

Committee of the Whole
Thursday, January 30, 2025 5:30 PM
McKinley Education Center
301 West F Street
North Platte, NE 69103-1557

1. **Call to Order**
2. **Posting of the Open Meetings Act**
3. **Roll Call**
4. **Approval of Publication**
5. **Approval of Agenda**
6. **Pledge of Allegiance**
7. **Board Engagement**
 - 7.1. ESU 15 and 16 Board workshop
 - 7.2. Additional trainings, meetings, visits, and district events
8. **Board Protocols**
9. **Public Comment**
10. **Agenda**
 - 10.1. 2025-2030 Strategic Plan Presentation
 - 10.2. Staffing Update
 - 10.3. Finance and Budget Update
 - 10.4. Legislative Update
 - 10.4.1. GNSA Update
 - 10.4.2. NCSA Legislative Committee
 - 10.4.3. NASB Legislative Issues Conference

10.5. 2025 Committee of the Whole Calendar and Discussion

10.6. Reunification Training

11. Adjournment

North Platte Public Schools 2025 Strategic Plan



Initiated June 13-24, 2024
Finalized January 3, 2025

North Platte Public Schools - Strategic Plan

Initiated June 14, 2024 / Finalized January 3, 2025

[Mission, Beliefs, Parameters, Objectives, & Strategies](#)

[Implementation Cycle](#)

[Action Plan 1.1](#)

[Action Plan 1.2](#)

[Action Plan 2.1](#)

[Action Plan 2.2](#)

[Action Plan 3.1](#)

[Action Plan 3.2](#)



North Platte Public Schools - Draft Strategic Plan

Our mission is the loftiest aspiration of our organization.

North Platte Public Schools is a destination school district and community that embraces innovative opportunities and distinguished programs to create highly competitive advantages for all students, instilling the *Canteen Spirit* in an evolving world.

The *Canteen Spirit* embodies generosity, selflessness, and unwavering support through

- Service
- Pride
- Collaboration
- Grit

The belief statements are an expression of the fundamental values, ethical codes, overriding convictions and principles for the NPPS.

We believe...

- Every student can learn.
- Learning is essential.
- Every person has worth.
- Communication and transparency cultivate collaboration and trust.
- Reciprocal partnerships among our schools, students, families, and community are essential for growth.
- High expectations yield excellence.
- Excellence is worth the investment.

Parameters are established guidelines from which the NPPS will operate. These guidelines are self-imposed regulations: things we will always do; things we will never do.

- We will always keep students as the focus of every decision we make.
- We will always collaborate with the common goal of student learning.
- We will always use data to drive decisions regarding instruction and learning.
- We will always prioritize a safe and secure environment.
- We will always treat others with dignity and respect by listening to understand, assuming positive intent, and focusing on solutions.
- We will always communicate effectively with our internal and external stakeholders.
- We will always seek opportunities and resources to support, develop, and retain our staff.
- We will always be good stewards of our resources.

Objectives are the desired and measurable end results for NPPS.

- Student achievement and growth on district, state, and national assessments will increase annually.
- PK-12 student enrollment will increase annually.
- The percentage of students participating and performing in college and career readiness programs will increase annually.
- Staff retention rate will increase and unfilled positions will decrease annually.
- Stakeholder engagement will increase annually.

Strategies are intended to close the gap between our baseline data (where we are) and our mission (where we want to be).

- We will increase academic success of students and efficacy in staff.
- We will maximize current staff skills and expertise while being resourceful and innovative in recruiting new staff.
- We will embrace and capitalize on the growth and change within our district and community.

Implementation Schedule

Strategy 1: We will increase the academic success of students and the efficacy of staff.

Specific Result	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030

Strategy 2: We will maximize current staff skills and expertise while being resourceful and innovative in recruiting new staff.

Specific Result	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030

Strategy 3: We will embrace and capitalize on the growth and change within our district and community.

Specific Result	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030

Action Plan

Strategy Number: 1

Plan Number: 1.1

Strategy:

We will increase the academic success of students and the efficacy of staff.

Specific Result:

Strengthen our Professional Learning Communities Framework to improve academic achievement for students and professional efficacy for staff.

ACTION STEPS

1. Strengthen Professional Learning Communities (PLCs) within collaborative teams to regularly discuss student achievement.
 - a. Effectively implement the 4 essential questions of our professional learning communities to increase student growth and achievement.
 - i. What should students know and be able to do?
 - ii. How will we assess progress towards mastery?
 - iii. How will we respond when students struggle?
 - iv. How will we respond when students excel?
 - b. Regularly review formative and summative assessment data in PLC meetings to track progress and identify areas for intervention and extension.
 - c. Refine teaching practices to positively impact student engagement, growth and achievement.
2. Establish high expectations and clear goals for student achievement by prioritizing essential standards within our guaranteed and viable curriculum. (e.g. unit guides, lesson plans, common formative and summative assessments)
3. Maximize the use of district adopted high quality instructional materials that challenge students to think critically and deepen their understanding of essential grade level knowledge and skills.
4. Train staff on interpreting and applying data to guide instructional decisions to maximize student growth.
5. Design building level schedules and academic calendars that support PLCs to guarantee a focus on learning for students.
6. Facilitate peer teacher observations to observe each other's classes and offer constructive, actionable feedback to support professional growth and collaborative learning.
7. Evaluate student academic performance data annually.

8. Evaluate staff professional growth and efficacy data annually.

Action Plan

Strategy Number: 1

Plan Number: 1.2

Strategy:

We will increase the academic success of students and the efficacy of staff.

Specific Result:

Cultivate an inclusive instructional environment that supports the learning of all students and staff.

ACTION STEPS

1. Implement opportunities for students to provide feedback regarding their personal and academic growth to provide a growth-oriented culture.
2. Invite families to engage in learning opportunities that support their students' success. Topics may include but are not limited to literacy, math, behavior, or college & career readiness to help parents/guardians support their students' learning.
3. Build stronger parent/guardian partnerships that contribute to students' learning and well-being (e.g. room parents, volunteers in the classroom).
4. Evaluate and refine the implementation of the PBIS, Boystown, and MTSS Frameworks to provide a safe and orderly school environment and build relationships with students.
5. Refine and strengthen alternative education and extended learning opportunities.
6. Recognize and celebrate academic achievements of students both individually and in groups.
7. Provide ongoing professional development to build capacity in staff to meet the needs of all students (e.g. practices that support students with disabilities, English learners, students from poverty, students with trauma, and high ability learners).
8. Facilitate peer teacher observations to observe each other's classes and offer constructive, actionable feedback to support professional growth and collaborative learning.
9. Evaluate student academic performance data annually.
10. Evaluate staff professional growth and efficacy data annually.

Action Plan

Strategy Number: 2

Plan Number: 2.1

Strategy:

We will maximize current staff skills and expertise while being resourceful and innovative in recruiting new staff.

Specific Result:

Maximize retention of high-quality personnel.

ACTION STEPS

1. Build community and culture at the district and building level through a variety of activities (e.g. similar interest survey, culture club, staff gatherings).
2. Seek teacher input to inform future professional development that maximizes staff skills and expertise.
3. Expand the “stay survey” implementation to better utilize data to promote staff retention.
4. Strengthen mentorship programs for paraeducators, teachers, and administrators to guide their professional practice and personal growth.
5. Provide pathways for leadership and advancement (e.g. Leadership Academy).
6. Evaluate and refine current practices for onboarding and induction activities for certified and classified staff.
7. Acknowledge and celebrate individual and group achievements (e.g. staff recognition programs, social media posts, media stories, All Star Bulldogs).
8. Explore flexible work arrangements that support staff well-being and work-life balance.
9. Provide professional learning on building and growing culture in schools for leaders.
10. Annually utilize staff retention and staff climate data to evaluate staff retention success.

Action Plan

Strategy Number: 2

Plan Number: 2.2

Strategy:

We will maximize current staff skills and expertise while being resourceful and innovative in recruiting new staff.

Specific Result:

Maximize recruitment opportunities.

ACTION STEPS

1. Create an ad hoc committee to assess current recruitment strategies and generate innovative ideas to attract top talent (e.g. referral incentives).
2. Enhance the collaboration between the departments of human resources and communications to boost the North Platte Public Schools brand with targeted recruiting and promotional materials.
3. Cultivate relationships with institutions of higher learning to increase partnerships and opportunities to grow staff through recruitment and training opportunities.
4. Enhance educational pathways that encourage North Platte High School students to pursue careers in education (e.g. future teachers clubs, Kids' Klub, job shadowing, career pathways, student networking with NPPS alumni).
5. Investigate and implement innovative methods to promote and market North Platte Public Schools as a destination school district.
6. Broaden and strengthen opportunities in our Grow Your Own program (e.g. para to teacher).
7. Provide professional learning on recruiting practices in schools for leaders.
8. Annually utilize staff vacancy and application data to evaluate recruitment success and inform future strategies.

Action Plan

Strategy Number: 3

Plan Number: 3.1

Strategy:

We will embrace and capitalize on the growth and change within our district and community.

Specific Result:

Maximize community partnerships to provide increased opportunities for students.

ACTION STEPS

1. Collaborate with the North Platte Area Chamber and Development and the North Platte Public Schools Foundation to identify possible partnerships with community businesses.
2. Create a best practices guide for North Platte Public Schools Community Partnerships with schools.
3. Create a district protocol that helps buildings assess their needs for community partnership support.
4. Integrate college-, career-, and life-readiness skills into established PK-12 programs to align with our community organizations.
5. Create pipeline programs for career readiness to build connections from high school to work.
 - a. Partner with community businesses to increase career pathway opportunities through career exploration, job shadows, and internships.
6. Ensure students are college and career-ready by expanding our partnership opportunities.
 - a. Options might include, but are not limited to:
 - i. Higher education institutions
 - ii. Local, regional, state, and national businesses and associations
 - iii. Non-profit organizations
7. Foster mutually beneficial partnerships between elementary, middle, and high schools to support shared initiatives.
8. In partnership with our stakeholders, determine the measurement to analyze the effectiveness of this action plan.

Action Plan

Strategy Number: 3

Plan Number: 3.2

Strategy:

We will embrace and capitalize on the growth and change within our district and community.

Specific Result:

Implement inclusive practices to reflect the cultural and diverse needs of our district and community.

ACTION STEPS

1. Conduct an assessment to identify the unique needs of families and gaps in services.
2. Expand and enhance resources offered at the Welcome Center and individual schools.
 - a. Partner with local organizations and agencies to expand resources and services available to families.
 - b. Create a referral network to connect families with additional support systems in the community.
 - c. Develop and expand materials and resources that provide information about services in commonly spoken languages in North Platte Public Schools and the community.
 - d. Offer parent/guardian workshops on topics such as navigating the education system, mental health support, and cultural integration.
3. Implement ongoing training for teachers, administrators, and staff in culturally responsive and inclusive practices to provide a safe learning environment.
4. Plan and promote building and district events that highlight and celebrate the cultures in our community.
5. Continuously evaluate our English Learner program to maximize effectiveness.
6. Evaluate building and district events as they are planned to ensure accessibility to all.
7. Develop evaluative tools to determine the success of this plan.





NORTH PLATTE PUBLIC SCHOOLS

STRATEGIC PLAN 2025-2030

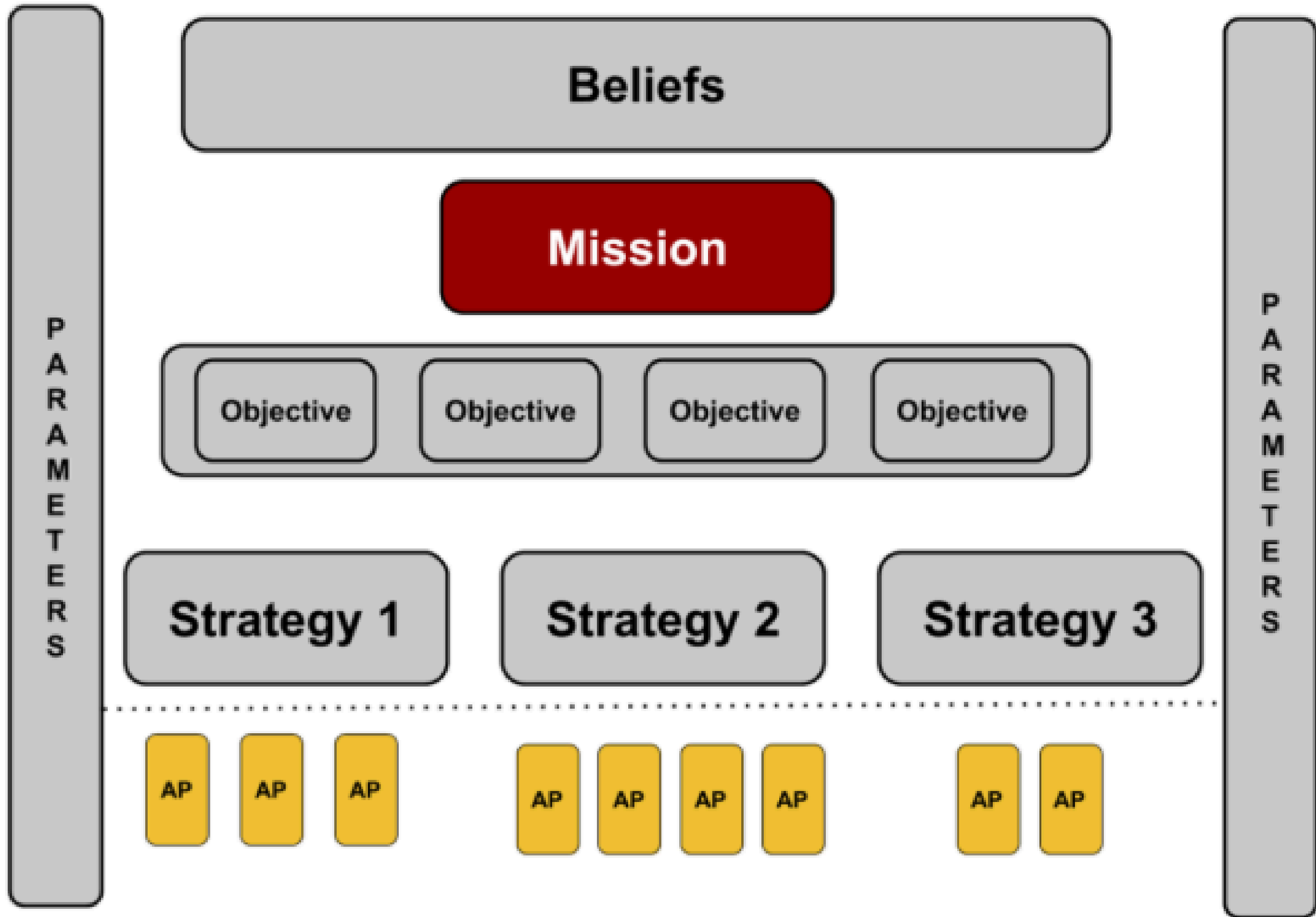
PROCESS



- Plan and organize process
- Build Strategic Planning Team
- First Planning Session
- Communicate Draft Plan
- Action Team Leader Training
- Action Plan Creation
- Second Planning Session
- Obtain Board Approval
- Establish culture of strategic action

STRATEGIC PLANNING COMMITTEE

Todd Rhodes, Stuart Simpson, Vikki Carlson, Lyndsey Douglas, Erica Johnson, Brandy Buscher, Kevin Mills, Brandon Petersen, Cory Spotanski, Robin Vahle, James Ayres, Veronica Gale, Tami Eshlemen, Rhonda Larson, Kara Hahn, Autumn Ball, Tara Foster, Hannah Walters, Traci Foster, Collin Swedberg, Jack Buscher, Chris Ochsner, Jo Ann Lundgreen, Emily Garrick, Jami Allen, Jordynnn Boyle, Jeff Allen, Jacob Rissler, Carrie Lienemann, Lori Keck.



BELIEFS

We believe...



- All students can learn.
- Learning is essential.
- All people have worth.
- Reciprocal partnerships between our school, families, and community are essential to growth.
- Through communication and collaboration, we cultivate trust and transparency.
- High expectations yield excellence.
- Excellence is worth the investment.

PARAMETERS

- We will always put students as the focus of everything we do and every decision we make.
- We will always prioritize our educational programs.
- We will always make data-driven decisions to inform instruction and guide learning.
- We will always provide a safe and secure environment while treating all with dignity and respect.
- We will always listen to understand, assume positive intent, and focus on solutions.
- We will always strive to effectively communicate with our internal and external stakeholders.
- We will always seek opportunities and resources to support, develop, and retain our staff.
- We will always be good stewards in our community, who will responsibly evaluate and analyze our resource use and revenue sources.

MISSION



NORTH PLATTE PUBLIC SCHOOLS

North Platte Public Schools is a destination school district and community that embraces innovative opportunities and distinguished programs to create highly competitive advantages for all students, instilling the Canteen Spirit in an evolving world.

MISSION



CANTEEN

Spirit

The Canteen Spirit embodies generosity, selflessness, and unwavering support through

- Service
- Pride
- Collaboration
- Grit

OBJECTIVES

Desired and measurable end result for NPPS.



- Student achievement and growth on district, state, and national assessments will increase annually.
- PK-12 student enrollment will increase annually.
- The percentage of students participating and performing in college and career readiness programs will increase annually.
- Staff retention rate will increase and unfilled positions will decrease annually.
- Stakeholder engagement will increase annually.

STRATEGIES

Intended to close the gap between baseline data and our mission.



1. We will increase academic success of students and efficacy in staff.
2. We will maximize current staff skills and expertise while being resourceful and innovative in recruiting new staff.
3. We will embrace and capitalize on the growth and change within our district and community.

STRATEGIES



STRATEGY 1

We will increase academic success of students and efficacy in staff.

Vikki Carlson and Lyndsey Douglas

Cory Spotanski, Haley Smiley, Rhonda Larson, Robin Vahle, Marie Brosius, Rhonda Huicochea, Jill Hansen, Jodi Tomanek, Nashea Meduna, Laura Troshynksi, Tiffany Negley, Ruth Meyer, Nathaniel Foster, Cade Stephenson, Hannah Walters.



STRATEGY 1

Strategy 1 is about...

- Student academic success
- Empowering Staff
- Growth of the whole child- individual success and growth of each student
- Collaboration among staff members, confidence and competence of all staff to make a difference



STRATEGY 1

Strategy 1 is not about...

- Compliance
- One person or one group of people
- Grades
- Working in silos
- Adding more to the plates of educators
- A one size fits all model



STRATEGY 1

Research questions and process.

- What is efficacy and the effect size of teacher efficacy on student learning?
- What is the baseline data for academic success of students from one grade level to the next? What are our current scores/rankings?
- How do we evaluate student growth as a whole? How do we define academic success?
- How can teachers recognize and address learning gaps in the classroom? How do you know when to make instruction more rigorous versus needing to reteach? How do teachers provide diverse learning experiences?

STRATEGY 1

Research questions and process (continued).

- What strategies do high-achieving districts implement to improve student academic success? What are the most effective strategies for enhancing teacher efficacy in underperforming/high-achieving schools?
- Do incentives or reprimands affect teacher efficacy?
- What does an effective PLC look like? How does implementing collaborative professional development programs impact teacher efficacy and student academic outcomes?

STRATEGY 1

Specific Results.

1.1 Strengthen our Professional Learning Communities Framework to improve academic achievement for students and professional efficacy for staff.

1.2 Cultivate an inclusive instructional environment that supports the learning of all students and staff.



ACTION PLAN 1.1

Strengthen our Professional Learning Communities Framework to improve academic achievement for students and professional efficacy for staff.

- Strengthen Professional Learning Communities (PLCs) within collaborative teams to regularly discuss student achievement.
 - Effectively implement the 4 essential questions of our professional learning communities to increase student growth and achievement.
 - What should students know and be able to do?
 - How will we assess progress towards mastery?
 - How will we respond when students struggle?
 - How will we respond when students excel?

ACTION PLAN 1.1 CONTINUED

- Regularly review formative and summative assessment data in PLC meetings to track progress and identify areas for intervention and extension.
- Refine teaching practices to positively impact student engagement, growth and achievement.
- Establish high expectations and clear goals for student achievement by prioritizing essential standards within our guaranteed and viable curriculum. (e.g. unit guides, lesson plans, common formative and summative assessments)

ACTION PLAN 1.1 CONTINUED

- Maximize the use of district adopted high quality instructional materials that challenge students to think critically and deepen their understanding of essential grade level knowledge and skills.
- Train staff on interpreting and applying data to guide instructional decisions to maximize student growth.
- Design building level schedules and academic calendars that support PLCs to guarantee a focus on learning for students.
- Facilitate peer teacher observations to observe each other's classes and offer constructive, actionable feedback to support professional growth and collaborative learning.
- Evaluate student academic performance data annually.
- Evaluate staff professional growth and efficacy data annually.

ACTION PLAN 1.2

Cultivate an inclusive instructional environment that supports the learning of all students and staff.

- Implement opportunities for students to provide feedback regarding their personal and academic growth to provide a growth-oriented culture.
- Invite families to engage in learning opportunities that support their students' success. Topics may include but are not limited to literacy, math, behavior, or college & career readiness to help parents/guardians support their students' learning.
- Build stronger parent/guardian partnerships that contribute to students' learning and well-being (e.g. room parents, volunteers in the classroom).

ACTION PLAN 1.2 CONTINUED

- Evaluate and refine the implementation of the PBIS, Boystown, and MTSS Frameworks to provide a safe and orderly school environment and build relationships with students.
- Refine and strengthen alternative education and extended learning opportunities.
- Recognize and celebrate academic achievements of students both individually and in groups.
- Provide ongoing professional development to build capacity in staff to meet the needs of all students (e.g. practices that support students with disabilities, English learners, students from poverty, students with trauma, and high ability learners).

ACTION PLAN 1.2 CONTINUED

- Facilitate peer teacher observations to observe each other's classes and offer constructive, actionable feedback to support professional growth and collaborative learning.
- Evaluate student academic performance data annually.
- Evaluate staff professional growth and efficacy data annually.

STRATEGY 2

We will maximize current staff skills and expertise while being resourceful and innovative in recruiting new staff.

Kevin Mills and Brandon Petersen

DaNessa Fleck, Andy Butler, Kim Flanders, Kim Ide, John Byrn, James Ayres, Jordynn Boyle, Tara Foster, Jeff Allen, Collette Sauer, Mary Beth Kelly, Jean Condon



STRATEGY 2

Strategy 2 is about...

- Maximizing current staff skills
- Retention
- Growing our own
- Recruiting creatively
- Embracing change
- Leadership development
- Academic success
- Mentorship
- PLC
- Staff mental health
- Positivity
- Community-minded
- Promoting our brand
- Team building

STRATEGY 2

Strategy 2 is not about...

- Settling for warm bodies
- Using outside agencies
- Doing what we have always done
- Settling
- Flat character
- Redundancy
- Negativity
- Stagnation
- Outsourcing
- Single-minded
- Desperation

STRATEGY 2

Research questions and process.

- What factors influence staff retention (both positive and negative)?
What is the trickle down effect on students?
- What do other districts offer for retention bonuses/stipends for staff who stay with school (showing appreciation for their continued contribution, how well does this impact retention)?
- What are the most effective strategies for recruiting high-quality staff?
- How can we incentivize current staff who are covering unfilled vacancies/show potential for growth and commitment to the district?

STRATEGY 2

Research questions and process (continued).

- What are other districts offering paraeducators for pay (insurance)? Are they able to retain their paras if so? How (incentives)?
- How can we enhance educational opportunities for all staff, particularly in expanding the para to teacher program and collaborating with colleges to support teachers pursuing their Master's degrees?
- How do urban and rural schools differ in their recruitment strategies, and what challenges do they face?

STRATEGY 2

Research questions and process (continued).

- What are innovative ways we can capitalize on growing our own high school student intern program and participants to come back to our district?
- What are the student intern numbers interested in education?
- What motivators are used to encourage educators?
- What are the unique challenges with recruitment and retention in special education?

STRATEGY 2

Specific Results.

2.1 Maximize retention of high-quality personnel.

2.2 Maximize recruitment opportunities.



ACTION PLAN 2.1

Maximize retention of high-quality personnel.

- Build community and culture at the district and building level through a variety of activities (e.g. similar interest survey, culture club, staff gatherings).
- Seek teacher input to inform future professional development that maximizes staff skills and expertise.
- Expand the “stay survey” implementation to better utilize data to promote staff retention.
- Strengthen mentorship programs for paraeducators, teachers, and administrators to guide their professional practice and personal growth.

ACTION PLAN 2.1 CONTINUED

- Provide pathways for leadership and advancement (e.g. Leadership Academy).
- Evaluate and refine current practices for onboarding and induction activities for certified and classified staff.
- Acknowledge and celebrate individual and group achievements (e.g. staff recognition programs, social media posts, media stories, All Star Bulldogs).
- Explore flexible work arrangements that support staff well-being and work-life balance.

ACTION PLAN 2.1 CONTINUED

- Provide professional learning for building and growing culture in schools for leaders.
- Annually utilize staff retention and climate data to evaluate staff retention success.

ACTION PLAN 2.2

Maximize recruitment opportunities.

- Create an ad hoc committee to assess current recruitment strategies and generate innovative ideas to attract top talent (e.g. referral incentives).
- Enhance the collaboration between the departments of human resources and communications to boost the North Platte Public Schools brand with targeted recruiting and promotional materials.
- Cultivate relationships with institutions of higher learning to increase partnerships and grow staff through recruitment and training opportunities.

ACTION PLAN 2.2 CONTINUED

- Enhance educational pathways that encourage North Platte High School students to pursue careers in education (e.g. future teachers clubs, Kids' Klub, job shadowing, career pathways, student networking with NPPS alumni).
- Investigate and implement innovative methods to promote and market North Platte Public Schools as a destination school district.
- Broaden and strengthen opportunities in our Grow Your Own program (e.g. para to teacher).
- Provide professional learning on recruiting practices in schools for leaders.
- Annually utilize staff vacancy and application data to evaluate recruitment success and inform future strategies.

STRATEGY 3

We will embrace and capitalize on the growth and change within our district and community.

Brandy Buscher and Erica Johnson

Veronica Gale, Brad LaChapelle, Jami Allen, Tami Eshleman, Aaron McCoy, Traci Foster, Megan Dailey, Kelli Sheets, Kara Hahn, Judy Pederson, Shae Caldwell, Tara Krupicka, Maria Rodriguez



STRATEGY 3

Strategy 3 is about...

- Embracing change
- Being proactive
- Being prepared
- Accepting and embracing what comes our way
- All means all
- Embracing stakeholders
- Growing
- Being open-minded
- Creating solutions and opportunities for the stakeholders.
- Moving Forward
- Acceptance and inclusiveness

STRATEGY 3

Strategy 3 is not about...



- Being reactive
- Panicking about change
- Singling out people
- Complacency
- Segregation
- Limiting opportunities
- Waiting for solutions
- Staying the same
- Living in the past

STRATEGY 3

Research questions and process.

- What are some best practices/strategies for parental and student school involvement for multilingual learners?
- What is the district data in regard to multilingual learners?
- How many students are in our EL program?
- How many languages are spoken?
- How many students are migrants?
- What community support(s) are available for incoming families?
- What are some best practices/strategies for parental and student community involvement for multilingual learners?
- What are we doing to prepare all students for the increase of multilingual learners?

STRATEGY 3

Research questions and process (continued).

- What is the district currently doing for multilingual learners and their families?
- What is the student enrollment at each building over the last three years?
- Why the decrease in some buildings?
- What are other districts doing to prepare staff for the increase in multilingual learners?
- What industries are we expecting to come into North Platte in the next two years and what will that do for our student growth?
- Social Media/Website/Plans for this year

STRATEGY 3

Research questions and process (continued).

- How many people visit our website?
- What is our social media plan for the year?

STRATEGY 3

Specific Results.

3.1 Maximize community partnerships to provide increased opportunities for students.

3.2 Implement inclusive practices to reflect the cultural and diverse needs of our district and community.



ACTION PLAN 3.1

Maximize community partnerships to provide increased opportunities for students.

- Collaborate with the North Platte Area Chamber and Development and the North Platte Public Schools Foundation to identify possible partnerships with community businesses.
- Create a best practices guide for North Platte Public Schools Community Partnerships with schools.
- Create a district protocol that helps buildings assess their needs for community partnership support.
- Integrate college-, career-, and life-readiness skills into established PK-12 programs to align with our community organizations.

ACTION PLAN 3.1 CONTINUED

- Create pipeline programs for career readiness to build connections from high school to work.
 - Partner with community businesses to increase career pathway opportunities through career exploration, job shadows, and internships.
- Ensure students are college and career-ready by expanding our partnership opportunities.
 - Options might include, but are not limited to:
 - Higher education institutions
 - Local, regional, state, and national businesses and associations
 - Non-profit organizations

ACTION PLAN 3.1 CONTINUED

- Foster mutually beneficial partnerships between elementary, middle, and high schools to support shared initiatives.
- In partnership with our stakeholders, determine the measurement to analyze the effectiveness of this action plan.

ACTION PLAN 3.2

Implement inclusive practices to reflect the cultural and diverse needs of our district and community.

- Conduct an assessment to identify the unique needs of families and gaps in services.
- Expand and enhance resources offered at the Welcome Center and individual schools.
 - Partner with local organizations and agencies to expand resources and services available to families.
 - Create a referral network to connect families with additional support systems in the community.

ACTION PLAN 3.2 CONTINUED

- Develop and expand materials and resources that provide information about services in commonly spoken languages in North Platte Public Schools and the community.
- Offer parent/guardian workshops on topics such as navigating the education system, mental health support, and cultural integration.
- Implement ongoing training for teachers, administrators, and staff in culturally responsive and inclusive practices to provide a safe learning environment.
- Plan and promote building and district events that highlight and celebrate the cultures in our community.

ACTION PLAN 3.2 CONTINUED

- Continuously evaluate our English Learner program to maximize effectiveness.
- Evaluate building and district events as they are planned to ensure accessibility to all.
- Develop evaluative tools to determine the success of this plan.

NEXT STEPS



North Platte Public Schools

Insurance Costs

	2021	2022	2023	2024	
Property					
Blanket Building and Business Personal and EDP Property	204,160,290	261,918,947	283,293,690	309,080,729	9.1%
Deductible	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000	
Hail/Wind		\$ 25,000	\$ 25,000	\$ 75,000	
Premium	\$ 234,597	\$ 253,984	\$ 313,653	\$ 430,284	37.18%
General Liability	\$ 20,618	\$ 21,531	\$ 22,420	\$ 26,291	
Flood Insurance					
Adams, Buffalo, Madison, Maintenance	\$ 10,460	\$ 8,515	\$ 8,948	\$ 8,715	
Automobile	\$ 25,560	\$ 27,590	\$ 28,863	\$ 30,914	
Cyber Liability					
Deductible	\$ 15,000	\$ 15,000	\$ 25,000	\$ 25,000	
Premium	\$ 19,616	\$ 24,498	\$ 22,102	\$ 15,607	-29.4%
Inland Marine (EDP)	\$ 2,499	\$ 2,601	\$ 2,700	\$ 3,500	
Umbrella	\$ 14,441	\$ 15,482	\$ 16,699	\$ 18,805	
Linebacker Public Officials/Employment Practices (E and O)	\$ 8,975	\$ 9,393	\$ 9,393	\$ 10,168	
Covers Board Members					
Crime Coverage	\$ 3,528	\$ 3,528	\$ 4,395	\$ 4,460	
Workers Compensation					
Total Payroll	29,644,130	29,644,130	29,644,130	29,644,130	
Experience MOD	0.89	1.13	1.17	1.32	
Premium	\$ 168,525	\$ 190,019	\$ 214,964	\$ 270,020	25.6%
Total Insurance	508,819	557,141	644,137	818,764	
HUB Cost	45,000	45,000	45,000	45,000	
Total Premium	\$ 553,819	\$ 602,141	\$ 689,137	\$ 863,764	
	0.88%	8.73%	14.45%	25.34%	

North Platte Public Schools

9/1/24-9/1/25

	2023	2024
Property	EMC	EMC
Blanket Building, Business Personal, & EDP Property	\$283,293,690	\$309,080,729
Deductible	\$5,000 AOP/\$25k W/H	\$5,000 AOP/\$75k W/H
Business Income & Extra Expense	\$3,000,000	\$3,000,000
Business Income Deductible	72 hours	72 hours
Flood Limit	\$5,000,000	\$5,000,000
Flood Deductible	\$50,000	\$50,000
NFIP Flood Limit* (inc 150,000 in EMC policy)	\$650,000	\$650,000
NFIP Flood Deductible	\$1,250	\$1,250
Earthquake Limit	\$5,000,000	\$5,000,000
Earthquake Deductible	5%	5%
Total Premium	\$313,653	\$430,284
* = Adams, Buffalo, Madison, & Maintenance Locations	\$9,069 paid to Floodsmart	\$8,715 paid to Floodsmart
Equipment Breakdown	EMC	EMC
Limit	INC in Property Blanket	INC in Property Blanket
Equipment Breakdown Deductible	1,000	1,000
Spoilage Damage	\$50,000	\$50,000
Ordinance of Law Coverage	INC in Property Blanket	INC in Property Blanket
Total Premium	INC in Property	INC in Property
Automobile	EMC	EMC
Liability Limit	\$1,000,000	\$1,000,000
Coverage Symbol	Symbol 1	Symbol 1
Total # of Units	48	48
Deductibles - Comp/Coll (Trailers)	\$500/\$500	\$500/\$500
Medpay	\$10,000	\$10,000
Hired & Non-owned Auto	Included	Included
Hired Auto Physical Damage Limit	Actual Cash Value	Actual Cash Value
Hired Auto Physical Damage Deductibles - Comp/Coll	\$500/\$500	\$500/\$500
Garagekeepers Coverage Limit	\$100,000	\$100,000
Garagekeepers Coverage Deductible	\$500	\$500
Buses at Replacement Cost Coverage		
Total Premium	\$28,863	\$30,914
Workers Compensation	RAS	RAS
Effective Dates	9/1/23-9/1/24	9/1/24-9/1/25
Liability Coverage Limits	1million/1million/1million	1million/1million/1million
Total Estimated Payroll	\$29,644,130	\$29,644,130
Modification Factor	1.17	1.32
Total Premium	\$214,964	\$270,020

North Platte Public Schools

9/1/24-9/1/25

	2023	2024
General Liability	EMC	EMC
Limit - Per Occurrence	\$1,000,000	\$1,000,000
Limit - Aggregate	\$2,000,000	\$2,000,000
Liability Deductible	\$0	\$0
Medical Expense Per Incident/Aggregate	\$10,000/none	\$10,000/none
Property of Others	\$100,000	\$100,000
Property of Others Deductible	\$1,000	\$1,000
Abuse & Molestation Coverage (retro date 9/1/2001)	\$1,000,000	\$1,000,000
Employee Benefit Admin Liability per Occurrence	\$1,000,000	\$1,000,000
Employee Benefit Admin Liability Aggregate	\$2,000,000	\$2,000,000
Employee Benefit Admin Deductible	\$1,000	\$1,000
Total Premium	\$22,420	\$26,291
Cyber Liability	Cowbell	TMHCC
Cyber Liability Limit (see policy for sub limits)	\$1,000,000	\$1,000,000
Cyber Prior Acts Date	Full Prior Acts	Full Prior Acts
Cyber Deductible	\$25,000	\$25,000
	\$22,102	\$15,607
Inland Marine	EMC	EMC
Limit	\$3,000,000	\$3,000,000
Inland Marine Deductible	1,000	1,000
EDP Limit	\$3,000,000	\$3,000,000
Total Premium	\$2,700	\$3,500
Umbrella	EMC	EMC
Liability Limit	\$5,000,000	\$5,000,000
Umbrella Retention/Deductible*	\$0	\$0
Follows All Underlying Coverages	yes	yes
Total Premium	\$16,699	\$18,805
*Employee Benefit Liability \$10,000 ded under Umbrella		

North Platte Public Schools
9/1/24-9/1/25

	2023	2024
Public Officials/Linebacker		
D&O Liability Limit	\$1,000,000	\$1,000,000
D&O Liability Deductible	\$2,000	\$2,000
Prior & Pending Proceeding Date	9/1/2009	9/1/2009
Employment Practices Liability/Linebacker		
	EMC	EMC
EPLI Liability Limit	\$1,000,000	\$1,000,000
EPLI Liability Deductible	\$2,000	\$2,000
EPLI Prior & Pending Proceeding Date	9/1/2009	9/1/2009
D&O & EPLI Total Premium		
	\$9,393	\$10,168
Crime Coverages		
	EMC	EMC
Employee Theft Limit	\$500,000	\$500,000
Employee Theft Deductible	\$2,500	\$2,500
Forgery Coverage / Deductible	\$250,000/\$2,500	\$250,000/\$2,500
On Premise Coverage / Deductible	\$250,000/\$2,500	\$250,000/\$2,500
In Transit Coverage / Deductible	\$250,000/\$2,500	\$250,000/\$2,500
Computer Crime Coverage / Deductible	\$250,000/\$2,500	\$250,000/\$2,500
Fund Transfer Fraud Coverage / Deductible	\$250,000/\$2,500	\$250,000/\$2,500
Money Order & Counterfeit Coverage / Deductible	\$250,000/\$2,500	\$250,000/\$2,500
Fraudulent Impersonation	\$100,000/\$2,500	\$100,000/\$2,500
Total Crime		
	\$4,395	\$4,460

Total Premium 2018-2019 w/ALICAP	\$575,000	
Total Premium 2019-2020 inc \$45k Hub Service Fee	\$520,434	Saved \$54,849 est
Total Premium 2020-2021 inc \$45k Hub Service Fee	\$549,015	5.5% overall increase
Total Premium 2021-2022 inc \$45k Hub Service Fee	\$553,953	0.9% overall increase
Total Premium 2022-2023 inc \$45k Hub Service Fee	\$602,144	8.7% overall increase
Total Premium 2023-2024 inc \$45k Hub Service Fee	\$689,258	14.4% overall increase
Total Premium 2024-2025 inc \$45k Hub Service Fee	\$863,764	25.3% overall increase

Changes 21-22 Cosmetic Hail Exclusion Applied

Changes 22-23 moved to 25k Wind/Hail Deductible saving 52k premium/increased property values 57 million

Changes 24-25 w/h deductible moved to 75k per building/property over 300 million

Stuart Simpson, Director of Finance

Date

Account Overview as of 8/5/2024

Insured Name	Inception Date	Policy Premium	Agency
Lincoln County School	9/1/2021		HUB International Great Plains LLC
Lincoln County School	9/1/2019	\$214,964.00	HUB International Great Plains LLC

Insured Name	Policy Summary	Policy Year 2023	Policy Year 2022	Policy Year 2021	Policy Year 2020	Policy Year 2019
Lincoln County School District 1	Effective Date	9/1/2023	9/1/2022	9/1/2021	9/1/2020	9/1/2019
	Experience Mod	1.17	1.13	0.89	1.05	1.11
	Earned Premium**	\$199,106	\$192,595	\$164,963	\$205,167	\$200,608
	Deductible					

Insured Name	Claim Summary	Policy Year 2023	Policy Year 2022	Policy Year 2021	Policy Year 2020	Policy Year 2019
Lincoln County School District 1	Total Claims	44	27	23	29	20
	Open Claims	14	1	0	0	0
	Incident Only	13	4	4	7	3
	Indemnity	7	5	2	5	4
	Medical Only	24	18	17	17	13
	Gross Total Incurred	\$748,928	\$180,627	\$168,693	\$181,103	\$71,763
	Avg. Gross Total Incurred	\$17,021	\$6,690	\$7,334	\$6,245	\$3,588
	Gross Loss Ratio *	376.15%	93.79%	102.26%	88.27%	35.77%
Net Loss Ratio *	375.05%	93.79%	102.26%	88.27%	34.03%	

Insured Name	5 Year Cause of Loss Summary	Policy Year 2023		Policy Year 2022		Policy Year 2021		Policy Year 2020		Policy Year 2019	
		Claim Count	Gross Total Incurred	Claim Count	Gross Total Incurred	Claim Count	Gross Total Incurred	Claim Count	Gross Total Incurred	Claim Count	Gross Total Incurred
Lincoln County School District 1	Struck By	26	\$174,887	8	\$95,809	9	\$10,590	8	\$86,320	9	\$13,259
	Strain By	2	\$26,853	6	\$2,693	3	\$136,020	6	\$13,608	5	\$13,296
	Fall/Slip	6	\$476,547	8	\$78,394	8	\$17,066	9	\$29,731	4	\$25,966
	Cut/Puncture/Scrape	4	\$54,528	4	\$3,731	2	\$390	2	\$78	0	\$0
	Motor Vehicle	1	\$85	0	\$0	0	\$0	0	\$0	1	\$18,760
	Strike/Step	0	\$0	0	\$0	0	\$0	2	\$50,653	1	\$482
	Caught In/Between	2	\$6,870	1	\$0	0	\$0	1	\$677	0	\$0
	Misc	2	\$3,458	0	\$0	1	\$4,626	1	\$36	0	\$0
	Burn/Scald	1	\$5,700	0	\$0	0	\$0	0	\$0	0	\$0
Total		44	\$748,928	27	\$180,627	23	\$168,693	29	\$181,103	20	\$71,763

* Loss Ratio Based on Earned Premium.

** Earned Premium contemplates applicable dividend, if any.



CONDITIONAL

EMCASCO INSURANCE COMPANY
 NORTH PLATTE PUBLIC SCHOOLS

EFF DATE: 09/01/24

QUOTE NO: B882236-24
 EXP DATE: 09/01/25

S T A T E M E N T O F V A L U E S

Construction/Occupancy	Coverage	100% Values	Value Type

Loc No: 001	1200 MCDONALD RD NORTH PLATTE, NE	69101-6462	
Building Number 001			
1 STORY FIRE RESIST BLDG	BUILDING	\$ 39,853,958	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$ 7,678,286	RC
ADAMS MIDDLE SCHOOL	PROPERTY		
	PROPERTY IN THE OPEN -	\$ 333,974	RC
	FENCING, PARKING LIGHT		
	POLES, BLEACHERS AND		
	PLAYGROUND EQUIP.		

Building Number 002			
1 STORY MASON NON-COM BLDG	BUILDING	\$ 497,479	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$ 95,845	RC
ADAMS MIDDLE SCHOOL - BOILER	PROPERTY		
BUILDING			

Loc No: 002	1600 N BUFFALO BILL AVE NORTH PLATTE, NE	69101-2041	
Building Number 001			
1 STORY JSTD MAS BLDG	BUILDING	\$ 9,387,068	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$ 1,808,518	RC
BUFFALO ELEMENTARY SCHOOL	PROPERTY		
	PROPERTY IN THE OPEN -	\$ 133,456	RC
	FENCING, PARKING LIGHT		
	POLES AND PLAYGROUND		
	EQUIP.		

Building Number 002			
1 STORY FRAME BLDG	BUILDING	\$ 55,193	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$ 10,633	RC
GARAGE (STORAGE)	PROPERTY		

Loc No: 003	2000 W 2ND ST NORTH PLATTE, NE	69101-3530	
Building Number 001			
1 STORY MASON NON-COM BLDG	BUILDING	\$ 10,675,423	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$ 2,056,733	RC
CODY ELEMENTARY SCHOOL	PROPERTY		
	PROPERTY IN THE OPEN -	\$ 233,553	RC
	FENCING, PARKING LIGHT		
	POLES AND PLAYGROUND		

AS QUOTED ON: 08/02/24 (BPP)



CONDITIONAL

EMCASCO INSURANCE COMPANY
NORTH PLATTE PUBLIC SCHOOLS

EFF DATE: 09/01/24

QUOTE NO: B882236-24
EXP DATE: 09/01/25

STATEMENT OF VALUES

		EQUIP.		

Building Number 002				
1 STORY FRAME BLDG	BUILDING	\$	55,193	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	10,633	RC
GARAGE (STORAGE)	PROPERTY			

Loc No: 004	3900 W A ST			
	NORTH PLATTE, NE	69101-4788		
Building Number 001				
1 STORY MASON NON-COM BLDG	BUILDING	\$	8,891,390	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	1,851,736	RC
EISENHOWER ELEMENTARY SCHOOL	PROPERTY			
	PROPERTY IN THE OPEN -	\$	156,497	RC
	FENCING, PARKING LIGHT			
	POLES AND PLAYGROUND			
	EQUIP.			

Building Number 002				
1 STORY FRAME BLDG	BUILDING	\$	55,193	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	10,633	RC
GARAGE (STORAGE)	PROPERTY			

Loc No: 005	1220 W 2ND ST			
	NORTH PLATTE, NE	69101-3652		
Building Number 001				
1 STORY FIRE RESIST BLDG	BUILDING	\$	93,484,386	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	18,010,752	RC
HIGH SCHOOL	PROPERTY			
	PROPERTY IN THE OPEN -	\$	4,119,597	RC
	BLEACHERS, FENCING,			
	TENNIS COURTS, SPORTS AND			
	PARKING LIGHT POLES			

Building Number 002				
1 STORY FRAME BLDG	BUILDING	\$	865,655	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	166,778	RC
FIELD HOUSE (VISITING TEAMS)	PROPERTY			

Building Number 003				
1 STORY FRAME BLDG	BUILDING	\$	89,441	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	17,232	RC
STORAGE	PROPERTY			



CONDITIONAL

EMCASCO INSURANCE COMPANY
NORTH PLATTE PUBLIC SCHOOLS

EFF DATE: 09/01/24

QUOTE NO: B882236-24
EXP DATE: 09/01/25

S T A T E M E N T O F V A L U E S

Building Number 004

1 STORY MASON NON-COM BLDG	BUILDING	\$	155,325	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	29,925	RC
EAST SIDE TICKET BOOTH	PROPERTY			

Building Number 005

2 STORY FRAME BLDG	BUILDING	\$	395,452	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	76,188	RC
PRESS BOX	PROPERTY			

Building Number 006

1 STORY MASON NON-COM BLDG	BUILDING	\$	490,500	RC
IN PROTECTION CLASS 02	YOUR PERSONAL PROPERTY	\$	94,500	RC
WEST SIDE CONCESSION STAND				
WITH RESTROOM				

Building Number 007

1 STORY BLDG	OPEN FOOTBALL SCOREBOARD	\$	367,500	RC
IN PROTECTION CLASS 02				
OPEN FOOTBALL SCOREBOARD				

Loc No: 006 700 E 3RD ST
 NORTH PLATTE, NE 69101-4212

Building Number 001

1 STORY JSTD MAS BLDG	BUILDING	\$	12,691,877	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	2,445,224	RC
JEFFERSON ELEMENTARY SCHOOL	PROPERTY			
	PROPERTY IN THE OPEN -	\$	287,148	RC
	FENCING, PARKING LIGHT			
	POLES AND PLAYGROUND			
	EQUIP.			

Building Number 002

1 STORY FRAME BLDG	BUILDING	\$	219,355	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	42,261	RC
JEFFERSON ELEMENTARY MODULAR	PROPERTY			
BUILDING				

Building Number 003

1 STORY FRAME BLDG	BUILDING	\$	432,474	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	83,321	RC
LIBRARY	PROPERTY			



CONDITIONAL

EMCASCO INSURANCE COMPANY
NORTH PLATTE PUBLIC SCHOOLS

EFF DATE: 09/01/24

QUOTE NO: B882236-24
EXP DATE: 09/01/25

STATEMENT OF VALUES

Loc No: 007 848 E CORRECTION LINE RD
NORTH PLATTE, NE 69101-8947

Building Number 001

1 STORY FRAME BLDG	BUILDING	\$ 4,920,466	RC
IN PROTECTION CLASS 10	YOUR BUSINESS PERSONAL	\$ 947,980	RC
LAKE MALONEY ELEMENTARY SCHOOL	PROPERTY		
	PROPERTY IN THE OPEN -	\$ 105,151	RC
	FENCING, PARKING LIGHT		
	POLES AND PLAYGROUND		
	EQUIP.		

Building Number 002

1 STORY FRAME BLDG	BUILDING	\$ 137,488	RC
IN PROTECTION CLASS 10	YOUR BUSINESS PERSONAL	\$ 26,488	RC
GARAGE	PROPERTY		

Loc No: 008 200 W 9TH ST
NORTH PLATTE, NE 69101-3007

Building Number 001

1 STORY MASON NON-COM BLDG	BUILDING	\$ 11,920,424	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$ 2,296,596	RC
LINCOLN ELEMENTARY SCHOOL	PROPERTY		
	PROPERTY IN THE OPEN -	\$ 197,670	RC
	FENCING, PARKING LIGHT		
	POLES AND PLAYGROUND		
	EQUIP.		

Building Number 002

1 STORY FRAME BLDG	BUILDING	\$ 64,533	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$ 12,433	RC
GARAGE	PROPERTY		

Loc No: 009 1400 N MADISON AVE
NORTH PLATTE, NE 69101-2210

Building Number 001

1 STORY NON-COMBUST BLDG	BUILDING	\$ 20,864,673	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$ 4,019,799	RC
MADISON MIDDLE SCHOOL	PROPERTY		
	PROPERTY IN THE OPEN -	\$ 689,972	RC
	BLEACHERS, FENCING,		
	TENNIS COURTS, SPORTS AND		
	PARKING LIGHT POLES		



CONDITIONAL

EMCASCO INSURANCE COMPANY
NORTH PLATTE PUBLIC SCHOOLS

EFF DATE: 09/01/24

QUOTE NO: B882236-24
EXP DATE: 09/01/25

STATEMENT OF VALUES

Building Number 002

1 STORY JSTD MAS BLDG	BUILDING	\$	180,301	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	34,737	RC
CONCESSION STAND/RESTROOM	PROPERTY			

Building Number 003

1 STORY FRAME BLDG	BUILDING	\$	88,967	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	17,140	RC
STORAGE	PROPERTY			

Loc No: 010 1200 INDUSTRIAL AVE
NORTH PLATTE, NE 69101-7711

Building Number 001

1 STORY NON-COMBUST BLDG	BUILDING	\$	3,546,415	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	683,254	RC
BUS BARN/MAINTENANCE/WOOD SHOP	PROPERTY			

Loc No: 011 601 MCDONALD RD
NORTH PLATTE, NE 69101-5950

Building Number 001

1 STORY MASON NON-COM BLDG	BUILDING	\$	9,334,026	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	1,798,298	RC
MCDONALD ELEMENTARY SCHOOL	PROPERTY			
	PROPERTY IN THE OPEN -	\$	207,143	RC
	FENCING, PARKING LIGHT			
	POLES AND PLAYGROUND			
	EQUIP.			

Building Number 002

1 STORY FRAME BLDG	BUILDING	\$	101,482	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	19,552	RC
GARAGE	PROPERTY			

Loc No: 012 301 W F ST
NORTH PLATTE, NE 69101-5201

Building Number 001

1 STORY JSTD MAS BLDG	BUILDING	\$	7,514,654	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	1,447,778	RC
MCKINLEY EDUCATION CENTER	PROPERTY			
	PROPERTY IN THE OPEN -	\$	8,170	RC
	SHOW FENCING, PARKING			
	LIGHT POLES AND			
	PLAYGROUND EQUIP.			

AS QUOTED ON: 08/02/24 (BPP)



CONDITIONAL

EMCASCO INSURANCE COMPANY
NORTH PLATTE PUBLIC SCHOOLS

EFF DATE: 09/01/24

QUOTE NO: B882236-24
EXP DATE: 09/01/25

S T A T E M E N T O F V A L U E S

Building Number 002

1 STORY FRAME BLDG	BUILDING	\$	27,004	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	5,203	RC
STORAGE	PROPERTY			

Loc No: 013 495 W STATE FARM RD
 NORTH PLATTE, NE 69101-7751

Building Number 001

1 STORY FRAME BLDG	BUILDING	\$	5,827,940	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	1,122,814	RC
OSGOOD ELEMENTARY SCHOOL	PROPERTY			
	PROPERTY IN THE OPEN -	\$	142,463	RC
	FENCING, PARKING LIGHT			
	POLES AND PLAYGROUND			
	EQUIP.			

Building Number 002

1 STORY FRAME BLDG	BUILDING	\$	44,865	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	8,644	RC
STORAGE GARAGE	PROPERTY			

Loc No: 014 1209 W B ST
 NORTH PLATTE, NE 69101-5015

Building Number 001

1 STORY FRAME BLDG	BUILDING	\$	327,928	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	63,179	RC
SPECIAL ED CENTER	PROPERTY			

Building Number 002

1 STORY FRAME BLDG	BUILDING	\$	61,483	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	11,845	RC
GARAGE	PROPERTY			

Loc No: 015 600 W 3RD ST
 NORTH PLATTE, NE 69101-3843

Building Number 001

1 STORY MASON NON-COM BLDG	BUILDING	\$	9,484,500	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	1,827,289	RC
WASHINGTON ELEMENTARY SCHOOL	PROPERTY			
	PROPERTY IN THE OPEN -	\$	142,463	RC
	FENCING, PARKING LIGHT			
	POLES AND PLAYGROUND			
	EQUIP,			

AS QUOTED ON: 08/02/24 (BPP)



CONDITIONAL

EMCASCO INSURANCE COMPANY
NORTH PLATTE PUBLIC SCHOOLS

EFF DATE: 09/01/24

QUOTE NO: B882236-24
EXP DATE: 09/01/25

S T A T E M E N T O F V A L U E S

Building Number 002

1 STORY FRAME BLDG	BUILDING	\$	219,355	RC
IN PROTECTION CLASS 02	YOUR BUSINESS PERSONAL	\$	42,261	RC
MODULAR BUILDING	PROPERTY			

Loc No: 016 109 N JEFFERS ST
 NORTH PLATTE, NE 69101-5373

Building Number 001

1 STORY NON-COMBUST BLDG	YOUR BUSINESS PERSONAL	\$	59,618	RC
IN PROTECTION CLASS 02	PROPERTY			
ALTERNATIVE CLASSROOM				

TOTAL BUILDING \$	252,961,866	RC
TOTAL PERSONAL PROPERTY \$	48,934,106	RC
TOTAL PROPERTY IN THE OPEN \$	7,124,757	RC

COMBINED TOTAL \$	309,020,729	

1. Values shown must be 100% actual cash value or replacement cost and should reflect coverage basis for each item of buildings, personal property or both.
2. Value shall be submitted to insurance company, subject to its acceptance.
3. Nothing contained in these instructions shall be construed as changing in any manner the conditions of this policy.
4. The company may require this statement of values to be signed by the insured or in the case of firms, by a partner or an officer.

All values submitted are correct to the best of my knowledge and belief.

SIGNED: _____

TITLE: _____

DATE: _____



Workers' Compensation Proposal

Insured 44508
 Lincoln County School District 1
 PO Box 1557
 North Platte, NE 69103
 (308) 535-7100

Quote No. 406480
 Effective Date: 9/1/2024
 Expiration Date: 9/1/2025
 Quote Date: 8/9/2024
 Quote Good Through: 9/1/2024

Agent 263-1481
 HUB International Great Plains LLC
 521 N Bailey St
 North Platte, NE 69101
 (308) 532-5151

Employers Liability
 Bodily Injury By Accident \$1,000,000 Each Accident
 Bodily Injury By Disease \$1,000,000 Policy Limit
 Bodily Injury By Disease \$1,000,000 Each Employee

Proposal Summary

Policy Unit	Remuneration	Total Estimated Premium and Surcharges
1 - North Platte Public Schools - Nebraska	\$29,644,130	\$270,020
Grand Total	\$29,644,130	\$270,020

This is an estimate only and based on information received at the time prospected. If an installment payment plan is offered, a \$5 service charge per invoice will apply.

Please see the following page(s) for detailed Unit information.



Workers' Compensation Proposal

Insured 44508
 Lincoln County School District 1
 PO Box 1557
 North Platte, NE 69103
 (308) 535-7100

Quote No. 406480
 Effective Date: 9/1/2024
 Expiration Date: 9/1/2025
 Quote Date: 8/9/2024
 Quote Good Through: 9/1/2024

Agent 263-1481
 HUB International Great Plains LLC
 521 N Bailey St
 North Platte, NE 69101
 (308) 532-5151

Employers Liability

Bodily Injury By Accident \$1,000,000 Each Accident
 Bodily Injury By Disease \$1,000,000 Policy Limit
 Bodily Injury By Disease \$1,000,000 Each Employee

Unit 1 - North Platte Public Schools	Nebraska
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Rating Period: 9/1/2024 - 9/1/2025

Classifications	Code No.	Premium Basis Total Estimated Remuneration	Rate Per \$100 of Remuneration	Estimated Premium
DRIVERS, CHAUFFEURS, MESSENGERS AND THEIR HELPERS NOC-COMMERCIAL	7380	\$158,949	5.38	\$8,551
COLLEGE: PROFESSIONAL EMPLOYEES & CLERICAL	8868	\$27,176,511	0.4	\$108,706
COLLEGE: ALL OTHER EMPLOYEES	9101	\$2,308,670	3.27	\$75,494

Total Manual Premium				\$192,751
Waiver Endorsement Premium				\$500
\$1,000,000/1,000,000/1,000,000		1.1%		\$2,120
Subject Premium				\$195,371
Unmodified Premium				\$195,371
Experience Mod		1.32		\$62,519
Modified Premium				\$257,890
Flexible Rating Adj Factor		16%		\$41,262
Standard Premium				\$299,152
Premium Discount		11.8%		(\$35,300)
Expense Constant				\$240
Terrorism Act		1%		\$2,964
DTEC Act		1%		\$2,964
Policy Premium				\$270,020

Total Premium and Surcharge(s): **\$270,020**

This is a quotation only and is not a binder of insurance or a guarantee of insurability.



Workers' Compensation Proposal

Insured 44508
 Lincoln County School District 1
 PO Box 1557
 North Platte, NE 69103
 (308) 535-7100

Quote No. 406480
 Effective Date: 9/1/2024
 Expiration Date: 9/1/2025
 Quote Date: 8/9/2024
 Quote Good Through: 9/1/2024

Agent 263-1481
 HUB International Great Plains LLC
 521 N Bailey St
 North Platte, NE 69101
 (308) 532-5151

Employers Liability
 Bodily Injury By Accident \$1,000,000 Each Accident
 Bodily Injury By Disease \$1,000,000 Policy Limit
 Bodily Injury By Disease \$1,000,000 Each Employee

Billing Unit 1 - North Platte Public Schools

Billing Payment Mode: 4P-Quarterly

Initial Payment Total to Remit \$67,510.00

Installment Schedule:

Post Date	Due Date	Description	Amount
8/12/2024	9/1/2024	Installment	\$67,510.00
11/11/2024	12/1/2024	Installment	\$67,510.00
2/9/2025	3/1/2025	Installment	\$67,510.00
5/12/2025	6/1/2025	Installment	\$67,510.00

This is a quotation only and is not a binder of insurance or a guarantee of insurability.



WORKERS COMPENSATION EXPERIENCE RATING

Risk Name: LINCOLN COUNTY SCHOOL DISTRICT DBA NORTH PLATTE PUBLIC SCHL Risk ID: 264000505

Rating Effective Date: 09/01/2024

Production Date: 05/23/2024

State: NEBRASKA

State	Wt	Exp Excess Losses	Expected Losses	Exp Prim Losses	Act Exc Losses	Ballast	Act Inc Losses	Act Prim Losses
NE	.23	155,904	292,147	136,243	318,626	44,620	591,406	272,780
(A) Wt	(B)	(C) Exp Excess Losses (D - E)	(D) Expected Losses	(E) Exp Prim Losses	(F) Act Exc Losses (H - I)	(G) Ballast	(H) Act Inc Losses	(I) Act Prim Losses
.23		155,904	292,147	136,243	318,626	44,620	526,495	207,869

	Primary Losses	Stabilizing Value	Ratable Excess	Totals	
Actual	(I) 207,869	$C * (1 - A) + G$ 164,666	(A) * (F) 73,284	(J) 445,819	
Expected	(E) 136,243	$C * (1 - A) + G$ 164,666	(A) * (C) 35,858	(K) 336,767	
	ARAP	FLARAP	SARAP	MAARAP	Exp Mod
Factors					(J) / (K) 1.32

RATING REFLECTS A DECREASE OF 70% MEDICAL ONLY PRIMARY AND EXCESS LOSS DOLLARS WHERE ERA IS APPLIED.

Carrier: 27669-000 Policy: WC01000445082023A Eff-Date: 09-01-2023 Exp-Date: 09-01-2024

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WORKERS COMPENSATION EXPERIENCE RATING

Risk Name: LINCOLN COUNTY SCHOOL DISTRICT DBA NORTH PLATTE PUBLIC SCHL Risk ID: 264000505

Rating Effective Date: 09/01/2024

Production Date: 05/23/2024

State: NEBRASKA

26-NEBRASKA

Firm ID: Firm Name: LINCOLN COUNTY SCHOOL DISTRICT DBA NORTH PLATTE PUBLIC SCHL

Carrier: 27669 Policy No. WC01000445082020A Eff Date: 09/01/2020 Exp Date: 09/01/2021

Code	ELR	D-Ratio	Payroll	Expected Losses	Exp Prim Losses	Claim Data	IJ	OF	Act Inc Losses	Act Prim Losses
0930			WAIVER OF SUBROGAT	0	0	280705	05	F	5,710	5,710
7380	2.22	.39	216,693	4,811	1,876	282446	05	F	12,669	12,669
8868	.20	.47	27,511,913	55,024	25,861	273343	06	F	2,470	2,470
9101	1.70	.47	2,285,155	38,848	18,259	282943	06	F	5,539	5,539
9812			EMPLOYERS LIABILIT	0	0	NO. 15	06	*	7,633	7,633
						282526	09	F	19,012	19,012
						291631	09	F	48,764	21,000
						291859	09	O	154,068	21,000
Policy Total:			30,013,761	Subject Premium:	214,312	Total Act Inc Losses:			255,865	

26-NEBRASKA

Firm ID: Firm Name: LINCOLN COUNTY SCHOOL DISTRICT DBA NORTH PLATTE PUBLIC SCHL

Carrier: 27669 Policy No. WC01000445082021A Eff Date: 09/01/2021 Exp Date: 09/01/2022

Code	ELR	D-Ratio	Payroll	Expected Losses	Exp Prim Losses	Claim Data	IJ	OF	Act Inc Losses	Act Prim Losses
0930			WAIVER OF SUBROGAT	0	0	294137	05	F	2,831	2,831
7380	2.22	.39	197,602	4,387	1,711	315792	05	O	120,848	21,000
8868	.20	.47	27,473,885	54,948	25,826	314415	06	F	3,320	3,320
9101	1.70	.47	2,101,464	35,725	16,791	303927	06	F	4,584	4,584
9812			EMPLOYERS LIABILIT	0	0	336452	06	F	4,586	4,586
						303051	06	F	4,947	4,947
						313020	06	F	6,774	6,774
						NO. 11	06	*	8,030	8,030
						316964	06	F	11,641	11,641
Policy Total:			29,772,951	Subject Premium:	201,118	Total Act Inc Losses:			167,561	

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* Total by Policy Year of all cases \$2000 or less.
C Catastrophic Loss

D Disease Loss
E Employers Liability Loss

X Ex-Medical Coverage
Limited Loss

U USL&HW



WORKERS COMPENSATION EXPERIENCE RATING

Risk Name: LINCOLN COUNTY SCHOOL DISTRICT DBA NORTH PLATTE PUBLIC SCHL Risk ID: 264000505

Rating Effective Date: 09/01/2024

Production Date: 05/23/2024

State: NEBRASKA

26-NEBRASKA

Firm ID: Firm Name: LINCOLN COUNTY SCHOOL DISTRICT DBA NORTH PLATTE PUBLIC SCHL

Carrier: 27669 Policy No. WC01000445082022A Eff Date: 09/01/2022 Exp Date: 09/01/2023

Code	ELR	D-Ratio	Payroll	Expected Losses	Exp Prim Losses	Claim Data	IJ	OF	Act Inc Losses	Act Prim Losses
0930			WAIVER OF SUBROGAT	0	0	341018	05	F	645	645
7380	2.22	.39	186,276	4,135	1,613	335134	05	F	13,182	13,182
8868	.20	.47	28,100,392	56,201	26,414	332148	05	O	22,500	21,000
9101	1.70	.47	2,239,265	38,068	17,892	339303	05	O	51,938	21,000
9812			EMPLOYERS LIABILIT	0	0	335072	06	F	5,330	5,330
						336642	06	F	5,905	5,905
						345974	06	F	9,443	9,443
						NO. 15	06	*	12,529	12,529
						335010	09	F	46,508	21,000
Policy Total:			30,525,933	Subject Premium:		224,385		Total Act Inc Losses:		167,980

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* Total by Policy Year of all cases \$2000 or less.
C Catastrophic Loss

D Disease Loss
E Employers Liability Loss

X Ex-Medical Coverage
Limited Loss

U USL&HW

North Platte Public Schools
 Budget Development Calendar
 Fiscal Year 2024-2025 for Budget Year 2025-2026

DATE	ACTIVITY	RESPONSIBLE PARTY	STATUS
September-24	Review Proposed Budget Development Calendar	Committee of the Whole	
October-24	Last Friday Enrollment	Executive Director of Finance	
October-24	Valuation Due for Property Tax On State Aid Calculation	Executive Director of Finance	
October-24	Poverty Plan/Budget Submitted to the State	Executive Director of Finance	
October-24	ELL (English Language Learner) Plan/Budget submitted to the state	Executive Director of Finance	
October-24	Special Education FFR	Committee of the Whole	
November-24	2025-2026 Budget Workshop Continuation	Committee of the Whole	
November-24	Annual Audit due to State 11/1/24	Executive Director of Finance	
November-24	AFR (Annual Financial Report) Due 11/4/24	Executive Director of Finance	
November-24	2025-2026 Budget Workshop Continuation	Committee of the Whole	
December-24	Kindergarten Roundup	Executive Director of Finance	
December-24	2025-2026 Budget Workshop Continuation	Committee of the Whole	
December-24	State Aid Factors Posted on NDE Web Site	NDE	
December-24	Review State Aid Factors Posted on NDE Web Site	Executive Director of Finance	
December-24	Review Depreciation Schedule	Committee of the Whole	
January-25	2025-2026 Budget Workshop Continuation	Committee of the Whole	

North Platte Public Schools
 Budget Development Calendar
 Fiscal Year 2024-2025 for Budget Year 2025-2026

DATE	ACTIVITY	RESPONSIBLE PARTY	STATUS
January-25	Roll accounts forward and create new fiscal year	Business Office Staff	
February-25	Site-Based Building Budgets Sent Out	Executive Director of Finance	
February-25	2025-2026 Budget Workshop Continuation	Committee of the Whole	
March-25	Certification of State Aid (3/1)	State of Nebraska	
April-25	Reduction in Force (RIF) Deadline (4/15)	Administration	
April-25	2025-2026 Budget Workshop Continuation	Committee of the Whole	
April-25	Budget input on accounting system	Business Office Staff	
April-25	Site-Based Building Budget Documents Due	Building Administrators	
May-25	2025-2026 Budget Workshop Continuation	Committee of the Whole	
June-25	2025-2026 Budget Workshop Continuation	Committee of the Whole	
June-25	Preliminary Valuations	Executive Director of Finance	
July-25	School District Budget Factors & LC2 Available from NDE & Auditor of Public Accounts	State of Nebraska	
July-25	2025-2026 Budget Workshop Continuation	Committee of the Whole	
August-25	BOE Budget Review	Executive Director of Finance	
8/20/25	Certified Valuations Due to School Districts	County	
August-25	Budget Hearing	Board of Education	
September-25	Levy Hearing	Board of Education	

North Platte Public Schools
 Budget Development Calendar
 Fiscal Year 2024-2025 for Budget Year 2025-2026

DATE	ACTIVITY	RESPONSIBLE PARTY	STATUS
September-25	Joint Public Hearing	County	
September-25	Monthly BOE Meeting - Approve Budget and Tax Request	Board of Education	
September-25	School District Budget: Due to NDE, APA & Lincoln County	Executive Director of Finance	
October-25	Double Check Levy Rates Actually Adopted	Executive Director of Finance	

Committee of the Whole 2025 Calendar

February 27, 2025	North Platte High School Career Center
March 27, 2025	Adams Middle School Media Center
April 24, 2025	Madison Middle School Cafeteria
May 29, 2025	Jefferson Elementary Media Center
June 26, 2025	Eisenhower Elementary Media Center
July 31, 2025	Cody Elementary Media Center
August 28, 2025	Lake Elementary Multi-purpose Room
September 25, 2025	Lincoln Elementary Multi-purpose Room
October 30, 2025	Washington Elementary Multi-purpose Room
November	No CoW meeting
December	No CoW meeting

**All Committee of the Whole meetings will begin at 5:30 P.M. Room locations are subject to change.