

Board of Education Regular Meeting
Monday, February 10, 2025 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
 - Includes SPED Training Stipends of \$500 each for:
 - Heather Mueller
 - Hayley McMartin
 - Charlee Bierman
 - Jordan Jenkins
 - Sarah Sharp
 - These will be "Get SET" grant reimbursed
 - 3.3. Resignations:
 - Gail Barth, PK
 - Marc Rexroad, Industrial Tech
 - 3.4. Hires:
 - Kortney Daws, MS ELA
 - Megan Porras, 9-10 ELA
 - 3.5. Reassignments:
 - Marcia Kaup, From 2nd Grade to K-6 Art
 - Haley McMartin, From El. SPED to 2nd Grade
 - Jaden Green, From 4th Grade to 1st Grade
 - Anna Hornung, From 1st Grade to 2nd Grade
4. CURRICULUM/INSTRUCTION REPORTS
 - FCS (Family Consumer Science)
 - 5th Grade
5. PRINCIPALS' REPORTS
 - 5.1. Mr. Pfingsten's Secondary Report
 - 5.2. Dr. Morgan's Elementary Report
 - 5.3. Mr. Shada's Activity Report
6. SUPERINTENDENT'S REPORT
 - 6.1. Discussion of Community Engagement Meeting, Focus Group Conversations, and Strategic Planning Next Steps

- 6.2. NASB and NRCSA Reports
- 6.3. Supt Leave Log Review
- 6.4. Legislative Updates
- 6.5. Update on Recent Title IX Changes
- 6.6. Review Semi-Annual Arbor Family Usage Report
- 6.7. Discussion of Final Payment on the Lease Purchase scheduled 2026
7. COMMITTEE AND REPRESENTATIVE REPORTS
 - 7.1. Committee for American Civics
 - 7.2. Negotiations Committee
8. UNFINISHED BUSINESS
9. NEW BUSINESS
 - 9.1. Discuss, Consider, and Take Necessary Action to Approve Early Retirement Incentive Program Application and Agreement from Gail Barth
 - 9.2. Discuss, Consider, and Take Necessary Action to Approve Request for Leave of Absence by Certificated Staff Member
 - 9.3. Discuss, Consider, and Take Necessary Action to Purchase Tomcat Pro Rideable Floor Cleaner as Presented
 - 9.4. Discuss, Consider and Take Necessary Action to Approve 2025-2027 Superintendent Contract with Dr. Dawn Lewis as discussed and publicized according to statute
 - 9.5. Discuss, Consider and Take Necessary Action to Approve Principal Contracts as Presented, with a 3.07% Total Package Increase:
 - Aaron Pfingsten, Secondary Principal
 - Jacqueline Morgan, Elementary Principal
 - James Shada, Assistant Principal/Activities Director
 - 9.6. Discuss, Consider, and Take Necessary Action to Approve Certificated Director Contracts for 2025-2026:
 - Tashia Wolf, Curriculum/Assessment Director
 - Sarah Sharp, SPED/Student Services Director
 - 9.7. Discussion of Special Education Staffing Needs and Consideration of Adding Additional Staff
 - 9.8. Discuss, Consider, and Take Necessary Action to Adopt 2025-2026 School Year Calendar
10. ADJOURNMENT

Board of Education Regular Meeting

Monday, January 13, 2025 7:00 PM Central

HS CONFERENCE ROOM

705 N 9th Street

Arlington, NE 68002

1. OPENING PROCEDURES

1.1. Call Meeting to Order

Chase Kratochvil called the meeting to order at 7:00

1.2. Roll Call

Jason Arp: Present, Cassie Flesner, Present: Chase Kratochvil, Present: Brian Laaker, Present: Steve Slykhuis, Present: Shanon Willmott, Present Also Present was outgoing board Member Matt O'Daniel, Principals Aaron Pfingsten and Jacque Morgan, Athletic Director James Shada, Superintendent Dawn 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 Cassie Flesner and a second by Jason Arp.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Steve Slykhuis: Yea, Shanon Willmott: Yea

1.5. Recognition of Out-Going Board Member

The Board recognized outgoing board member Matt O'Daniel. Mr O'Daniel has served on the board for 13 years - Chase spoke highly of Matt and all of his contributions and thanked him for his service.

The Board presented Mr O'Daniel with a plaque for his service.

2. WELCOME TO GUESTS AND PUBLIC FORUM

3. ANNUAL BUSINESS

3.1. Administer Oath of Office to all Board Members

All board members took the annual oath of office.

3.2. Election of Officers

- President
- Vice President
- Treasurer

President: Jason Arp nominated Chase Kratochvil as president. Brian Laaker 2nded

Vice President: Brian Laaker Nominated Cassie Flesner, Steve Slykhuis 2nded

Treasurer: Chase Kratochvil nominated Brian Laaker and Cassie Flesner 2nded

No other nominations were made and the board voted under one motion to appoint all nominated members as elected officials respectively.

Motion to nominate Chase Kratochvill as President, Cassie Flesner as Vice President, and Brian Laaker as Treasurer. Passed with a motion by Jason Arp and a second by Steve Slykhuis.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Steve Slykhuis: Yea, Shanon Willmott: Yea

3.3. Appointment of Board Committees

Board committees:

Curriculum/American Civics: Shanon Willmott- Chair, Jason Arp, Steve Slykhuis
Buildings and Grounds: Jason Arp- Chair, Steve Slykhuis, Shanon Willmott
Finance: Chase Kratochvil- Chair, Cassie Flesner, Brian Laaker
Negotiations: Chase Kratochvil- Chair, Cassie Flesner, Brian Laaker
St Paul Liasion: Jason Arp and Brian Laaker

3.4. Appoint KSB and PGH&G Law Firms as Official Legal Counsel to Board and Superintendent

Motion to appoint KSB and Perry Law Firm as Official Legal Counsel to Board and Superintendent 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, Steve Slykhuis: Yea, Shanon Willmott: Yea

3.5. Appoint RVR Bank as Official Depository for All District Funds

Motion to appoint RVR Bank as official depository of district funds. Passed with a motion by Cassie Flesner and a second by Brian Laaker.

Steve Slykhuis: Abstain (With Conflict), Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Shanon Willmott: Yea

3.6. Distribute Conflict of Interest Forms for Board Members

3.7. Approve Arlington Citizen as Official Newspaper of the Board of Education

Motion to appoint Arlington Citizen as official newspaper of the district. 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, Steve Slykhuis: Yea, Shanon Willmott: Yea

3.8. Appoint Superintendent as District Non-Discrimination Compliance Coordinator

Motion to appoint Dr. Lewis as District Non-Discrimination Compliance Coordinator. Passed with a motion by Steve Slykhuis and a second by Cassie Flesner.

Jason Arp: Yea, Cassie Flesner: Yea, Chase Kratochvil: Yea, Brian Laaker: Yea, Steve Slykhuis: Yea, Shanon Willmott: Yea

3.9. Appoint Supt as Secretary and Business Manager as Recording Secretary to the Board of Education

Motion to appoint Superintendent as board secretary and business manager as recording secretary to the board of education. 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, Steve Slykhuis: Yea, Shanon Willmott: Yea

4. 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, Steve Slykhuis: Yea, Shanon Willmott: Yea

4.1. Minutes of the Previous Board Meeting(s)

4.2. Monthly Financial Reports

4.3.

Resignations:

- Kristy Rollins, LMS;
- Madison Pawoll, K-12 Art;
- Paige Talako, 9-10 English Language Arts

Hires: Marc Rexroad, Industrial Technology
Reassignments: Janelle Lorsch, LMS 2025-2026
5. CURRICULUM/INSTRUCTION REPORTS

- NSCAS Data from 2024
- Business
- Fourth Grade

4th Grade department was here to present their report: Katee Prenzlow, Sandy Sanders, Jaden Green

Business Department: Shawna Koger was present to report

NSCAS data and testing info: Tashia Wolf, Curriculum Director, presented testing data to the board.

6. PRINCIPALS REPORTS

6.1. Mr Shada's Activity Report

6.2. Dr. Morgan's Elementary Report

6.3. Mr. Pfingsten's Secondary Report

7. SUPERINTENDENTS REPORT

7.1. Discussion of Timeline and Planning for Community Engagement, Board Retreat, and Strategic Planning

Community engagement meeting is Feb 5th- 7:00- 8:30pm

A Board Retreat will be held on March 4th

7.2. NASB and NRCSA Reports

7.3. Legislative Updates

Dr. Lewis updated the board on some of the introduced bills as of January 2025.

Bills that have been introduced and will affect school districts

LB 14

LB 31

LB 49

Some property tax refining

Licensing process for Certificated Teachers / honoring out of state teaching certificates

7.4. Discussion of RFP for 2024-2025 Audit

8. COMMITTEE AND REPRESENTATIVE REPORTS

8.1. Negotiations Committee

Negotiations committee has meet and wrapped up negotiations, there will be an action item later on the board meeting to approve the negotiations for Certified(Teachers) Staff.

9. UNFINISHED BUSINESS

9.1. Review Updated Policy 3132- Internal Controls on Second Reading

Motion to Adopt Policy 3132-Internal Controls 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, Steve Slykhuis: Yea, Shanon Willmott: Yea

9.2. Continued Discussion of Supt Contract timelines for 2025-2027

Chase went over the timeline of the superintendent contract, and reminded the board that the contract is not up for a vote. The board must inform the superintendent in writing prior to the February board meeting if they are not intending to continue with the contract. At this time there

was no discussion or talk of not renewing contract.

10. NEW BUSINESS

10.1. Discuss, Consider and Take Necessary Action to Approve 2025-2026 Master Agreement Between the Certificated Staff (AEA) and the Board of Education

- Total Package: 3.07%

Mr. Kratochvil went over some of the procedures used to negotiate the Certified master agreement. He discussed the array and factors that are used to negotiate and what the agreement is complied with. All items up for a vote in the master agreement are for Certified Staff members only (Teachers)

All items are either a factor of Superintendent Lewis bringing it to Negotiations or the AEA asking negotiations.

Motion to Approve 2025-2026 Master Agreement 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, Steve Slykhuis: Yea, Shanon Willmott: Yea

10.2. Review Policies 4013-4141:

- 4013- Personnel Files
- 4014- Sales Persons
- 4015- Orders of Supplies and Equipment
- 4016- Employee Use of School Facilities
- 4017- Activity Passes
- 4018- Political Activity
- 4019- FLSA Policy
- 4020- Disposal of Consumer Report Records
- 4021- Employee Social Security Numbers
- 4022- Military and Family Military Leave
- 4023- Prohibition on Aiding and Abetting Sexual Abuse
- 4024- Wage and Deduction Info
- 4025- Professional Boundaries
- 4026- Complaints About Employees
- 4027- Workplace Privacy Act
- 4028- Employee Fundraising
- 4030- Wage Information
- 4031- Injury Leave
- 4100- Qualifications for Appointment as Teacher
- 4101- Qualifications for Appointment to Administrative Position
- 4110- Contract
- 4111- Certification
- 4112- Board Release from Contract
- 4120- Probationary Certified Employees
- 4121- Permanent Certified Employees
- 4130- Assignment of Duties
- 4131- Teacher Agents Tutors
- 4132- Student Teachers and Pre-Student Teachers
- 4133- Substitute Teachers

- 4135- Prohibition of Employment of Board Members
- 4140- Professional Growth
- 4141- Teacher Training

11. ADJOURNMENT

Chase Kratochvil adjourned the meeting at 8:49pm

**Arlington Public Schools
January 31, 2025**

Fund Name	Bank Statement Starting Balance	Receipts	Disbursements	Interest	Interfund Transfers	Bank Statement Ending Balance	
2 Rivers Bank							
General Fund - 864	\$ 2,269,718.78	\$ 966,066.31	\$ 1,147,088.83	\$ 5,192.35	\$ -	\$ 2,093,888.61	TNSFR in FEB
Activities - 109	\$ 207,398.54	\$ 33,400.56	\$ 31,695.14	\$ 350.37	\$ -	\$ 209,454.33	
Hot Lunch - 487	\$ 104,954.82	\$ 31,479.06	\$ -	\$ 103.58	\$ -	\$ 136,537.46	TNSFR in FERB
Depreciation Fund	\$ 857,898.25		\$ -	\$ 2,923.11	\$ -	\$ 860,821.36	
Depreciation CD - 5826	\$ 271,809.61		\$ -	\$ 3,230.97	\$ -	\$ 275,040.58	
				Total Depreciation:		\$ 1,135,861.94	
2017 Bond Refunding	\$ 184,485.68	\$ 58,126.07	\$ -	\$ 477.36	\$ -	\$ 243,089.11	
QCPUF	\$ 174,623.96	\$ 1,632.46	\$ -	\$ 451.84		\$ 176,708.26	
Spec Bldg Fund	\$ 753,663.82	\$ 19,179.19	\$ -	\$ 1,950.10	\$ -	\$ 774,793.11	
Sp Bldg CD (none for now)	\$ -	\$ -	\$ -		\$ -	\$ -	
				Total Spec Bldg:		\$ 774,793.11	
Total Special Funds	\$ 2,242,481.32	\$ 78,937.72	\$ -	\$ 9,033.38	\$ -	\$ 2,330,452.42	
Total SF minus CD's	\$ 1,970,671.71					\$ 2,055,411.84	

CHECK REGISTER FOR January 2025

(Includes special fund checks)

PAYEE NAME	DESCRIPTION	AMOUNT
		\$ -
American Broadband	Telephone service	\$ 468.28
Airgas	Welding gas tank rental	\$ 92.75
Arbor Family Counseling	Onsite Services for December	\$ 750.00
BSN Sports	Spalding rims for gym baskets	\$ 769.98
Bomgaars	Light bulbs and valves for bus barn	\$ 115.90
Border States	Lights for classrooms and Gyms	\$ 1,152.03
Blue Door Ped Therapy	OT Services	\$ -
Capital One (Wal-Mart)	Supplies for school classrooms - various	\$ 199.20
Cappel Auto Supply	NAPA Billing	\$ 14.99
Casey's	Fuel for vans	\$ 1,497.77
Dodge County Clerk	2024 General election costs	\$ 129.02
Dennis Supply	Air Filters	\$ 834.60
DB Nebraska	Weight room VCBX board and repair on HV/AC	\$ 370.00
Connor Eureka	Reimburse Sped Conference	\$ 6.42
EJ Sign Company	Service on shot clock and radio	\$ 270.00
Egan Supply	Custodial Supplies & Ice melt	\$ 5,133.03
ESU 3	Tax Documents	\$ 151.70
ESU 3	CYNET 3 year subscription for cyber security	\$ 4,123.60
Electronic Sound	Diagnosis and Installation of Amp for gym	\$ 3,303.00
Fas Break	Windshield Chip in Van 12	\$ 65.00
5th Season	Annual Contract for grounds services 25-26	\$ 4,415.00
Gartner & Assoc	AAON Motor for HV/AC	\$ 975.00
Gopher Sports	Magnetic Stadiometer for nurse	\$ 79.74
Hometown Leasing	Copier Lease	\$ 1,810.93
Hansen Tire	Bus 2017 Sensor repair	\$ 1,543.99
HyVee	Supplies for school classrooms - various	\$ 559.07
Richelle Jackson	Reimburse Mileage for taking student to Esu	\$ 37.80
Jeredith Brands	Gym Event Cleaning Services	\$ 790.00
Learn2Move	PT Services	\$ 275.25
Martin Clausen	Pest Control services	\$ 92.64
Midwest CDL Training	CDL Training for Bus driver	\$ 386.25
Methodist Fremont Health	Trainier services for December	\$ 2,737.00
Wesley Martens	Activity Worker for Basketball games	\$ 195.00
Menards	Various repairs and supplies for custodial and classrooms	\$ 878.67
Nebraska Council on Econ	Stock teams for Business Class	\$ 200.00
NASB	Annual board membership dues	\$ 4,992.00
NCSA	Legislative Advocacy and Leadership for Superintendent	\$ 150.00
NASB Alicap	Workers comp payroll audit due	\$ 4,427.00
NCS Pearson	testing supplies for Psych	\$ 220.30
Omaha Truck Center	Various bills for Bus repairs	\$ 1,028.32
ONTO College	Terst prep for ACT & SAT	\$ 2,400.00
OPPD	Electricity	\$ 10,122.67
One Source	Background Checks for all Drivers in school	\$ 719.00
JW Pepper	Musich for MS/HS	\$ 86.48
RVR Bank	Safe Deposit box fee	\$ 30.00
T & T Electric	Bucket Truck Rental	\$ 150.00
Thermo King	Def and batteries for buses	\$ 990.07
VISA	Various supplies for classrooms	\$ 2,706.49
Wood River	Natural Gas	\$ 8,605.02
West Omaha Winsupply	Regulators and sensors for custodial	\$ 863.26
Unite Private	Internet Provider	\$ 558.32
Village of Arlington	Water	\$ -
Waste Connections	Trash service	\$ -
Heather Mueller	Get Set Grant Stipen (Reimbursed)	\$ 500.00
Hayley McMartin	Get Set Grant Stipen (Reimbursed)	\$ 500.00

Charlee Bierman	Get Set Grant Stipen (Reimbursed)	\$	500.00
Jordan Jenkins	Get Set Grant Stipen (Reimbursed)	\$	500.00
Sarah Sharp	Get Set Grant Stipen (Reimbursed)	\$	500.00
		\$	-
		\$	-
		\$	-
		\$	0
		\$	-
		\$	-
Total Payables (GF checks not mailed until approved by the BOE)		\$	74,972.54

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

JW Pepper	Missed music invoices from October	\$	188.39
Big Red Hotel	Allstate Choir Rooms	\$	250.00
Fastwyer	Phone bill	\$	468.28
Woodriver	Natural gas	\$	243.03
Village of Arlington	Water	\$	970.11
NaCIA	Renewal for Wolf	\$	40.00
Sherwin Williams	Missed Invoice from fall	\$	94.09
Shell	Fuel for vans	\$	44.97
Casey's	Fuel for vans	\$	604.63
Total Hand payables		\$	2,903.50

Total General Fund \$ **77,876.04**

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

Westgate Bank	Lease purchse payment	\$	370,512.50
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Total Special Funds \$ **370,512.50**

Hot Lunch Expenses

CDW	Food order	\$	8,069.35
Jackson Service	Kitchen supplies and service (Towels, aprons, mops)	\$	571.50
Earthgrains	Bakery Items for hot lunch	\$	1,196.25
Hiland	Milk and dairy products	\$	2,974.34
US Foods	Food order	\$	3,735.39
Pegler	Food Order	\$	5,077.27
Hobart	Protector and probe for kitchen dishwasher	\$	382.06
		\$	-
		\$	-

Hot Lunch Total \$ **22,006.16**

EFINANCE - POWERSCHOOL
DATE: 01/27/2025
TIME: 10:25:34

ARLINGTON PUBLIC SCHOOL
CHECK REGISTER

PAGE NUMBER: 1
VENCHK11
ACCOUNTING PERIOD: 5/25

FUND - 99 - DISBURSEMENT FUND

CHECK NUMBER	CASH ACCT	DATE ISSUED	VENDOR	ACCT	DESCRIPTION	AMOUNT
47944			4607 VISA		VOID: MULTI STUB CHECK	
47945	9001	01/27/25	4607 VISA	2330	ALPHA-PRO SOLUTIONS - TRA	698.00
47945	9001	01/27/25	4607 VISA	2610	AMAZON - 64 PACK OF LINED	29.99
47945	9001	01/27/25	4607 VISA	2610	AMAZON - MAGNET MEASURING	12.07
47945	9001	01/27/25	4607 VISA	2610	AMAZON - WIRELESS BLUETOO	29.98
47945	9001	01/27/25	4607 VISA	2610	AMAZON HP PRO TOWER 290 G	598.99
47945	9001	01/27/25	4607 VISA	2610	AMAZON- M116NWR6 11.6-INC	318.85
47945	9001	01/27/25	4607 VISA	2610	AMAZON SCOTCH CONRACTOR G	26.08
47945	9001	01/27/25	4607 VISA	2610	AMAZON-BRIDGE BUILDING KI	109.95
47945	9001	01/27/25	4607 VISA	2610	AMAZON-SABRENT USB 2.0 TO	11.94
47945	9001	01/27/25	4607 VISA	2530	CLEAR LIVE BILL	91.03
47945	9001	01/27/25	4607 VISA	2626	FILL-RITE	42.50
47945	9001	01/27/25	4607 VISA	2626	FILL-RITE	42.50
47945	9001	01/27/25	4607 VISA	2650	HDMI CABLES	79.14
47945	9001	01/27/25	4607 VISA	2650	HP X360 REPLACEMENT KEYBO	247.45
47945	9001	01/27/25	4607 VISA	2530	LEASING CORP BIENNIAL REP	28.00
47945	9001	01/27/25	4607 VISA	2626	PHILLIPS 66 YORK NE	36.77
47945	9001	01/27/25	4607 VISA	2531	POSTAGE	8.95
47945	9001	01/27/25	4607 VISA	2610	STATE FLAG	43.98
47945	9001	01/27/25	4607 VISA	2431	TOMMY'S EXPRESS CAR WASH	5.99
47945	9001	01/27/25	4607 VISA	2431	TOMMY'S EXPRESS CAR WASH	8.99
47945	9001	01/27/25	4607 VISA	2650	TONER FOR PRINTER IN LAWR	51.89
47945	9001	01/27/25	4607 VISA	2650	TOUCHPAD CABLES	89.97
47945	9001	01/27/25	4607 VISA	2610	TPT - 5TH GRADE GRAMMAR U	4.49
47945	9001	01/27/25	4607 VISA	2610	TPT - US CONSTITUTION POS	4.50
47945	9001	01/27/25	4607 VISA	2610	TPT - WINTER 1ST GRADE MA	3.50
47945	9001	01/27/25	4607 VISA	2610	TPT - WINTER READING COMP	4.99
47945	9001	01/27/25	4607 VISA	2610	WALCOME 12" ROUND WIRELES	76.00
		TOTAL CHECK				2,706.49
		TOTAL FUND				2,706.49
		TOTAL REPORT				2,706.49

**General Fund
2024-2025**

<u>Reciepts</u>	<u>Budgeted</u>	<u>Actual Reciepts</u>	<u>% Received</u>	<u>Last Year At this time %</u>
Property Taxes	\$ 7,192,766.00	\$ 2,500,132.02	34.76%	43.52%
Carline Taxes	\$ 3,000.00	\$ 855.48	28.52%	25.79%
Motor Vehicle	\$ 400,000.00	\$ 196,367.28	49.09%	49.43%
PreSchool Tuition	\$ 20,000.00	\$ 10,800.00	54.00%	71.63%
County Sources	\$ 40,000.00	\$ 42,105.39	105.26%	136.79%
State Aid	\$ 2,279,755.00	\$ 919,187.00	40.32%	50.00%
Sped SA Revenue	\$ 936,000.00	\$ 241,961.00	25.85%	53.80%
Federal & all other	\$ 390,000.00	\$ 330,400.61	84.72%	
Transfer From Depreciation	\$ -	\$ -	-	
	\$11,261,521.00	\$4,241,808.78	37.67%	48.70%

Did not get Jan entered in that period, will be in February

<u>Expenditures:</u>	<u>Budgeted</u>	<u>Expenditures YTD</u>	<u>% Disbursed</u>
<u>General Fund Totals</u>			
Elementary	\$ 4,943,736.10	\$ 1,904,893.96	38.53%
Secondary	\$ 4,433,518.09	\$ 1,772,071.79	39.97%
District	\$ 2,449,663.01	\$ 801,009.79	32.70%
Total	\$ 11,826,917.20	\$ 4,477,975.54	37.86%

General Fund Categories of Particular Interest

<u>Transportation</u>			
Elementary	\$ 192,293.09	\$ 47,919.99	24.92%
Elem Transportation Maint.	\$ 84,044.32	\$ 35,569.26	42.32%
Secondary	\$ 107,789.87	\$ 38,426.32	35.65%
HS Transportation Maint.	\$ 29,261.08	\$ 22,166.24	75.75%

District Level Categories of Particular Interest

<u>Facilities and Operations</u>			
Operat of Building	\$ 670,084.08	\$ 181,936.72	27.15%
Building Maint.	\$ 463,189.00	\$ 115,959.80	25.04%
Grounds Maint	\$ 98,500.00	\$ 15,632.27	15.87%

Activity Balances as of			1/31/2025		
Source Code:	Account	Beginning Bal	YTD Revenues	YTD Expenditures	Balance
701	One School One Team	\$ 2,000.52	\$0.00	\$0.00	\$ 2,000.52
702	Always For Kids ELEM	\$ 26,437.46	\$5,979.06	\$8,129.77	\$ 24,286.75
702	HS Always for Kids	\$ 2,234.61	\$1,515.11	\$658.76	\$ 3,090.96
703	Art Class	\$ 5,853.15	\$650.00	\$1,553.82	\$ 4,949.33
704	Art Club	\$ 1,632.03	\$50.00	\$85.34	\$ 1,596.69
705	Athletics	\$ (40,258.80)	\$50,345.33	\$62,184.55	\$ (52,098.02)
706	Band	\$ 4,339.15	\$3,023.35	\$2,727.96	\$ 4,634.54
708	Book Club	\$ 270.55	\$458.50	\$0.00	\$ 729.05
709	Cheerleading	\$ 1,106.90	\$8,193.02	\$2,412.80	\$ 6,887.12
710	Welding	\$ 1,592.95	\$180.00	\$0.00	\$ 1,772.95
714	SKILLS	\$ 1,272.76	\$960.00	\$568.00	\$ 1,664.76
716	GIRLS WRESTLING	\$953.50	\$920.50	\$284.14	\$ 1,589.86
717	Transition	\$ 1,613.51	\$0.00	\$0.00	\$ 1,613.51
720	Concessions	\$ (884.02)	\$28,269.45	\$23,161.25	\$ 4,224.18
721	Dance Squad	\$ 3,638.52	\$2,598.43	\$1,478.27	\$ 4,758.68
722	Drama	\$ 2,084.54	\$836.30	\$675.00	\$ 2,245.84
723	MS STEM	\$ 74.75	\$0.00	\$32.01	\$ 42.74
724	Elem Lounge	\$ -	\$0.00	\$0.00	\$ -
725	WEIGHTS	\$ -	\$1,810.38	\$238.50	\$ 1,571.88
726	FBLA	\$ 11,841.51	\$17,398.23	\$13,451.91	\$ 15,787.83
727	Football	\$ 16,043.85	\$380.00	\$5,432.48	\$ 10,991.37
728	Reimbursement (general)	\$ 589.97	\$641.96	\$859.68	\$ 372.25
732	Fam Cons Science	\$ (1.56)	\$805.00	\$806.64	\$ (3.20)
733	Wrestling	\$ 567.02	\$5,417.80	\$4,830.66	\$ 1,154.16
735	Honor Society	\$ 1,059.07	\$285.00	\$49.98	\$ 1,294.09
736	Activities Interest	\$ 4,089.10	\$0.00	\$0.00	\$ 4,089.10
737	MS Student Council	\$ 2,885.61	\$0.00	\$0.00	\$ 2,885.61
739	Library Fund Elem/HS	\$ 1,538.86	\$1,702.41	\$2,340.46	\$ 900.81
740	Industrial Tech / Woods	\$ 2,611.82	\$880.00	\$615.96	\$ 2,875.86
742	Quiz Bowl	\$ 870.82	\$0.00	\$0.00	\$ 870.82
744	HS Lounge	\$ 119.09	\$0.00	\$0.00	\$ 119.09
746	Spanish Club	\$ 149.97	\$0.00	\$0.00	\$ 149.97
747	Speech	\$ 214.17	\$0.00	\$0.00	\$ 214.17
748	Spring Musical	\$ 12,005.10	\$6,292.18	\$9,001.37	\$ 9,295.91
749	Student Council	\$ 3,775.88	\$3,399.59	\$1,355.02	\$ 5,820.45
750	Student Vending	\$ 1,403.01	\$0.00	\$0.00	\$ 1,403.01
751	Swing Choir	\$ 3,284.13	\$0.00	\$1,795.81	\$ 1,488.32
753	Yearbook	\$ 1,763.65	\$2,745.00	\$6,557.68	\$ (2,049.03)
756	Pepsi	\$ 793.71	\$660.56	\$553.19	\$ 901.08
758	Floor Fund	\$ 427.95	\$0.00	\$0.00	\$ 427.95
761	Honors History	\$ -	\$0.00	\$0.00	\$ -
762	Baylor/ACT	\$ 2,993.21	\$18.00	\$0.00	\$ 3,011.21
764	Metro	\$ 30,800.85	\$0.00	\$0.00	\$ 30,800.85
765	Class of 2028	\$ 315.00	\$952.40	\$0.00	\$ 1,267.40
766	FFA	\$ 18,888.92	\$29,375.50	\$28,137.37	\$ 20,127.05
768	RR Store	\$ 8,500.00	\$2,680.00	\$4,628.77	\$ 6,551.23
770	K3 Basketball Camp	\$ 2,504.93	\$500.00	\$0.00	\$ 3,004.93
772	Class of 2023	\$ 1,044.36	\$0.00	\$1,044.36	\$ -
773	Class of 2024	\$ 798.81	\$0.00	\$0.00	\$ 798.81
774	Class of 2025	\$ 1,462.26	\$0.00	\$0.00	\$ 1,462.26
775	Class of 2026	\$ 2,834.50	\$1,323.15	\$0.00	\$ 4,157.65
776	Class of 2027	\$ 1,997.60	\$2,108.00	\$510.70	\$ 3,594.90
782	Volleyball	\$ 8,295.82	\$689.00	\$1,352.62	\$ 7,632.20
783	Boys Golf	\$ 4,417.67	\$0.00	\$269.99	\$ 4,147.68
784	Girls Golf	\$ 6,047.66	\$0.00	\$396.58	\$ 5,651.08
785	Cross Country	\$ 8,021.31	\$836.00	\$3,074.28	\$ 5,783.03
786	Track Fund	\$ 4,640.54	\$0.00	\$30.71	\$ 4,609.83
787	MS Track	\$ 222.12	\$0.00	\$0.00	\$ 222.12
788	Softball	\$ 2,204.27	\$631.50	\$984.16	\$ 1,851.61
789	Baseball Fund	\$ 4,061.84	\$0.00	\$0.00	\$ 4,061.84
790	Boys Basketball	\$ 2,254.76	\$3,408.20	\$3,251.57	\$ 2,411.39
791	Girls Basketball	\$ 3,529.80	\$3,923.75	\$3,266.75	\$ 4,186.80
792	MS Girls Basketball	\$ 23.50	\$0.00	\$0.00	\$ 23.50
793	Striv	\$ 1,559.11	\$750.00	\$2,023.94	\$ 285.17
794	Sped	\$ 626.95	\$1,464.60	\$1,465.06	\$ 626.49
795	Wellness (District)	\$ 0.03	\$6,295.00	\$3,693.93	\$ 2,601.10
796	Elementary Activity	\$ -	\$562.34	\$562.34	\$ -
799	Girls On The Run	\$443.75	-\$443.75	\$0.00	\$ -
713	Alpaca	\$7.00	\$0.00	\$0.00	\$ 7.00
100-800	ELEM Unified School	\$0.00	\$1,580.41	\$645.50	\$ 934.91
200-800	HS Unified School	\$0.00	\$1,449.01	\$580.92	\$ 868.09
300-801	Hospitality	\$0.00	\$1,340.00	\$125.99	\$ 1,214.01
	Totals	\$198,491.38	\$205,840.27	\$207,886.55	\$196,445.10

1. Multi-Cultural Aspect:

There are a variety of classes that I teach that incorporate multiculturalism into the classroom. Introduction to Sports Medicine discusses working and treating people from different cultures and belief systems. Intro to Education discusses working with children and students from a variety of different backgrounds and from a variety of different home lives. Advanced Foods discusses all the different regions and areas of the world, while discussing these regions and areas we talk about how different areas were affected by different cultures and how that affects the foods that are made within that region or area.

2. What do we want students to learn?

Family Consumer Science Curriculum is based up on the Nebraska State Standards. I have incorporated the Nebraska Career and College Readiness State Standards into all classes. This allows me to provide opportunities for students to develop skills for lifelong learning.

3. How do we know students are learning?

I use a variety of assessments in my classroom to evaluate the student learning. In Advanced Foods the students are producing food as an end product from a region or country they just studied. In Experiencing Education/Teaching the students are creating lesson plans for a lesson or activity. These students are also teaching the lesson or activity that they have created. In Human Growth & Development, the students are using the information and applying it to real world scenarios through case studies.

4. How do we respond when students are not learning?

For students that are not performing at the expected level, I look at presenting the material in a different way. This may be grouping the students differently, using projects, or bringing in guest speakers. Some of the guest speakers are experts in their fields, and provide more information to the students. If a student is not performing to the expected level in my classroom, and is in other classrooms I will discuss with that staff member what they are doing to help the student be successful. As an educator our purpose is to provide an opportunity for continued growth with all students.

5. How do we extend to enrich the learning for students who exceed proficiency?

For students that exceed the expectations, I provide many opportunities for them to enrich their learning. These may include observation opportunities, field trips, and guest speakers. I have had speakers from different health care fields come in to talk with the Life & Career Readiness and Introduction to Sports Medicine classes. The observation experience gives students in the Education Pathway the opportunity to observe the staff here at Arlington Public Schools and apply the information from the observation to the content within the classroom. There have also been a variety of different educators and administration come in to talk with the Intro to Education and Experiencing Education classes.

6. Other Information

Thanksgiving dinner, Mock-Interviews, Steak Labs, Injury assessment and Taping labs, & Getting students real life/hands-on experience.

February 2025 5th Grade Board Report

5th Grade Language Arts Board Report

1. Multi-cultural Aspect:

- Discuss word origins
- Ask students to draw from a variety of aspects of their lives for essay topics
- Mentor texts that use different cultures and values to model good writing
- Stories with multiple cultures represented

2. What do we want students to learn?

- Standards based-Neb. State Standards
- MyView Curriculum Reading & Writing (multiple formats)
- Grammar Application
- Application of more technology in mini lessons and publishing works
- Application of what we've learned – apply to students experiences

3. How do we know students are learning?

- Weekly Skill Quizzes
- Observation and conferencing
- Discussions
- Rubrics for formal writing assignments
- Guided reading groups
- Daily practice of skills taught
- IXL Website
- Weekly Story Comprehension tests
- Screener Assessments (NSCAS & FastBridge)

4. How do we respond when students are not learning?

- Mini lessons to whole group
- Re-teach to small group or individuals
- Conference
- Biweekly Intervention times

5. How do we extend or enrich the learning for students who exceed proficiency?

- Writing alternative options
- Challenging essay prompts
- Readers choose books in their level for independent reading goals
- Taking the reading skill being taught and students have to create something based on skill or topic given
- After exceeding the Guided reading cut-off point, novel units are used in group
- Scholastic News

5th Grade Social Studies Board Report

1. Multi-cultural Aspect:

- Native American tribes in each region and their remaining influence

- European and Asian influences on exploration
- English, French, Dutch, and Spanish cultures and influences in the New World
- History of slavery and African culture in America
- Different roles multicultural groups played in the Revolution
- The influence of groups in the formation of our new nation
- Effects of westward expansion on Native Americans
- Lands gained by the United States and their accompanying cultures

2. **What do we want students to learn?**

- Standards based
- More in-depth studies of and discussions surrounding economics
- Real-life simulations (elections, business, etc.)
- Application of more technology in projects for research and application
- Application of what we've learned to today –connects to students' experiences

3. **How do we know students are learning?**

- Observation
- In class activities with checklists
- Partner and group work
- Discussions
- Study guide completion
- Review games
- Chapter assessments
- Projects with rubrics
- Readings and note packet completion from power points

4. **How do we respond when students are not learning?**

- Graphic organizers and other visuals and sketches in notes
- Check study guides for correct answers
- Eliminate test questions
- Circle main concept in a test question
- Learning Lab study groups
- Study packets

5. **How do we extend or enrich the learning for students who exceed proficiency?**

- Projects
- Guest speakers
- Essays
- You Tube videos and other media connections
- Visuals and props in room
- Story book and novel connections
- Movie connections
- Plays and skits
- Tutoring opportunities to work with classmates

6. **Other Information:** *Projects that allow students to go above and beyond using a variety of mediums, skills, and knowledge*

- Ancient artifacts
- Totem poles
- Buffalo products posters
- Explorer power points
- 13 Colonies brochures
- Colonial life models
- Branches of government trees
- Space Nation
- A Day in the Life of Lewis and Clark
- Ellis Island Stimulation

5th Grade Science Board Report

1. **Multi-cultural Aspect:**

- In our science books and videos include experiences of scientists from different countries, ethnic backgrounds and social structures.
- Study how inventions from the past have made our lives easier

2. **What do we want students to learn?**

New concepts or changes in your curriculum include:

- Use of existing and newest technologies
- Stewards of the Earth
- Phenomenon driven science lessons

Additions to the Curriculum:

- With science college and career standards we are also creating lessons to fulfill those phenomenon based learning
- Teaming up with the 4 H extension office for science lessons

Essential Learning:

- Displaying daily learning objectives
- Savvas Realize - more website curriculum with textbook support
- Generating practice tests to guide what skills may need reteaching
- Cooperative grouping for hands on learning and application during science labs

3. **How do we know students are learning?**

As professionals, we interpret data and scores to provide direction as we plan our unit lessons. The data we use include our practice tests, lab notes, worksheets and MAP/ NSCAS tests. The science skill/concepts are assessed daily, formal and informal, via assigned work, which is monitored in PowerSchool gradebook.

Types of assessments used to gather data:

- Daily Grading
- Lab participation
- Informal observation
- Science Notebooks

- MAPs Tests
- Topic Tests
- Vocabulary Quizzes

How do we respond when students are not learning?

A best practice is to provide students with a quiet work environment. We give opportunities in various places which includes time with the teacher before school, during recess or after school. The daily schedule provides intervention time for student clarification.. Lastly, informing parents of areas that student science skills may need extra practice.

Measurable Data that Indicates Improvement in Student Learning:

- vocabulary quiz
- Checklist of Learning (standards)
- Topic tests
- MAPs test taken in fall and winter
- NSCAS - spring
- The quality of work turned in by student on daily assignments
- Student application of learned skills on project, for example; writing an essay answer on a science test using effective writing skills
- These are measured through rubrics and grading
- District and statewide assessment results

How do we extend or enrich the learning for students who exceed proficiency?

- Quest in our Savvas Realize curriculum
- Virtual Labs from Savvas curriculum
- Hands on labs to see science in action
- Students are given projects to do during free time and have the choice to share to the class
- Enrichment websites, activities, and assignments are provided to parents and students
- Topic assessment data
- Vocabulary Quiz
- Lab grades in PowerSchool Gradebook

Other Information

- Technology - Brain Pop, Seterra website
- Use outdoor setting to extend science learning
- Writing matrix

Math 5th Grade Board Report

1. Multi-cultural Aspect:

We use the Savvas Realize curriculum to guide our lessons. In math class throughout the year, we read books that relate to the different cultures incorporating mathematical terms and concepts. The books relate to students where math concepts originated and how to use the concepts.

- Textbook images and real-world story problems bring in a variety of cultures
- History of measurement systems

- Measurement Olympics

2. **What do we want students to learn?**

All lessons and planning are based on the state standards to prepare for the NSCAS test. In addition to memorizing facts and formulas, our students will become stronger mathematicians by showing his/her understanding of numbers through visual models, word problems, and manipulatives.

- Center based math activities
- Guided Math/Rotations
- Operations - decimal, fractions
- Algebra
- Fractions
- Geometry
- Measurement and Data
- Application of Math to Word Problems

3. **How do we know students are learning?**

Throughout the year several types of assessment are used including: daily observation, daily homework, IXL math, FastBridge assessments, projects, and NSCAS test. Our guided math structure in the classroom allows teachers to form small student groups. The fewer students in groups helps us to assess and provide additional support for math skills.

- Topic assessments
- FastBridge Assessment
- Daily math work
- Math talk conversations with students
- Level of Learning exit ticket
- NSCAS

4. **How do we respond when students are not learning?**

After we review the student data, we create small student groups to intervene and provide additional practice and support. Our math curriculum has a spiral review component that could be accessed to support students. If necessary, parents are contacted and a team approach is taken.

- Additional math time added throughout the day as needed
- Number Talk curriculum to support number sense
- Teacher created academic games to motivate skill practice
- Co-teaching models in classroom with special education teacher and students
- Interventionist

5. **How do we extend or enrich the learning for students who exceed proficiency?**

We have projects that involve recording and graphing data. We take advantage of the school's access to technology through coding activities, IXL, Prodigy, and Khan. These programs all advance student understanding of concepts.

- Design projects that bridge math and science together to extend learning
- Design a pool project
- Measurement Olympics

6. **Other Information:**

- Collaboration with HAL program

Secondary Principal's Report

February 2025 Board Meeting

FFA Honor Choir

Congrats to Lilly Lang McKenna Creswell, and Clayton Coe for being recognized in the FFA Honor Choir.



Spelling Bee

The school spelling bee took place on Thursday, January 23. Out of the 10 competitors, these three rose to the top:

- Champion - Cove Workman
- Runner Up - Ronan Ruwe
- Alternate - Ashlyn DeVries



PTC

Parent-teacher conferences are Wednesday, February 12 and Thursday, February 13.

Electives Fair

In an effort to deepen students' involvement and understanding of all the course offerings we have, we will be hosting an Electives Fair in February. Students will be able to learn about the vast array of courses that we offer and make a more informed decision while selecting courses that meet their post-secondary goals. By providing this experience for our students, we are enhancing the connection between their interests, their future goals, and their four-year plans.

MCC Invitational

The MCC Invitational was held on January 24. It is an event for high school and college students to showcase their talents in front of local business and industry in a specific career field. The event also provided a great opportunity for students to speak with industry partners about future careers while gaining competition experience for the SkillsUSA Nebraska State and Leadership Conference in April 2025. Jordan Camden, who goes to MCC for Powersports and Outdoor Power Technology, competed in the event.

February Elementary Principal Board Report

Arlington Spelling Bee

Congratulations to the Arlington Spelling Bee winners! 🐝

- Cove Workman -1st Place (7th Grade)
- Ronan Ruwe-Runner-Up (7th Grade)
- Ashlyn DeVries (alternate) (5th Grade)

Thank you to Mrs. Wolf for organizing the Arlington event, Mrs. Gubbels for MCing it and Mrs. Lorsch and Mrs. Reed as judges.

SOAR Students January



Celebration of SOARing Behavior

Students that earned 25 bracelets got to participate in a glow dance party!



Unified Basketball Game

During halftime of the girls basketball the elementary Unified basketball team participated in a game. Tons of fun was had by athletes and partners!



Kick Off For Kids American Heart Challenge

Students are working to raise money for the American Heart Association. Our goal this year is \$8,000!



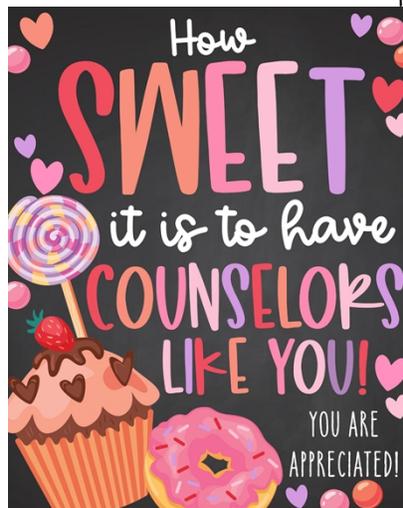
100th Day of School!

The elementary school celebrated the 100th day of school by turning 100!!



National Guidance Counselor Week

We recognized Kevin Kraus this past week for the tireless work he puts in for our students and families. We are very blessed to have Mr. Kraus! This past week we celebrated Mr. Kraus with some Sweet Treats, Popcorn, and Chex Mix!



James Shada
February Board Report

FBLA Update

Arlington FBLA spent the first semester focused on leadership development and community service, while beginning competitions to prepare for the State Leadership Conference.

In the fall, two teams participated in the National Esports event. This event consisted of three parts: a research paper related to Esports and how the skills gained transfer to the workplace, a full day of game play against schools from across the nation, and a presentation on the dynamics of the team and strategy used throughout the project. Both teams finished in the top ten nationally with the top three teams being recognized at the FBLA National Leadership Conference in Anaheim this summer. Team members Tristin Kwiatkowski, Noah Siver, and Jax Tighe finished fifth overall. Lucas Chapplelear, Wyatt Flesner, Trent Koger, and Braxton Soll finished second overall.



Members wrapped up bell ringing for the Salvation Army with nearly \$600 raised for the cause.



On February 27, students will attend the Midland University for the annual business competition.

High School students have been working on Business Achievement Awards, with over 10 receiving this recognition. Middle School students have been completing the LEAD leadership awards.



Forty-seven students are attending the State Leadership Conference in Kearney, Nebraska, April 10-12. Students have been working on a variety of events with many prejudged deadlines on February 12. Performance finalists will be announced and they will move on to the second phase of the competition at SLC. Students will also be competing in a variety of objective tests while at the conference and campaigning for officer candidates. Top performing students will qualify for the National Leadership Conference in Anaheim, California.

FBLA Week is February 10-15. The officers have planned several events throughout the week. A new national initiative by FBLA is raising funds for the Alzheimer's Association. FBLA members will sponsor a school-wide "Put a Lid on Alzheimer's Disease" Day by granting students the right to wear a hat during school for a \$1 donation to support research to combat the disease. The Nebraska Council on Economic Education is allowing Arlington FBLA to use their "money machine" at the Arlington-Louisville basketball game on February 14. RVR Bank will be co-sponsoring the event.



Corn Challenge Team - 1st Place, also won the agriculture literacy award for their drone video and the extra mile award

They worked hard during the 2024 growing season where they researched the effect of the product TerraMar. It is intended for foliar use in row crops with a goal to deliver increased nutrient uptake and enhanced stress mitigation, optimizing plant health and contributing to enhanced yield. Two members were on Pure Nebraska on Friday, February 7th sharing about the project.

State Degree

Four seniors are interviewing for their state degrees on Monday, February 10th. Good luck to Peyton Timm, Libby Hegemann, Aaron Fuchs and John Von Behren!

Proficiency Awards

15 Applications were evaluated on February 5th. Proficiencies highlight the work and skills development of a student's SAE project. Results are below:

Small Animal Care

Luke Ott - District Champion, State

Libby Stork - Gold

Gracen Adams - Gold

Goat Production

Ethan Hilgenkamp - Gold, State

Ag Sales

Adrianna Mincer - District Champion, State

Wes Monke - Bronze

Beef Production

Henry Lancaster - Gold, State

Lydia Schaapveld - Gold

Grain Production

Aaron Fuchs - Gold, State

Vet Science

Brooke Hilgenkamp - District Champion, State

Equine Science

Libby Hegemann - Gold, State

Kynlea Kleveland - Bronze

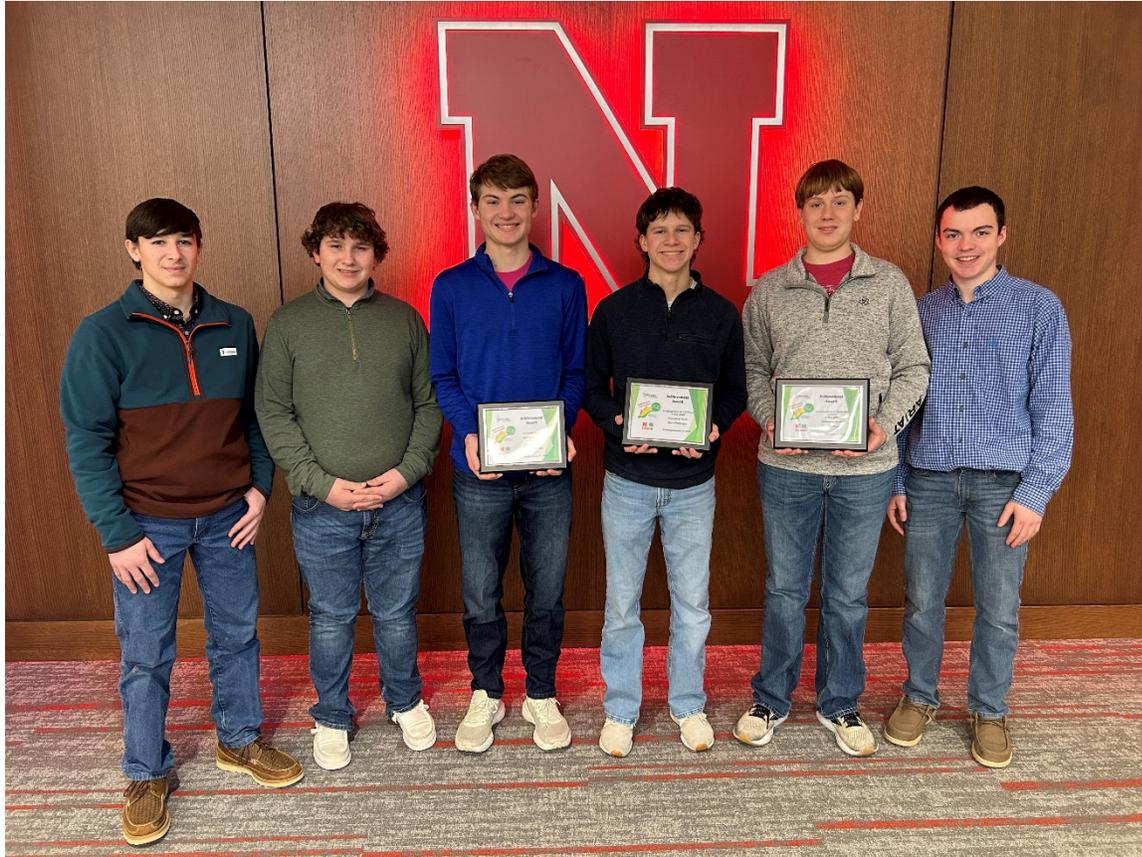
Katie Moss - Bronze

Diversified Agriculture

Blaine Vogt - Gold State

John Von Behren - Gold

CDEs - Members are busy preparing for upcoming district contests on February 12th, 25th and March 4th and 11th.



Arlington High School
 2024-2025 Cast
 March 21 and 22



Harold Hill	Kolby Tighe
Marian Paroo	Corinne Crosland
Marcellus Washburn.....	Rafa Magnino
Mrs. Paroo	Grace Siver
Charlie Cowell	Donna Flores
Mayor Shinn	Garrett Hager
Eulalie Mackecknie Shinn	Tessa Spivey
Tommy Djilas.....	Zaydn Lambert
Zaneeta Shinn	Kallan Reed
Ewart Dunlop - Men's Quartet	Wyatt Flesner
Oliver Hix - Men's Quartet.....	Clayton Coe
Jacey Squires - Men's Quartet	Jax Tighe
Olin Britt - Men's Quartet	Schuyler Logemann
Alma Hix	Maddie Martens
Maud Dunlop.....	Lilly Lang
Ethel Toffelmier.....	Savannah Lang
Mrs. Squires	Gabrielle Hill
Featured Couple (understudy for.....	Dylan Rinas
Mens Quartet/Wife)	Lacey Bosshart
Constable Locke	Austin Hill
Amaryllis.....	Olivia Wrich
Winthrop Paroo	Miles Mastny
Pick-a-Little Ladies.....	Jenna Molzahn and Katy Douglas
Salesman #1-#5.....	TBA Open Auditions January
Newspaper Reader #1-#3	Rock Island: Rhythmic Speaking
Featured Ensembles.....	TBA Auditions in January
Dance and Tap Solos/Ensembles.....	TBA Auditions in January

Congratulations to the Tech Crew for the 2025 Musical



Evie Bottger	Stage Manager
Honora Andreasen	Assistant Stage Manager
Honora Andreasen	Curtain
Clio Flatt	Props
Aliah Rodriguez	Props
Kennedy Bennett	Props
Ella Quinn	Props
TBA	Costumes/Make-up
Tate Johannes	Lights - Spot Light
Will Ricker	Lights - Spot Light
Joe Burns	Lights - Light Board
Tyler Praus	Lights - Backstage/Props
Everett Jensen	Sound - Backstage/Tracks
Peyton Stuehmer	Sound
Gus Burns	Sound

Up Coming Events

- State Wrestling Girls February 18th – 19th at the CHI Center
- State Wrestling Boys February 20th – 22nd at the CHI Center

- Sub-Districts and District Finals for Girls Basketball: 2/17, 2/18, and 2/20 at highest seed. District Finals are on 2/28.

- Sub-Districts and District Finals for Boys Basketball: 2/24, 2/25, 2/27 at highest seed. District Finals are on 3/3.

NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance. All Dates & Locations Tentative & Subject to Change

JOIN US!

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



Board President Retreat - February 16-17 - Kearney



Budget & Finance Workshop - March 4 - Kearney

Budget & Finance Workshop - March 11 - Crete

Federal Advocacy Fly In - March 16-19 - Washington, D.C.

NAEP State Convention "Set For Success" - March 19-20 - Kearney



Open Meetings Law Workshop - March 25 - Gering

Open Meetings Law Workshop - March 26 - Kearney

***Amplified Finance Workshop - March 27 - Kearney**

Open Meetings Law Workshop - March 31 - Norfolk



Open Meetings Law Workshop - April 1 - Lincoln

Budget & Finance Workshop - April 9 - Norfolk

Continued on Page 2



Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere

NASB provides programs, services, and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

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PAGE 2



NASB Member Golf Outing - June 11 - Kearney

School Leaders & Law Conference - June 11-12 - Kearney



**Leadership Workshops - ALICAP Summer Workshops - Area Membership Meetings
Labor Relations - State Education Conference - New Board Member Workshop**

YOUR 2025 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit: <https://members.nasbonline.org/about-us/affiliate-members>

ALICAP

AMERICAN FIDELITY
a different opinion

BCDM
architects

Boyd Jones

BVH
ARCHITECTURE

CWP
CARLSON
WEST
POVONDRA
ARCHITECTS

**CLARK &
ENERSEN**

CMBA
ARCHITECTS

D|A DAVIDSON
FIXED INCOME CAPITAL MARKETS
D.A. Davidson & Co. member SIPC and FINRA

envisE

**Facility
Advocates**
Dave Raymond

HAMILTON

HAUSMANN
construction

**NEBRASKA
LIQUID
ASSET FUND**

northland
A First National
of Nebraska Company

PIPER | SANDLER

prm
PUBLIC RISK
MANAGEMENT
INCORPORATED

Sampson
Construction

SPARQ DATA
SOLUTIONS

**THIRD RAIL
CONTENT**

Leadership

Innovation

Vision

Engagement

#liveNASB

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NASB provides programs, services, and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org



Nebraska Rural Community Schools Association

Member Update

February 6, 2025



Photo Credit: Ansley Public Schools



www.nrcsa.net



www.twitter.com/NRCSA1980



www.facebook.com/nrcsahome/



NRCSA Calendar

NRCSA Events

NRCSA Legislative Forum

February 20, 2025
Cornhusker Hotel in Lincoln

[More about this event](#)

NRCSA Spring Conference

March 20 & 21, 2025
Crowne Plaza & Younes North Convention Center in
Kearney

[More about this event](#)

NRCSA Golf Tournament

July 22, 2025
Meadowlark Hills Golf Course in Kearney

[More about this event](#)

Committee Meetings

NRCSA Executive Committee

March 19, 2025, 3:00 PM
Bronze 5
Younes North Convention Center in Kearney

NRCSA Scholarship & Recognition Committee

February 19 & 20, 2025
In conjunction with the NRCSA Legislative Forum
NCSA Office in Lincoln

NRCSA Legislative Committee

Every Thursday during Bill Introduction & Hearings,
9:30 AM, Via Zoom

NRCSA Search Service



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.



Boyd County Schools
Search Complete



Lawrence-Nelson Public Schools
Search complete



Pawnee City Public Schools
[Announcement of Vacancy](#)
[Apply for this vacancy](#)
Application Deadline: **Feb. 17, 2025**
Finalist Selection: **Feb. 19, 2025**
Interviews: **Mar. 1, 2025**
Contract Starts: **July 1, 2025**



Shelton Public Schools
[Announcement of Vacancy](#)
[Apply for this vacancy](#)
Application Deadline: **Feb. 17, 2025**
Finalist Selection: **Feb. 23, 2025**
Interviews: **Feb. 26, 2025**
Contract Starts: **July 1, 2025**

Access the Members area of www.nrcsa.net anytime.

Login: member Password: learning

NRCSA Updates

NRCSA SPRING CONFERENCE/PRE-CONFERENCE

The NRCSA Spring Conference is quickly approaching! The conference will be held at the Younes Conference Center North in Kearney on March 20 & 21. We are expecting another great conference, highlighted by Thursday's keynote speaker: Joe Sanfelippo. You will not want to miss his presentation! Other featured speakers will be Nebraska Commissioner of Education Brian Maher and Nebraska Coaches Association Executive Director Darin Boysen.

For the second straight year, we are also offering a free pre-conference. Franklin-Covey has provided NRCSA with the opportunity to provide a very valuable experience, centered around the work of Steven Covey. The pre-conference will take place on Wednesday, March 19, 2025 from 10:00 a.m. to 2:00 p.m. A free lunch will also be provided. A little information about the pre-conference from Sam Stecher of Franklin-Covey, Client Partner for Franklin-Covey Education:

“Leadership is the cornerstone of thriving schools, especially in rural communities like ours. In partnership with NRCSA we are excited to invite you to the 7 Habits of Highly Effective People pre-conference on March 19, an inspiring session designed specifically for leaders shaping the future of small, rural districts.

This interactive workshop will equip you with actionable strategies to:

- *Foster collaboration among your team.*
- *Cultivate a school culture where everyone's capacity to lead is enhanced—from the boardroom to the classroom.*
- *Drive sustainable results, even with limited resources.*

Don't miss this opportunity to invest in yourself and your school community. Together, let's turn challenges into possibilities.”

More information will be provided in the coming months, but we encourage you not to miss this great opportunity!

TOP 10 REASONS TO ATTEND THE 2025 NRCSA SPRING CONFERENCE:

1. Viewing the crane migration on your way into Kearney—an awesome spectacle!
2. Thursday's featured speaker: Joe Sanfelippo (one of the best I've heard!).
3. We promise you'll be fed well. Really well.
4. The chance to go for a 5:00 a.m. walk with NRCSA Executive Director Jack Moles (weather permitting, of course).
5. Free chocolate in the vendors' hall! Lots of free chocolate!
6. Meeting members of the National Rural Education Association's Executive Committee as they will be having one of their meetings in Kearney in conjunction with the NRCSA Spring Conference.

NRCSA Leadership

Dr. Heather Nebesniak, President.
Ord Public Schools

Mark Lenihan, Past President.
Wayne Community Schools

Chris Kuncl, Pres-Elect.
Mullen Public Schools

Chris Prosocki, Secretary.
Southern School District # 1

District Representatives:

Eugene Hanks, West
Crawford Public Schools

Dale Hafer, North Central
Ainsworth Community Schools

Daryl Schrunk, Northeast
Randolph Public Schools

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
Scott Moore
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

7. Thirty-five outstanding breakout presentations with something of interest for everyone!
8. An added feature: a free hospitality session in the vendor hall prior to the Chuckwagon Dinner! Refreshments and gift drawings!
9. Oh, almost forgot: THE CHUCKWAGON DINNER!
10. The always emotional awards ceremonies for outstanding personnel in our rural schools and ESUs.
11. Outstanding musical performances by the Palmyra-Bennett Jazz Band and the Wood River Elementary.
12. An opportunity to reconnect with old acquaintances and make new ones in the hospitality rooms!

There are a lot more great reasons to attend, but already exceeded the maximum of 10.

[Register to Attend the 2025 NRCSA Spring Conference](#)

2025 NRCSA Legislative Forum

Preparations for the 2025 NRCSA Legislative Forum on Thursday, February 20, at the Lincoln Cornhusker Marriott are underway. Invitations to speak and attend the Luncheon with Senators have been sent out. 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.

Currently the day's agenda looks like this:

- 8:30 a.m.- Sen. Brad von Gillern, Revenue Committee Chair
- 9:00 a.m.- Sen. Dave Murman, Education Committee Chair
- 9:30 a.m.- TBD
- 10:00 a.m.- TBD
- 10:30 a.m.- TBD
- 11:00 a.m.- Sen. Dan Lonowski
- 11:30 a.m.- Sen. Jana Hughes
- 12:00 p.m.- Lunch with Senators

There are rooms available at the Cornhusker Hotel at a discounted rate of \$116.00 per night for Wednesday February 19, 2025. The Cornhusker is a Marriott Hotel; they have instructed customers to use the central reservation line or the link below to reserve a room.

Cornhusker Marriott Hotel: 1-866-706-7706

Ask for the NRCSA-Rural School Group Rate of \$118.00 per night for Wednesday, February 19. You must reserve before February 3, 2025 to secure the special rate.

[2025 NRCSA Legislative Forum Online Room Reservations](#)

Registration Forms

[2025 NRCSA Legislative Forum Registration Form](#) (online version)

[2025 NRCSA Legislative Forum Registration Form](#) (MS Word version)

2025 NRCSA Legislative Forum

The 2025 NRCSA Legislative Forum will be held on Thursday, February 20, 2025, at the Cornhusker Marriott Hotel in Lincoln.

This year's program will feature remarks by many educational policy leaders.

There will again be the opportunity to discuss issues of local interest with senators over lunch. This provides an invaluable opportunity to network and discuss issues with your senator.

Be sure and make plans to attend!!

Room Reservations

There are rooms available at the Cornhusker Hotel at a discounted rate of \$118.00 per night for Wednesday February 19, 2025. The Cornhusker is a Marriott Hotel; they have instructed customers to use the central reservation line or the link below to reserve a room.

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

[Book your room for the 2025 NRCSA Legislative Forum](#)

The deadline to reserve from NRCSA's room block is **February 5, 2025**

Program Highlights

Thursday February 20, 2025

8:20 A.M. - Welcome & Announcements by Legislative Committee Co-chairs Dr. Jason Dolliver & Bryce Jorgenson, Pender Public Schools & Southern Valley Public Schools

8:30 A.M. - Sen. Brad Von Gillern
Revenue Committee Chair

9:00 A.M. - Sen. Dave Murman
Education Committee Chair

9:30 A.M. - TBD

10:00 A.M. - TBD

10:30 A.M. - TBD

11:00 A.M. - Sen. Dan Lonowski

11:30 A.M. - Sen. Jana Hughes

12:00 P.M. - Lunch with Senators

1:10 P.M. - Jack Moles & Russ Westerhold;
NRCSA Executive Director & Lobbyist

1:45 P.M. - Closing & Adjourn

Please note: The schedule is subject to change.

2025 NRCSA Spring Conference

The 2025 NRCSA Spring Conference will be held on March 20 & 21, 2025, 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.

As usual, there will be many opportunities for networking and informal discussions with attendees from other schools!

Be sure and make plans to attend!!

Room Reservations

There are several hotels in and around the area. Attendees will need to make room arrangements for the conference.

These hotels participate in group rates for Spring Conference

Crowne Plaza (308) 238-7000
Hampton Inn (308) 234-3400

These hotels do NOT participate in group rates

Holiday Inn (308) 237-5971
Comfort Inn & Suites (308) 236-3400
La Quinta Inn & Suites (308) 237-4400
America Inn & Suites (308) 234-7800
Fairfield Inn (308) 236-4200
Holiday Inn Express (308) 234-8100
Microtel Inn & Suites (308) 698-3003
New Victorian Inn & Suites (308) 237-5858
Wingate Inn (308) 237-4400

Program Highlights

Wednesday March 19, 2025

10:00 AM Pre-Conference: The Seven Habits of Highly Effective People

Presented by:



6:30 PM Exhibitor Check-In and Set-Up

7:00 PM Early Registration and Hospitality Rooms Open

Thursday March 20, 2025

7:15 AM Registration & Exhibit Hall Open

8:00 AM General Session

11:00 AM – 11:50 AM Select-a-Session I

12:00 PM General Session

2:20 PM - 3:10 PM Select-a-Session II

3:35 PM - 4:25 PM Select-a-Session III

6:00 PM Country Buffet

7:00 PM Hospitality Rooms Open

Friday March 21, 2025

7:30 AM Registration Open

8:00 AM- 8:50 AM Select-a-Session IV

9:00 AM – 9:50 AM Select-a-Session V

10:00 AM Brunch

10:50 AM Closing Session

12:50 PM Gifts, Prizes, & Giveaways

SUPERINTENDENT SEARCH & PLANNING

We are in the midst of the time in which we see movement of Superintendents. NRCSA has an outstanding Superintendent Search Service and I would encourage your Board of Education to closely consider these services if you are in need of a Superintendent.

This year we have already assisted the Board of Education at Lawrence-Nelson and the Boyd County Board in their Superintendent searches, and are currently assisting the Shelton and Pawnee City Boards of Education with their searches.

One of the more outstanding features of the NRCSA Superintendent Search Service is that the consultants who assist Boards of Education with their searches are all retired rural school Superintendents who experienced great success in their careers. They know what it takes to be successful in a rural school district and community, and how to work closely with a rural school Board of Education.

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 or by phone at 402-335-7732.

Another service that is offered is a planning service. It is a common practice for Boards of Education and the Superintendent to develop short and long-term plans. We are currently assisting Anselmo-Merna in their planning process. NRCSA does provide a quality service using experienced consultants. If you are interested in more information, please contact Executive Director Jack Moles.

[NRCSA Search Service Experience](#)

[NRCSA Planning Support Brochure](#)

We will have several leadership positions that will need to be filled for the 2025-26 school year.

Some positions are elected, while some committee positions are appointed. Positions to be filled via elections:

PRESIDENT-ELECT The President-Elect goes through a three year Presidency cycle (President-Elect, President, Past President). Mark Lenihan will finish his three year term at the end of the current year. This position is filled via a state-wide election of the membership. Nominations are accepted.

SECRETARY This position serves as the recording secretary for the Executive Committee for a three-year term. It is available for two consecutive terms. Current Secretary Chris Proski, Superintendent of Southern, will be moving to Hastings, which is not a member of NRCSA. This position is filled via a state-wide election of the membership. Nominations are accepted.

SOUTHEAST DISTRICT REPRESENTATIVE This position is part of the NRCSA Executive Committee and must be in a member-entity in the Southeast District. A term of office is three years and a person can serve two consecutive terms. Paul Sheffield (Exeter-Milligan Superintendent) is retiring at the end of this year, thus the position is open. Nominations are accepted. We currently have one nomination.

WEST DISTRICT REPRESENTATIVE. This position is part of the NRCSA Executive Committee and must be in a member-entity in the West District. A term of office is three years and a person can serve two consecutive terms. Mo Hanks (Crawford Superintendent) is retiring at the end of this year, thus the position is open. Nominations are accepted. We currently have two nominations.

We will also be filling vacancies that come about in the Legislative Committee, Scholarship and Recognition Committee, Closing the Achievement Gap Committee, and Rural Teacher Committee.

If you are interested in specific positions, please contact Jack Moles.

Jeremy Braden, Superintendent at Doniphan-Trumbull, has developed a useful agenda for onboarding new Board of Education members. Many of our districts will bring on new Board members in January. Jeremy's instrument could be a nice template for Superintendents and Board Presidents to use in working with new Board members. It may be accessed here:

[Board Member Onboarding](#)

NRCSA has had the great privilege to work closely with Open Sky Policy Institute over the years. They provide great information on the fiscal impact of legislation that is very helpful to me in my work as NRCSA's chief lobbyist. I would encourage Superintendents and Board of Education members to sign up to receive Open Sky's email updates.

Open Sky has developed some awesome **Nebraska Public School District Profiles** instruments. The instruments provide much information that can be used to tell the story of your district in comparison to other districts when discussing school finance. The instruments can be accessed at:

<https://www.openskypolicy.org/school-district-profile/>

The mission of OpenSky Policy Institute is to provide impartial and precise research, analysis, education and leadership on fiscal policy-improving opportunities for all Nebraskans. Subscribe to their email updates at **<https://bit.ly/OpenSkyUpdates>** or contact Todd Henrichs at **thenrichs@openskypolicy.org**.

As we head into the new legislative session, Open Sky has shared a few more tools that can be especially helpful. A message from Rebecca Firestone, Executive Director for Open Sky shares:

Dear friends,

Happy New Year! We hope you enjoyed a wonderful holiday break and arrived in the New Year ready for what is sure to be an interesting Legislative session. On behalf of the team at OpenSky, I want to thank you for the work you have done to prepare for the important policy work ahead for all of us this year.

At OpenSky, we've also been busy getting ready for the 2025 legislative session, and I wanted to share a number of updates with you here.

We wanted to take an opportunity to share a few quick reference materials we have developed that we think will be especially useful this session (attached).

- 1. A one-page guide to TEEOSA, the K-12 public school funding formula. With significant changes promised to the formula in pursuit of property tax relief, we felt it was important to share the current state of play.*
- 2. A guide on the budget process, including a timeline, who is involved, and a breakdown of important components of the state budget. With a significant deficit heading into session, lawmakers will grapple with complex decisions regarding spending. At OpenSky, we are ready to work towards a budget that reflects the priorities of Nebraskans and allows everyone a shot at The Good Life, and we look forward to partnering with you in this work.*

I also wanted to introduce you to some new members of our team who you may interact with during the upcoming session:

Lillian Butler-Hale joins our team as Outreach and Engagement Director. She replaces Joey Adler Ruane, who will continue to support OpenSky for some time from his new role with the lobbying firm Lindsay Harr MacDonald. Lillian was most recently in the office of Senator Jen Day and will be a great asset to the team during this session. Please make sure to say hello when you see her in the rotunda.

Noah Rhoades just joined us in a new role as Outreach and Engagement Manager. He will support our legislative work as well as community engagement and outreach efforts, including coalition building. We are excited to have him on board.

We are also launching a refreshed website at www.openskypolicy.org, and last, but not least, we have moved! Same building, bigger office. Please make note that our new address is 1325 H Street, Suite 200 Lincoln, NE 68508. We look forward to welcoming you to our new space soon, when we are a little more settled.

We are excited to work alongside all of you this session, and here to be a resource. Don't hesitate to reach out to me or anyone on the team if you need us.

*Onward,
Rebecca*

[Open Sky TEEOSA Guide](#)
[Open Sky Budget Process Guide](#)

The NRCSA Executive Committee has made a positive move to assist non-traditional educators move toward full teaching certification. As a result of this move, new scholarship opportunities were created for paras who are in a “para to teacher program” and for transitional educators. NRCSA will provide three \$1,000 scholarships for the fall semester and three \$1,000 scholarships for the spring semester for the 2024-25 school year. Applicants for the scholarships must be current employees of a NRCSA-member district or ESU. Applicants must be enrolled for that semester in one of two types of programs: (1) in a recognized “para to teacher” program such as is offered by the three State Colleges (Chadron State, Peru State, or Wayne State), or (2) a transition to teaching program in which a person with a minimum of a bachelor’s degree who is employed to teach in a member school while working through a transitional program, such as offered by the University of Nebraska-Kearney. The applicant could currently be teaching under a transitional certificate. Application materials for Spring scholarships were distributed to member Superintendents and ESU Administrators, who were then asked to share with potential candidates in their buildings. Applications were due on Monday, Dec. 2. The NRCSA Scholarship and Recognitions Committee selected the three Spring semester scholarship winners.

Prior to Christmas break, NRCSA Executive Director Jack Moles visited the districts of the three recipients of the Spring scholarships to make the scholarship presentations. The Fall recipients are: Amanda Dubs (Crawford), Ashley Callahan (Cedar Bluffs), and Vicki Miller (West Point).

Amanda Dubs is currently a paraprofessional at Crawford Elementary School. She is working on a teaching certificate in Special Education and Early Childhood through Chadron State College.

Ashley Callahan is currently a paraprofessional at Cedar Bluffs Public Schools. She is working on a teaching certificate in Elementary Education through Chadron State College.

Vicki Miller is currently a kindergarten paraprofessional with West Point Public Schools. She is working on a teaching certificate in Early Childhood Inclusive through Chadron State College.



Crawford Principal (and Superintendent-Elect) Keri Homan, Amanda Dubs, NRCSA Executive Director Jack Moles, Crawford Superintendent Mo Hanks



Cedar Bluffs Superintendent Harlan Ptomey, Ashley Callahan, NRCSA Executive Director Jack Moles



West Point Elementary Principal Doug Gross, Vicki Miller, NRCSA Executive Director Jack Moles, West Point Superintendent DJ Weddle

NRCSA Scholarships & Awards. Each year NRCSA honors excellence in our member schools through a series of scholarships and awards. The application and nomination forms are now available for these scholarships and awards. Winners will be announced at the 2025 NRCSA Spring Conference March 19 to 21, 2025.

Scholarship Forms

[**2025 NRCSA Scholarship Form**](#) (MS Word document)

[**2025 Gary Fisher Fine Arts Scholarship Form**](#) (MS Word document)

Awards Forms

[**Gary Fisher Outstanding Music Teacher**](#) (MS Word document)

[**NRCSA Outstanding Board Member Award**](#) (MS Word document)

[**NRCSA Outstanding Classified Staff Member Award**](#) (MS Word document)

[**NRCSA Outstanding Elementary Teacher Award**](#) (MS Word document)

[**NRCSA Outstanding ESU Staff Member Award**](#) (MS Word document)

[**NRCSA Outstanding Principal Award**](#) (MS Word document)

[**NRCSA Outstanding Secondary Teacher Award**](#) (MS Word document)

[**NRCSA Outstanding Superintendent Award**](#) (MS Word document)

Application & Nomination Deadline: **February 7, 2025.**



Tiffany Heins of David City Public Schools was a finalist for the National Rural Education Association's "Rural Teacher of the Year Award". She was NRCSA's nomination for the award. NRCSA Executive Director Jack Moles traveled to David City to present her with her award, an inscribed teacher's bell. Also pictured are David City Superintendent Chad Denker and High School Principal Cortney Couch.



From Governor Pillen's website:

Governor Jim Pillen is providing state senators with the newly published 2024 School Property Tax Collection Report, aimed at providing historical context for funding of the state's school districts, the impact of recent legislation in reigning in property tax increases and a request to state senators to consider legislation that will finally address inconsistencies in state aid to schools. The report, compiled by the Governor's Policy and Research Office (GPRO), compares data across each of the state's 244 school districts, accounting for the impact of state aid and property tax increases to taxpayers in those districts.

"We have newly elected state senators who may not have a complete understanding of how the state's funding formula has worked historically, nor the impact of recent legislative initiatives when it comes to setting caps and also providing state funding to those districts," said Gov. Pillen. "This document helps illustrate the impact of those changes and hopefully, inform discussions as we embark on the next legislative session and resume efforts to provide additional property tax relief to Nebraskans."

There are three key findings from the report:

Caps are working to slow the growth of school property taxes. It is estimated that in 2024 growth will be 2.7%, the smallest percentage increase since 2018.

Cuts in state aid are negatively impacting property tax relief delivery, especially for certain districts.

State revenues can eliminate property tax increases enacted by school districts, through the creation of a stable school aid formula.

"The majority of a taxpayer's property tax bill is tied to their local school district – an average of 60 percent," said GPRO Director Kenny Zoeller. "One hundred and eleven school districts have had a reduction in state aid in the current year. Some have increased property taxes to help meet that decrease and others have far exceeded it. We need to find a way to better help districts budget for the aid they do get, thereby creating some predictability and hopefully, further reduce what Nebraskans end up paying in property taxes year over year."

The analysis calls for Nebraska lawmakers to provide greater funding certainty through the Tax Equity and Equalization opportunities Support Act (TEEOSA). That formula has undergone multiple adjustments since its creation in 1990, which has also made it more confusing and has created disparities among districts in how they manage predicting budget shortfalls that are subsequently made up through property tax increases.

"The formula is inconsistent and hits taxpayers hard. It is not fair to them or the schools. Providing certainty to school districts will allow Nebraska to have sustained property tax reductions for the first time in history," concludes the report.

2024 Property Tax Collection Report

The 2025 regular session of the Unicameral began on Wednesday, January 8. One of the first orders of business for the Unicameral is to select committee chairs. Those elected by their peers were:

SPEAKER: Sen. John Arch

COMMITTEE CHAIRS:

Committee on Committees: Sen. Christy Armendariz
Executive Board: Sen. Ben Hansen
Education: Sen. Dave Murman
Revenue: Sen. Brad von Gillern
Appropriations: Robert Clements
Agriculture: Sen. Barry DeKay
Banking/Commerce/Insurance: Sen. Mike Jacobson
Business/Labor: Sen. Kathleen Kauth
General Affairs: Sen. Rick Holdcroft
Government/Military/Veterans Affairs: Sen. Rita Sanders
Health/Human Services: Sen. Brian Hardin
Judiciary: Sen. Carolyn Bosn
Natural Resources: Sen. Tom Brandt
Retirement: Sen. Beau Ballard
Transportation/Telecommunications: Sen. Mike Moser
Urban Affairs: Sen. Terrell McKinney
Rules: Sen. Loren Lippincott

NRCSA's Bill Summaries can be accessed below:

[2025 NRCSA Bill Tracking](#)

NRCSA has developed a “resource” document to assist members when they want insight on a particular topic. Often we are contacted and asked if we know of a school that has experience in a topic of interest. Many times we can point them in the right direction, but often we need to put out a request for information to the members. We have developed a list to begin from and already have some contact information on some of the topics. The plan is to feature this list in each of our monthly updates. Below is a link to a copy of this “early” list. If you would be willing to be listed as a resource or if you would like to suggest other topics for inclusion, please contact Jack Moles.

[NRCSA School Programs](#)

We urge you to consider participation in the NRCSA Partner OneCard program 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 2023-24, 98 districts/ESUs participated in the program. We have received interest from several districts already this year, so we believe we will end up with over 100 entities using 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 2023-24, the rebate was over \$30,000 to NRCSA, showing that use is increasing, and large purchases are being included. WIN, WIN, WIN! If you are considering joining the program and need more information, please contact Jack Moles (jmoles@nrca.net) or Jeff Bundy (jbundy@nrca.net).

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 119 such meetings. I most recently attended the Board meetings at Boone Central and Newman Grove on Monday, Dec. 9.

I am scheduled to attend the following Board of Education meetings in the near future:

Monday, Feb. 10: Crawford and Sioux County

Tuesday, Feb. 11: Creek Valley

Monday, March 10: Plainview and Summerland

I have really enjoyed attending meetings and am willing to attend Board meetings when I can. I take a few minutes to cover NRCSA news and offerings, as well as a legislative update. 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.



BOONE CENTRAL & NEWMAN GROVE BOARDS OF EDUCATION AND ADMINISTRATIONS



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

February 2025:

* Jennifer Jones, a Science Teacher at Ogallala High School, will receive the Presidential Award for Excellence in Mathematics and Science Teaching (PAEMST). She is one of only six teachers from Nebraska and only three hundred teachers in the nation to receive this recognition.



* The Nebraska Scholastic Wrestling Coaches Association announced its 2025 Hall of Fame class recently. Those named who have ties to NRCSA-member schools are: Bradley Cooper (Ogallala), Elaine Gossman (Malcolm), Rick Hasenpflug (Creighton), Coach Shane Allison (Valentine), Coach Roger Smith (Gordon), Coach Bob Oliver (Meridian), and Coach Les Painter (Pierce).

* The Nebraska Coaches Association announced the coaches and players for this summer's All-Star Softball Game. Those from NRCSA-member schools are: Sydney Atkins (DC West), Mae Mae Zach (DC West), Stella Campin (Plattsmouth), Brooklyn Gillen (McCook), Meagan Jahde (Blue River—co-op made up of David City, Shelby-Rising City, and East Butler), Taylor Scholting (Wisner-Pilger), Kaylee Taylor (Fort Calhoun), and Coach Clay Haymart (Wisner-Pilger).

* The Nebraska Coaches Association also announced the coaches and players for this summer's All-Star Volleyball Game. Those from NRCSA-member schools are: Halle Bargaen (Superior), Jessica Black (Elkhorn Valley), Addison Ellis (Broken Bow), Brandi Helzer (Oakland-Craig), Mattie Kamery (Minden), Makenna Starkey (Minden), Atleigh Nelms (Southwest), Taryn O'Hare (Gothenburg), Baylee Setje (Clarkson/Leigh), Head Coach Kim Barnett (Southwest), and Assistant Coaches Becky Schneider (Clarkson/Leigh) and Skylar Morris (Broken Bow).

* The Nebraska 8-Man Football Coaches Association has announced their 2025 Hall of Fame selections. Those with connections to NRCSA-member schools are:

- **PLAYERS:** Dennis Thorell (Loomis), Larry Riessland (Pleasanton), Joe Svoboda (Lawrence), Kelly Haecker (Odell), Cory Holl (Elwood), Dan Gall (Leigh), Bill Ziegelbein (Polk), Curt Lenners (Filley), Casey Nelson (Newman Grove), Brad Larson (Chambers), Ben Hansen (Cedar Bluffs)
- **COACHES:** Tom Hottovy (Adams), Arlo Wusk (Sterling),
- * Minden won the Class B NSWCA Girls Wrestling State Dual Championship.



MEMBER SPOTLIGHT

Wynot Public Schools



Superintendent: **Paul Hans**

Principal: **Kim Francis**

Mascot: Blue Devils

Enrollment: 177

Location(s): Wynot, NE

Interesting Fact: Wynot Public Schools was among the early adopters of the 4-day school week back in 1987.

Board of Education: Left to right: **Laurie Schulte** (President), **Kris Tilley**, **Kelly Wieseler** (Treasurer), **Todd Pinkelman**, **Greg Hite** (Vice President). Not pictured - **Sue Lenzen**



Programs

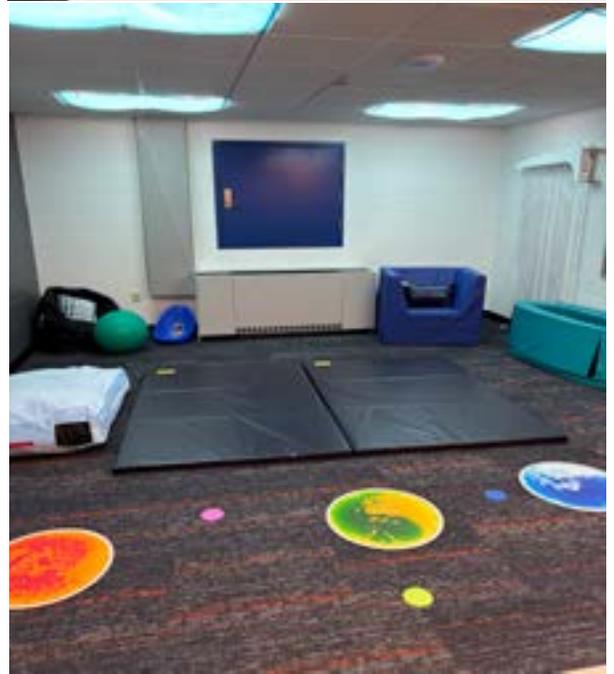
Program 1. Agriculture/FFA: For as long as WPS has existed, there has never been an Agriculture program available for students interested in pursuing a career in this honorable and very relevant industry. That changed last year when we were able to hire our first Agriculture teacher and FFA sponsor. Based on survey feedback from students, parents, staff, and community members, the addition of an Agriculture program was very high on the list of priorities. Additionally, the Industrial Technology has been updated with additional welding booths, a ventilation system, and new welders.



Program 2. Work-Based Learning Program: For many years the WBL program at WPS has served a few students here and there looking to help them decide their path after High School. During the 2023-2024 School year a revamped version of the WBL program became available during the second semester for the seniors attending WPS. 14/15 students participated in a work study with many reporting this opportunity as helping them decide what they wanted to, and some even what they did not want to do, after high school. This year 10/10 seniors will be participating in a the WBL program at businesses in Wynot, Fordyce, Hartington, Yankton, and Vermillion. This program has become and will continue to grow to be a vital part of helping our students decide their path, but also learn many valuable life skills in process, like working with other, interview skills, problem solving, and expanding their knowledge beyond the walls of our school.

MEMBER SPOTLIGHT

Bertrand Community Schools



Mascots: Vikings

Enrollment: 241

Location(s): Bertrand, NE

Interesting Fact: In the early 1980s, Phelps County Sheriff Dwayne Newman contacted the Bertrand Superintendent, Kendall Moseley, and asked if the school would accept a painting from a talented Phelps County Jail inmate (he wanted a project). Moseley readily agreed and the strikingly beautiful painting of a Viking has hung in the main hall since.

In 1936, the Bertrand Wolverines officially became the Bertrand Vikings.



Superintendent: **Nicole LeClaire**

Principal: **Steve Bristol**

Board of Education: **Ross Boggs, Chris Davison, Isaac Kuck, Christy Pelton, Jonny Sand, & Ross Winheim**

Programs:

Program 1. - One Act Team Qualifies for State with “Bubblegum Murders”

The Bertrand One Act team’s gripping performance of Bubblegum Murders by Jon Jory and Michael Bigelow Dixon earned them a coveted spot at the State Play Performance competition in December. This thrilling achievement marked a significant milestone for the dedicated cast and crew, who spent countless hours perfecting every aspect of their production.

The play, a quirky murder mystery with a sharp comedic edge, delighted judges and audiences alike with its clever dialogue and dynamic staging. But it wasn’t just the performances that stole the spotlight—the set design was a showstopper in its own right. A stunning recreation of a library wall, the set was constructed entirely from foam board and painted to resemble a collection of popular book spines, including iconic titles like Harry Potter and The Hunger Games. The intricate craftsmanship and vibrant colors brought the fictional library to life, drawing audiences deeper into the play’s world.

“The set was truly a labor of love,” said director and art teacher, Scott Schwarz. “Our students poured hours into designing, cutting, and painting to make it as realistic and engaging as possible. Seeing it come together on stage was incredible.”

Behind the scenes, the students and their directors committed to an intense rehearsal schedule, refining every line, movement, and cue to perfection. The dedication paid off, as their hard work was evident in the seamless execution of the performance.

“We practiced almost every day after school, and it was amazing to see how far we’ve come as a team,” shared Ashlynn Edgren, one of the lead actors. “Getting to represent our school at State was such an honor.” The school community was bursting with pride over the team’s achievement. Principal Steve Bristol expressed heartfelt congratulations to the cast, crew, and directors for their efforts. “This accomplishment is a testament to the talent, creativity, and determination of our students and staff. We are so proud of these kids and their directors; whether they took home the top honor or not, the Bubblegum Murders cast and crew made their school and community incredibly proud.”



Program 2. - Special Education Department

In a year filled with challenges, the Special Education (SPED) Department at our school has demonstrated remarkable teamwork and dedication to ensure that every student is learning and thriving. Despite facing the difficulty of an unfilled, critical SPED position, the department has risen to the occasion with the help of incredible support from the Educational Service Unit (ESU-11) and our paraprofessionals.

The ESU stepped in to provide vital assistance, offering three highly skilled teachers who each visit the school once a week to support and teach students. This collaborative effort has been instrumental in maintaining the high standards of education and care our SPED students deserve.

“The ESU teachers have been a lifeline,” said elementary SPED teacher Shelby High. “Their expertise and willingness to step in and support our students have made a world of difference.”

In addition to managing their regular responsibilities, the SPED team has gone above and beyond to ensure that all Individualized Education Programs (IEPs) are up to date and in compliance. Countless hours have been spent reviewing plans, coordinating with families, and making sure that every student receives the services they are entitled to under federal guidelines.

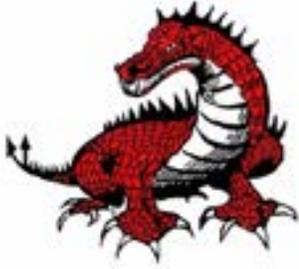
“It’s a team effort,” shared Lead Paraprofessional, Felicia Alexander. “We’ve all pulled together to cover gaps, share knowledge, and support one another to ensure that no student falls through the cracks.”

The dedication of the SPED team has not gone unnoticed. Teachers, parents, and administrators alike have expressed their gratitude for the extraordinary work being done behind the scenes. Superintendent Nicole LeClaire praised the team’s resilience and adaptability. “Our SPED department has shown incredible commitment to our students. Their teamwork and creativity have ensured that every child continues to learn and grow, despite the challenges we’ve faced.”

As the school year progresses, the SPED Department remains focused on their mission to provide a nurturing and inclusive environment for all students. Their efforts serve as a shining example of the power of collaboration and the unwavering dedication of educators who go the extra mile.

MEMBER SPOTLIGHT

Pender Public Schools



Mascot: Pendragons

Enrollment: 450 students

Location(s): Pender, NE

Interestign Fact: Pender was named a National Blue Ribbon School in 2017. Once that happens, a school is not allowed to be named a National Blue Ribbon School for the next 5 years. The first year Pender was “eligible”, Pender was named a National Blue Ribbon School again in 2023. In other words, Pender is a back-to-back National Blue Ribbon School!

Superintendent: Jason Dolliver

Principal(s): Luke Hoffman (Secondary),
Kelly Ballinger (Elementary)

Board of Education: Front Row, Left to Right **Dr. Jean Karlen, Jason Roth** (Secretary/Treasurer), **Matt Heineman**(Vice President)

Back Row, Left to Right - JJ Maise, Matt Peters (President), **Mandy Johnson**



Financial Literacy. One program we are very proud of is our financial literacy program for elementary students called the Charter West Bank Pendragon Branch. Every year, we “hire” a group of 6th grade tellers to operate the bank. Every wednesday throughout the year, the bank is open before school. Students in grades K-6 deposit money at the bank in their own personal savings accounts. This happens in our commons area in the school. A teller station was made by our Ag Ed program specifically for this program. When students move from grade 6 to 7, whatever they have deposited plus interest is available to them at the real Charter West Bank. It is such a cool program that our kids and families love. It has been recognized by the State Legislature during the Legislative Session.



The Pendragon Branch “employees” are pictured here. They are wearing maroon t-shirts. In the back of the photo on the right side are Elementary Principal, Kelly Ballinger (blond curly hair) and 3rd Grade Teacher/Pendragon Branch Manager Liz Hoffman (brown straight hair). The two ladies on the left side of the photo are Charter West Bank employees who help with the Pendragon Branch (Elizabeth McManigal and Maria). As you can see, Governor Pillen is also in this photo!

Student Council. Another program we are very proud of is the high school Student Council. Every year, 4 people from each class (9, 10, 11, 12) are elected to the Student Council. Students who choose to run for election have to give a brief speech to their peers about why they are running for Student Council, and why they should be elected. Those that run also have to submit an application to the Student Council sponsors. Once elected, these students carry a heavy load. They are responsible for so many things that have a huge impact on student culture. They organize and operate all pep rallies, high school dances, back to school activities, homecoming activities, and many other activities. They volunteer in the community in many ways including decorating the city park with Christmas lights, helping with the food bank, leading the thanksgiving food drive, and so many other activities. Finally, they are leaned upon for any issues teachers, administrators, and Board members need them for. They are the voice for their peers, and their opinions are helpful. Whether being interviewed by an external school improvement team, or being asked for their opinions to help shape school policies, this group provides a voice for the students in a positive and productive manner. This group is incredibly active in the school and absolutely a source of pride for the District and community!



MEMBER SPOTLIGHT

Creighton Community Schools



Mascot: Bulldogs

Enrollment: 315 students

Locations: Creighton, NE

Interesting Fact: Creighton Community Schools has had continued enrollment growth over the last five years. Our total enrollment numbers are up over 25 students in that time frame which is exciting for our district and community.

Superintendent & PK-3 Principal: **Josh Weber**

Principal(s): **Ryon Nilson**, *4-12 Principal*

Board of Education: (Left to Right)- Superintendent **Josh Weber**, Board President **Greg Kuhlman**, **Erik Burns**, **Eric Roskleland**, **Amy Borgmann**, Treasurer **Josh Key**, & Vice President **Dixie Handefeldt**



Programs

Program 1. Our preschool program has been the pride and joy of our district and community for several years. Our preschool program recently hosted their 5 year visit and received extremely high marks from our reviewer. Our reviewer stated that she gave out the highest scores she has ever given out for a district preschool program.



Program 2. We have had renewed success in several of our NSAA activities. Most recently our boys wrestling team won the Lewis and Clark Conference Wrestling Tournament and have qualified for the State Duals Tournament for the first time in several years.



Updates from Members & Other Entities

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 Superintendency. 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](#)

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](#)

From NRCSA Executive Director Jack Moles: *NRCSA is backing the work of the Nebraska State College System and the Nebraska SMART program. This is a unique approach to providing free tutoring services to your students. Information on the program is provided below. This program is beneficial on many levels. Among them are:*

- *The program is FREE for kids and families.*
- *The program provides valuable experience for prospective teachers.*
- *The program provides a paying job for prospective teachers.*
- *The program provides another great connection between Chadron State, Peru State, and Wayne State with NRCSA member school districts. All three of the State Colleges are NRCSA members.*
- *The program provides an opportunity to connect prospective teachers with rural schools. Some of the tutors did not attend rural high schools and this provides an opportunity for them to connect with rural.*
- *The program provides an opportunity to connect YOUR school with prospective teachers. You may be in the market to hire one of these tutors in the future and this connection could help!*

Nebraska SMART Free Online Tutoring for K-12 Students



Nebraska SMART Celebrates One Year of Free Online Tutoring!

One year ago, Nebraska SMART launched its rural tutoring initiative to provide free online tutoring to K-12 students in Educational Service Units (ESUs) 1, 4, and 13. Since then, our impact has grown! In Fall 2024, we expanded to include all NRCSA member school districts, ESUs 1, 4, and 13, and other select rural districts.

This month, we celebrate one year of tutoring! Our dedicated tutors from **Chadron State College, Peru State College, and Wayne State College** have conducted over 1,100 tutoring sessions, dedicating more than 600 hours to supporting K-12 students across rural Nebraska.

We thank our Tutors, students, families, and partners for making this first year a success! We look forward to continuing to serve rural Nebraska students and helping them achieve their academic goals.

Parent Teacher Conferences

As Parent-Teacher Conferences approach, we encourage you to share our Program with teachers so they can inform parents. The Nebraska SMART informational flyer is available on our website. If you need additional bookmarks or promotional materials, please contact Julie Dickerson.

Spring 2025 Semester Tutoring Hours



Tutoring is being offered Monday through Thursday, from 3:30 to 7:30 PM local time.

How can school districts help?

Your help in reaching out to parents within your district is essential to increasing awareness of this program. Here are a few ways you can assist:

Share about Nebraska SMART

- In school/district/classroom parent newsletters
- During Parent/Teacher Conferences
- With Teachers, Counselors, Parent/Teacher Associations, and district staff
- Link [Nebraska SMART](#) as a student resource on school district websites
- Distribute bookmarks to each K-12 student in school/district
- Connect with Nebraska SMART on social media: [Facebook](#), [Instagram](#), and [X \(Twitter\)](#)
- Share with district technology team the domain [allowlist guide](#)

For more information, visit: www.nscs.edu/nebraskasmart

Email for inquiries or to request promotional supplies: nebraskasmart@nscs.edu

Thank you for your support in raising awareness of Nebraska SMART!

Julie Dickerson, Nebraska SMART Director
nebraskasmart@nscs.edu

From Rebecca Vogt, UNL

Today we are releasing the first of the reports from the 2024 Rural Poll, focusing on the well-being of rural Nebraskans. The report can be accessed online. The press release for this report can be found here.

[Well Being of Rural Nebraskans](#)

From Jay Martin, NDE Director of School Safety & Security

It is time for a new school year, and I hope you all found time this summer to do something fun and/or relaxing! Below you will find the School Safety Newsletter – Fall Edition. In the first five pages is the quarterly school safety updates and trainings. The **Badge Certification** is underway, and we already have several schools who will be getting their Diamond Badges to show their communities the challenging work they are doing to keep students, staff, and visitors safe and secure. Make sure to sign-in and get your badge today!

Due to many requests the ***Digital Parent Academy is now available on our YouTube Channel***. Also, there is a Promo video for parents that can go up on schools Digital Billboards to direct parents to view the 4-part series on being digitally wise with their children. Thanks to those of you who suggested the billboard.

Once you have read the School Safety Newsletter there is ***seven different flyers with trainings*** that are available this fall. Please use the links to get your staff signed up for these opportunities to aid in keeping others safe.

Lastly, please join us in Kearney on October 17th YCC, South from 8:30 to 4:30 for the ***School Safety Summit***. Anyone from our schools is welcome to attend including the first responders in your communities. ***School Safety is not just for specific people*** it is for everyone, and we will have a great keynote Lisa Hamp, Virginia Tech survivor, several breakouts, and a panel discussion on two emergency situations. Registration will be coming soon this month or the first part of September.

Take care and have a safe school year!

[School Safety Newsletter - Fall 2024](#)

UNL Extension Center: Embracing Innovation: Exploring the Dynamics of New Partnerships

Developing business & Industry, organizational, and postsecondary partnerships with school districts can play a pivotal role in enriching the educational experience, supporting student achievement, and strengthening connections between schools and their communities. By leveraging external resources, expertise, and support, schools can create a more inclusive, engaging, and supportive learning environment for all students. While partnerships within school districts can bring numerous benefits, there are also challenges that may be encountered. These can be overcome by fostering a culture of collaboration, prioritizing communication and relationship-building, seeking creative funding solutions, and promoting equity and inclusivity in partnership efforts. Additionally, leveraging support from district leadership, community stakeholders, and external resources can help schools overcome obstacles and maximize the benefits of collaborative partnerships.

We in the Institute of Agriculture and Natural Resources (IANR), specifically the College of Agricultural Sciences & Natural Resources (CASNR) and Nebraska Extension 4-H, believe this strategy for K-12 partnerships will result in a strong learning innovation network of support for every learner and every educator in the state of Nebraska. The world of higher education is evolving, driven by changes in technology, demographics, workforce demands, and societal expectations. To meet the needs of today's learners in the 21st century and prepare them for the challenges of tomorrow, we are embracing innovation, collaboration, and a student-centered approach.

In recent years, CASNR has created two new positions to help in this work. Dr. Tammy Mittelstet (tmittelstet@unl.edu) is serving as the CASNR Statewide Education and Career Pathways Coordinator and Bailey Feit (bailey.feit@unl.edu) serves as the LPS/CASNR Early College and Career Pathways Coordinator. They engage in co-creating education and career pathways for students and supporting teachers by:

- creating opportunities and minimizing barriers for all learners in the exploration of education and career pathways,
- investing in and supporting teachers to innovate and integrate cross-curricular concepts of Food, Energy, Water, and Societal Systems (FEWSS) throughout K-12 education,
- encouraging our higher education institutions to share content expertise to build curriculum that will inform best practices in the areas of FEWSS and mentor future systems thinkers for the continuum of learners through our higher education institutions,
- connecting and developing a team of community leaders to build partnerships that combine resources to support student and teacher innovation, and
- building a workforce of tomorrow with the support of the industry of today by developing work-based learning opportunities.

If you would like to get monthly updates, consider signing up for the L.I.N.K.S. newsletter at <https://casnr.unl.edu/k-12-partners>.

Nebraska Extension brings University of Nebraska expertise and research in 8 key areas of impact directly to Nebraskans from all walks of life in each of the state's 93 counties. Nebraskans turn to Nebraska Extension to strengthen their families, inspire their communities, empower young people, conserve and protect natural resources and advance their farms, ranches and businesses. Nebraska 4-H represents one of the eight key areas, and has been a leader in the career and college readiness field by being one of the first in the country to support a statewide educator position and team to provide leadership in program development and delivery.

The College & Career Success Team is led by Dr. Dawn Lindsley (dawn.lindsley@unl.edu) at the State 4-H Office and Jacie Milius (jacie.milius@unl.edu) in Gage County. In 4-H, we believe in the power of young people. With nearly six million members nationwide and 140,000 in Nebraska, we empower youth to lead for a lifetime. In a rapidly changing world, it's crucial for young people to be equipped with the right mix of knowledge, skills, and experiences for their transition from education to the workforce. Through our programming, we provide developmentally appropriate, experiential learning opportunities to help youth and adults explore postsecondary education and career options, preparing them to reach their fullest potential in today's dynamic job market. If you would like to learn more, please visit <https://4h.unl.edu/programs-priorities-career-college-success>.

Nebraska students are the leaders, innovators, and problem-solvers of tomorrow. Through collaboration with business & industry, organizational, and postsecondary partners, school districts can provide students with invaluable real-world experiences, access to resources, and insights into the demands of the workforce. We can bridge the gap between education and employment, equipping students with the skills, knowledge, and connections they need to thrive in the competitive global economy. Together, we can create a brighter future for our students and our communities.

The National Rural Education Association, in partnership with the Rural Schools Collaborative, has issued a study entitled WHY RURAL MATTERS. The report "looks critically at how educational supports and resources for student well-being are being distributed, casting light on which of our rural children are in need of additional support". The study is well done and shows Nebraska in a pretty positive light. I would encourage you to take a look at WHY RURAL MATTERS, which can be accessed here:

[Why Rural Matters](#)

The National Rural Education Advocacy Coalition (NREAC) partnered with AASA in producing a report on REAP. REAP is a program that benefits many of our smaller districts. The report can be accessed here:

<https://www.aasa.org/docs/default-source/resources/reports/rural-education-achievement-program-survey-report.pdf>

[Understanding REAP](#)

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.



[Read the Full Blog](#)

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. Did you know that the odds of surviving a cardiac arrest in rural areas is only about half of that in an urban area? 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. The American Heart Association is committed to building a Nation of Lifesavers to and to helping school districts 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. Tim Nikolai, Sr. Rural Health Director at the American Heart Association can help. Please reach out to: Tim.Nikolai@heart.org.

[Learn CPR in 60 Seconds](#)

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](#)

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](#).



The NCA & Proactive Coaching partner to bring Coach Bruce Brown's legendary insights about the parent's role in education-based athletics to your school & community.

Book your School's Presentation

Parent Meetings or Special Events

THE ROLE OF PARENTS IN EDUCATION-BASED ATHLETICS

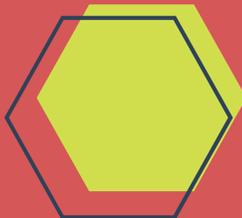
PRESENTED BY DARIN BOYSEN, NCA EXECUTIVE DIRECTOR

"Outstanding information, well delivered. There were times I thought he was talking directly to me, which is a sign of a great communicator. I personally feel I'm better today than yesterday as a sports parent because I was able to listen to this message." – Parent & School Board Member



Before the Season

- What do Athletes/Kids Really Want?
- Releasing Your Son/Daughter to the Experience
- Parental Red Flags



During the Game/Event

- Modeling Appropriate Behavior
- Big Picture
- One Instructional Voice



After the Game/Event

- Time & Space
- Confidence Building
- Relationship Building
- Six Powerful Words

NEBRASKA COACHES ASSOCIATION

500 Charleston St, Ste 2, Lincoln, Nebraska 68508
402-310-5472 | darin@ncacoach.org

Official Association Endorsements as of September 1



Nebraska School Administrators & School Board Members,

The Nebraska Coaches Association (NCA) is excited to announce a partnership with Proactive Coaching to bring Coach Bruce Brown’s legendary insights about “**The Role of Parents in Education-Based Athletics**” to your school and community. Please see the attached flyer for highlights/focus of the in-person presentation.

NCA Executive Director, Darin Boysen, will begin travel across Nebraska multiple times throughout the 2024-2025 school year to deliver this powerful and passionate message. The NCA, Proactive Coaching and Darin are partnering to bring this message to your school at a **50% discounted rate from the standard Proactive Coaching in-person booking fee.**

Presentation Details:

45-Minute Parent Presentation with One School or Combined Schools

- Single school presentations are recommended but not required
- One presentation = one fee (no additional fee for schools merging)

Audio/Visual Requirements from the Host School:

- Overhead Projector with HDMI Connection
- Screen or Scoreboard Display
- Microphone

Cost – Payable the Day of Presentation:

- Within 75 miles of Lincoln/150 miles Round Trip
 - \$750 flat rate
- Beyond 75 miles of Lincoln/150 miles Round Trip
 - \$750 flat rate
 - 50 Cents per mile Round-Trip -OR- Cost of a Rental Vehicle/Gas
 - In some cases, a rental car may be cheaper for longer distances
 - Hotel Expense – if needed
- **Please Note:** Working together with other area schools to book separately on consecutive days of the week can greatly save travel and lodging expenses

The following booklets authored by Bruce Brown will be available for purchase for \$5 each (15% discount) after the presentation or ordered by the school in advance:

- *The Role of Parents in Athletics*
- *Playing with Confidence*
- *Life Lessons for Athletes*

Please let us know if you have any questions regarding the presentation or booking a date.

All the best,

Darin Boysen

Darin Boysen
Nebraska Coaches Association

Official Association Endorsements – as of September 1



The National Rural Education Association's Legislative Committee (of which NRCSA is a member) continues to represent rural education on the Federal level.

NRCSA Executive Director Jack Moles and NRCSA Legislative Committee Co-Chair Bryce Jorgenson (Supt. at Southern Valley) attended the NREA Federal Legislative Summit in Washington DC on April 28-30.



JACK MOLES AND BRYCE JORGENSEN AT THE U.S. CAPITOL



NRCSA EXECUTIVE DIRECTOR JACK MOLES AND NEBRASKA CONGRESSMAN ADRIAN SMITH

Bryce and Jack met with the offices of each of Nebraska's contingency in Congress. They specifically shared three points of emphasis with them:

- Copies of NREA's publication, "Why Rural Matters" was presented to each of the offices.
- Full funding of IDEA was stressed. This would bring about \$171 million more to Nebraska public schools in support of Special Education services.
- Passage of the Secure Rural Schools Reauthorization Act of 2023. This would bring about \$180,000 to school districts surrounded by tax-exempt public lands.

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

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

2) REAP FUNDING: NREA 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: NREA supports efforts to ensure any infrastructure proposal in Congress must include funding for modernizing or maintaining rural school facilities.

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

5) SCHOOL SAFETY: NREA 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: NREA 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.

NREA Legislative Committee Agenda

The Committee for Education Funding (CEF) is a group that the NREA Legislative Committee works with. Sarah Abernathy, CEF's Executive Director, provided an update following in November's elections. She does provide a decent overview of what the national landscape might look like moving forward. (Please note that all of CEF's views do not necessarily reflect all of the views of NREA or NRCSA.)

FROM SARAH:

I. The election and CEF's mission to support investments in education

Dear CEF Members:

As we digest the results of yesterday's election and wait to find out which party will lead the House in the 119th Congress, I imagine many of you are focused on what this means for governing in general and for education funding and policy in particular. We will certainly be facing a more challenging environment

for investing in education and for ensuring that the executive actions and impose new ones that support federal government supports and protects students, their agenda, such as limiting Diversity, Equity, and educators, and education institutions as the country Inclusion requirements, limiting transgender student continues to educate students of all ages. CEF's mission participation in sports or protections at the school to increase the federal investment in education will not level, and changes in interpretation of student civil change, but we'll have to focus more on defense against rights protections.

funding cuts. We will continue to point out the results

of education investments – for students immediately Possible Republican policy agenda focused on the and for economic growth in the long term. We will private sector (except for IHEs) – Conservative need to communicate well, broaden our community of theory tends to support the private sector as a more advocates, and target our efforts so they are as effective efficient than the public sector for accomplishing goals, as possible. and I'd expect to see a renewed focus on support for

Things to keep in mind – I generally hope for the best private school education, more tax policy supporting but try to prepare for the worst. I wasn't prepared for private school tuition, and "local control" for public last night, but just made a list of some things I expect schools. At the higher education level, Republicans are from a Trump Administration's education agenda, and likely to sharpen their attention to college admission how likely they are to happen. Key things to keep in mind: policies, protections for freedom of speech, policies regarding civil rights, and taxation of endowments.

Congress did not enact past Trump budgets that cut (forbidding federal funding if a recipient does a certain education funding – In fact, Congress ignored the thing or requiring a certain action to receive federal Trump Administration's requested steep cuts and funding), and through oversight hearings and federal increased education funding. I don't expect education administrative actions, among other actions.

funding increases now but do know that Members of

Congress do not want to vote for bills that will cost jobs What's next?

in their district or harm their constituents. One of our Changes in House and Senate party and committee jobs will be to continue to highlight why investments leadership – We'll know more after all House races in education are so important to those who need to be are called. The Washington Post has a handy list of the convinced. current Republican and Democratic seats most likely to change party, and ACG Advocacy is updating its own

It is hard to make big changes in government quickly list of seats still to call, which I'll share. Meanwhile, – Some Republicans want to eliminate the Department I've attached a document that ACG prepared on Friday of Education, while continuing many programs at showing who is in line to head each Senate and House lower funding but in either the Department of Labor committee for each party depending upon who is in or in Health and Human Services. This type of change the majority, and who is in line for party leadership is hard to enact. There do appear to be some executive positions. Republicans plan to hold leadership elections actions that would eliminate civil servant positions, and next week, although the House could push its schedule it's easy to shrink a government agency by not hiring back depending on what is known about all the behind staff who leave. If Republicans keep control of remaining elections still to be called.

the House next Congress, they could use the budget

reconciliation process to fast-track passage of tax cuts FY2025 appropriations likely not finalized in December and cuts to entitlements, since reconciliation bills need – The government is operating on an extension of fiscal only a majority in the Senate, not the customary 60- year (FY) 2024 funding that expires on December 20. I think it is now likely that Congress will not finalize

Administrative/regulatory agendas change with extend funding into next Spring (this is what House each Administration – Since recent presidents Speaker Mike Johnson (R-LA) supported when the have not been able to enact much of their agendas current 3-month extension was enacted in September), because they often split power with Congress, each giving the new Republican Administration and Senate successive administration has made changes with more say in the outcome. That outcome does not executive action, which are then reversed by the next bode well for investments in education; the current administration. A Trump administration is likely to bipartisan appropriations bill approved by the Senate reverse Biden Administration student loan debt relief Appropriations Committee includes \$12 billion more

for the Department of Education programs than the Republican bill approved by the House Appropriations Committee.

Two years ago, 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

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 NCEES 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

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/>

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.

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 in 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.

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/>

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](#)

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.

We are very pleased to partner with our corporate sponsors, and NRCSA is so very thankful that each of you has chosen to partner with us.

This month we feature:





School Shoutout

Cody-Kilgore's Circle C Market

How one rural Nebraska district is serving their community and giving students hands-on learning experiences

If you're ever driving through Nebraska's sprawling Sandhills, you'll come across something very special in the small village of Cody. Just off Highway 20 is a sign inviting you to shop at "Nebraska's Only Straw Bale Supermarket!" But Circle C Market's building isn't the only thing that makes it unique—it's actually a fully stocked grocery store run by the students of Cody-Kilgore Unified Schools (CKUS). It's also the only grocery store serving residents of the large rural district.

As food insecurity becomes a growing problem nationwide, the story of Circle C Market illustrates how the deep, necessary relationship between a community and its schools can be leveraged to make lasting change.

A Community in Need

Cody-Kilgore Unified Schools is a remote district in a massive county. Cherry County, Nebraska, is so large—encompassing nearly 6,000 square miles—that it takes up more land than the entire state of Connecticut. The people of Cody and Kilgore have a deep connection with that land, too. Many of the district's families have been farming and operating ranches there for generations.

But Cody and Kilgore together have a population of fewer than 250 people—and around 160 of them are students. So living and learning in the area presents a unique set of challenges, especially when it comes to finding jobs and resources. On top of all that, the school district itself serves a whopping 553 square miles of Cherry County, which includes three area codes. That means long commutes for many of the district's families and staff.

Sadly, the district's sole grocery store closed in 1995, forcing residents to drive long distances for food and other household goods. "Some of our kids travel over an hour to get here from their ranches," says Secondary Administrative Assistant Carrie Ford, who helps run the store outside of school hours. "One of the things that parents were always saying was: *If I'm going to enroll my kids in Cody-Kilgore, I need to be able to get groceries when we come to town.*" It became clear that CKUS needed a solution—one that would benefit the district and the entire community. And so the Circle C Market was born.

A Community Response

Circle C Market was the brainchild of Cody-Kilgore teachers Stacey Adamson and Tracee Ford, who started the planning process in 2008. To kick things off, they assembled a team of student volunteers who dubbed themselves the GRIT Committee—short for "Growing, Revitalizing, Investment, and Teamwork." These students helped spread enthusiasm around town about a student-operated store—one that would simultaneously serve the community and help teach students business practices and skills. And when the Circle C planning team discovered that a USDA Rural Development grant could help pay for the project, a town board member was so impressed with the idea that they helped write the application.

After securing the USDA grant and additional funding from independent organizations, there were still more hoops to jump through before construction could begin. First and foremost, they needed a location. Fortunately, there was an unused plot of land in Cody not far from the high school—but procuring it wouldn't be so easy. The land was owned by the Nebraska Game and Parks Department. So what did the GRIT Committee do? "The kids had to go five-and-a-half hours to Lincoln to give a presentation pleading their case for the store," Carrie Ford says. Their efforts were a success, and the students were granted a 99-year lease for the land.

And student involvement didn't stop there. The GRIT Committee played a part in everything from helping craft the business plan to building the actual store. Because straw is plentiful in the Nebraska Sandhills, the team decided to build the market in the energy-efficient "straw bale" technique, using donated straw for insulation. Students and other community volunteers broke down 1,300-pound straw bales into smaller square bales and placed them within the building's frame. There's even a viewing window inside the store where you can get a peek at the straw in its walls.



After a few hiccups, Circle C Market eventually found a supplier willing to travel to the area and stock its shelves. It also formed a partnership with a grocery store in nearby Valentine, Nebraska, to keep fruits and vegetables in

stock. And the unique market doesn't just sell the basics, either. It actually looks much more like a Trader Joe's than a typical grocery store, with shelves full of thoughtfully curated products and home goods, often chosen by the student workers themselves. "We have a really good selection to help our community out," says teacher and store manager Liz Ravenscroft. The store even sells locally crafted fruit and wine vinegar made at another of Cody's straw bale businesses.

Now the 3,500-square-foot market and "entrepreneurial learning laboratory" has been a staple of the Cody-Kilgore community for a decade, providing residents with a wide selection of food choices and students with unique, hands-on learning experiences.

More Than a Store

From the beginning, Circle C Market has been all about the students—and, for the most part, they're the ones keeping the store up and running. Student workers do everything: ordering products and supplies, managing inventory, stocking shelves, working cash registers, maintaining clean facilities, and even using bookkeeping software. "This teaches them so much more than just working in a grocery store, like how to work with others and how to handle the business side of things," Ravenscroft says. "The goal is to grow more future business people."

During the school year, students earn grades for their work, and they get paid hourly for working after school and on weekends. In the summertime, students have the opportunity to be paid for even more hours. "The kids run the store during the summer, too," Carrie Ford tells us. "We only default to adults if all our kids are absolutely busy." Some even work as "student managers," but overall operations are managed by Ravenscroft, who also serves as the district's business, accounting, and entrepreneurship teacher. "Part of the agreement with the district is that the business teacher is always the manager of the store," she tells SchoolCEO. "My main classroom is actually at the market, and it's set up like an official classroom. But there are also work-based learning classes where students come down to the store for an hour at a time and learn various skills."

Kate, a Cody-Kilgore student who will be a junior in the fall, just began training as an office assistant at the market. She approached Ravenscroft because she wanted to learn the software it takes to run a business. "I've always been interested in doing things like Quickbooks for a career, maybe being an accountant," Kate tells us. "And I live 40 miles away, so I get to come over for sports and then come to work, too."

The impact on the district's students is multifaceted—they're getting the opportunity to work and earn money in a rural area, to have hands-on learning experiences, and to support their community while growing as people. "The store has a good impact on the community, especially the students," Kate says. "It teaches us a lot of social skills, like how to talk to people and communicate better."

The market also helps the district in more ways than one. "The big challenge of being in a rural community is getting our kids to come back," says Ravenscroft. "But ranchers

need their books kept, too. So learning in the store can help students with many different things, even if they want to come back and start their own businesses. We're always trying to see where we can make this even better and help even more kids."

Because of this student-centered endeavor, area residents no longer live in a food desert, and they're also able to support their local schools by shopping at the store. "There's a lot of community support here that really understands the need on both levels," Ravenscroft explains. Customers can even round up their purchases to the nearest dollar to contribute to annual scholarships for high school seniors who have worked at the market.

When customers enter Circle C Market, they see big, bold orange letters painted on the far wall that read: "It's more than a store. It's our future!" In so many ways, this statement rings true. What started as an idea between two dedicated teachers has become an inspiring reminder that no community is too small for big ideas. No school district is too far out of the way to give its students the opportunity to grow their futures. "Not only is Circle C Market important for the kids," says Ravenscroft, "it's important for the community, and for everyone to see what we're doing here. You've got to come visit our store."

SchoolCEO is a research and perspectives magazine for school superintendents, communications professionals, and other K-12 leaders. Published quarterly in print and online, it is the only magazine focused on marketing in K-12 public education. With more than 20,000 readers, SchoolCEO is leading the conversation on communications, recruitment, and branding in public education.

SchoolCEO was launched in 2018 by Apptegy, an education technology company based in Little Rock, Arkansas. As a burgeoning startup, the company didn't want to just sell school apps and websites. They wanted to become a true thought leader in the world of school communications and marketing, providing value to clients and non-clients alike.

The result was an independent quarterly magazine full of high-quality journalism and research, all devoted to exploring high-level ideas in school leadership and marketing. The best part? It's completely free for K-12 school leaders and school communication directors.

Subscribe for free or learn more at schoolceo.com.



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Student and Employee Assistance Program
Semi-Annual Utilization Report
Arlington Public Schools
June 1, 2024 to December 31, 2024



Utilization Breakdown

Demographics	Totals	Percent	Referral Breakdown	Totals	Percent
Total Referrals	24	100%	Students	21	88%
Mandatory	0	0%	Family Members	0	0%
Reopened	13	54%	EAP Employee/Spouse	3	12%
Males	12	50%	On-Site (included)	11	
Females	12	50%	Total Referrals	24	100%
Referrals By School (students only)					
School	Number	Percent	School	Number	Percent
Elementary	8	38%	Middle School	6	29%
			High School	7	33%
			<i>Middle/High School</i>	13	62%
Elementary Total	8	38%	TOTAL STUDENTS	21	100%
Referral Source	Total	Percent	Referral Source cont.	Total	Percent
School Counselor	2	8%	Medical Referral	0	0%
School Principal	0	0%	Family Member	4	17%
Con.Forum	2	8%	Web Search	0	0%
Former Client	13	54%	Co-Worker	0	0%
EAP/SAP Brochure	1	4%	Human Resources	0	0%
AFC Counselor	0	0%	Friend	2	8%
Seminar	0	0%	Other	0	0%
Spouse	0	0%			
Com.Intranet	0	0%	Total	24	100%

Referrals by Month 2024

June	July	August	Sep.	Oct.	Nov.	Dec.	Total
0	0	9	10	2	0	3	24

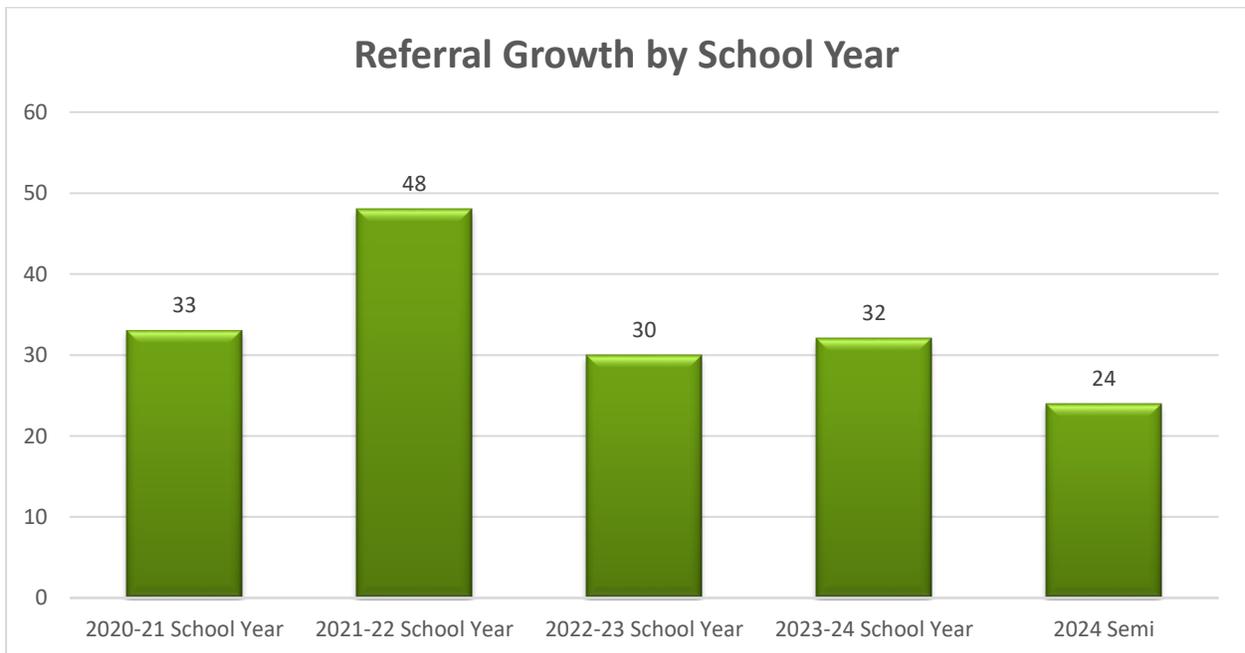


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Utilization Breakdown Comparison by School Year

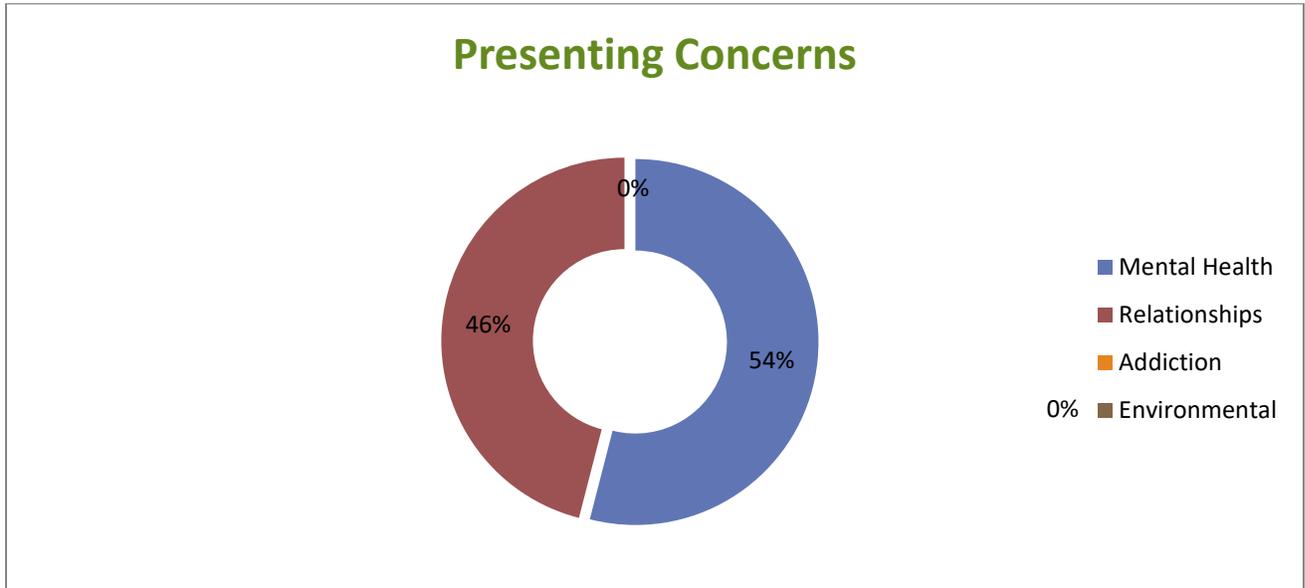
Demographics	2020-2021	2021-2022	2022-2023	2023-2024	2024 Semi
Total Referrals	33	48	30	32	24
Mandatory	0	3	0	0	0
Reopened	2	12	4	9	13
Males	18	23	11	14	12
Females	15	25	19	18	12
Referral Breakdown	2020-2021	2021-2022	2022-2023	2023-2024	2024 Semi
Students	14	27	21	27	21
On-site	-	13	12	20	11
Family Members	4	12	4	2	0
Employees	15	9	5	3	3
Total Referrals	33	48	30	32	24



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Presenting Concern Categories by Total Occurrence



Presenting Concern Categories with Breakdown of Specific Concerns

Mental Health	Referrals	Percent	Relationships	Referrals	Percent
ADD/ADHD	1	4%	Behavior Concerns	1	4%
Depression	1	4%	Family Conflict	3	13%
Anxiety	5	21%	Peer Relationships	2	8%
Anger	1	4%	Divorce	0	0%
Psychological /other	1	4%	Domestic Violence	0	0%
PTSD / Trauma	0	0%	Grief / Loss	1	9%
Suicide Risk/Screening	0	0%	Relationship	1	4%
Stress	4	17%	Adjustment Issues	3	13%
TOTALS	13	54%	Total	11	46%
Addiction	Referrals	Percent	Environmental	Referrals	Percent
Evaluation	0	0%	Medical	0	0%
Drug Concerns	0	0%	Academics	0	0%
Alcohol Concerns	0	0%	Childcare	0	0%
Family/ Addiction	0	0%	Financial	0	0%
Gambling	0	0%	Legal	0	0%
Tobacco Addiction	0	0%	Parenting	0	0%
Other Addictions	0	0%	TOTAL	0	0%
TOTALS	0	0%	GRAND TOTAL	24	100%



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Special Services and Forecast for Growth in Utilization

On-Site Visits

Arbor is available to coordinate visits with students identified as “at risk” and will continue to be available to address this need. Our counselor Abbi Monte and Rachael Patterson have been on-site since August 2024 and are available to see students and staff.

Consultations

Arbor is available for consultations with faculty surrounding assessments and referrals.

Newsletter

Arbor is available to provide newsletters to be made available to students and parents. This newsletter is interactive which means that parents can suggest topics for future articles.

Web Site

The Arbor web site is available for students and their parents to educate themselves about services, learn about Arbor’s professional counselors, and find articles and archived editions of the newsletter.

www.arborfamilycounseling.com

Presentations and Training

Arbor is available for presentations to support your schools! Please call if you have a special area of need. Presentations are available for staff, students, and parents.

Special Services

Arbor is available to increase program awareness with students and parents. Arbor is available for coordination to offer specific, problem focused consulting and materials for Benefit/Health fairs and during Parent Teacher Conferences.



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PRICE QUOTE

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Fax 402-346-5076

Page 1

Printed 01/21/25 CP

Quoted
ARLINGTON PUBLIC SCHOOL Attn: LAWRENCE P.O. BOX 580 ARLINGTON NE 68002 Tel: 402-478-4171 Fax: 402-478-4176

Ship To
ARLINGTON PUBLIC SCHOOL 705 NORTH 9TH STREET ARLINGTON NE 68002

Quote # Q044492	Quote Date 01/17/2025	Exp Date 03/18/2025	Customer # 0420326	Customer P/O #	Ship Via	Writer CP
Job ID			Customer Terms Net 30 Days		Salesman Matt Egan	

Product	Description	UM	Quant	Unit Price	Extension
TC-545V2-28TD	PRO v2.0 28" Disk Rider	EA	1	17510.70	17510.70
TRADE IN	TRADE IN	EA	-1	3000.00	-3000.00
	TOMCAT PRO 28" EDGE				
	PURCHASED 2019				
	968 HOURS				
	ORIGINAL PRICE \$14,721.00				
	SERVICE EST: \$2804.00				

X: _____ (Accepted by)	Sub Total	\$14,510.70	T o t a l
	Freight	\$0.00	
	Misc Charges	\$0.00	
	Tax Amount	\$0.00	
			\$14,510.70

MESSAGE	TERMS
FOB Destination, Freight Collect	

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT ARLINGTON PUBLIC SCHOOLS

THIS CONTRACT is made by and between the Board of Education of Arlington Public Schools, legally known as Washington County School District 89-0024, and referred to as "the Board" and "the School District" respectively, and **Dr. Dawn Lewis**, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of its meeting held on February 10, 2025 the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Superintendent shall be employed for a period of 2 years beginning on July 1, 2025, and expiring on June 30, 2027. References to "contract year" shall mean the period from July 1st through June 30th and shall consist of all days except Saturdays and Sundays and any holidays or leave days listed in Section 11.

Section 2. Renewal of Contract. If a Board representative does not inform the Superintendent in writing on or before **the seventh day after the regular January 2027 board meeting (and each January thereafter)** of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of **one year** from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision no later than **its regular December meeting** of each year of this contract and shall make the renewal of her employment contract an agenda item for the regular **January** board meeting during each year of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to ensure that the district has complied with the Superintendent Pay Transparency Act.

Section 3. Salary. The Superintendent's salary for the 2025-2026 contract year shall be **\$171,000** which shall be paid in 12 equal monthly installments beginning in the month of July 2025. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and is subject to the

provisions of the School Employees Retirement Act. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or money have not properly been returned to the District. The School District shall withhold other deductions as the Superintendent and Board may agree.

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

Section 6. Superintendent's Duties. The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations, and directives. The Superintendent agrees to devote her time, skill, labor, and attention to her duties throughout the contract term. She shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns to her. By agreement with the Board, she may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out her duties and obligations to the School District.

Section 7. Board-Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the District and shall be responsible for implementing Board policy. She shall organize the administrative and

supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. She is responsible for administering the instruction of students and the business affairs of the School District. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of her duties; (m) any arrest, criminal charge, or criminal conviction of the Superintendent or the failure to report the same; (n) any filing against the Superintendent under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying School District records or documents; (p) misrepresentation of fact to the District and its personnel in the conduct of the District's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased, or contracted by the District except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with her duties under Section 2 (Renewal of Contract) or Section 15 (Evaluation) shall constitute a material breach of this contract.

Section 9. Disability. If the Superintendent is unable to perform her duties by reason of illness, accident, or other disability beyond her control, and the Superintendent is continuously disabled for a period of 60 consecutive calendar days, has exhausted all available leave, and is unable to return to work on a full-time basis and perform the essential functions of her job with reasonable accommodations, the Board may initiate action to cancel this contract, whereupon the respective rights, duties, and obligations of the parties hereunder shall terminate, with the exception of any benefits to be

paid to the Superintendent under any insurance coverage furnished by the District.

Section 10. Transportation. The Board shall provide the Superintendent with transportation or reimburse her for mileage required in the performance of her official duties at the rate approved by the Board.

Section 11. Fringe Benefits. The Board shall provide the Superintendent with the following fringe benefits:

- a. Health Insurance.** The District shall pay for and provide health insurance for which the Superintendent is qualified for through the District's health insurance carrier.
- b. Dental Insurance.** The District shall pay for and provide dental insurance for which the Superintendent is qualified for through the District's health insurance carrier.
- c. Life Insurance.** Term life insurance with a total death benefit of One Hundred Thousand Dollars (\$100,000) with the option to purchase an additional \$50,000 of coverage.
- d. Sick Leave.** The Superintendent shall be entitled to ten (10) days of sick leave per year which may accumulate to a total of forty-five (45) days. Sick leave may only be used for personal illness or as otherwise provided in the certificated staff agreement. If the Superintendent qualifies for disability pay under the long-term disability policy, she shall be required to take the disability pay instead of sick leave pay. The Superintendent shall not be compensated for unused days of sick leave upon the ending of her employment with the District.
- e. Disability Insurance.** The Superintendent shall purchase long-term disability insurance from the School District's carrier at her own expense. The Board will increase her salary by the amount of the premium cost.
- f. Vacation.** The Superintendent shall have twenty (20) vacation days for the 2025-2027 contract year which she may use at times she chooses so long as her absence does not interfere with the proper performance of her duties. Any

extended vacation period while school is in session will require advance approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. After the 2025-2026 contract year, the Board shall give the Superintendent the number of days necessary to restore her total to twenty (20) days. For example, if she uses 17 days of vacation one year, the board will provide her with 3 days the following year to bring her total to 20 days. The Superintendent shall develop a system for recording her use of vacation days and shall keep such records current and on file in the District's central office. Annually, at the Board's regularly scheduled August meeting, and at other times upon the Board's request, the Superintendent shall report to the Board on the number of vacation days she has used. The Board will require her to use her vacation days and shall not compensate her for unused vacation days upon the conclusion of her employment.

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

h. Professional Dues. The School District will pay the annual dues for the Superintendent's membership in the following organizations: Nebraska Council of School Administrators (NCSA), the American Association of School Administration (AASA), the Association of Supervision and Curriculum Development and other professional associations with Board approval.

- i. Bereavement Leave.** The Superintendent shall be allowed a total of not more than four (4) consecutive days on full pay in case of death in the immediate family, defined as spouse, children, mother, father, mother-in-law, father-in-law, brother, sister, or a person in the same home as part of the family. A total of not more than two (2) consecutive days on full pay is allowed for the Superintendent for absence in the case of death of other members of the immediate family, defined as son-in-law, daughter-in-law, brother-in-law, sister-in-law, grandparent, grandchildren, aunt, uncle, niece, or nephew. A total of one (1) day per year on full pay is allowed the superintendent in the case of death of a close friend or neighbor. Death leave is not limited to four (4) days in one year, but covers each death in the immediate family which occurs during the year.
- j. Holidays.** The Superintendent shall receive the following paid holidays: New Year’s Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day. The Superintendent shall receive annually three (3) additional “floating” paid holidays to be used at the Superintendent’s discretion.
- k. Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops, conferences, training programs, official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$2,600 or more.

Section 12. Principal Residence/Domicile in School District. The Superintendent shall have her domicile and principal residence within the boundaries of the District as they exist on the first duty day for the Superintendent under the terms of this contract; and, the Superintendent shall maintain her domicile and residence within the boundaries of the District during the term of this agreement, or any renewal, amendment, or

continuation thereof, except as otherwise provided herein. If the Superintendent is in her first year of employment with the District and does not have her domicile and principal place of residence within the District at the time of her employment, the Superintendent shall move her domicile and principal place of residence into the corporate limits of the District before the expiration of the first six months from the Superintendent's first duty day under this contract. The Superintendent may request a temporary deviation from this provision, if extenuating circumstances exist, upon board approval, to enter into a rent or lease agreement out of district, for a period of time up to, but no longer than, twelve (12) months.

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

Section 13. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 14. Compensation Upon Termination and Credit for Accrued Vacation. Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary she was paid but had not earned prior to the date of termination of this contract.

Section 15. Evaluation. The Board shall evaluate the Superintendent twice during her first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than

the **regular December meeting**. The Superintendent shall remind the Board members in writing of this provision no later than its **regular November meeting**; provide Board members with the written evaluation instrument on file with the Nebraska Department of Education; and make her evaluation an agenda item for the regular **December** board meeting during each year of this contract; and provide them with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 16. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by her carrying out her duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of her performance of her duties or her position as Superintendent of the District, the Board will provide her with a legal defense to the maximum extent permitted by law so long as she acted in good faith and in a manner which she reasonably believes to be in or not opposed to the best interests of the District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that her conduct was unlawful.

Section 17. Physical or Mental Examination. The Superintendent agrees that, at the request of the Board, she will have a comprehensive physical and/or mental examination performed by a licensed physician or physicians of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of her position.

Section 18. Disciplinary Action. The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the school district to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising her of the alleged reasons for the proposed action and provided the opportunity to present her version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a formal due process hearing under section 79-832. If such a request is not delivered within such time, the action of the Board shall become final.

Section 19. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

Section 20. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 21. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

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

Executed by the Board this ____ day of _____, 2025.

President, Board of Education

Secretary, Board of Education

Executed by the Superintendent this ____ day of _____, 2025.

Superintendent

	21-22 Caseload	22-23 Caseload	23-24 Caseload	24-25 Caseload	25-26 Caseload	21-22 points	22-23 points	23-24 points	24-25 points	25-26 points
Gail	8	9	10	11	11	19	18	28	25	-
Heather	4	4	7	8	7	15	10	20	24	22
Hayley	18	8	24	13	15	31	20	40	34	30
Hanna/Jordan	13	14	17	12	15	26	20	40	30	23
Sharp/Bireman	11	13	14	15	16	15	23	33	27	30
Detjens	11	13	13	16	20	18	19	22	30	41
Connor	10	12	13	17	21	14	16	27	36	37
Jamie	5	5	7	7	9	19	19	28	32	28
Total Points	72	69	95	88	103	138	127	210	213	211
Speech Only	15	19	24	20	20	15	19	24	20	20

*All numbers are end of the year total except the projected 25-26 year

*Preschool is not included in the total caseload numbers

	1	2	3	4	Total	WT	Teachers	Current # of Tchrs	Teacher Diff.	Sp. Ed. Paras	Formula Hours	Allocated	Para Diff. (hrs/week)
ELEMENTARY	21	13	13	4	51		102	4.25	-0.25	10.75	72.56		-72.56
PRESCHOOL	0	0	3	0	3		9	0.5294117647	0.47	1.5	10.13		-10.13
BIRTH-3													

Preschool Teachers average caseload of 17

1's & 2's are added together and divided by 10 (10 1's + 2's = 6.75 hour para)
 Para 3's are divided by 2 (2 3's = 6.75 hour para)
 Calculation 4's are multiplied by 1 (1 4's = 6.75 hour para)

Elementary Teachers average caseload of 24

1's & 2's are added together and divided by 10 (10 1's + 2's = 6.75 hour para)
 Para 3's are divided by 3 (3 3's = 6.75 hour para)
 Calculation 4's are multiplied by 1 (1 4's = 6.75 hour para)

	1	2	3	4	Total	WT	Teachers	Current # of Tchrs	Teacher Diff.	Paras	Hours	Allocated	Para Diff. (hrs/week)
HIGH SCHOOL	9	8	5	7	29		68	1.50	-0.77	2	13.5		-13.5
MIDDLE SCHOOL	10	5	2	3	20		38	1.50	0.14	2	13.5		-13.5
ALTERNATIVE SCHOOL													

Middle School Teachers average caseload of 28

MS 3's are divided by 5 (5 3's = 6.75 hour para)
 Para 4's are multiplied by .5 (2 4's = 6.75 hour para)
 Calc. 1's & 2's are divided by 20 (10 2's = 6.75 hour para)

High School Teachers average caseload of 30

HS 3's are divided by 5 (5 3's = 6.75 hour para)
 Para 4's are multiplied by .5 (2 4's = 6.75 hour para)
 Calc. 1's & 2's are divided by 25 (25 2's = 6.75 hour para)

2025-2026

Arlington Public Schools

CALENDAR

www.apseagles.org

Phone: 402-478-4173

July '25						
Su	M	Tu	W	Th	F	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August '25						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

September '25						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October '25						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November '25						
Su	M	Tu	W	Th	F	Sa
					1	
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December '25						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

First Day
Early Dismiss
No Students-Staff Only
No School

January '26						
Su	M	Tu	W	Th	F	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

February '26						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

March '26						
Su	M	Tu	W	Th	F	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

April '26						
Su	M	Tu	W	Th	F	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

May '26						
Su	M	Tu	W	Th	F	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

June '26						
Su	M	Tu	W	Th	F	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Aug 06	New Teacher Orientation
Aug 7-11	Inservice Days for Teachers
Aug 12	Students Begin; 1:30 Dismissal
Total Days	17 Staff, 14 Student

Sept 1	Labor Day-No School
Sept 22	No School, Teacher Inservice
Total Days	21 Staff, 20 Student

Oct 22-23	Parent Teacher Conferences
Oct 23	No School, Teacher Inservice
Oct 24	No School Fall Break (comp)
Total Days	23 Staff, 21 Student

Nov 26-28	No School, Thanksgiving Break
Total Days	17 Staff, 17 Student

Dec 1	No School, Teacher Inservice
Dec 18-19	Finals Schedule, 1:30 Dismissal
Dec 22-31	No School, Holiday Break
Total Days	15 Staff, 14 Student
End of S1	93 Staff, 86 Student

Jan 1-2	No School, Holiday Break
Jan 05	No School, Teacher Inservice
Jan 6	Students Return
Jan 19	No School MLKJ Day, Teacher Inservice
Total Days	20 Staff, 18 Student

Feb 11-12	Parent Teacher Conferences
Feb 12	No School, Teacher Inservice
Feb 13	No School
Total Days	19 Staff, 18 Student

March 5-6	No School, Spring Break
Total Days	20 Staff, 20 Student

April 3-6	No School, Easter Break
Total Days	20 Staff, 20 Student

May 07	Arlo Track Invite HS, 1:30 Dismissal
May 08	No School for students, Arlo JH Track Invite
May 17	Graduation
May 18-19*	Finals Schedule; 1:30 Dismissal
May 20(22)	Teacher Inservice
Total Days	14 Staff, 12 Student
End of S2	93 Staff, 88 Student

*Last Student Day subject to snow days, first possible will be May 19, Last possible will be May 21

ALL FRIDAYS WILL BE REGULAR 8:05 START