

Regular Board of Education Meeting

Wednesday, December 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 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
 - 5.1. Freeman Withdraw From ECNC Letter
 - 5.2. JCC Facilities 5-10 Year Plan
 - 5.3. NioCorp Town Hall Meeting
6. Future Dates
 - 6.1. NASB Legislative Issues Conference — Monday, January 26-Tuesday, January 27, Cornhusker Marriott in Lincoln.
 - 6.2. NRCSA Legislative Forum — Thursday, February 26, 2026, 8:30 AM-1:30 PM, Cornhusker Marriott in Lincoln.
 - 6.3. NRCSA Spring Conference — Wednesday, March 18-Friday, March 20, Crowne Plaza and Younes North Convention Center in Kearney.
 - 6.4. NASB Federal Advocacy Trip — April 26-29, Washington D.C.
7. Discussions
 - 7.1. AQuESTT Designation — Discussion pertaining to JCC's 2024-2025 AQuESTT (Accountability for a Quality Education System, Today and Tomorrow) designation based on student NSCAS (Nebraska Student Centered Assessment System), ACT scores and other factors.
8. Regular Agenda-Business
 - 8.1. Agreement To Conclude Construction Management Agreement — Consider, discuss and take any necessary action to conclude the Construction Management Agreement with Boyd Jones.
 - 8.2. Policy Review — Consider, discuss and take any necessary action in regard to JCC Policy numbers 2013, 2014, 3009, 3010, 4008, 4009, 5007, 5008, 6002, 6003 and 6040.
 - 8.3. Resolution To Authorize Lease Purchase Agreement — Consider, discuss and take any necessary action in regard to authorizing a Lease Purchase Agreement with D.A. Davidson & Co. to acquire, construct and equip facilities and

equipment for the District.

- 8.4. Negotiated Teacher Agreement for 2026-2027 — Consider, discuss and take any necessary action in regard to the negotiated agreement for teachers for the 2026-2027 school year.
 - 8.5. Superintendent Evaluation — Consider, discuss and take any necessary action in regard to the Superintendent Evaluation for Mr. Jon Rother.
9. Next Meeting
 - 9.1. Regular Board of Education Meeting — Wednesday, January 14, 2026.
10. Adjournment

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

November 12, 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; Justin Damme, High School Principal; Marsha Bacon, Middle School Principal; Dr. Laura Rademacher, Director of Student Services/Special Education Director; Garret Collin, Activity Director; Russ Waring, Director of Operations

Four visitors were present

The Johnson County School District No. 0050 Board of Education met in regular session at 6:00 p.m., Wednesday, November 12, 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 Kim Wellensiek called the meeting to order at 6:02 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.

APPROVAL OF MEETING MINUTES

A motion was made by Justin Beethe and second by Sarah Weber to approve the October 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 Dan Jones and second by Gail Hutt to approve the General Fund claims for payment in the amount of \$930,786.59, Building Fund expenditures in the amount of \$5,491.00 and 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. Carried 6-0

PUBLIC COMMENT- None

PRESENTATION TO THE BOARD

Student Council members Adree Case, Stefani Peters and Teagan Topp were present representing the Johnson County Central Student Council. Discussion was held regarding the following:

- Cell Phone Use
- Ice Accessibility
- 1:1 iPads
- Temperature of Gym Space

Superintendent Rother shared a drawing provided by Jerry McCall of Educational Consulting Services. This drawing provided information regarding Jerry McCall's vision of how the 52 acres the district is purchasing could be developed in the future. Discussion was held.

ADMINISTRATOR REPORTS

High School Principal, Justin Damme reported on the following:

- External Team Visit
- Veterans Day Program
- First Quarter Honor Roll- 86 students
- Fall Sports
- Random Drug Tests
- Teacher Evaluations
- JCC was C2-2025, NCA, NSIAAA, and NSAA Sportsmanship Award recipients

Discussion was held regarding student attendance the day after JCC played in the State Volleyball Tournament. A total of 79 students were absent.

Middle School/ 4-5 Principal, Marsha Bacon reported on the following:

- JCC Recipient of Education Quest Mini-Grant
- JCC Recipient of National Archery in Schools Grant
- UNL Life Skills Pep Rally
- Red Ribbon Week
- Jr. High Basketball (18)
- Girls Jr. High Wrestling (10)
- ECNC Honor Choir
- Wade Bartels -Veterans Day Guest Speaker
- New Chiller Installation Update
- School Improvement Process – External Team Visit

Elementary Principal, Beckie Robeson reported on the following:

- Thunderbirds of the Quarter
- University of Nebraska Extension Agency – 3rd grade
- Ag Literacy Day
- Red Ribbon Week
- Food Drive
- Preschool 2026-2027

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

- Special Education Financial Report
- BIST
- REACH Program
- Special Education Law Conference
- CPI Re-Certification
- BIST Leadership

- JCC to Host SUBMIT and SHINE program in partnership with PTI (Parent Training and Information) and Southeast Nebraska Transition – March 26, 2026

ACTIVITY DIRECTOR REPORT

Activity Director Garrett Collin provided information on the following:

- Fall Sports Records
- JCC Awarded Class C2 Sportsmanship Award at the State Volleyball Tournament
- Winter Sports Participation Numbers
- Classifications for Winter Sports: Girls Basketball- C2, Boys Basketball-C1, Wrestling-C, Unified Bowling-B
- ECNC One Act – November 18, 2025 - Palmyra
- District One Act – December 3, 2025 - Centennial
- Soccer Co-op
- NSAA Meeting – November 12, 2025 – Lincoln

SUPERINTENDENT REPORT

Superintendent Rother reported on the following:

- ESU 4 2024-2025 Annual Report
- Superintendent Meeting with Senators Dorn and Hallstrom – November 14, 2025
- ECNC- Freeman Leaving Conference starting with 2026-2027 School Year
- ECNC – Basketball Tournament Site Options Being Considered

Superintendent Rother recognized Mrs. Bacon for her hard work and excellence with the Continuous Improvement Plan over the last five years as well as her work preparing for the external team visit for the Johnson County Central School District. “Her work was most impressive!” stated Mr. Rother.

FUTURE DATES

- NASB State Education Conference – November 19- 20, CHI Health Center Omaha

DISCUSSION

REGULAR AGENDA-BUSINESS

Superintendent Rother reviewed the following policies: **2009-** Public Participation at Board Meetings; **2011-** Membership in Organization; **2012-** Board Code of Ethics; **3007-** Review of Bills; **4006-** Insurance; **5002.1-** Admission of Students Who Reside Out of the State of Nebraska; **5006-** Foreign Exchange Students; **6001-** School Organization. Discussion was held regarding Policy 2009- Public Participation at Board Meetings and rules for such participation. No changes were made to the policies as presented.

Discussion was held regarding facility repairs. Director of Operations Russ Waring was provided a summary of planned repairs at this time.

Superintendent Rother led a discussion regarding the possibility of pursuing a lease purchase agreement through DA Davidson for repairs to the high school. Mr. Rother will invite Paul Grieger of DA Davidson to the December 2025, Board of Education Meeting.

Discussion was held regarding scheduling sub-district and district activities for the Johnson County Central School District.

A motion was made by Sarah Weber and second by Gail Hutt to accept the 2024-2025 Johnson County School Audit as conducted and presented by Julie D. Bauman, CPA. Roll call vote: Justin Beethe-yes, Gail Hutt-yes, Dan Jones-yes, Jon Schmid-yes, Sarah Weber-yes, Kim Wellensiek-yes. Carried 6-0

AQuESTT Classification and Student Assessment Results are preliminary scores only at this time and are not public knowledge. Mr. Rother informed the Board of Education about the process and timing of the testing and results.

Superintendent Jon H. Rother informed the Board of Education that he is still working on details of the arrangement to have the JCC FFA Chapter managing the 52 acres of ground for the purpose of farming. The district will close on the land purchase on January 15, 2026.

Discussion was held regarding a Building Project for Johnson County Central Schools. Items of discussion included the following:

- Impact of Project on the Community
- Community Member Committee
- North Land Securities
- Boyd Jones Contract
- Design Options
- Time Frame
- Fifteen to Thirty Year Plan

The Board of Education would like to have a Special Board Meeting with Clark Enersen.

A motion was made by Jon Schmid 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 7:43 p.m.

A Special Board of Education Meeting will be held December 1, 2025 at 5:30 p.m. in the high school room 204 in Tecumseh, Nebraska. The next Regular Board of Education Meeting will be held Wednesday, December 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
December 1, 2025

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

Also Present: Jon H. Rother, Superintendent; Laurie Badertscher, Recording Secretary; Marsha Bacon, Middle School Principal; Dr. Laura Rademacher, Director of Student Services/Special Education Director; Marcus Scheer, Director of Technology

Three visitors were present

The Johnson County School District No. 0050 Board of Education met at 5:30 p.m., Monday, December 1, 2025, in the High School room 204 in 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 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.

President Kim Wellensiek called the meeting to order at 5:30 p.m. and opened the meeting by announcing that the Open Meetings Act rules were posted. Roll call was taken. Justin Beethe-yes, Gail Hutt-yes, Dan Jones-yes, Jon Schmid-yes, Sarah Weber-yes, Kim Wellensiek-yes.

REGULAR AGENDA BUSINESS

Rule 10 Assurance

Superintendent Rother informed the Board of Education that Johnson County Central Public Schools failed to meet a Mandatory Requirement for Legal Operation as he did not submit the 2025 Assurance Statement on or before November 1st. The statement was submitted on November 3rd, 2025.

03.7 Assurance Statement. Each school system must, by November 1 of each year, submit to the Department an Assurance Statement, as prescribed by the Department, signed by a representative of the school system governing body affirming compliance or specifically noting any noncompliance with the regulations contained in this Chapter.

Future Building Plans

Clark & Enerson architect, Tim Ripp, was present to discuss future building plans for Johnson County Central. A new drawing of a PreK-8 building as per the request of the Board of Education was provided. Discussion was held regarding the responsibilities and options of having a construction manager at risk. At the December Regular Board of Education meeting, the Board will decide if they will conclude the agreement with Boyd Jones as construction manager at risk.

Members of the Board of Education asked many questions regarding a future building project. A lengthy discussion was held regarding dirt work, gym size, bleacher capacity, wrestling room, a walking track and the nutrition services area. The layout of the locker rooms and fine arts area were discussed as was the

size of the classrooms and commons area. Board members would like Clark and Enersen to consider the possibility of using the existing stage in the high school gym for performing arts.

Facility Advisor, Russ Koch was present to offer his insight regarding cost savings with heating and cooling related to a new facility. Other considerations discussed included what the building site would look like should a high school be added to the site in the future.

A lengthy discussion was held regarding the cost of the project. Board members discussed a bond between 30 and 35 million dollars for a PreK-8 facility. Discussion was held about the importance of continuing to educate the public regarding the levy impact of a bond. Superintendent Rother will work with Paul Grieger of D.A Davidson and Company to estimate what the impact on the levy would be with a 20-year and 30-year bond.

Superintendent Rother will continue to look at cost savings if the district facilities were all in one community. Currently the district operates inefficiently with two sites. The ability to lower the levy for the Qualified Capital Purpose Undertaking Fund and the Building Fund should a bond pass will also be considered. Superintendent Rother reminded the Board of Education that ultimately, they are responsible for the outcome of a project. Doing what is best for the students of the district is top priority.

President Wellensiek declared a recess at 7:26 p.m

Meeting resumed at 7:30 p.m.

A motion was made by Justin Beethe and second by Sarah Weber to enter executive session for the purpose of discussing teacher negotiations for the 2026-2027 school year. Roll call vote: Justin Beethe-yes, Gail Hutt-yes, Dan Jones-yes, Jon Schmid-yes, Sarah Weber-yes, Kim Wellensiek-yes. Carried 6-0

Entered executive session at 7:31 p.m.

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

Executive session ended at 7:52 p.m

A motion was made by Jon Schmid and second by Dan Jones 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 was adjourned at 7:53 p.m.

The next Regular Board of Education Meeting will be held December 10, 2025 in the high school room 204 in Tecumseh, Nebraska at 6:00 p.m. The notice of meeting will be published in the Nemaha Valley Observer as well as on the school district website. The agenda will be posted at the three main school buildings as well as 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.

Board Report - Detail after checks are printed

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
3D Plumbing	10272	11709	384.07
01 2620 431 001	HS FACETS IN RESTROOM MAIN FLOOR		384.07
Total 3D Plumbing			<u>384.07</u>
A STREET AUTO PARTS	25308	11710	138.96
01 2710 337 000	BATTERY ACCESSORIES/FILTER/OIL BUS #19		138.96
A STREET AUTO PARTS	623741	11710	23.36
01 2710 337 000	HEAD LIGHTS FOR BUSES/ANTIFREEZE		23.36
A STREET AUTO PARTS	624715	11710	219.99
01 2650 610 000	BATTERY FOR SILVERADO PICKUP		219.99
A STREET AUTO PARTS	625188	11710	17.99
01 2650 610 000	LIGHT FOR SILVERADO PICKUP		17.99
Total A STREET AUTO PARTS			<u>400.30</u>
Andre Rautenbach	10120325-1	11711	1,310.00
01 2630 420 001	11/05/2025 MOW AND TRIM FOOTBALL FIELD		75.00
01 2630 420 003	11/05/2025 MOW AND TRIM FOOTBALL FIELD		75.00
01 2630 420 001	11/13/2025 MOW AND TRIM HS YARD		47.50
01 2630 420 003	11/13/2025 MOW AND TRIM ELEM YARD		47.50
01 2630 420 001	12/01/2025 ICE MELT X 9		67.50
01 2630 420 002	12/01/2025 ICE MELT		67.50
01 2630 420 003	12/01/2025 ICE MELT		67.50
01 2630 420 004	12/01/2025 ICE MELT		67.50
01 2630 420 001	12/02/2025 ICE MELT X 8		60.00
01 2630 420 002	12/02/2025 ICE MELT		60.00
01 2630 420 003	12/02/2025 ICE MELT		60.00
01 2630 420 004	12/02/2025 ICE MELT		60.00
01 2630 420 001	12/02/2025 SNOW PLOW X 1/2 HR		37.50
01 2630 420 003	12/02/2025 SNOW PLOW X 1/2 HR		37.50
01 2630 420 001	12/01/2025 ICE MELT X 16		120.00
01 2630 420 002	12/01/2025 ICE MELT		120.00
01 2630 420 003	12/01/2025 ICE MELT		120.00
01 2630 420 004	12/01/2025 ICE MELT		120.00
Total Andre Rautenbach			<u>1,310.00</u>
BEYOND SPEECH SERVICES, LLC	24	11712	14,150.46
01 2151 340 001	SPEECH SERVICES HS		708.52
01 2151 340 002	SPEECH SERVICES MS		3,540.07
01 2151 340 003	SPEECH SERVICES ELEM TEC		6,361.80
01 2151 340 004	SPEECH SERVICES ELEM COOK		3,540.07
Total BEYOND SPEECH SERVICES, LLC			<u>14,150.46</u>
BRENDA R. GLUNZ	DEC 2025	11713	7,629.73
01 2141 340 003	ELEM TEC. PSYCH SERVICES		1,582.94
01 2141 340 001	HS PSYCH SERVICES		1,574.89
01 2141 340 002	MS PYSCH SERVICES		2,203.93
01 2141 340 004	ELEM COOK PSYCH SERVICES		2,219.47
01 6412 340 003	HOMESCHOOL PSYCH SERVICES		48.50
BRENDA R. GLUNZ	DEC 2025.	11713	1,482.33

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 2140 340 003	ELEM TEC MENTAL HEALTH SERV		709.29
01 2140 340 001	HS MENTAL HEALTH SERVICES		773.04
Total BRENDA R. GLUNZ			9,112.06
Catlett, Rachel	24142	11714	249.20
01 2211 334 000	SCH IMP. EXTTEAM VISIT MLG REIMB356X.70		249.20
Total Catlett, Rachel			249.20
CENGAGE LEARNING	999101705554	11715	236.25
01 1100 641 001	ACCOUNTING WORKING PAPERS-HS		236.25
Total CENGAGE LEARNING			236.25
Charter Communications	DEC 2025	11716	35.44
01 2223 530 000	CABLE SERVICES		35.44
Total Charter Communications			35.44
CITY OF TECUMSEH-UTILITIES	DEC 2025	11717	3,038.62
01 2610 410 001	HS WATER/SEWER		198.98
01 2610 621 001	HS ELEC.		1,320.33
01 2610 410 003	ELEM TEC WATER/SEWER		198.98
01 2610 621 003	ELEM TEC ELEC		1,320.33
Total CITY OF TECUMSEH-UTILITIES			3,038.62
County Publications, Inc.	49278	11718	824.66
01 2510 610 000	STAFF ABSENCE/PO FORMS		680.00
01 2310 540 000	LEGALS		144.66
Total County Publications, Inc.			824.66
CULLIGAN OF PERCIVAL	24578/24405/2440	11719	492.60
	2		
01 2610 440 001	WATER SOFTNER RENTAL		106.80
01 2610 440 003	WATER SOFTNER RENTAL		106.80
01 2610 610 001	WATER SOFTNER SALT HS		95.65
01 2610 610 003	WATER SOFTNER SALT ELEM TEC		95.65
01 2610 610 002	WATER SOFTNER SALT MS		43.85
01 2610 610 004	WATER SOFTNER SALT ELEM COOK		43.85
Total CULLIGAN OF PERCIVAL			492.60
DAS State Accounting -Central Finance	1501827	11720	317.87
01 2230 382 001	DL/INTERNET SERV.		79.46
01 2230 382 002	DL/INTERNET SERV.		79.47
01 2230 382 003	DL/INTERNET SERV.		79.47
01 2230 382 004	DL/INTERNET SERV.		79.47
Total DAS State Accounting -Central Finance			317.87
DEMCO	INV40270296	11721	441.86
01 2220 610 001	LIBRARY TAPE/LABLES		110.46
01 2220 610 002	LIBRARY TAPE/LABLES		110.46
01 2220 610 003	LIBRARY TAPE/LABLES		110.47
01 2220 610 004	LIBRARY TAPE/LABLES		110.47
Total DEMCO			441.86

Board Report - Detail after checks are printed

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
Dumpster Express	3929	11722	451.00
01 2620 420 001	DUMPSTER CHARGE TEC. SITE		225.50
01 2620 420 003	DUMPSTER CHARGE TEC. SITE		225.50
Total Dumpster Express			451.00
EGAN SUPPLY CO	408824	11723	265.35
01 2620 610 000	ABSOLUTE ORANGE CLEANER		265.35
Total EGAN SUPPLY CO			265.35
ESU #4	11172025	11724	12,962.00
01 6408 395 003	0-2 SPED ED DIR		9.80
01 6408 395 004	3-5 SPED ED DIR		9.80
01 6408 395 003	0-2 AUDIOLOGY		77.50
01 6408 395 004	3-5 AUDIOLOGY		77.50
01 6408 395 003	0-2 SPEECH SERVICES		1,125.23
01 6408 395 004	3-5 SPEECH SERVICES		1,125.22
01 1200 591 001	HS SPED ED DIR		44.10
01 1200 591 002	MS SPED ED DIR		44.10
01 1200 591 003	ELEM TEC SPED ED DIR		44.10
01 1200 591 004	ELEM COOK SPED ED DIR		44.10
01 2151 591 001	HS AUDIOLOGY		348.75
01 2151 591 002	MS AUDIOLOGY		348.75
01 2151 591 003	ELEM TEC AUDIOLOGY		348.75
01 2151 591 004	ELEM COOK AUDIOLGOY		348.75
01 2151 591 001	HS DEAF ED		111.00
01 2151 591 002	MS DEAF ED		111.00
01 2151 591 003	ELEM TEC DEAF ED		111.00
01 2151 591 004	ELEM COOK DEAF ED		111.00
01 1200 591 001	LEARNING CENTER		8,521.55
ESU #4	11356	11724	295.68
01 2230 643 001	ZOOM LICENSE FEE		73.92
01 2230 643 002	ZOOM LICENSE FEE		73.92
01 2230 643 003	ZOOM LICENSE FEE		73.92
01 2230 643 004	ZOOM LICENSE FEE		73.92
ESU #4	11367	11724	130.00
01 3535 810 002	RUBE GOLDBERG 2 TEAMS		65.00
01 3535 810 004	RUBE GOLDBERG 2 TEAMS		65.00
Total ESU #4			13,387.68
ESU 5	4034	11725	50.00
01 2213 330 003	FUNDAMENTALS OF LITERACY COACHING JB, RR		50.00
Total ESU 5			50.00
ESU 6	22619	11726	77.68
01 2230 591 001	TECH HOSTED SERV		14.42
01 2230 591 002	TECH HOSTED SERV		14.42
01 2230 591 003	TECH HOSTED SERV		14.42
01 2230 591 004	TECH HOSTED SERV		14.42
01 2213 330 003	EARLY LEARNING WORKSHOP		20.00
Total ESU 6			77.68
FIRST CONCORD GROUP	DEC 2025	11727	112.50
01 2510 340 000	01 2510 340 000		112.50

Board Report - Detail after checks are printed

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
Total FIRST CONCORD GROUP			112.50
FOLLETT CONTENT SOLUTIONS, LLC	605947	11728	4,149.20
01 2220 640 002	MS LIBRARY BOOKS		2,074.60
01 2220 640 004	ELEM COOK LIBRARY BOOKS		2,074.60
FOLLETT CONTENT SOLUTIONS, LLC	605947A	11728	627.26
01 2220 640 002	MS LIBRARY BOOKS		313.63
01 2220 640 004	ELEM COOK LIBRARY BOOKS		313.63
FOLLETT CONTENT SOLUTIONS, LLC	605947B	11728	419.41
01 2220 640 002	MS LIBRARY BOOKS		209.70
01 2220 640 004	ELEM COOK LIBRARY BOOKS		209.71
FOLLETT CONTENT SOLUTIONS, LLC	605948	11728	5,127.03
01 2220 640 003	ELEM TEC LIBRARY BOOKS		5,127.03
FOLLETT CONTENT SOLUTIONS, LLC	663499	11728	414.31
01 2220 640 001	HS LIBRARY BKS		414.31
Total FOLLETT CONTENT SOLUTIONS, LLC			10,737.21
GRAINGER	9695265398	11729	176.40
01 2620 610 001	LAUNDRY SOAP, PAPER TOWELS, HANDSANTIZER		44.10
01 2620 610 002	LAUNDRY SOAP, PAPER TOWELS, HANDSANTIZER		44.10
01 2620 610 003	LAUNDRY SOAP, PAPER TOWELS, HANDSANTIZER		44.10
01 2620 610 004	LAUNDRY SOAP, PAPER TOWELS, HANDSANTIZER		44.10
GRAINGER	9700209704	11729	607.77
01 2620 610 001	STATE AND US FLAGS		151.94
01 2620 610 002	STATE AND US FLAGS		151.94
01 2620 610 003	STATE AND US FLAGS		151.94
01 2620 610 004	STATE AND US FLAGS		151.95
GRAINGER	9702231532	11729	451.00
01 2620 610 003	LED BULBS FOR ELEM TEC		451.00
GRAINGER	9706741122	11729	151.51
01 2620 610 001	FILTER FOR ICE MACHINE		151.51
GRAINGER	9711558792	11729	696.95
01 2620 610 001	CLEANER, GLOVE, BALLASTS, COOK SITE		174.23
01 2620 610 002	CLEANER, GLOVE, BALLASTS, COOK SITE		174.24
01 2620 610 003	CLEANER, GLOVE, BALLASTS, COOK SITE		174.24
01 2620 610 004	CLEANER, GLOVE, BALLASTS, COOK SITE		174.24
GRAINGER	9719730229	11729	641.30
01 2620 610 001	PAPER PRODUCTS HS		641.30
GRAINGER	9720487918	11729	176.40
01 2620 610 001	LAUNDRY DETERGENT		176.40
GRAINGER	9722904266	11729	397.14
01 2620 610 001	SANITIZING WIPES FOR CLASSROOMS		99.28
01 2620 610 002	SANITIZING WIPES FOR CLASSROOMS		99.28
01 2620 610 003	SANITIZING WIPES FOR CLASSROOMS		99.29
01 2620 610 004	SANITIZING WIPES FOR CLASSROOMS		99.29
Total GRAINGER			3,298.47
HAUG COMMUNICATIONS INC	KSDS51126-INV4	11730	325.70

Board Report - Detail after checks are printed

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 2710 890 000	BUS RADIO TOWER RENTAL		325.70
Total HAUG COMMUNICATIONS INC			325.70
HILTON OMAHA	49039	11731	379.00
01 2310 580 000	NASB STATE CONVENTION RMS JR,SW,11/19/25		379.00
Total HILTON OMAHA			379.00
HOMETOWN LEASING	42	11732	2,043.19
01 1100 550 001	COPIER		510.79
01 1100 550 002	COPIER		510.80
01 1100 550 003	COPIER		510.80
01 1100 550 004	COPIER		510.80
Total HOMETOWN LEASING			2,043.19
J.W. PEPPER & SON INC.	367867212	11733	37.50
01 1100 610 001	HS VOCAL MUSIC		37.50
Total J.W. PEPPER & SON INC.			37.50
JCC ACTIVITY ACCOUNT	25550	11734	2,400.00
01 1100 111 001	FFA NATIONAL QUALIFIERS 300.00X8 = 2400.		2,400.00
Total JCC ACTIVITY ACCOUNT			2,400.00
JCC LUNCH FUND	102025	11735	823.50
01 1190 610 003	PREK SNACKS / OCT. 2025		823.50
Total JCC LUNCH FUND			823.50
JOHNSON COUNTY HOSPITAL	JUNE 25	11736	371.79
01 6408 340 004	OT SERVICES JUNE 2025		371.79
Total JOHNSON COUNTY HOSPITAL			371.79
Johnson County Hospital	25305	11737	152.00
01 2710 520 000	NON CDL DRIVER EXAM- BS		152.00
Total Johnson County Hospital			152.00
JOHNSON COUNTY ROAD DEPT.	25310	11738	3,760.88
01 2710 626 000	GAS @ 2.669		2,007.10
01 2710 626 000	DIESEL @ 3.249		1,753.78
Total JOHNSON COUNTY ROAD DEPT.			3,760.88
JOHNSON-BROCK PUBLIC SCHOOL	NOV 25	11739	371.59
01 2712 511 001	TRANSPORTATION SPED TO BEST		371.59
Total JOHNSON-BROCK PUBLIC SCHOOL			371.59
JOURNEY ED .COM INC.	10574959	11740	3,366.00
01 2230 643 001	MICROSOFT OFFICE RENEWAL		841.50
01 2230 643 002	MICROSOFT OFFICE RENEWAL		841.50
01 2230 643 003	MICROSOFT OFFICE RENEWAL		841.50
01 2230 643 004	MICROSOFT OFFICE RENEWAL		841.50
Total JOURNEY ED .COM INC.			3,366.00
KERNER ACE HARDWARE	20251205	11741	369.74

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 2620 610 000	SCOURPADS/		19.14
01 2620 610 000	ZIP TIES		15.89
01 2620 610 000	DUCT TAPE		23.98
01 2620 610 000	KEY CUTTING		2.78
01 2620 610 000	INSULATOR RND POST 25PK		8.59
01 2620 610 000	WALL PLATE/ EXTN CORD		23.98
01 2620 610 000	HARDWARE MISC/ WALL PLATE / NUTS		9.36
01 2620 610 000	SPREADER/SCRAPPR		5.18
01 2620 610 000	HARDWARE MISC		0.90
01 2620 610 000	DRIVE GUIDE MAGNET CMPCT		7.99
01 2620 610 000	DUCT TAPE		17.98
01 2620 610 000	SCREWS		6.49
01 2620 610 000	PAINT AND PAINT BURUSES		77.54
01 2620 610 000	KEY CUTTING		3.98
01 2620 610 000	CAULK		9.99
01 2620 610 000	HARDWARE MISC		50.99
01 2620 610 000	FLEX HANDLE		39.99
01 2620 610 000	HYDRANT ANTISIPHONE 10"		44.99
Total KERNER ACE HARDWARE			369.74
KIM, THEOBALD	25143	11742	168.00
01 2211 334 000	SCH IMP. EXT TEAM VISIT MLG REIMB 240X.7		168.00
Total KIM, THEOBALD			168.00
KSB School Law, PC LLO	19108	11743	486.00
01 2330 317 000	LEGAL SERVICES MAY 2025		486.00
KSB School Law, PC LLO	20242	11743	2,196.00
01 2330 317 000	LEGAL SERVICES		2,196.00
Total KSB School Law, PC LLO			2,682.00
MASTERCARD	DEC 2025	11744	4,291.55
01 9000 890 000	OLIVE GARDEN/NATL FFA MEAL		66.30
01 2710 626 000	MONROE CIQPS/NATL FFA GAS		67.00
01 2710 626 000	QUICKWAYS QPS /NATL FFA GAS		41.64
01 2710 626 000	QUICKWAYS QPS /NATL FFA GAS		70.00
01 2710 626 000	SPEEDWAY IND. IND/NATIONAL FFA		21.42
01 9000 890 000	CHEESECAKE/NATIONAL FFA FOOD		91.84
01 1100 610 002	KAZOOS- VOCAL MUSIC		11.25
01 1100 610 001	KAZOOS- VOCAL MUSIC		11.25
01 1100 610 003	KAZOOS- VOCAL MUSIC		11.26
01 1100 610 004	KAZOOS- VOCAL MUSIC		11.26
01 9000 890 000	RAISING CANES- SPRINGFIELD/NATLFFF MEAL		33.12
01 9000 890 000	UNL LIED CTR/ALL STATE CHOIR TICKETS		52.00
01 9000 890 000	UNL LIED CTR/ALL STATE CHOIR TICKETS		104.00
01 1100 610 001	ACT REGISTRATION		68.00
01 1100 610 001	ACT REGISTRATION		72.00
01 1100 610 001	ACT REGISTRATION		97.00
01 1100 610 001	ACT REGISTRATION		68.00
01 1100 610 001	ACT REGISTRATION		68.00
01 1100 610 001	ACT REGISTRATION		68.00
01 9000 890 000	PANERA BREAD- STATE VBALL MEAL -		101.30

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
	LINCOLN		
01 9000 890 000	PANDA EXPRESS- STATE VBALL MEAL- LINCOLN		208.94
01 9000 890 000	AMAZON-VICTOR TORCH HANDLEX2/DONA.\$		407.05
01 9000 890 000	AMAZON-WELDING NOZLE -DONA \$ WELDING		122.52
01 9000 890 000	NSAA VBALL STATE VBALL TICKETS/BAND X4		36.00
01 1100 610 001	ACT REGISTRATION		68.00
01 9000 890 000	RAISING CANES-SPRINGFIELD STRIV MEAL		121.96
01 9000 890 000	MCDONALDS-STRIV MEAL		78.44
01 9000 890 000	AMAZON-WELDING NOZLE -DONA \$ WELDING		413.83
01 2211 580 000	HOLIDAY INN 11.11.25 EXTERNALTEAMVISITRM		120.41
01 2211 580 000	HOLIDAY INN 11.11.25 EXTERNALTEAMVISITRM		120.41
01 2211 580 000	BRANDING IRON /EX TEAM VISIT MEAL X6		62.24
01 1200 610 002	AMAZON- CALCULATORS FOR MS SPED DEPT.		58.74
01 9000 890 000	BUF WILD WINGS/ ALL STATE MUSIC REIMB		54.00
01 9000 890 000	RAISING CANESALL STATE MUSIC MEAL REIMB		20.98
01 9000 890 000	DOMINOS PIZZA -ALL STATE MUSIC MEAL REIM		10.93
01 2220 640 002	AMAZON- LIBRARY BOOKS - MS		4.22
01 2220 640 004	AMAZON- LIBRARY BOOKS - ELEM COOK		4.22
01 2220 641 002	AMAZON LIB BOOKS- MS		7.50
01 2220 640 004	AMAZON- LIBRARY BOOKS - ELEM COOK		7.50
01 9000 890 000	RIXSTINE- ATHLETIC AWARDS /REIMB		782.87
01 2220 610 001	AMAZON- LABEL COVERS LIBRARY		5.29
01 2220 610 002	AMAZON- LABEL COVERS LIBRARY		5.30
01 2220 610 003	AMAZON- LABEL COVERS LIBRARY		5.30
01 2220 610 004	AMAZON- LABEL COVERS LIBRARY		5.30
01 2213 330 000	AMERICAN RED CROSS /CPR 6@5.00		30.00
01 2213 330 000	AMERICAN RED CROSS/CPR 4 @ 5.00		20.00
01 1100 610 003	AMAZON-BATTERIES ELEM TEC		49.75
01 2220 640 002	AMAZON- MS LIBRARY BOOKS		162.61
01 2220 640 004	AMAZON - ELEM COOK LIBRARY BOOKS		162.60
Total MASTERCARD			4,291.55
MATHESON TRI-GAS INC DBA	0032420081	11745	79.22
01 1100 610 001	HS WELDING SUPPLIES		79.22
Total MATHESON TRI-GAS INC DBA			79.22
NE STATE FIRE MARSHAL AGENCY-BOILER DIVISION	136583	11746	72.00
01 2610 431 001	ANNUAL BOILER INSPECTION TEC SITE		36.00
01 2610 431 003	ANNUAL BOILER INSPECTION TEC SITE		36.00
Total NE STATE FIRE MARSHAL AGENCY-BOILER			72.00

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
DIVISION			
NEBR CENTER FOR EDUC VIS IMP	0-2365	11747	639.60
01 6408 340 004	0-2 VISUALLY IMP SERVICES		639.60
Total NEBR CENTER FOR EDUC VIS IMP			639.60
NORTHERN TOOL & EQUIPMENT COMPANY INC	b866f7b8	11748	475.48
01 1100 610 001	MAXLINE COMPRESSOR PIPING 100 FTX 2		475.48
Total NORTHERN TOOL & EQUIPMENT COMPANY INC			475.48
OMAHA MARRIOTT DTN CAPITOL DIS	15733/15732	11749	351.00
01 2310 580 000	NASB CONF OMAHA 11/19/2025 KW, DJ		351.00
Total OMAHA MARRIOTT DTN CAPITOL DIS			351.00
OMAHA PUBLIC POWER DIST	DEC 2025	11750	3,731.34
01 2610 621 002	ELEC COOK SITE		1,865.67
01 2610 621 004	ELEC COOK SITE		1,865.67
Total OMAHA PUBLIC POWER DIST			3,731.34
ONE SOURCE	2022193823	11751	27.00
01 2570 340 000	BACKGROUND CK. FOR AS PROGRAM (U. D)		27.00
Total ONE SOURCE			27.00
PAWNEE CO. CLERK	11132025	11752	39.06
01 2310 310 000	JOINT PUBLIC HEARING POSTCARDS		39.06
Total PAWNEE CO. CLERK			39.06
PRAIRIE MECHANICAL CORPORATION	93074	11753	5,250.59
01 2610 431 001	REPLACE BACKFLOW AT CONCESSION STAND		2,151.54
01 2610 431 002	HOT WATER LINE REPAIR COOK SITE		473.75
01 2610 431 003	REPLACE BACKFLOW AT CONC. STAND		2,151.55
01 2610 431 004	HOT WATER LINE REPAIR COOK SITE		473.75
PRAIRIE MECHANICAL CORPORATION	93240	11753	2,900.00
01 2610 431 001	HEATING WATER PUMP SEAL REPLACE		2,900.00
PRAIRIE MECHANICAL CORPORATION	93387	11753	1,170.00
01 2610 431 001	BOILER/WATER HEATER REPAIRS-TEC SITE		585.00
01 2610 431 003	BOILER/WATER HEATER REPAIRS-TEC SITE		585.00
Total PRAIRIE MECHANICAL CORPORATION			9,320.59
Ray Jay Sanitation	DEC 2025	11754	670.00
01 2620 420 001	GARBAGE SERVICE TEC SITE HS		335.00
01 2620 420 003	GARBAGE SERVICE TEC SITE ELEM		335.00
Total Ray Jay Sanitation			670.00
Scott P. Buss	11202025	11755	151.00
01 2620 340 001	HS PEST CONTROL SERVICES		41.50
01 2620 340 003	ELEM TEC PEST CONTROL SERVICES		41.50
01 2620 340 002	MS PEST CONTROL SERVICES		34.00

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 2620 340 004	ELEM COOK PEST CONTROL SERVICES		34.00
Total Scott P. Buss			<u>151.00</u>
Segra	SI-25-052053	11756	557.43
01 2230 382 001	INTERNET SERVICES		139.35
01 2230 382 002	INTERNET SERVICES		139.36
01 2230 382 003	INTERNET SERVICES		139.36
01 2230 382 004	INTERNET SERVICES		139.36
Total Segra			<u>557.43</u>
SENCA SANITATION	DEC 2025	11757	420.00
01 2620 420 002	GARBAGE SERVICE COOK SITE		210.00
01 2620 420 004	GARBAGE SERVICE COOK SITE		210.00
Total SENCA SANITATION			<u>420.00</u>
SUN AUTO TIRE & SERVICE	513710283	11758	25.98
01 2710 337 000	WIPER BLADES - EXPEDITION		25.98
Total SUN AUTO TIRE & SERVICE			<u>25.98</u>
Surnali LLC dba Diversified Drug Testing	25621	11759	365.00
01 2130 340 001	HS DRUG TESTING RANDOM X 6		365.00
Total Surnali LLC dba Diversified Drug Testing			<u>365.00</u>
TABLE ROCK APPLIANCE	25 339	11760	1,216.00
01 2620 340 001	HOT WATER PUMP REPAIR		608.00
01 2620 340 003	HOT WATER PUMP REPAIR		608.00
Total TABLE ROCK APPLIANCE			<u>1,216.00</u>
TECUMSEH CENTRAL MARKET	25536	11761	27.60
01 1200 610 001	HAM, STUFFING, GRAVY PLATES		27.60
Total TECUMSEH CENTRAL MARKET			<u>27.60</u>
TECUMSEH CHAMBER OF COMMERCE	122025	11762	100.00
01 2560 540 000	CHAMBER SPONSOR / SANTA ON THE SQUARE		100.00
Total TECUMSEH CHAMBER OF COMMERCE			<u>100.00</u>
VERIZON WIRELESS	6128953218	11763	346.27
01 2560 382 000	CELL PHONE SERVICES		346.27
Total VERIZON WIRELESS			<u>346.27</u>
VILLAGE OF COOK WATER DEPT	12052025	11764	145.32
01 2610 610 002	WATER / SEWER COOK SITE		72.66
01 2610 610 004	WATER/SEWER COOK SITE		72.66
Total VILLAGE OF COOK WATER DEPT			<u>145.32</u>
WATER ENGINEERING INC	IN223868	11765	246.00
01 2620 431 001	WATER MANAGEMENT SERV.		61.50
01 2620 431 002	WATER MANAGEMENT SERV.		61.50
01 2620 431 003	WATER MANAGEMENT SERV.		61.50
01 2620 431 004	WATER MANAGEMENT SERV.		61.50
Total WATER ENGINEERING INC			<u>246.00</u>

Board Report - Detail after checks are printed

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
WHITTEMORE SPRINKLER CO INC	11/10/2025	11766	253.70
01 2630 340 001	SPRINKLER SYSTEM WINTERIZED		253.70
Total WHITTEMORE SPRINKLER CO INC			253.70
WOODRIVER ENERGY	474838	11767	391.10
01 2610 621 001	NATURAL GAS TEC SITE		195.55
01 2610 621 003	NATURAL GAS TEC SITE		195.55
Total WOODRIVER ENERGY			391.10
Wusk Electric	973	11768	1,903.21
01 2620 431 001	HS NORTH ENTRANCE LIGHTS		958.32
01 2620 431 001	HS EXT LIGHTS		208.77
01 2620 431 003	ELEM TEC EXIT LIGHTS		208.77
01 2620 431 001	HS SHOP SWITCH		59.90
01 2610 431 001	HS GYM HEATING UNIT FUSE		98.56
01 2610 431 002	MS GYM/CAFETERIA BREAKER		44.94
01 2610 431 004	ELEM COOK GYM/CAFETERIA BREAKER		44.95
01 2610 431 002	REPAIR CUT WIRE IN COOK KITCHEN		139.50
01 2610 431 004	REPAIR CUT WIRE IN COOK KITCHEN		139.50
Total Wusk Electric			1,903.21
Fund Number 01			102,469.62
Checking Account ID 1			102,469.62

Board Report - Detail after checks are printed

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
Checking Account ID 08	Fund Number 08	Building Fund	
CLARK ENERSON PARTNERS INC	4/1	108	6,064.75
08 4300 340 001	PROF. SERV.HS IMPROVEMENTS		444.75
08 4300 340 002	PROF SERVICES CHILLER COOK SITE		2,810.00
08 4300 340 004	PROF SERV. CHILLER COOK SITE		2,810.00
Total CLARK ENERSON PARTNERS INC			6,064.75
GRUNWALD MECHANICAL CONTRACTORS	25140	109	13,940.55
08 2610 720 002	CHILLER REPLACEMENT COOK SITE/EARNEDRETA		6,970.27
08 2610 720 004	CHILLER REPLACEMENT COOK SITE/EARNEDRETA		6,970.28
Total GRUNWALD MECHANICAL CONTRACTORS			13,940.55
Mahoney Concrete	2711	110	1,200.00
08 4600 450 001	HS CONCRETE SOUTHEAST CORNER		1,200.00
Total Mahoney Concrete			1,200.00
RASMUSSEN MECH. SERV., INC.	jc16938	111	14,831.70
08 2610 442 002	BALANCE ON TEMP CHILLER COOK SITE		11,822.00
08 2610 442 004	BALANCE ON TEMP CHILLER COOK SITE		11,822.00
08 2610 431 000	CREDIT ON INV SRV12471		(8,812.30)
Total RASMUSSEN MECH. SERV., INC.			14,831.70
Fund Number 08			36,037.00
Checking Account ID 08			36,037.00

**Johnson County Central Public Schools
Expenditure Summary December 2025**

JCC Dist 49-0050 General Fund Expenditures Dec. 2025	\$102,469.62
JCC Dist. 49-0050 December 2025 Payroll	<u>\$712,946.77</u>
JCC Dist 49-0050 Total Expenditures	\$815,416.39

Building Fund Expenditures \$36,037.00

**31.8% of Budget
33% of Fiscal Year**

JOHNSON COUNTY CENTRAL PUBLIC SCHOOLS
STATEMENT OF ACCOUNTS
2025-2026

GENERAL FUND

American National Bank

Account # 1055931

Month	Beginning Balance	Expenditures	Receipts	Interest	Ending Balance
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	1,056,763.52	310,239.90	0.00	1,467,842.64
September-25	1,467,842.64	965,975.52	1,263,599.95	0.00	1,765,467.07
October-25	1,765,467.07	857,910.62	284,248.51	0.00	1,191,804.96
November-25	1,191,804.96	920,883.68	254,077.79	0.00	524,999.07

IMPREST ACCOUNT

American National Bank

Account #4084077

Month	Beginning Balance	Expenditures	Receipts	Interest	Ending Balance
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
September-25	4,935.31	0.00	0.00	0.00	4,935.31
October-25	4,935.31	112.54	0.00	0.00	4,822.77
November-25	4,822.77	94.17	0.00	0.00	4,728.60

BUILDING FUND

American National Bank

Account MM #5000119

Month	Beginning Balance	Expenditures	Receipts	Interest	Ending Balance
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
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	30,477.91	31,582.88	10,119.99	2,989,165.60
September-25	2,989,165.60	18,270.00	203,419.75	9,299.82	3,183,615.17
October-25	3,183,615.17	10,421.68	32,141.83	10,415.16	3,215,750.48
November-25	3,215,750.48	5,536.36	6,057.98	8,412.59	3,224,684.69

BOND FUND

American National Bank

Account MM #3188887

Month	Beginning Balance	Expenditures	Receipts	Interest	Ending Balance
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
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	0.00	0.00	62.62	18,022.93
September-25	18,022.93	0.00	0.00	55.55	18,078.48
October-25	18,078.48	0	0	61.02	18,139.50
November-25	18,139.50	0	0	49.29	18,188.79

QUAL CAP PURP

**American National Bank
Savings Account #7005153**

Month	Beginning Balance	Expenditures	Receipts	Interest	Ending Balance
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
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
September-25	225,089.11	0.00	43,268.46	778.72	269,136.29
October-25	269,136.29	0.00	5,494.66	918.99	275,549.94
November-25	275,549.94	0.00	1,298.29	750.95	277,599.18

DEPRECIATION 1

**American National Bank
Account MM #50000107**

Month	Beginning Balance	Expenditures	Receipts	Interest	Ending Balance
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
July-25	4,700.52	0	0	15.88	4,716.40
August-25	4,716.40		140,000.00	229.99	144,946.39
September-2025	144,946.39	0.00	0.00	446.75	145,393.14
October-2025	145,393.14	125,820.00	0.00	169.74	19,742.88
November-2025	19,742.88	0	1298.29	750.95	21,792.12

**EMPLOYEE
BENEFIT FUND**

Savings Account #70005160

Month	Beginning Balance	Expenditures	Receipts	Interest	Ending Balance
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
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
September-25	529.06	0	0	1.63	530.69
October-25	530.69	0	0	1.79	532.48
November-25	532.48	0	0	1.45	533.93

CONTINGENCY FUND

American National Bank

Savings Account #7005174

Month	Beginning Balance	Expenditures	Receipts	Interest	Ending Balance
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
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	3,603.86	0.00	41.78	13.10	3,658.74
September-25	3,658.74	0.00	41.78	11.34	3,711.86
October-25	3711.86	0	40.43	12.66	3,764.95
November-25	3764.95	0	41.78	10.28	3,817.01

CD #001120027210 TFB 12,000(3/10/2026)

Activity Account-Western National Bank

Acct. #29284

Month	Beginning Balance	Expenditures	Receipts	Interest	Ending Balance
Aug 25	55,696.90	34,271.46	79,989.24	9.73	27,665.12
Sept 25	42,512.87	42,561.67	29,377.34	13.03	35,301.12
Oct. 25	57,970.03	37,908.44	53,365.60	14.85	55,751.03
Nov. 25	55,340.87	27,467.14	24,837.98	15.20	49,384.63

Lunch Account-Western National Bank

Acct. #29281

Month	Beginning Balance	Expenditures	Receipts	Interest	Ending Balance
Aug 25	25,032.28	41,315.53	60,174.95	8.06	11,889.19
Sept 25	23,614.92	19,654.16	25,812.57	5.91	22,992.25
Oct 25	30,826.62	16,226.66	29,903.59	6.52	30,823.47
Nov. 25	22,564.28	35,592.61	27,330.27	7.84	22,427.01

3.95 APY

3.6

3.6

3.61

3.6

December Board Report- High School Principal- Justin Damme

- Teacher Evaluations for the semester are done.
- Started looking into the class schedule for next year
- Mrs. Reuter, Mr. Hedger, and I are going to a PowerScheduler workshop to work on building a master schedule. This will be in Manhattan, KS, on January 26th-27th.
 - Schools that want to build from scratch a brand new master schedule for the upcoming year will want to attend this workshop. Greg will go through all the steps necessary to prepare to build your schedule. Greg will give you the steps and tools to prepare for a build. You will be setting up your courses, teachers, students, sections, days, terms, and parameters to meet your needs as you prepare for a build.
- FFA members Ashley Beethe, Saige Rother, Molly Weber, and Catherine Wendt, along with FFA sponsors Christy Hodges and Connor Bartels, were invited to the Commissioner's Recognition Event at the Nebraska State Capitol Rotunda.
 - Molly and Saige placed 3rd nationally in Agriscience Fair- Power, Structural, and Technical Systems: Division 6. Ashley and Catherine placed 6th nationally in Agriscience Fair- Food Products and Processing: Division 6.
- Kenny Ofoegbu participated in the Nebraska Music Educators Association All-State Honor Choir on November 21st and 22nd at the Lied Center of Performing Arts. Congratulations, Kenny, on this great accomplishment!
- The High School Winter Concert went well on December 2nd in the Elementary Auditorium.
- Unified Bowling Members Theresa Doiel, TyLynn Wellensiek, Aurora Stephens, Heidi Reyes, and Annamarie Russel finished as the B-2 District Runner Up at Arbor Lanes in Nebraska City on December 2nd. Congrats to the athletes and coaches!
- SkillsUSA members Zeke Burki, Stefani Peters, Wesley Schmid, and Aiden Strecker competed at the Nebraska State Lifeskills championship on December 2nd, at Kearney. JCC finished 4th in the state competition.
- One Act wrapped up their season on December 3rd, at Centennial, placing 6th in technical and 7th place overall at Districts.
 - Congrats to Levi Othmer, Catherine Wendt, Saige Rother, Trevin Huskey, Harrison Bacon, and Molly Weber for their outstanding acting performance.
- Juniors will take the ASVAB test on Thursday, December 11th. This is a career aptitude test and gives students directions on a career path they have tested well on. The students have access to a career website with their test results.
- Senior FAFSA w/Educaiton Quest in HS Computer Lab December 16th, 2025
- End of the Quarter is December 19th, 2025.
- Moratorium is December 24th-28th. No students allowed in the facilities during this time.
- Thank you to the Foundation for sponsoring the Staff Christmas Party.

Mrs. Marsha Bacon
Cook Site Principal
December 2025 Board Report

Mrs. Robeson and I met with Tara Gossman from ESU 4 to discuss Standard Based Grading for grades K-5 & to plan second semester math IPGs. We also discussed the district created Math Observation Tool.

-Staff training is scheduled on January 19th.

Building principals continue to work with staff to research ELA curriculum for the upcoming school year. Staff participated in zooms with curriculum representatives on Monday the 1st. Unfortunately, the planned school visits at Falls City and Sterling were cancelled due to weather. We are working with Jen Madison and other ESU4 staff to select High-Quality Instructional Materials (HQIM). New curriculum will be purchased with grant funds for grades 6-12.

-The last zoom curriculum zoom is scheduled for December 19th.

-The ELA selection committee meets again with ESU4 staff on Monday, January 19th.

Staff in grades 4 & 5 who instruct ELA and myself will be participating in the Aim Pathway training as part of the ESU4 CLSD grant. This training will help staff instruct students and support reading proficiency. The training is a semester-long cohort.

The Winter Concert is scheduled for Friday, December 12th at 7:00.

Junior High Boys Basketball will complete their season on Thursday, December 18th with their last game at Sterling. They ended the season with 15 participants.

Girls Wrestling season ended Monday, December 8th with 7 participants at the girls ECNC Wrestling Tournament in Weeping Water.

The Cook Community Party will be held at the school on Sunday, December 14th.

Mary Robison, Cook site 4th grade Teacher, will not be in the classroom until mid-February. Currently, Lisa Schuster is substituting. She is supported by Mikeala Thomas, who is now also able to substitute when needed, and Matt Dierking, who is team teaching math for all 4th grade students. A letter was sent to parents informing them of the situation.

Mrs. Beckie Robeson
Elementary Principal Report
December 10, 2025

- NDOT is visiting on December 10 to announce Emmarie Shullaw as a winner of the “Name-a-Snowplow” contest.
 - 211 schools participated with around 4,500 submissions. Only 16 students were named as winners.
- JCH is visiting 2nd-grade students to present on handwashing
- Countdown to Christmas break
 - Elementary students are participating in ‘12 Days of Kindness’
 - Each day, they are challenged to do something kind for others
 - 12 Guest Readers of December
 - Staff have been sharing their favorite holiday stories every morning before students go to class.
 - Holiday crafts
 - December 9-12, high school students are helping make holiday crafts
 - Dress-up Days
 - Students are invited to dress up during the last week of school
- Elementary Christmas Program
 - Monday, December 15, 7:00 PM
- Preschool Holiday Program and Family Engagement Night
 - Wednesday, December 17, 6:30 PM
- K-8 teachers are continuing to work with ESU 4 in adopting a new ELA Curriculum.
 - Zoom meetings were conducted with two companies, and one more is scheduled for December 19
 - Planned visits to Falls City and Sterling were postponed due to the weather.
- Eleven K-3 teachers and I are taking a Science of Reading class through the AIM Institute. This is being funded through the ESU4 CLSD consortium grant that JCC is a part of.
- Mrs. Bacon and I are continuing to work on standards-based grading for K-5. Dr. Tara Gossman from ESU4 is helping with this.
 - January 19 - Staff will work on identifying priority standards

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

Activities and Tasks completed in NOV 2025

- Transition Zoom with ESU6
 - HS Sped + SLP attended
- Attended
 - 7- IEP Meetings
 - 6- MDT/IEP Meetings
 - 2- Parent Meeting
 - 1-Manifestation Determination
 - 1-504 Plan Meeting
 - Planning Region Team + EDN Training
 - Planning Region Team Exit Meeting
 - Tri-State Special Education Law Conference (2-days)
 - Transition Planning
- NASES Region 1 SPED Director meeting
 - SPED LAW Conference Debrief
- OSE SPED Monthly Webinar
- OSE SPED TIP Fall Webinar
- ESU4 IEP Academy Zoom PD
- ACT National Enhancements Webinar
- Conferred on Student Behaviors and Plans
- Meet with UNL Reach about Pilot APP

Upcoming Dates

- CPI Re-Certification Training Schedule for Jan 5 for 13 staff
- Jan 5- BIST Consultant doing Staff Professional Development
- BIST Leadership Conference; Jan 28-30 in Kansas City
- 3 SpED Teachers going to ESU4 FBA / BIP Training on March 3, 2026
- We are hosting a SUBMIT and SHINE March 26, 2026

Garrett Collin
Activities Director Report
December 10th, 2025

*Moratorium will be from Wednesday, December 24 - Sunday, December 28

*Holiday tournament will be in Weeping Water on December 29th & 30th

MUDECAS

- Basketball tournaments will take place at the middle school and auditorium in Beatrice during the week January 12th-January 17th.
- There will only be 15 teams on the girls side due to the Sterling/Lewiston Co-op
- JCC Striv will be streaming the championship games.

ECNC

- Volleyball All-Conference - Ashley Beethe (First team), Riley Wellensiek (First team), Harley Lubben (First team), Molly Weber (Third team), Sophia Schmid (Third team)
- Football All-Conference
 - First team: AJ Rautenbach, Wesley Swanson, Jack Waring
 - Honorable mention: Lee Xayaphonesongkham, Wyatt Case, Danny Kongmanyvong, Braiden Nichols, Kene Ofoegbu

Wrestling

- We will be having our invite on Friday the 19th in Cook.
- Between boys and girls teams there will be 14 different schools participating.

Unified Bowling

- The team finished as district runner up

Mr. Rother
December 2025
Superintendent Board Report

- Wednesday, November 19, NRCSA's Closing the Achievement Gap Committee met to discuss school data. I currently serve as a representative from the Southeast region. "Closing the Achievement Gap is a research project, begun in 2014, designed to identify rural community school districts that, by research indicators, have demonstrated success in closing achievement gaps within their student body. The NRCSA Closing the Achievement Gap Awards grew out of this effort. The Closing the Achievement Gap Committee oversees the administration of this program along with assistance from the University of Nebraska-Omaha."
- On Monday, November 24, I attended the FFA Luncheon at UNL's East Campus and the FFA Commissioner's Recognition Event at the State Capitol Rotunda. JCC students who placed nationally were recognized at both events.
- I attended the NioCorp Town Hall in Elk Creek on Friday, December 5 at noon. Local elected officials in attendance were Johnson County Commissioner Dave Borrenpohl, Pawnee County Commissioner Lavonne Heidemann, Johnson County Assessor Terry Keebler, Johnson County Attorney Ben Beethe, State Senators Myron Dorn and Bob Hallstrom were present, along with Nebraska Governor Jim Pillen. The assembly heard a prerecorded message from United States Senator from Nebraska, Deb Fischer and Export-Import Bank of the United States President and Chairman, John Jovanovich.
- Jerry McCall of Educational Consulting Services met on Tuesday, December 9. He continues to look for partners regarding the Cook Site should a building bond successfully pass. He has also been examining our current schedules and programming. His findings show a \$100,000 annual savings in getting to one campus. This would put our total savings at approximately \$2.1 million/year.
- I have started to inventory JCC's historical blueprints with the help of Laurie Badertscher. Some of these may require reprinting as a means to adequately archive them.
- Cody Gerdes of Great Plains Appraisal continues to finalize the appraisal of the Cook Site. Currently, the Village Board of Cook is working to determine how to zone the site. Mr. Gerdes shared some unofficial estimates:
 - \$80-100K for land if vacant.
 - \$200-300K for building. \$4/sq.ft.

One Town, Two Building Savings
2025-2026 Valuation = \$1,070,826,614
1¢ on the levy = \$107,083

Staffing

- Absorb 1 administrator (\$153,916).
- Absorb 1 office staff. (\$57,303)
- Absorb 1 custodial staff. (\$57,941)
- Absorb 1 kitchen staff. (\$33,485)
- Absorb 1 medical staff. (\$78,645)
- Absorb 1 teaching staff. (\$95,042)
- Financial loss due to staff travel (\$140,000) J.M.
- TOTAL = \$481,290

Maintenance & Utilities

- Utilities (move from OPPD to City of Tecumseh Utilities). (\$30,854)
- Fewer repairs and maintenance.
- TOTAL = \$30,854

Transportation

- Eliminate three shuttles. (\$42,964.00)
 - This does not include “wear and tear” and general maintenance on the buses.
- TOTAL = \$42,964

Other

- Eakes Office Supplies (copiers).
- Internet

Tax Asking (these numbers increase with valuations)

- Lower Building Fund by 11¢ (currently this is \$1,177,913).
- Eliminate QCPUF asking (currently \$321,249).
- TOTAL = \$1,499,162

TOTAL = \$2,189,312



Freeman Public Schools

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Erin Sieh
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Andrew Havelka
Superintendent
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Cody Wallinger
Secondary Principal
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December 9, 2025

Mr. Quinn and ECNC Superintendents,

On December 8, 2025, the Freeman Public Schools Board of Education voted to approve a move to the Southern Nebraska Conference (SNC). Freeman, along with Exeter-Milligan-Friend will join the SNC for the 2026-27 school year.

Freeman has been a member of the ECNC since 2012. The school district has enjoyed competing in the conference. It was a difficult decision to move, but we felt it was the best opportunity for our students moving forward.

Thank you for the opportunity to be a part of the ECNC.

Dr. Andrew Havelka
Superintendent
Freeman Public Schools
402-988-2525 x103
andrew.havelka@freemanschools.net

cc: Brett Sales, Freeman AD
Cody Wallinger, Freeman Principal

2023 Priorities

UPDATED: December 6, 2024

Tecumseh Site Elementary

- Water Lines.
- Any renovations means going through plaster walls and then repairing those same walls.
- HVAC at least by 2030 as the R22 (refrigerant) will no longer be available.
- LED lighting in the classrooms
- Secure entries.
- Sprinkler systems.
- Exterior and interior doors (safety concerns). Exterior doors would become dual entry.
- ***A decision will need to be made as to whether or not to renovate to make the building an "Historic Building" or to remodel the building bringing it up to current code.***
- **PRIORITIES:** Exterior/Interior doors and entries, HVAC, water lines, LED lighting in classrooms. **Performing Arts:** replace lighting and sound systems. **Baseboard heat** for hallways, heating units for gym and auditorium.
- **IMMEDIATE FIXES:** Each room needs 911 access (phone system), all wood panelling must be removed.

High School Building

- **PRIORITIES:** HVAC, kitchen equipment, concrete surrounding the building and secure entry ways, LED lighting in the shop and art room.
 - **IMMEDIATE FIXES:** New fire alarm panel may need to be updated due to no involvement from the Fire Marshal, emergency lighting needs to be hard wired, additional fire extinguishers need to be installed, exit signs fixed/installed, all wood panelling needs removed.
 - Some of the kitchen equipment has been updated to include freezers and dishwashers (Summer 2024).
 - ***A new hood with suppression system is needed as per the Fire Marshall.***
 - Concrete work has started with the cutting down of curbs and lips (December 2024).
- *As the Tecumseh Site High School is the building we would ultimately keep, this is where the first repairs should go.***
- **We need to get ideas on the cost for HVAC and the kitchen and equipment.**
 - **Should a bond pass, the current cafeteria in the high school building would serve primarily as a warming/serving area as the new building would have the new kitchen.**

Cook Site

- HVAC in old gym (it's actually just a heater).
- Kitchen (needs completely redone).
- Roof project.
- LED lighting.

- Old gym score clock will need to be replaced as we continue to use the gym for volleyball and basketball tournaments.
- **PRIORITIES: HVAC, kitchen, roof, LED lighting.**
 - *LED lighting was installed in both gyms (summer 2024).*
- **IMMEDIATE FIXES: Sprinkler system pressure, kitchen hood and suppression system, exit signs updated/fixed, Air Conditioning for the offices, chiller has a leak that needs to be fixed, all wood panelling must be removed, volleyball standard in new gym needs to be secured (concrete work will need to be done).**

Technology

- HVAC computer systems are outdated.
- We are restricted to one year licenses for technology (this is the more expensive route).
- **Phone systems are severely outdated. Every room needs to be able to dial “911” and have the ability to receive announcements.**
- Cabling is always more difficult and expensive to install due to the age of the facilities.

Johnson County Central

5-10 Year Facilities Repairs/Renovations Plan

High School

5 year

- Update fire alarm system:\$86,850.00 (Midwest Alarm on Aug 13 2025).
 - Obviously excludes whatever will be added when vestibules and a second set of doors are added to the north, south, and possibly east entry way. Also, does not include adding fire doors to hallways with magnets tied to alarm.
- Gym AC Unit
 - As discussed, this first project won't include gym.
- North and south vestibules (possibly east)
- Parking Lot Paving
 - \$50,944 to topcoat north parking (estimate from 2023).
- Redo Concrete Around Building
 - Much of which is predicated by when we do vestibules.
- Cooling units for walk in fridge and freezer: estimate from Table Rock Appliance \$14,000 today's price
- Redo roof:
- Plumbing Overhaul for 60 year old building
- Elevator Addition
- Hand Rails and ADA Updates
- New ovens and stove tops:Not including install \$5,455 (Vulcan 10 burner 2 oven. 1 year warranty. As found in Rapids Wholesale catalog 2024).

Elementary

5 year

- New Roof: Rubber
 - What do we do with wood structure underneath?
- New HVAC: include auditorium
- Replace 95 year old plumbing
- Sprinkler System Addition and Fire Alarm Update
- Vestibule and second set of doors at north and east sides

10 year

- Replace all exterior and interior doors.
- Replace all windows.

Cook Site

5 year

- New roof on original building: \$867,600 as of 2 years ago.
- New fire alarm system: Once the current panel goes, none of the system meets today's code. So, the ballpark number starts at Midwest Alarm quote for high school.
- Vestibule and second set of doors at north east entry
- Kitchen hood vent: \$100,758 (Getzman winter of 2024)
- LED lighting: \$76,245 (based off of Wusk electric price of \$195 a fixture). Does not include stage.
- New cooling units for walk in fridge and freezer: estimate from Table Rock Appliance \$8,000 apiece at today's price
- New commercial grade oven: Not including installation \$5,455 (Vulcan 10 burner 2 oven. 1 year warranty, as found in Rapids Wholesale catalog 2024).

5-10 year

- Redo, or replace pneumatic heat and window ac in original building
- Redo 69 year old plumbing for kitchen. Renovate kitchen
- Repave parking: \$50,944 calling it the same size as the north parking lot in Tecumseh. Numbers are two years old.

Other 5 year stuff

- Resurface track: \$80,000 (Pro Track and Tennis, Sept. 2025)
- LED's for football field: \$140,000 (Musco lighting, Sept. 2025)

Does not include any doors, windows, or electrical upgrades to high school



Elk Creek Critical Minerals Project



Railveyor™ Technology

Nebraska, U.S.



Highlights

NioCorp is closing in on **securing project financing** for a targeted construction launch in 2026 and is well-positioned to **become a cornerstone of America’s effort to secure a reliable, long-term supply of critical minerals.**

The Elk Creek Project – an underground mine and surface processing facility – is **fully permitted for construction.**

Elk Creek will become a significant U.S. source of **niobium, scandium, titanium, and magnetic rare earth elements** – all designated critical minerals and all largely or 100% supplied to the U.S. by foreign sources.

The Elk Creek Project will supply materials central to **defense, aerospace, robotics, AI, and energy technologies** while reducing America’s reliance on foreign sources.

By the Numbers

All figures are estimates and subject to change.

450

Direct Full-Time, Permanent Jobs

2,117

Indirect Jobs Created or Supported

1,232

Peak Construction-Related Jobs

\$1.1B

Employee Payroll over Project Life

\$608M

New Tax Revenue to State and Local Govt. over Project Life

+280%

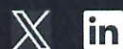
Share Performance YTD

\$370M

Fund Raised YTD

640 Acres

of Land Purchased



www.niocorp.com

info@niocorp.com

Progress Timeline & Key Milestones

NioCorp

2023

2024

2025

- Positive recovery results from rare earth demonstration plant
- NYT features Elk Creek as 'wealth of critical minerals essential to defense and the green economy'
- Processing facility engineering group selected
- EXIM issues an LOI for up to \$800 million of debt financing for Elk Creek
- NioCorp begins trading on NASDAQ
- Processing breakthrough for niobium & titanium into higher-purity products
- Geotechnical drilling campaign completed
- NioCorp applies for EXIM debt financing
- Rare earth offtake term sheet signed with Stellantis
- Successfully produces demonstration-scale high-purity titanium samples
- Project PIVOT established with Brunel University London and Industry Consortium to develop innovative aluminum-scandium alloys and applications for use in the automotive sector
- Preliminary term sheet received from EXIM for up to \$800 million for Elk Creek
- Study supports electrifying Elk Creek mine with Railveyor™ system and twin ramp design to significantly reduce total CAPEX
- Completes successful testing of rare earth permanent magnet recycling at bench-scale
- EXIM advances Elk Creek debt application to independent Technical Review
- Pre-construction activities accelerated
- Department of War awards \$10 million to Elk Creek Project
- Reserve and Resource uplift drilling program completed
- \$370 million in funding raised
- All land parcels needed for construction launch purchased
- EXIM appoints independent E&S consultant to progress due diligence on Elk Creek
- NioCorp and IBC Advanced Alloys successfully cast Al-Sc alloy
- Joint development program with Lockheed Martin Skunk Works® announced

WHAT'S AHEAD

Updated Feasibility Study

Project Financing Advancements

Offtake Agreement Negotiations

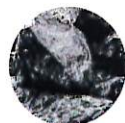
Additional Pre-Construction Activities

Construction Launch Once Fully Financed

Elk Creek Project Products & End Uses



Niobium:
High-strength steel for infrastructure, vehicles, and defense applications



Scandium:
Lightweight aluminum alloys for aerospace, clean energy, and defense



Titanium Dioxide / Tetrachloride:
Biocompatible medical implants, aerospace components, and high-performance alloys



Magnetic Rare Earths (NdPr, Tb, Dy):
Permanent magnets used in EVs, wind turbines, defense applications and advanced electronics

NioCorp is committed to:



Creating long-term economic opportunity in Southeast Nebraska



Producing our critical products with minimal impact to the environment



Ongoing engagement with local communities, businesses & landowners

For More Information:

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jim.sims@niocorp.com

Alex Guthrie, Director of Investor Relations
aguthrie@niocorp.com

Qualified Person

Scott Honan, M.Sc., SME-RM, COO of NioCorp Developments Ltd., a Qualified Person as defined by National Instrument 43-101, has reviewed and approved the technical information contained in this news release.

Disclaimers

This document, and the content referred to in this document, contain forward-looking statements. Readers are urged to review the Company's cautionary statements regarding such forward-looking statements and non-GAAP financial measures on the Company's website at www.niocorp.com/cautions-about-forward-looking-statements/.

District Snapshot

Student Membership



Student Membership
500

State 330,136 Peers 532



Teachers
46

State 23,951 Peers 46

Program Participation



English Learners
5%

State 10% Peers 8%



Free/Reduced Lunch
56%

State 50% Peers *



Gifted
10%

State 13% Peers 13%



Special Education
29%

State 17% Peers 16%

Metrics



Attendance Rate
94%

State 93% Peers 93%



Dropout Rate

State 1% Peers 4%



Graduation Rate
95%

State 88% Peers 94%



College-Going Rate
85%

State 76% Peers 78%

Financial



State Aid
State Aid Data Not Available

State Peers



Per Pupil Expenditures
Per Pupil Expenditure Data Not Available

State Peers



Other State Receipts
Other State Receipts Data Not Available

State Peers



Expenditures
Financial Expenditure Data Not Available

State Peers

Performance



NSCAS English Language Arts
56%

State 59% Peers 62%



NSCAS Mathematics
61%

State 58% Peers 64%



NSCAS Science
78%

State 80% Peers 84%



ACT (11th Grade)
49% **60%** **40%**
ELA Math Science

State ELA
43%

State Math
41%

State Science
48%

Peers ELA
*

Peers Math
*

Peers Science
*

AQuESTT

Beginning Status

GOOD

NSCAS English Language Arts &
Mathematics Proficiency

SUCCESS, ACCESS, AND SUPPORT



Positive Partnerships, Relationships, and Success

Students Without Out of School Suspension or Expulsion **98%**

TEACHING, LEARNING, AND SERVING



Postsecondary, Career, and Civic Ready

In Development!



Transitions

Four Year Graduation Rate **92%**

Extended Graduation **88%**

AQuESTT uses 2023-2024 graduation rates



Student Achievement & Growth

Individual Score Growth **58%**

Non-Proficiency Reduction **No**

Science Proficiency Status **65%**



Educational Opportunities and Access

Chronic Absenteeism Reduction Score 2%

Progress Towards EL Proficiency 56%



Educator Effectiveness

In Development!

Final AQuESTT Classification

EXCELLENT	GREAT	GOOD	NEEDS SUPPORT TO IMPROVE
-----------	-------	-------------	--------------------------

Johnson Co Central Public Schs



Johnson Co Central Public Schs
358 N 6Th



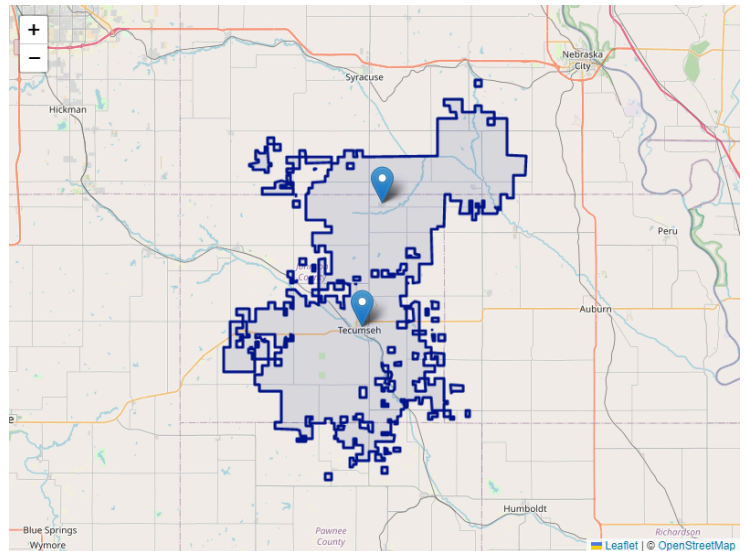
(402)335-3320



(402)335-3346



49-0050-000



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

District Description

Johnson County Central Public Schools (District 50) spans central and eastern Johnson County, as well as parts of Western Johnson County, Pawnee, Nemaha, and Otoe Counties. District 50 is configured with a PreK/lower elementary school (K-3rd) in Tecumseh, an upper elementary and middle school (4th-8th grade) in Cook, and the high school (9-12) in Tecumseh. Johnson County Central offers a variety of programs for its students including: Title 1, English Learners, SPED, JAG, FFA, FBLA, Skills USA, HOSA, Academic Decathlon, foreign language, distance learning, dual-credit classes. Johnson County Central offers a variety of extra curricular activities to include the fine arts, sports and speech and drama. Our use of technology is outstanding as well as our preschool program. Johnson County Central serves a diverse student population which is a strength for our district. We continually strive to provide the best in helping make the hopes and dreams of all our students come true.

This description was provided by the district

6040

Prekindergarten (Preschool or Early Childhood) Program

The school board establishes a program to provide prekindergarten services to resident students, also referred to as an early childhood or preschool program. The school district will provide the program in compliance with state law and 92 NAC 11 (Nebraska Department of Education "Rule 11"). The availability of the program is subject to the district being able to employ and retain appropriate and qualified personnel.

Purpose. The purpose of the program is to promote the social, emotional, intellectual, language, physical, and aesthetic development and learning for the children served and to promote family development and support.

Age Participation. The program will be available to children of the following ages:

- Children who are 3 years of age on or before July 31 of the enrollment year;
- Children who are 4 years of age (on or before July 31 of the enrollment year) at the start of the enrollment year; and
- Children who are 5 years of age at the start of the enrollment year, so long as they do not turn 6 years of age prior to January 1 of that year (subject to the participation limitation below).

All enrollment is subject to capacity limitations and enrollment priorities established in this policy. Three-year-old children will only be offered half-day attendance.

Five-Year-Old Participation. Participation of 5-year-old students who will not turn 6 prior to January 1 of the enrollment year will be further limited to those students who attain a Total Score below the Cut-off Score on the Brigance Early Childhood Screen III (3–5 years).

Capacity Limitation. The maximum capacity for the program is ~~3151~~ children. In the event where the total number of children registered for the program by July 15 rises above ~~3151~~, the district will only offer the program to children with the following priority for enrollment:

- Resident students;
- Four-year-olds;
- "At-risk" children (as defined by Rule 11);
- Qualified five-year-old students; and
- Three-year-olds.

If the program is at capacity after July 15, further enrollment applications will be denied. Exception: If an "at-risk child" (as defined by Rule 11) moves into the district and the program is at capacity, the child will be enrolled in the program. The last application received from a student who is not "at risk" will be withdrawn from the program.

Program Coordinator. The program will be coordinated by an individual qualified by law to be a Program Coordinator.

Program and Staff Requirements. All teachers and administrators in prekindergarten programs must hold a valid certificate or permit to teach issued by NDE except as otherwise allowed by law or Rule 11.

Participation and Inclusion. Participation of children and families in the program will be voluntary. The program will not exclude children verified as having disabilities and will include to the extent possible children of diverse social and economic characteristics.

Birth Certificates. Within 30 days of enrollment, parents or guardians must submit a certified copy of the child's birth certificate or other documentation in compliance with the Missing Children Identification Act (sections 43-2001 through 43-2012).

Instructional Hours. Each class in the program will operate a minimum of 12 instructional hours per week during the school year. Programs receiving grant funds pursuant to state law will operate a minimum of 450 instructional hours per school year.

Fees. The district may charge a fee for its program in accordance with the Policy 5045 - Student Fees, provided that the fee may not exceed the actual cost of the program. If the district charges a fee, it will also use a sliding fee scale in order to maximize the participation of economically and categorically diverse groups. The district may waive fees on the basis of need.

General Reports. The head administrator will include information about the program in the NDE approved data system. All early childhood data is due as specified by the data system calendar.

Early Childhood Program Report. An Early Childhood Program Report Form will be submitted annually by October 15 on the form required by NDE.

Planning. Each program will have a planning period that complies with the requirements of Rule 11.

Coordination with Existing Programs and Funding Sources. The district will develop, and keep on file, a written plan to show that the program will be coordinated or contracted with existing programs in compliance with Rule 11 requirements. The district will develop and keep on file a written plan to coordinate and use a combination of local, state, and federal funding sources including, but not limited to, those listed in Rule 11 in order to maximize the participation of economically and categorically diverse groups of children and to ensure that participating children and families have access to knowledge of comprehensive services that may be available.

Additional Rule 11 Requirements. Rule 11 includes additional requirements that are not included in this policy, including but not limited to requirements addressing family development and support; developmentally and culturally appropriate curriculum, practices, and assessment; evaluation and quality assurance; program staff; child/staff ratio and group size; facilities, equipment, health, and safety; meals and snacks, immunizations; supervision; toileting; infants and toddlers; Sixpence programs; and home-based programs. The district will comply with these additional requirements that are applicable to the program.

Special Education Act Compliance. Nothing in this policy allows the school district to fail to meet its responsibilities under the Special Education Act (section 79-1110 through 79-1167). To the extent there is any conflict between this policy or Rule 11 with the Special Education Act, the Act shall control.

Adopted on: July 10, 2024
Reviewed on: April 9, 2025
Revised on: June 11, 2025
Revised on:

**JOHNSON COUNTY SCHOOL DISTRICT 0050
(JOHNSON COUNTY CENTRAL PUBLIC SCHOOLS) IN THE STATE OF NEBRASKA**

A RESOLUTION AUTHORIZING THE DISTRICT TO ENTER INTO ONE OR MORE LEASE-PURCHASE AGREEMENTS WITH A BANK OR BANKS, IN THE AGGREGATE PRINCIPAL AMOUNT NOT TO EXCEED THREE MILLION ONE HUNDRED THOUSAND DOLLARS (\$3,100,000) TO PROVIDE FINANCING FOR A PORTION OF THE COSTS OF CERTAIN IMPROVEMENTS AND EQUIPMENT IN AND FOR THE DISTRICT; PROVIDING FOR THE PLEDGE AND LEVY OF CERTAIN FUNDS FOR THE PAYMENT OF SUCH LEASE-PURCHASE AGREEMENTS; APPROVING CERTAIN TERMS OF SUCH LEASE-PURCHASE AGREEMENTS AND RELATED DOCUMENTS; DELEGATING AUTHORITY TO CERTAIN OFFICERS OF THE DISTRICT TO APPROVE FINAL TERMS RELATED TO THE LEASE-PURCHASE AGREEMENTS AND ALL NECESSARY DOCUMENTATION; AND RELATED MATTERS

BE IT RESOLVED BY THE BOARD OF EDUCATION OF JOHNSON COUNTY SCHOOL DISTRICT 0050, IN THE STATE OF NEBRASKA:

Section 1. The Board of Education (the **“Board”**) of Johnson County School District 0050, in the State of Nebraska (Johnson County Central Public Schools) (the **“District”**) does hereby find and determine as follows:

(a) It is necessary for the District to acquire, construct and equip facilities and equipment for the District, which may include HVAC equipment and related controls, items to address fire and other code issues in the District’s existing buildings and on the District’s property, and related matters (the **“Facilities”**);

(b) The District has proposed to enter into one or more Lease-Purchase Agreements with one or more banks (each individually, the **“Bank”**) to be determined by an Authorized Officer (defined herein), with each lease-purchase agreement to be in substantially the form presented with this resolution (each individual lease-purchase agreement is referred to herein as the **“Lease Agreement”**; and collectively the multiple lease-purchase agreements are referred to herein as the **“Lease Agreements”**) among the District as Lessee, and each Bank as Lessor to finance the acquisition of the Facilities by the District.

Section 2. The Board hereby finds and determines that the District shall enter into each Lease Agreement for the purpose of acquiring, constructing and equipping the Facilities pursuant to Section 79-10,105, R.R.S. Neb., as amended, and thereby provide for the acquisition, construction and equipping of the Facilities and financing of the Facilities and that the documents for such financing should be approved and their execution authorized.

Section 3. The District shall enter into each Lease Agreement, whereby the District will lease and acquire the Facilities from a Bank. Each Lease Agreement in the form presented herewith and finally approved by an Authorized Officer (as defined below) is hereby approved, together with such changes and modifications as the Authorized Officer executing the same deems necessary, desirable or appropriate. The District hereby pledges amounts in its current building fund for any rental payments due under each Lease Agreement, pursuant to the provisions of Section 79-10,105, R.R.S. Neb., as amended, and covenants and warrants that it shall levy such amount as may be necessary in each year, subject to the limitation of not to exceed fourteen cents on each one hundred dollars upon the taxable value of all taxable property in the

District which shall be in addition to any other taxes authorized to be levied for school purposes in Section 79-10,120, R.R.S. Neb., as amended, to make such rental payments when the same become due. The aggregate principal amount financed under the Lease Agreements shall not exceed \$3,100,000 and the term of each Lease Agreement shall not exceed seven years.

Section 4. The Board President, Secretary, and the Superintendent of the District, and any other officer of the District (each, an “**Authorized Officer**”) are each hereby authorized and directed to execute and deliver on behalf of the District each Lease Agreement, including necessary counterparts and other related documentation in substantially the form and content as presented herewith, or with such changes and modifications therein as to them seem necessary, desirable or appropriate for and on behalf of the District, and each Authorized Officer is further authorized and directed to execute and deliver all such documents or certificates and do all other things, necessary or appropriate to carry out each said Lease Agreement.

Section 5. The Board further states that it is the intention of the District that interest component of the rental payments payable under each Lease Agreement shall be excludable from gross income under the federal income tax by virtue of Section 103(a) of the Internal Revenue Code of 1986, as amended, and any Authorized Officer is hereby authorized to take all actions necessary and appropriate to carry out said intention and for obtaining such interest exclusion. Each Lease Agreement is hereby authorized to be designated by any Authorized Officer as the District’s “qualified tax-exempt obligations” pursuant to Section 265(b)(3)(B)(i)(III) of the Code, and such officers are hereby authorized to make any representations and warranties in connection therewith. The District hereby covenants, as and to the fullest extent that it may lawfully do so, to take all actions necessary to preserve the tax-exempt status of the interest payable with respect to each Lease Agreement.

Section 6. Without in any way limiting the power, authority, or discretion elsewhere herein granted or delegated, the District hereby (1) authorizes and directs all of the officers, employees, and agents of the District to carry out, or cause to be carried out, and to perform such obligations of the District and such other actions as they or any one of them shall consider necessary, advisable, desirable, or appropriate in connection with this resolution, and the issuance, sale, and delivery of each Lease Agreement including, without limitation and whenever appropriate, the execution and delivery thereof and of all other related documents, instruments, certifications, and opinions; and (2) delegates, authorizes, and directs each Authorized Officer the right, power, and authority to exercise her or his own independent judgment and absolute discretion in determining and finalizing the terms, provisions, form, and contents of each of the documents related to each Lease Agreement and other documents described above. The execution and delivery by any Authorized Officer shall indicate their approval of all changes, modifications, amendments, revisions, and alterations made therein, and shall conclusively establish their absolute, unconditional, and irrevocable authority with respect thereto from the District and the authorization, approval, and ratification by the District of the documents, instruments, certifications, and opinions so executed and the action so taken.

Section 7. The transactions described herein may be conducted and this resolution and related documents may be sent, received and stored by electronic means. All closing documents, certificates, and related instruments may be executed by electronic transmission. Copies, telecopies, facsimiles, electronic files and other reproductions of original executed documents (or documents executed by electronic transmission) shall be deemed to be authentic and valid counterparts of such documents for all purposes, including the filing of any claim, action or suit in the appropriate court of law.

Section 8. If any one or more of the provisions of this resolution should be determined by a court of competent jurisdiction to be contrary to law, then such provisions shall be deemed severable from the remaining provisions of this resolution and the invalidity thereof shall in no way affect the validity of

the other provisions of this resolution or of each Lease Agreement and each Bank shall retain all the rights and benefits accorded to them under this resolution and under any applicable provisions of law. If any provisions of this resolution shall be held or deemed to be or shall, in fact, be inoperative or unenforceable or invalid in any particular case in any jurisdiction or jurisdictions, or in all cases because it conflicts with any constitution or statute or rule of public policy, or for any other reason, such circumstances shall not have the effect of rendering the provision in question inoperative or unenforceable or invalid in any other case or circumstances, or of rendering any other provision or provisions herein contained inoperative or unenforceable or invalid to any extent whatever.

Section 9. All documents, agreements, certificates, and instruments related to the Lease Agreements shall be valid, binding, and enforceable against the District when executed and delivered by means of (i) an original manual signature; (ii) a faxed, scanned, or photocopied manual signature, or (iii) any other electronic signature permitted by electronic signatures laws, including any relevant provisions of the Uniform Commercial Code, in each case to the extent applicable. Each faxed, scanned, or photocopied manual signature, or other electronic signature, shall for all purposes have the same validity, legal effect, and admissibility in evidence as an original manual signature. Each document, agreement, certificate, and instrument related to the Lease Agreements may be executed in any number of counterparts, each of which shall be deemed to be an original, but such counterparts shall, together, constitute one and the same document, agreement, certificate, or instrument, as applicable.

Section 10. This resolution shall take effect as provided by law.

APPROVED BY THE BOARD OF EDUCATION OF THE DISTRICT this 10th day of December, 2025.

Board President

ATTEST:

Board Secretary

JOHNSON COUNTY CENTRAL PUBLIC SCHOOLS

SUPERINTENDENT EVALUATION
EXECUTIVE SUMMARY

FALL 2025



EXECUTIVE SUMMARY

While there were a few minor discrepancies between the Board's and Superintendent Rother's Standard rankings, all scores remained consistently positive. Both evaluations identified **Board-Superintendent Relations** as the top area of strength. The Board commended Superintendent Rother for his strong commitment to communication and collaboration. **Organizational & Cultural Leadership** also rated highly across both evaluations. Although it did not rank as high in Superintendent Rother's self-evaluation, the Board emphasized his strong performance in **Community Relations**, noting his visibility and active involvement in district and community events. **Educational Leadership** was identified in both evaluations as the Standard with the greatest opportunity for improvement. **Budget Planning & Management** also emerged as an area for growth. One specific indicator noted by the Board was the need to "strategically manage staff resources, assigning and scheduling teachers and staff to roles that optimize their professional capacity," which received a comparatively lower score.

Superintendent and Board open-ended comments for each standard can be found in the Superintendent Self-Evaluation and Board Evaluation, respectively.

TOP (3) PRIORITY AREAS OF GROWTH: to be addressed through superintendent goals.

1. Educational Leadership
2. Budget Planning & Management
3. Policy

NASB PROPOSED SUPERINTENDENT GOAL

NASB has identified one superintendent goal for the district to consider based upon the standard **Educational Leadership**. We recommend that the district utilizes the other identified areas of improvement from the evaluation to develop additional superintendent goals going forward.

Superintendent Goal 1: The superintendent provides educational leadership ensuring resources align and support best practice for instructional standards, as well as implementation of current and/or applicable curriculum/assessments to support student success and well-being.

- a. Advocates for curriculum and instruction that recognizes student strengths, is differentiated, and challenges each student.
- b. Optimizes alignment of resources, curriculum, and assessments to support student success.
- c. Integrates the district-adopted instructional framework into certificated staff evaluations.



SUPERINTENDENT EVALUATION COMPARISON ANALYSIS

Scale: 1.00-6.00; 6.00=Excellent; 1.00=Poor

The nine standards of the Nebraska Association of School Boards (NASB) Superintendent Evaluation describe the structures and dynamics of an effective Superintendent. These standards were influenced by decades of educational research and are aligned to the Professional Standards for Educational Leaders (PSEL). The PSEL standards emphasize foundational principles of leadership, reflecting the interdependent relationship between educational leadership and student learning.

STANDARD I: MISSION, VISION, & GOALS

PSEL STANDARD I: Mission, Vision, and Core Values

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

	Fall 2025	Fall 2024
Average Board Score	5.23	5.63
Average Self Score	4.75	4.43
Lowest Board Indicator(s)	a. Works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals. (5.0)	g. Identifies and proactively addresses potential barriers to ensure the success of the school district. (5.4)

STANDARD II: POLICY

PSEL STANDARD IX: Operations and Management

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

	Fall 2025	Fall 2024
Average Board Score	5.20	5.64
Average Self Score	4.50	4.75
Lowest Board Indicator(s)	f. Understands, complies with, and educates the school community on local, state, and federal laws, policies, and regulations. (4.7)	N/A - a, b, d, and e all 5.6.



STANDARD III: BUDGET PLANNING & MANAGEMENT

PSEL STANDARD IX: Operations and Management

The Superintendent provides organizational leadership district-wide to ensure fiscal responsibility and management by allocating, using, and investing district resources to support effective instruction and improved student learning.

	Fall 2025	Fall 2024
Average Board Score	5.14	5.43 – Lowest Standard
Average Self Score	4.50	4.00
Lowest Board Indicator(s)	i. Strategically manages staff resources, assigning and scheduling teachers and staff to roles that optimize their professional capacity; j. Develops, implements, and sustains a responsive district crisis and safety plan. (both 4.7)	c. Utilizes data, research, and informed decision-making to support the allocation of district resources. (5.2)

STANDARD IV: EDUCATIONAL LEADERSHIP

PSEL STANDARD IV: Curriculum, Instruction, and Assessment

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

	Fall 2025	Fall 2024
Average Board Score	5.01 – Lowest Standard	5.56
Average Self Score	4.42 – Lowest Standard	3.18 – Lowest Standard
Lowest Board Indicator(s)	N/A – e, g, h, i, j, and k all 4.7.	N/A – e, f, g, h, i, and j all 5.4.

STANDARD V: ORGANIZATIONAL & CULTURAL LEADERSHIP

PSEL STANDARD VII: Professional Community for Teachers and Staff

The Superintendent provides cultural leadership through accountability, inclusiveness, engagement, and advocacy for staff and students.

	Fall 2025	Fall 2024
Average Board Score	5.25	5.63
Average Self Score	5.27	4.63
Lowest Board Indicator(s)	d. Integrates an effective conflict resolution process to address matters in a purposeful and timely manner. (4.8)	c. Commits to developing a high-performing leadership team. (5.2)

STANDARD VI: COMMUNITY RELATIONS

PSEL STANDARD VIII: Meaningful Engagement of Families and Community

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

	Fall 2025	Fall 2024
Average Board Score	5.52	5.82 - Highest Standard
Average Self Score	4.44	5.11
Lowest Board Indicator(s)	c. Develops collaborative partnerships to foster support for the school district. (4.7)	e. Effectively communicates key public information in a timely manner; i. Engages special interest groups to work collaboratively to address concerns and opinions that may present conflict. (both 5.4)

STANDARD VII: PROFESSIONAL LEADERSHIP

PSEL STANDARD VI: Professional Capacity of School Personnel

The Superintendent models and demonstrates professional capacity of school personnel to promote improved instruction and student academic success and well-being.

	Fall 2025	Fall 2024
Average Board Score	5.21	5.57
Average Self Score	5.00	5.14
Lowest Board Indicator(s)	d. Provides an effective evaluation process with actionable feedback anchored in research and evidence based instructional practices; g. Establishes and maintains a comprehensive onboarding and mentoring program to effectively support new certified hires. (both 4.8)	d. Provides an effective evaluation process with constructive feedback. (5.2)

STANDARD VIII: BOARD-SUPERINTENDENT RELATIONS

PSEL STANDARD II: Ethics and Professional Norms

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

	Fall 2025	Fall 2024
Average Board Score	5.56 - Highest Standard	5.70
Average Self Score	5.29 - Highest Standard	5.17 - Highest Standard
Lowest Board Indicator(s)	f. Collaboratively supports or opposes, local, state and/or federal legislation impacting the district. (5.0)	e. Supports board committee work as part of effective board decision-making. (5.4)

STANDARD IX: STRATEGIC PLANNING

PSEL STANDARD IX: School Improvement

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

IMPORTANT INSTRUCTIONS

The superintendent evaluation is a personnel document; therefore, it is not subject to a public record request. This protects the document if it is brought to the board table during the board meeting.

At the conclusion of the evaluation discussion, the board may:

- Review the superintendent evaluation summary, in open session
- Return their individual copy of the evaluation and the executive summary to the Board President for appropriate and secure disposal.
- The Superintendent and Board President will sign, and date one copy and that official copy will be placed in the superintendent's personnel file. A copy of the board summary resides on a secure server at the Association and is always available to the board if needed.
- It is recommended that the board adopt a timeline and develop goals to address the improvement and growth of the superintendent's performance in the identified areas as set forth in the evaluation summary.

Please note: If the board would value additional support from the NASB Board Leadership Department to facilitate the development of goals, a board retreat will be scheduled and the fee for the evaluation will be waived. A board retreat fee will be assessed plus reasonable travel expenses.

CONFIDENTIAL

