

Board of Education Regular Meeting  
Monday, November 13, 2023 7:00 PM  
HS CONFERENCE ROOM  
705 N 9th Street  
Arlington, NE 68002

1. OPENING PROCEDURES
  - 1.1. Call Meeting to Order
  - 1.2. Roll Call
  - 1.3. Pledge of Allegiance
  - 1.4. Approval of Regular Meeting Agenda
2. WELCOME TO GUESTS AND PUBLIC FORUM
3. CONSENT AGENDA
  - 3.1. Minutes of the Previous Board Meeting(s)
  - 3.2. Monthly Financial Reports
    - No percentage of costs page (budget not in system yet)
  - 3.3.
    - Resignations:
    - Hires:
    - Reassignments:
4. CURRICULUM/INSTRUCTION REPORTS
5. PRINCIPALS' REPORTS
  - 5.1. Dr. Morgan's Elementary Report
  - 5.2. Mr. Pfingsten's Secondary Report
  - 5.3. Mr. Shada's Activity Report
6. SUPERINTENDENT'S REPORT
  - 6.1. Discuss 22-23 Financial Statements Review Process
  - 6.2. NASB and NRCSA Updates
  - 6.3. Discuss Timeline for Supt Evaluation to be Reviewed at December Board Meeting
  - 6.4. Review ESU3 2022-2023 Annual Report
  - 6.5. Rule 10 Compliance Visit Discussion
    - Only need policy on "Seclusion and Restraint"
7. COMMITTEE AND REPRESENTATIVE REPORTS
  - 7.1. Negotiations Committee
  - 7.2. Professional Development Sharing
  - 7.3. Finance Committee
    - Need to Schedule
8. UNFINISHED BUSINESS
9. NEW BUSINESS
  - 9.1. Discuss, Consider, and Take Necessary Action to Enter into Memorandum of Understanding with Jobs for America's Graduates (JAG) program beginning with the 2024-2025 School Year
  - 9.2. Discuss and Consider Submitted Proposals, and Take Necessary Action to Approve Purchase of Digital Scoreboard(s )

9.3. Discuss and Consider Community Engagement Meeting to be Held January 29, 2024

9.4. Discuss and Consider 9000 Section Policies:

- 9010-Limits of Authority
- 9100-Legal Description
- 9110-Number of Members, Terms of Office
- 9120-Officers
- 9121-President
- 9122-Vice President
- 9123-Treasurer
- 9124-Secretary
- 9125-Attorney
- 9126-Auditor
- 9127-Individual Members
- 9130-Remuneration and Reimbursement
- 9140-Removal from Office
- 9200-Formulation, Adoption, Amendment of Policies
- 9210-Adoption and Amendment of Bylaws
- 9220-Adoption and Amendment of Administrative
- 9230-Suspension of Policies, Bylaws and Regulations
- 9300-Regular Meetings
- 9301-Special Meetings
- 9310-Advance Delivery of Meeting Materials
- 9320-Order of Business
- 9330-Parliamentary Procedure
- 9340-Minutes
- 9341-Voting
- 9350-Methods of Operation
- 9360-Board-School District Records
- 9370(a)-Open Sessions
- 9370(b)-Closed Meetings
- 9400-Temporary and Special Board Committees

9.5. Discuss, Consider and Take Necessary Action to Approve Cooperative Agreement with Integrated Life Choices for Special Education Related Services for 2023-2024

10. EXECUTIVE SESSION

11. ACTION ON EXECUTIVE SESSION ITEMS

12. ADJOURNMENT

Monday, October 9, 2023 7:00 PM Central

1. OPENING PROCEDURES

1.1. Call Meeting to Order

Matt O'Daniel called the meeting to order at 7:00pm

1.2. Roll Call

Jason Arp, Present: Cassie Flesner, Present: Chase Kratochvil, Present: Brian Laaker, Present:

Matt O'Daniel, Present: Shanon Willmott, Present:

Also Present, Elementary Principal Jacque Morgan, AD James Shada, Superintendent Dr Lewis, and recording Secretary Jennifer Arp

1.3. Pledge of Allegiance

1.4. Approval of Regular Meeting Agenda

Motion to approve the regular meeting agenda as presented Passed with a motion by Chase Kratochvil and a second by Jason Arp.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Matt O'Daniel: Yea, Shanon Willmott: Yea

2. WELCOME TO GUESTS AND PUBLIC FORUM

3. CONSENT AGENDA

Motion to approve the consent agenda as presented Passed with a motion by Chase Kratochvil and a second by Cassie Flesner.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Matt O'Daniel: Yea, Shanon Willmott: Yea

3.1. Minutes of the Previous Board Meeting(s)

3.2. Monthly Financial Reports

3.3.

Resignations:

Hires: Michelle Wilmer, part-time elementary para

Reassignments:

4. CURRICULUM/INSTRUCTION REPORTS

Holly Toft and Liz Fedde were both here to present the counselors' report.

5. PRINCIPALS REPORTS

5.1. Mr. Pfingst's Secondary Report

5.2. Mr. Shada's Activity Report

5.3. Dr. Morgan's Elementary Report

6. SUPERINTENDENTS REPORT

6.1. NASB and NRCSA Updates

6.2. Updated Enrollment Totals (Oct 1 Reporting)

6.3. Report on Commissioner's Superintendent Advisory Committee Meeting

6.4. Discussion of Superintendent Evaluation Timeline

Superintendent Evaluation time, will use NASB evaluation tool again this year. Dr Lewis will get the self-evaluation first and then the board will receive the survey in November. In December, Mr. O'Daniel will present the evaluation to the board once completed in December.

7. COMMITTEE AND REPRESENTATIVE REPORTS

7.1. Committee for American Civics

Committee met Monday Oct 9th prior to board meeting. Discussed the elementary math pilot, and secondary math pilot. Checking in weekly on the pilot materials and what is liked and

disliked before a decision is made.

Curriculum is looking like it will be written based for K-5 and then 6-8 and our school will have more in-depth conversations on how that will look for our grade levels and how it fits with our school.

Americanism items- discussed how our school shows this throughout the year- Patriots Day, Veterans' Day, Pledge each day.

#### 7.2. Buildings and Grounds Committee

The committee met a couple of weeks ago and will discuss a bigger item later in tonight's meeting.

Still working on HV/AC final repairs- old rooftop units that need to be looked at for repair/replaced. They are 10 years older than the ones that have been replaced in 2016.

#### 7.3. Negotiations Committee

Will meet Oct 30- this will be the first meeting and they will begin negotiation discussion.

#### 7.4. Professional Development Sharing

Matt O'Daniel, Cass Flesner, Chase Kratochvil and Dawn Lewis went to the Area Membership meeting.

The board spoke of drafting a climate survey to send out to the public, with more specific questions.

### 8. NEW BUSINESS

#### 8.1. Discuss, Consider, and Take Necessary Action to Approve Policy 5006 Appendix 1 Option Capacities for 2024-2025

Motion to adopt Policy 5006 Resolution and Appendix and Set Capacities as amended for the 2024-2025 School Year as Presented Passed with a motion by Matt O'Daniel and a second by Jason Arp.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Matt O'Daniel: Yea, Shanon Willmott: Yea

#### 8.2. Review Policies Section 7000:

- 7000: Objectives
- 7010: Planning
- 7020: Guidelines for Construction Plans
- 7030: Selection of Architect/Engineer
- 7040: Financing of Construction - Building Fund
- 7050: Bids and Contracts
- 7051: Awarding Contracts
- 7052: Change Orders
- 7053: Performance, Labor, and Material Payment Bonds

#### 8.3. Review Policy Section 8000 Internal Board Policies:

- 8110 - Purpose and Role of the Board
- 8120 - Duties and Functions of the Board of Education
- 8130 - Annual Organizational Meeting
- 8140 - Location of School Board Meetings
- 8150 - Committee of the Whole
- 8151 - Standing Committees
- 8152 - Standing Committee on Negotiations
- 8153 - Standing Committee on Curriculum and Americanism

- 8160 - Temporary Committees
- 8200 - Retirement
- 8210 - Orientation for Newly-Elected Members of the Board
- 8220 - Opportunities for Development
- 8230 - Policies for Board Member Attendance at Educational Workshops, Conferences, Training Programs, Official Functions, Hearings and Meetings
- 8231 - Coffee Act Policy
- 8232 - Use of Public Resources by Board Members and Employees
- 8240 - Membership in School Board Associations
- 8260 - Conflict of Interest/Contracts
- 8261 - Conflict of Interest - Employment of Immediate Family Member
- 8270 - Conflict of Interest/Procedures
- 8271 - Reporting Procedures
- 8272 - Code of Ethics
- 8300 - Methods of Operation
- 8310 - Formulation of Policies
- 8320 - Adoption, Amendment or Suspension of Policies
- 8330 - Formulation of Administrative Regulations
- 8340 - Meetings
- 8341 - Types of Meetings
- 8342 - Designated Method of Giving Notice of Meetings
- 8343 - Agenda Construction and Control
- 8344 - Location of Board Meetings
- 8345 - Procedures During Meetings
- 8346 - Opportunity for Public Expression
- 8347 - Teacher-Administrator-Board of Education Relationships

#### 8.4. Discuss, Consider, and Take Necessary Action to Purchase Pickup and Snow Blade for \$10,053

Mr. O'Daniel put in a sealed bid for the Village Pickup and snow plow that was up for sale. Mr. O'Daniel's bid was the highest bid. If the board approves, the district will purchase the truck and plow from the village at the bid price.

Motion to Purchase Pickup and Snow Plow from the Village of Arlington for \$10,053 Passed with a motion by Chase Kratochvil and a second by Brian Laaker.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Matt O'Daniel: Yea, Shanon Willmott: Yea

#### 8.5. Discuss and Consider Digital/Video Scoreboards for the Competition Gym

Mr. Shada presented the board with a quote for the New Scoreboards for the Competition Gym. This has been an ongoing discussion in the buildings and grounds committee for several years. The plan is that the scoreboards will be paid for by outside money from donors and not from budgeted monies for this school year. Board members are working on getting donors and donations for the project. Funding would flow from the special building funds, that will be put back in once the donor money comes in.

Once all plans and legalities are in place the board will move forward by setting date for donation commitments and moving forward.

Motion to allow the superintendent to advertise as legally required for scoreboards as presented Passed with a motion by Matt O'Daniel and a second by Cassie Flesner.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Matt O'Daniel:

Yea, Shanon Willmott: Yea

8.6. Discuss, Consider and Take Necessary Action to Purchase Ceiling Tile for the Kitchen as Directed by State Hot Lunch Inspection to Be Paid Out of Hot Lunch Excess Reserve Funds  
Ceiling tiles need to be removed and updated as required by the state. Payment will be paid for out of the hot lunch reserve money that is required to be spent down as well.

Motion to Purchase Ceiling Tiles for the Kitchen for \$29,180 to Be Paid Out of Hot Lunch Excess Reserve Funds Passed with a motion by Shanon Willmott and a second by Chase Kratochvil.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Matt O'Daniel: Yea, Shanon Willmott: Yea

#### 9. ADJOURNMENT

Matt O'Daniel adjourned the meeting at 8:59 pm

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Matt O'Daniel, Board President

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Dawn Lewis, Board Secretary

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Date

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Date

**Arlington Public Schools**

**October 31, 2023**

	Bank Statement					Bank Statement
<b>Fund Name</b>	<b>Starting Balance</b>	<b>Receipts</b>	<b>Disbursements</b>	<b>Interest</b>	<b>Interfund Transfers</b>	<b>Ending Balance</b>
<b>RVR Bank</b>						
General Fund - 864	\$ 3,254,614.28	\$ 537,086.04	\$ 1,230,236.87	\$ 5,440.47	\$ 89,100.19	\$ 2,656,004.11
			\$ -			
Activities - 109	\$ 216,096.43	\$ 62,744.76	\$ 49,016.60	\$ 426.88	\$ -	\$ 230,251.47
Hot Lunch - 487	\$ 243,780.44	\$ 40,494.93	\$ -	\$ 463.91	\$ (89,100.19)	\$ 195,639.09
Depreciation Fund	\$ 816,192.76		\$ -	\$ 2,984.26	\$ -	\$ 819,177.02
Depreciation CD - 5826	\$ 258,447.79		\$ -	\$ 613.51	\$ -	\$ 259,061.30
					<b>Total Depreciation:</b>	<b>\$ 1,078,238.32</b>
2017 Bond Refunding	\$ 634,430.03	\$ 14,013.08	\$ -	\$ 1,761.80	\$ -	\$ 650,204.91
		\$ -		\$ -		
QCPUF	\$ 490,877.92	\$ 9,283.93		\$ 1,363.16		\$ 501,525.01
Spec Bldg Fund	\$ 1,017,880.47	\$ -		\$ 2,826.64	\$ -	\$ 1,020,707.11
Sp Bldg CD (none for now)	\$ -	\$ -	\$ -		\$ -	\$ -
					<b>Total Spec Bldg:</b>	<b>\$ 1,020,707.11</b>
<b>Total Special Funds</b>	<b>\$ 3,217,828.97</b>	<b>\$ 23,297.01</b>	<b>\$ -</b>	<b>\$ 8,935.86</b>	<b>\$ -</b>	<b>\$ 3,250,675.35</b>
<b>Total SF minus CD's</b>	<b>\$ 2,959,381.18</b>					<b>\$ 2,991,614.05</b>

**CHECK REGISTER FOR NOV 2023 BOARD MEETING**

(Includes special fund checks)

<b>PAYEE NAME</b>	<b>DESCRIPTION</b>	<b>AMOUNT</b>
American Broadband	Telephone service	\$ 451.15
Airgas	Welding gas tank rental	\$ 66.00
Kali Agler	Reimburse for class supplies	\$ 35.00
Ace Hardware	Parts for snow removal equipment	\$ 2,232.86
Arbor family Counseling	Oct- Dec services	\$ 2,956.25
A+ Tree Service	Tree trimming by south playground	\$ 3,900.00
Border States	Electrical supplies	\$ 1,010.10
BSN Sports	Stencil for football field	\$ 765.00
CountrySide Repair	Tire repair on mower	\$ 43.00
Capital One (Walmart)	supplies	\$ 211.93
D B Nebraska	Aaon control panel for hv/ac	\$ 2,640.00
Dennis Supply	Air Filters	\$ 1,302.34
Dietze Music	Christmas music for classes	\$ 175.84
Enterprise Publishing	Legals and minutes	\$ 301.19
Egan Supply	Janiitorial supplies and ice melt	\$ 6,167.10
ESU Coordinating Council	Movie Licensing	\$ 356.00
ESU 3	Glodance and PreK Training	\$ 230.00
Ewel Education	AET Subscription for FFA	\$ 390.00
Eagle Auto	Repairs on vans (bracket for large sliding door and oil changes)	\$ 1,732.52
5th Season	End of year upkeep for sprinkler maintenance	\$ 481.60
Flinn Scientific	Supplies from back order for science classes	\$ 417.71
Hansen Tire	Bus Pressure sensor	\$ 1,380.61
Hometown Leasing	Copier Lease payment	\$ 1,810.93
HyVee	Inservice Breakfast for staff	\$ 160.42
Harco Athletic reconditioning	Football helmet reconditoning	\$ 5,285.00
Integrated Life Choices	Services for student per agreement	\$ 2,106.19
Dale Janota	Salary research services for negotiations	\$ 1,800.00
Knudsen's	Fuel for bus barn Sept & October fills	\$ 9,584.63
KSB School Law	Legal services for Policies	\$ 65.00
LE Learn to Move	OT Services	\$ 655.37
MacGill	Nurse Supplies	\$ 543.72
Menards	Winterizing supplies for maintenance	\$ 314.99
Menards	Supplies for buliding and grounds	\$ 238.62
Metal Doors and Hardware	Install lock on door	\$ 200.00
McKinnis Roofing	Roofing Repairs	\$ 5,594.45
Midwest Movement	DOT CDL Physcial for bus driver	\$ 75.00
Methodist Fremont helth	Athletic trainer services for september	\$ 2,924.00
Midwest Alarm Services	Fire alarm upgrade and annual maintenance	\$ 2,647.96
Nebraska Council on Econ	Stock market game registration	\$ 80.00
NCS Pearson	Psychologist testing supplies	\$ 276.39
NASSP/NASC	Shada Renewal	\$ 635.00
One Source	Background checks	\$ 61.00
Odey's	Seeding for grounds areas (fb field, Pracitice Field )	\$ 11,292.00
OPPD	Electicty	\$ 10,824.93
O'Reilly's	Glass cleaner and filters for vans and buses	\$ 387.17
P &H Electric	Motor for maintenance	\$ 480.00
Pro-ED	Hal 3e kits	\$ 545.60
Payflex	Payflex plan	\$ 100.00
Siffring Landscaping	Rock bed around drainage outlet by elementary	\$ 5,100.00
S &S Locksmith	extra keys made by mechanic for vans	\$ 384.50
School Nurse supply	Gloves, and supplies for nurse	\$ 705.45

Bruce Scheer	Rental of building for Staff Back to school BBQ	\$	250.00
Steve Weiss Music	Pearl Bass Drum	\$	390.00
Society of Health	PE Teachers Conference registration	\$	600.00
Thermo King	Howes & Def for Buses	\$	1,064.50
T & T Electric	Parking lot light Fixture repair	\$	250.00
Unite Privat Network	Internet Provider	\$	560.78
Village of Arlington	Water	\$	2,486.02
Wood River	Natural Gas	\$	573.36
Kelli Zaugg	Large Mural painting in HS Hallway	\$	4,320.00
Blue Door Pediatric Therapy	OT Agreement	\$	2,895.75
Bosselman Pump & Pantry	Fuel f	\$	154.96
		\$	-
		\$	-

**Total Payables** (GF checks not mailed until approved by the BOE) **\$ 105,669.89**

**HANDPAYABLES** (GF Paid and mailed after previous board meeting but before this board meeting)

Wood River	Natural gas	\$	459.68
Cleary Shamrock	Composit fence 2nd half payment	\$	1,332.00
Zaner Bloser	Curriculum supplies (missed billing)	\$	770.00
Fairfield Inn	Nurse conference rooms	\$	119.95
Casey's	Gas for Vans	\$	2,113.32
Sterling Computers	Zonedirector license for Tech	\$	1,408.29
NCS Pearson	Items missed for payment from 22-23	\$	1,961.68
American Broadband	Telephone services	\$	856.34
Waste Connections	trash services	\$	1,280.10
One Source	Background checks	\$	39.00
Powerschool Withholdings	Universal rostering Connector for TECH	\$	825.00
<b>Total Hand payables</b>		<b>\$</b>	<b>11,165.36</b>

**Total General Fund** **\$ 116,835.25**

**SPECIAL FUNDS** (Building, Bond, QCPUF, Dep checks)

		\$	-
<b>Total Special Funds</b>		<b>\$</b>	<b>-</b>

**Hot Lunch Expenses**

CWD (Cash-Wa)		\$	9,915.15
Bimbo's Bakery		\$	1,898.76
Hiland Dairy		\$	4,085.17
Jackson Services		\$	337.05
Sysco		\$	6,113.84
US Foods		\$	7,874.05
Jisa Farmsted Cheese	Cheese	\$	311.20
Amanda Butcher	Refund of lunch money	\$	9.40
Dave Cartwright	Kitchen bathroom remodel	\$	9,467.00
O'Flaherty Service	Door gaskets on walk in	\$	949.90
		\$	-
		\$	-
<b>Hot Lunch Total</b>		<b>\$</b>	<b>40,961.52</b>

EFINANCE - POWERSCHOOL

DATE: 11/07/2023

TIME: 08:56:10

SELECTION CRITERIA: payable.batch='GF110723'

ARLINGTON PUBLIC SCHOOL

CASH REQUIREMENTS - CHECK FORMAT - DUE DATE: 11/07/2023

PAGE NUMBER: 1

VENCHK11

ACCOUNTING PERIOD: 3/24

PAYMENT TYPE: CHECKS ONLY

VENDOR	ORG KEY	ACCOUNT	PO NUMBER	INVOICE	AMOUNT	DESCRIPTION
4607	06300203100000	2610	02400307		61.60	DISHWASHER TEST STRIPS FO
VISA						
TOTAL CHECK PAID TO VISA						61.60
4607	01300202310000	2610	02400227		301.32	SCOOTERS COFFEE FOR STAFF
VISA	01300202230000	2650	02400247		37.98	8 PORT SWITCHES FOR KOGER
	01300203535000	2610	02400253		82.00	BUZZER FOR HAL
	01200201200000	2610	02400255		79.97	NEW OFFICE CHAIR FOR SPED
	01300202320000	2330	02400258		449.95	CLIFTON STRENGTH FOR LEAD
	01200201100000	2610	02400267		112.92	COOL LAMINATOR FILM FOR H
	01100201100000	2610	02400279		180.00	SPELLING BEE REGISTRATION
	01200201100000	2610	02400279		180.00	SPELLING BEE REGISTRATION
	01200201100000	2810	02400282		242.00	NMEA CONFERENCE
	01200201100000	2610	02400285		26.29	REPLACEMENT FILTER FOR FRI
	01300202560000	2530	02400320		89.21	TELEPHONE SERVICES
	01200201100000	2580	02400322		477.00	AIRLINE TICKETS FOR FBLA
	01200201200000	2610	02400330		3.22	KITCHEN SCAVENGER HUNT
	01200201100000	2643	02400331		49.00	NOTEFLIGHT SUBSCRIPTION F
	01300202560000	2531	02400335		39.15	POSTAGE TO SEND
	01200202730000	2610	02400337		14.98	CAR WASH VAN #2
	01200201100000	2610	02400341		24.98	PAINT LID FOR INDUSTRIAL
	01100202730000	2431	02400372		14.98	TOMMYS EXPRESS
	01200201100000	2610	02400375		64.56	SNACKS FOR APPLY TO COLLE
	01200201200000	2643	02400409		40.00	OMEGA LABS-BOOM LEARNING
	01200201200000	2610	02400417		242.00	COOKING SUPPLIES FOR HS S
						VOID CHECK - CONTINUED
4607	01200201100000	2610	02400420		35.55	MAGNETS
VISA	01300202310000	2610	02400429		160.78	BOARD OF ED SUPPLIES
	01300202560000	2530	02400438		100.16	LONG DISTANCE BILL
	01300202230000	2650	02400448		65.96	HDMI CABLES
	01300202230000	2650	02400449		29.31	TOUCHPAD REPLACEMENT CABL
	01300202230000	2643	02400450		1,072.50	MOSYLE MANAGER YEARLY LIC
	01300202230000	2650	02400452		26.39	TONER CARTRIDGE FOR JULIE
	01300202230000	2650	02400453		83.26	TONER CARTRIDGES FOR SARA
	01300202230000	2734	02400455		2,055.78	3 HP PROBOOK 455 LAPTOPS
	01200201100000	2610	02400545		4.00	TENSION RODS FOR CLASSROO
	01300202680000	2610	02400546		85.00	FILL RITE SUBSCRIPTION FO
	01300202230000	2650	02500454		30.00	RUCKUS R550 POWER ADAPTER
	01100201100000	2610	E0241058		12.75	TPT - ANCIENT MESOPOTAMIA
	01100201200000	2610	E0241059		19.99	AMAZON - WILLBOND NEON FR
	01300203535000	2610	E0241060		89.43	AMAZON - A DUET FOR HOME
	01100201100000	2610	E0241062		5.25	TPT - NATIVE AMERICAN ORI
	01300202130000	2580	E0241064		60.00	MEALS FOR WELLNESS SUMMIT
	01100201100000	2610	E0241065		246.40	AMAZON - LOGITECH WIRED H
	01100201100000	2610	E0241066		246.40	AMAZON - LOGITECH WIRED H
	01100201100000	2610	E0241081		5.99	TPT - LEGEND OF SLEEPY HO
	01100202120000	2610	E0241081		5.00	TPT - ELEMENTARY STUDENT
						VOID CHECK - CONTINUED
4607	01300201200000	2610	E0241082		56.20	SPRUCE STREET TAVERN - LU
VISA	01100201100000	2643	E0241095		158.00	SMORE NEWSLETTER ANNUAL R
TOTAL CHECK PAID TO VISA						7,405.61

Activity Balances as of		10/31/2023			
Source Code:	Account	Beginning Bal	YTD Revenues	YTD Expenditures	Balance
701	One School One Team	\$ (629.69)	\$11,900.00	\$10,400.00	\$ 870.31
702	Always For Kids ELEM	\$ 20,199.79	\$225.00	\$2,895.45	\$ 17,529.34
702	HS Always for Kids	\$ 2,064.91	\$0.00	\$191.76	\$ 1,873.15
703	Art Class	\$ 7,496.22	\$180.00	\$1,999.80	\$ 5,676.42
704	Art Club	\$ 1,632.03	\$0.00	\$0.00	\$ 1,632.03
705	Athletics	\$ (21,745.46)	\$27,223.17	\$38,079.55	\$ (32,601.84)
706	Band	\$ 3,207.29	\$2,962.81	\$2,489.22	\$ 3,680.68
708	Book Club	\$ 270.55	\$0.00	\$0.00	\$ 270.55
709	Cheerleading	\$ 1,360.69	\$2,599.66	\$750.00	\$ 3,210.35
710	Welding	\$ 966.15	\$0.00	\$0.00	\$ 966.15
714	SKILLS	\$ 593.39	\$1,060.00	\$0.00	\$ 1,653.39
717	Transition	\$ 1,613.51	\$0.00	\$0.00	\$ 1,613.51
720	Concessions	\$ 3,088.90	\$12,192.65	\$16,042.08	\$ (760.53)
721	Dance Squad	\$ (537.26)	\$2,759.55	\$1,140.25	\$ 1,082.04
722	Drama	\$ 708.05	\$3,015.00	\$2,221.80	\$ 1,501.25
723	MS STEM	\$ 59.75	\$0.00	\$0.00	\$ 59.75
724	Elem Lounge	\$ -	\$0.00	\$0.00	\$ -
726	FBLA	\$ 14,496.48	\$15,693.56	\$3,998.25	\$ 26,191.79
727	Football	\$ 11,695.80	\$1,623.50	\$1,415.49	\$ 11,903.81
728	Reimbursement (general	\$ 695.43	\$589.46	\$175.96	\$ 1,108.93
732	Fam Cons Science	\$ 552.61	\$440.00	\$0.00	\$ 992.61
733	Wrestling	\$ 953.89	\$976.20	\$481.36	\$ 1,448.73
735	Honor Society	\$ 1,158.96	\$160.00	\$0.00	\$ 1,318.96
736	Activities Interest	\$ -	\$0.00	\$0.00	\$ -
737	MS Student Council	\$ 2,829.91	-\$1,034.80	\$0.00	\$ 1,795.11
739	Library Fund Elem/HS	\$ 3,736.45	\$1,230.60	\$395.30	\$ 4,571.75
740	Industrial Tech / Woods	\$ 1,367.89	\$390.00	\$1,462.21	\$ 295.68
742	Quiz Bowl	\$ 870.82	\$0.00	\$0.00	\$ 870.82
744	HS Lounge	\$ 251.17	\$0.00	\$0.00	\$ 251.17
746	Spanish Club	\$ 149.97	\$0.00	\$0.00	\$ 149.97
747	Speech	\$ 247.91	\$0.00	\$200.00	\$ 47.91
748	Spring Musical	\$ 11,498.70	\$3,905.30	\$1,514.47	\$ 13,889.53
749	Student Council	\$ 3,816.37	\$1,145.80	\$418.52	\$ 4,543.65
750	Student Vending	\$ 1,403.01	\$0.00	\$0.00	\$ 1,403.01
751	Swing Choir	\$ 3,238.69	\$480.81	\$833.36	\$ 2,886.14
753	Yearbook	\$ 5,046.53	\$50.00	\$5,104.30	\$ (7.77)
756	Pepsi	\$ 1,556.15	\$305.14	\$0.00	\$ 1,861.29
758	Floor Fund	\$ 427.95	\$0.00	\$0.00	\$ 427.95
761	Honors History	\$ -	\$0.00	\$0.00	\$ -
762	Baylor/ACT	\$ 2,981.09	\$164.00	\$0.00	\$ 3,145.09
764	Metro	\$ 30,800.85	\$0.00	\$0.00	\$ 30,800.85
766	FFA	\$ 25,205.65	\$3,698.00	\$8,845.74	\$ 20,057.91
768		\$ -	\$0.00	\$0.00	\$ -
770	K3 Basketball Camp	\$ 303.12	\$30.00	\$0.00	\$ 333.12
772	Class of 2023	\$ 1,044.36	\$0.00	\$0.00	\$ 1,044.36
773	Class of 2024	\$ 3,214.49	\$0.00	\$80.26	\$ 3,134.23
774	Class of 2025	\$ 4,657.88	\$0.00	\$0.00	\$ 4,657.88
775	Class of 2026	\$ 929.90	\$2,419.70	\$0.00	\$ 3,349.60
776	Class of 2027	\$ 90.00	\$1,727.60	\$0.00	\$ 1,817.60
782	Volleyball	\$ 5,088.91	\$1,378.00	\$600.40	\$ 5,866.51
783	Boys Golf	\$ 2,908.56	\$800.00	\$0.00	\$ 3,708.56
784	Girls Golf	\$ 4,869.41	\$800.00	\$0.00	\$ 5,669.41
785	Cross Country	\$ 5,895.90	\$1,881.00	\$3,027.75	\$ 4,549.15
786	Track Fund	\$ 2,713.84	\$800.00	\$0.00	\$ 3,513.84
787	MS Track	\$ 222.12	\$0.00	\$0.00	\$ 222.12
788	Softball	\$ 1,876.56	\$1,317.50	\$1,089.43	\$ 2,104.63
789	Baseball Fund	\$ 5,961.43	\$800.00	\$1,576.12	\$ 5,185.31
790	Boys Basketball	\$ 2,136.42	\$800.00	\$0.00	\$ 2,936.42
791	Girls Basketball	\$ 2,121.41	\$800.00	\$119.99	\$ 2,801.42
792	MS Girls Basketball	\$ 23.50	\$0.00	\$0.00	\$ 23.50
793	Striv	\$ 3,834.92	\$25.00	\$0.00	\$ 3,859.92
794	Sped	\$ 1,320.40	\$694.90	\$0.00	\$ 2,015.30
795	Wellness (District)	\$ 980.53	\$5,765.00	\$1,000.00	\$ 5,745.53
796	Elementary Activity	\$ -	\$0.00	\$0.00	\$ -
799	Girls On The Run	\$443.75	\$0.00	\$0.00	\$ 443.75
713	Alpaca	\$4,600.00	\$7.00	\$0.00	\$ 4,607.00
	<b>Totals</b>	<b>\$200,568.51</b>	<b>\$113,780.91</b>	<b>\$108,548.82</b>	<b>\$205,800.60</b>

## Elementary Board Report November 2023

- **Parent Teacher Conferences** - Parent Teacher Conferences were a huge success, 97% attendance.
- **Halloween Parties and Parade** - We had another successful year of Halloween celebrations. Students participated in a K-6 grade parade for parents and ended the day with classroom celebrations!



- **FUN RUN.** - We held our bi-annual FUN RUN. Students got pledges and then participated in an hour long fun run. The school raised over \$20,000!



- **BOWLING** - Since students met the \$20,000 goal we took all students bowling! Lots of fun was had by all!



- **Veterans Day** - Elementary students participated in the Veteran's Day program. They sang a song and provided decorations for the event! This is a great way that we honor those who have served our country!

# Secondary Principal's Report

## November 2023 Board Meeting

### Metro Numbers - Student Enrollment Profile

	Unduplicated Headcount	Total Credit Hours	Concurrent Enrollment Credit Hours	GtC Credit Hours	Career Academy Credit Hours	CollegeNow ! Credit Hours	Kickstart Online Credit Hours
2019-20	52	896	639.5	13.5	13.5	229.5	N/A
2020-21	59	1,105	513.5	22.5	27	132.5	409.5
2021-22	72	1301.5	625	0	12	16.5	648
2022-23	75	1279.5	676	0	0	185	418.5

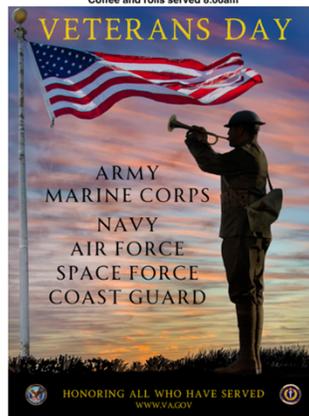
### Arlington Concurrent Enrollment Offerings

Teacher	Course
Glasford	SPAN 1110/1120; SPAN 2110/2120
Hart	EDUC 1110
Koger	FINA 1000; ENTR 1050; ECON 1000/1100; BSAD 1000/2000
Tierney	MATH 1425, 1430, 2410

### Veterans Day Program

On Wednesday, November 8 we hosted a Veteran's Day program to honor local men and women who have served our country in the armed forces. Here is the Striv.tv link: <https://striv.tv/channel/arlington/>

Please join Arlington Public Schools in Honoring our Veterans  
Wednesday, November 8, 2023  
Arlington Main Gym 9:00am  
Coffee and rolls served 8:00am



### Parent-Teacher Conference Attendance

7th: 61%

8th: 57%  
9th: 52%  
10th: 44%  
11th: 26%  
12th: 21%  
Total: 44%

Last Three Years - Attendance to Fall PTC:

2020 N/A  
2021 43%  
2022 40%

### **Curriculum Cycle Update**

The Math Department is continuing to evaluate new curriculum options. At the beginning of the second semester we will bring a recommendation to the board for purchase.

### **Food Drive Numbers**

FBLA collected over a TON of food for their annual food drive! The exact count was 2,288 pounds, plus a few additional cans of food that were donated after the deadline. There were 4,622 total items. In addition to items donated in classrooms, high school staff donated 31 bags of sugar and flour this year. Items were delivered to the Washington County Food Pantry, which is located in Joseph's Coats in Blair. In the last 20 years, APS has donated over 70,000 items (they now weigh the items) to the Washington County pantry!

### **Choir**

One Arlington band student and two Arlington choir students were selected as Nebraska All State music performers! Congratulations to Maddie Musson and Kolby Tighe in choir and Caitlyn Camp in band. They will perform at the Lied Center in Lincoln on Friday November 17th.

### **New Industrial Technology Equipment**

Mr. Daigle has a laser cutter up and running in the shop area. Check out some of the custom designs!



James Shada  
November  
Board Report

### Fall Sports Come to a Close

We had a successful fall sports season. In girls golf the girls made great progress on their game. Our young team make great improvement each and every week. In cross country our team continued to improve week by week. The season was capped off with our boy's teams qualifying for the state meet! Hailey O'Daniel 7<sup>th</sup> place at the Class C State Championship The football team battled through a tough year and made great improvements each week. Volleyball team continued to work hard each week and made great strides throughout the season. Softball had a fine season and finished with a record of 14-16. I would also like to thank our staff, students, and fellow administration for their help running all five sports during the fall sports season. Special thanks to Mr. Reed and his staff for all their help in keeping the facilities in great shape throughout the season. It is truly a school wide effort to make these events successful.

### Winter Activities

The winter athletic practices start November 13<sup>th</sup> for Boys and Girls Basketball, Boys and Girls Wrestling, and Swimming. We also have several performances that we will be hosting and competing in before Christmas.

- November 21<sup>st</sup> One Act Play Public Performance at 6:00pm
- November 20<sup>th</sup> One Act Play Nebraska Capitol Conference Competition at the Loft Theater in Manley, Ne.
- One Act Districts at Wayne at 11/28
- December 14<sup>th</sup> Middle School/High School Winter Concert.

### **Eagles Soaring to Excellence through Activities**

- Nebraska Capitol All Conference Softball team: 1<sup>st</sup> team Britt Nielsen, Rylee Fuehrer, 2nd team Lydia Schaapveld, Honorable Mention Tessa Spivey, Kallan Reed
- Omaha World Herald Honorable Mention: Cadie Robinson, Hannah Stahlecker, Kiersten Taylor, Britt Nielsen
- Nebraska Capitol All Conference Volleyball team: Honorable Mention Austyn Flesner and Macy Wolf



## Monthly Update for your Board Meeting Agenda

### November 2023

Networking & Events  
Latest 'Board Notes' – Monthly Newsletter  
Annual Board Calendar Summary  
Government Relations & Advocacy  
This Month In ...  
Monthly Agenda Video Updates & NASB's Video Resources  
Contact Us



### 2023 Advocacy Handout

<https://members.nasbonline.org/government-relations/nasb-advocacy-handbook>

(www.NASBonline.org – Government Relations – Advocacy Handbook)

#### **Your 2023 Advocacy Handout is now posted!**

Changes to the NASB bylaws, standing positions and legislative resolutions, for review prior to the 2023 Delegate Assembly. To better prepare you and your board's voting representative for the Delegate Assembly, please download, review, and bring this Handout with you to Omaha. This year's Delegate Assembly will take place **Friday, November 17, at 8:00 AM**, in conjunction with the State Education Conference in Omaha. All items within the Advocacy Handout will be considered by this Assembly. If you haven't already, each board should select one board member to represent the district or ESU as the voting delegate.

<https://members.nasbonline.org/government-relations/nasb-advocacy-handbook>



### Networking & Events ... Register Now

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

(www.NASBonline.org – Events)

*All Dates & Locations Tentative & Subject to Change*

**State Education Conference – November 15-17 - CHI Health Center, Omaha**

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

**14<sup>th</sup> Annual Nebraska Child Health & Education Summit – December 13 – Omaha**

<https://www.eventbrite.com/e/14th-annual-ne-child-health-education-summit-tickets-749525329437?aff=oddtcreator%20>

## JANUARY / FEBRUARY 2024

### **School Board Member Week in Nebraska – January 21-28**

<https://members.nasbonline.org/events/school-board-member-week>

### **Legislative Issues Conference – January 21-22**

<https://members.nasbonline.org/events/legislative-issues-conference>

### **Board President’s Retreats**

**January 28-29 – Norfolk      February 4-5 – Kearney**

<https://members.nasbonline.org/events/board-president-retreat>



## **Latest ‘Board Notes’ – Monthly Newsletter**

<https://members.nasbonline.org/news-resources/board-notes-newsletter>

([www.NASBonline.org](http://www.NASBonline.org) - News & Resources - Board Notes)

- *Thirteen Boards Receive Board of Excellence Award*
- *Training, Networking, Engagement & Events*
- *The 2023 State Education Conference*
- *At The Board Table*
- *Omaha Hosts 2023 Western Region Meeting*
- *Big Issues: What Can the Board Do?*
- *Choosing Your Board's Delegate ...*
- *NASB Affiliate Spotlight - Boyd Jones*
- *Connect the Dots - NAPS Fall Conference*
- *This Month In ... And Much More!*



## **“Annual Board Calendar Summary”**

**View the full detailed calendar at:**

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

([www.NASBonline.org](http://www.NASBonline.org) – Board Leadership – Resources)

### **November Board Agenda Items**

In addition to routine agenda items, time sensitive topics include:

**ACCOUNTABILITY AND STUDENT ACHIEVEMENT REVIEW** - Financial Literacy – Beginning the 2023-24 school year, each district shall include financial literacy instruction [at minimum complete at least one five-credit high school course in personal finance or financial literacy prior to graduation]. On or before December 31, 2024, and on or before December 31 of each year thereafter, in order to promote and support financial literacy education, each school district shall provide an annual financial literacy status report to its school board, including, but not limited to, student progress in financial literacy courses and other district determined measures of financial literacy progress from the previous school year. §79-3004

**ADVOCACY** - Appoint local board Delegate Assembly Representative – notify Matt @ [mbelka@NASBonline.org](mailto:mbelka@NASBonline.org)

## **BUDGET - District Audit Report – Review**

**\*\*Review the full November Agenda on page 36 of the 2023 NASB Board Meeting Guide & Annual Board Calendar.**

### **Board Self-Assessment**

Following the board's evaluation of the superintendent or ESU Administrator, consider administering a Board Self-Assessment. This provides an opportunity for board members to self-reflect and collectively consider the effectiveness of the board's governance leadership and working relationship with the superintendent or ESU Administrator. Schedule a board retreat with Marcia or Stacie to review the results and participate in discussion of goals to address the board's identified areas of growth. Please contact Katie Corfield at [kcorfield@NASBOnline.org](mailto:kcorfield@NASBOnline.org) or Marcia Herring at [mherring@NASBOnline.org](mailto:mherring@NASBOnline.org) or 402-817-0296 to schedule a time to administer the board self-assessment.

### **Board Retreat**

As the new year is fast approaching, it is a perfect time to schedule a board retreat to set goals, discuss the board role and responsibilities, develop board protocols, or customize the retreat to meet the board-superintendent /ESU Administrator vision or needs. Please contact Marcia Herring at [mherring@NASBOnline.org](mailto:mherring@NASBOnline.org) or 402-817-0296 to schedule for the Board's next Retreat.

### **NASB President Retreats**

**January 28-29, 2024 in Norfolk      February 4-5, 2024 in Kearney**

Join the NASB Board Leadership Team in Norfolk or Kearney for the opportunity to engage with fellow other leadership teams including the board president, aspiring presidents, and superintendents. The agenda will include a leadership activity on Sunday, social, dinner, and a full agenda on Monday addressing board meeting protocols, Open Meetings Law, policy, committee work, scenarios, goal planning, superintendent evaluation, and more. Stay tuned for more information regarding the registration details.



## **Government Relations & Advocacy**

<https://members.nasbonline.org/government-relations>

(www.NASBOnline.org – Government Relations)

**WHO IS YOUR DELEGATE?** While any board member is welcome to attend the Delegate Assembly, each board should select one member to represent them as the voting delegate prior to November 17.

Now is a great time to engage your lawmaker while they are in the district. Reach out if NASB can help you make a connection. Advocacy starts at home!

### **Nebraska Attorney General's Office Consumer Warning - THC-Containing Products Sold in Nebraska**

<https://ago.nebraska.gov/attorney-general-consumer-warning>

Attorney General Mike Hilgers is warning consumers that many THC-containing products sold in Nebraska may be dangerous for human consumption for the following reasons: Unknown production processes; Mislabeling; Unknown health effects; & Danger to children



## **This Month In ...**

<https://members.nasbonline.org/news-resources/board-notes-newsletter>

([www.NASBonline.org](http://www.NASBonline.org) - News & Resources - Board Notes)

To see a quick glimpse at the various items the NASB is involved in, check out pages 10 & 11 each month in the Board Notes newsletter for “This Month In ...”  
*Advocacy & Government Relations - ALICAP & Insurance - Board Leadership - Data Analytics - Energy Purchasing - Member Engagement - Policy - Search, Strengths & Awards - Technology*



## **Monthly Agenda Video Updates & NASB’s Video Resources**

<https://members.nasbonline.org/news-resources/video-library>

([www.NASBonline.org](http://www.NASBonline.org) - News & Resources – Video Library)

Monthly Board Agenda videos, Legal Resources, NASB’s Live & Learn Series, Member Zoom’s, Q&A’s with the Governor and Commissioner Blomstedt, EHA Updates, Advocacy breakdowns, and MUCH more!



## **Contact Us**

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

([www.NASBonline.org](http://www.NASBonline.org) – About Us)

Follow NASB on twitter at [www.twitter.com/NASBonline](http://www.twitter.com/NASBonline) using the hashtag #liveNASB  
and on Facebook at [www.facebook.com/NASBonline](http://www.facebook.com/NASBonline)





# Nebraska Rural Community Schools Association

*Member Update*

*November 9, 2023*



*Photo Credit: Gordon-Rushville Public Schools*



[www.nrcsa.net](http://www.nrcsa.net)



[www.twitter.com/NRCSA1980](https://twitter.com/NRCSA1980)



[www.facebook.com/nrcsahome/](https://www.facebook.com/nrcsahome/)



# NRCSA Calendar

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## **NRCSA Events**

### **NRCSA Legislative Forum**

February 20, 2024  
Cornhusker Hotel in Lincoln

[More about this event](#)

### **NRCSA Spring Conference**

March 14 & 15, 2024  
Crowne Plaza & Younes North Convention Center in  
Kearney

[More about this event](#)

### **NRCSA Golf Tournament**

July 23, 2024  
Meadowlark Hills Golf Course in Kearney

[More about this event](#)

## **Committee Meetings**

### **NRCSA Committee Meetings**

November 14, 2023, Via Zoom (all times central)

*Executive Committee - 9:00 AM to 11:00 AM*

*NRCSA UNO Closing the Achievement Gap Research Team -  
11:00 AM to 12:00 PM*

*Rural Teacher Committee - 12:30 PM to 1:30 PM*

*Legislative Committee - 1:30 PM to 3:30 PM*

### **NRCSA Scholarship & Recognition Committee Meeting**

November 15, 2023, 11 AM  
CHI Center in Omaha  
Room 208-209



## *NRCSA Search Service*

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**Please let Jack Moles know where superintendent vacancies occur, so that NRCSA Superintendent Search can make direct contact. We need to hear as soon as possible in anticipation of getting promotional materials specific to that board of education ready. It is critical that Board Presidents have the NRCSA contact information so that if they choose to consider a Superintendent Search Service, NRCSA is one they hopefully will consider.**



### **Raymond Central Public Schools**

[\*\*Notice of Vacancy\*\*](#)

[\*\*Apply for this Vacancy\*\*](#)

Application Deadline: **November 24, 2023**

Finalists Selected: **December 13, 2023**

Interviews: **December 16, 2023**

Contract Start Date: **July 1, 2024**



### **Sioux County Public Schools**

[\*\*Notice of Vacancy\*\*](#)

[\*\*Apply for this Vacancy\*\*](#)

Application Deadline; **December 4, 2023**

Finalists Selected: **December 11, 2023**

Interviews: **December 16, 2023**

Contract Start Date: **July 1, 2024**

## Other Vacancies

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### Ravenna Public Schools



#### ***Interim Principal Job Opening***

Due to resignation, Ravenna Public Schools is seeking a secondary principal for the remainder of the 2023-24 school year. The district will consider candidates with experience as a principal as well as candidates who possess a provisional or standard administrative certificate for grades 7-12. Ravenna is located 30 minutes from both Kearney and Grand Island, NE, and is nestled in the scenic South Loup River Valley of Nebraska's Sandhills. Student enrollment Pre-K through 12th grade is approximately 400 students. Salary and benefits are negotiable.

Interested candidates are encouraged to contact Superintendent Ken Schroeder at [ken.schroeder@ravennabluejays.org](mailto:ken.schroeder@ravennabluejays.org) or 308-470-0502. The position remains open until filled.

Posted 11-6-23

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## *Buy, Sell, Trade*

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**NRCSA will share information with all of our members about items for sale.** This is a service that NRCSA enthusiastically provides—we can help to spread the word if you have any items for sale (or to give away). And the price for this service is great—FREE! If you have such items, please don't hesitate to contact us. Hopefully we can help!

### **Shelton Public Schools**

Shelton has 3 study carrels for sale minus the chairs. We will take the best offer.



Contact Shanna Gannon if interested:  
[sgannon@sheltonbulldogs.org](mailto:sgannon@sheltonbulldogs.org)

Access the Members area of [www.nrcsa.net](http://www.nrcsa.net) anytime.

**Login: member Password: playground**

**The NRCSA District Meetings are now complete.** We received a great turnout in each of the districts, with over half of the member entities represented.

Meetings were held:

**Tuesday, Oct. 3:** Southeast District @ NCSA was held at NCSA in Lincoln, with 25 member entities represented.

**Tuesday, Oct. 10:** Southwest District @ ESU 16 in Ogallala with 12 members represented..

**Wednesday, Oct. 11:** South Central District @ ESU 11 in Holdrege with 16 members represented.

**Monday, Oct. 16:** North Central District @ Jubilee Catering in Ord with 16 members and one non-member represented.

**Wednesday, Oct. 18:** West District @ ESU 13 in Scottsbluff with 12 members represented.

**Monday, Nov. 6:** Northeast District @ Wayne State College in Wayne with 31 members and one non-member represented.

Thank you for all who attended and a special thank you to our district representatives who coordinated the meetings in their districts: Paul Sheffield (Exeter-Milligan), Jon Davis (Alma), Jane Davis (Hershey), Dale Hafer (Ainsworth), Mo Hanks (Crawford), and Jon Cerny (Bancroft-Rosalie).

### [District Meeting Handout](#)

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**We are currently taking offers for some student groups at the Spring Conference.** We always have two smaller music groups perform at the Conference, one on Thursday morning around 8:00 a.m., the other on Friday at around 10:00 a.m. We are also featuring both FFA programs and student-run businesses in breakout sessions. These sessions can either be on Thursday or Friday. If you are interested in having any of these groups from your school to be featured, please contact Jack.

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**The annual NRCSA Membership Renewal/Drive is pretty much complete. Annual Dues remain at \$850.** Last year we had 220 school districts, ESU's, and State colleges and we are hoping to continue our annual growth. Thanks to you for being a member. This energizes our representation and advocacy for rural Nebraska, no matter who we are engaged with on education, legislation, or community issues. Without your support and involvement, there is less rural advocacy. Whether we like it or not, the outstate and rural population does not create a legislative majority anymore. Finding success, whether in passing, amending, or stopping legislation comes from membership, relationships, and focus. Thanks to your membership in NRCSA, rural is at the table and making a difference on behalf of our rural students, schools, and communities.

We have already received one new membership as Yutan has joined NRCSA for the 2023-24 school year. **Welcome CHIEFTAINS!**

### **NRCSA Leadership**

Mark Lenihan, President.  
Wayne Community Schools

Dr. Dawn Lewis, Past President.  
Arlington Public Schools

Dr. Heather Nebesniak, Pres-Elect.  
Ord Public Schools

Chris Prosocki, Secretary.  
Southern School District # 1

### **District Representatives:**

Eugene Hanks, West  
Crawford Public Schools

Dale Hafer, North Central  
Ainsworth Community Schools

Dr. Jon Cerny, Northeast  
Bancroft-Rosalie Community Schs

Paul Sheffield, Southeast  
Exeter-Milligan Public Schools

Jon Davis, South Central  
Alma Public Schools

Jane Davis, Southwest  
Hershey Public Schools

### **Executive Director:**

Jack Moles

### **Lobbyists:**

Jon Edwards  
Trent P. Nowka  
Russell Westerhold

### **Legislative Co- Chairs:**

Dr. Jason Dolliver  
Pender Public Schools

Bryce Jorgenson  
Southern Valley Schools

### **Scholarship & Recognition Co Chairs:**

Tim Heckenlively,  
Falls City Public Schools

Jim Widdifield  
Minden Public Schools

**Preparations for the 2024 NRCSA Legislative Forum on Tuesday, February 20, at the Lincoln Cornhusker Marriott are underway.** Invitations to speak and attend the Luncheon with Senators will be out later. Superintendents and Board of Education members, please plan to attend. It is more important than ever to attend and encourage your senator to attend and meet with you. This is a face-to-face endeavor. Registration forms for this event are available now.

There are rooms available at the Cornhusker Hotel at a discounted rate of \$116.00 per night for Monday February 19, 2024. The Cornhusker is a Marriott Hotel; they have instructed customers to use the central reservation line to reserve a room.

\*Cornhusker Marriott Hotel: 1-866-706-7706\*

Ask for the NRCSA-Rural School Group Rate of \$116.00 per night for Monday, February 15. You must reserve before **January 29, 2024** to secure the special rate.

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**The NRCSA Spring Conference is also approaching! Mark your calendars for March 14 & 15, 2024 at the Crowne Plaza and Younes North Convention Center in Kearney.** There will be many informative and timely sessions regarding law, TEEOSA, school finance, curriculum development, updates from the Department of Ed, staff and board development, updates regarding current federal and state legislation and others. Sessions highlighting special programs and initiatives are always a plus. A total of 35 sessions will be provided at the conference. As always, the general sessions will feature music groups, speakers on Thursday and Friday, scholarships, awards, recognitions, and the traditional meals that have become a mainstay of the conference. Be sure to make plans for you and your board members to attend.

Also, we need ideas and session proposals and music groups to perform on the mornings of Thursday March 14 and Friday March 15. The performance time for Thursday March 14 is from 8:00 AM to 8:30 AM. The performance time for Friday March 15 is from 10:30 AM to 11 AM. We try to have one vocal and one instrumental group each year. Contact Jack with your ideas for topics and specific presentations or if you have a group that would like to perform.

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**Team NRCSA represented NRCSA on a high level in the Market to Market Relay.** On Saturday, October 7 an outstanding group of runners, plus another guy, placed 4th in the Mixed Masters Division in the Omaha to Lincoln relay. Team members included Mike Eldridge (East Butler Supt.), Megan Kozisek (East Butler Board of Ed President), John Skretta (ESU 6 Administrator), Dawn Lewis (Arlington Supt. and NRCSA Past-President), Kraig Lofquist (ESUCC Executive Director), James McGown (ESU 16 Administrator), Megan McGown, and NRCSA Executive Director Jack Moles. A great time was had by all, with a lot of great team building.



**NRCSA is pleased to announce a partnership with New Leaf Teletherapy.** New Leaf provides mental health teletherapy services for both staff and students. I became very interested in this possibility especially in terms of staff services. I know our members are working hard to provide services for their students, but there does not appear to be that same capability when looking at staff services.

I look at this service as helping to bolster what your district is already doing, not to take the place of those efforts. I believe this can be a cost effective means of furthering your efforts.

NRCSA recently hosted three introductory Zoom meetings with Mark Goldman and Deb Romano of New Leaf to have them explain what the program would look like. Below you can access the slide show from those meetings, as well as a recording of one of the meetings.

**[New Leaf PowerPoint Presentation](#)**



**[New Leaf Zoom Meeting](#)** (recording)

If you would like to be in contact with Mark Goldman or Deb Romano, please feel free to call or email me and I can help make that happen.

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**Board of Education meeting visits.** Beginning in December, 2019, I started attending Board of Education meetings in member school districts/ESUs. Since then, I have attended 91 such meetings. I recently attended the Board meeting at Dundy County on Oct. 9, Morrill on Oct. 16, and ESU 13 on Oct. 17. Upcoming visits to Board meetings include:

**Monday, Dec. 11** at Pierce and Osmond

**Monday, March 11** at Battle Creek and Randolph

I have really enjoyed this and am willing to attend Board meetings when I can. I take a few minutes to cover NRCSA news and offerings, as well as some legislative news. When I am going to be in a specific area on Board meeting days I may send out a notice to near-by Superintendents to make an offer to visit. I'd like to be able to schedule two or three in the same evening if I can.

If you would be interested in me attending a future Board meeting, please contact me to start the arrangements. I would also be willing to "attend" your Board meetings via Zoom if you preferred. I would still only do one at a time but would be able to do several in the same evening. Let me know and we will try to make the connection.



*NRCSA EXECUTIVE DIRECTOR JACK MOLES WITH THE DUNDY COUNTY BOARD OF EDUCATION & SUPERINTENDENT JACKIE ANDERSON*

**The American Heart Association is committed to partnering with schools in rural Nebraska to improve the health of their communities. A few of these opportunities include:**

**Tobacco Free Schools.** Unfortunately, recent data reveals the ongoing challenges of youth tobacco use. The 2021 National Youth Tobacco Survey showed that: Approximately 2 million MS/HS students reported using e-cigarettes during the pandemic; nearly 85% of them used flavored tobacco products. More than 4 in 10 HS students and nearly 2 in 10 MS students who used e-cigarettes did so 2 out of 3 days and youth showed a strong brand preference.

Many schools have struggled to keep up with the continued innovation of the tobacco industry. To help address that, the American Heart Association created our Tobacco Free Schools Toolkit. The toolkit is designed to help schools update their policies so that now – and in the future – they will cover all products, people, and places while providing mechanisms that support students who are battling tobacco addiction. More information/resources are here.

**Improving Cardiac Response in Schools.** In the aftermath of a cardiac emergency -minutes matter. The Chain of Survival starts with those who are present and requires everyone to do their part. This is especially true in rural communities where EMS resources are often further away. We recently launched a series of new tools to help schools, youth sports, and other entities develop Cardiac Emergency Response Plans. These plans consider: access to functioning AED's, a strong base of CPR knowledge and training, as well as the identification of a response team and the annual practice of a cardiac emergency.

For questions about these or other initiatives, please reach out to Tim Nikolai, Sr. Rural Health Director, at Tim.Nikolai@heart.org.

A note from Mr. Nikolai:

*For those I have not met previously, I am the **American Heart Association's** lead for rural health in the Midwest Region, inclusive of your states. My role allows me to work collaboratively with all manner of organizations that are in a position to impact health in their communities – and schools are certainly near the top of that list.*

*There are many ways our organization has worked to collaborate with schools – supporting access to nutritious, affordable food, helping to address the ongoing challenges of vaping/tobacco use, and more. Today, though I'm focusing primarily on our resources to assist with cardiac readiness / cardiac emergency response planning.*

*Much of the country was watching – or has followed since – the **collapse of Buffalo Bills' safety, Damar Hamlin, on Monday Night Football.** Fortunately, Damar's story had a happy ending. Our goal is to maximize the opportunity for everyone to have a similar outcome should they experience a Sudden Cardiac Arrest. Most organizations will not have the resources that the NFL does to ensure player safety, but there is much that can be done, especially with proper planning.*

*Some data suggests that **nearly 1% of schools will be the site for an out of hospital cardiac arrest annually.** For a variety of reasons, rural areas are disproportionately impacted by both rates of cardiac arrest and poor outcomes. We know that prepared and equipped schools mean better outcomes for staff, students, visitors, and the communities that so often gather in school spaces.*

*We have recently built out/updated a variety of tools to assist schools – and other organizations – with their cardiac readiness. These include:*

- *Sample Cardiac Emergency Response Guidelines and Plans.*
- *A toolkit to maximize the impact of AED placement and implementation.*
- *Training and awareness tools to help with Hands-Only CPR knowledge for staff and students.*
- *A revamped, training site search feature, for coaches, nurses, and others who need CPR certification.*

- *In some cases, we may have – or be able to help secure – financial resources to help schools with purchasing/maintaining AEDs, CPR mannequins, etc. Hearing the scope of that need can help us secure additional resources, so please let us know!*

***Please let me know if you see an opportunity or need to dialogue about these resources further or share them with your member districts. I'm happy to assist with newsletter copy, join or host webinars, or other ideas that fit your standard means of communication.***

*Finally, at the risk of sharing too much – a few other notes I wanted to highlight.*

- *I've attached an invitation for our **Fall Educator Series**. Administrators/Educators from all districts are welcome to attend the sessions they are interested in. You'll see the one in November is on Cardiac Emergency Response Planning.*
- *Last year some 1300+ rural schools in the Midwest participated in our Kids Heart Challenge program. They raised life-saving money for our mission, earned PE equipment for their schools, and helped improve health knowledge in their community. Last year, tens of thousands of families learned Hands-Only CPR through the program.*
- *Thanks to the **Missouri Rural Health Association** for sharing our HeartCorps program on their home page. That opportunity exists for IA, KS, KY, MN, MO, NE, OH, and WI. Happy to chat more!*

### [American Heart Association Service Summary](#)

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#### **Farm to School Network Takes Root in Nebraska**

The Nebraska Department of Education, Center for Rural Affairs, Nebraska Extension, Buy Fresh Buy Local, and No More Empty Pots are pleased to announce the establishment of the Farm to School Network in Nebraska. The network aims to increase access to fresh and nutritious foods in Nebraska schools and strengthen connections between local farmers, educators, and communities.

To build this network, a Network Development Committee and Advisory Committee will lead the process and guide stakeholders to create a strategic, collective action plan that will move farm to school forward in Nebraska. The Network Committees are made up of representatives from key organizations and institutions across the state and are focused on breaking down barriers standing in the way of implementing farm to school initiatives.

The Network Committees will begin the network building process with mapping community assets, phase one of the Nebraska Farm to School Network Timeline. Through this phase, they will collect information on existing farm to school activities in the state and establish a vision for the network.

All stakeholders interested in building a stronger and healthier food system in Nebraska may participate in upcoming virtual and in-person listening sessions. These listening sessions will take place from October 10th to 18th and provide a platform for sharing information about current farm to school activities and discussing the future vision for the network.

“Pillars to farm to school success in a state include partnerships, policies, and supportive programming. A network will support development of these initiatives,” said Sarah Smith, Nebraska Department of Education Farm to School Specialist and Project Director.

To register for the listening sessions or to learn more about the Nebraska Farm to School Network, please visit the [Network's webpage](#).

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**Due to the National Rural Education Association's national conference being the same week as the NASB/NASA Fall Conference in November, we will hold our committee meetings in a different manner this year.** I will be in Chattanooga, TN for the NREA Conference, thus I will not be available for the NRCSA committee meetings that we usually hold in conjunction with the Fall Conference in Omaha. On Tuesday, Nov. 14 I will meet with the Executive Committee, Legislative Committee, Closing the Achievement Gap Committee, and the Rural Teacher Committee via Zoom. The Scholarship and Recognitions Committee still plans to meet on Wednesday, Nov. 15. More information will be coming later to all of the committee members who are affected by this. Hopefully this is a one-year issue. NRCSA committee meetings on Tuesday, Nov. 14 will be:

9:00 a.m.--**Executive Committee**

11:00 a.m.--**Closing the Achievement Gap Committee**

12:30 p.m.--**Rural Teacher Committee**

1:30 p.m.--**Legislative Committee**

All times are Central.

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**Southern Superintendent Chris Prosocki has shared a sample Superintendent Checklist that he uses.** I thought this was a great instrument, one that I wished I had available to me when I was in the Superintendentcy. It can be especially helpful as you head into the new school year! Thanks to Chris for sharing this! You can access the updated checklist here:

[Superintendent Check List](#)

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**The ESUCC and ESU 3 have shared a document which outlines all of the trainings and mandates that are required of districts.** The document, "School District Plans, Policies, and Annual Trainings Requirements", is a handy reminder for districts. Thanks to ESUCC Executive Director Kraig Lofquist and ESU 3 Administrator Dan Schnoes for developing and distributing this handy tool. The document may be accessed here:

[School District Plans, Policies, & Annual Trainings](#)

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**We urge you to consider making use of the NRCSA Partner OneCard** as a tool for you in managing school expenditures, both large and small. Certainly, the card can help reduce/eliminate any issues relative to unverified cash expenditures. You decide who uses it, can get cards for each of those users, keep all cards wherever you wish, determine the amount to load on each individual card, and how long the time frame of use is. It is a terrific management tool and clearly identifies each expenditure/name/date/amount. Whether small purchases or very large purchases, the card is a terrific tool. NRCSA owns the state contract, so liability for misuse falls to NRCSA, not the district user. We have only had three circumstances of fraud and all three have been the theft of the card number information, not any district employee misuse. For 2022-23, 97 districts/ESUs participated in the program. Great job by all participating districts in protecting the card and program! Don't forget, the NRCSA rebate from the transaction fee paid by businesses that choose to accept plastic is used for scholarship, awards, and special needs. For 2022-23, the rebate was almost \$29,000 to NRCSA, showing that use is increasing, and large purchases are being included. WIN, WIN, WIN!



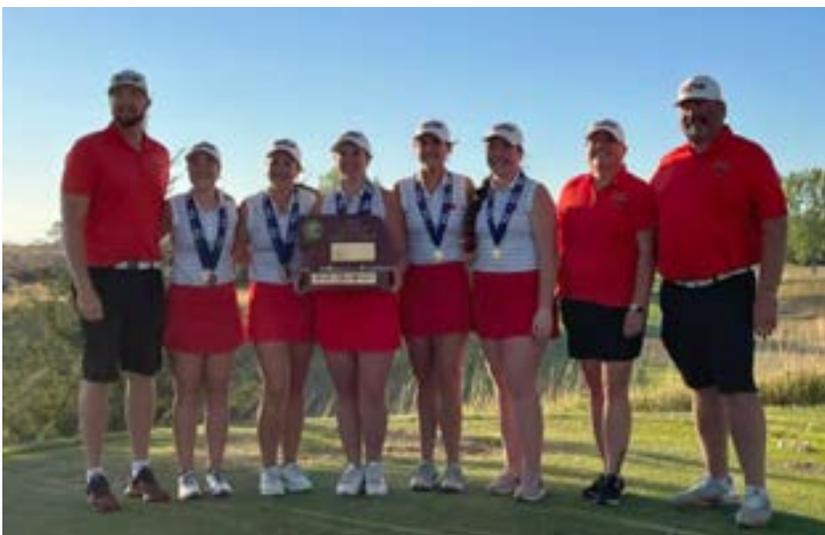
**NRCSA wishes to share in the celebration of the special accomplishments and recognitions going on in our member schools and ESUs.**

**November 2023:**

\* Jim York, Elementary Principal at O'Neill, was recognized by the National Association of Elementary School Principals, as a 2023 National Distinguished Principal Award recipient.



\* Broken Bow won its fourth straight Class C Girls State Golf Championship. Minden finished as the runner-up. Camryn Johnson of Broken Bow won the individual title.



- \* Northwest won the Class B State Softball Championship, repeating as State Champions.



- \* Gothenburg won the Class C Boys State Cross Country championship. Hemingford won the Class D Girls State Cross Country championship. Lindee Henning, of Ogallala, was the Class C Girls Cross Country individual champion. Mason McGreer, Perkins County, was the Class D Boys Cross Country individual champion. Katherine Kerrigan, Ainsworth, was the Class D Girls Cross Country individual champion. Lexington was the Class B Boys runner-up. Auburn was the Class C Girls runner-up. Freeman was the Class D Boys runner-up. Ainsworth was the Class D Girls runner-up.

- \* Yutan won the Class 1A Nebraska State Bandmasters Championship in marching band.



- \* Several FFA chapters across the state recently received the Governor’s Award of Excellence. Selected chapters receive \$2,500 or \$1,000 grants that go toward chapter activities. Those receiving \$2,500 grants were all from NRCSA-member districts: Johnson County Central, Southern Valley and Wallace. Those receiving \$1,000 grants include NRCSA-members Blue Hill, Bridgeport, Centennial, East Butler, Fillmore Central, McCool Junction, Minatare, Newman Grove, Perkins County, Sandy Creek, and Weeping Water.

\* Minden won the Class C1 State Volleyball Championship. Sumner-Eddyville-Miller won the Class D1 State Volleyball Championship, with fellow Fort Kearney Conference rival finishing as the runner-up. Overton won the Class D2 State Volleyball Championship, with Cambridge receiving the runner-up trophy.

\* The National Federation of State High School Associations and the Nebraska School Activities Association recently announced the 2022-23 State Coaches of the Year. Coaches for NRCSA-member districts who were chosen include: Jim Clarkson of Clarkson-Leigh (Football), Jason Dolliver of Pender (Girls Basketball), Luke Ericson of Osceola (Girls Track and Field), Ryan Glatter of Yutan/Mead (Softball), Jim McLaughlin of Freeman (Boys Basketball), Zach Wehner of Malcolm (Baseball), and Carl Zuege of Chase County (Boys Track and Field).

\* The Nebraska School Activities Association and corporate sponsor Currency recently announced this year's statewide Believers and Achievers honorees. Students from NRCSA-member schools who have been identified as state honorees include: Dani Ahrens (Conestoga), Brynn Almgren (Stuart), Nathaniel Barker (Bayard), Maverick Binder (Auburn), Kamden Bose (Southern Valley), Santiago Castillo (Mitchell), Keeley Chavez (O'Neill), Grace Dean (Bridgeport), Hannah Gengenbach (Adams Central), Jesus Gonzales-Castillo (Sterling), Ashtyn Heikes (Riverside), Elizabeth Henderson (Morrill), Elizabeth Kersch (Boyd County), Abigail Kromarek (Plainview), Hayden Lavaley (Osceola), Valerie Lierman (Oakland-Craig), Libby Macklin (Blue Hill), Isabella Meyer (Boone Central), Finley Mosner (Valentine), Alix Nolting (Bancroft-Rosalie), Rio Remund (Arnold), Sunnie Rother (Johnson County Central), Abilyn Schneider (Humphrey), Hailey Schweitzer (Dorchester), Addison Seibels (Alma), Dayton Sudbeck (Hartington-Newcastle), Maura Tichota (Yutan), MaKinley Tobey (Broken Bow), Eideann Tuttle (Ogallala), Justin Wenzel (Arthur County), Addison Wynia (Wausa), and Abigail Zegar (Malcolm).

**The National Rural Education Advocacy Consortium (of which NRCSA is a member) continues to represent rural education on the Federal level.** NREAC is an extension of the National Rural Education Association. Dr. Jon Habben, previous NRCSA Executive Director, serves as the NRCSA Federal Liaison.

A brief description of the six NREAC legislative priorities are as follows:

1) EDUCATION FUNDING: NREAC seeks preservation of critical federal funding for rural schools.

2) REAP FUNDING: NREAC urges Congress to increase funding to Title V, Part B of ESSA, the Rural Education Achievement Program, with a specific increase to the Rural Low-Income School Program.

3) INFRASTRUCTURE: NREAC supports efforts to ensure any infrastructure proposal in Congress must include funding for modernizing or maintaining rural school facilities.

4) FOOD AND NUTRITION: NREAC supports any effort to streamline processes and reduce the administrative burdens related to school meal programs.

5) SCHOOL SAFETY: NREAC supports flexible federal formula funding streams that channel resources to rural school districts for school safety that recognizes the geographic and economic challenges in rural communities.

6) BROADBAND AND CONNECTIVITY: NREAC believes access to high-speed internet is critical for providing equitable access to learning for students in rural schools. As such, NREAC strongly supports maintaining E-Rate as an element of the Universal Service Fund in its current funding structure.

### **[NREAC Legislative Agenda](#)**



*L-R Dr. Jon Habben, Jack Moles, Congressman Adrian Smith.*

**Last school year, NRCSA began a Principal Search Service.** This service is patterned after our successful Superintendent Search Service. Two options are available. Both options will involve NRCSA consultants recruiting candidates for the position. One option will involve the NRCSA consultant making background calls, while the reduced version of the service will place that role with the Superintendent. If you are interested in getting more information about the service now, please contact Jack. Here is a brochure outlining the service.

### **[NRCSA Principal Search Brochure](#)**

**An outstanding opportunity is available for rural districts or ESUs to “grow their own” School Psychologist.** I highly encourage someone in your school or ESU to apply for admission to the Prairie Nebraska Project through UNL.

With generous funding from the Behavioral Health and Education Center of Nebraska, the University of Nebraska Lincoln’s School Psychology program is recruiting 10 rural Nebraska residents to complete an Educational Specialist degree in School Psychology. The Prairie Nebraska project uses synchronous and asynchronous online instruction to deliver a program of study that is highly accessible for rural Nebraska residents. Students will be able to complete the training in their own community without having to relocate to Lincoln. Prairie Nebraska funds will pay for the trainees’ tuition and fees. Upon successful completion of the program, Prairie Nebraska trainees will qualify for an endorsement towards a Nebraska Department of

Education certificate in School Psychology.

Successful applicants to the Prairie Nebraska program will:

- Live and work in any Nebraska county excluding Douglas, Lancaster, Sarpy, Washington, or Cass Counties.
- Have a recommendation from an ESU or school administrator with a commitment by the school/ESU to provide the experiences and supervision that trainees will need to complete the program.
- Apply to and be accepted into the University of Nebraska Lincoln Educational Specialist program in School Psychology.

Due to restrictions associated with the ARPA funds, all project-funded activities must be completed by December 2025. Consequently, we will be recruiting very quickly – with review of applicants beginning on April 1, 2023 and continuing until the program is filled. Coursework and supervised practica will be tightly scheduled and offered one course at a time. Formal, synchronous courses and meetings will be scheduled outside of typical work hours (e.g., 5 PM or later) and will emphasize projects, assignments, and activities that have practical utility to prepare students for day-to-day practice as School Psychologists.

Interested applicants should email Beth Doll, [bdoll2@unl.edu](mailto:bdoll2@unl.edu) and include their:

- Name, email, and phone number
- Mailing address, including county of residence
- The school district or Educational Service Unit that is likely to provide their recommendation and commitment for supervised experiences

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### **New Collaboration Seeks to Address Principal Shortage and Strengthen Professional Development**

A new collaboration designed to address the shortage of future principals and strengthen professional development of current school leaders is underway. The project, entitled, Growth-Oriented Leadership Development (GOLD) is being coordinated by members of the UNL Department of Educational Administration, in partnership with NRCSA, NCSA, ESUs, and NDE.

“We’re seeking federal funds to develop current and future principals from within—a grow your own model, said Nick Pace, chair of the UNL Educational Administration Department. Over the next several months, Pace says a team led by professors Jiangang

Xia and Scott Sturgeon will be inviting districts to join the effort. The team is inviting approximately 60 schools to participate, with half receiving focused training while the other half continues its current efforts without the training. Districts not initially selected for the training group would be first in line for the next round of the program, if funded.

Districts interested in participating should watch for information through NRCSA updates, ESU superintendent meetings, or by contacting Pace, Xia, or Sturgeon.

[Nick.Pace@unl.edu](mailto:Nick.Pace@unl.edu), [Jxia@unl.edu](mailto:Jxia@unl.edu), [ssturgeon2@unl.edu](mailto:ssurgeon2@unl.edu)

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**NRCSA developed a corporate sponsorship/partnership program.** The program is designed to provide our corporate partners with more opportunities for contact with the decision makers in our member school districts, ESUs, and the colleges through increased exposure. Corporate partners are able to choose among three levels of sponsorship: Purple Ribbon Partners, Blue Ribbon Friends, and Red Ribbon Sponsors. Different forms of contact with our members are made available in each of the three levels.



# Purple Ribbon Partners



## Cheever Construction

Doug Klute  
3425 N 44th St  
Lincoln, NE 68504  
Phone: (402) 477-6745  
dklute@cheeverconstruction.com



## Crouch Recreation

Nicole Crouch  
1309 S 204th St # 330  
Elkhorn, NE 68022  
Phone: (402) 496-2669  
nicole@crouchrec.com



## CMBA Architects

Troy Keilig  
208 N Pine ST, Ste 301  
Grand Island, NE 68801  
Phone: (308) 384-4444  
keilig.t@cmbaarchitects.com



## DA Davidson

Paul Grieger  
450 Regency Parkway, Suite 400  
Omaha, NE 68114  
Phone: (402) 392-7986  
pgrieger@dadco.com



## Cognia

Shannon Vogler  
7744 Olive Creek Rd  
Firth, NE 68358  
Phone: (888) 413-3669 ext 5801  
shannon.vogler@cognia.org



## DLR Group

Emily O'keeffe  
6457 Frances St, Suite 200  
Omaha, NE 68106  
Phone: (402) 393-4100  
eokeeffe@dlrgroup.com



## Cornhusker International Trucks

Russ Folts  
3131 Cornhusker Hwy  
Lincoln, NE 68504  
Phone: (402) 304-4016  
russ.folts@cornhuskerinternational.com



## Facility Advocates

Dave Raymond  
3738 S 149th St, Suite 102  
Omaha, NE 68144  
Phone: (402) 657-9177  
draymond@facilityadvocates.com



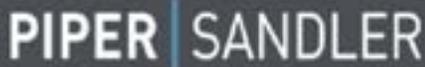
**First National Capital Markets**

Matt Fisher  
2223 Second Ave  
Kearney, NE 68848  
Phone: (308) 380-3831  
mfisher@fnni.com



**Network For Educator Effectiveness (NEE)**

Marc Doss  
288 Maguire Blvd  
Columbia, MO 65211  
Phone: (844) 793-4357  
dossm@missouri.edu



**Piper Sandler & Co**

Jay Spearman  
11422 Miracle Hills Dr, Suite 408  
Omaha, NE 68154  
Phone: (402) 599-0307  
jay.spearman@psc.com



**Renaissance Learning**

Sparkle Oehlert  
2911 Peach St  
Wisconsin Rapids, WI 54494  
Phone: (402) 207-5451  
sparkle.oehlert@renaissance.com



**Trane Technologies**

Jonathan Hoesch  
11937 Portal Rd  
La Vista, NE 68128  
Phone: (402) 499-8468  
jonathan.hoesch@trane.com



**Tremco Roofing**

Tyler Petersen  
3735 Green Road  
Beachwood, OH 44122  
Phone: (909) 302-0617  
tpetersen@tremcoinc.com



**Wilkins Architecture, Design, Planning**

Jacob Sertich  
2908 W 39th St, Suite A  
Kearney, NE 68845  
Phone: (308) 237-5787  
jsertich@wilkinsadp.com



# Blue Ribbon Supporters



**Blue Cross Blue Shield of Nebraska**



**Navitas**



**Clark Enersen Partners**



**Davis Design**



**Rasmussen Mechanical Services**



**Sparq Data**



**Hausmann Construction**



**US Bank**



**Kearney Visitors Bureau**

**One of the benefits for our Purple Ribbon Partners is the opportunity to submit an article for the monthly Member Update.** This month we proudly recognize:

### CMBA Architects



CMBA is recognized as a regional leader in educational design. At CMBA, it's not what we do, it's who we do it for. Like you, our focus is your students – their learning, their experience, and their overall well-being. We focus on designs that directly improve the educational experience for both students and teachers, while working in harmony with your approach to education.

Learning your educational needs is the foundation of our approach. Our unique design philosophy we call Upward Thinking, enables a student-first mentality for K12 schools and helps us deliver on the promise to create a better experience for students and staff. The landscape of K12 design has become increasingly dynamic, there is not a “one size fits all” solution –we know each District is unique and solutions should reflect that. Understanding your approach to education is our top priority at the beginning of the design process. We seek to discover and understand your educational outcomes to ensure that your desired curriculum needs are met within your future space.

We also look at the facts! We confirm your capacity needs by looking to other school districts of similar size. We analyze everything from enrollment trends to square footage per student ratios; and we analyze the current conditions of your facilities including the useful lifespan of your buildings and active space utilization.

We value input from your staff, your administration, your students and your community. We know that your students are the heartbeat of your school and your student body culture is something that makes your school unique. That's why we see no substitute for receiving input directly from students. The insight into their needs is invaluable and helps us to design spaces specifically with your students in mind.

Schools are an important part of any community. By educating our children, schools lay the foundation for the future. The majority of Districts that we work with

typically need to bond to finance their building projects. CMBA has a dedicated Communications Specialist that can assist you in developing your communication strategy. By having our team engaged from the very beginning, we are able to provide a single source of information for consistency and transparency throughout the process. In our experience working with multiple districts, we have been able to develop best practices when determining communication strategies and provide an entire communications package of materials.

By engaging with your staff, students and community we can lay the groundwork for a successful project and create an environment that is focused on your students—because it's not what we do, it's who we do it for!

Some of the Member Districts that we have recently been honored to serve include:

- Centura Public Schools
- Central City Public Schools
- Lakeview Community Schools
- Stanton Community Schools
- Wakefield Public Schools
- Wilber-Clatonia Public Schools
- Kenesaw Public Schools
- Minden Public Schools



# MEMBER SPOTLIGHT

## *Newman Grove Public Schools*



**Mascot:** Bluejays

**Enrollment:** 191 Students PK to 12

**Location(s):** Newman Grove, NE

**Interesting Fact:** According to Newman Grove has the oldest FFA program and NHS membership in the state.

**Superintendent:** Josh Warren

**Principals:** Mrs. Erin Forre, K-12 Principal & Mrs. Tina Sauser, Asst. Principal

**Board of Education (L to R):** Kevin Patzel, Eric Stone, Ginger Buhl-Jorgensen, Becky Wallin, Jeanie McCloud - Bd. President, David Fowlkes, & Josh Warren - Superintendent



## Programs

**Shell Creek Water Quality Program:** The Shell Creek runs through Newman Grove, NE. In the early 1990s, farmers and local conservationists saw an increase in flooding, pollution, and erosion in the stream. To better understand and potentially reverse these harmful changes, students from Newman Grove Public Schools have volunteered their summers to monitor the water quality. In 2002, the Shell Creek Watershed Monitoring Project was created. The combination of hands-on learning and good old-fashioned playing in the creek kept students engaged and wanting to learn more. The teachers have realized that the project is the perfect way to expose high school students to important environmental quality issues in their community and allow them to feel empowered in solving them. The Shell Creek Watershed Monitoring Project has evolved into a summertime volunteer program in which high school students spend two days each month, May through August, testing the water for various factors that contribute to erosion and water quality degradation. Monitoring the creek annually allows water conservationists and local farmers to take appropriate actions that help to protect the stream. Recently, new technologies have been added to the project such as drones and GIS. Students are also monitoring local domestic wells for nitrate levels allowing community members to make informed decisions about the safety of their drinking water. For the past 21 years, the students have compiled all their data and related information onto an extensive website ([sites.google.com/ngpublicschools.com/shellcreek](https://sites.google.com/ngpublicschools.com/shellcreek)). At the end of each summer, the students compile their data into a PowerPoint presentation that they present to the local Natural Resource District and other concerned citizens. These efforts have helped to recently get the Shell Creek delisted from the impaired waters list for atrazine. The students have received numerous local, state, regional and national awards, and recognitions for their efforts in this program.

**Newman Grove FFA:** Newman Grove FFA was chartered in March of 1929 and is the oldest and longest running chapter in the state of Nebraska. Our chapter will celebrate its 95th birthday this year! We have 45 FFA members from Newman Grove in grades 7-12 and 18 members from Lindsay Holy Family in grades 9-12. We compete in Land Judging, Livestock Judging, Career Development Events, Leadership Development Events, and Agriscience Fair. Community activities that we participate in include our annual Feed the Farmer events, FFA Blood Drive, Trick or Treat Food Drive for our local pantry, and well water testing.



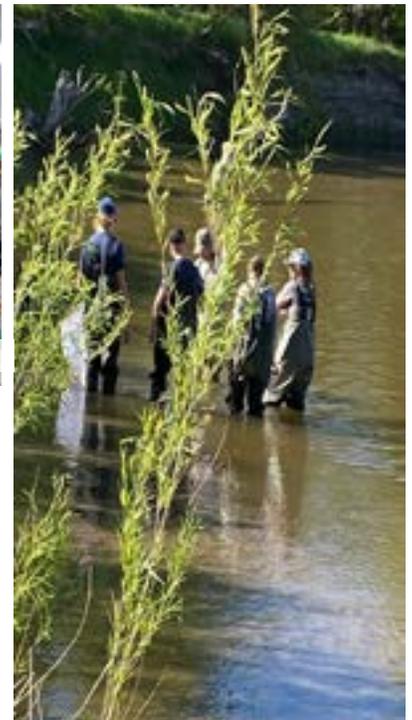
*Newman Grove FFA*



*Shell Creek Water Monitoring*



*Newman Grove FFA*



*Shell Creek Water Monitoring*

# MEMBER SPOTLIGHT

## *Morrill Public Schools*



**Mascot:** Lions

**Enrollment:** 311 Students PK to 12

**Location(s):** Morrill, NE

**Interesting Fact:** The Morrill district encompasses the villages of Morrill, Lyman and Henry Nebraska. The main buildings are located in Morrill. Morrill is located 14 miles west of Scottsbluff Nebraska, and 14 miles east of Torrington Wyoming.

Morrill is the host of the Horse Creek Rendezvous days. This mid-July celebration is a partial tribute to the Horse Creek Treaty of 1851. Over 10,000 Native Americans, representing 10 tribes met with government officials near Horse Creek to negotiate a treaty. Never in recorded history had so many gathered at one spot on the plains. The purpose of the treaty was to ensure safe passage for those settlers traveling on the Oregon Trail and to help ease intertribal warfare. As had happened countless times the government broke its part of the treaty almost immediately. A Marker commemorating the treaty is located 3½ miles west of Morrill on Highway 26.

**Superintendent:** **Barry Schaeffer**

**Principals:** PreK (Infant to 5) – **Sunny Edwards**, K-6 – **Delinda Lackey**, 7-12- **Jessica Stec**

**Board of Education:** **Art Frerichs**, **Shaun Hess**, **Dan Long**, **Courtney Schuler**, **Art Steiner**, and **Bill Watson**

## Programs

### Program 1. Our Early Learning Center – Early Childhood Program

In the 2017-2018 school year what is now known as the Morrill Early Learning center opened as the Tri-community preschool. We are able to provide Infant through age 5 preschool and daycare. We serve families in our three communities and others in the area, we are open from 7:30 AM to 5:00 PM daily and offer summer programs as well as regular school time programs. A new building was constructed to accommodate the needs for providing the preschool, financed through a lease-purchase agreement. The final payment was made on the Agreement in October.

### Program 2. Our Ag Education Program

During the 2021-2022 school year ground was broken for construction of a new building to be used for teaching and offering our Agricultural Education Program, and FFA program. The building was financed through private donations, and with land donated by the village of Morrill. The Facility is located east Charles Street at the old baseball fields. It includes a new 120 X30 foot building, which contains a large classroom, kitchen, restrooms, vet science area, and large open area that could be used for large animals or other courses. The entire area contains facilities to accommodate a large garden, or other plants being planted, pasture for animals if needed and an area that our FFA students could keep animals for showing or learning more about animal science. We are grateful to our donors for their help in providing this area for the program to grow and flourish.

*Agricultural Education Building*



*Agricultural Complex Donor Wall*



*Early Learning Center*

**I would encourage districts to consider participating in the Academic Decathlon competition.**

Academic Decathlon is an activity that is dependent on students of different ability levels. A team is made up of students who are in the Honors (A average), Scholastic (B average), and Varsity (C average) levels. Students may move up, but they may not move down. The combined scores of the students in all 10 competition events are counted, thus each team member is very important. There is a defined course of study in each subject area each year. Subject areas are commonly Math, Language & Literature, Science, Social Science, Economics, Art, and Music which are covered in the Regional competition each year. At the State Competition, Speech, Interview, and Essay are added. There is a “theme” each year that many of the subject areas cover. The theme for 2022-23 was the American Revolution. The theme for 2023-24 will be “Technology and Humanity”. Regional competition takes place in January and State competition takes place in February. The school can decide how to prepare for the competitions. Some schools have teams that have practices in the evenings or after school. Some simply provide the students with materials to study prior to competitions. Other schools offer a class to prepare.

Quiz Bowls are wonderful and fun activities, but they do not have a defined course of study like the Academic Decathlon. I find the Decathlon to be the best academic competition that I have experienced. To me, it is based on true study and learning.

On a personal note, three of my four kids participated in Academic Decathlon through high school and between them they won thousands of dollars in scholarships as they were on teams that had success. I currently serve on the Nebraska Academic Decathlon Board of Directors. I have been very involved with this activity for many years and highly encourage you to consider adding it to your school. A new school can have its enrollment fee waived the first year and may receive free study materials.

If you have any questions or have a staff member who is interested, please feel free to contact me. You could also contact the State Director, Vicki Deniston-Reed at [dcthln.denistonreed@gmail.com](mailto:dcthln.denistonreed@gmail.com).

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**UNL Tuition Discount & GOLD Grant.**

We have a new tuition discount program aimed at better serving folks from rural districts who are seeking school leadership degrees (MEd – principalship, EdD – superintendency) or endorsements. The program

provides a 15% tuition discount for educators who serve in NRCSA member districts or are in an area classified by NCES as rural or town. We think this is a small but important step toward helping rural schools be intentional about growing their own leaders. If interested, please contact Dr. Nick Pace at [nick.pace@unl.edu](mailto:nick.pace@unl.edu)

**[Big Red Leader Website](#)**

**[Big Red Leadership Flyer](#)**

**In addition, invite your participation in a federal grant application aimed at helping Nebraska school districts. Led by the UNL Department of Educational Administration, the *Growth-Oriented Leadership Development (GOLD) Project* is a collaboration across NCSA, NRCSA, ESUCC, and NDE. Goals include:**

- Developing current and future leaders in a grow-your-own model
- Strengthening School Leadership
- Improving Principal and Teacher Retention

***GOLD Highlights:***

- A focus on local, building/district level context, not a top-down, one-size-fits-all approach
- Research-based content aligned with Marzano’s Balanced Leadership and other recent work
- Use of existing professional development structures led by credible leaders and coaches
- No additional costs or duties to ESUs or districts

***GOLD Includes:***

- Regular, large group professional development for the principal and 2-3 teacher leaders per building
- Small group coaching and facilitation provided by grant-funded coaches
- Application of material presented in sessions to local school improvement priorities and integration with the new NDE Nebraska Teacher and Principal Professional Standards (NTPPS)
- A stipend to participating schools to support implementation of GOLD dimensions and materials

To Learn More:

**<https://cehs.unl.edu/edad/gold-project/>**

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## **Chadron State College Special Education Para-to-Teacher Program Initiative.**

**Purpose:** This “Grow Your Own” Special Education Teacher program is designed to provide school districts with the opportunity to cultivate and participate in the training of their para-professionals who wish to continue their education to become special education teachers.

**Who:** Any individual who holds a minimum of an Associate’s Degree (or equivalent credit hours) from an accredited higher education institution, and who is employed as a para-professional within a school district. **What:** Chadron State will provide required course work and enrichment activities via online, face-to-face (via Zoom), and on the job experiential learning, leading to a Bachelor’s in Education Degree, and a Nebraska Teaching Certificate with an endorsement in Special Education (grades PK-12). With administrator input, program course work will be tailored to best fit your district practices and expectations. Each course will be offered in an 8-week format, with 12-13 credit hours to be completed each 16 week semester.

**How:** Program participants will be advised, monitored, and supported by CSC faculty/staff, and a CSC Education Program liaison is specifically assigned to facilitate their progress. District para-professionals may enter the program at any time in the academic year.

**When:** once participants reach their senior academic year they will embark on completing their capstone course work, via online and Zoom class sessions. This course work has been pared down considerably with the understanding and assumption that these student teachers will be learning “on-the-job”. For example, one section covers classroom management practices. Clearly, one can argue and attest that these student teacher interns are learning more about managing a classroom from being mentored by veteran teachers within your school, and observing them in action. This is the belief and learning approach embraced during this senior year. However, to ensure and assess concept learning, Chadron State faculty will be meeting with your student teacher cohort twice per week for 1.5 hours, via Zoom conferencing technology.

**Graduation:** At the completion of this program students/candidates graduate from Chadron State College, and apply for teaching licensure resulting in a valid initial teaching certificate with and endorsement in PK-12 Special Education. Chadron State’s education program is nationally and State accredited. As such, interstate certification reciprocity is not a problem.

## **Things for your consideration:**

1) To qualify for this program participants must hold at least an Associate’s Degree or the equivalent in college credit hours. *(CSC will work with those applicants to provide them with the needed coursework leading up to program entry).*

2) Districts must agree to maintain para-professional employment throughout the course of the program—including during the student teaching experience.

Please contact Dr. Adam Fette for more program information, at [afette@csc.edu](mailto:afette@csc.edu).

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## **The UNL Department of Educational Psychology has received a grant from the Swanson Foundation which allows them to offer mental health services to rural schools.**

From Dr. Michael Scheel, Chair of the UNL Department of Educational Psychology:

*The UNL Department of Educational Psychology would like to offer counseling and psychological services, as well as consultation services to the schools and communities of Southeast Nebraska. We run a mental health counseling and therapy clinic and we are offering counseling and consultation services to teachers, administrators, students, and community members of Southeast Nebraska. Services will be provided through remote and confidential means (i.e., Zoom conferencing). We are hoping that schools, families, and individuals contact us to schedule an appointment for a telehealth counseling or consultation session.*

*We have recently learned that a donor will support our work with individuals living in rural Southeast NE by paying all fees for services. Thus, whoever seeks out our services will simply have to indicate they live in Southeast Nebraska, and any services we provide will be paid for through the UNL Foundation. Individual, couple, and family counseling will be provided without financial expense. Additionally, we can provide teachers, school administrators, school counselors, and school social workers consultation services for students of their schools without charge.*

*We are very excited to enter a partnership with schools and communities of SE Nebraska to promote mental health and well-being. We are aware of the mental health counseling disparities that exist in Nebraska*

rural areas, and our department, our College of Education and Human Sciences, and UNL are highly interested in offering our expertise and resources with the goal of enhancing the well-being of SE Nebraska individuals, schools, and communities. We are a group comprised of licensed psychologists and psychology graduate students who regularly provide services through our clinic to the Lincoln community. We are seeking to reach beyond Lincoln to connect more with surrounding rural areas. We also are acutely aware of the importance of addressing mental health concerns right now as we all are experiencing the stress of going through the COVID-19 pandemic.

The Counseling and School Psychology Clinic is a training clinic in which graduate students in counseling and school psychology work with clients under the supervision of licensed psychologists. Services are available to all on a sliding scale. For clients from SE Nebraska communities, services will be paid for through UNL Foundation funds supplied by a donor who cares deeply about the welfare of schools and communities in SE Nebraska. Counseling services are offered to improve well-being, improve academic and behavioral issues, stabilize mood, manage stress, and improve life-adjustment issues.

For more information, please visit our clinic website:

<https://cehs.unl.edu/edpsych/clinic/>

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**A common theme from some of the decision makers on the state level is that “out of control” local spending is to blame for the property tax problem.** NRCSA, along with many other educational entities, maintains that we do not have a school spending issue, but instead have a school funding issue. Attached are two reports, one from NRCSA, the other from Open Sky, that discuss the myth of “out of control” school spending. It is my hope that administrators and Board of Education members will read, then use these reports to counter those claims. When you do please tell your district’s story as that is the most powerful way to get this message across.

[NRCSA Spending Study](#)

[A Look at School Spending in NE from Open Sky](#)

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## **SUPERINTENDENT SEARCH & PLANNING**

NRCSA has had a very successful year last year in assisting 14 Boards of Education in choosing their next Superintendent of Schools. Last year we were asked to assist Ansley Public Schools, Bruning-Davenport (interim), Educational Service Unit #16, Lakeview Community Schools, Louisville Public Schools, Medicine Valley Public Schools, North Bend Central Public Schools, Randolph Public Schools, Ravenna Public Schools, South Central Unified #5 (interim), Southwest Public Schools, Superior Public Schools (Interim), Tekamah-Herman Public Schools, and Thayer Central Public Schools in their searches for their next Superintendents. NRCSA was also selected to assist the NSAA Board of Directors in its search for the next Executive Director of the NSAA. We also assisted Thayer Central on a Principal search.

This year, we are already assisting the Boards of Education at Raymond Central and Sioux County in identifying their next Superintendent.

If your district finds a need to locate your next school leader, please be sure to keep the NRCSA Superintendent Search Service in mind. For more information you can contact Executive Director Jack Moles at [jmoles@nrca.net](mailto:jmoles@nrca.net) or by phone at 402-335-7732.

It is a common practice for many Boards of Education and the Superintendent to conduct short and long-term planning. NRCSA does provide a quality service using experienced consultants. If you are interested in more information, please contact Executive Director Jack Moles.



SYRACUSE-DUNBAR-AVOCA used the NRCSA Planning Service in 2022. NRCSA Consultants Rob Hanger and Fred Helmink assisted the district with its planning.

[NRCSA Search Service Experience](#)

[NRCSA Planning Support Brochure](#)



that positions may be the same. Note the word “under” as opposed to “with.” A few of you may remember when AASA actually identified rural positions and held a rural schools national conference. Population density matters as we see many, many examples of the shift, density, and representation at all levels.

### **AASA REAP Report**

Tara Thomas reports that the REAP report she is working on is almost ready for publication. Tara is going to include acknowledgements for all of those that contributed to the report and she wants your permission to be included in the acknowledgements.

If you worked on this, and don’t want your name included in the acknowledgements please email her at:

[tthomas@aasa.org](mailto:tthomas@aasa.org)

Take care! Jon

[Legislative Corps November 3, 2024](#)

[Center for Education Funding November 6, 2023](#)

[CFE Letter Opposing Education Cuts November 6, 2023](#)

### **From Dr. Jon Habben; NRCSA Federal Liaison:**

Hello All!

With the 2024 Election cycle well underway, you may be wondering “Where is all the emphasis on PK-12 education we witnessed in previous election campaigns?” Simply put, it is buried in the federal budget reauthorizations that have been interrupted by many pressing issues. From Ukraine and Israel to battling over an omnibus approach or twelve individual appropriations, to the House Speaker struggles, there have been more than enough major struggles to occupy Congressional attention on top of the election blaming and credit-claiming season. The good side is that maybe we can discuss public education a little more calmly and objectively. The difficult side is that the “choice” battles are still painfully with us.

The funding of public education at the federal level is in the CEF attachment. While rural areas are getting more ink, the tough disagreements are without a doubt centered in urban education issues. How does rural get real attention when mega-districts are used to highlight the “failures” of “all” public education. Yes, the “broad brush simplicity” is alive and well. You will notice in Tara Thomas’ attachment regarding REAP funding that some easily identifiable rural programs can be supported. By the way, add your name and district to your reply. We are also pushing to include IDEA funding for all districts, among other programs, in the same category. School nutrition, mental health support, broadband access, Title programs, and public funds for private education will be ongoing. The lion’s share may go to the larger cities’ suburban and urban districts, but the programs are certainly significant for rural, as well.

The re-designed political effort by NREAC (National Rural Education Advocacy Consortium) as the political action arm of NREA will, we believe, yield more rural focused efforts/results through the grouping of rural public school associations. Again, the re-design is to create a sharper focus on rural rather than being lost in the shuffle. While we are creating a rural distinction outside of our long-time effort under AASA, there are still plenty of issues that involve students in all public schools

## Contact Information

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### NRCSA

Jack Moles, Executive Director  
(402) 335-7732  
[jmoles@nrcea.net](mailto:jmoles@nrcea.net)

Jeff Bundy, Administrative Aide  
(402) 202-6028  
[jbundy@nrcea.net](mailto:jbundy@nrcea.net)

### Legislative Contacts

#### U.S. Senators

[Deb Fischer](#)

[Pete Ricketts](#)

#### U.S. House of Representatives

[Don Bacon](#)

[Mike Flood](#)

[Adrian Smith](#)

#### Nebraska Governor

[Jim Pillen](#)

#### NE State Senators

[Raymond Aguilar, Dist 35](#)

[Joni Albrecht, Dist 17](#)

[John Arch, Dist 14](#)

[Christy Armendariz, Dist 18](#)

[Beau Ballard, Dist 21](#)

[Carol Blood, Dist 3](#)

[Carolyn Bosn, Dist 25](#)

[Eliot Bostar, Dist 29](#)

[Bruce Bostelman, Dist 23](#)

[Tom Brandt, Dist 32](#)

[Tom Brewer, Dist 43](#)

[Tom Briese, Dist 41](#)

[John Cavanaugh, Dist 9](#)

[Machaela Cavanaugh, Dist 6](#)

[Robert Clements, Dist 2](#)

[Danielle Conrad, Dist 46](#)

[Jen Day, Dist 49](#)

[Wendy DeBoer, Dist 10](#)

[Barry DeKay, Dist 40](#)

[Myron Dorn, Dist 30](#)

[Robert Dover, Dist 19](#)

[George Dugan, Dist 26](#)

[Steve Erdman, Dist 47](#)

[John Fredrickson, Dist 20](#)

[Steve Halloran, Dist 33](#)

[Ben Hansen, Dist 16](#)

[Brian Hardin, Dist 48](#)

[Rick Holdercroft, Dist 36](#)

[Jana Hughes, Dist 24](#)

[Megan Hunt, Dist 8](#)

[Teresa Ibach, Dist 44](#)

[Mike Jacobson, Dist 42](#)

[Kathleen Kauth, Dist 31](#)

[Lou Ann Linehan, Dist 39](#)

[Loren Lippincott, Dist 34](#)

[John Lowe Sr., Dist 37](#)

[Mike McDonnell, Dist 5](#)

[Terrell McKinney, Dist 5](#)

[Mike Moser, Dist 22](#)

[Dave Murman, Dist 38](#)

[Jane Raybould, Dist 28](#)

[Merv, Riepe, Dist 12](#)

[Rita Sanders, Dist 45](#)

[Julie Slama, Dist 1](#)

[Tony Vargas, Dist 7](#)

[Brad Von Gillern, Dist 4](#)

[Lynne Walz, Dist 15](#)

[Justin Wayne, Dist 13](#)

[Anna Wishart, Dist 27](#)



## *NRCSA Programs*

**New Leaf Teletherapy**

**Planning Support Service**

**Scholarship and Awards Programs**

**Superintendent Search Service**

**USBank OneCard Program**



*NRCSA Rural Community Schools Association*  
*455 S 11th ST, Suite B*  
*Lincoln, NE 68508*



[www.nrca.net](http://www.nrca.net)



[www.twitter.com/NRCSA1980](https://www.twitter.com/NRCSA1980)



[www.facebook.com/nrcsahome/](https://www.facebook.com/nrcsahome/)

# EDUCATIONAL SERVICE UNIT #3



ANNUAL REPORT

Equity

Efficiency

Excellence

2022

2023



## From the CEO of ESU #3

Dr. Dan J. Schoes

It is with great pleasure that I invite you to read and explore the contents of our annual report, which reflects many of the educational challenges and accomplishments of Educational Service Unit #3.

*Here are a few key components:*

- As the largest ESU in the state, ESU #3 has been providing high-quality services to our member districts since 1966, saving schools millions of dollars.
- As we commence with our 57th year, we look forward to working alongside our school districts on the “leading edge” of providing high quality, research based, educational opportunities to both staff and students.
- The ESU #3 Board annually sets high standards and expectations for our agency.
- We consider our relationships with the ESUCC, NDE, and other Nebraska Educational groups to be of great value to the work we do.
- We embrace the diversity we find within our unique combination of metro area/suburban and rural schools and strive for educational equity in delivering our services.
- We are a member of the Association of Educational Service Agencies (AESA).
- A strong district service planning process helps us target areas of success and identify needs while personalizing our service delivery.
- Collaboration and communication between our departments and with our districts is our key to providing an excellent array of core services (staff development, technology, and instructional materials) efficiently and effectively.
- Our highly qualified and innovative staff keep our focus on student and adult learning.

*Everyone truly makes ESU #3 a great place to work, every day.*



**4 Counties**



**18 Districts**



**5,300  
Teachers and  
Administrators**



**86,000+  
Students**



**Award  
Winning Board**



**\$1 Million+  
Saved Annually**

### Committed To:



**Collaboration**



**Excellence**



**Diversity**



**Equity**



**Communication**



**Innovation**

# ESU #3 Board

## **Stan Turner**

District 1

*Arlington, Blair, Fort Calhoun,  
Bennington, Elkhorn, DC West*

## **Ted Stilwill**

District 2

*Elkhorn, Millard*

## **Marla Fries**

District 3

*Westside, Ralston*

Secretary

## **Mary Scarborough**

District 4

*Papillion-La Vista, Millard*

## **Brett Kuhn**

District 5

*Gretna, Elkhorn, Millard*

## **Fred Tafoya**

District 6

*Papillion-La Vista, Millard, Ralston*

Vice President

## **Brenda Sherman**

District 7

*Springfield-Platteview, Plattsmouth,  
Conestoga, DC West, Elkhorn, Elmwood-  
Murdock, Gretna, Louisville, Weeping Water*

President

## **Ron E. Pearson**

District 8

*Bellevue, Papillion-La Vista, Springfield-  
Platteview*



## **AWARD WINNING BOARD**



### **ESU #3 Strategic Plan & Mission**

Educational Service Unit #3 will advance Equity, Efficiency, and Excellence through innovative and collaborative leadership and service to positively impact member school districts and all students.

### **ESU #3 Board Goals**

#### **Equity:**

ESU #3 will collaboratively provide and promote opportunities, access, and support for equitable outcomes within the unique needs and contexts of member districts and ESU #3.

#### **Impact:**

ESU #3 will develop and utilize a comprehensive and collaborative process to monitor and measure impact across ESU #3 departments and services provided to member districts.

#### **Resources:**

ESU #3 will ensure the efficient and effective use of resources to support the continuous improvement of member school districts and ESU #3.

# Professional Learning

Executive Director: Dr. Scott Blum



In 2022-2023, the ESU #3 Professional Learning Department served and supported districts in multiple and adaptive ways throughout the year. Overall, the PLD provided 10,398 hours of service to districts for 21,192 teachers, staff, and administrators. The PLD hosted 95 Regional Programs that 1,840 students and staff attended.

The Professional Learning Department has a strategic focus of serving with collaboration, leadership, innovation, and the efficient use of resources in support of its member districts which include:

**The Coaching Cadre:** Teacher leader participation in the Coaching Cadre grew to 284 attendees at a kick-off event and quarterly in-person meetings. This included 96 coaching partners in 12 districts as well as various non-profit partners. The purpose of this cadre is to highlight best practices in education and focus on building the capacity of instructional coaches.

**Continuous Improvement and Multi-Tiered System of Support (MTSS):** This collaborative effort among ESU #3 PLD, ESU #3 Student Services, national expert Dr. Judy Elliott, Nebraska MTSS, and three cohort groups consisting of 14 School Districts and 17 secondary schools' leadership teams, continues to grow and establish the implementation of the MTSS Framework. During the year, the ESU #3 provided 774 hours of services for implementation of MTSS and in support of 593 school staff members that included 4 day-long MTSS work sessions and in-district support.

**The ESU #3 Makerspace and Innovation Lab:** ESU #3 Makerspace & Innovation Lab (EMIL) is a learning space in which "making" is an engaging, interactive, instructional, and learning tool used to introduce, practice, and/or reinforce curriculum in a wide variety of content areas. In the 2022-2023 school year, the ESU #3 Makerspace and Innovation Lab served 162 educators and 776 students. Educators utilized the makerlab for professional learning sessions to explore new teaching methods and technologies in order to incorporate maker-centered learning into their curriculum. Students had the opportunity to engage in hands-on learning experiences using design software such as Tinkercad and Adobe Illustrator along with technology such as motors, Arduino robotics, laser cutters, and 3D printers.

**Media and Science Center:** The Media and Science Center of PLD is another excellent resource provided to districts. The media side provides our school districts the opportunity to participate in a library automation consortium offered by the Library Corporation (TLC), in addition to coordinating the licensure of ProQuest K-12, a subscription-based online database of research tools. The science side manages over 250 instructional materials and resources, some of which are available for check out, and range from batteries and bulbs to the behavior of mealworms' kits, as well as annually refurbishing hundreds of elementary science experiment kits used by our member districts. The Media and Science Center also continued to coordinate Future Strokes and Sculptus, the extremely popular student art that is displayed at ESU #3 throughout each year.

Area of Service **Direct Service Days**

**Individual**

Districts "Guaranteed" Service Days

Customized for District

Area of Service **Regional Programming**

**ALL** Districts May Benefit From Stakeholder Determined Subsidized Options

Area of Service **All District I**

**ALL** Districts Benefit from Projects

Work is ESU #3 based

(i.e. Digital Learning & Data Research, and Evaluation)

Area of Service **All District II**

**ALL** Districts May Request in Addition to Direct Service Days

Easy to Replicate

Dependent on Staff Availability

## Areas of Service



# Student Services

Executive Director: McKayla LaBorde



## Improving Outcomes for Children...

### Through Quality Professional Learning

- Metro Region Autism Spectrum Disorder Network
- Multi-Tiered System of Support and Continuous Improvement
- Metro Region Postsecondary Transition
- Social, Emotional, and Behavioral Learning
- Metro Regional Program for Children Who are Deaf or Hard of Hearing
- NeMTSS Regional Support
- Special Education Leadership
- Professional Learning Communities
- Specialized training for teachers, SLPs, school psychologists, and administrators

**75+** Student Services Trainings Held Between Sept 1 - Aug 31

**2,500+** Total Participants Trained by Student Services Department

**\$10 million+** in Grants and Contracts

### Through Investing in Early Childhood

- Birth-3 Services Coordination
- Early Learning Connection-Professional Development
- Early Learning Connection-Coach Consultant
- Early Childhood MTSS
- Professional Development Specialist
- Planning Region Team #3

**2,389** Early Childhood Professionals Trained

**976** Referrals for Birth-3 Services





### Through Direct Services to Students

Student Services partners with our school districts to provide needed services and expertise in areas including Speech Language Pathology, School Psychology, Mental Health Therapy, Early Childhood Special Education, Vision Services, Orientation and Mobility, Audiological Support, and Deaf and Hard of Hearing Student Activities.

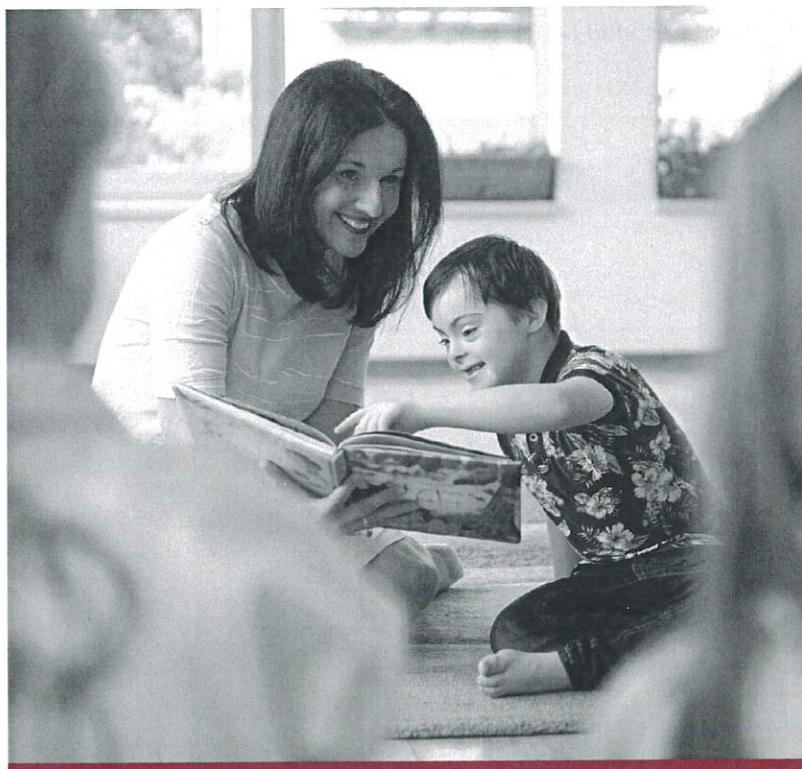
**197** Youth Seen by Therapists in Rural Schools

**1,334** Staff Engaged in Mental Health Professional Learning

**90+** Students Served at Brook Valley

### Brook Valley

Brook Valley School is an intensive intervention for students with disabilities in grades K-12+ who have significant cognitive or behavioral difficulties. Highly trained staff at Brook Valley provide specialized programming and support to help students find alternative ways to succeed. Brook Valley School is owned and operated by ESU #3.



# Information Systems & Technology

CIO: Bill Pulte

The Information Systems & Technology Department (IS&T) consists of three teams. The Development team assists districts supporting web development and programming including software integrations and maintaining NebSIS, a Student Information System created at ESU #3.

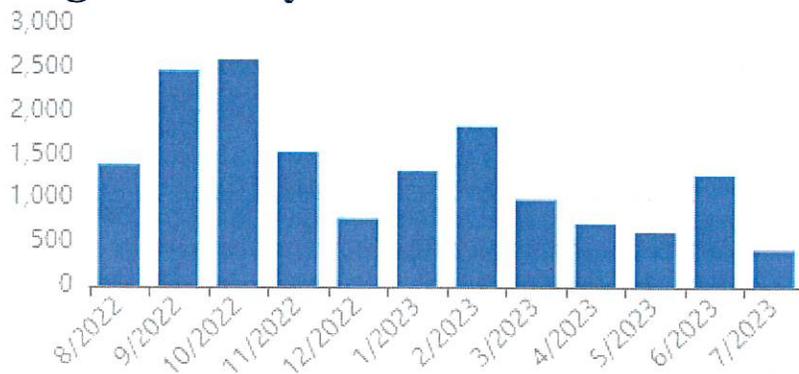
The Systems and Support team focus on helping districts with hardware, software and networking solutions, most recently focusing on a disaster recovery offering. The third team provides administrative support and during the 2022-2023 school year began offering Cybersecurity planning and purchasing to all of our districts.



*“ESU #3 continues to be a wonderful educational partner as we plan and deploy technical systems and solutions to our staff and students. We appreciate their customer service focus and expertise in an ever changing technical environment.”*

-Kent Kingston (Millard Public Schools)

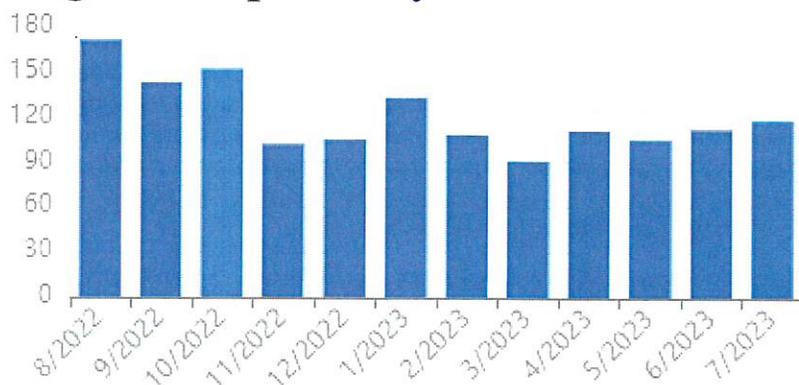
## Log Hours By Month



*“ESU #3 has been a tremendous amount of help to DC West as we updated our network this past summer. Things were a bit rough, but ESU#3 was always there to help.”*

-Sandi Kerkhoff (DC West)

## Log Participants By Month



*“The IST department of the ESU provides us with a great resource for our networking services. Being a small district we don’t have all the resources (man power) necessary as a larger district and the ESU provides us with outstanding service for any issues that might arise.”*

-Paul Dwyer (Elmwood-Murdock)



# Program Services

Director: Troy Glock



Percentage of Children who are up to date on a schedule of preventative and primary health care per Nebraska Early and Periodic Screening, Diagnostic and Treatment (EPSDT):

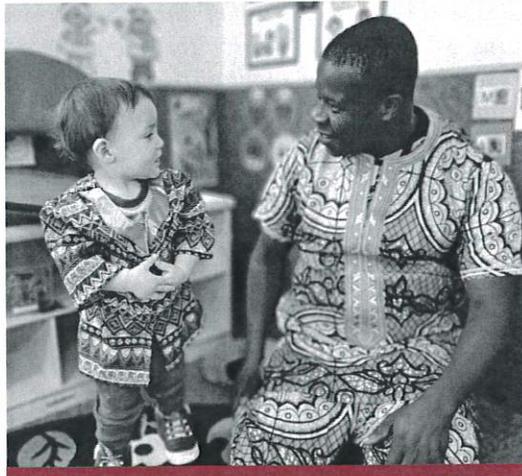
Head Start ..... 91%  
 Early Head Start ..... 69%

Percentage of Children served who received Dental Exams:

Head Start ..... 96%  
 Early Head Start ..... 62%

Percentage of Children with Health Insurance:

Head Start ..... 100%  
 Early Head Start ..... 100%



*Our DLL tiered system of support was highlighted in our Region 7 Head Start Sandbox magazine.*

## Sarpy County/ESU #3 Head Start

The Head Start mission is to promote the school readiness of young children from low-income families by enhancing their cognitive, social, and emotional development. Sarpy County/ESU #3 Head Start prepares families and children for school readiness through a variety of services. The program currently has 181 slots for children. Head Start children (ages 3-5) are served in a 6.5 hour classroom setting. Early Head Start children (ages birth to 3) are provided services in either a 7.5 hour classroom setting or through weekly home visits in the Home Based program.

Families are assigned either a Family Advocate or Home Visitor to assist them in establishing goals and connecting to programs and services throughout the community. Staff work to assist families in moving towards self-sufficiency. Staff work closely with a variety of Community Partners in order to assist families as needed with rent, utilities, food pantry and other needs.

The program works to engage families in meaningful ways. The program continues to utilize both virtual platforms and in-person options to engage families. Families attended the annual Fall Festival and a Week of the Young Child event in the spring. The program continued the Ready Rosie platform through Teaching Strategies. This web based program offers quick parent training videos and ideas for parents to work on skills in the home. Staff are able to select a playlist that coincides with lessons in the classroom or provides parents with videos based on goals they have for their child. Many parents engaged and provided feedback through using the platform. The program offered a variety of parent trainings including how to help children listen as well as the importance of sleep.

This year, we also introduced a tiered system of support for our Dual Language Learners. This system helps us ensure classrooms are supportive and ready to facilitate learning for everyone as well as provide intentional support and resources for families and children to utilize their home language as they learn English.

## TITLE I Boys Town

ESU #3 administers the Title I program at Boys Town, employing a program coordinator and providing supplemental support to all Boys Town residential classrooms. The Title I program coordinator monitors the use of these funds and provides staff development and supplemental curriculum support for these programs. Title I supports supplemental activities and provides funds for supplemental materials for the hospital and home campus programs. Boys Town implements a behavior model to help students develop the pro-social skills they need to be successful when they leave Boys Town programs.

The Title I Program Coordinator helps provide support to teachers and students in the teaching of these skills. Title I funds are also used to support academic endeavors in the family homes by providing materials to complete projects for teachers, a calculator loan program for students who need graphing calculators, and reading materials and educational games for students to use in the homes during their "study hour." Books for the on-campus books clubs are supported by Title I in high school and middle school. Transition support is provided through MOS and OSHA testing and the generalization of academic and social skills.

## Driver Education

ESU #3 provides a comprehensive driver education safety program consisting of 20 hours of classroom instruction along with driving lessons and a final DMV approved road test.

In 2022 - 2023, we served 395 students from Platteview, Plattsmouth, Gretna, Weeping Water, Conestoga, Blair, PLV, and Bennington. We continue to offer both in-person and online options for instruction. Currently, all instructors are competency certified.

## Conference Center

The Conference Center's 12 conference rooms and distance-learning technology provide effective learning environments for conference and workshop participants. The conference center hosts meetings and events for both member districts and outside agencies.

**1,221**  
Events/Meetings

**24,638**  
Non-Students

**2,809**  
Students

**40**  
Districts

**47**  
Student Events

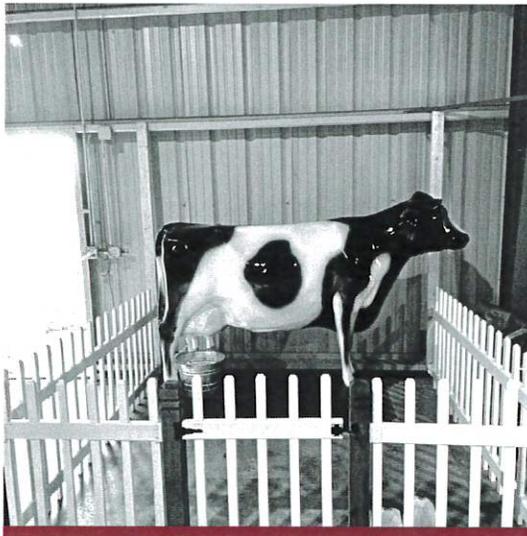
## Gifford Farm

**Our History:** Situated in a geographically and historically significant location, Gifford Farm Education Center evolved from a family farm to an ESU #3 education entity through the generous gift of Dr. Hal Gifford to forever serve as a resource for education. Bordered by woodlands and the Missouri River oxbow, Gifford Farm consists of 420 acres, including 280 acres of cropland. This setting influences and inspires a diversity of programs, resources, and events, serving thousands of students, educators, and community members since 1973.

At Gifford Farm, we offer outdoor education experiences that enrich your curriculum and bring learning to life. Our programs provide a unique blend of hands-on activities in science, history, nature, farm animals, agriculture, and adventure! During the 2022-2023 year, we provided 489 programs to various groups in our community including local school districts, childcare centers, and non-profit organizations.



As your students travel down the road to our farm, they'll embark on a journey of discovery and exploration, discovering wonders of nature, the importance of sustainable agriculture, and the thrill of outdoor adventure.



### Highlights From the Year

We received a \$5,500 grant through the Nebraska Game and Parks Watchable Wildlife Program. With the grants, we built two wildlife viewing platforms that provide exceptional opportunities for observing and appreciating the local wildlife.

We hosted several summer camps this year to offer students the unique and immersive opportunity to experience life on the farm. The camps combined outdoor activities, educational opportunities, and a chance to connect with nature and animals.

The Sarpy Data Center awarded us with the 2023 Data Center Community Action Grant to support and enhance STEM education opportunities at the farm. With this generous award, we purchased a recirculating milking cow named 'Holly the Holstein' to provide students with a hands-on learning experience.

# Cooperative Purchasing

Cooperative Purchasing is a statewide purchase agreement among Educational Service Units. This ESU service allows our schools an opportunity to purchase equipment and materials at a considerable reduction from retail cost as a result of the bidding process and achieved through combining orders.

Information on all of these programs may be accessed on the Nebraska ESU Cooperative Purchasing website at www.neesucoop.org. Our coop manager is also available throughout the year to provide our schools with purchasing information and service.



In the spring of 2023, our ESUCC Cooperative Purchasing Program was the proud recipient of both the “Quality and Innovation Award and the “Relationship Excellence Award” from the Association of Educational Purchasing Agencies.



## How We Help Nebraska Schools Save

### COMPETITIVE BIDS

A procurement that involves inviting multiple vendors to bid for a product, material, or service.

### SPECIAL BUYS

A negotiated agreement between ESUCC and a vendor to provide a service at a discounted rate to ESUCC members.

### ANNUAL BUYS

A competitive line item bid where vendors are invited by bid category and awarded by line item.

### YEAR-ROUND BUYS

A competitive bid or special buy agreement where items are available year-round in our ESUCC Marketplace.

### AEPA NATIONAL SOLICITATIONS

A group of Educational Service Agencies/ political subdivisions organized through a Memorandum of Understanding between all participating states for the purpose of securing combined volume purchasing contracts based on potential sales by qualifying customers in participating states.

## Member Savings Statewide 2022- 2023

Total Savings

**\$7,875,838**

5 Year Savings Total

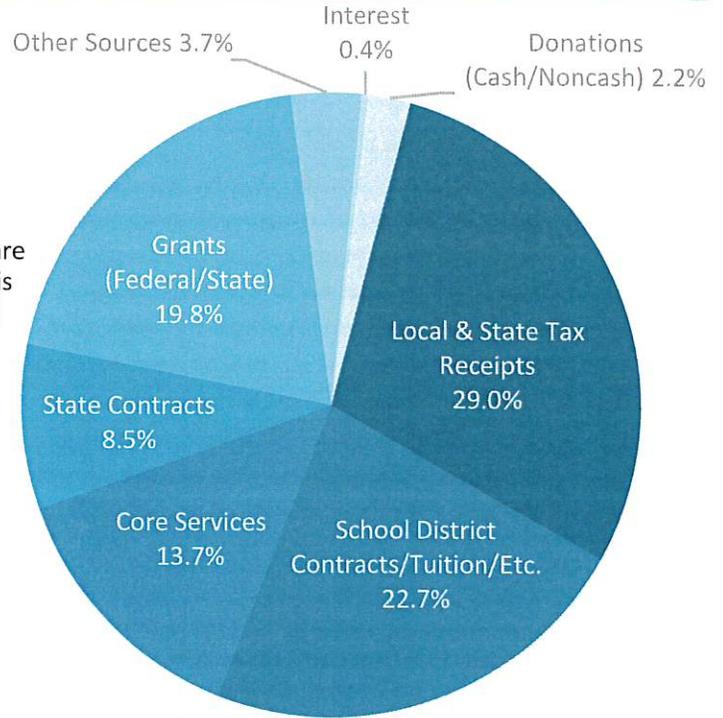
**\$31,185,722**

## ESU #3 Sales & Savings By Program 2022- 2023

PROGRAM	MEMBER COST	SAVINGS
AEPA	\$2,473,996.26	\$484,431.65
Annual Buy	\$323,453.65	\$119,633.54
Annual Buy Punch Out	\$792.97	\$223.66
Custodial Buy	\$231,137.39	\$141,835.93
Food Buy	\$456,081.35	\$97,103.91
Paper Buy	\$59,325.46	\$6,591.72
Special Buy	\$1,424,070.89	\$412,480.04
<b>GRAND TOTALS</b>	<b>\$4,968,857.97</b>	<b>\$1,262,300.45</b>

# Financial

CFO: Jan Glenn



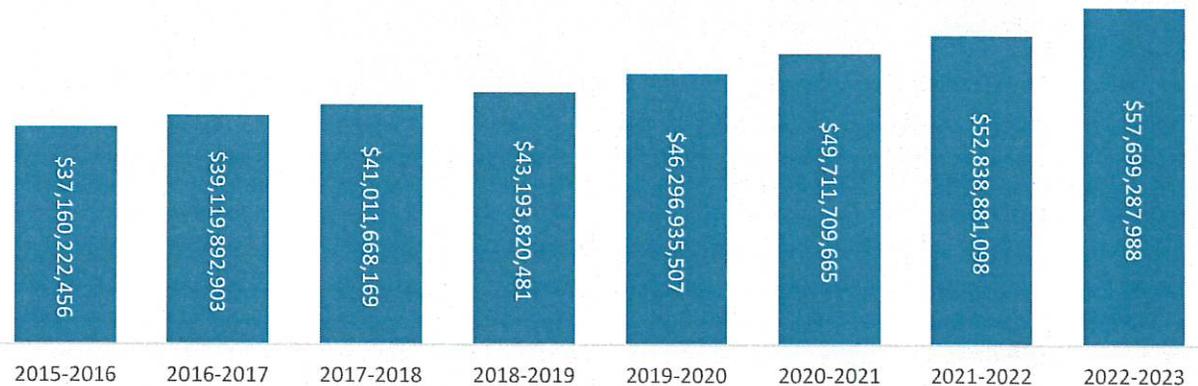
The ESU #3 revenues and expenditures are reported on a cash basis. The cash basis accounting method recognizes revenues and expenditures when the revenues are received and payments are expended. This method may not align revenues and expenditures in the same accounting period. ESU #3 maintains cash on hand to allow for instances when program expenditures are incurred or required before the revenue is received.

## REVENUE

2022-2023 Actual Revenue

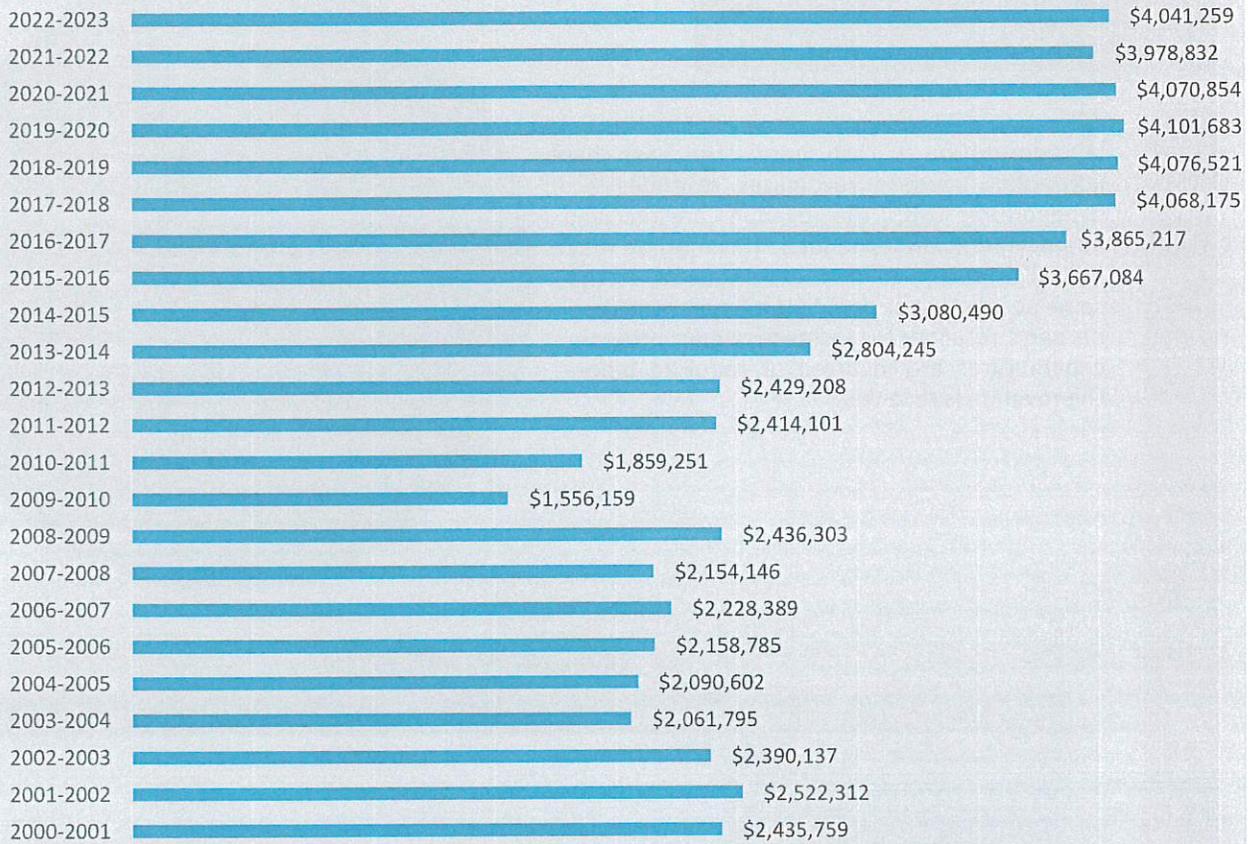
PROGRAM	LIST PRICE	MEMBER COST
Local & State Tax Receipts	\$8,586,946	29.02%
School District Contracts/Tuition/Etc.	\$6,725,971	22.73%
Core Services	\$4,041,259	13.66%
State Contracts	\$2,524,137	8.53%
Grants (Federal/State)	\$5,861,775	19.81%
Other Sources	\$1,089,053	3.68%
Interest	\$106,470	0.36%
Donations (Cash/Non-cash)	\$653,689	2.21%
<b>Total</b>	<b>\$29,589,300</b>	<b>100%</b>

## VALUATION



CORE SERVICE FUNDS

ESU #3 Core Service Funds Received



EXPENDITURES

2022-2023 Actual Expenditures

Administration & Business Services	\$1,491,925	4.94%
Board Expense	\$76,606	0.25%
Program Services		
Buildings & Grounds and Coop Purchasing	\$1,109,173	3.68%
Capital Improvement & Building Fund	\$2,172,049	7.20%
Conference Center	\$185,621	0.62%
Driver Education	\$151,645	0.50%
Gifford Farm	\$483,776	1.60%
Head Start Program	\$3,516,912	11.65%
Program Services - General	\$13,716	0.05%
Title I Program at Boys Town	\$551,052	1.83%
Information Systems and Technology	\$5,422,920	17.97%
Professional Learning Department	\$3,975,148	13.17%
Student Services District Services, Grants, Contracts, & Other Programs	\$11,029,898	36.55%
<b>Total</b>	<b>\$30,180,440</b>	<b>100.00%</b>



# 2022-2023

Filled colored boxes indicate inclusion

Arlington	Bellevue	Bennington	Blair	Conestoga	DC West	Elkhorn	Elmwood / Murdock	Ft. Calhoun	Gretna	Louisville	Millard	Papillion / La Vista	Plattsmouth	Ralston	Springfield - Platteview	Weeping Water	Westside	Others
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### Administration/Ancillary Services

Cooperative Purchasing																			
Gifford Farm																			

### Substitute Teacher Program

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### Driver Education

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### Information Systems & Technology

Business Services																			
Student Information Services																			
Substitute Finder																			
Custom Web Development/Graphic Design																			
Internet Services																			
Networking Services																			
Document Management																			
Time Clock																			
Virtual Desktop																			
Managed Services																			

### Professional Learning

Regional Staff Workshops																			
Direct Services in Curriculum, Instruction, Assessment, Instructional Technology, Digital Learning																			
Science Refurbishing																			
ProQuest Services																			
Principal Support Initiative																			
Coaching Cadre																			
Secondary MTSS																			

### Student Services

Brook Valley School																			
Early Childhood Services																			
Services Coordination																			
Speech/Language Therapy																			
Vision Services																			
Behavior Services																			
Autism Spectrum Disorder Grant																			
Regional Deaf/Hard Hearing Contract																			
RDA																			
VR Student Conference																			
Metro Transition Grant																			
Community of Practice																			
School Psychology Services																			
School Mental Health Services																			
Planning Region Team 3																			



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Bylaws of the Board - Board Authority

Limits of Authority

The Board of Education is the unit of authority. Apart from the normal function as part of the unit, a board member has no individual authority. Individually, the board member may not commit the district to any policy, act or expenditure.

No individual member of the board shall exercise any administrative responsibility with respect to the schools.

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: September 8, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - Board Members

Legal Description

The corporate name of this school district shall be:

Washington County School District 89-0024, and shall also be known as the  
Arlington Public Schools.

Legal Reference: §79-405

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: September 8, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - Board Members

Number of Members, Terms of Office

The Board of Education shall consist of six (6) members elected at large by the qualified voters of the school district in a manner prescribed by law under the provisions pertaining to a Class III school district in the statutes of the State of Nebraska.

The terms of office for board members shall be four (4) years and will begin on the **first Thursday** after the **first Tuesday** in January.

Legal Reference:     §79-549  
                           §79-550  
                           §32-543

Date of Adoption: May 10, 2010 and June 14, 2010  
Reviewed: September 8, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - Board MembersOfficers

1. Members of the school board will elect from among its members a president and vice president.
2. There will also be an elected or appointed secretary who does not need to be a member of the school board.
3. These officers shall be elected at the board's organizational meeting in January of each year.
4. The Board of Education may employ a treasurer for the district at the January meeting who shall be paid a salary from school district funds within the limits permitted by law, in amounts to be fixed by the Board. A treasurer so employed shall not be a member of the Board. A board member serving as treasurer shall not be compensated.

Legal Reference:     §79-520  
                           §79-590

Date of Adoption: May 10, 2010 and June 14, 2010  
Reviewed: September 8, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - Board MembersPresident

1. The duties of the board president shall be to:
  - a. Preside at all meetings of the school board in accordance with Robert's Rules of Order.
  - b. Countersign all orders upon the school treasury for funds to be disbursed by the district.
  - c. Countersign all warrants of the secretary of the county treasurer.
  - d. Administer the oath to the secretary and treasurer when so required by law.
  - e. Other duties as the law may require.
2. The president has the right to vote on any issue that may come before the school board.
3. The president has the additional duty to maintain order at public meetings of the school board.
4. The president must appear for and on behalf of the district in all suits brought by or against the district.
5. The president shall appoint or provide for the election of all committees of the board, unless otherwise directed by the board. The president shall be kept apprised of the workings of all such committees.
6. The president may call special meetings of the board.
7. The president shall call special meetings of the board when requested by two (2) or more board members.

Legal Reference:    79-569  
                          79-570  
                          79-572

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: September 8, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - Board Members

Vice-President

The vice president shall perform the duties of the president in case of absence of the president. In the case of the absence of both the president and vice-president, the remaining members shall select a president pro tem to preside at the meeting.

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: September 8, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - Board Members

Treasurer

The treasurer shall be custodian of all money belonging to the school district, and shall perform duties required by law or by the board.

Legal Reference:     §79-586  
                           §79-587  
                           §79-588  
                           §79-590

Date of Adoption: May 10, 2010 and June 14, 2010  
Reviewed: September 8, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - Board Members

Secretary

The secretary shall perform duties required by law and such duties as the Board and Superintendent may request.

Legal Reference:     §79-576  
                           §79-577  
                           §79-578  
                           §79-524

Date of Adoption: May 10, 2010 and June 14, 2010  
Reviewed: September 8, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - Board Members

Attorney

The board may, at its discretion, appoint an attorney to perform desired legal services. The attorney shall serve at the board's pleasure and be compensated at a mutually agreeable rate.

Legal Reference: §79-513

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: September 8, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - Board MembersAuditor

The board will have an annual independent audit of the finances of the district. The board will contract only with state approved auditors and their analysis and report will be in keeping with state approved or accepted standards. This annual audit will be completed by November 5 of each year.

Legal Reference: §79-1089  
NDE Rule 1.3.05

Date of Adoption: May 10, 2010 and June 14, 2010  
Reviewed: September 8, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - Board MembersIndividual Members

It is understood that the members of the Board have authority only when acting as a Board legally in session. The Board shall not be bound in any way by any action or statement on the part of any individual Board members, except when such statement or action is in pursuance of specific, formal instructions from the Board.

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: September 8, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - Board MembersRemuneration and ReimbursementRemuneration

A member of the Board of Education shall receive no compensation for services as a Board member.

Reimbursement

1. Out-of-state travel. Board members authorized to attend educational conferences out of state shall be reimbursed for reasonable expenditures in addition to transportation to and from the destination and registration fees. Board members must have approval in advance from the board of education.
2. In-state travel. Board members shall be granted reimbursement for reasonable expenditures in addition to registration fees.
3. Mileage. All board members are authorized to be reimbursed for use of their personal cars on board business at the prevailing rate.

Legal reference:       §79-520  
                              §79-405

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: September 8, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - Board Members

Removal From Office

Any one (1) of the elected or appointed officers of the Board of Education may be removed from office by a two-thirds (2/3rds) vote of the membership of the Board.

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: September 8, 2014, November 13, 2017; November 9, 2020

Bylaws of the Board - Bylaws, Policies and RegulationsFormulation, Adoption, Amendment of Policies

Policy proposals and suggested amendments to or revisions of existing policies shall normally be submitted to all members of the Board of Education by the Superintendent in writing prior to a regularly scheduled Board of Education meeting in which such proposed policies, amendments, or revisions thereof shall be read and discussed.

Policies will be adopted or amended after consideration at two (2) meetings of the Board of Education. The agenda and minutes shall be marked to indicate policy matters.

The formal adoption of policies shall be by majority vote of all members of the Board of Education and the actions shall be recorded in the minutes of the Board of Education. Only those written statements so adopted and so recorded shall be regarded as official policy.

Policies shall be reviewed at least every three (3) years or at such other periodic time periods as may be required by law.

Reference: Robert's Rules of Order

Date of Adoption: December 11, 2017; November 9, 2020

Bylaws of the Board - Bylaws, Policies and Regulations

Adoption and Amendment of Bylaws

Proposed new bylaws and suggested amendments to or revisions of existing bylaws may be adopted by a majority vote of ALL members of the Board during the second of two (2) regularly scheduled meetings of the Board not less than four (4) weeks apart in the calls for which meeting the proposed additions, amendments or revisions shall have been described in writing.

Legal Reference: 79-526  
Reference: Robert's Rules of Order

Date of Adoption: May 10, 2010 and June 14, 2010  
Reviewed: October 13, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - Bylaws, Policies and RegulationsApproval and Amendment of Administrative Regulations

The Board does not adopt administrative regulations unless specifically required to do so by law, or unless requested to do so by the Superintendent, or as required by negotiated agreements with employee organizations, in which case, any such regulation shall become a part of any such agreement and shall be subject to amendment as provided in any such agreement. Adoption and amendment of such Board adopted regulations shall be by the same procedure as that specified for policies at 9200.

The Board reserves the right to review and demand revisions of administrative regulations should they, in the Board's judgment, be inconsistent with the policies adopted by the Board.

Legal Reference: §79-526

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: October 13, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - Bylaws, Policies and Regulations

Suspension of Policies, Bylaws and Regulations

Policies and rules may be suspended unless in conflict with state law by a unanimous vote of all Board members in attendance at any regular or special meeting.

Reference: Robert's Rules of Order

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: October 13, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - MeetingsRegular Meetings

The Board shall meet in regular session on the second Monday of each calendar month, unless otherwise designated by the president with the approval of the Board. Such meetings shall begin at 7:00 p.m.

All meetings shall be held in the boardroom at the Arlington School District Office unless otherwise designated by the president with the approval of the Board.

In each odd-numbered year, the January meeting will be held on or after the first Thursday after the first Tuesday.

Legal Reference:     §79-554  
                           §79-555  
                           §84-1401

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: October 13, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - Meetings

Special Meetings

A special meeting of the Board may be called by the president when in his/her opinion it is necessary, or upon recommendation of the Superintendent of Schools, or any two (2) Board members.

No business shall be transacted at any special meeting which does not come within the purpose or purposes set forth in the call for the meeting unless it is of an emergency nature.

All meetings shall be held in the Arlington School District Office unless otherwise designated by the president with the approval of the Board.

Special Board sessions may be adjourned to a definite date and time.

Legal Reference:     §79-554  
                              §79-520  
                              §79-555  
                              84-1401

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: October 13, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - MeetingsAdvance Delivery of Meeting Materials

The Board shall require the Superintendent to prepare an agenda which, with the minutes, shall be mailed or delivered to the Board members on Friday or prior to each regular monthly Board meeting.

Items not placed on the regular agenda may be shelved until the regular meeting on the following month to provide the Board adequate time to research the item in question. All citizens in the district boundary are permitted to place an item on the agenda. Those persons outside the district may place an item on the agenda by permission of the President of the Board or the Superintendent of Schools.

Legal Reference: §79-520

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: October 13, 2014; December 11, 2017; November 9, 2020

Bylaws of the Board - MeetingsOrder of Business

The following shall be the order of business for the regular meetings. The order of business may be changed by consent of all members present.

1. Opening Procedures
2. Consent Agenda (Approval of Agenda, Minutes of previous meetings, monthly financials, and others)
3. Public Forum
4. Curriculum/Instruction Reports
5. Administration's Reports
6. Board Committee Reports
7. Unfinished Business
8. New Business
9. Executive Session
10. Action on Executive Session Items
11. Adjournment

Date of Adoption: May 8, 2017

Reviewed: November 13, 2017, July 8, 2019, August 12, 2019: November 9, 2020

Bylaws of the Board - MeetingsParliamentary Procedure

The rules of parliamentary procedures as embodied in Robert's Rules of Order, latest edition, may guide the school Board in the conduct of Board meetings. Exceptions shall be made when the issue in question is covered by Board policies or bylaws, and as to minutes, adjournment and as otherwise required by statute. The President, or meeting chair, shall decide all questions of procedure and order, subject to an appeal to the Board, with the object that Board meetings be conducted with order, decency, and regularity and to accomplish the work of the school Board in the best possible manner.

Date of Adoption: July 10, 2017

Reviewed: November 13, 2017; November 9, 2020

Bylaws of the Board - MeetingsMinutes

The Board of Education shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed. The resignation of a Board member or any other circumstance that results in a vacancy in office shall be made a part of the minutes.

The minutes shall be prepared by the secretary immediately following the meeting, shall be written, shall be available on the District's website and for inspection by the public and for distribution to the members of the Board within ten (10) working days, or prior to the next convened meeting, whichever occurs earlier, and shall be a part of the agenda for the next regular meeting at which time they shall be corrected, if necessary, and approved.

The minutes shall be kept in the office of the superintendent and shall be public records and open to public inspection during normal business hours. The minutes shall also be available on the District's website for at least six (6) months.

Legal Reference: Neb. Rev. Stat. Sections 79-555; 79-570; and 79-577  
Neb. Rev. Stat. Sections 84-1408 to 1414

Date of Adoption: June 9, 2022

Bylaws of the Board - MeetingsVoting

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

Date of Adoption: August 8, 2016

Reviewed: November 13, 2017; November 9, 2020

Bylaws of the Board - Meetings

Methods of Operation/Quorum

The Board of Education shall transact business only when it is in session, has a quorum present, and minutes are kept. A majority of all members of the Board shall constitute a quorum.

Legal Reference: §79-554

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: October 13, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - MeetingsBoard/School District RecordsExceptions and Locations

The Board of Education and the Superintendent may withhold from the public those records in their custody enumerated by law. Records which are open to inspection shall be available in the office of the Superintendent.

Open Meetings Act Posting and Public Access to Board Records

The Board of Education accepts its responsibility to conduct its meetings in public and in compliance with law. The Superintendent shall post at least one current copy of the Open Meetings Act in the meeting room at a location accessible to members of the public. At the beginning of each meeting the public shall be informed about the location of the posted information by announcement of the Board President or Chairperson or via notice given in the Agenda. The Superintendent and the Board secretary shall make available for examination and copying by members of the public at least one copy of all reproducible written material to be discussed at an open meeting except where the law specifically states that a matter is exempted either temporarily or permanently from such disclosure.

Therefore, the Board of Education directs the Superintendent and the Board secretary, acting jointly and cooperatively, to make easily available copies of the Board of Education policy manual and the minutes of meetings of the Board of Education and its committees (except as exempt by law). Minutes shall be made available within ten (10) days of the meeting reported; policies shall be incorporated into the manual within thirty (30) days of adoption.

Legal Reference: §§84-1408 to 84-1414  
§84-712

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: October 13, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - MeetingsOpen Sessions

Subject to the provisions of the public meeting law of the State of Nebraska and the policies of the District, the public shall have the right to attend and the right to speak at meetings of the Board except any part thereof held in closed session, and all or any part of a meeting of the Board except that held in closed session may be recorded by any person in attendance by means of a tape recorder or any other means of sonic reproduction or in writing.

The Board may make and enforce reasonable rules and regulations regarding the conduct of persons attending its meetings and regarding their privilege to speak. The Board is not required to allow citizens to speak at each meeting, nor may it forbid public participation at all meetings.

Any person or group may attend the regular or special meeting of the Board of Education. Undue interruption or other interference with the orderly conduct of business cannot be allowed. Defamatory or abusive remarks are always out of order. A speaker's privilege of address may be terminated if he persists in improper remarks.

At a public meeting of the Board no person shall orally initiate charges or complaints against an individual employee of the District or challenge instructional materials used in the District. All such complaints, charges or challenges shall be presented to the Superintendent or Board in writing and signed by the complainant. All such charges, if presented to the Board directly, shall be referred to the Superintendent for investigation and report.

The Board is not obligated to act on any request unless the same has been submitted in writing to the Superintendent or to the president of the Board sufficiently in advance to allow the same to have been incorporated into the agenda for the meeting.

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: October 13, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - MeetingsClosed Sessions

The Board of Education may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. Closed sessions may be held for, but shall not be limited to, such reasons as: (a) strategy sessions with respect to collective bargaining, real estate purchases, or litigation; (b) discussion regarding deployment of security personnel or devices; (c) investigative proceedings regarding allegations or misconduct; or (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; provided, however a closed meeting shall never be held for the purpose of discussing the appointment or election of a new member to the Board of Education.

The vote to hold a closed session shall be taken in open session. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The Board shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken.

Any member of the Board shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reasons stated in the original motion to hold a closed session. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

The term "closed session" as used in the policies, regulations and Bylaws of the District shall include within its meaning any "executive session" or "executive meeting" authorized or prescribed by said policies, regulations and Bylaws, all of said terms being interchangeable.

Legal Reference: §§84-1407 to 84-1414

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: October 13, 2014, November 13, 2017: November 9, 2020

Bylaws of the Board - CommitteesTemporary and Special Board Committees

It shall be the responsibility of the President to appoint temporary and special committees whenever necessary. The President shall outline the duties and responsibilities of each committee at the time of appointment and serve as an ex officio member of the committee. Special committees shall be considered dissolved upon submission of a final report.

Legal Reference: §79-520

Date of Adoption: May 10, 2010 and June 14, 2010

Reviewed: October 13, 2014, November 13, 2017: November 9, 2020