

Board of Education Regular Meeting  
Monday, November 10, 2025 6:00 PM  
Central Office  
1700 14th Ave  
Nebraska City, NE 68410

1. Call to Order
  - 1.1. Roll Call
  - 1.2. Pledge of Allegiance
  - 1.3. Requests from Board Members to be Absent from this meeting
  - 1.4. Welcome to Visitors and Public
  - 1.5. Approval of Agenda
  - 1.6. Public Comment Time
  - 1.7. Approval of Minutes
  - 1.8. Claims and Accounts
  - 1.9. Financial Report
2. Reports
  - 2.1. Principal's Reports – “What's Happening With The PIONEERS!
  - 2.2. Committee Reports
    - 2.2.1. Education, Americanism and Civics
    - 2.2.2. Buildings and Grounds
    - 2.2.3. Finance
    - 2.2.4. Policy
  - 2.3. Superintendent's Report
3. Business
  - 3.1. Non-Action Items
    - 3.1.1. Policy Reviews
      - 3.1.1.1. Policy Cycle Reviews
      - 3.1.1.2. Annual Review of Policy 4070 and 4070.R1, Early Voluntary Separation Agreement
    - 3.1.2. Rule 10 Checklist
    - 3.1.3. Superintendent Evaluation
    - 3.1.4. Snow Removal Pricing
    - 3.1.5. Northside Roof
  - 3.2. Action Items
    - 3.2.1. Housing Study
    - 3.2.2. Early Graduation Request
    - 3.2.3. HS Old Gym Floor
    - 3.2.4. Basket straps and pulleys
    - 3.2.5. Personnel-Hiring
    - 3.2.6. Executive Session
    - 3.2.7. Reconvene Regular Meeting
4. Adjournment

## **PUBLIC PARTICIPATION**

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:  
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started:** When you have been recognized, please stand and state your name.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.

**Public Participation at Board Meetings Form**  
**Nebraska City Public Schools Board of Education**

**PUBLIC COMMENTS**

The purpose of “Public Participation” is for the Board of Education to hear comments from the public. Since comments are not on the published agenda the Board will not discuss and/or answer questions during “Public Comments.”

The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may only speak one time per topic and must limit comments to around five (5) minutes. In the event more than six individuals wish to address the board, the 30 minutes will be divided equally between the number of speakers. At the discretion of the Board President or Chair, speakers may be allotted additional time.

**PLEASE PRINT**

Name \_\_\_\_\_ Date \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

Subject of Public Comment: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

**UNAPPROVED MINUTES**  
**Board of Education Work Session**  
**Education Committee on American Civics Meeting**  
**Monday, October 13, 2025 at 5:30 PM**  
**Boardroom at Central Office**  
**1700 14th Avenue**  
**Nebraska City, NE 68410**

The News Press and B103 were notified.

Notice was published in the Nebraska City News Press on Friday, October 3, 2025 and on the Nebraska City Public Schools website on Monday, September 29, 2025 stating the time and place of the meeting and stating that the known subjects on the agenda were on file and available for public inspection at the District Central Office, 1700 14th Avenue, Nebraska City, Nebraska. Copies of the postings from Friday, October 3, 2025 and on the Nebraska City Public Schools website on Monday, September 29, 2025 are attached to these minutes.

This meeting is subject to the Open Meetings Law and Availability of the Agenda pursuant to Nebr. Rev. Stat. Chapter 84, Article 1412(8). A current copy of the Open Meeting Act is posted in the meeting room and the agenda is available.

**1. Call to Order**

Board Vice President Brent Shanholtz called the meeting to order at 5:30 PM.

**1.1 Roll Call**

Kent Blum: Absent  
Lisa Chaney: Absent  
Sally Schreiner: Present  
Pattie Lant: Present  
Stacie Higgins: Present  
Jim Nemeč: Present  
John Hodges: Present  
Rob Elson: Present  
Brent Shanholtz: Present  
Present: 7, Absent: 2

**2. Public Comment Time**

No one addressed the board during Public Comment Time.

**3. Review Checklist**

Kate Sherwin reviewed the required American Civics Checklist with the Board and Superintendent Fritch. She led discussion and included in her presentation were examples of classroom lessons and student work across all grade levels as it pertains to the items on the checklist. She also reviewed the Rule 10 checklist that is continually being completed throughout the year.

**4. Adjournment**

**Order #17428-Motion Passed:** Motion to adjourn at 5:53 PM passed with a motion by Jim Nemeč and seconded by Rob Elson. No discussion.

Kent Blum:	Absent
Lisa Chaney:	Absent
Sally Schreiner:	Yea
Patty Lant:	Yea
Stacie Higgins:	Yea
Brent Shanholtz:	Yea
Jim Nemeč:	Yea
John Hodges:	Yea
Rob Elson:	Yea

Yea: 7, Nay: 0, Absent: 2

Submitted by Mark Fritch, Secretary

**UNAPPROVED MINUTES**  
**Board of Education Regular Meeting**  
**Monday, October 13, 2025**  
**Boardroom at Central Office**  
**1700 14th Avenue**  
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**1. Call to Order**

Board Vice President Brent Shanholtz called the meeting to order at 6:00 PM.

**1.1. Roll Call**

Kent Blum: Absent  
Lisa Chaney: Absent  
John Hodges: Present  
Rob Elson: Present  
Stacie Higgins: Present  
Jim Nemecek: Present  
Pattie Lant: Present  
Brent Shanholtz: Present  
Sally Schreiner: Present  
Present: 7, Absent: 2

**1.2. Pledge of Allegiance**

**1.3. Requests from Board Members to be Absent from this Meeting**

**Order #17429-Motion Passed:** Motion to approve the request to be absent from this meeting from Lisa Chaney and Kent Blum passed with a motion by Jim Nemecek and a second by Pattie Lant. No discussion.

Kent Blum: Absent  
Lisa Chaney: Absent  
John Hodges: Yea  
Rob Elson: Yea  
Stacie Higgins: Yea  
Jim Nemecek: Yea  
Pattie Lant: Yea  
Brent Shanholtz: Yea  
Sally Schreiner: Yea  
Yea 7, Nay: 0, Absent: 2

**1.4. Welcome to Visitors and Public**

Vice President Shanholtz welcomed the visitors and public to the meeting.

**1.5. Approval of Agenda**

**Order #17430-Motion Passed:** Motion to approve the agenda for this meeting on October 13, 2025 passed with a motion by Pattie Lant and a second by Stacie Higgins. No discussion.

Kent Blum: Absent  
Lisa Chaney: Absent  
John Hodges: Yea  
Rob Elson: Yea  
Stacie Higgins: Yea  
Jim Nemecek: Yea

Pattie Lant: Yea  
Brent Shanholtz: Yea  
Sally Schreiner: Yea  
Yea 7, Nay: 0, Absent: 2

#### 1.6. Public Comment Time

No one addressed the Board during Public Comment Time.

#### 1.7. Approval of Minutes

**Order #17431-Motion Passed:** Motion to approve the minutes from the Tax Request Hearing and Special Meeting on September 22, 2025 passed with a motion by Stacie Higgins and a second by John Hodges. No discussion.

Kent Blum: Absent  
Lisa Chaney: Absent  
John Hodges: Yea  
Rob Elson: Yea  
Stacie Higgins: Yea  
Jim Nemecek: Yea  
Pattie Lant: Yea  
Brent Shanholtz: Yea  
Sally Schreiner: Yea  
Yea 7, Nay: 0, Absent: 2

#### 1.8. Claims and Accounts

**Order #17432-Motion Passed:** Motion to approve the claims and accounts as presented passed with a motion by Brent Shanholtz and a second by Pattie Lant. Mr. Shanholtz reviewed the bills and found everything to be in order. Bills were higher this month as is normal for the start of the new school year. Clarification was provided for a few bills.

**General Fund:** \$698,907.19; **Payroll Fund:** \$1,257,401.56; **Payroll Benefits Fund:** \$219,081.16; **School Nutrition Fund:** \$159,740.56; **Depreciation Fund:** \$160,778.18

Kent Blum: Absent  
Lisa Chaney: Absent  
John Hodges: Yea  
Rob Elson: Yea  
Stacie Higgins: Yea  
Jim Nemecek: Yea  
Pattie Lant: Yea  
Brent Shanholtz: Yea  
Sally Schreiner: Yea  
Yea 7, Nay: 0, Absent: 2

#### 1.9. Financial Report

**Order #17433-Motion Passed:** Motion to approve the financial report as presented passed with a motion by Brent Shanholtz and a second by Kent Blum. The current balance in the treasury being \$4,292,482.64. Mr. Shanholtz gave a review of the financial reports highlighting that expenditures are higher due to some grant funding that the district was awarded and some facility projects that were completed. A bond payment will be due in November. Cashflow is balancing out as projected with regards to the early tax receipts that were received.

Kent Blum: Absent  
Lisa Chaney: Absent  
John Hodges: Yea  
Rob Elson: Yea  
Stacie Higgins: Yea  
Jim Nemecek: Yea  
Pattie Lant: Yea  
Brent Shanholtz: Yea  
Sally Schreiner: Yea  
Yea 7, Nay: 0, Absent: 2

## 2.0. Reports

### 2.1. Principal's Reports- "What's Happening with the Pioneers!"

Board Members expressed their appreciation for all the information provided every month in the Principal's Reports.

### 2.2. Committee Reports

#### 2.2.1. Education, Americanism and Civics Committee

Stacie Higgins gave the report of the committee highlighting the meeting they had with Kate Sherwin and the Counselors and the valuable information that was shared.

#### 2.2.2. Building and Grounds Committee

Rob Elson gave the report of the committee highlighting the upcoming projects planned for 2025-2026, roofing projects, gym floors and the visitor bleachers at the athletic complex.

#### 2.2.3. Finance Committee

Brent Shanholtz gave the report of the committee highlighting the discussion around financial planning regarding the upcoming buildings and grounds projects and also the vehicle needs of the district.

#### 2.2.4. Policy Committee

Jim Nemecek gave the report of the committee highlighting the report given by Jason Hippen, policy reviews and looking at the impact of activities on attendance.

### 2.3. Superintendent Report

Mr. Fritch shared information regarding the upcoming State Education Conference, GNS and Commissioner's Superintendent Advisory Committee meetings, reaching out to schedule a meeting with Senator Hallstrom and looking at the future auditing needs of the district.

## 3.0. Business

### 3.1. Non-Action Items

#### 3.1.1. Policy Cycle Review

The Policy Committee and Administration recommended the Board of Education review the following policies as outlined in the policy review cycle. Superintendent Fritch clarified some questions regarding Policy 3045.

3022 Volunteers  
3022.R1 Volunteer Services Agreement  
3022.R2 Volunteer Request Form  
3023 Records Management and Retention  
3025 Returned and Outstanding Checks  
3040 School Safety and Security  
3044 Incidental or De Minimis Use of Public Resources  
3045 Use of Sniffer Dogs

#### 3.1.2. BOE Negotiations Team for 2026-2027

Vice President Brent Shanholtz appointed Kent Blum, Lisa Chaney, Pattie Lant and himself to serve on the BOE negotiations team for 2026-2027.

#### 3.1.3. NASB Delegate Appointment

Vice President Shanholtz appointed Jim Nemecek to serve as the NASB delegate at the 2025 State Education Conference.

### 3.2. Action Items

#### 3.2.1. Elementary Counseling Curriculum Resource

**Order #17434-Motion Passed:** Motion to approve the Elementary Counseling Curriculum Resource, Character Strong passed with a motion by Stacie Higgins and a second by Jim Nemecek. Mr. Fritch shared that Character Strong is currently being used successfully in the elementary buildings and this purchase will use Project Aware grant funds to continue making it available for the next seven years.

Kent Blum: Absent  
Lisa Chaney: Absent  
John Hodges: Yea

Rob Elson: Yea  
Stacie Higgins: Yea  
Jim Nemeec: Yea  
Pattie Lant: Yea  
Brent Shanholtz: Yea  
Sally Schreiner: Yea  
Yea 7, Nay: 0, Absent: 2

### 3.2.2. Transcript Requests

**Order #17435-Motion Passed:** Motion to approve the subscription to Parchment passed with a motion by Pattie Lant and a second by John Hodges. Mr. Fritch shared that this will allow current students and alumni to access transcript requests online 24/7 and will streamline the process for all.

Kent Blum: Absent  
Lisa Chaney: Absent  
John Hodges: Yea  
Rob Elson: Yea  
Stacie Higgins: Yea  
Jim Nemeec: Yea  
Pattie Lant: Yea  
Brent Shanholtz: Yea  
Sally Schreiner: Yea  
Yea 7, Nay: 0, Absent: 2

### 3.2.3. Middle School Kitchen Garbage Disposal

**Order #17436-Motion Passed:** Motion to approve the bid for the Middle School Garbage Disposal from IS Restaurant and Design Company as presented passed with a motion by Stacie Higgins and a second by Rob Elson. Mr. Fritch shared that three bids were received and this was quality equipment and included shipping and installation.

Kent Blum: Absent  
Lisa Chaney: Absent  
John Hodges: Yea  
Rob Elson: Yea  
Stacie Higgins: Yea  
Jim Nemeec: Yea  
Pattie Lant: Yea  
Brent Shanholtz: Yea  
Sally Schreiner: Yea  
Yea 7, Nay: 0, Absent: 2

### 3.2.4. 14-Passenger Bus

**Order #17437-Motion Passed:** Motion to approve the purchase of a 14-passenger bus as presented passed with a motion by Jim Nemeec and a second by John Hodges. Mr. Fritch shared that as the Board evaluates and recognizes the transportation needs of the district, this purchase will provide an option for a safe, reliable and diversified fleet of vehicles.

Kent Blum: Absent  
Lisa Chaney: Absent  
John Hodges: Yea  
Rob Elson: Yea  
Stacie Higgins: Yea  
Jim Nemeec: Yea  
Pattie Lant: Yea  
Brent Shanholtz: Yea  
Sally Schreiner: Yea  
Yea 7, Nay: 0, Absent: 2

### 3.2.5. Resignation

**Order #17438-Motion Passed:** Motion to approve the resignation of Brett Soderlund, 2<sup>nd</sup> Grade Teacher, effective immediately passed with a motion by Brent Shanholtz and a second by Jim Nemeec. No discussion.

Kent Blum: Absent  
Lisa Chaney: Absent

John Hodges: Yea  
Rob Elson: Yea  
Stacie Higgins: Yea  
Jim Nemeec: Yea  
Pattie Lant: Yea  
Brent Shanholtz: Yea  
Sally Schreiner: Yea  
Yea 7, Nay: 0, Absent: 2

**4.0. Adjournment**

**Order #17439-Motion Passed:** Motion to adjourn at 6:59 PM passed with a motion by Brent Shanholtz and a second by Jim Nemeec. No discussion.

Kent Blum: Absent  
Lisa Chaney: Absent  
John Hodges: Yea  
Rob Elson: Yea  
Stacie Higgins: Yea  
Jim Nemeec: Yea  
Pattie Lant: Yea  
Brent Shanholtz: Yea  
Sally Schreiner: Yea  
Yea 7, Nay: 0, Absent: 2

Submitted by:  
Mark Fritch, Secretary

DRAFT



## NOTICE OF WORK SESSION-OCTOBER 13, 2025

Carla Zaroban

September 29, 2025

NOTICE IS HEREBY GIVEN that the **Education Committee on American Civics Work Session** of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at **5:30 P.M., October 13, 2025 at Central Office, 1700 14th Avenue**, Nebraska City, Nebraska, in the Boardroom, which meeting will be open to the public. An agenda for such meetings, kept continuously current, is available for public inspection at the office of the Superintendent. The agenda is not final until 24 hours prior to the meeting.

Mark Fritch

Superintendent of Schools

## AFFIDAVIT OF PUBLICATION

State of Florida, County of Orange, ss:

I, Ankit Sachdeva, of lawful age, being duly sworn upon oath depose and say that I am an agent of Column Software, PBC, duly appointed and authorized agent of the Publisher of Nebraska City News Press, a publication that is a "legal newspaper" as that phrase is defined for the city of Nebraska City, for the County of Otoe, in the state of Nebraska, that this affidavit is Page 1 of 1 with the full text of the sworn-to notice set forth on the pages that follow, and that the attachment hereto contains the correct copy of what was published in said legal newspaper in consecutive issues on the following dates.

**Publication Dates:**

- Oct 3, 2025

**Notice ID:** 9Csg3xf9Uf94j2cq88bf

**Notice Name:** October Work Session Notice 2025

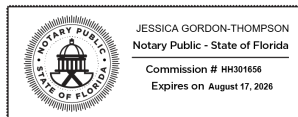
**Publication Fee:** \$11.70

*Ankit Sachdeva*

\_\_\_\_\_  
Agent

**VERIFICATION**

State of Florida  
County of Orange



Signed or attested before me on this: 10/03/2025

*J. Thompson*

\_\_\_\_\_  
Notary Public

Notarized remotely online using communication technology via Proof.

**NOTICE OF MEETING  
OTOE COUNTY SCHOOL DISTRICT 111  
IN THE STATE OF NEBRASKA**

NOTICE IS HEREBY GIVEN that the **Education Committee on American Civics Work Session** of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at **5:30 P.M., October 13, 2025 at Central Office, 1700 14th Avenue**, Nebraska City, Nebraska, in the Boardroom, which meeting will be open to the public. An agenda for such meetings, kept continuously current, is available for public inspection at the office of the Superintendent. The agenda is not final until 24 hours prior to the meeting.

Mark Fritch  
Superintendent of Schools  
Published in the Nebraska City News Press on October 3, 2025.  
3909000 ZNEZ



## NOTICE OF REGULAR MEETING-OCTOBER 13, 2025

Carla Zaroban

September 23, 2025

NOTICE IS HEREBY GIVEN that the **Regular Meeting** of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at **6:00 o'clock P.M.**, October 13, 2025 at **Central Office, 1700 14th Avenue**, Nebraska City, Nebraska, in the Boardroom, which meeting will be open to the public. An agenda for such meetings, kept continuously current, is available for public inspection at the office of the Superintendent. The agenda is not final until 24 hours prior to the meeting.

Mark Fritch  
Superintendent of Schools

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I, Ankit Sachdeva, of lawful age, being duly sworn upon oath depose and say that I am an agent of Column Software, PBC, duly appointed and authorized agent of the Publisher of Nebraska City News Press, a publication that is a "legal newspaper" as that phrase is defined for the city of Nebraska City, for the County of Otoe, in the state of Nebraska, that this affidavit is Page 1 of 1 with the full text of the sworn-to notice set forth on the pages that follow, and that the attachment hereto contains the correct copy of what was published in said legal newspaper in consecutive issues on the following dates.

**Publication Dates:**

- Oct 3, 2025

**Notice ID:** R9m7rqXgx0bAQgO1EfD5

**Notice Name:** October Meeting Notice 8-13-25

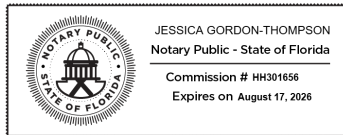
**Publication Fee:** \$8.55

*Ankit Sachdeva*

\_\_\_\_\_  
Agent

**VERIFICATION**

State of Florida  
County of Orange



Signed or attested before me on this: 10/03/2025

A handwritten signature in blue ink, appearing to be 'J. Gordon-Thompson', written over a horizontal line.

\_\_\_\_\_  
Notary Public

Notarized remotely online using communication technology via Proof.

NOTICE IS HEREBY GIVEN that the **Regular Meeting** of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at **6:00** o'clock P.M., October 13, 2025 at **Central Office, 1700 14th Avenue**, Nebraska City, Nebraska, in the Boardroom, which meeting will be open to the public. An agenda for such meetings, kept continuously current, is available for public inspection at the office of the Superintendent. The agenda is not final until 24 hours prior to the meeting.  
Mark Fritch  
Superintendent of Schools  
Published in the Nebraska City News Press on October 3, 2025.  
3826320 ZNEZ

## Nebraska City Public Schools

## Board Report - Bill Listing

11/05/2025 09:59 AM

Oct-25

Vendor Name	Description	Check Total
Checking Account ID	Fund Number	01 General Fund
ACTIVITY FUND	SCC YEARBOOK AD	150.00
ALBIREO ENERGY LLC	SERVICE CONTRACT	11,408.00
AMAZON CAPITAL SERVICES	MISC AWARE SUPPLIES	12,661.59
AMERICAN NATIONAL BANK	LOAN PAYMENT	2,995.50
AMERICAN RECYCLING & SANITATION	TRASH SERVICE	2,667.07
BEN KAYE-SKINNER	BAND COMPOSITION	1,500.00
BOHL PLUMBING	PLUMBING SUPPLIES	970.19
CAPITAL BUSINESS SYSTEMS	COPIES AND FAX SERVICE	387.09
CAPITAL BUSINESS SYSTEMS	COPIERS	3,785.07
CAPITAL ONE	MISC CHARGES	130.38
CARD SERVICES	MISC CHARGES	1,102.24
CHARACTERSTRONG	ELEM COUNSELOR CURRICULUM	35,082.90
CHI HEALTH ST. MARY'S OCCUPATIONAL	DOT PHYSICALS	300.00
COLUMN SOFTWARE PBC	PUBLIC NOTICE	238.21
CPI Nonviolent Crisis Intervention	CERT TRAINING	2,349.00
DAS STATE ACCOUNTING - CENTRAL	DISTANCE LEARNING	953.61
DIETZE MUSIC	INSTRUMENT REPAIRS	46.30
DOUGLAS TIRE	TIRE REPAIRS	21.00
EGAN SUPPLY CO.	CUSTODIAL SUPPLIES	2,600.53
ESU #3	REGIONAL MTG	20.00
ESU #4	CTE WORKDAY	67.71
ESU #5	CLOUD HOSTING	4,380.30
FACILITY ADVOCATES	MAINT AND REPAIRS	19,015.00
FBG SERVICE CORPORATION	CUSTODIAL SERVICE	29,751.00
FIRST STUDENT INC	SEPT TRANSPORTATION	31,275.26
HD SUPPLY FORMERLY HOME DEPOT PRO	CUSTODIAL SUPPLIES	3,375.50
INSTRUCTURE	ONLINE TRANSCRIPTS	1,274.00
J.F. AHERN CO.	SPRINKLER INSPECTIONS	480.00
JAIME FRITCH	1ST QTR MILEAGE	170.80
JW PEPPER & SON, INC	MUSIC	69.49
LANT HARDWARE, INC	MAINT SUPPLIES	280.74
MADSEN ELECTRIC	ELECTRICAL REPAIRS	463.15

MARSHA BIAGGI	LODGING REIMB	334.42
MATHESON TRI-GAS INC.	WELDING SUPPLIES	359.86
MECHANICAL SALES PARTS, INC.	HVAC REPAIRS	1,145.00
MIDWEST SPECIAL INSTRUMENTS	SERVICE CALL	265.00
NACIA	MEMBERSHIP RENEWAL	40.00
NASB	AREA MTG	623.00
NATIONAL FFA CONVENTION	NATIONAL FFA REG	825.00
NCSA	LABOR RELATIONS REG	480.00
NEBRASKA ASCD	WORKSHOP	50.00
NEBRASKA CITY UTILITIES	UTILITIES	44,210.71
NEBRASKA FFA ASSOCIATION	FFA MEMBER DUES	594.00
O'REILLY AUTO PARTS	VEHICLE REPAIRS	176.50
ONE SOURCE	BACKGROUND CHECKS	409.00
PAYROLL ACCOUNT-NC PUBLIC SCH	OCTOBER 2025 PAYROLL	1,333,892.26
PURCHASE POWER	POSTAGE	1,000.00
SECURITY EQUIPMENT INC.	HS DOOR REPAIRS	1,145.86
SOUTHEAST COMMUNITY COLLEGE	MATH CLASSES	7,858.70
STAPLES BUSINESS ADVANTAGE	COOP SUPPLIES	405.98
STEFANIE WENZ	LAB SUPPLIES	201.68
TRACTOR SUPPLY CREDIT PLAN	WEED BARRIER	59.98
UPS	SHIPPING	25.50
VERIZON WIRELESS	CELL PHONE	698.79
VOYAGER FLEET SYSTEMS	FUEL CHARGES	4,719.75
WAYLON BENNETT	FUEL REIMBURSEMENT	43.45
WEST MUSIC CO.	NS VOCAL SUPPLIES	326.34
WESTLAKE ACE HARDWARE	REPAIRS AND MAINT	58.56
WINDSTREAM	PHONE	1,105.36
ZULTYS INC	PHONE	4,182.13
Fund Number		<u>1,575,208.46</u>
Checking Account ID		<u>1,575,208.46</u>
Checking Account ID	Fund Number	01 General Fund
BLUE CROSS BLUE SHIELD	OCT HEALTH AND DENTAL INSURANCE	213,544.59
TRANSAMERICA LIFE INS COMPANY	OCT 2025 SUPPLEMENTAL INS	4,917.73
VSP, INC	OCT VISION INSURANCE	2,121.56
Fund Number		<u>220,583.88</u>
Checking Account ID		<u>220,583.88</u>
Checking Account ID	Fund Number	02 Depreciation Fund

KIDWELL INC	HS AND MS INTERCOM -FINAL	45,060.00
Fund Number		<u>45,060.00</u>
Checking Account ID		<u>45,060.00</u>
Checking Account ID	Fund Number	<u>06 Nutrition Services</u>
ASHLEY VODICKA	STUDENT LUNCH REFUND	50.80
Fund Number		<u>50.80</u>
Checking Account ID		<u>50.80</u>

Nebraska City Public Schools  
 October 2025  
 Summary Financial Report

**General Fund**

The General Fund finances all facets of services rendered by the school district including payroll, benefits, equipment, supplies, insurance, building occupancy, contracted services, and other daily functions and operations of the district. The tax levy for this fund is restricted to \$1.05 plus qualified exclusions. The approved General Fund levy for 2025-26 .823244

	<b>2025</b>	<b>2024</b>
Balance Forward	4,005,115.97	
Revenue	855,702.46	
Expenses	<u>1,575,308.93</u>	
Balance	3,285,509.50	2,521,160.24

**Building Fund**

The Building Fund is used to acquire or improve sites and/or to erect, alter or improve buildings. The sale of bonds, the sale of property, or tax receipts will be the primary sources of revenue for the Special Building Fund. Regardless of the source of money to be used for building construction and related costs, all income for the purposes of this fund shall be accountable through this fund. The tax levy for this fund falls under the \$1.05 levy limit and is further restricted to \$0.14 with local board approval or \$0.175 following a vote of the people for a term not to exceed ten years. The approved Building Fund levy for 2025-26 .025148

	<b>2025</b>	<b>2024</b>
Balance Forward	663,870.16	
Revenue	24,234.52	
Expenses	<u>0.00</u>	
Balance	688,104.68	54,129.31

**QCPUF Fund**

A Qualified Capital Purpose Undertaking Fund (QCPUF) may be established for the removal of environmental hazards, the reduction or elimination of accessibility barriers in school district buildings, modifications for life safety code violations, life safety hazards, and mold abatement and prevention projects for existing facilities only. General Fund expenditures for the purpose of this fund are not allowable. Effective April 19, 2016, the tax levy for this fund is restricted to \$0.03. The tax levy for QCPUF projects in place prior to April 19, 2016, remains at \$0.052. The levy may exceed the \$0.03 levy limit if the valuation has decreased from the last year bonds were issued and the bond principal and interest obligation cannot be met. Tax levies cannot exceed ten years for each project. The approved QCPUF levy for 2025-26 .017640

	<b>2025</b>	<b>2024</b>
Balance Forward	353,280.68	
Revenue	11,296.58	
Expenses	<u>0.00</u>	
Balance	364,577.26	399,023.07

**Depreciation Fund**

The purpose of the Depreciation Fund is to facilitate the eventual purchase of costly items by spreading replacement costs over a period of years in order to avoid a disproportionate tax effort in a single year to make the purchase. To allocate monies from the General Fund, a school district will transfer funds as an expense from the General Fund, and the Depreciation Fund will show the transfer as revenue from the General Fund. The school district must divide this fund into more than one account to allocate a portion of this fund for different valid purposes. The Depreciation Fund is a component of the General Fund.

	<b>2025</b>	<b>2024</b>
Balance Forward	3,904,635.31	
Revenue	663.26	
Expenses	<u>45,060.00</u>	
Balance	3,860,238.57	3,473,265.44

**School Nutrition Fund**

The School Nutrition Fund (formerly School Lunch Fund) is required to accommodate the financial activities of all Nutrition Programs operated by the school district. The School Nutrition Fund shall reflect a record of all revenues and expenditures incident to the operation of all Nutrition Programs. If a deficit is incurred in the operation, the deficiency shall be covered by funds transferred from the General Fund.

	<b>2025</b>	<b>2024</b>
Balance Forward	388,784.42	
Revenue	101,344.91	
Expenses	<u>50.80</u>	
Balance	490,078.53	460,742.23

**Payroll Account**

An internal account created for exclusive use by Nebraska City Public Schools. This account receives funds from the General Fund on a monthly basis to cover monthly payroll, benefits, and associated expenses.

	<b>2025</b>	<b>2024</b>
Balance Forward	45,009.64	
Revenue	1,333,892.26	
Expenses	<u>1,331,075.65</u>	
Balance	47,826.34	41,421.88

**Section 125 Account**

An internal account created for exclusive use by Nebraska City Public Schools. This account receives funds from individual employees' monthly salary/wages to cover monthly employee-elected deductions for childcare and healthcare expenses.

	<b>2025</b>	<b>2024</b>
Balance Forward	46,029.77	
Revenue	4,220.62	
Expenses	<u>3,334.17</u>	
Balance	46,916.22	35,251.82

**Bond Fund**

The Bond Fund shall be used to record tax receipts, investment interest, and the payment of bond principal, interest, and other related costs (i.e., trustee fees). If the fund balance is not sufficient to meet interest or bond retirement payments from the Bond Fund, the General Fund shall be used for these payments. Revenue from a levy to retire bonds in any school district is retained in a separate fund by the county treasurer, the financial institution serving as a fiscal agent, or the school district. Funds shall be disbursed upon appropriate demand. All records of the transactions in this area shall be maintained in this fund. Proceeds from a bond issue shall be deposited into the Special Building Fund to be expended on the actual building project. The Bond Fund is a taxing fund and is not part of the \$1.05 cap. The tax levy for this fund is restricted for expenditures other than principal and interest on bonds. Proceeds from a bond issue shall be deposited into the Special Building Fund to be expended on the actual building project. The approved Bond Fund levy for 2025-26 0.125739

	<b>2025</b>	<b>2024</b>
Balance Forward	2,980,669.99	
Revenue	80,646.73	
Expenses	<u>0.00</u>	
Balance	3,061,316.72	2,886,614.17

NEBRASKA CITY PUBLIC SCHOOLS 66-0111							25-26	24-25
GENERAL FUND MONTHLY FINANCIAL REPORT			REC'D MONTH	REC'D THRU:	REC'D THRU		% OF BUDGET TO	% OF BUDGET TO
	RECEIPTS:	BUDGETED	OCTOBER	10/31/2025	10/31/2024	DIFFERENCE	BE RECEIVED	BE RECEIVED
	LOCAL PROPERTY TAXES	7,307,650.00	335,547.25	1,919,431.48	2,665,691.75	(746,260.27)	73.73%	
	CARLINE TAX	10,000.00	981.22	1,186.99	1,023.92	163.07	88.13%	
	IN LIEU OF TAX, 5% GROSS	6,500.00				0.00	100.00%	
	MOTOR VEHICLE TAX	925,000.00	77,606.47	161,660.44	156,913.56	4,746.88	82.52%	
	PENALTIES AND INTEREST ON TAXES	0.00				0.00		
	TUITION FROM OTHER DISTRICTS-SPED	0.00				0.00		
	LOCAL LICENSE FEES, CITY	3,000.00	9,195.00	9,195.00	300.00	8,895.00	-206.50%	
	RENTAL OF SCHOOL FACILITIES	2,000.00			1,400.00	(1,400.00)	100.00%	
	OTHER LOCAL REVENUE	1,500.00				0.00	100.00%	
	COUNTY FINES & LICENSE FEES	140,000.00	20,094.96	21,088.82	27,949.64	(6,860.82)	84.94%	
	ESU RECEIPTS					0.00		
	OTHER COUNTY SOURCES	1,200.00			1,177.60	(1,177.60)		
	STATE AID	3,771,120.00	377,112.00	754,224.00	937,232.00	(183,008.00)	80.00%	
	SPECIAL EDUCATION PROGRAM	2,425,000.00				0.00	100.00%	
	SPECIAL EDUCATION TRANSP.	25,000.00				0.00	100.00%	
	HOMESTEAD EXEMPTION	335,000.00				0.00	100.00%	
	RELIEF TO PROPERTY TAXPAYERS	3,651,350.00				0.00	100.00%	
	PERSONAL PROPERTY TAX CREDIT					0.00		
	HIGH ABILITY LEARNERS	9,000.00	7,051.00	7,051.00		7,051.00	21.66%	
	RULE 4 TEXTBOOK LOAN					0.00		
	PRO-RATE MOTOR VEHICLE	25,000.00	158.63	158.63	277.18	(118.55)	99.37%	
	STATE APPORTIONMENT	280,000.00				0.00	100.00%	
	IN LIEU OF SCHOOL LAND TAX					0.00		
10,588.00	STATE EARLY CHILDHOOD	62,950.00			9,541.00	(9,541.00)	100.00%	
3,565.00	CTE EXTENSION GRANT	9,520.00				0.00	100.00%	
	SAFETY AND SECURITY GRANT					0.00		
	PEAK GRANT	10,000.00						
69,368.20	PROJECT AWARE	150,000.00	14,102.41	14,102.41	8,827.50	5,274.91	90.60%	
95,849.00	TITLE I	400,000.00				0.00	100.00%	
12,351.00	TITLE II PART A	60,515.00		4,369.00	60,365.00	(55,996.00)	92.78%	
73,923.00	IDEA BASE	367,275.00		17,350.00	110,756.00	(93,406.00)	95.28%	
2,041.00	IDEA PRESCHOOL BASE	8,416.00		694.00		694.00	91.75%	
5,642.00	IDEA NON PUBLIC	39,309.00		861.00	17,142.00	(16,281.00)	97.81%	
	IDEA PRESCHOOL BASE-ARP					0.00		
	IDEA BASE-ARP					0.00		
	IDEA NON PUBLIC -ARP					0.00		
	MEDICAID IN PUBLIC SCHOOLS	35,000.00	10,940.41	10,940.41	30,360.22	(19,419.81)	68.74%	
	MAAPS RECEIPTS	40,000.00		5,688.32		5,688.32	85.78%	
	HOMELESS GRANT				1,696.00	(1,696.00)		
	CLSD LITERACY GRANT	518,000.00				0.00		
	ESSERS III				62,605.00	(62,605.00)		
	N-SPDG GRANT					0.00		
28,430.00	TITLE IV, PART B, NCLB 21ST CENTURY	165,000.00	2,625.00	6,357.00	17,645.00	(11,288.00)	96.15%	
	SUMMER CLUB EXTENSION (6989)					0.00		
	CLUBS EXTENSION (6988)					0.00		
	LONG TERM LOAN-LOC	0.00				0.00		
	TAX ANTICIPATION NOTES	0.00				0.00		
	SALE OF BONDS					0.00		
	TRANSFERS FROM FUNDS					0.00		
	OTHER NON-REVENUE RECEIPTS					0.00		
	TOTAL WITHOUT INTERCOMPANY RECEIPT	20,784,305.00	855,414.35	2,934,358.50	4,110,903.37	(1,176,544.87)	85.88%	75.15%
	NON PROGRAM RECEIPTS							
301,757.20	GRAND TOTAL	20,784,305.00	855,414.35	2,934,358.50	4,110,903.37			

			DISB. MONTH	DISB. THRU:	DISB. THRU:		% OF BUDGET TO	% OF BUDGET TO
	DISBURSEMENTS:	BUDGETED	OCTOBER	10/31/2025	10/31/2024	DIFFERENCE	BE SPENT	BE SPENT
1100	INSTRUCTION	6,280,510.00	466,875.65	898,771.17	892,215.96	6,555.21	85.69%	
1150	ELL	432,500.00	34,214.52	68,220.13	67,253.73	966.40	84.23%	
1160	POVERTY	2,523,520.00	192,800.01	394,593.51	441,815.81	(47,222.30)	84.36%	
1190	PRESCHOOL LOCAL FUNDS	284,025.00	24,261.12	48,288.01	50,665.60	(2,377.59)	83.00%	
1200	SPECIAL EDUCATION	2,929,125.00	255,139.92	487,901.44	439,985.15	47,916.29	83.34%	
1300	DRIVER'S ED/SUMMER SCHOOL	13,455.00			1,740.23	(1,740.23)	100.00%	
2120	GUIDANCE	326,950.00	26,073.84	52,147.68	50,635.33	1,512.35	84.05%	
2130	HEALTH/NURSE	90,175.00	7,320.98	14,397.13	16,212.40	(1,815.27)	84.03%	
2140	PSYCHOLOGY	248,400.00	19,516.19	39,962.16	41,291.07	(1,328.91)	83.91%	
2150	SPEECH/AUDIOLOGY	403,500.00	24,056.18	71,748.40	65,460.80	6,287.60	82.22%	
2160	OCCUPATIONAL THERAPY	400.00				-	100.00%	
2170	PHYSICAL THERAPY	71,150.00	4,747.30	9,555.50	9,545.59	9.91	86.57%	
2180	VISION	3,900.00				-	100.00%	
2190	OTHER SUPPORT SERVICES	119,000.00	2,006.62	2,301.69	2,334.40	(32.71)	98.07%	
2212	CURRICULUM DIRECTOR	113,500.00	9,287.78	18,515.56	23,933.60	(5,418.04)	83.69%	
2214	STANDARDS DIRECTOR	5,000.00				-	100.00%	
2220	LIBRARY	189,310.00	13,335.65	26,671.25	26,524.00	147.25	85.91%	
2290	EARLY RETIREMENT	105,000.00		105,000.00	105,000.00	-	0.00%	
2310	SCHOOL BOARD	130,500.00	1,302.53	16,339.53	8,683.66	7,655.87	87.48%	
2320	SUPERINTENDENT	345,000.00	28,222.28	56,671.11	55,514.89	1,156.22	83.57%	
2410	PRINCIPALS	991,800.00	82,447.85	165,328.20	183,007.10	(17,678.90)	83.33%	
2510	BUSINESS OFFICE	279,950.00	21,891.13	43,774.23	42,593.35	1,180.88	84.36%	
2580	TECHNOLOGY	435,300.00	14,121.48	46,615.66	67,090.52	(20,474.86)	89.29%	
2610	PLANT OPERATION	1,198,500.00	94,012.81	410,123.77	395,727.43	14,396.34	65.78%	
2620	MAINTENANCE	958,800.00	58,527.21	137,970.08	121,373.25	16,596.83	85.61%	
2700	PUPIL TRANSPORTATION	403,025.00	39,992.49	67,228.84	55,111.23	12,117.61	83.32%	
3535	HIGH ABILITY LEARNERS	2,525.00	152.10	304.20	601.76	(297.56)	87.95%	
3540	STATE EARLY CHILDHOOD	63,700.00	5,451.27	10,746.45	4,495.38	6,251.07	83.13%	
3551	CTE EXTENSTION GRANT	9,520.00	1,419.00	3,565.75	1,430.00	2,135.75	62.54%	
3552	SAFETY AND SECURITY GRANT	0.00			3,825.00			
5000	DEBT SERVICES	40,000.00	2,995.50	5,991.00	5,991.00	-	85.02%	
6200	TITLE I	388,250.00	32,567.60	64,301.72	63,867.82	433.90	83.44%	
6301	CLSD LITERACY GRANT	518,000.00		88,800.00		88,800.00	82.86%	
6310	TITLE II PART A	57,910.00	3,991.75	7,983.50	17,685.36	(9,701.86)	86.21%	
6406	IDEA PART B PRESCHOOL	8,400.00	709.37	1,418.74	1,414.14	4.60	83.11%	
6408	IDEA BASE/ENROLLMENT/POVERTY	341,575.00	29,754.69	61,557.92	63,522.40	(1,964.48)	81.98%	
6412	NON-PUBLIC SPED	39,309.00	1,420.83	4,782.34	4,893.83	(111.49)	87.83%	
6418	PEAK GRANT	10,000.00			9,637.75	(9,637.75)		
6421	IDEA BASE-ARP	0.00				-		
6423	IDEA NON PUBLIC -ARP	0.00				-		
6700	PERKINS	600.00				-		
6968	TITLE IV, PART B, NCLB 21ST CENTURY	227,230.00	21,142.85	30,285.42	29,648.26	637.16	86.67%	
6988	EXTENDED CLUBS					-		
6989	SUMMER CLUBS					-		
6990	PROJECT AWARE	182,340.00	55,262.32	69,364.73	18,316.66	51,048.07	61.96%	
6994	HOMELESS GRANT							
6996	ESSERS/CARES GRANT	0.00				-		
6997	ESSERS II	0.00				-		
6998	ESSERS III	0.00				-		
	SUBTOTAL	20,771,654.00	1,575,020.82	3,531,226.82	3,389,044.46	146,007.36	72.39%	78.93%
	TRANSFER TO FUND							
	TOTAL DISBURSEMENTS:	20,771,654.00	1,575,020.82	3,531,226.82	3,389,044.46			



**Activity Fund Balance Report - Summary - Exclude Encumbrances**

10/2025 - 10/2025

Regular; Beginning Month 10/2025; Processing Month 10/2025; Accounts to Include Accounts with Activity; Fund Balance Account 119 Records Selected; Fund Number 05

**Fund: 05 Activity Fund**

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0001	HS FOOTBALL BALANCE	(1,817.06)	1,695.00	6,873.25	0.00	3,361.19
05 704 0003	MS FOOTBALL BALANCE	(739.20)	390.00	1,454.00	0.00	324.80
05 704 0004	HS BOYS BASKETBALL BALANCE	0.00	(1,000.00)	0.00	0.00	1,000.00
05 704 0008	HS TRACK BALANCE	37.40	0.00	0.00	0.00	37.40
05 704 0009	NC INVITATIONAL TRACK BALANCE	4,698.31	0.00	0.00	0.00	4,698.31
05 704 0010	YOUTH GIRLS BB BALANCE	3,220.89	0.00	0.00	0.00	3,220.89
05 704 0012	HS WRESTLING BALANCE	1,149.80	0.00	0.00	0.00	1,149.80
05 704 0013	MS WRESTLING BALANCE	0.00	23.99	0.00	0.00	(23.99)
05 704 0014	HS & MS CROSS COUNTRY BALANCE	2,480.55	2,229.00	1,575.00	0.00	1,826.55
05 704 0015	HS UNIFORMS	(1,402.20)	5,553.75	0.00	0.00	(6,955.95)
05 704 0016	HS GIRLS BASKETBALL BALANCE	0.00	(1,000.00)	0.00	0.00	1,000.00
05 704 0018	HS VOLLEYBALL BALANCE	(1,328.00)	599.50	3,455.04	0.00	1,527.54
05 704 0019	MS UNIFORMS	(6,817.00)	311.50	0.00	0.00	(7,128.50)
05 704 0020	MS VOLLEYBALL BALANCE	(250.00)	435.00	1,498.00	0.00	813.00
05 704 0021	HS BOYS TENNIS BALANCE	350.00	133.54	200.00	0.00	416.46
05 704 0023	UNIFIED ACTIVITIES	1,406.03	0.00	300.00	0.00	1,706.03
05 704 0024	HS BOYS GOLF BALANCE	(175.00)	0.00	0.00	0.00	(175.00)
05 704 0025	FFA BALANCE	11,475.77	2,482.88	1,434.60	0.00	10,427.49
05 704 0026	FCCLA BALANCE	10,325.74	72.46	3,130.00	0.00	13,383.28
05 704 0027	PIONNER YOUTH BOYS BASKETBALL BALANCE	126.24	0.00	0.00	0.00	126.24
05 704 0028	NS BOOK FUND BALANCE	(3,387.83)	0.00	0.00	0.00	(3,387.83)
05 704 0030	MUSICAL BALANCE	9,353.20	0.00	0.00	0.00	9,353.20
05 704 0032	MS CONCESSIONS BALANCE	1,264.23	783.34	1,302.55	0.00	1,783.44
05 704 0033	MS STUDENT FEES	9,717.31	0.00	320.00	0.00	10,037.31
05 704 0035	MS POP BALANCE	2,421.35	455.00	0.00	0.00	1,966.35
05 704 0037	MS BAND RESALE BALANCE	3,966.51	0.00	210.00	0.00	4,176.51
05 704 0038	MS WRESTLING CLUB BALANCE	3,206.91	0.00	0.00	0.00	3,206.91
05 704 0039	PIONEER FOOTBALL BALANCE	7,999.12	435.25	184.00	0.00	7,747.87
05 704 0040	WEIGHTLIFTING BALANCE	421.95	0.00	0.00	0.00	421.95
05 704 0041	MS TRACK CLUB BALANCE	483.77	0.00	0.00	0.00	483.77
05 704 0043	HW BOOK FUND BALANCE	1,552.61	0.00	0.00	0.00	1,552.61
05 704 0045	CHEERLEADERS BALANCE	(8,203.65)	9.71	0.00	0.00	(8,213.36)
05 704 0046	CLASS OF 2027 BALANCE	1,267.24	0.00	0.00	0.00	1,267.24
05 704 0047	MS BAND TRIP BALANCE	29.00	0.00	0.00	0.00	29.00
05 704 0048	SPEECH CONTEST BALANCE	659.25	0.00	0.00	0.00	659.25
05 704 0049	DRAMA ACTIVITY BALANCE	1,160.81	0.00	0.00	0.00	1,160.81

**Activity Fund Balance Report - Summary - Exclude Encumbrances**

10/2025 - 10/2025

Regular; Beginning Month 10/2025; Processing Month 10/2025; Accounts to Include Accounts with Activity; Fund Balance Account 119 Records Selected; Fund Number 05

**Fund: 05      Activity Fund**

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0050	MS STUDENT COUNCIL BALANCE	11,029.80	1,592.87	584.95	0.00	10,021.88
05 704 0051	HS STUDENT COUNCIL BALANCE	2,503.89	94.05	0.00	0.00	2,409.84
05 704 0052	JOURNALISM BALANCE	9,115.30	0.00	5,650.00	0.00	14,765.30
05 704 0054	ART CLUB BALANCE	1,563.81	0.00	0.00	0.00	1,563.81
05 704 0056	NATIONAL HONOR SOCIETY BALANCE	(634.05)	385.00	0.00	0.00	(1,019.05)
05 704 0057	DISTRICT ACTIVITY FUND BALANCE	13,986.99	45.00	0.00	0.00	13,941.99
05 704 0058	HS BAND ACTIVITY BALANCE	400.10	1,575.95	40.00	0.00	(1,135.85)
05 704 0059	6TH GRADE BAND BALANCE	(985.68)	0.00	0.00	0.00	(985.68)
05 704 0060	HS BOOK SALES BALANCE	4,390.27	0.00	0.00	0.00	4,390.27
05 704 0061	HS SCIENCE GRANT BALANCE	2.02	0.00	0.00	0.00	2.02
05 704 0062	HS QUIZ BOWL BALANCE	0.00	0.00	250.00	0.00	250.00
05 704 0063	MS QUIZ BOWL BALANCE	176.06	0.00	0.00	0.00	176.06
05 704 0064	HS SCIENCE CLUB BALANCE	923.85	0.00	60.00	0.00	983.85
05 704 0068	HS CONCESSIONS BALANCE	16,158.53	8,299.40	12,797.09	0.00	20,656.22
05 704 0069	PRECORDERS BALANCE	496.93	172.25	371.00	0.00	695.68
05 704 0070	VARSITY CLUB BALANCE	13,091.21	159.98	17,910.00	0.00	30,841.23
05 704 0071	WELLNESS BALANCE	11,598.63	237.05	0.00	0.00	11,361.58
05 704 0072	DRIVER EDUCATION BALANCE	12,119.78	0.00	0.00	0.00	12,119.78
05 704 0073	MS SHOP ACTIVITY BALANCE	1,525.31	203.28	0.00	0.00	1,322.03
05 704 0077	HS GOLF FUNDRAISING	519.45	0.00	0.00	0.00	519.45
05 704 0078	HS WRESTLING FUNDRAISER	910.25	0.00	0.00	0.00	910.25
05 704 0079	HORTICULTURE BALANCE	603.27	0.00	0.00	0.00	603.27
05 704 0082	NC DRUG FEE BALANCE	221.10	0.00	0.00	0.00	221.10
05 704 0083	ATHLETIC TRAINER SUPPLIES BALANCE	(348.66)	2,935.87	0.00	0.00	(3,284.53)
05 704 0085	HW PURPLE JAM BALANCE	500.32	0.00	0.00	0.00	500.32
05 704 0086	SUMMER SB LEAGUE BALANCE	(16.75)	0.00	0.00	0.00	(16.75)
05 704 0087	HAYWARD FUNDRAISER BALANCE	2,111.49	385.21	388.00	0.00	2,114.28
05 704 0088	MS BOOK SALES BALANCE	(1,904.15)	0.00	0.00	0.00	(1,904.15)
05 704 0090	VOLLEYBALL CLUB BALANCE	(573.58)	0.00	0.00	0.00	(573.58)
05 704 0091	GIRLS SOCCER CLUB BALANCE	3,224.79	0.00	0.00	0.00	3,224.79
05 704 0092	CLASS OF 2028 BALANCE	309.28	0.00	125.00	0.00	434.28
05 704 0093	FBLA BALANCE	277.96	0.00	0.00	0.00	277.96
05 704 0095	HS ENGLISH BALANCE	291.86	0.00	0.00	0.00	291.86
05 704 0096	PIONEER PERKS BALANCE	585.13	0.00	0.00	0.00	585.13
05 704 0097	NS FUNDRAISER BALANCE	1,737.82	0.00	0.00	0.00	1,737.82
05 704 0098	BBB SUMMER LEAGUE BALANCE	3,604.17	0.00	0.00	0.00	3,604.17

**Activity Fund Balance Report - Summary - Exclude Encumbrances**

10/2025 - 10/2025

Regular; Beginning Month 10/2025; Processing Month 10/2025; Accounts to Include Accounts with Activity; Fund Balance Account 119 Records Selected; Fund Number 05

**Fund: 05 Activity Fund**

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0099	DISTRICT WELLNESS BALANCE	3,124.97	0.00	0.00	0.00	3,124.97
05 704 0101	PIONEER CROSS COUNTRY BALANCE	831.98	0.00	0.00	0.00	831.98
05 704 0103	DISTRICT II MUSIC CONTEST BALANCE	633.54	0.00	0.00	0.00	633.54
05 704 0104	HS SCIENCE SCHOLARSHIP BALANCE	251.51	0.00	0.00	0.00	251.51
05 704 0105	HS SOCCER BALANCE	0.00	(1,000.00)	0.00	0.00	1,000.00
05 704 0106	BOYS TENNIS CLUB BALANCE	(219.34)	0.00	0.00	0.00	(219.34)
05 704 0107	HS GIRLS GOLF BALANCE	1,085.00	391.22	1,230.00	0.00	1,923.78
05 704 0108	EXPRESSIONS BALANCE	5,699.49	1,511.81	0.00	0.00	4,187.68
05 704 0110	MS VOCAL BALANCE	190.00	0.00	0.00	0.00	190.00
05 704 0111	HS SPED BALANCE	1,363.69	0.00	726.00	0.00	2,089.69
05 704 0112	SUMMER GBB BALANCE	1,696.33	0.00	0.00	0.00	1,696.33
05 704 0115	GIRLS TENNIS CLUB BALANCE	(1,246.21)	0.00	0.00	0.00	(1,246.21)
05 704 0116	STUDENT FEE DONATION BALANCE	707.00	0.00	0.00	0.00	707.00
05 704 0117	BOYS SOCCER CLUB BALANCE	3,291.04	0.00	0.00	0.00	3,291.04
05 704 0118	Girls Wrestling Club Balance	3,919.19	0.00	0.00	0.00	3,919.19
05 704 0121	CLASS OF 2026 BALANCE	450.90	0.00	0.00	0.00	450.90
05 704 0123	HS SOFTBALL BALANCE	206.47	390.00	1,146.00	0.00	962.47
05 704 0124	CD/INTEREST BALANCE	(5,714.70)	0.00	428.77	0.00	(5,285.93)
05 704 0126	MUSIC TRIP BALANCE	1,247.70	0.00	0.00	0.00	1,247.70
05 704 0127	HAL BALANCE	370.46	0.00	0.00	0.00	370.46
05 704 0128	BASEBALL CLUB BALANCE	7,802.51	0.00	0.00	0.00	7,802.51
05 704 0130	HS SOUND SYSTEM BALANCE	846.25	0.00	0.00	0.00	846.25
05 704 0131	SUMMER SCHOOL BALANCE	7,606.02	0.00	0.00	0.00	7,606.02
05 704 0132	HS ART FEES BALANCE	5,630.07	0.00	45.00	0.00	5,675.07
05 704 0133	HS SPANISH FEES BALANCE	278.72	0.00	0.00	0.00	278.72
05 704 0135	MS ART FEES BALANCE	1,905.70	0.00	0.00	0.00	1,905.70
05 704 0136	MS IT FEES BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 0137	HS FOOD FEES BALANCE	1,620.42	414.40	20.00	0.00	1,226.02
05 704 0138	COLLEGE TUITION FEES BALANCE	735.17	0.00	0.00	0.00	735.17
05 704 0139	MATH TECHNOLOGY BALANCE	2,149.35	0.00	0.00	0.00	2,149.35
05 704 0140	Education Quest	10,211.98	507.73	5,000.00	0.00	14,704.25
05 704 0141	CO BALANCE	16,460.82	682.44	5,567.99	0.00	21,346.37
05 704 0144	PIONEER PETE BALANCE	7,674.02	4,620.00	0.00	0.00	3,054.02
05 704 0145	HS TRACK CLUB BALANCE	317.28	0.00	0.00	0.00	317.28
05 704 0148	MS PIONEER HONOR SOCIETY BALANCE	1,685.88	0.00	100.00	0.00	1,785.88
05 704 0150	MS VOLLEYBALL CLUB BALANCE	569.53	0.00	0.00	0.00	569.53

**Activity Fund Balance Report - Summary - Exclude Encumbrances**

10/2025 - 10/2025

Regular; Beginning Month 10/2025; Processing Month 10/2025; Accounts to Include Accounts with Activity; Fund Balance Account 119 Records Selected; Fund Number 05

**Fund: 05      Activity Fund**

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0152	ACTIVITY ADMIN. BALANCE	5,695.31	0.00	0.00	0.00	5,695.31
05 704 0157	TECHNOLOGY BALANCE	25,395.67	0.00	1,160.00	0.00	26,555.67
05 704 0158	MS LIFE SKILLS BALANCE	3,464.05	0.00	252.00	0.00	3,716.05
05 704 0159	CA CONSTRUCTION BALANCE	6,467.34	214.85	0.00	0.00	6,252.49
05 704 0160	CLASS OF 2029 BALANCE	237.00	0.00	0.00	0.00	237.00
05 704 0161	CA WELDING BALANCE	821.34	0.00	0.00	0.00	821.34
05 704 0162	CA-INFORMATION TECHNOLOGY BALANCE	600.59	0.00	0.00	0.00	600.59
05 704 0163	YOUTH TENNIS CLUB BALANCE	747.30	0.00	0.00	0.00	747.30
05 704 0164	JAG BALANCE	431.61	0.00	0.00	0.00	431.61
05 704 0165	ESPORTS BALANCE	854.63	100.00	0.00	0.00	754.63
05 704 0166	TURF AND DIRT BALANCE	0.00	0.00	10,350.00	0.00	10,350.00
Fund Total: 05		292,268.13	37,528.28	86,138.24	0.00	340,878.09



[1] these numbers here match column F in the 2022-2023 Data Enrollment sheet

		11/3/2025	<b>Board Meeting Mileage Sheet</b>							
<b>DATE</b>										
<b>PURCHASED</b>	<b>YEAR</b>	<b>TRADE NAME</b>	<b>STYLE</b>	<b>NUMBER</b>	<b>BODY TYPE</b>	<b>CAPACITY</b>	<b>VEHICLE ID#</b>	<b>CYLINDERS</b>	<b>LICENSE #</b>	<b>MILEAGE</b>
11/19/2007	2007	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31L27DA62220	8	53028	204716
1/4/2008	2007	CHEVY	VAN	TAN	ES UPLANDER	7	1GNDV23107D159355	6	51495	186036
6/26/2018	2013	FORD	PICKUP	RED	F150	5	1FTFW1EF1DKF26059	8	58436	149949
7/20/2009	2008	CHEVY	VAN	WHITE	UPLANDER-LS	7	1GNDV23118D104608	6	55997	171892
7/22/2009	2008	CHEVY	VAN	RED	UPLANDER LS	7	1GNDV23128D130117	6	51678	197799
8/17/2009	2001	CHEVY	VAN	WHITE	EXPRESS	2	1GCHG35R111152386	6	51494	115539
9/23/2009	2009	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31LX9DA54328	6	53021	99163
11/16/2012	2011	DODGE VAN	VAN	SILVER	GRAND CARAVAN	5	2D4RN3DG9BR628362	6	56540	182080
12/17/2021	2016	CHEVY	SPED BUS	YELLOW	MICRO BIRD	13	1GB3G3BG5F1127886	8	60892	84362
4/25/2022	2014	DODGE VAN	VAN	NAVY	GRAND CARAVAN	6	2C4RDGBG4ER353286	6	60384	99962
6/2022	2019	DODGE VAN (SPED)	VAN	WHITE	GRAND CARAVAN	6	2C4RDGBG6HR735999	6	60884	42380
5/2022	2013	CHEVY VAN	VAN	WHITE	EXPRESS	10	1GAWGPFA7D1176079	6	60382	40556
12/2022	2019	DODGE VAN (Activity)	VAN	WHITE	GRAND CARAVAN	6	2C4RDGEG1KR739509	6	60890	92609
11/1/2023	2021	NISSAN VAN	VAN	SILVER	VAN	10	5BZAF0AA8MN850607	6	60902	77792
11/2023	2023	CHEVY	TRUCK	WHITE	2500 HD	3	1GC0YLE70PF209343	8	60898	23904
12/2023	2023	FORD	VAN	WHITE	TRANSIT	10	1FBAX2C89PKB95953	8	62998	10519
7/2024	2024	FORD	SUV	BLACK	EXPEDITION	6	1FMJK1J83REA51268	8	68001	12073
7/2024	2019	DODGE VAN	VAN	DARK GRAY	GRAND CARAVAN	6	2C4RDGEG2KR571430	6	56539	76115

**NCPS Board of Education Report  
Northside Elementary  
November 4th, 2025**

**Reading:**

- **Instructional Strategies:**

- **Kindergarten IPI Progress**

The Kindergarten IPI team experienced a significant breakthrough during their first unit assessment review. We reviewed the state standards together and aligned each assessment question to its corresponding standard. This process helped the team recognize that the Benchmark assessment accurately reflects the rigor and expectations of the standards. This led to the understanding that, over time, the state standards themselves will serve as the foundation for the report card.

- **Data Reflection and Instructional Conversations**

During our next meeting, the team analyzed their progress monitoring data and identified one key truth about their results. This activity led teachers to engage in reflection conversations, leading to deeper professional dialogue, prompting questions such as: *How are you teaching this skill? Does it look different in your classroom? How many minutes are you dedicating to instruction? Is this the most effective intervention?* Engaging in these reflective conversations about instructional delivery, frequency, and duration is essential. They allow teams to collaborate, compare practices, and ultimately strengthen the effectiveness of their interventions.

- **Second Grade Fluency Intervention Cycle**

- In collaboration with DMG, the second-grade team has initiated an eight-week intervention cycle focused on a targeted group of students. A total of 30 students were selected based on baseline data falling between the 20th and 50th percentile of the grade-level benchmark.

Teachers conducted an in-depth analysis of each student's strengths and areas for growth, then identified an intervention designed to address the most common needs within the group. Data indicated that while these students possess foundational decoding skills, they require additional practice with grade-level text to improve fluency. As a result, the team selected a fluency intervention implemented five days a week for 15 minutes. This occurs in addition to core instruction and a 15-minute daily skills-based small group. The goal for this cycle is for each student to increase their reading fluency by at least 14 words by the end of the eight weeks—an ambitious yet attainable target supported by research (approximately 1.6 words per week).

- **2nd Grade SMART Goal**

By December 12, 2025, 18 of 30 Grade 2 students scoring in the 20th - 50th percentile band (29-66 median Words Read Correctly) on the FastBridge Fall Screener will grow at least 14 WRC on the CBMreading post-assessment.

### **Attendance Initiative:**

**Goal: Reduce the number of chronic absences.**

**How?** Relationships, relationships, relationships.

- The attendance team meets every Tuesday. We have narrowed down our focus group with DMG and created a “check in/check out” system to hold ourselves accountable for consistency and fidelity. We touch base with each kid every day and then mark it off. We are getting our structures and systems in place that can be accountable for this everyday. We look for adults that already have daily contact with the student. For example, if they eat breakfast, could the breakfast person check in with them so it is organic/natural.
- Attendance award was given to Mrs. Gripenstroh's class for the least amount of absences for the month of October. They received the traveling trophy for the month and they got to Trick or Treat to Ms. Wilcox's office.



## Community:

- PTO Color Run. We had community VIPs come watch.



- **Staff to Staff:** Walking Wednesdays at Arbor Lodge. Everyone can walk, and it's free.
- **Staff to Student:** Halloween Costume Parade. All teachers/students participated. We had crayons, Care Bears, Spice Girls, the Sanderson Sisters and the high school drumline in attendance as well.



- Purple Apple awards were given to students who consistently demonstrated Responsibility.



- PTO held a Teacher Costume Race



November 11, 2025

Hayward Elementary Board Update  
Tammy Schaefer

**Attendance:**

As a building we have offered an ice cream party for the class with the best attendance percentage for Quarter 1. We continue to visit incentive ideas for individual attendance as well as class and staff.

**Reading:**

Staff are feeling more comfortable with the new program and maneuvering through materials and interventions and locating tools to support students and their continued growth.

Staff have continued to state their appreciation for weekly IPI time and allowing Mrs. Sherwin and Mrs. Schaefer to be present to seek answers and support them with their work.

Staff have cross grade level groups that meet monthly and have Literacy time with students. Students have responded in a positive manner to this reading opportunity with students in other

Ms. Schaefer and Ms. Wilcox have teamed to observe classrooms in each building together and allow the opportunity to reflect about the program and how we can continue to support our staff with needs as well as their growth.

**Community:**

PTO held the Color Run and the turnout of community volunteers was amazing.

EDGE 3.0 met and have begun a Community Food drive led by the 3rd grade class.

EDGE 4.0 spent time at Morton James Public library becoming more familiar with the services the library provides for students and their families.

As a staff we continue collaboration for community opportunities for our students.

# NCPS Board of Education Report

## Middle School

### November 10th, 2025

#### Instructional Strategies/Reading:

- The NCMS staff met during their PD time on October 22nd and November 3rd. The focus of these meetings was to continue to narrow the focus for consistency in priority instruction and what strategies are used. Teachers also collaborated on finding trends between attendance, academic performance, and relationships with adults in the building.
- Mrs. Weaver's class has been utilizing the famous Edgar Allen Poe poem *The Raven* leading up to Halloween. Students could be heard rehearsing the poem in class and at lunch each day. It brought a fun and academic atmosphere to the school.
- Ms. Calfee's 8th grade ELA students enjoyed class outside on October 20 for National Day of Writing. Students used sidewalk chalk to complete their daily writing prompt, and then they paired up to create chalk maps of Middle Earth as they studied *The Hobbit* novel.



#### Attendance:

- Our building attendance team continues to meet to implement our tiered strategy on addressing chronic absenteeism at NCMS.
  - Tier I — Universal Practices

- We have positively recognized 274 students for on-time, every time attendance. This means that they were on-time and present for all classes that day
- Some additional comparisons:

Through 55 Days (Nov. 4th)	2024-2025	2025-2026
	Percentage of Students	
Perfect Attendance	<b>3.60%</b>	<b>8.90%</b>
Higher than 95%	<b>42.10%</b>	<b>57%</b>
Higher than 90%	<b>67%</b>	<b>81.10%</b>
Lower than 90%	<b>23%</b>	<b>19.90%</b>
Average Daily Attendance (ADA)	<b>91%</b>	<b>94.10%</b>
ADA - Class of 2030 (8th Grade)	<b>91.30%</b>	<b>93.66%</b>
ADA - Class of 2031 (7th Grade)	<b>92.35%</b>	<b>92.84%</b>
ADA - Class of 2032 (6th Grade)	<b>94.80%</b>	<b>95.77%</b>

### **Community Engagement:**

- NCMS will be hosting a family night for parents to come and learn from the BraveBe Child Advocacy Center in connection with student presentations during the school day. Families will learn about safe online practices and digital citizenship. This will take place on Wednesday, November 19th at 6:00 PM.
- Students from the MS girls basketball team got to attend a Sportsmanship Pep Rally and Husker Women's basketball game. They heard from a variety of Husker Athletes and Coaches before watching the Huskers beat Northwestern State 103-46.



- The 7th Grade went to Camp Catron on Wednesday, October 8th. This outdoor education day included a nature hike, low challenge course, outdoor recreation, a nature themed craft, and team building activities. Our team said it was an excellent experience and are looking forward to going back next year.



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- **Enrollment (Nov. 6, 2025)**
  - **6th Grade: 114 students (+2 from August)**
  - **7th Grade: 85 Students (+0 from August)**
  - **8th Grade: 95 Students (+2 from August)**
  - **6th-8th Grade: 294 Students (+4 from August)**

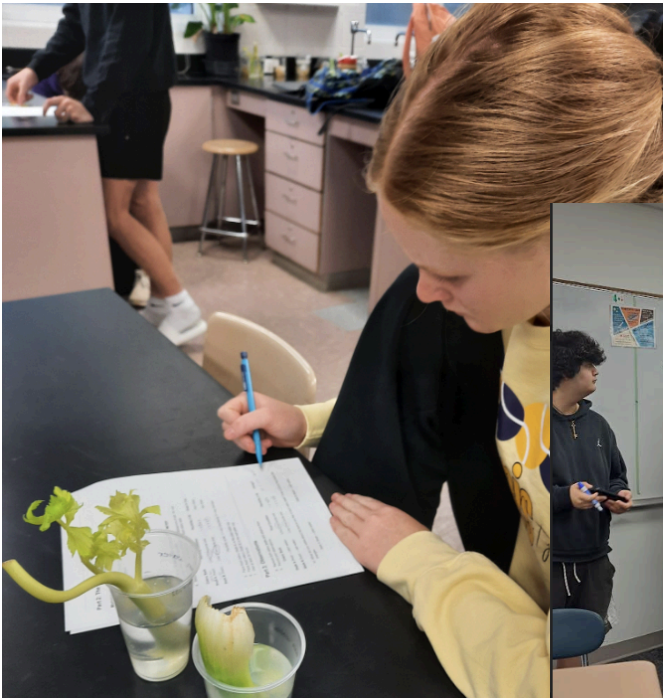
# NCPS Board of Education Report High School November 10th, 2025

## Instructional Strategies/Reading:

- NCHS staff had the opportunity to collaborate on instructional strategies. Identifying specific strategies that work well and ones we need more information about. These conversations took place by department.



- **Biology students 'playing' with their vegetables!** Exploring tonicity and osmosis. Our real-world application - crops and soil quality & house plants and watering cycles.



- Honors geometry students search for haunted primes. Prime numbers whose Sum of digits are also prime. 67:  $6+7=13$ (a prime)



- Mr. Hoover and "New" Pioneer educators have lunch together to share ideas and strategies.



- Freshmen Honors ELA Students during a Socratic Seminar over *Animal Farm*. Students were responsible for a completely independent academic discussion over the assigned reading.



## Attendance:

- “Check and Connect” - is one of the strategies we are utilizing to improve attendance. Teachers have volunteered to meet with students to build a supportive conversation that helps the student reflect on attendance patterns and identify solutions together. The goal is **connection first, correction second** — understanding *why* attendance has been inconsistent and *how* we can help.

- Real time attendance - This is an example of some of the communication which is going home. It is real time (thanks to Mrs. Nelson) and has helped show families how attendance has an impact now:
  - *According to our records, (Student's name) has been absent for 7.3 school days out of a possible 53 school days this academic year. In other words, (Student's name) has been absent 13.7%, which exceeds the 10% threshold for academic success. As (Student's name) is approaching or has exceeded this threshold, we would like to collaborate with you to improve her attendance and support her learning.*
- "Apply to College Day" was successful! A lot of Seniors filled out college applications.



## Community Engagement:

- The high school drumline went to play for the Northside Elementary costume parade! It was a fun time interacting with the students and providing musical support in our school community!




- Mrs. Thomas took EL students to the Sueños Summit in Columbus on October 14 at Central College. Students had the chance to interact with influential latino leaders, participate in workshops, and learn about community involvement.



- The Work Based Learning Committee met in late October as we were pleased to have Mrs. Lisa Walker join us. Discussion revolved around “who needs to be at the table” as we further develop a more cohesive program. Mrs. Mandl and Mrs. Sherwin did a great job of leading the group.

**Veteran's Day**



**Pride of the Pioneers  
NCHS Band**

**What: Musical Celebration of Veteran's Day**  
**Where: Memorial Building Nebraska City**  
**When: November 11th at 11:00am**  
**Who: All are invited**

# NCPS Board of Education Report

## Middle School Activities

### November 7th, 2025

#### Attendance:

- **Nebraska City Middle School Girls Wrestling**
  - The second season of girls wrestling has begun and started in the last week of October. This program will be led by Head Coach Mrs. Vicki Hobbs, assistant coaches Dr. Samantha Boyer and Mr. Adam Walters. The team has 18 student-athletes this season. The Pioneer wrestling team travels to Ralston on Tuesday, November 11, 2025 at Ralston for their first competition of the season against Trailblazer conference opponents: Beatrice, Plattsmouth and Ralston. The Pioneer girls wrestlers will host their own invitational on Saturday, December 6, 2025 at Nebraska City high school at 10am, compete in the first annual Trailblazer Conference Girls Wrestling Tournament at the end of the season on Saturday, December 13 at Ashland-Greenwood.
- **Nebraska City Middle School Football**
  - The NCMS Football teams traveled to Louisville on Thursday, October 16. Both squads picked up wins to close out the season on a high note! It has been a great season for the football team and we are excited to see what the program has in store for the future as we welcome the class of 2030 into the high school program and prepare to have the class of 2032 join the program next Fall 2026.
- **Nebraska City Middle School Student Council**
  - Our student council continues to work within the school sponsoring fun activities and themes throughout the Fall. NCMS Stuco raised funds by providing middle school students the opportunity to send Halloween-themed “BOO-GRAMS” to other students and staff members that were compiled and delivered on Friday, October 31. Stuco also sponsored a Halloween Movie night at the middle school on Saturday, November 1st. The students selected 2 movies, Tim Burton’s, “The Nightmare Before Christmas” and “Hocus-Pocus”. We had approximately 70 students join us for the evening of fun and we hope to offer more fun opportunities for our students later in the school year. Thank you NCMS Stuco!



- - **Nebraska City Middle School Quizbowl**

- The NCMS quizbowl team has had great participation so far, students from all 3 grade levels, 20+ every week. It was a fun and progressive practice last week using the buzzers for the first time. The NCMS Quizbowl team is sponsored by Mr. Travis Case.



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### **Community Engagement:**

- The Nebraska City Rec-Department has once again offered basketball clinics for 3-6th grade boys and girls in the Nebraska City middle school gym. These skills camp-clinics will be offered each Saturday in November led by Mr. John Hodges and other youth basketball coaches. Our kids are fortunate to have people who donate their time to offer meaningful opportunities to grow in their passions and skills on the basketball court. Here are a few pictures from the first session on Saturday, November 1. The boys clinic was from 9-10:15am and the girls session was from 10:15-11:30am.



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# NCPS Board of Education Report

## High School Activities

### November, 2025

#### *Community Engagement, Attendance*

- One-Act is gearing up for our performances. The kids have put in a lot of work both on and off stage to prepare for this show. They have also done a nice job executing some of the new technical aspects that we plan to bring with us as we travel to other schools to perform.
- Science club elected officers in early October: Ryan Walker - President, Logan Miller - Vice President, and Brooke Barton - Historian. We visited Henry Doorly Zoo, aided Keep Nebraska City Beautiful in their electronics recycling event, and participated in the Student Council Safe Trick-or-Treat. We continue to collect plastics for the NexTrex Bench Challenge and will be partnering with the Student Council for our next round.
- E-Sports playoffs will take place the week Nov. 3rd, Nov. 10th, and Nov. 17th for the fall season.

For Chess, here are our current records prior to playoffs beginning:

Each week for chess, matches are played to a best of 3 games to determine the winner.

Chess play for playoffs can still result in state medals for students, but these contests are completely online for chess.

Alvarro Torres-Hincapie--7-0 (ranked 2nd in the state for our division & the only student without a single game lost)

Juan Galvis--5-2

Paxton Olson--5-2

Juan Marquez Arrubla--5-2

Cloie Sands Lane--4-3

For Marvel Rivals, we earned a first round bye and will play Norris next week for our first playoff game to qualify for state if we win that matchup.

We have 8 individuals on the Marvel Rivals team: Cale Hilgerson, Dominic Nelson, Tyler Schmitz-Reed, Chaz McDougald, Keegan Shimmel, Micah Shimmel, Archer Walters, & Paxton Olson

For Smash Bros. Ultimate: Each week is a best of 3 games

Zakari Brooks is 6-1 on the season and is ranked in the top 10 in the state.

Manioz Turquiz Alajanel is 5-2 on the season.

Ryan Walker is 4-3 on the season.

Students in Super Smash Bros. can qualify for an in-person state tournament.

- Choir news! We had a great Fall Choir Concert on Tuesday, October 21.

We had 8 students represent Nebraska City High School at the Trailblazer Choir Festival at Ashland-Greenwood Middle School on Tuesday, November 4th.

We had one student make alternate for the 2025 Nebraska All-State Choir - Robin Stanek

Next up! The choirs are looking forward to hosting winter concerts. The Winter Concert featuring Varsity Singers and the Concert Band will take place on Sunday, December 14th.

Cocoa and Carols featuring Expressions, City Singers, and the Jazz Band will take place on Friday, December 19

- The cheerleading team finished football season strong! Next up is learning some new skills for competition season and supporting our Pioneer Basketball Teams! The girls work hard and love showing off their new skills!
- Unified Bowling is off and ready to go. We have our first triangular tomorrow 11/06/25 vs. Ralston and Fort Calhoun at HOME @ 3:30PM @ ARBOR LANES and we will have 6 teams competing (30 kids) we have 35 out for the season.

#1	#2	#3
<b>Joey Soholt (83)</b>	<b>Jordon Dominguez (79)</b>	<b>Landon McClane (65)</b>
Jayden Odom (156)	Camryn Alonso (144)	Jayda Sammons (120)
Addison Ferguson (153)	Landon Ferguson (143)	Connor Knutson (119)
Noah Wenz (151)	Brooke Barton (125)	Colton Gillespie (111)
Jackson Barr (146)	Hudsen Miller (124)	Logan Miller (111)
#4	#5	#6
<b>Sam Wright (59)</b>	<b>Teegan Becker (52)</b>	<b>Alice Blossom ( 47)</b>
Leonardo Marconi (92)	Olivia L'Heureux (87)	Trevor Flash (77)
Mylie Lane (92)	Eelis Huhta (82)	Caleb Walker (76)
Emmett Adkins (88)	Hanna Marth (81)	Lexi Brown (74)
Adam Howard (87)	Beaux Bender (79)	Noah D. (72)
#7		
<b>Anthony Brees (37)</b>		
Elizabeth McNeely (71)		
Preston Scott (70)		
Mitchell Hodges (60)		
Kadan Miller (46)		

- Pioneer Speech is gearing up for the season. We met over the summer and again this fall to begin preparations for the season. We have some great things in the works and will begin practices on November 19.
- The softball team wrapped up its season with a 15-9 record. The season was an overall success with having a high number of first year varsity players. The future continues to look bright as we will return a bunch of kids and anticipate good numbers for next year.

The Pioneers are losing 3 very good kids to graduation. Hanna Marth, Rylie Beethe and Reese Grotrian have been model student athletes and their departure will be missed. They were great leaders and are leaving our program better than they found it and we thank them for that.

- Boys soccer is gearing up and getting extra touches on the ball in preparation for the spring season. We currently have 23 guys participating on two indoor soccer teams at Iowa West Sports Plex in Council Bluffs. Between the two teams, we have 5 Seniors, 8 Juniors, 1 Sophomore, and 9 Freshmen. After the fall indoor session, we will have the option to participate in an additional winter session, depending upon student interest.
- The band wrapped up the marching season at Seacrest Field in Lincoln. We competed in Glenwood on October 11th where we earned 3rd overall in finals and in Omaha on October 18th. The Omaha Marching Invitational is a large competition with bands traveling from South Dakota, Iowa, and Nebraska to compete. The kids got a chance to see some very large productions that will give them an idea of where we can grow! In Lincoln on the 25th, we were the only band in our class to receive straight superior ratings in all of the captions.

We had two students selected for the All State Band ensemble. Jayden Bailey made it on trumpet for a third year in a row, and Elizabeth Ely made it for a second year on flute! Eight students auditioned for and were accepted into the Doane Honor Band on November 8th - Elizabeth Ely, Nadine Young, Robin Stanek, Alex Meyer, Ryan Walker, Jayden Bailey, Manioz Turquiz, and Camyrn Alonso!

We are getting started on our concert band and jazz band season and look forward to seeing community members at our Veteran's Day program on November 11th, our Winter Concert on December 14th, and our Cocoa and Carols dance which will be at the Memorial Building on December 19th!

- FFA just got back from National FFA Convention where we took 8 students and collected our three star national chapter award. We are gearing up for contests and the end of fruit sales.



**3047**  
**Data Breach Response**

**I. Preparation**

A data breach is an instance in which personal information as defined by state law or personally identifiable information as defined by federal law is released or accessed in an unauthorized manner. The district will implement and maintain reasonable security procedures and practices that are appropriate to the nature and sensitivity of the personal information handled by the district. In order to ensure compliance with state and federal law; in the event of a breach the following preparatory steps shall be taken.

**A. Data Governance**

The superintendent, or their designee, will create an annually updated data directory that will include:

1. Computing devices purchased by the district,
2. Software that is installed on district devices,
3. Approved vendors/contractors that have access to personal information or personally identifiable information,
4. Staff members with access to district devices,
5. Staff members with active usernames and passwords for any district software.

**B. New Devices and Software**

Any new software or device that is used in a district building for district purposes will be submitted to the superintendent or their designee for inclusion in the directory.

**II. Incident Response Plan**

**A. Assessment and Investigation**

1. If the District becomes aware of a data breach it will make every reasonable effort to remedy the cause of the breach as soon as possible.

2. The District will contact its cyber or relevant data breach insurance provider in the event of a suspected breach.
3. The District will conduct a good faith, reasonable, and prompt investigation to determine the likelihood that personal information has been or will be used for an unauthorized purpose.
4. This investigation will include, but not be limited to, an assessment of what software, hardware, and physical documents were accessed; which District personnel had access to the compromised data; and what specific data was compromised.

**B. Notification of Effected Individuals**

1. If the investigation determines that the use of information about a Nebraska resident for an unauthorized purpose has occurred or is reasonably likely to occur, the district shall give notice to the affected Nebraska resident.
2. Notice shall be made as soon as possible and without unreasonable delay, consistent with the legitimate needs of law enforcement and consistent with any measures necessary to determine the scope of the breach and to restore the reasonable integrity of the computerized data system.

**C. Notification of Law Enforcement and Outside Organizations**

1. Should notice of the breach be required to any individual, notice of the breach will be simultaneously sent to the Nebraska Attorney General's office.
2. The Superintendent will determine if the Family Policy Compliance Office will be notified of the breach.
3. The Superintendent will determine if the Privacy Technical Assistance Center will be notified of the breach.
- 4.

Adopted on: July 10, 2017  
Revised on: June 11, 2018; July 14, 2025  
Reviewed on: November 14, 2022

## **3048 Communicable Disease**

The school district strives to provide a safe environment for both students and staff while safeguarding the rights of all students and employees, including those with communicable diseases.

**Communicable Diseases.** Communicable diseases are defined by the Nebraska Department of Health and Human Services (DHHS) in Title 173 Nebraska Administrative Code Chapter 1 and include HIV/AIDS, Hepatitis (A, B, and E), Measles, Mumps, and Tuberculosis. DHHS may also define other diseases as communicable upon verification of such disease by the Center of Disease Control or other governmental agency tasked with disease identification and control.

### **School Attendance and Participation in School Sponsored Activities.**

A student who has been diagnosed with a communicable disease shall be provided with educational services in accordance with state law and board policy. Generally, individuals with a communicable disease will be restricted only to the extent necessary to prevent the transmission of the disease, to protect their health and rights of privacy, and to protect the health and safety of others. The decision regarding a student's education program and placement shall be made on an individual basis in light of current medical and educational information and recommendations. These will be determined by the superintendent, the student's Section 504 or Individualized Education Program (IEP) team, or the district's Crisis Team. In addition, participation in Nebraska School Athletic Association (NSAA) events will be subject to its rules and procedures, if any.

### **Infection and Exposure Control Procedures/Universal Precautions.**

The district will monitor the information available through the Federal Centers for Disease Control, the Nebraska Department of Health and Human Services, Southeast District Health Department, and the Occupational Safety and Health Administration. This policy and any procedures, universal precautions, or exposure control plan will be modified, if appropriate, based upon the best new medical information provided by the above sources. The superintendent will take appropriate measures if there is an epidemic or outbreak of a communicable disease which may include, but it's not limited to, the emergency exclusion or alternative placement of students or the closure of a school building or the entire school district.

**Confidentiality.** The existence of an individual's communicable disease shall be treated as confidential and will be limited to school staff on a "need-to-know" basis. If it is necessary to inform a person of another's

condition (due to exposure, for instance), the person will be notified of the confidentiality of that disclosure. In addition, any communication about a student's communicable disease shall be consistent with that student's IEP or Section 504 Plan, if any.

**Staff Training.** Staff will receive training regarding communicable diseases and the requirements of this policy and any adopted procedures as part of the training received under the Workplace Injury Prevention and Safety Committee policy.

**Reporting.** School staff who learn that an individual has a communicable disease will report it to the proper authority as required by Title 173 Nebraska Administrative Code Chapter 1.

Adopted on: June 14, 2010  
Revised on: August 13, 2018  
Reviewed on: November 14, 2022

## **3049**

### **Drones and Unmanned Aircraft**

Drones, Unmanned Aircraft Systems, and any other such vehicles ("drones"), which are not operated for purposes of district programs or activities, may not be operated on or above district property without the prior written permission of the superintendent or designee. Any authorized use of drones must comply with all state and federal regulations governing the operation of drones, including FAA regulations.

Drones owned by the district or operated on or above district property with permission must be operated:

1. In compliance with this policy and all other district policies;
2. Only outside the school building(s) in the area authorized or designated by the superintendent or designee;
3. Under the direct supervision of an individual fully trained and skilled in the system's operation;
4. By an individual with the requisite skill and training to safely operate the drone; and
5. Consistent with any other limitations imposed by the superintendent or designee.

Any monitoring or recording of picture, video, or audio by a drone must have the prior written permission of the superintendent or designee and comply with all board policies governing recordings, data, and records.

Any unauthorized use of a drone is strictly prohibited. Devices used in a manner that does not comply with this policy or applicable state and federal law may be confiscated and the operator may be subject to discipline, civil liability, or criminal liability.

Adopted on: June 11, 2018

Revised on:

Reviewed on: November 14, 2022

## **3050 Technology in the Classroom**

### **I. In General**

The district desires to use technology in a way that aides in the education of students. New devices and applications offer a number of helpful tools that can improve the student experience and increase learning. Many of these devices and applications also create concerns about student privacy. It is the goal of the district to embrace the helpful elements of technological advancement while remaining mindful of potential student privacy issues.

### **II. Devices**

A. Non-district issued electronic devices may be used in the classroom, under supervision of a staff member. Teachers who wish to bring a device into the classroom on a regular or permanent basis, should inform the principal before deploying the device.

1. Smart speakers such as Google Home, Amazon Echo, Apple HomePod, and similar devices may be used in the classroom. The device must be registered to an account linked to the classroom teacher's school email address. The district will not maintain any records created by use of the smart speaker device. Any record of use will be considered non-record communications pursuant to Nebraska's Records Management Act, and not be maintained by the district.
2. Assistive technology may be used in district classrooms. Any assistive technology, such as an AngelSense device, that uses "listen-in" functionality must have that function disabled while the student using the device is in a district classroom. No assistive technology devices will be permitted to record or transmit the classroom activity of other students unless required by law.
3. All other electronic devices that connect to the internet that a staff member wishes to use for the education of students should be disclosed to the administration prior to use. The district may at any time direct that a teacher discontinue use of a given device.

- B. Any classroom recordings made by a staff member will be made pursuant to district policy.

### III. Applications

A. School as Agent. The school will serve as an agent for parents/guardians in the collection of information within the school context. The school's use of student information is solely for education purposes.

B. District Applications. The district uses various software applications to record, track, and store student data. Each application selected by the district is in compliance with federal and state law, to the best of the administration's knowledge. Should the district become aware that an application used by the district has suffered a data breach, or been found to be out of compliance with federal or state law, the district will investigate the scope of the violations and notify students, parents, and staff in accordance with district policy.

C. Staff-Selected Applications.

1. Staff are permitted to select applications for use in the classroom.
2. Staff must perform basic due diligence to ensure that the application is safe for students and serves a pedagogical purpose. Staff must notify their supervising administrator of the application they plan to use as part of their lesson plan prior to their use in the classroom. The district may at any time direct that a teacher discontinue use of a given application. The district will provide training on the relevant student privacy laws to staff members who are selecting and deploying applications in the classroom.

Adopted on: June 11, 2018

Revised on:

Reviewed on: November 14, 2022

## **3053 Nondiscrimination**

The School District does not discriminate on the basis of prohibited factors in employment and educational programs/activities. The School District affirmatively strives to provide equal opportunity for all as required by:

Title VI of the Civil Rights Act of 1964 - prohibits discrimination on the basis of race, color, religion, or national origin

Title VII of the Civil Rights Act of 1964 as amended - prohibits discrimination in employment on the basis of race, color, religion, sex, or national origin

Title IX of the Education Amendments of 1972 - prohibits discrimination on the basis of sex

Age Discrimination in Employment Act of 1967 (ADEA) as amended - prohibits discrimination on the basis of age with respect to individuals who are at least 40

The Equal Pay Act of 1963 as amended - prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment

Section 504 of the Rehabilitation Act of 1973 - prohibits discrimination against the disabled

Americans with Disabilities Act of 1990 (ADA) - prohibits discrimination against individuals with disabilities in employment, public service, public accommodations and telecommunications

The Family and Medical Leave Act of 1993 (FMLA) - requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons

The Pregnancy Discrimination Act of 1978 - prohibits discrimination in employment on the basis of pregnancy, childbirth, or related medical conditions

The Pregnant Workers Fairness Act (PWFA) – requires covered employers to provide reasonable accommodations to qualified employee’s or applicant’s known limitations related to, affected by, or arising out of pregnancy, childbirth, or related medical conditions

The Uniformed Services Employment and Reemployment Rights Act (USERRA) – provides job protections and reemployment rights to military reservists and National Guard members called to active duty

The Boy Scouts of America Equal Access Act which prohibits discrimination against groups that wish to access district facilities

The Nebraska Fair Employment Practice Act (FEPA) – prohibits employment discrimination on the basis of race, color, national origin, religion, sex (including pregnancy), disability, marital status, and retaliation

Nebraska Age Discrimination in Employment Act (Age Act) – prohibits employment discrimination on the basis of age for those individuals who are over 40 years of age

The Equal Pay Act of Nebraska – prohibits discriminatory wage practices based on sex

The Nebraska Equal Opportunity in Education Act – prohibits discrimination on the basis of sex (including pregnancy) by any educational institution

Veterans Preference Law (NEB. REV. STAT §§ 48-225 to 48-231) - stipulates categorical preferences for employment for military veterans and for the spouses of disabled veterans

Additional School Board policies prohibit harassment and/or discrimination against students, employees, or patrons on the basis of sex, race, color, ethnic or national origin, religion, marital status, disability, age, pregnancy, and any other legally prohibited basis. Retaliation for engaging in a protected activity is also prohibited.

Any person who believes she or he has been discriminated against, denied a benefit, or excluded from participation in any district education program or activity may file a complaint using the district's complaint procedures.

Inquiries regarding compliance with any of the laws referred to in this policy may be directed to the superintendent or to the district's Title IX and/or Section 504/ADA Coordinator.

Adopted on: December 12, 2016

Revised on: July 10, 2017; June 10, 2019; June 10, 2024

Reviewed on: November 14, 2022

**4070**  
**EARLY VOLUNTARY SEPARATION PROGRAM**

**A. PURPOSE**

The Early Voluntary Separation Program ("Program") is intended to benefit qualified certificated teachers who are considering retirement. The Program's objectives include, but are not limited to, the following:

1. Offering financial incentives which will assist long-term teachers who are considering retirement;
2. Reducing costs to the school district by replacing maximum salaried teachers with lesser salaried teachers; and
3. Providing a balance of teacher experience.

**B. QUALIFICATIONS**

**1. Certificated Teachers.** To participate in the Program, a person must be a certificated teacher and be employed by the School District in a capacity which requires such certification, and meet eligibility requirements as set forth in this section.

Administrators are not eligible for the Program. For the purposes of this policy, certificated teacher means a certificated employee who is regularly employed for the instruction of pupils in the school district. Certificated teachers include classroom teachers, guidance counselors, media specialists, school psychologists, therapists and speech pathologists. For the purposes of this policy, administrator means any certificated employee such as the superintendent, assistant superintendent, principal, assistant principal, school nurse, or other supervisory or administrative personnel who do not have as a primary duty the instruction of pupils in the school district.

**2. Full-Time Equivalency.** Certificated teachers who are employed 1.0 full-time equivalency (FTE) in a teaching position that requires a certificate from the Nebraska Department of Education may participate in the Program.

**3. Minimum Age and Years of Service.** To be eligible for this Program, a certificated teacher must: (a) be fifty-five (55) years of age on or before August 31<sup>st</sup> after the school year of application; (b) have completed twenty (20) total years of continuous, credited service in the employment of the School District; (c) be within the first four (4) years of eligibility based on the age and years of service requirements (see Section H); and (d) meet any other criteria established by the board of education at the regular December meeting. Credited service shall be defined as continuous employment with the school district as a 1.0 FTE certificated teacher through the employee's last

year of service in a teaching position that requires a certificate from the Nebraska Department of Education. Board-approved leave for military service, for a sabbatical or for a leave of absence, or any leave required to be granted according to law, shall not be included as credited years of service. In determining years of credited service with the district for the purpose of meeting the eligibility requirement of twenty (20) total years of service, less than full-time employment would reduce the teacher's full-time equivalent employment for a school year.

### **C. ENROLLMENT REQUIREMENTS**

**1. Resignation.** Participants in the Program will resign their positions with the school district effective at the close of the school year in consideration for the benefits outlined in Section D below.

**2. Application.** A certificated teacher must submit a signed Application and Agreement form to the board of education on or before February 1<sup>st</sup> of the certificated teacher's last intended school year of employment. The superintendent shall review the certificated teacher's record to determine whether the certificated teacher is eligible for the Program. The Board will notify the applicant on or before March 20<sup>th</sup> of its action on his or her application.

**3. Certificated Teacher's Ineligibility.** A certificated teacher who has received written notice of possible contract termination or cancellation shall not be eligible to participate in this Program unless (1) the notice of termination or cancellation is withdrawn by the administration, or (2) after a hearing before the board of education, the board determines that said certificated teacher's employment should not be canceled or terminated. Certificated teachers who are receiving or who have applied to receive long-term disability benefits are also not eligible to participate in the Program.

### **D. BENEFITS**

**1. Calculation of Benefits:** The total benefit to be paid under this Program shall not exceed \$35,000.

**2. Payment of Benefit.** The benefit shall be paid in two (2) equal payments unless Medicare eligibility requires an accelerated payment. The first payment shall be made in September of the calendar year of the certificated teacher's resignation, with the remaining payments made in September of the following calendar year. The District will pay the benefit to a non-elective 403(b) fixed annuity. All payments shall be paid within five years after the voluntary termination of employment or prior to the certificated teacher becoming eligible for Medicare, whichever occurs first.

**3. Limitation on Payment.** The board of education shall, in its sole and unfettered discretion, determine whether to budget and fund any Early Voluntary Separation Program payments in a particular year, and shall determine the total amount of such payments, if any, that will be made available for such payments.

**4. Source of Funds.** The school district shall pay the entire cost of the plan.

**5. Administration of Program.** This Program shall be administered by the board of education by and through the administration of the school district.

**6. Beneficiary Designation.** In order for the application to be considered complete, a beneficiary must be designated.

**7. Income Tax Consequences.** Payments pursuant to this plan have been determined to be taxable income for state and federal income tax purposes, and will be treated as such. The school district will withhold such sums as are required by law, and payments will be reported as a taxable income.

**8. COBRA Rights.** A separating certificated teacher will have the opportunity to continue health insurance benefits as may be permitted by the provisions of the Comprehensive Omnibus Budget Reconciliation Act or other applicable law. The certificated teacher shall be responsible for any payments required to participate in the COBRA program.

## **E. ADMINISTRATION OF PROGRAM**

**Application and Waiver.** A certificated teacher who elects to participate in the Program, and the school district, through its board of education, shall execute the Application and Agreement, Exhibit "A" attached hereto. That Application and Agreement shall inform the certificated teacher that the Voluntary Separation Program is totally voluntary in nature and provides each certificated teacher at least twenty-one (21) days to consider the ramifications of participation in the Program before making a decision. An certificated teacher may waive the twenty-one (21) day consideration period. The Application and Agreement shall also include a specific Waiver and Release of Claims of the participants' rights under the Age Discrimination and Employment Act (ADEA), 29 USC § 621-63 and the Act Prohibiting Unjust Discrimination in Employment Because of Age, NEB. REV. STAT. § 48-1001 *et seq.*, the Employee Separation Income Security Act of 1974 (ERISA), 29 USC § 1001 *et seq.*, and all other state and federal constitutions, statutes and

regulations that relate to the validity of the Program, and allows the employee to revoke the Release or Waiver at any time within seven (7) days after submitting the Application and Agreement, and advises the employee to consult with an attorney before signing the Application and Agreement.

A certificated teacher who submits an application to participate in the Program may withdraw the application within seven (7) days after submitting it, but not afterward without the written consent of the board of education. Each application will be reviewed on an individual basis. The board shall, in its sole discretion, determine the number of applications to be approved in any given year. If the Board receives more applications for voluntary separation than it approves, the Board shall approve the applications as follows:

- a. The Board will approve the application of the certificated teacher whose salary is higher.
- b. If the salaries of those involved are exactly the same, the Board will approve the application of the certificated teacher who first signed and returned his or her employment contract for the then current contract year.
- c. If the salaries and signing dates of those involved are exactly the same, the Board will approve the application of the certificated teacher which was submitted earlier.

A certificated teacher's application to participate in the Program is in itself not a resignation of a contract with the School District. However, the Board's approval of a certificated teacher's application will be considered the approval of the certificated teacher's voluntary resignation and termination of the certificated teacher's continuing contract. If the Board does not approve an certificated teacher's application, the certificated teacher's contract will continue in effect, and the certificated teacher will remain an employee by the School District unless he or she otherwise resigns or his or her contract is terminated for just cause.

## **F. TERM OF PROGRAM**

This policy shall generally be reviewed annually and its availability terminated at any time at the Board's sole discretion. The Board will generally determine no later than its regular December meeting the number of early retirement applications that will be accepted in the then current school year and any other eligibility limitations or requirements (such as building or department requirements). In the event that no such determination is made, the program will not be available for that school year. This Program shall be offered only to eligible certificated teachers as defined herein, who satisfy the Program

requirements prior to the applicable deadline, and who submit an Application and Agreement prior to the applicable deadline.

#### **G. LIMITATIONS OF APPLICATIONS**

The Board reserves the right to limit the number of voluntary separation applications granted during any single school year if the number of requests results in separation payments that exceed budget constraints and/or if multiple requests from certificated teachers within a single department could, in the opinion of the school administration, result in the excessive loss of continuity of instruction and effectiveness of that department. If multiple certificated teachers from the same department submit requests in the same school year, the priority of applicants granted will be determined in accordance with paragraph E.

#### **H. ELIGIBILITY WINDOW**

The “eligibility window” requirement shall be administered as follows:

- For the program approved by the Board of Education on December 13, 2021 meeting: Certificated teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2022, and who have 20 years of continuous, credited service (or will have upon the completion of the 2021-22 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2025.
- For the program approved by the Board of Education on December 12, 2022 meeting: Certificated teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2023, and who have 20 years of continuous, credited service (or will have upon the completion of the 2022-23 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2026.
- For the program approved by the Board of Education on December 11, 2023 meeting: Certificated teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2024, and who have 20 years of continuous, credited service (or will have upon the completion of the 2023-24 school

year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2027.

- For the program approved by the Board of Education on December 9, 2024 meeting: Certificated teachers who are employed by the school district as of the date of program approval, who are at least 55 years of age on or before August 31, 2025, and who have 20 years of continuous, credited service (or will have upon the completion of the 2024-25 school year), and meet all other eligibility or other requirements of the program shall be eligible to apply for the Program until February 1, 2028.

## **I. MODIFY OR SUSPEND**

The Board of Education reserves the right to modify the various requirements, provisions, definitions, conditions, limitations, and benefits associated with this Program, or to suspend the Program. Separated certificated teachers participating in the Program will be governed by the requirements, provisions, definitions, conditions, limitations, and benefits of the Program that exist at the time of their approval by the Board to participate in the Program.

Approved: December 9, 2019

Reviewed: November 13, 2023; November 11, 2024

Revised: December 14, 2020; December 13, 2021; December 12, 2022;  
December 11, 2023; June 10, 2024; December 9, 2024

**4070.R1  
EARLY VOLUNTARY SEPARATION PROGRAM  
APPLICATION AND AGREEMENT**

This Agreement is made this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_,  
between Nebraska City Public Schools (School District) and  
\_\_\_\_\_ (Certificated Teacher).

**RECITALS**

1. The School District has established an Early Voluntary Separation Program (hereinafter referred to as the "Program") for the purpose of rewarding eligible certificated teachers who are considering early separation or retirement in their employment plans;
2. Certificated Teacher desires to participate voluntarily in the Program;
3. Certificated Teacher has a full-time equivalency of 1.0 for the current school year;
4. Certificated Teacher has completed at least 20 consecutive years of credited service in the employment of the School District;
5. Certificated Teacher is now 55 years of age or will be prior to August 31st after the school year of application (i.e. August 31, 2020 of the 2019-20 school year); and
6. Certificated Teacher has met all other eligibility and all other requirements for the Program pursuant to policy 4070-Early Voluntary Separation Program.

**TERMS OF AGREEMENT**

The parties, in consideration of the mutual covenants and stipulations set forth above, hereby agree as follows:

**1. INCORPORATION OF BOARD POLICY:** This Agreement is made pursuant to policy 4070-Early Voluntary Separation Program of the Board of Education. The provisions of that policy existing at the time this Agreement is signed are incorporated by this reference and made a part of this Agreement.

**2. CERTIFICATED TEACHER RESIGNATION:** Subject only to the Board of Education's approval of the Certificated Teacher's application to participate in the Program, the Certificated Teacher voluntarily, unconditionally, and irrevocably (1) resigns his/her teaching position with the School District effective at the end of the current school year; (2) waives any and all further notice or action by the Board of Education to terminate the Certificated Teachers continuing contract; and (3) waives any and all rights the Certificated Teacher may have under NEB. REV. STAT. §79-824 to §842, as those statutes now exist or as they may be amended. The Certificated Teacher further authorizes the Board of Education to advertise for and contract with a replacement certificated employee for the Certificated Teacher's position for the next school year. Approval of this Agreement by the Board of Education shall constitute an acceptance of the Certificated Teacher's resignation. The Certificated Teacher agrees that he/she may not be eligible for part-time or full-time employment at the School District if the Board approves Certificated Teachers application to participate in the Program. While the School District may decide to employ the Certificated Teacher in some capacity after retirement, the Certificated Teacher agrees that the School District has no obligation to rehire the Certificated Teacher in any capacity at the School District. NOTE: Returning to work anywhere that participates in the Nebraska Public Employees' Retirement System (NPERS) within 180 days of your retirement may impact your ability to receive payments through NPERS. Please contact NPERS for further information.

**3. BENEFITS:** In consideration for the Certificated Teacher's resignation set forth in paragraph 2 above, the Certificated Teacher shall receive the following benefits:

(a) **TOTAL AMOUNT OF BENEFITS:** \$35,000.

(b) **PAYMENT OF BENEFITS:** All payments must be paid within five years after the voluntary termination of employment or prior to the employee becoming eligible for Medicare, whichever occurs first. With this understanding, payments shall be made as follows:

Installment 1: \$17,500

Installment 2: \$17,500

The School District shall pay the first installment in September of the calendar year in which the Certificated Teacher resigns, and the second installment shall be paid in September of the following year. The District will pay the benefit to a non-elective 403(b) fixed annuity.

**5. BENEFICIARY DESIGNATION:** In the event of the Certificated Teacher's death after the effective date of resignation, any sum of money

otherwise due to the Certificated Teacher under the terms of this Agreement will be paid to the following designated beneficiary pursuant to the provisions of this Agreement.

Beneficiary: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

Social Security Number: \_\_\_\_\_

**6. TAX CONSEQUENCES:** Payments provided for under the Program have been determined to be taxable income for state and federal income tax purposes, will be treated as such, and will be reported as taxable retirement pay. The social security percentage and any other required state and federal withholdings will be subtracted from each payment to the participant in the Program.

**7. CERTIFICATED TEACHERS VOLUNTARY ACT.** The Certificated Teacher acknowledges that he/she has had twenty-one (21) or more days to consider the ramifications of participation in the Program or hereby waives the same; that his/her participation in the Program is voluntary; and that he/she was not coerced in any manner to participate in the Program. The Certificated Teacher acknowledges having been advised in writing by this Agreement to consult an attorney regarding his/her participation in the Program and execution of this Agreement.

**8. WAIVER AND RELEASE OF CLAIMS:** In consideration of the promises and payments specified in this Agreement, Certificated Teacher releases the School District and its officers, board members, administrators, employees, agents, representatives, successors, and assigns from all claims, demands, and actions, past or present, known or unknown, arising out of and/or related in any way, either directly or indirectly, to his or her employment with the School District, the termination of his or her employment, and/or any actions or occurrences taking place up to and including the date of execution of this Agreement, including but not limited to claims or rights under the Nebraska Wage Payment and Collection Act, Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, the Civil Rights Act of 1866 and 1871, or any other Civil Rights Acts as amended, claims or rights under 42 U.S.C. § 1981, through and including 42 U.S.C. § 1988, the Americans with Disabilities Act, § 504 of the Rehabilitation Act, the Family Medical Leave Act of 1993, the Nebraska Act Prohibiting Unjust Discrimination Because of Age, all claims or rights relating to discrimination on the basis of age, race, color, religion, sex,

disability, handicap, or national origin before the federal Equal Employment Opportunity Commission, the Nebraska Equal Opportunity Commission, and any state or federal court under any state or federal constitution, law, rule, or regulation, or claims or rights of whatever nature arising under any other state, federal, or local constitution, executive order, statute, regulation, or ordinance arising from his or her employment or contractual relations with the School District or his or her resignation of employment. Certificated Teacher represents that no claims have now been filed against the School District. Certificated Teacher acknowledges that nothing in this agreement prohibits Employees from filing a Complaint with the Equal Employment Opportunity Commission or any other similar state agency, the Occupational Safety and Health Administration, the Secretary of Labor or otherwise participating in matters pending before those agencies. However, in the event Certificated Teacher files such a charge or complaint, he or she shall be entitled to no relief, no reinstatement, no remuneration, no damages, no back pay, no front pay and no compensation whatsoever from the School District as a result of such charge or complaint, since Certificated Teacher has released and extinguished any right to such relief under this agreement. Certificated Teacher also releases all contract, tort, and common law claims, and claims for attorney's fees, costs and expenses. Certificated Teacher covenants not to institute any complaints or proceedings against the School District or any of the above-mentioned persons in the future with respect to any of the claims, demands, causes of action, or rights hereby released.

The Certificated Teacher understands and acknowledges that, by giving up claims against the School District, he/she also gives up any claims that he/she may have against its predecessors, successors, subsidiaries, and affiliates, and any and all officers, directors, employees, and agents of the School District arising out of any actions, conduct, decisions, behavior, omissions, or events occurring up to the date hereof. Such waiver and release of claims does not cover rights or claims arising after the date of the execution of this contract. This Waiver and Release is given in exchange for consideration in addition to what the Certificated Teacher is already entitled to receive from the School District. The Certificated Teacher acknowledges having been advised in writing to consult with an attorney before signing this Voluntary Early Retirement Incentive Program Agreement. The Certificated Teacher further acknowledges having had sufficient time to decide whether or not to execute this Agreement, including the Waiver and Release of Claims.

**9. REVOCATION AND CANCELLATION OF AGREEMENT:** The Certificated Teacher may revoke this Agreement for a period of seven (7) days following its execution. In order to revoke the Agreement, the Certificated Teacher must submit a written statement to the Superintendent indicating that he/she is exercising his/her right to cancel the Agreement.

This Agreement shall not become effective or enforceable until the revocation period has expired.

**[The Next Page is the Signature Page]**





## NEBRASKA DEPARTMENT OF EDUCATION COMPLIANCE CHECKLIST FOR ACCREDITED SCHOOLS K-12

**DEFINITIONS:**

**002.17 School** means an individual attendance center within a school system which provides either elementary, middle, secondary and/or high school education.

**002.18 School District** means the territory under the jurisdiction of a single public school board as authorized in Chapter 79 of the Revised Statutes of Nebraska.

**002.19 School System** means a public school district or a nonpublic school or group of nonpublic schools under a governing body organized to provide education in elementary, middle, secondary, and/or high school grades as provided in this Chapter.

CODE SECTION	REGULATORY & STATUTORY REQUIREMENTS	MEETS COMPLIANCE Yes / No
<b>003</b>	<b>MANDATORY REQUIREMENTS FOR LEGAL OPERATION</b>	
<b>003.01</b> Certification	The school system shall use only persons certificated pursuant to 92 NAC 21 to be a teacher or administrator. Pursuant to 79-1603 R.R.S., persons conducting religion or pre kindergarten classes in nonpublic schools which are not counted as a part of the school's courses for purposes of complying with the requirements of this Chapter are excluded from this requirement. Pursuant to 79-802.01 R.R.S., American Indian language teachers who are approved by the tribe to teach their native language are also excluded from this requirement when conducting native language classes.	<b>Yes</b>  <a href="#">NCPS Certification Report</a>  <a href="#">Staff Courses 2024-2025</a>  <a href="#">Teachers Properly Endorsed Percentages 2024-2025</a>

<p><b>003.05</b> Graduation Requirements</p>	<p>Each high school shall require from grades nine through twelve at least 200 credit hours for graduation, for which at least 80 percent shall be from the core curriculum. The number of credit hours given for a course may be less than the number of instructional units and may be increased up to 25 percent above the number of instructional units.</p> <p><b>003.05A</b> By the 2014-15 school year, school districts shall adopt and implement graduation requirements that meet the highest level of rigor of the standards as specified in the state standards set forth in the appendices of this Chapter, including, but not limited to the following:</p> <p><b>003.05A1 Language Arts.</b> Forty (40) credit hours of Language Arts with course content that includes composition, verbal communication, literature, research skills, and technical reading and writing.</p> <p><b>003.05A2 Mathematics.</b> Thirty (30) credit hours of mathematics with course content that includes algebraic, geometric, data analysis, and probability concepts.</p> <p><b>003.05A3 Science.</b> Thirty (30) credit hours of science with course content that includes biological, earth/space, and physical science concepts with corresponding science inquiry skills and laboratory experience.</p> <p><b>003.05A4 Social Studies/History.</b> Thirty (30) credit hours of social studies/history with course content that includes civics/government, geography, United States and world history, and economic concepts.</p> <p><b>003.05B</b> School systems may adopt a policy allowing high school credit to be awarded to students enrolled in a middle grades course if the course content and requirements are equivalent to a course offered in the high school.</p> <p><b>003.05C</b> As required in 92 NAC 18, school systems accept the academic credit earned at Interim Program Schools and issue diplomas to students transferring from Interim Program Schools who have met the requirements for graduation from their own accredited high school.</p>	<p><b>Yes</b></p> <p><a href="#">NCPS BOE Policy 6005 - Academic Credits and Graduation</a></p> <p><a href="#">High School Course Catalog 2025-2026</a></p>
<p><b>003.06</b> School Year</p>	<p>Each school system shall provide at least the following instruction annually between July 1 and June 30 for the grades it offers: (a) for grades up through grade eight, the time equivalent to 1,032 hours, (b) for grades nine through twelve, the time equivalent to 1,080 hours; and (c) for kindergarten, the time equivalent to 400 hours.</p> <p>When a school is dismissed for any reason such as tournaments or contests, parent/teacher conferences, funerals, parades, and school picnics, time shall not be counted in meeting the 400/1,032/1,080 hour school year requirement. Time scheduled for the school lunch period shall not be counted in meeting the school year requirements.</p> <p>Pursuant to the provisions of 79-213 R.R.S., school systems unable to meet the minimums for instructional hours due to epidemic sickness, severe storm conditions, or destruction of the school house may request permission from the Board to offer fewer than the minimum hours by submitting an affidavit sworn to by the secretary of school board and explaining the circumstances resulting in the request.</p>	<p><b>Yes</b></p> <p><a href="#">NCPS BOE Policy 6003 - Instructional Program</a></p> <p><a href="#">2025-2026 School Calendar</a></p>
<p><b>004 CURRICULUM AND STANDARDS</b></p>		
<p><b>004.01A-B</b> Instructional Program and Standards</p>	<p>The instructional program of the school system is based on written purposes or standards and is approved by the local board of education or governing body. These documents are on file in each school building and each certificated staff member is provided a copy.</p> <p>School districts adopt academic content standards in the subject areas of reading and writing (language arts), mathematics, and science determined by each district to be measurable quality standards that are the same as, equal to, or more rigorous than the state academic content standards in Appendix A (English Language Arts Standards), Appendix B (Mathematics Standards), Appendix C (Science Standards), and Appendix D (Social Studies Standards) pursuant to 79-760.01 R.R.S. The deadline for school districts to adopt replacement academic content standards will not extend past one year following the State Board's adoption of new content standards. Nonpublic schools have local academic content standards for reading, writing, mathematics, science, and social studies/history approved by the local governing body.</p>	<p><b>Yes</b></p> <p><a href="#">NCPS BOE Policy 6003 - Instructional Program</a></p> <p><a href="#">NCPS BOE Policy 6004 - Curriculum Development</a></p>

<p><b>004.01C</b> Curriculum and Standards</p>	<p>The school system has written guides, frameworks, or standards for all other areas of the curriculum. In connection with this requirement, school systems are encouraged to adopt the Fine Arts Standards adopted by the State Board March 4, 2014. The school system also has a written description of the library media and guidance programs.</p>	<p>Description of Library Media Program</p> <p><a href="#">NCPS Curriculum Maps</a></p> <p><a href="#">Library Catalog</a></p> <p>Description of Guidance Program</p> <p><a href="#">K-5 Character Strong Scope &amp; Sequence</a></p> <p><a href="#">Northside Guidance Pacing Guide 2025-2026</a></p> <p><a href="#">Hayward Guidance Schedule &amp; Pacing Guide 2025-2026</a></p> <p><a href="#">NCPS BOE Policy 4058 - Confidentiality in Counseling and Guidance</a></p>
<p><b>004.01D</b> Writing</p>	<p>Writing experiences are incorporated in all curricular areas K-12.</p>	<p><b>Yes</b></p> <p><a href="#">NCPS Curriculum Maps</a></p>
<p><b>004.01E</b> Technology</p>	<p>Educational/computer technology is incorporated in the instructional program at the elementary, middle, and secondary levels.</p>	<p><b>Yes</b></p> <p><a href="#">NCPS BOE Policy 3050 - Technology in the Classroom</a></p> <p><a href="#">NCPS Curriculum Maps</a></p> <p><a href="#">K-5 Computer Science Curriculum Map</a></p> <p><a href="#">6-8 Computer Science Curriculum Map</a></p> <p><a href="#">HS Computer Science Curriculum Map</a></p>

<p><b>004.01F</b> Multicultural Education</p>	<p>The instructional program in public schools incorporates multicultural education in all curriculum areas at all grades. Multicultural education includes, but is not limited to, studies relative to the culture, history, and contributions of African Americans, Hispanic Americans, Native Americans, Asian Americans and European Americans with special emphasis on human relations and sensitivity toward all races. The regulation is based on statute and cannot be waived through Section 013.01 of 92 NAC 10.</p> <p><u>004.01F1</u> The district has a statement of philosophy or mission for the multicultural education program. Local program goals address multicultural education.</p> <p><u>004.01F2</u> The district curriculum guides, frameworks, or standards incorporate multicultural education.</p> <p><u>004.01F3</u> The district multicultural education program includes a process for selecting appropriate instructional materials.</p> <p><u>004.01F4</u> The district has a process for provision of staff development in multicultural education including professional development for administrators, teachers, and support staff which is congruent with local district and program goals.</p> <p><u>004.01F5</u> The district has a process for periodic assessment of the multicultural education program. An annual status report is provided to the local board of education.</p>	<p><a href="#">NCPS Curriculum Maps</a></p> <p><a href="#">NCPS BOE Policy 6020 - Multicultural Education</a></p> <p><a href="#">K-5 ELA Adoption Rubric</a></p> <p>Staff Development Process</p> <p>Program Assessment</p> <p>Annual Status Report</p>
<p><b>004.02A</b> Elementary Instructional Program</p>	<p>The elementary school has a representative weekly schedule for each classroom teacher encompassing experiences in the following subject areas:</p> <p><u>004.02A1</u> Reading and Language Arts. The curriculum includes development and practice of skills and understanding in reading, writing, speaking, and listening. It helps children develop appreciation of literature, creativity, and expression.</p> <p><u>004.02A2</u> Mathematics. The curriculum includes development, practice, and application of numeration, computation, estimation, problem solving, geometry/spatial concepts, measurement and related topics.</p> <p><u>004.02A3</u> Social Studies. The curriculum helps children to develop an understanding of the world and its people. It includes experiences drawn from geography, history, economics, government, citizenship, career awareness, human relations, current affairs, and cultural studies. This includes instruction in American history and stories about the exploits and deeds of American heroes, singing patriotic songs, memorizing the Star-Spangled Banner and America, and reverence for the flag and proper conduct for its presentation as provided in 79-724 R.R.S.</p> <p><u>004.02A4</u> Science. The curriculum helps children develop an understanding of science concepts and processes, and includes science as inquiry. It includes experiences drawn from physical science, life science, earth and space science, science and technology, and history and nature of science.</p> <p><u>004.02A5</u> Health. The curriculum helps children develop an understanding of the body systems, nutrition, wellness (including physical activity), and healthy living habits.</p> <p><u>004.02A6</u> Physical Education. The curriculum helps children develop and maintain physical coordination, large and small muscle control, physical fitness, leisure activities, and healthy behaviors.</p> <p><u>004.02A7</u> Visual Arts. The curriculum helps children understand and apply a variety of media, techniques, and processes within a range of subject matter, symbols, and ideas. The curriculum includes reflection upon and assessment of art and study of art in relation to history, culture, and other curricular areas.</p> <p><u>004.02A8</u> Music. The curriculum helps children to sing and play a variety of music, read and notate music, listen to and describe music, and evaluate music. The curriculum includes music in relation to history, culture, and other curricular areas.</p>	<p><a href="#">Northside Teacher Schedules 2024-2025</a></p> <p>Hayward Teacher Schedules 2024-2025</p> <p>K-5 Curriculum Maps: ELA, SS, Sci, Visual Arts</p> <p><a href="#">K-12 Health Curriculum Map</a> [incomplete]</p>
<p><b>004.02B</b> Kindergarten Admissions</p>	<p>For school year 2012-2013 and each school year thereafter, admission to public school kindergarten is on an unqualified basis to all resident children who will reach age 5 by July 31 of the calendar year in the school year for which the child is seeking admission begins. Testing prior to school entrance, if any, is conducted only to identify children with disabilities under 92 NAC 51 or to meet requirements of 79-214(2) R.R.S.</p>	<p><b>Yes</b></p> <p><a href="#">NCPS BOE Policy 5002 - Admission of Students</a></p> <p><a href="#">NCPS BOE Policy 5055 - Enrollment in Kindergarten</a></p>

<p><b>004.02C</b> K-6 Athletic Limitations</p>	<p>Pupils in kindergarten through sixth grade do not participate in any kinds of athletic contests between schools within a school system or between school systems except that elementary school systems having seventh and eighth grade athletics may include sixth grade boys or girls when combined enrollment for seventh and eighth grade becomes fewer than 12 boys or 12 girls and if the school board or local governing body has a policy regulating participation for sixth graders. Annual field or play days are excluded from this regulation.</p>	<p><b>Yes</b></p> <p><a href="#">NCPS BOE Policy 6028 - The Extracurricular Activities Program</a></p>
<p><b>004.03A</b> Middle Grade Instruction</p>	<p>The program in the middle grades includes instruction for each grade each year in the following subject areas. Instruction may be provided through separate courses, integrated blocks of time, and/or through exploratory programs.</p> <p><b>004.03A1 Reading.</b> The curriculum includes experiences designed to help students expand, develop and apply reading skills introduced in the elementary grades. It includes reading for both information and enjoyment.</p> <p><b>004.03A2 Language Arts.</b> The curriculum includes activities that engage students in using language for a variety of reading, writing, speaking, and listening purposes.</p> <p><b>004.03A3 Mathematics.</b> The curriculum includes practice in numeration, computation, estimation, problem solving, geometry/spatial concepts, and measurement. It introduces algebraic and statistical concepts and provides opportunities for students to develop understanding of the structure of mathematics.</p> <p><b>004.03A4 Social Studies.</b> The curriculum includes content and experiences drawn from geography, history, economics, citizenship, government, cultural studies, and current events. This includes instruction in American history that makes the course interesting and attractive and to instill a love of country as provided in 79-724 R.R.S. All history courses stress contributions of all ethnic groups in the development and growth of America.</p> <p><b>004.03A5 Science.</b> The curriculum includes elements of life, physical, earth and space sciences, science as technology, and history of science. Learning activities emphasize science as inquiry and scientific processes and concepts.</p> <p><b>004.03A6 Health.</b> The curriculum includes the study of body systems and those factors which affect health, including natural and man-made threats and individual health choices.</p> <p><b>004.03A7 Art.</b> The curriculum includes activities and experiences designed to develop skills in working with a variety of artistic techniques, processes, and media. The curriculum relates art to history and culture and to other curricular areas.</p> <p><b>004.03A8 Music.</b> The curriculum includes experiences that involve students in singing and playing musical instruments and provides opportunities for students to pursue individual musical interests and to develop individual talents. It includes the study of a varied repertoire of music and its relation to history and culture.</p> <p><b>004.03A9 Physical Education.</b> The curriculum includes active involvement in health-related physical fitness activities designed to develop cardiorespiratory endurance, muscular strength and endurance, and flexibility. It encourages students to develop habits of physical exercise through individual and team activities and by emphasizing involvement rather than competition. Practice for and participation in interscholastic activities cannot substitute for any part of physical education.</p>	<p><a href="#">Middle School Master Schedule 2024-2025</a></p> <p><a href="#">NCPS Curriculum Maps</a></p> <p><a href="#">K-12 Health Curriculum Map</a> [incomplete]</p>
<p><b>004.03B</b> Middle Grade Career Education</p>	<p>Career education is included in the middle grades program.</p>	<p><b>Yes</b></p> <p><a href="#">NCPS Curriculum Maps</a></p>
<p><b>004.03C</b> Middle Grade Athletic Competitions</p>	<p>No student in grades seven or eight participates in interscholastic athletic contests between schools within a school system or between school systems which exceed six games in football, fourteen matches in volleyball, twelve games in basketball, eight meets in wrestling, eight meets in track and field, and eight contests in all other activities. Contest limits shall be based upon the total number of contests played. Each game, match or meet played in a tournament shall count as one of the contests permitted within these contest limits.</p>	<p><b>Yes</b></p> <p><a href="#">NCPS Activities Calendar</a></p>
<p><b>004.04A</b> High School Instructional Units</p>	<p>The high school program consists of courses totaling at least 400 instructional units.</p>	<p><b>Yes</b></p> <p><a href="#">High School Course Catalog 2025-2026</a></p>
<p><b>004.04B1</b> Language Arts Units</p>	<p>60 instructional units. The curriculum includes written composition, critical reading, interpretation of fiction and non-fiction, oral presentation, and application of listening skills.</p>	<p><b>Yes</b></p> <p><a href="#">NCPS BOE Policy 6005 - Academic Credits and</a></p>

		<a href="#">Graduation</a>  <a href="#">High School Course Catalog 2025-2026</a>  <a href="#">NCPS Curriculum Maps</a>
<b>004.04B2</b> Social Science Units	<p>40 instructional units. The curriculum includes content drawn from American and world history, geography, economics, civics, government and citizenship and may also include content from other social science areas such as sociology, psychology, and anthropology. This includes instruction in the U.S. and Nebraska Constitutions, the benefits and advantages of our government, the dangers of Nazism, Communism, and similar ideologies, the duties of citizenship and the appropriate patriotic exercises to include Lincoln's birthday, Washington's birthday, Flag Day, Memorial Day and Veterans Day as provided in 79-724 R.R.S.</p> <p>All history courses stress contributions of all ethnic groups in the development and growth of America.</p>	<p><b>Yes</b></p> <p><a href="#">NCPS BOE Policy 6005 - Academic Credits and Graduation</a></p> <p><a href="#">High School Course Catalog 2025-2026</a></p> <p><a href="#">NCPS Curriculum Maps</a></p>
<b>004.04B3</b> Math Units	<p>40 instructional units. The curriculum includes communicating, reasoning, problem solving, numeration, computation, estimation, measurement, geometry, data analysis, probability and statistical concepts, and algebraic concepts.</p>	<p><b>Yes</b></p> <p><a href="#">NCPS BOE Policy 6005 - Academic Credits and Graduation</a></p> <p><a href="#">High School Course Catalog 2025-2026</a></p> <p><a href="#">NCPS Curriculum Maps</a></p>
<b>004.04B4</b> Science Units	<p>40 instructional units. The curriculum includes science concepts and processes, science as inquiry, physical science, life science, earth and space science, science and technology, and history and nature of science.</p>	<p><b>Yes</b></p> <p><a href="#">NCPS BOE Policy 6005 - Academic Credits and Graduation</a></p> <p><a href="#">High School Course Catalog 2025-2026</a></p> <p><a href="#">NCPS Curriculum Maps</a></p>
<b>004.04B5</b> World Languages Units	<p>20 instructional units or two years of daily classes in the same language. The curriculum includes reading, writing, speaking, and listening skills for communicating in one or more languages other than English, knowledge and understanding of other cultures, and developing insight into the nature of language and culture.</p>	<p><b>Yes</b></p> <p><a href="#">High School Course Catalog 2025-2026</a></p> <p><a href="#">NCPS Curriculum Maps</a></p>

<p><b>004.04B6</b> Career Education Units</p>	<p>Beginning in 2010-11, the curriculum includes 80 instructional units in Career Education that include instruction in any of the following career fields: (1) Arts, Communication, and Information Systems, (2) Business, Marketing, and Management, (3) Environmental and Agricultural Systems, (4) Health Sciences, (5) Human Services and Resources, and (6) Industrial, Manufacturing, and Engineering Systems.</p> <p><u>004.04B6a</u> Communication and Information Systems. The curriculum in this career field includes areas such as advertising, public relations, commercial photography, journalism, graphic design, broadcasting, scriptwriting, radio/TV production, computer applications, web design, interactive media, networking, e-commerce, computer science, and information technology.</p> <p><u>004.04B6b</u> Business, Marketing, and Management. The curriculum in this career field includes areas such as e-commerce, business communication, finance, business and consumer law, entrepreneurship, accounting, business economics, personal finance, consumer economics, financial services marketing, retailing, fashion marketing/merchandising, clothing and textiles, international marketing, sports and entertainment marketing, hospitality and recreation marketing.</p> <p><u>004.04B6c</u> Environmental and Agricultural Systems. The curriculum in this career field includes areas such as animal, plant, and soil sciences, agribusiness, food sciences, power, structural and technical systems, leadership and human resource development, natural resources, and environmental science.</p> <p><u>004.04B6d</u> Health Sciences. The curriculum in this career field includes areas such as nutrition and food, family health, medical terminology, certified nursing assistant, and health care sciences.</p> <p><u>004.04B6e</u> Human Services and Resources. The curriculum in this career field includes areas such as independent/adult living, home management, housing and home furnishings, family health, clothing and textiles, leadership and human resource development, business management, business law, international business, criminal justice, human growth and development, interpersonal relationships, parenting/child development, and applied psychology.</p> <p><u>004.04B6f</u> Industrial, Manufacturing, and Engineering Systems. The curriculum in this career field includes areas such as housing and home furnishings, woods and construction, construction/ electricity, construction/home maintenance, computer aided drafting, metals and welding, manufacturing/metalworking, manufacturing/woodworking, millwork and cabinetmaking, electronics, technology engineering education, Principles of Technology, technology education, transportation power/auto mechanics, automotive services, data base management and computer applications.</p> <p><u>004.04B6g</u> Nonpublic college preparatory schools may substitute additional courses in language arts, foreign language, science, mathematics, and/or social science for up to 40 instructional units in career and technical education.</p>	<p><b>Yes</b></p> <p><a href="#">High School Course Catalog 2025-2026</a></p> <p><a href="#">NCPS Curriculum Maps</a></p>
<p><b>004.04B7</b> Health/Physical Education Units</p>	<p>20 instructional units or two years of daily classes in personal health and physical fitness.</p> <p>The personal health and physical fitness curriculum includes content to emphasize life-long wellness habits. The curriculum emphasizes non-participation in high risk behavior. The physical fitness curriculum includes an active program of health-related physical fitness, including cardiorespiratory endurance, muscular strength and endurance, flexibility, and body composition. Practice for and participation in interscholastic athletic activities are not accepted as a substitute for any part of the personal health and physical fitness requirement.</p>	<p><b>Yes</b></p> <p><a href="#">High School Course Catalog 2025-2026</a></p> <p><a href="#">NCPS Curriculum Maps</a></p> <p><a href="#">9th Grade Health &amp; Physical Education Curriculum Guide</a></p>

<p><b>004.04B8</b> Visual and Performing Arts Units</p>	<p>40 instructional units which include each year instruction in vocal music, instrumental music, and visual arts. It may also include dance and theater. The visual and performing arts curriculum includes performance, interpretation, and evaluation.</p> <p><u>004.04B8a</u> Music. The curriculum includes singing and playing a varied repertoire of music, improvising melodies and accompaniments, reading and notating music, listening to and describing music, evaluating music and music performances, recognizing relationships between music and the other disciplines, and the study of music in relation to history and culture.</p> <p><u>004.04B8b</u> Visual Arts. The curriculum includes media, techniques, and processes; choice and evaluation of a range of subject matter, symbols, and ideas; assessment of characteristics and merits of student work and the work of others; and the visual arts in relation to other disciplines.</p>	<p><b>Yes</b></p> <p><a href="#">High School Course Catalog 2025-2026</a></p> <p><a href="#">NCPS Curriculum Maps</a></p>
<p><b>005</b></p>	<p style="text-align: center;"><b>ASSESSMENT</b></p>	
<p><b>005.01A-B</b> Assessment Plan</p>	<p><u>005.01A</u> All school districts participate annually in statewide assessments in compliance with the schedule as outlined in Appendix E. Nonpublic schools have an assessment plan which includes a schedule and procedures for assessing success in achieving their academic content standards. Student success in achieving their standards is reported to the head administrator or governing board of the nonpublic school.</p> <p><u>005.01B</u> Whole grade norm-referenced assessment using a national assessment instrument begins no earlier than grade two and is conducted annually in at least one grade in each of the following two levels: grades 2-5; grades 6-8. A national assessment instrument is administered at least once in the high school grades. The Board's recommendations for assessing and reporting are found in Appendix E of this Chapter.</p>	<p><b>Yes</b></p> <p><a href="#">NCPS BOE Policy 5012 - Testing and Assessment Program</a></p> <p><a href="#">NCPS Assessment Calendar 2025-2026</a></p>
<p><b>005.02A-C</b> Statewide Assessment</p>	<p><u>005.02</u> Each school year, for the purpose of implementing a statewide system of tracking student achievement as required by 79-760.05 R.R.S., school districts shall report by June 30 of each school year the following data to the Department electronically via the NSSRS portal using the Department's student identifier system:</p> <p><u>005.02A</u> Individual student demographics including each student's race, poverty status, high mobility status, attendance, and limited English proficiency;</p> <p><u>005.02B</u> Individual student achievement including individual student achievement data from the state assessment instruments required in Section 005.01A and scores and subscores available to the district on national assessment instruments administered by the district; and</p> <p><u>005.02C</u> Individual student educational input characteristics including class size, teacher education, teacher experience, special education, early childhood programs, federal programs, and targeted education programs.</p>	<p><b>Yes</b></p> <p><a href="#">ADVISER Validation</a></p>
<p><b>005.03</b> Student Assistance Process</p>	<p>Each school has a student assistance process of its own design to provide problem solving and intervention strategies.</p>	<p><b>Yes</b></p> <p><a href="#">NCPS BOE Policy 5067 - Student Assistance Team Process</a></p> <p><a href="#">Northside SAT Process</a></p> <p><a href="#">Hayward SAT Process</a></p> <p><a href="#">Middle School SAT Process</a></p> <p><a href="#">High School SAT Process</a></p>
<p><b>006</b></p>	<p style="text-align: center;"><b>LIBRARY AND MEDIA</b></p>	
<p><b>006.01A</b></p>	<p>Each school has a library media area(s) which is available to students during the entire school</p>	<p><b>Yes</b></p>

Library/Media Area	<p>day. All library media resources are properly cataloged, marked, and shelved according to a standard classification system.</p> <p>Each school has at least one set of encyclopedias available in either print or electronic format with copyright dates in the past five years.</p>	<a href="#">Library Catalog</a>
<b>006.01B</b> New Library Resources	<p>Each elementary school acquires a minimum of 25 new library media resources in print format, exclusive of textbooks and encyclopedia, of different titles, per teacher per year, up to 150 titles during one year.</p> <p>The minimum number of new titles in print format is 75 if library media resources are also available through electronic format. Each middle and high school acquires a minimum of 150 titles each year in either print or in full text electronic format.</p>	<p><a href="#">Order History for Hayward &amp; High School</a></p> <p>Order History for Northside &amp; Middle School</p>
<b>006.01C</b> Middle Grade Periodicals	Each middle level school subscribes to at least ten periodicals either in print or in full text electronic format.	<p><b>Yes</b></p> <p><a href="#">SORA</a></p>
<b>006.01D</b> Secondary School Periodicals	Each secondary school subscribes to at least 25 periodicals in print or in full text electronic format.	<p><b>Yes</b></p> <p><a href="#">SORA</a></p>
<b>007</b>	<b>INSTRUCTIONAL PROGRAM</b>	
<b>007.01A</b> Elementary Endorsed	Computed on a full-time equivalency basis, a minimum of 95 percent of the teachers in the elementary grades are assigned to areas for which they hold certificates having appropriate endorsements pursuant to 92 NAC 24.	<p><b>Yes</b></p> <p><a href="#">Staff Courses 2024-2025</a></p> <p><a href="#">Teachers Properly Endorsed Percentages 2024-2025</a></p> <p><a href="#">NCPS Certification Report</a></p>
<b>007.01B</b> Pre-K Coordinator	Pre-kindergarten programs operated by public schools are coordinated by a staff member who holds a Nebraska Teaching Certificate with at least 9 college credit hours in early childhood education.	<p><b>Yes</b></p> <p>Hippen's Credentials</p>
<b>007.02A</b> Middle Grades Endorsed	<p><u>007.02A</u> Computed on a full-time equivalency, at least 90 percent of the teachers in middle grades hold one of the following endorsements or meet the provisions of Sections 007.02A1a or 007.02A4:</p> <p><u>007.02A1</u> In grades seven and eight, any middle grades endorsement or an appropriate secondary endorsement.</p> <p><u>007.02A1a</u> Teachers holding an elementary endorsement may teach in grades seven and eight if they acquire six credit hours per year toward the middle grades endorsement or participate in staff development in accordance with a local mission and plan for education of middle grade students.</p> <p><u>007.02A2</u> In grades four through six, an elementary endorsement or any middle grades endorsement</p> <p><u>007.02A2a</u> Teachers holding a content area endorsement at the secondary level may teach grade six in that content area if they acquire six credit hours per year toward the elementary or middle grades endorsement or participate annually in staff development in accordance with a local mission and plan for education of middle grade students.</p> <p><u>007.02A3</u> In grade nine, an appropriate secondary endorsement or any middle grades endorsement.</p>	<p><b>Yes</b></p> <p><a href="#">Staff Courses 2024-2025</a></p> <p><a href="#">Teachers Properly Endorsed Percentages 2024-2025</a></p> <p><a href="#">NCPS Certification Report</a></p>

	<p><u>007.02A4</u> Teachers not holding an appropriate endorsement may be assigned to the middle grades if they acquire six credit hours per year toward a middle grades endorsement.</p> <p><u>007.02A5</u> Secondary teachers assigned to integrated courses or curriculum in grades seven through nine are considered appropriately endorsed if they hold an endorsement for any of the subjects or fields included in the course.</p>	
<p><b>007.03A</b> Secondary School Endorsed</p>	<p><u>007.03A</u> At least 80 percent of the instructional units offered in secondary grades during the regular school term are assigned to teachers who hold certificates having appropriate endorsements issued pursuant to 92 NAC 24. If 92 NAC 24 does not provide an endorsement designated for a particular course or subject area, any teacher holding a regular certificate may instruct such course without penalty to the school system. Teachers holding a subject endorsement are considered appropriately endorsed for any other subject within the broad field if they annually acquire, prior to the opening of school, six credit hours toward the subject endorsement or the broad field endorsement.</p> <p><u>007.03A1</u> Teachers assigned to integrated courses or curriculum in accordance with Sections 002.11 and 004.04C1 are considered appropriately endorsed if they hold an endorsement for any of the subjects or fields included in the course.</p>	<p><b>Yes</b></p> <p><a href="#">Staff Courses 2024-2025</a></p> <p><a href="#">Teachers Properly Endorsed Percentages 2024-2025</a></p> <p><a href="#">NCPS Certification Report</a></p>
<p><b>007.04A</b> System Library/Media Staffing</p>	<p><u>007.04A</u> Each K-12 school system and each secondary school system has a person holding a Nebraska Teaching Certificate with an endorsement appropriate for library science or educational media specialist, or meeting Section 007.04B, assigned on at least a one-half time basis to provide library media services to the school system.</p>	<p><b>Yes</b></p> <p><a href="#">Staff Courses 2024-2025</a></p> <p><a href="#">Teachers Properly Endorsed Percentages 2024-2025</a></p> <p><a href="#">NCPS Certification Report</a></p>
<p><b>007.04A1</b> Building Media Staffing</p>	<p><u>007.04A1</u> Each school building having an enrollment of from 70 to 249 students has a person holding a valid Nebraska Teaching Certificate with an appropriate endorsement for library science or educational media specialist assigned on at least a one-fifth time basis or has a library media paraprofessional assigned on at least a one-half time basis under the supervision of a certificated staff member.</p>	<p><b>Yes</b></p> <p><a href="#">Staff Courses 2024-2025</a></p> <p><a href="#">Teachers Properly Endorsed Percentages 2024-2025</a></p> <p><a href="#">NCPS Certification Report</a></p>
<p><b>007.05A</b> Guidance Staffing</p>	<p><u>007.05A</u> Each K-12 and each secondary school system assigns at least a one-half time equivalency person to conduct a guidance and counseling program. The level of assignment is determined by the local school system and the person assigned holds a guidance and counseling endorsement appropriate for the level(s) assigned. When enrollment in a school system exceeds 400, the system assigns at least one full-time equivalency appropriately endorsed person.</p>	<p><b>Yes</b></p> <p><a href="#">Staff Courses 2024-2025</a></p> <p><a href="#">Teachers Properly Endorsed Percentages 2024-2025</a></p> <p><a href="#">NCPS Certification Report</a></p>
<p><b>007.05B</b> Guidance Staffing Middle</p>	<p><u>007.05B</u> School systems having a total of 300 or more students in the middle grades, secondary grades, or high school grades assign at least a one-half time appropriately endorsed person to provide guidance and counseling for the level. When the total enrollment</p>	<p><b>Yes</b></p> <p><a href="#">Staff Courses</a></p>

and High School	in any of those levels reaches 450, one full-time equivalent appropriately endorsed person is assigned. Thereafter, an additional one-half time appropriately endorsed person is assigned for each 225 students at any of those levels.	<a href="#">2024-2025</a> <a href="#">Teachers Properly Endorsed Percentages 2024-2025</a> <a href="#">NCPS Certification Report</a>
<b>007.05C</b> Elementary Guidance Program	<b>007.05C</b> School districts having 300 or more students in the elementary grades have guidance programs or services available for the elementary students. The procedures and time allotment are determined by the local school district.	<p style="text-align: center;"><b>Yes</b></p> <a href="#">Northside Guidance Pacing Guide 2025-2026</a> Northside Guidance Schedule <a href="#">Hayward Guidance Schedule &amp; Pacing Guide 2025-2026</a>
<b>007.06A</b> Certificated Staff Evaluation	<p><b>007.06A</b> The school district has a written board policy for the evaluation of teachers. The policy is approved by the Department as required by 79-318 (5)(h) R.R.S. Sections 007.06A through 007.06B are based on statute and cannot be waived under the provisions of Section 013 of 92 NAC 10.</p> <p><b>007.06A1</b> The policy is implemented by written procedures that include:  <b>007.06A1a</b> Annual written communication of the evaluation process to those being evaluated;  <b>007.06A1b</b> A description of the duration and frequency of observations and written evaluations for probationary and permanent teachers;  <b>007.06A1c</b> Specific district-defined evaluation criteria, which include, at a minimum:  <b>007.06A1c(1)</b> Instructional performance,  <b>007.06A1c(2)</b> Classroom organization and management, and  <b>007.06A1c(3)</b> Personal and professional conduct.  <b>007.06A1d</b> Provision for written communication and documentation to the evaluated teacher specifying all noted deficiencies, specific means for the correction of the noted deficiency, and an adequate timeline for implementing the concrete suggestions for improvement; <b>007.06A1e</b> Provision for the teacher to offer a written response to the evaluation; and <b>007.06A1f</b> A description of the district plan for training evaluators.</p> <p><b>007.06A2</b> In the event a district changes its policies or procedures for certificated-employee evaluation, it shall submit the revised policies and procedures to the Commissioner or designee for approval. If the Commissioner or designee finds the policies and procedures in compliance with the requirements of Sections 007.06A through 007.06A1f, of this Chapter, it notifies the district in writing that such policies and procedures are approved. Such approval shall remain in effect until there is a change in the policies or procedures by the district, or the amendment of state law or regulations relating to such approval. In the event the Commissioner or designee does not find the revised policies and procedures of the district in compliance with the provisions of this Chapter, the Commissioner or designee will notify the district in writing and the district may resubmit amended policies and procedures.</p>	<p style="text-align: center;"><b>Yes</b></p> <a href="#">NCPS BOE Policy 4030 - Evaluation of Certificated Employees</a> <a href="#">NCPS BOE Policy 4031 - Evaluation of Probationary Certified Employees</a> <a href="#">NCPS Improvement of Instruction Model</a>
<b>007.07A</b> Staff Development	The school system annually conducts or arranges staff development sessions. Each teacher participates in at least ten hours of staff development activities each year.	<p style="text-align: center;"><b>Yes</b></p> <a href="#">NCPS BOE Policy 4032 - Professional Growth</a> PD 25-26
<b>008</b>	<b>ADMINISTRATIVE STAFF</b>	
<b>008.02A</b> Administrative Staffing and	<b>008.02</b> Each elementary school has a principal assigned who holds a Nebraska Administrative and Supervisory Certificate with an endorsement appropriate for serving as an elementary principal or for superintendent.	<p style="text-align: center;"><b>Yes</b></p> <a href="#">NCPS Certification</a>

Endorsement	When the number of full-time equivalency teachers supervised by a principal in one or more school systems reaches 10, the principal is assigned at least one-half time for administration and supervision. The principal is assigned full-time when the number of full-time equivalency teachers reaches 20 or more.	<a href="#">Report</a>
<b>008.03A</b> Middle Grades Endorsement Options	<u>008.03A</u> Each middle grades school has a principal who holds a Nebraska Administrative and Supervisory Certificate with an endorsement for middle grades principal, elementary principal, secondary principal or for superintendent.  <u>008.03A1</u> Middle grades schools having only grades four through six have a principal holding an endorsement for elementary principal, middle grades principal, or superintendent. <u>008.03A2</u> Middle grades schools having only grades seven through nine have a principal holding an endorsement for middle grades principal, secondary principal, or superintendent.	<b>Yes</b>  <a href="#">NCPS Certification Report</a>
<b>008.03B</b> Middle Grades Principal Staffing	<u>008.03B</u> When the number of full-time equivalency teachers supervised by the principal reaches 10, the principal is assigned at least one-half time for administration and supervision. The principal is assigned full-time when the number of full-time equivalency teachers reaches 20 or more.	<b>Yes</b>  <a href="#">NCPS Certification Report</a>
<b>008.04A</b> Secondary Grades Principal Staffing	<u>008.04A</u> Each secondary school has a principal assigned who holds a Nebraska Administrative and Supervisory Certificate with an endorsement for serving as a secondary principal or for superintendent. When the number of full-time equivalency teachers reaches 10 or more, the principal is assigned at least one-half time for administration and supervision. The principal is assigned full-time for administration and supervision when the number of full-time equivalency teachers reaches 20 or more.	<b>Yes</b>  <a href="#">NCPS Certification Report</a>
<b>008.05A</b> Head Administrator Endorsement	<u>008.05A</u> Each K-12 and each secondary school system having grades ten through twelve has a head administrator who holds a Nebraska Administrative and Supervisory Certificate with an endorsement for serving as a superintendent. Nonpublic systems may share an area or diocesan head administrator.	<b>Yes</b>  <a href="#">NCPS Certification Report</a>
<b>008.05B</b> Administrative Positions Endorsement	<u>008.05B</u> Any person assigned to administrative and/or supervisory duties holds a Nebraska Administrative and Supervisory Certificate with an appropriate endorsement for the position held.	<b>Yes</b>  <a href="#">NCPS Certification Report</a>
<b>008.05C</b> Certificates Filed	<u>008.05C</u> A copy of the certificate or permit of each staff member who is required to have a certificate is on file in the school or school system's administrative office. Upon initial employment or acquisition of a new certificate, the certificate or permit is registered by the head administrator of the school system in accordance with 79-804(1) R.R.S.	<b>Yes</b>  <a href="#">NCPS Certification Report</a>
<b>009</b>	<b>CONTINUOUS IMPROVEMENT</b>	
<b>009.01A</b> Continuous Improvement Plan	<u>009.01A</u> The school system develops and implements a school improvement process to promote quality learning for all students. This process includes procedures and strategies to address quality learning, equity, and accountability. In public schools, the process incorporates multicultural education as described in 004.01G. In all school systems, the school improvement process includes the following activities at least once within each five years.  <u>009.01A1</u> Review and update of a mission or vision statement. <u>009.01A2</u> Collection and analysis of data about student performance, demographics, learning climate, and former high school students. <u>009.01A3</u> Selection of improvement goals. At least one goal is directed toward improving student performance. <u>009.01A4</u> Development and implementation of a plan which includes procedures, strategies, or actions to achieve goals. <u>009.01A5</u> Evaluation of progress toward improvement goals.	<b>Yes</b>  <a href="#">NCPS Continuous Improvement Framework</a>  <a href="#">Continuous Improvement Tracking Log (2024-2029)</a>  <a href="#">NDE NEP</a>
<b>009.01B</b> External Visit	The school improvement process includes a visitation by a team of external representatives to review progress and provide written recommendations. A copy of the written recommendations is provided to the Department. The external team visits are conducted at least once each five years.	<b>Yes</b>  <a href="#">Nebraska Continuous Improvement External Report (2024)</a>

		<a href="#">Cognia Accreditation Engagement Review (2024)</a>
<b>010</b>	<b>ACCOUNTABILITY REPORTING</b>	
<b>010.01A</b> Annual Written Report	<b>010.01A</b> The school system annually prepares a written report which includes at least student academic performance as required in Section 005.02, school system demographics, school improvement goals and progress and, in the case of public schools, financial information. School systems report the information in accordance with the policy in 010.01B.	<p style="text-align: center;"><b>Yes</b></p> <p><a href="#">2024 District Report Card</a> [Kate's creating one for 2025]</p> <p><a href="#">NDE NEP</a></p>
<b>010.01B</b> Policy for Performance Report(s)	<b>010.01B</b> The school system has a written policy for annually preparing and distributing the performance report(s) required in Section 010.01A to the residents of the district or, in the case of nonpublic schools, to the appropriate body. The policy assures that individual test scores are kept confidential. If the school has fewer than ten students in the grades being reported, or if reporting would allow for the identification of students because they all had comparable scores, no public reports of student performance are provided for those grades.	<p style="text-align: center;"><b>Yes</b></p> <p><a href="#">2024 District Report Card</a> [Kate's creating one for 2025]</p> <p><a href="#">Education Committee Running Agenda</a></p> <p><a href="#">BOE Agendas</a></p>
<b>011</b>	<b>SCHOOL ENVIRONMENT</b>	
<b>011.01A</b> Building Safety	<b>011.01A</b> Each school system maintains safe, healthful, and sanitary conditions within the school building(s) and on the school grounds and meets fire, safety, and health codes.	<p style="text-align: center;"><b>Yes</b></p> <p>Building Safety Meeting Notes</p> <p><a href="#">Community Safety Meeting Notes &amp; Roster</a></p> <p><a href="#">NCPS Emergency Operations Plan</a></p>
<b>011.01B</b> Safety Plan	<b>011.01B</b> Each school system has a safety and security plan for the schools in the system. The plan addresses the safety and security of students, staff, and visitors. The plan is approved by the local governing body.	<p style="text-align: center;"><b>Yes</b></p> <p><a href="#">NCPS Emergency Operations Plan</a></p>
<b>011.01C</b> Safety Committee	<b>011.01C</b> Each school system has a school safety and security committee which includes representatives of faculty, parents, and the community. The committee meets at least annually to prepare and/or review safety and security plans and procedures, including emergency plans and procedures.	<p style="text-align: center;"><b>Yes</b></p> <p>Building Safety Meeting Notes</p> <p><a href="#">Community Safety Meeting Notes &amp; Roster</a></p>
<b>011.01D</b>	<b>011.01D</b> The school system's safety and security plan(s) are reviewed annually by one or more	<p style="text-align: center;"><b>Yes</b></p>

Safety and Security Visit	persons not on the local school system safety committee and not an employee of the school system. This review will include a visit to school buildings to analyze plans, policies, procedures, and practices and provide recommendations. Any recommendations made as a result of the analysis are forwarded to the head administrator and to the school safety and security committee to be considered in making revisions to the plan.	ALICAP
<b>011.01E</b> Seclusion and Restraints	<u>011.01E</u> Each school system has a seclusion and restraints policy approved by the school board or local governing body.	<b>Yes</b>  <a href="#">NCPS BOE Policy 6033 - Restraint and Seclusion of Students</a>
<b>011.01F</b> Bullying	<u>011.01F</u> Each school system shall develop and adopt a policy concerning bullying prevention and education for all students. The school system shall review the policy annually.	<b>Yes</b>  <a href="#">NCPS BOE Policy 5054 - Student Bullying</a>
<b>011.01G</b> Dating Violence Policy	<u>011.01G</u> Pursuant to 79-2,141 (2) R.R.S., each school district shall develop and adopt a specific policy to address incidents of dating violence involving students at school. This policy shall include a statement that dating violence will not be tolerated.	<b>Yes</b>  <a href="#">NCPS BOE Policy 5030 - Dating Violence</a>
<b>012</b>	<b>SCHOOL SYSTEM GOVERNANCE</b>	
<b>012.01A</b> Written Board Policies Accessible	<u>012.01A</u> The governing body has a written set of policies for the school system. These policies are accessible in each school building.	<b>Yes</b>  <a href="#">NCPS BOE Policies Webpage</a>
<b>012.01B</b> Policy On Instructional Hours	<u>012.01B</u> The school system has a written policy which assures that each school will meet the statutory requirement of at least 400 hours for kindergarten, at least 1,032 hours for students up through grade eight, and at least 1,080 hours for students in grades nine through twelve. The policy(ies) or regulations stipulate the conditions for which individual students may be excused from the regular school day.	<b>Yes</b>  <a href="#">NCPS BOE Policy 6003 - Instructional Program</a>
<b>012.01C</b> Ratio of Pupils to Certificated Staff	<u>012.01C</u> The ratio of pupils to certificated staff members, computed on a full-time equivalency basis, in each school does not exceed 25 to 1.	<b>Yes</b>  PowerSchool
<b>APPENDIX</b>		
Americanism Committee	School Board has an Americanism Committee to carry out 79-725	<b>Yes</b>  <a href="#">American Civics Committee Meeting Checklists 2022-2025</a>
Character Education	Character education instruction emphasis in public and nonpublic classrooms 79-725	<a href="#">Northside Guidance Pacing Guide 2025-2026</a>  <a href="#">Hayward Guidance Schedule &amp; Pacing Guide 2025-2026</a>

		Middle School? High School?
Seizure Safe Schools	Public, private, denominational, and parochial schools educate staff as outline in the Seizure Safe Schools Act 79-3201	<b>Yes</b> <a href="#">Vector/SafeSchools Seizure Training for School Personnel by Epilepsy Foundation of America</a>
Financial Literacy	Meet Financial Literacy component as outlined in NE Revised Statute 79-3001 through 79-3004	<b>Yes</b> <a href="#">NCPS BOE Policy 6005 - Academic Credits and Graduation</a> <a href="#">High School Course Catalog 2025-2026</a>

# Snow Removal (RFP) 2025-2026

Name	L'Heureux's Snow Removal / Sanding	
Phone	Cell 402-613-0432 & 402-209-6147	
Equipment	4 pickups w plows & skid loader	
Cost	155 <sup>-</sup> per hour per truck	
Snow Removal	Nebraska City High School	- 800 <sup>-</sup>
Salt & Sand	North Side Elementary	- 500 <sup>-</sup>
	Hayward Elementary	- 375 <sup>-</sup>
	Nebraska City Middle School	- 375 <sup>-</sup>
	Central offices	- 450 <sup>-</sup>

Comments - when asked for extra salt & sand anywhere cost will be accordingly

## Snow Removal CRFP 2024-2025

Name Litheureux's Snow Removal/Sanding  
Phone Home-402-873-4943 Cell-402-613-0452  
Equipment 5 pickups with snow plows  
Dump truck & loader & Sander  
cost snow removal \$150 - per truck per hour  
Salt & Sand

Nebraska City High School	- 750 -
North Side Elementary	- 425 -
Hayward Elementary	- 350 -
Nebraska City Middle School	- 350 -
Central Offices	- 400 -

Comments - When asked for extra salt & sand anywhere cost will be accordingly.

# Nebraska City Public Schools NOTICE AND ADVERTISEMENT FOR BIDS

NOTICE IS HEREBY GIVEN: Bids for the "2026 Building Envelope Improvement Project" for Nebraska City Public Schools. Bids will be received by Mark Fritch, Superintendent, 1700 14th Ave., Nebraska City, NE - before 10 A.M. C.S.T. on Tuesday, December 2nd, 2025, at which time they will be opened publicly and simultaneously in the presence of bidders and/or their representatives in the Office of the Superintendent of Schools. Formal Bid Tabulation will be available upon request after the bid date. A Pre-Bid Conference will be held at 10 A.M. on November 18th at the Northside Elementary School. Attendance at the Pre-Bid Conference is mandatory and specifications & drawings will be available. Bidders will be required to provide a security deposit in the form of an approved Bid Bond, of five percent (5%) of the base bid, including alternates, in a separate attached envelope. Bid security shall be made payable to Nebraska City Public Schools. Performance Bond and Labor, Material and Payment Bond will be required by the successful bidder in the full amount of the contract. No bidder may withdraw its bid for a period of thirty (30) calendar days after the date and hour set for receiving bids. The anticipated construction schedule is between May 25th, 2026 – August 1st, 2026.

Mark Fritch, Superintendent

Published in the Nebraska City News Press on November 7, 14, 2025.

##### ZNEZ



## REQUEST FOR PROPOSALS-NORTHSIDE ROOF PROJECT

Carla Zaroban

October 28, 2025

### **Notice and Advertisement for Bids**

NOTICE IS HEREBY GIVEN: Bids for the "2026 Building Envelope Improvement Project" for Nebraska City Public Schools. **Bids will be received by Mark Fritch, Superintendent, 1700 14th Ave., Nebraska City, NE - before 10 A.M. C.S.T. on Tuesday, December 2nd, 2025**, at which time they will be opened publicly and simultaneously in the presence of bidders and/or their representatives in the Office of the Superintendent of Schools. Formal Bid Tabulation will be available upon request after the bid date.

**A Pre-Bid Conference will be held at 10 A.M. on November 18th at the Northside Elementary School.** Attendance at the Pre-Bid Conference is mandatory and specifications & drawings will be available. Bidders will be required to provide a security deposit in the form of an approved Bid Bond, of five percent (5%) of the base bid, including alternates, in a separate attached envelope. Bid security shall be made payable to Nebraska City Public Schools.

County-Wide Housing Survey (sent out to families)

<https://lp.constantcontactpages.com/sv/y9H84JP/OtoeCoHousingSurvey>

Workforce Housing Needs Survey (sent to employees)

<https://lp.constantcontactpages.com/sv/kwn0Avz/OtoeCoWorkforceSurvey>

Employer Housing Assistance Survey (for the leader of the organization)

<https://lp.constantcontactpages.com/sv/N4ENGFw>

**Survey  
Deadline  
Nov. 30**  
(extended)

## **WHY TAKE THIS SURVEY?**

Tell us about  
**YOUR** needs for  
workforce  
housing.

Scan the QR code with  
your camera to access  
the anonymous  
Housing Study Survey.



***Your response helps make a  
difference in our communities.***



**NEBRASKA CITY AREA**  
Economic Development Corporation

**2025 Otoe  
County  
Workforce  
Housing Study**

Dear Otoe County Business Leader,

As part of our ongoing efforts to support workforce development and community growth in Otoe County, the Nebraska City Area Economic Development Corporation (NCAEDC), in partnership with Hanna:Keelan Associates, is conducting a comprehensive Workforce Housing Study. This study will help us better understand current housing needs, identify gaps, and guide future planning and investment.

We are asking for your support in two key ways:

1. Workforce Housing Survey (for employees)
  - a. This survey is designed for employees across Otoe County. It gathers input on housing preferences, challenges, and future needs. We ask that you please share the flyer with the QR code and encourage your team members (whether they reside in Otoe County or not) to complete the survey during a break or at their convenience. Their feedback is essential to shaping housing solutions that work for our local workforce. I can also provide a direct link to the survey if you'd prefer to email your team members the survey.
2. Employer Housing Survey (for business leaders)
  - a. This separate survey is intended for employers and organizational leaders. It focuses on understanding how housing impacts your workforce, what challenges you see, and what – if any – housing incentives or support your organization currently offers. Your insights will help us identify opportunities for collaboration and innovation in addressing workforce housing needs.

In addition to the workforce-specific surveys, we are also distributing a general housing survey for all residents and property owners in Otoe County. This broader survey will help us understand community-wide housing trends and preferences. This survey is currently being promoted throughout our county.

**Why This Matters:** Housing is a foundational element of economic development. By participating in these surveys, you are helping us build a clearer picture of the housing landscape in Otoe County – one that supports current residents, attracts new talent, and strengthens our local economy.

If you have any questions or would like printed copies of the surveys, please don't hesitate to reach out. Thank you for your continued partnership and commitment to our community's growth.

Warm regards,

Lisa Walker

Executive Director

Nebraska City Area Economic Development Corporation

[lwalker@nebraskacityareaedc.org](mailto:lwalker@nebraskacityareaedc.org)

402-873-4293

## **5066 Early Graduation**

**General Policy.** Students most effectively obtain the skills and experience necessary to graduate from high school by completing grades 9 through 12 over the course of 4 years. Unless otherwise permitted by Board policy or other applicable law, students must finish all 4 grade levels in order to graduate.

**Requirements for Application.** In unique circumstances, the Board may waive the four-year attendance requirement for high school graduation, provided that the student has met the requirements of this policy.

Students must make an application to the high school principal before they may seek permission to graduate early from the Board. The principal may consult with appropriate instructional and guidance staff members in making the determination. The student's application must include:

1. Proof that the student will meet all academic requirements necessary to graduate on or before the proposed graduation date;
2. A transcript showing that the student has no grade lower than "C" in any required course at the time of application;
3. A detailed essay that (a) addresses the reasons for seeking early graduation and (b) articulates the student's post-graduation plans, including goals and objectives justifying the need to graduate early; and
4. A letter from a parent/guardian supporting the application.

The student may submit any additional materials which support the student's efforts to graduate early. Such materials may include, but are not required to include: letters of support from staff and community members; proof of admission in a postsecondary program; and/or any other materials which the student believes to support the student's application.

**Consideration by the Board of Education.** The principal will make a written recommendation to the Board based on the submitted application from the student. The Board will consider but is not bound by the principal's recommendation. Along with the application, the Board may consult with members of the administration, staff, or anyone else the Board deems appropriate. The Board will grant a student's application only if it determines that the student is best served by permitting the student to graduate early.

**Participation in District Activities.** Early graduates will be considered graduates of the district at the time the Board confers such status upon them. Therefore, early graduates will no longer be considered members of the student body and will forfeit those rights and privileges accorded such students.

Adopted on: December 21, 2016

Revised on:

Reviewed on: August 8, 2022; February 10, 2025

# EGAN SUPPLY CO.

"It's Service After The Sale That Counts"

13838 Industrial Road • Omaha, NE 68137

## PRICE QUOTE

Phone 402-346-0597

Fax 402-346-5076

Page 1

Printed 10/15/25 CB2

**Quoted**  
 NEBRASKA CITY PUBLIC SCHOOLS  
 1700 14TH AVE  
 NEBRASKA CITY NE 68410  
 Tel:402-873-6033 Fax:402-873-6030

**Ship To**  
 HIGH SCHOOL MAINT SHOP  
 Attn: JENNY GAWART  
 141 STEINHART PARK RD  
 NEBRASKA CITY NE 68410

Quote # Q043921	Quote Date 11/11/2024	Exp Date 03/05/2026	Customer # 0001448	Customer P/O #	Ship Via	Writer CB2
Job ID			Customer Terms Net 30 Days		Salesman CHRIS BAMBERY	

Product	Description	UM	Quant	Unit Price	Extension
	***** * BOTTOM OF HIGH SCHOOL PARKING * * LOT IS MAINT SHOP * * JENNY 402-209-1862 * * deliver 6am-2pm * *****				
GYM FLOOR	SAND GYM FLOOR This quote is for sanding the floor, applying two coats of seal, repainting all existing gyme lines, and applying two coats of high solids gym finish. Additional graphics quoted separately.	EA	1	22695.00	22695.00
GRAPHICS	GYM FLOOR GRAPHICS 275 feet of border and 12 outside corners	EA	1	3450.00	3450.00
REPAIRS	REPAIRS TO GYM FLOOR REPAIR COST IS FOR FACEPLATING EACH DAMAGED BOARD. QUANTITY MAY CHANGE	EA	15	60.00	900.00
GRAPHICS	GYM FLOOR GRAPHICS PRICE TO PAINT 2 PICKLE BALL COURTS AND ONE BADMINTON COURT	EA	1	2000.00	2000.00

X: _____ (Accepted by)	Sub Total	\$29,045.00	<b>T o t a l</b>
	Freight	\$0.00	
	Misc Charges	\$0.00	
	Tax Amount	\$0.00	
			<b>\$29,045.00</b>

<b>MESSAGE</b>	<b>TERMS</b>
FOB Destination, Freight Collect	

**Sports Facility Maintenance**

7915 Harney Street  
Omaha, NE 68114 US  
4026184353  
casey@sportsmaint.com



# Estimate

**ADDRESS**

Mark Fritch  
Nebraska City Public School  
1700 14th Ave  
Nebraska City, NE 68410

**ESTIMATE #** 1289  
**DATE** 10/15/2025

QTY	DESCRIPTION	AMOUNT
	2024 PM REPAIRS	
	.	
	NORTHSIDE ELEMENTARY	
6	Purchase Safety Strap	5,100.00
2	Purchase Safety Strap Offset Bracket 6 5/8"	378.00
4	Purchase & Fabricate Wood Wall Bucks For Backstops - Safety Strap Bucks	380.00
16	Purchase & Install Wall Buck Anchors - Through bolt? Red Heads?	560.00
1	Purchase 3/8" set screws for winch - N Main	15.00
4	Install Parts	900.00
1	Shipping	52.39
1	Lift Charge	300.00
1	Travel	287.00
	.	
	HAYWARD ELEMENTARY	
1	Purchase Rim - W main	381.35
2	Purchase Safety Strap - E & W Main	1,700.00
2	Purchase Safety Strap Straight Bracket - E & W Main 6 5/8"	378.00
2	Purchase Thimbles & Install - E & W Main	50.00
1	Lift Charge	300.00
1	Shipping	48.50
1	Travel	287.00
	.	
	MIDDLE SCHOOL	
6	Purchase Safety Strap	5,100.00
2	Purchase Safety Strap Straight Bracket	378.00

QTY	DESCRIPTION	AMOUNT
4	Purchase & Fabricate Wood Wall Bucks For Backstops - Safety Strap Bucks	380.00
16	Purchase & Install Wall Buck Anchors - Through bolt? Red Heads?	560.00
1	Purchase Rim - NW	381.35
1	Purchase Pulleys for Backstop - E	125.00
2	Limit Switches - Adjust Both Mains	250.00
4	Purchase Backboard Padding - for Side courts - Grey	1,295.36
4	Install Parts	900.00
1	Lift Charge	300.00
1	Travel	287.00
	.	
	HIGH SCHOOL	
6	Purchase Safety Strap - Main Gym	5,100.00
	NOTE: Aux gym has a number of issues. We should discuss the future of this gym and what the school wants to do. Once we know what the school wants to do, we can put together a price to make the necessary repairs/upgrades.	
1	Lift Charge	300.00
1	Travel	287.00

Thank you for the opportunity. When this estimate is approved, please sign the estimate and send a PO. Once we receive that information, we will get parts ordered if needed and get with you to schedule the project. Thanks again and have a great day!

SUBTOTAL	26,760.95
TAX	0.00
<b>TOTAL</b>	<b>\$26,760.95</b>

Accepted By

Accepted Date

**Sports Facility Maintenance**

7915 Harney Street  
Omaha, NE 68114 US  
4026184353  
casey@sportsmaint.com



# Estimate

**ADDRESS**

Mark Fritch  
Nebraska City Public School  
1700 14th Ave  
Nebraska City, NE 68410

**ESTIMATE #** 1296

**DATE** 10/15/2025

**QTY DESCRIPTION**

2024 PM REPAIRS - HIGH SCHOOL AUX GYM ONLY

.

- 2 Take Backstop Out of Service - NW, SW
- 2 Purchase Safety Strap - NE, SE
- 2 Purchase Pulleys for Backstop Upper Pipes - NE, SE
- 2 Purchase Pulleys for Backstop Wall Bucks - NE, SE
- 2 Purchase & Fabricate Wood Wall Bucks For Backstops - NE, SE
- 2 Purchase Clevis & Wall Buck Connections - Anchors, Clevis, Through Bolts
- 2 Purchase Cable & Cable Clamps
- 2 Install
- 1 Shipping
- 1 Lift Charge
- 1 Travel

.

NOTE: This is a repair to make the existing equipment as safe as we can knowing we are dealing with old systems. The geometry of these systems is not normal so some of the methods that were used to install these years ago, we would not do today. The wall buck connections are concerning in this gym. I am not sure if we can through bolt these or not. We will want to know if we can get to the backside of these connections to make sure if we update the pulleys and cable, we also feel confident about the wall buck connections.

.

NOTE: Mark and I talked about new backstops in the gym. We talked about a budget # between \$12,000 and \$15,000 per unit. Please note, no electrical would be included in those numbers and no disposal of the old systems in those numbers. We would demo the units, but sometimes schools want to recycle the metal or use it for shop class. So, we don't provide dumpsters for these projects anymore.



Thank you for the opportunity. When this estimate is approved, please sign the estimate and send a PO. Once we receive that information, we will get parts ordered if needed and get with you to schedule the project. Thanks again and have a great day!

SUBTOTAL	5,754.00
TAX	0.00
<b>TOTAL</b>	<b>\$5,754.00</b>

Accepted By

Accepted Date