL SAFETY DOESN'T HAPPEN BY ACCIDENT**

Children who feel SAFE will take risks, ask questions, make mistakes, learn to trust, share their feelings, and grow! The Nebraska Department of Education (NDE) School Safety Team has built guidance and resource tools for schools in the safety and security requirements and best practices. The NDE Safety Team operates under the four pillars of prevention, preparedness, response, and recovery while using acronyms like EOP, SRP, SRM, PFA-S, and TA. Additionally, State Statutes implemented or introduced must also be adhered to. Schools who learn the acronyms, state statutes, and how to apply these concepts, toolkits, presentations, videos, and trainings are those recognized by NDE & their community to place school safety first. Join the NDE School Safety Director to make sure your school community is earning their Badge in safety and security.

**PRESENTER: Jay Martin - NDE**

## **A11 THE ROLE OF THE ATHLETIC ADMINISTRATOR**

This session will help school district administrators and members of boards of education understand the multiple roles and responsibilities of the athletic administrator. Attendees will gain a better understanding of how to support and retain their athletic administrator, including the mentoring and professional growth opportunities available through both the National Interscholastic Athletic Administrators Association and the Nebraska State Interscholastic Athletic Administrators Association.

**PRESENTERS: Nate Larsen - O'Neill Public Schools; Mark Armstrong - NSIAAA; Steve Throne - Millard Public Schools**

## B

## B - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 11:15 AM TO 12:15 PM



### B1 Q & A WITH NSAA

This session will explore topics affecting NSAA member schools. Bring your questions as we discuss emerging trends and their impact on NSAA sanctioned activities.

**PRESENTERS: NSAA Staff**



### B2 SUPERINTENDENT PANEL - "A DAY IN THE LIFE"

Practicing Superintendents present, discuss, and answer questions regarding their efforts in developing positive and personal work relationships with their board of education.



**PRESENTERS: Troy Loeffelholz & Kevin Wingard - NCSA; Chris Prosocki - Hastings Public Schools; Chip Kay - Columbus Public Schools; Mitch Kubicek - Milford**



### B3 HANDLING CLOSED SESSION CORRECTLY: LEGAL REMINDERS AND REMEDIES

Closed session can be a very complicated area of the law. In this session, we will walk through the legal requirements and case studies involving entering into closed session, discussions during closed session, "leaks" from closed session, and other legal issues that may arise in closed session.

**PRESENTER: Justin Knight - Perry Law Firm**



### B4 COMMUNITY PARTNERSHIPS WITH A PURPOSE



Located on the Omaha Reservation in Macy, Nebraska, the UmónHon Nation "Against the Current" Career Academy is a model for small school districts seeking to create opportunities for local students and strong partnerships. Designed by BVH Architecture and built by Boyd Jones in close collaboration with the district, the Academy equips students with hands-on skills in automotive, construction, culinary, early childhood, entrepreneurship, and healthcare - offering direct career pathways within the community. This project demonstrates the power of team collaboration and local partnerships to develop resources, bringing meaningful workforce pipelines to life and reinvesting in their communities.

**PRESENTERS: Kari Bappe, Cleveland Reeves, Stacie Hardy & Mark Pfister - Boyd Jones Construction**



### B5 PAIN IN THE APP, V. 11.0



This presentation is already in middle school, at 11 years and going strong. Come join the KSB attorneys for the latest and greatest in legal and practical developments around social media, technology, cell phones, and other key topics for administrators and board members.

**PRESENTERS: Sara Rogers & Amanda Dabney - KSB School Law**




### B6 GROW YOUR OWN: DEVELOPING NEBRASKA'S FUTURE EDUCATORS



The Grow Your Own Education and Training Program of Study is a statewide, open-resource curriculum to help Nebraska schools develop future educators. This four-course program aligns with Nebraska state standards, embeds Universal Design for Learning, integrates Educators Rising, and meets dual-credit requirements. Attendees will learn how to implement the curriculum, access teacher training, and engage students in career exploration. Discover how this program can help build a sustainable educator pipeline for your district and invest in Nebraska's future teachers.

**PRESENTERS: Lynne Herr - ESU 6; Katie Soto - ESU 9**

## **B7 PROJECT PLANNING 101: INSIGHTS FROM PARTNERS IN DESIGN, CONSTRUCTION, FINANCE, AND MORE**

 Navigating a school construction project is no small task. This panel of experts will guide school leaders through three critical steps: identifying key partners, selecting the right delivery method, and understanding financing options; lease-purchase agreements, bonds, and building fund dollars. Attendees will gain actionable strategies and valuable perspectives from industry leaders, leaving equipped to navigate the complexities of construction planning with confidence and clarity. Whether planning a new project or refining your approach, this session will provide the essential knowledge to move your district forward successfully.


**PRESENTERS: Aaron Plas - Bennington Public Schools; Steve Thiele - Hausmann Construction, Inc.; Tobin Buchanan - Northland Securities; Bob Soukup - Carlson West Povondra Architects**

## **B8 STRENGTHENING BOARD AND SUPERINTENDENT LEADERSHIP: UTILIZING A BOARD HANDBOOK FOR EFFECTIVE GOVERNANCE**

Effective governance is the foundation of a successful school district, and a well-structured Board of Education Handbook serves as a vital tool for aligning leadership, clarifying roles, and fostering strong superintendent-board relationships. This session will explore the process of implementing a BOE Handbook to enhance communication, decision-making, and governance efficiency. Participants will learn strategies for creating and utilizing a handbook that sets clear expectations, promotes collaboration, and strengthens the leadership capacity of both board members and superintendents. Practical examples and best practices will provide attendees with actionable steps to enhance their district's governance framework.


**PRESENTERS: Sean Molloy, Derrick Joel & Gary Kubicek - Norris School District 160; Marcia Herring - NASB**

## **B9 TAKING LEARNING BEYOND 175: EMPOWERING STUDENTS THROUGH SUMMER LEARNING**

 "Taking Learning Beyond 175" is a dynamic session designed to showcase the innovative summer school program aimed at expanding educational opportunities for all students beyond the regular 175 school days. Building on the foundation of whole-student excellence, this innovative "summer school" program goes beyond traditional boundaries by offering creative, hands-on learning experiences that foster growth, imagination, and resilience. Explore how this program has helped us enhance skills and empower students to reach their full potential. We'll discuss the program's impact on student activities and teacher satisfaction, at limited to no expense to the school district.

**PRESENTERS: Susan Lindblad, Libby Lollman & Shawn Scott - Adams Central Public Schools**

## **B10 CELL PHONES OFF**

 Grand Island Senior High School implemented a comprehensive effort to strictly enforce a no cell phone throughout the school day policy in January of 2024. GISH administrators, staff, and students will discuss the reasons behind the action, how students and parents were prepared for the implementation, what worked and didn't work, and where they are after living this change for almost two years.

**PRESENTERS: Matt Fisher, Calvin Hubbard, GIPS teachers & students - Grand Island Public Schools**

## **B11 BUILDING BRIDGES, NOT WALLS: TRANSFORMING SCHOOL CULTURE THROUGH RESTORATIVE PRACTICES**

At Brady Public Schools, we've been reshaping our school culture by embracing restorative practices, which have become a cornerstone of how we connect, work, and grow together. These practices have strengthened relationships, fostered mutual respect, and created a true sense of community among students, staff, administrators, and the school board. Through collaboration and open communication, restorative practices have fostered a positive, supportive environment across our entire school ecosystem. In this presentation, we'll highlight how restorative practices have embedded our core values, helping repair harm, prevent conflict, and ensure everyone feels valued—building a community, not just a school.







**PRESENTERS: Sara Gentry & Ann Foster - Brady Public Schools**



## C - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 2:15 TO 3:15 PM



-  **C1 STUDENT VOICES**  
Students from Nebraska high schools share their perspectives on issues that are important to the leaders of tomorrow.
-  **C2 YOU ARE AN ESU BOARD MEMBER - 17 THINGS YOU NEED TO KNOW**  
As ESU Board Members, you will learn up to date information about the services in ESUs, the work of the ESUCC, the MOU with the NDE, legislative priorities, and more! Come ready to learn, share, and problem solve together.  
**PRESENTERS: Larianne Polk - ESUCC; Brad Dirksen - NDE; Colby Coash - NASB**
-  **C3 NEGOTIATIONS FOR BOARD MEMBERS**  
Negotiations is one of the most important functions of a school board. In fact, "personnel" is the largest item of a school district's budget. This session will walk through the statutory requirements for negotiations. We will also give boards an update on negotiations "hot topics" and ideas for your upcoming negotiations season.  
**PRESENTER: Justin Knight - Perry Law Firm**
-  **C4 BUCKLE UP: JOURNEYING THE STATE AND WHY YOUR SCHOOL STORY MATTERS!**  
Why do Nebraska schools rank high nationally? Why are Nebraska students sought after by employers everywhere? We'll take you to school districts across our great state in a quest to find the answers. The NCSA Ambassador Program and Nebraska Public School Advantage advocate for public education one remarkable story at a time. Since 2016, we have gathered nearly 500 stories of public school success. These stories, from the Metro to The Panhandle, are examples of the student first, Nebraska way. Buckle up!  
**PRESENTERS: Kevin Wingard & Tyler Dahlgren - NCSA**
-  **C5 LET'S DEAL! BARGAINING & CONTRACT CONSIDERATIONS FOR TOUGH POSITIONS & SHORTAGES**  
Every year, we're all getting more creative to address staffing issues. Those range from bargaining things like retention or hiring bonuses to salary schedule placement gamesmanship. The contract renewal process is becoming an arms race, with more schools incentivising staff to recommit or resign sooner. Plus there are always unique contract considerations for those unique positions and hybrid roles as staffing shortages continue. This presentation will go through all your options, pros and cons, and leave board members and administrators feeling ready to tackle these questions at your district.  
**PRESENTERS: Steve Williams & Sara Rogers - KSB School Law**
-  **C6 A BOARD-LED INITIATIVE FOR DIGITAL CITIZENSHIP**  
In today's digital world, teaching students to navigate online spaces responsibly is just as important as traditional academics. That's why the Hershey Board of Education made digital citizenship a formal priority for the 24-25 school year with the board goal to "Provide instruction on acceptable use of technology to better prepare students for responsible digital citizenship." To support this goal, we partnered with A.Plum Creative to develop engaging, fact-checked content that promotes responsible digital habits. Our initiative includes weekly social media posts, digital signage across campus, and ongoing resources for families and staff to help build a culture of integrity and safety in digital spaces, and we're already seeing results. Conversations around digital safety are increasing across classrooms and homes, showing the power of this effort.  
**PRESENTERS: Jane Davis & Steve Koch - Hershey Public Schools**

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## C7 SCHOOL FINANCE REVIEW COMMISSION UPDATE

Join members of the recently created School Finance Commission for a panel presentation, Q & A, and update on the work of the commission.

**PRESENTERS:** Ann Foster - Brady Public Schools; Jason Dolliver - Pender Public Schools; Aaron Plas - Bennington Public Schools; Liz Standish - Lincoln Public Schools; John Schwartz - Millard Public Schools; Shavonna Holman - Omaha Public Schools; Keith Runge - Lakeview Community Schools



## C8 LISTENING, LEARNING, LEADING: COMMUNITY-CENTERED STRATEGIC PLANNING

Engaging stakeholders for graduate success and long-term district planning. In partnership, the board and superintendent lead efforts to connect with the community, parents, staff, students, and local partners to define what every graduate must know and be able to do. This work begins with strategies for effective community engagement drawing from research linking public involvement to improved student outcomes and continues through ongoing stakeholder conversations that shape a shared vision for student success.

**PRESENTERS:** Caden Frank, Ben Anderjaska & Avary Pansing Brooks - NASB



## C9 EMPOWERING STUDENTS IN SCHOOL MEDIA: CONTENT CREATION & MANAGEMENT

This session will showcase how students take an active role in managing and producing school media content. From publishing sports, extracurricular, and academic achievements on social media to creating engaging visuals for two video boards, students gain hands-on experience in digital media. By taking ownership of projects, they develop critical skills in communication, design, and media production. This presentation is ideal for school leaders seeking innovative ways to enhance media presence while providing students with real-world skills in communication, design, and project management.

**PRESENTERS:** Crystal Hassenstab & Shawn Scott - Adams Central Public Schools



## C10 AN EVOLVING TECHNOLOGICAL LANDSCAPE: UPDATES TO SPARQ MEETINGS, NEGOTIATIONS, AND ONLINE PUBLISHING

Join us to learn about how Sparq Meetings and Negotiations have adapted to the ever-changing landscape of board governance. In this session, we will discuss updates to these applications and review tips and tricks to help you become more efficient and proficient. In addition, we will give an overview of Sparq Online Publishing and how it integrates with Sparq Meetings and your board governance.

**PRESENTERS:** Darion Miller & Nicole Kobus - Sparq Data Solutions



## C11 REDEFINING ROUTES: ACCESSIBLE PATHWAYS TO CAREERS IN EDUCATION

Learn how Central Community College collaborates with institutions like Kearney Public Schools to establish accessible pathways to education careers. CCC's statewide, cost-effective offerings have already demonstrated significant impact in alleviating staffing challenges across K-12 institutions. This session will equip administrators and board members with practical knowledge to consider, potentially transforming their approach to recruitment and professional development. Join us to explore how these innovative programs are not only addressing immediate staffing shortages but also cultivating a sustainable pipeline of qualified educators for the future.

**PRESENTERS:** Megan Schmidt - Kearney Public Schools; Taylor Brase & Amy Mancini - Central Community College





## D - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 3:30 TO 4:30 PM



### D1 A LISTENING SESSION WITH MEMBERS OF THE STATE BOARD OF EDUCATION



Share your thoughts on statewide education policy with members of the State Board of Education. State Board members are particularly interested in what is currently affecting local school boards and districts, and the solutions you have to offer for these issues. Topics may include school accountability, accreditation, and approval; educator certification; and statewide assessment, among others. Attending this session is a great opportunity for you to have your voice heard among members of the State Board of Education.

**PRESENTERS: Elizabeth Tegtmeier - State Board of Education; Ryan Foor - NDE**



### D2 EHA BENEFITS UPDATE

Come learn more about the changes to the Medical and Dental plan effective September 1, 2026!

**PRESENTERS: Courtney Ray - Blue Cross Blue Shield of NE; Greg Long - EHA**



### D3 GLOBAL INSIGHTS, LOCAL IMPACT: LESSONS FROM SINGAPORE AND SOUTH KOREA

Larriane Polk and Dan Schnoes had the privilege of participating in an international leadership academy in Singapore and South Korea, gaining invaluable insights into global leadership practices, innovative educational strategies, and cultural exchange. By observing how these countries tackle educational challenges and foster growth, we gained a deeper understanding of their approaches to teaching and learning. We hope you take away a desire to explore similar opportunities for yourself or your leadership personnel, as these global experiences not only enrich leadership development but also bring fresh, transformative perspectives that can benefit our entire educational ecosystem.

**PRESENTERS: Larriane Polk - ESUCC; Dan Schnoes - ESU 3**



### D4 TEACHER APPRENTICESHIP - EXPERIENCES FROM THE FIELD

This session highlights the collaborative efforts of the Nebraska State Department of Education, Westside Community Schools, and Midland University in developing a successful apprenticeship program aimed at diversifying and strengthening Nebraska's teaching workforce. The session underscores the program's core purpose: to create sustainable pipelines of educators who are deeply grounded in their communities. The discussion covers the program's benefits - such as increased on-the-job training, community familiarity, and addressing critical staffing shortages - as well as lessons learned through ongoing stakeholder feedback, comprehensive support, and celebrating milestones. Future plans focus on expanding apprentice graduation rates, ensuring program sustainability through continued funding, and forging partnerships to meet high-need areas across Nebraska. Attendees will gain insights into the program's impact, lessons learned, and strategies for scaling these innovative pathways into teaching careers.

**PRESENTERS: Nancy Christensen, Johanna Barnes, & Cammy Romanuck Murphy - Midland University; Andrea Haynes - Westside Community Schools; Kelly Baehr - NDE**



### D5 HOT TOPICS WITH KAREN & JIM

Join veteran school attorneys Jim from Perry Law and Karen from KSB for an insightful and entertaining session on the latest "Hot Topics" in school law. This dynamic duo will break down key legal issues that Nebraska school board members need to understand, whether they're already on your radar or just around the corner. Expect valuable takeaways... and a bit of lively banter between Jim and Karen along the way!

**PRESENTERS: Karen Haase - KSB School Law; Jim Gessford - Perry Law Firm**

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## D6 NCSA 3-YEAR MENTORING PROGRAM

Research shows that the retainment of school administrators is more successful if they are engaged in a strong multi-year mentoring program that supports the school administrator beyond a one year mentor program.

**PRESENTERS: Troy Loeffelholz - NCSA; Mike Sieh - Wayne State College; Mike Teahon - UNK; Tami Williams - UNO**



## D7 UNDERSTANDING HUMAN TRAFFICKING AND EMPOWERING SCHOOLS TO TAKE ACTION

This session will offer a thorough overview of human trafficking, aiming to debunk common myths and highlight the harsh realities of this critical issue. Participants will explore how trafficking affects communities, recognizing warning signs and vulnerabilities that make students susceptible. The presentation will also introduce ESU 2's Human Trafficking Youth Prevention Education (HTYPE) program, which supports school districts in implementing prevention strategies. Attendees will learn how ESU 2 can collaborate with schools to provide tailored training for staff, students, and caregivers, equipping them with the knowledge to identify and prevent trafficking in their communities.

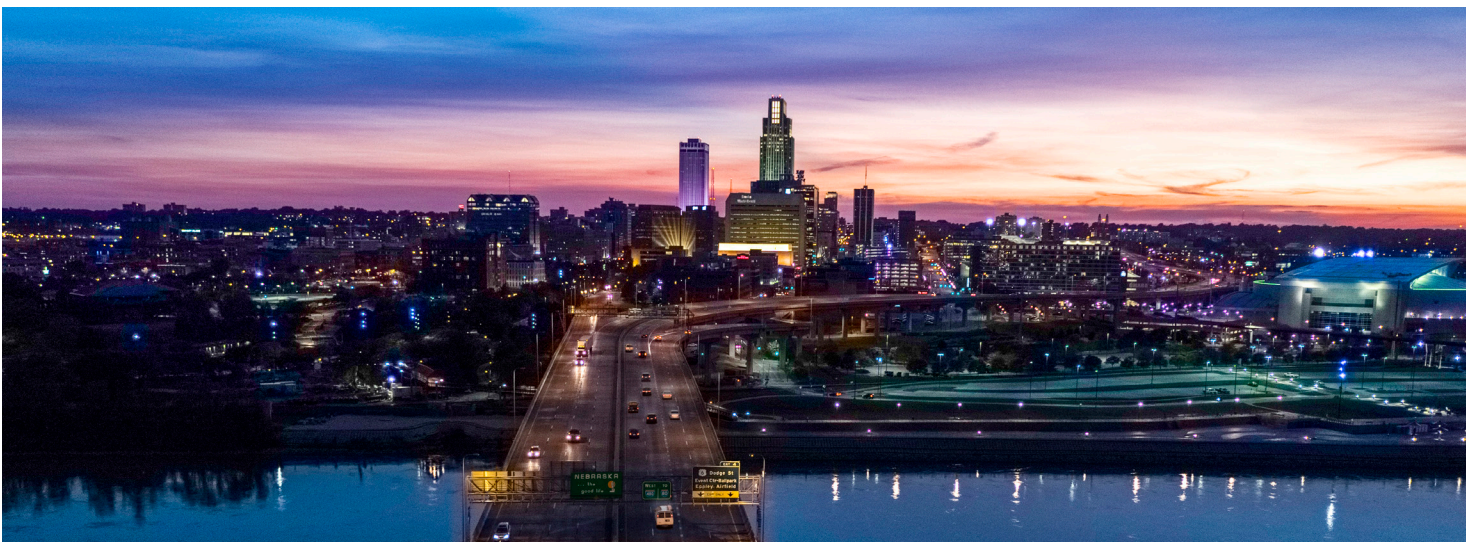
**PRESENTER: Megan Reese - ESU 2**



## D8 STRENGTH IN PARTNERSHIPS: HOW FOUNDATIONS, DISTRICTS, AND COMMUNITIES UNITE TO SUPPORT TEACHERS AND STUDENTS

Education foundations play a unique and essential role in bridging the gap between district needs and community resources. This session will explore how one rural and one metro foundation have successfully partnered with their district and local community to create impactful programs that directly benefit teachers and students. Attendees will learn how collaborative initiatives such as teacher grants, student scholarships, technology enhancements and community-driven fundraising have strengthened public education and fostered engagement. Through real-life examples and practical takeaways, this session will highlight strategies for building meaningful partnerships, securing sustainable funding, and aligning efforts with district goals.

**PRESENTERS: Toba Cohen-Dunning - Omaha Public Schools Foundation; Terri Burchell - North Platte Public Schools**



## E

## E - BREAKOUT SESSIONS

FRIDAY, NOVEMBER 21 - 9:15 TO 10:15 AM



### E1 POSITIVITY PROJECT: THE '80S MIX TAPE VERSION

With a fun and nostalgic '80s mixed tape anthem, this session will spotlight our district's PK-12 SEBL curriculum implementation of the Positivity Project. We will make connections to our CIP, the MTSS framework, PBIS, and our efforts to transform school culture by living out our district's mission to educate, embrace, and empower the whole child. We will share schoolwide activities we have implemented, our tiered approach to supporting student mental health and behavior learning, and resources we have found beneficial. Walk in with your best air guitar, walk out with power ballads and rad ideas on how Positivity Project could impact your school culture!

**PRESENTERS: Allie Holcomb, Angela Zach & Brittany Vinchattle - Wakefield Community School**



### E2 BUILDING STRONG FOUNDATIONS: THE SCHOOL AS HUB BIRTH-GRADE 3 APPROACH FOR NEBRASKA SCHOOLS



The first eight years are crucial for a child's success, with schools playing a key role. The School as Hub Birth-Grade 3 Approach is built on an evidence-based framework designed to close opportunity gaps by strengthening early learning, family-school partnerships, and instruction. This session explores strategies for integrating early childhood with elementary education, building leadership, and engaging families and communities. Join us to learn actionable steps for transforming schools into hubs of support, ensuring all children and families have access to opportunities for lifelong learning and success from birth through age eight.

**PRESENTERS: Cris Lopez Anderson - Buffet Early Childhood Institute; Itzeni Nayeli Lopez - University of Nebraska**



### E3 PRACTICAL STRATEGIES AND LESSONS LEARNED IN THE TEACHER SHORTAGE: RECRUITING, ONBOARDING, AND TRANSITIONING FOREIGN-TRAINED TEACHER CONTRACTS



As schools across Nebraska continue to grapple with teacher shortages, districts are exploring innovative and ethical strategies to recruit and retain high-quality educators. We will share and discuss practical strategies, along with lessons learned in recruitment, certification, and onboarding, as well as legal and ethical considerations when transitioning or ending contracts with international teachers.

**PRESENTERS: Daniel Oldenburg, Katelyn Larsen & Jeremy Christiansen - Laurel-Concord-Coleridge School; Justin Knight - Perry Law Firm**



### E4 CREATING A CULTURE OF ATTENDANCE: STRATEGIES FOR REDUCING CHRONIC ABSENTEEISM IN HIGH-POVERTY RURAL SCHOOLS

Chronic absenteeism is a major issue in elementary schools, especially in high-poverty rural areas. This session will explore strategies for reducing absenteeism by improving school culture, implementing targeted interventions, and enhancing family support. Drawing from our experience, where we reduced absenteeism from 39% to 9% in three years, we'll share practices like building a positive school environment, early identification, and personalized support for at-risk students. Participants will gain actionable strategies to foster consistent attendance.

**PRESENTER: Charla Brant - Hastings Public Schools**

“Out of the Public Schools Grows the Greatness of the Nation”



## **E5** MMMMM...SMELLS LIKE MEDICAL MARIJUANA AND MONEY DAMAGES: WHAT YOU NEED TO KNOW ABOUT TRENDS IN DISABILITY LAWS

Disability laws (IDEA, 504, ADA, etc.) can be tricky, because superintendents and board members usually aren't directly involved but certainly cut the checks and get the phone calls. This presentation will cover the emerging trends in special education that you have to know about in 2025 in a school leadership role, including policy implications and other legal considerations.

**PRESENTERS: Bobby Truhe, Jordon Johnson & Amanda Dabney - KSB School Law**



## **E6** MOVING TO THE HEAD OF THE CLASS: HOW ONE DISTRICT IS ADDRESSING TEACHER SHORTAGE

To combat teacher shortages, Lincoln Public Schools is implementing innovative "Grow Your Own" (GYO) programs to develop future educators from within its community. Participants will explore helpful strategies for creating and sustaining successful GYO programs, from identifying potential future teachers in local high schools to supporting paraprofessionals and career changers on their path to certification. Learn about the pilot Para Pathway to Teaching (PPT) program, Educators Rising Career, and Technical Student Organization opportunities. Learn practical ideas to build homegrown talent pipelines that reflect the richness and strengths of your student population, ultimately fostering a teaching workforce invested in its community.

**PRESENTERS: John Skretta, Vann Price & Annie Mumgaard - Lincoln Public Schools**



## **E7** INCORPORATING AI RESOURCES & GUIDELINES WITHIN NEBRASKA SCHOOLS

Attendees will hear from Westside Community Schools as they outline the process they have recently gone through to further study Artificial Intelligence and determine how to best embrace it and provide efficient and ethical guidelines for students, staff, parents, and community.

**PRESENTERS: Mike Lucas, Andrea Haynes, Mark Weichel - Westside Community Schools**



## **E8** ASKING THE RIGHT QUESTIONS: USING DATA TO DRIVE ACCOUNTABILITY & STUDENT SUCCESS

Accountability and student success begin with the questions board members bring to the table. This interactive session will help boards understand how to use data effectively to guide decision making, understand realistic expectations for improvement, and support district priorities. Learn how a Data Assessment Framework strengthens governance and why ongoing professional development matters. Explore the board's role in advancing system interventions to ensure a positive impact on student learning. Leave with practical questions and strategies to ensure your board is driving improved student outcomes through informed, accountable leadership.

**PRESENTERS: Stacie Higgins & Stephanie Summers - NASB**



## **E9** RENEWED 'TUDE (RESILIENT EDUCATORS)

Life moves at breakneck speed, and the pace in today's classrooms is no different. How can teachers keep up with the demands of the ever-changing curriculum, school meetings, and the never-ending tasks of running a classroom while still having fuel for life and their families? How can we best prioritize the human element of teaching so we can thrive both at work and at home? This deep dive into the Science of Happiness, Psychology, and the latest findings from Neuroscience will provide teachers with personally relevant strategies and tools to thrive in their professional and personal lives!

**PRESENTER: Christopher Knoell - UNK**



## F

## F - BREAKOUT SESSIONS

FRIDAY, NOVEMBER 21 - 10:30 TO 11:30 AM



**F1 HELLO! THERE ARE SUPERINTENDENT SHORTAGES & INCREASED INTERIM POSITIONS. WHY?** Shortages in the teacher ranks are not the only shortages in education. What does the current landscape look like to replace school superintendents and administrators across the state.

**PRESENTERS: Troy Loeffelholz - NCSA; Mike Sieh - Wayne State College; Mike Teahon - UNK; Tami Williams - UNO**



**F2 RULE 10: REQUIREMENTS, REGULATIONS, REPORTS, AND COMPLIANCE VISITS. HOW BOARD MEMBERS CAN SUPPORT SUPERINTENDENTS**

Rule 10 has several sections, numerous statutes, and over 200 regulations. This is for board members who want to support their superintendent through having a better understanding of what it means to be accredited through Rule 10.

**PRESENTERS: Decua Jean-Baptiste, Todd Wolverton & Sandra Suiter - NDE**



**F3 GENERATIVE AI IN PUBLIC SCHOOLS SEEMS LIKE THE "WILD, WILD WEST" - HOW SCHOOL BOARDS AND ADMINISTRATORS NEED TO UNDERSTAND AND MIGHT ADDRESS CORRALLING IT!**

Jim and Derek will address the current status of AI, how many schools are or are not using it and what's in the future!

**PRESENTERS: Jim Gessford & Derek Aldrege - Perry Law Firm**



**F4 LEVERAGING CAREER & TECHNICAL STUDENT ORGANIZATIONS TO FILL THE ED PIPELINE**

Nebraska FCCLA is reaching nearly 3,000 Nebraska students with over 30 competitive events and programming opportunities that develop career skills in education and childcare. FCCLA's members are preparing for careers in some of the state's most concerning shortage areas. Join us to learn how your continued support of Family and Consumer Sciences and FCCLA can continue to enable your students and communities to thrive.

**PRESENTERS: Nebraska FCCLA State Officers, Nebraska FCCLA Board of Directors**



**F5 CONSTRUCTION DELIVERY METHODS: THE PROS, THE CONS, AND THE RISKS**

Choosing the right construction delivery method is critical for the success of your school project. This session will break down the details of common delivery methods, including hard bid, construction manager as advisor, construction manager at risk, and design-build. Learn how each method impacts cost, schedule, and collaboration - and which one aligns best with your goals. Through real-world examples, we'll discuss lessons learned, potential pitfalls, and key factors in making an informed decision. Whether you're planning a renovation or a new build, this session will help you confidently navigate the construction process.

**PRESENTERS: Steve Thiele - Hausmann Construction, Inc.; Coady Pruett - KSB School Law**



**F6 STRATEGIC LEADERSHIP: CULTIVATING A CULTURE OF COLLABORATION**

Delve into the essential elements that foster a culture of collaboration within education organizations. Gain insights into the underlying purpose, leadership approaches, and structural frameworks that propel collaborative efforts forward with an emphasis on the importance of leading with intentionality and focus. Attendees will explore four key levers, along with associated strategies and actions, that shape and nurture collaboration as well as have opportunities to make connections to deepen understanding throughout the session. The content, strategies, and resources are designed to accommodate various levels of implementation and stages of collaborative culture development.

**PRESENTERS: Bill Pulte, Scott Blum & Cecilia Wilken - ESU 3**

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



## **F7 CO-TEACHING: CHATGPT & ME**

In this forward-leaning exploration, we will consider questions about Artificial Intelligence, ranging from its definition and potential applications/use cases to more fundamental issues such as ethical considerations and implications for classrooms and students. Our discussion will be both upbeat and honest, and you will leave with valuable insights for navigating the future that skipped our doorstep and is already in our classrooms.

**PRESENTER: Christopher Knoell - UNK**



## **F8 POLICY TO PRACTICE: STRENGTHENING BOARD LEADERSHIP FOR STUDENT SUCCESS**

Strong school board leadership is essential for student success. This session will explore the NASB Board Governance Standards and their role in promoting effective governance, strategic decision-making, accountability, and policy leadership. Participants will gain insights into how policy serves as the foundation for board work, guiding district operations and aligning decisions with student-focused priorities. Whether you are a new or experienced board member, this session will provide valuable guidance on fostering a high-functioning, policy-driven board that supports improved student outcomes.

**PRESENTERS: Marcia Herring, Caden Frank & Becky Erdkamp - NASB**

## Registering for the Conference

REGISTRATION FOR THE 2025 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 10, 2025

To register, go to the NASB website at [www.NASBonline.org](http://www.NASBonline.org) and log in using your email and password, and click the State Education Conference link.

AS YOU REGISTER, BE SURE TO MAKE PLANS TO ATTEND THE EXHIBITOR RECEPTION FROM 4:00 TO 5:30 PM ON WEDNESDAY, NOVEMBER 19.

IF YOU HAVE SPECIAL DIETARY NEEDS DUE TO A MEDICAL CONDITION, CONTACT TAIDA GRANTSKI AT [TGRANTSKI@NASBONLINE.ORG](mailto:TGRANTSKI@NASBONLINE.ORG) TO ARRANGE ALTERNATIVE MENUS.



Register now at [www.NASBonline.org](http://www.NASBonline.org)



1311 STOCKWELL STREET  
LINCOLN, NE 68502  
WWW.NASBONLINE.ORG

RETURN SERVICE REQUESTED

2025 State Education Conference  
November 19-21 - CHI Health Center - Downtown Omaha

“Out of the Public Schools  
Grows the Greatness of the Nation”  
— Mark Twain



Co-Sponsored by the Nebraska Association of School Boards  
and the Nebraska Association of School Administrators



# 2026-2027 School Calendar

July 2026						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
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August 2026						
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30	31					

September 2026						
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October 2026						
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18	19	20	21	22	23	24
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November 2026						
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29	30					

December 2026						
Su	M	Tu	W	Th	F	Sa
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

July	
4	Independence day

August	
10-11	Teacher In-Service
10	NSAA Official Start of Fall Practice
18	First Day For Students - 1:00 PM Dismissal
24	Teacher In-Service - NO SCHOOL for students.
Student Days = 8	
Teacher Days = 12	

September	
7	Labor Day - NO SCHOOL
14	Teacher In-Service - NO SCHOOL for students.
21	NO SCHOOL
28	Teacher In-Service - NO SCHOOL for students.
Student Days = 18	
Teacher Days = 20	

October	
5	NO SCHOOL
12	NO SCHOOL Parent-Teacher Conferences 11 AM - 7 PM
26	Teacher In-Service - NO SCHOOL for students.
Student Days = 18 Teacher Days = 20	
<b>Total 1st Qtr. Student Days =</b>	
<b>Total 1st Qtr. Teacher Days =</b>	

November	
2	NO SCHOOL
9	Teacher In-Service - NO SCHOOL for students.
16	NO SCHOOL
26-28	NO SCHOOL - Thanksgiving Break
30	Teacher In-Service - NO SCHOOL for students.
Student Days = 14	
Teacher Days = 17	

December	
7	NO SCHOOL
18	End 2nd Quarter/1st Semester/Teacher Work Day
21-31	NO SCHOOL - Winter Break NSAA Winter Moratorium
Student Days = 12	
Teacher Days = 13	
<b>Total 2nd Qtr. Student Days =</b>	

January 2027						
Su	M	Tu	W	Th	F	Sa
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31						

February 2027						
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21	22	23	24	25	26	27
28						

March 2027						
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April 2027						
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May 2027						
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23	24	25	26	27	28	29
30	31					

June 2027						
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

January	
1	New Year's Day - NO SCHOOL
4	Teacher In-Service - NO SCHOOL for students.
11	NO SCHOOL
18	Teacher In-Service - NO SCHOOL for students.
25	NO SCHOOL
Student Days = 16	
Teacher Days = 18	

February	
1	Teacher In-Service - NO SCHOOL for students.
8	NO SCHOOL
15	Teacher In-Service - NO SCHOOL for students.
22	NO SCHOOL
Student Days = 16 Teacher Days = 18	

March	
1	Teacher In-Service - NO SCHOOL for students.
8	NO SCHOOL
15	Teacher In-Service - NO SCHOOL for students.
26-29	NO SCHOOL - Easter Break
Student Days = 18 Teacher Days = 20	
<b>Total 3rd Qtr. Student Days =</b>	
<b>Total 3rd Qtr. Teacher Days =</b>	

April	
5	Teacher In-Service - NO SCHOOL for students.
12	NO SCHOOL
19	NO SCHOOL for students - District Music
26	NO SCHOOL
Student Days = 18	
Teacher Days = 20	

May	
3	Teacher In-Service - NO SCHOOL for students.
8	JCC High School Graduation.
13	NO SCHOOL for students - District Track
17	NO SCHOOL
21-22	Class C State Track & Field
27	End 4th Quarter/2nd Semester
28	Teacher In-Service
Student Days = 16 Teacher Days = 19	

June	
<b>Total 4th Qtr. Student Days =</b>	
<b>Total 4th Qtr. Teacher Days =</b>	
<b>Total 2nd Sem. Student Days = 84</b>	
<b>Total 2nd Sem. Teacher Days = 95</b>	
<b>2026-2027 TOTAL = 154 Student Days</b>	
<b>2026-2027 TOTAL = 177 Teacher Days</b>	

# 2026-2027 School Calendar

July 2026						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
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18	19	20	21	22	23	24
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15	16	17	18	19	20	21
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29	30					

December 2026						
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6	7	8	9	10	11	12
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21	22	23	24	25	26	27
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28	29	30	31			

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June 2027						
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Teacher Days = 18	

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June	
<b>Total 4th Qtr. Student Days =</b>	
<b>Total 4th Qtr. Teacher Days =</b>	
<b>Total 2nd Sem. Student Days = 88</b>	
<b>Total 2nd Sem. Teacher Days = 99</b>	
<b>2026-2027 TOTAL = 154 Student Days</b>	
<b>2026-2027 TOTAL = 177 Teacher Days</b>	

**DIRECTOR OF STUDENT SERVICES CONTRACT OF EMPLOYMENT  
JOHNSON COUNTY CENTRAL PUBLIC SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of Johnson County Central Public Schools**, legally known as **Johnson County School District 49-0050**, and referred to as "the Board" and "the School District" respectively, and Dr. Laura Rademacher, referred to herein as "the Administrator". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Administrator, and the Administrator agrees to accept such employment, subject to the terms and conditions set forth herein.

**Section 1. Term of Contract.** The Administrator shall be employed for a period of eleven (11) months beginning on August 1, 2025, and expiring on June 30, 2026. The Administrator is expected to work all days except Saturdays and Sundays and any holidays or leave days listed in Section 10.

**Section 2. Renewal of Contract.** This contract will automatically renew for a period of **one contract year**, as defined in Section 1, from and after the expiration date provided in Section 1 of this contract unless either of the following occur on or before the March immediately preceding the end of the contract term: (a) the Superintendent recommends the nonrenewal, termination, amendment, and/or cancellation of this contract, and provides written notice of the same to the Administrator; OR (b) the Administrator submits to the Superintendent a written letter of resignation.

**Section 3. Salary.** The Administrator's salary for the contract year shall be \$100,000.00 which shall be paid in 12 equal monthly installments beginning in the month of September 2025. The Board shall not reduce the Administrator's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

**Section 4. Deductions.** This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Administrator authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Administrator or the value of property or money entrusted to the Administrator or owed by the Administrator to the District during the course of or as a result of the Administrator's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Administrator and Board may agree.

**Section 5. Professional Status.** The Administrator affirms that he or she is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, Administrator will hold a valid and appropriate certificate to act as a director of student services and director of special education in the State of Nebraska which he or she will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the Administrator for any service performed prior to the date that he or she registers his or her certificate. The Administrator represents that: (1) all information she provided in connection with his or her application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, he or she will advise the Board immediately; (2) he or she has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) he or she has not had any professional licenses or certificates suspended or revoked.

**Section 6. Administrator's Duties.** The Administrator's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Administrator agrees to devote his or her time, skill, labor and attention to his or her duties throughout the contract term. The parties anticipate that the Administrator will be focused on student services, including but not necessarily limited to special education. Nevertheless, the Administrator shall be subject to the direction and control of the Superintendent at all times and shall perform such administrative duties as the Superintendent or Board assigns. By agreement with the Superintendent, the Administrator may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out his or her duties and obligations to the school district. The Administrator will devote 70% of his or her duties as Special Education Administrator to administer or direct special education programs or functions and supervise other staff members and activities associated with implementation of state and federal special education laws/regulations. Duties may include, but are not limited to, participating in IEP meetings, involvement in transition planning/programming, and planning, implementation and participation in in-service/training activities. The Administrator will devote 30% of his or her duties as Director of Student Services to direct or manage other non-Special Education programs and staff as deemed necessary by the Superintendent.

**Section 7. Nonrenewal, Termination, Cancellation or Mid-Term Amendment.** Nonrenewal, termination, cancellation, or amendment of this contract shall be in accordance with state statutes. During any applicable probationary period, the Board may nonrenew or amend this contract for any reason so long as it is not unconstitutional. At all other times, the Board may terminate, cancel or amend this contract for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Administrator's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Administrator's continued performance of his or her duties; (m) any arrest, criminal charge, or criminal conviction of Administrator or the failure to report the same; (n) any filing against the Administrator under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician.

**Section 8. Disability.** If the Administrator is unable to perform his or her duties by reason of illness, accident or other disability beyond his or her control, and the disability continues for a period of more than sixty (60) days or if the disability is permanent, irreparable, or of such a nature as to make performance of her duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Administrator under any insurance coverage furnished by the district.

**Section 9. Transportation.** The Board shall provide the Administrator with transportation or reimburse him or her for mileage required in the performance of his or her official duties at the rate approved by the Board.

**Section 10. Fringe Benefits.** The Board shall provide the Administrator with the following fringe benefits:

- a. Health Insurance.** Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).
- b. Dental Insurance.** Health insurance through the District's health insurance carrier for the employee; employee and children; employee and spouse; or employee, spouse, and children (as applicable).
- c. Sick Leave.** The Administrator shall be entitled to five (5) days of sick leave per year which may accumulate to a total of sixty (60) days. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Administrator qualifies for disability pay under a long-term disability policy, he or she shall be required to take the disability pay instead of sick leave pay. The Administrator shall keep complete and accurate records of his or her sick days. Once the maximum number of sick days have been accumulated, the Administrator will be compensated at the end of each contract year for each excess sick day at the rate of \$100.00 per day. The Administrator shall not be compensated for unused days of sick leave upon the ending of his or her employment with the District, provided however that the Administrator will be compensated for each unused sick day up to a maximum of sixty (60) days at the rate of \$100.00 per day if, and only if, all of the following conditions are satisfied: (i) the Administrator has been continuously employed by the District as a certificated staff member for at least fifteen (15) years immediately preceding the Administrator's departure from the District's employment; (ii) the Administrator submits written notice to the Superintendent no later than January 1 immediately preceding the Administrator's departure from the District's employment of the Administrator's intention to depart from the District's employment; and (iii) the Administrator has not received written notice of the proposed nonrenewal, termination, cancellation, or amendment of the Administrator's contract of employment.
- d. Disability Insurance.** The Administrator shall purchase long-term disability insurance from the school district's

carrier at his or her own expense. The Board will increase her salary by the amount of the premium cost.

**e. Personal Leave.** The Administrator shall have seven (7) days of personal leave for the 2025–2026 contract year that he or she may use at times he or she chooses so long as the absence does not interfere with the proper performance of his or her duties. Any extended personal leave period while school is in session will require advance approval by the Superintendent, and all parties will cooperate in arranging personal leave time so as to cause the least inconvenience to the normal operation of the District. At the end of each contract year, all unused personal leave days will be converted to sick leave unless the maximum number of sick days described above has been reached in which case any remaining unused personal days will be paid out at the rate of \$100.00 per day. The Administrator shall develop a system for recording the use of personal leave days and shall keep such records current and on file in the District’s central office. The Board or Superintendent may require the Administrator to use personal leave days.

**f. Professional Development.** The Administrator is expected to continue his or her professional development and to participate in relevant learning experiences. With the approval of the Superintendent or Board, he or she may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Administrator attends a national convention and does not return following the initial year of employment as Administrator, the Administrator agrees to repay the District in full for national convention expenses paid by the District.

**g. Professional Dues.** The school district will pay the annual dues for the Administrator’s membership in the following organizations: Nebraska Council of School Administrators (NCSA) and any of its’ affiliate associations.

**h. Bereavement Leave.** The Administrator shall be permitted bereavement leave as provided in District policy. In the event that the District does not have a bereavement leave policy, the Administrator will be allowed up to 3 days of paid bereavement leave per year.

- i. Holidays.** The Administrator shall receive the following paid holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving, and Christmas Day.
- j. Cell Phone.** The Administrator shall be required to purchase and maintain a cellular phone so that he or she can be reached at all times for work-related emergencies or while away from school grounds during the work day. The School District will reimburse the Administrator up to a maximum of \$100 per month for the actual cost of a cellular phone service plan. Or, the school district will purchase a cellular phone for school use at no cost to the administrator.
- k. Expense Reimbursement.** The Board shall pay or reimburse the Administrator for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (NEB. REV. STAT. § 13-2201 *et seq.*) or some other provision of law, and (2) the Administrator shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$1,500.00 or more.

**Section 11. Residence/Domicile in School District.** The Administrator shall have his or her domicile and principal residence within the boundaries of the District as they exist on the first duty day for the Administrator under the terms of this contract; and, the Administrator shall maintain his or her domicile and residence within the boundaries of the District during the term of this agreement, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. If the Administrator is in his or her first year of employment with the District and does not have his or her domicile and principal place of residence within the District at the time of his or her employment, the Administrator shall move his or her domicile and principal place of residence into the corporate limits of the District before the expiration of the first six months from the Administrator's first duty day under this contract. It is the purpose of this paragraph to require the Administrator to, at all times during such employment, live and maintain his or her domicile and principal place of residence in the District to encourage

the Administrator: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the district as a legal voter of the school district; (3) to be involved in school and community activities bringing him or her in contact with parents and community leaders and be committed to the future of the district and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Administrator; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children of the school community and are thus less likely to be considered isolated from the community in which she is the educational leader.

**Section 12. No Penalty for Release or Resignation.** There shall not be a penalty for the release or resignation of the Administrator from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

**Section 13. Compensation Upon Termination.** Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Administrator shall refund any portion of the salary he or she was paid but had not earned prior to the date of termination of this contract.

**Section 14. Evaluation.** The Superintendent shall evaluate the Administrator as required by state statute. The Administrator agrees that the full instructional/observational evaluation period, as required by NEB. REV. STAT. § 79-828, shall mean any observation of the Administrator's duties for at least 40 minutes, whether consecutive or as aggregated throughout the period applicable to the evaluation. The Administrator agrees that time spent working in conjunction with the Superintendent on school-related matters may be counted toward observation for a full instructional period.

**Section 15. Legal Actions.** The Board will support the Administrator if there is a legal dispute caused by him or her carrying out his or her duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Administrator as a result of his or her performance of his or her duties or his or her position as Administrator of the district, the Board will provide him or her with a legal defense to the maximum extent permitted by law so long as he or she acted in good faith and in a manner which he or she reasonably believes to be in or not opposed to the

best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that his or her conduct was unlawful.

**Section 16. Physical or Mental Examination.** The Administrator agrees that, at the request of the Board or Superintendent, he or she will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board and/or Superintendent must address whether the Administrator is able to perform the "essential functions" of his or her position.

**Section 17. Governing Laws.** The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contract.

**Section 18. Amendments to be in Writing.** This contract may be modified or amended only by a writing duly authorized and executed by the Administrator and the Board.

**Section 19. Severability.** If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

**Executed by the Board this 8th day of January, 2025.**

\_\_\_\_\_  
President, Board of Education

\_\_\_\_\_  
Secretary, Board of Education

**Executed by the Administrator this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.**

\_\_\_\_\_  
Administrator