

Board of Education Regular Meeting  
Monday, February 9, 2026 6:00 PM  
Boardroom at 1700 14th Avenue  
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. Reading Initiative / CLSD Grant; Continuous Improvement Report
  - 2.2. Principal's Reports – “What’s Happening With The PIONEERS!”
  - 2.3. Committee Reports
    - 2.3.1. Education, Americanism and Civics
    - 2.3.2. Buildings and Grounds
    - 2.3.3. Finance
    - 2.3.4. Policy
  - 2.4. Superintendent's Report
3. Business
  - 3.1. Non-Action Items
    - 3.1.1. Policy Reviews
    - 3.1.2. Nebraska Association of School Boards
    - 3.1.3. Board Committees
  - 3.2. Action Items
    - 3.2.1. Policy Revision
    - 3.2.2. 2026-2027 Certified Teacher Negotiated Contract
    - 3.2.3. Short Term Disability
    - 3.2.4. Transportation; Purchase of used buses
    - 3.2.5. Visitor Bleachers
    - 3.2.6. Audit Service
    - 3.2.7. HVAC Unit
    - 3.2.8. Personnel
      - 3.2.8.1. Resignation
      - 3.2.8.2. Early Voluntary Separation
    - 3.2.9. Executive Session
    - 3.2.10. 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 Regular and Reorganizational Meeting**  
**Monday, January 12, 2026**  
**Boardroom at Central Office**  
**1700 14th Avenue**  
**Nebraska City, NE 68410**

The Nebraska City News Press and B103 were notified.

Notice was published in the Nebraska City News Press on Friday, January 2, 2026 and on the Nebraska City Public Schools website on Tuesday, December 16, 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, January 2, 2026 and Tuesday, December 16, 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 President, Lisa Chaney, called the meeting to order at 6:00 PM.

**1.1. Roll Call**

Kent Blum: Present  
Lisa Chaney: Present  
Pattie Lant: Present  
John Hodges: Present  
Stacie Higgins: Present  
Jim Nemecek: Present  
Sally Schreiner: Present  
Brent Shanholtz: Present  
Rob Elson: Present  
Present: 9, Absent: 0

**1.2. Pledge of Allegiance**

**1.3. Policy 2005-Board Member Conflict of Interest Statement of Intent-All Members**

Each member of the Board of Education, on or before January 15th of each year, will declare in writing to the Board of Education the nature of any personal conflicts of interest regarding actions that may be taken by the Board of Education. All Board of Education Members submitted their statements prior to this deadline.

**1.4. Organizational Meeting of the Board of Education**

**1.4.1. Election of Officers**

Superintendent Fritch conducted the election of the President.

**1.4.1.1. President**

Kent Blum nominated Lisa Chaney for the office of President. There were no other nominations.

**Order #17468-Motion Passed:** Motion to elect Lisa Chaney as President for 2026 passed with a motion by Jim Nemecek and a second by Brent Shanholtz. No discussion.

Kent Blum: Yea  
Lisa Chaney: Yea  
Pattie Lant: Yea  
John Hodges: Yea  
Stacie Higgins: Yea  
Jim Nemecek: Yea  
Sally Schreiner: Yea  
Brent Shanholtz: Yea  
Rob Elson: Yea  
Yea: 9, Nay: 0, Absent: 0

Superintendent Fritch congratulated Lisa Chaney on her election to office and thanked her for her continued leadership. President Chaney presided the rest of the meeting.

**1.4.1.2. Vice President**

Stacie Higgins nominated Brent Shanholtz for the office of Vice President. There were no other nominations.

**Order #17469-Motion Passed:** Motion to elect Brent Shanholtz as Vice President for 2026 passed with a motion by Stacie Higgins and a second by Rob Elson. Mr. Shanholtz was congratulated on his election to Vice President.

Kent Blum: Yea  
Lisa Chaney: Yea  
Pattie Lant: Yea  
John Hodges: Yea  
Stacie Higgins: Yea  
Jim Nemecc: Yea  
Sally Schreiner: Yea  
Brent Shanholtz: Yea  
Rob Elson: Yea  
Yea: 9, Nay: 0, Absent: 0

**1.4.2. Appointments by the Board President**

**1.4.2.1. Appointment to Committees by Board President for 2026**

<u>Finance</u>	<u>Education</u>	<u>Buildings and Grounds</u>	<u>Policy</u>
Kent Blum	Sally Schreiner	John Hodges	Brent Shanholtz
Brent Shanholtz	Jim Nemecc	Rob Elson	Stacie Higgins
Rob Elson	Pattie Lant	Jim Nemecc	Pattie Lant

**1.4.2.2. Appointment of the NCPS Foundation Board Liaison**

President Chaney appointed John Hodges to serve as the NCPS Foundation Board Liaison for 2026.

**1.4.2.3. Creation of and Appointment to the Ad Hoc Superintendent Evaluation Tool Committee**

President Chaney appointed Sally Schreiner, Rob Elson, Jim Nemecc and herself to serve on the Ad Hoc Superintendent Evaluation Tool Committee for 2026.

**1.4.2.4. Appointment of Board Secretary and Board Treasurer**

**Order #17470-Motion Passed:** Motion to approve Brenda Wieckhorst as the Board Treasurer for 2026 passed with a motion by Stacie Higgins and a second by Jim Nemecc. No discussion.

Kent Blum: Yea  
Lisa Chaney: Yea  
Pattie Lant: Yea  
John Hodges: Yea  
Stacie Higgins: Yea  
Jim Nemecc: Yea  
Sally Schreiner: Yea  
Brent Shanholtz: Yea  
Rob Elson: Yea  
Yea: 9, Nay: 0, Absent: 0

**Order #17471-Motion Passed:** Motion to approve Mark Fritch as the Board Secretary for 2026 passed with a motion by Jim Nemecc and a second by Brent Shanholtz. No discussion.

Kent Blum: Yea  
Lisa Chaney: Yea  
Pattie Lant: Yea  
John Hodges: Yea  
Stacie Higgins: Yea  
Jim Nemecc: Yea  
Sally Schreiner: Yea  
Brent Shanholtz: Yea

Rob Elson: Yea  
Yea: 9, Nay: 0, Absent: 0

**1.5. Requests from Board Members to be Absent from this meeting**

There were no requests to be absent from this meeting.

**1.6. Welcome to Visitors and Public**

President Chaney welcomed visitors and the public to the meeting.

**1.7. Approval of Agenda**

**Order #17472-Motion Passed:** Motion to approve the agenda for January 12, 2026 passed with a motion by Kent Blum and a second by Pattie Lant. No discussion.

Kent Blum: Yea  
Lisa Chaney: Yea  
Pattie Lant: Yea  
John Hodges: Yea  
Stacie Higgins: Yea  
Jim Nemeec: Yea  
Sally Schreiner: Yea  
Brent Shanholtz: Yea  
Rob Elson: Yea  
Yea: 9, Nay: 0, Absent: 0

**1.8. Public Comment Time**

No one addressed the board during Public Comment Time.

**1.9. Approval of Minutes**

**Order #17473-Motion Passed:** Motion to approve the minutes from the Regular Meeting on December 15, 2025 passed with a motion by Stacie Higgins and a second by Patty Lant. No discussion.

Kent Blum: Yea  
Lisa Chaney: Yea  
Pattie Lant: Yea  
John Hodges: Yea  
Stacie Higgins: Yea  
Jim Nemeec: Yea  
Sally Schreiner: Yea  
Brent Shanholtz: Yea  
Rob Elson: Yea  
Yea: 9, Nay: 0, Absent: 0

**1.10. Claims and Accounts**

**Order #17474-Motion Passed:** Motion to approve the claims and accounts as presented passed with a motion by Lisa Chaney and a second by Kent Blum. Lisa Chaney reviewed the bills this month and found everything to be in order. She pointed out a few bills that needed additional clarification for board members.

**General Fund:** \$168,503.04; **Payroll Fund:** \$1,285,245.83; **Payroll Benefits Fund:** \$224,775.96; **School Nutrition Fund:** \$508.26

Kent Blum: Yea  
Lisa Chaney: Yea  
Pattie Lant: Yea  
John Hodges: Yea  
Stacie Higgins: Abstain  
Jim Nemeec: Yea  
Sally Schreiner: Yea  
Brent Shanholtz: Yea  
Rob Elson: Yea  
Yea: 8, Nay: 0, Abstain: 1

### 1.11. Financial Report

**Order #17475-Motion Passed:** Motion to approve the financial report as presented passed with the current balance in the treasury being \$2,092,924.53 with a motion by Brent Shanholtz and a second by Kent Blum. Mr. Shanholtz gave the financial report that included reimbursements are current, cashflow is as planned for the start of 2026 and projections look as expected for the upcoming months. The next pinch point for cashflow will be the month of April.

Kent Blum: Yea  
Lisa Chaney: Yea  
Pattie Lant: Yea  
John Hodges: Yea  
Stacie Higgins: Yea  
Jim Nemeec: Yea  
Sally Schreiner: Yea  
Brent Shanholtz: Yea  
Rob Elson: Yea  
Yea: 9, Nay: 0, Absent: 0

## 2. Reports

### 2.1. Dana Cole Audit Presentation-Robert Lewicki

Robert Lewicki presented the 2024-2025 district audit to the board and reviewed the findings, as well as answered questions from the Board.

### 2.2. Reading Initiative/CLSD Grant/Continuous School Improvement

Teachers from the First and Fourth Grade Teams presented to the Board about the impact of the new reading curriculum resource with the implementation of grade level planning and how it is being utilized with the CLSD Grant to show student growth and increased reading proficiency.

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

#### 2.4. Committee Reports

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

Lisa Chaney gave the report of the committee highlighting data that was shared by Kate Sherwin with assistance on how to read and interpret that data to help make decisions.

##### 2.4.2. Building and Grounds Committee

Rob Elson gave the report of the committee highlighting the Bi-annual inspection report checklist and the information shared by both Facility Advocates and Jenny Gawart. They are worked on a priority list and have items on the agenda for review and discussion.

##### 2.4.3. Finance Committee

Kent Blum gave the report of the committee highlighting the report from Facility Advocates and the maintenance needs that have been prioritized.

##### 2.4.4. Policy Committee

Jim Nemeec gave the report of the committee highlighting the completion of a three-year review cycle and the start of a new cycle. The committee has discussed including the Policy Committee in board policy.

### 2.5. Superintendent's Report

Mr. Fritch reminded the board members about the NASB Legislative Issues Conference-January 25 and 26 in Lincoln, upcoming grant opportunities that are being explored by the NCPS Foundation and shared that instructional minutes are strong as we have not had any school cancellations due to weather.

## 3.0 Business

### 3.1. Non-Action Items

#### 3.1.1. Annual Policy Review-Policy 2012-Board Code of Ethics and Policy 2013-Violation of Board Ethics

The Board of Education reviews these policies annually in January. They read Policy 2012 aloud and President Chaney encouraged all board members to review both policies as well as all policies up for review each month.



**3.1.2. Policy Review Cycle**

Administration and the Policy Committee recommended the review of these policies from the three-year review cycle.

2002-Organization of Board

2006-Complaint Procedure

2014-Relationship with District Legal Counsel

5006-Foreign Exchange Students

5006.R1-Foreign Exchange Students Procedures

5044-Safe Pupil Transportation

**3.1.3. Facility Advocates: Maintenance Checklist and Recommended Repairs**

Bi-Annual maintenance inspection identified repairs that will be scheduled to take place across the district.

**3.2. Action Items**

**3.2.1. Audit Report from Dana Cole**

**Order #17476-Motion Passed:** Motion to approve the audit report for the 2024-2025 school year from Dana Cole, as presented, passed with a motion by Pattie Lant and a second by Brent Shanholtz. No discussion.

Kent Blum: Yea

Lisa Chaney: Yea

Pattie Lant: Yea

John Hodges: Yea

Stacie Higgins: Yea

Jim Nemecek: Yea

Sally Schreiner: Yea

Brent Shanholtz: Yea

Rob Elson: Yea

Yea: 9, Nay: 0, Absent: 0

**3.2.2. Selection of Depositories**

**Order #17477-Motion Passed:** Motion to approve Commercial State Bank and Arbor Bank of Nebraska City as the 2026 Depositories for Nebraska City Public Schools passed with a motion by Jim Nemecek and a second by Brent Shanholtz. No discussion.

Kent Blum: Yea

Lisa Chaney: Yea

Pattie Lant: Yea

John Hodges: Yea

Stacie Higgins: Yea

Jim Nemecek: Yea

Sally Schreiner: Yea

Brent Shanholtz: Yea

Rob Elson: Yea

Yea: 9, Nay: 0, Absent: 0

**3.2.3. Facility Advocates: Maintenance Checklist and Potential Projects**

**Order #17478-Motion Passed:** Motion to approve the replacement of the High School new gym northeast heat pump passed with a motion by John Hodges and a second by Pattie Lant. No discussion.

Kent Blum: Yea

Lisa Chaney: Yea

Pattie Lant: Yea

John Hodges: Yea

Stacie Higgins: Yea

Jim Nemecek: Yea

Sally Schreiner: Yea

Brent Shanholtz: Yea

Rob Elson: Yea

Yea: 9, Nay: 0, Absent: 0

**3.2.4. Executive Session**

**Order #17479-Motion Passed:** Motion to go into Executive Session for a strategy session with respect to collective bargaining clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual in compliance with the law passed with a motion by Kent Blum and a second by Rob Elson. No discussion.

Kent Blum: Yea  
Lisa Chaney: Yea  
Pattie Lant: Yea  
John Hodges: Yea  
Stacie Higgins: Yea  
Jim Nemeec: Yea  
Sally Schreiner: Yea  
Brent Shanholtz: Yea  
Rob Elson: Yea  
Yea: 9, Nay: 0, Absent: 0

The Board entered Executive Session at 7:58 PM.

**3.2.5. Reconvene Regular Meeting**

**Order #17480-Motion Passed:** Motion to reconvene the Regular Meeting at 8:46 PM passed with a motion by Kent Blum and a second by Jim Nemeec. No discussion.

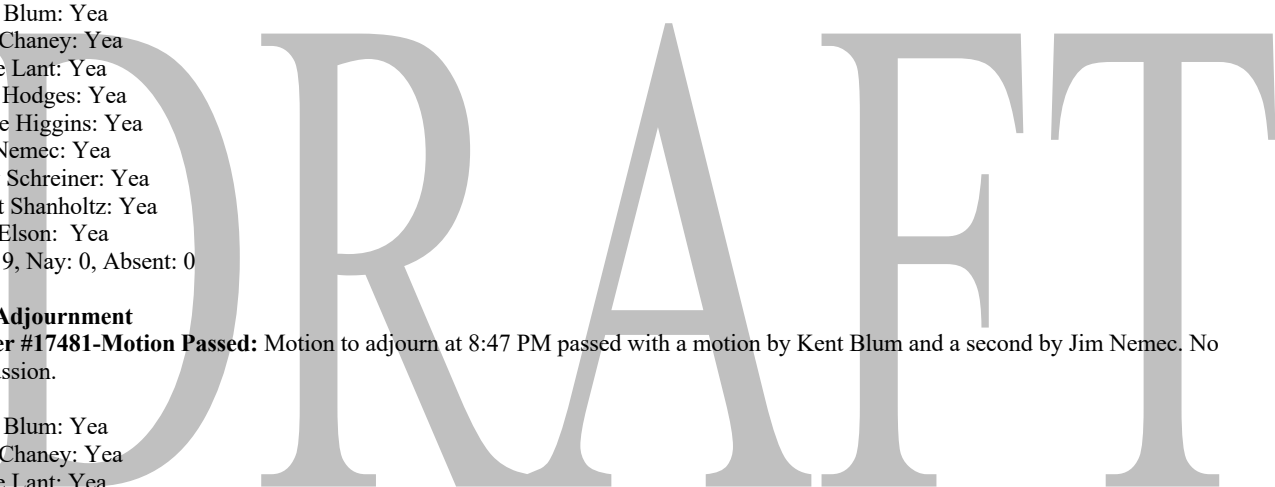
Kent Blum: Yea  
Lisa Chaney: Yea  
Pattie Lant: Yea  
John Hodges: Yea  
Stacie Higgins: Yea  
Jim Nemeec: Yea  
Sally Schreiner: Yea  
Brent Shanholtz: Yea  
Rob Elson: Yea  
Yea: 9, Nay: 0, Absent: 0

**4.0. Adjournment**

**Order #17481-Motion Passed:** Motion to adjourn at 8:47 PM passed with a motion by Kent Blum and a second by Jim Nemeec. No discussion.

Kent Blum: Yea  
Lisa Chaney: Yea  
Pattie Lant: Yea  
John Hodges: Yea  
Stacie Higgins: Yea  
Jim Nemeec: Yea  
Sally Schreiner: Yea  
Brent Shanholtz: Yea  
Rob Elson: Yea  
Yea: 9, Nay: 0, Absent: 0

Mark Fritch, Secretary



## AFFIDAVIT OF PUBLICATION

State of New Jersey, County of Camden, ss:

I, Laquansay Nickson Watkins, 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:**

- Jan 2, 2026

**Notice ID:** Y8VFX9Jky1mH6XaxSV42

**Notice Name:** January Meeting Notice 2026

**Publication Fee:** \$13.50

Laquansay Nickson Watkins

Agent

**VERIFICATION**

State of New Jersey  
County of Camden

Signed or attested before me on this: 01/02/2026

*Sharon E. Thomas-Pope*

Notary Public

Notarized remotely online using communication technology via Proof.

SHARONN E THOMAS-POPE  
NOTARY PUBLIC  
STATE OF NEW JERSEY  
My Commission Expires January 23, 2027

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

NOTICE IS HEREBY GIVEN that the **Regular and Reorganizational 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., January 12, 2026 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 January 2, 2026.

4118540 ZNEZ

# NEBRASKA CITY PUBLIC SCHOOLS

// NEWS

// NOTICE OF REGULAR AND  
REORGANIZATIONAL MEETING-  
JANUARY 12, 2026



**NOTICE OF REGULAR AND  
REORGANIZATIONAL MEETING-  
JANUARY 12, 2026**

Carla Zaroban

December 16, 2025

NOTICE IS HEREBY GIVEN that the **Regular and Reorganizational 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., January 12, 2026 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



**Find Us**

Nebraska City Public Schools

1700 14th Avenue

Jan-26

Vendor Name	Description	Check Total
Checking Account ID	Fund Number	08 Building Fund
EGAN SUPPLY CO.	OLD GYM FLOOR	31,295.00
Fund Number	08	<u>31,295.00</u>
Checking Account ID		<u>31,295.00</u>
Checking Account ID	Fund Number	01 General Fund
ALBIREO ENERGY LLC	CONTRACTED SERVICES	4,330.00
AMANDA KUHLENENGEL	MILEAGE	231.49
AMAZON CAPITAL SERVICES	MISC CHARGES	1,360.72
AMERICAN NATIONAL BANK	LOAN PAYMENT	2,995.50
AMERICAN RECYCLING AND SANITATION	TRASH SERVICE	2,747.07
CAPITAL BUSINESS SYSTEMS	STAPLES	171.17
CAPITAL BUSINESS SYSTEMS	COPIER LEASE	2,865.25
CARD SERVICES	MISC CHARGES	1,445.70
COLUMN SOFTWARE PBC	PUBLIC NOTICE	153.36
DANA L. GUNDERSON	CONTRACTED SERVICES	20,521.00
DAS STATE ACCOUNTING - CENTRAL	DISTANCE LEARNING	317.87
DAVID HELLMAN	1ST SEMESTER MILEAGE	70.07
DISTRICT MANAGEMENT GROUP	CLSD GRANT EXPENSE	185,000.00
DOUGLAS TIRE	VEHICLE REPAIRS	62.03
ESU #4	TECH CONTRACTED SERVICES	22,750.00
EVERWAY	NEWS TO YOU RENEWAL	1,610.96
FACILITY ADVOCATES	HVAC REPAIRS	12,854.00
FBG SERVICE CORPORATION	CUSTODIAL SERVICES	29,751.00
FIRST CLASS FLOWERS	FUNERAL	45.00
FIRST STUDENT INC	DEC TRANSPORTATION SERVICES	33,448.65
GEORGIA STAGE	PLAY SUPPLIES	408.93
GINGER WEAVER	SUPPLY REIMBURSEMENT	205.95
HD SUPPLY FACILITIES MAINTENANCE, J.F. AHERN CO.	CUSTODIAL SUPPLIES	1,916.85
	INSPECTIONS	2,433.00
JOAN DUTT	CLUB SUPPLIES	38.75
JW PEPPER & SON, INC	VOCAL SUPPLIES	130.17
KSB SCHOOL LAW, PC, LLO	CONTRACTED SERVICES	4,236.65
LANT HARDWARE, INC	MAINT SUPPLIES	202.22

MATHESON TRI-GAS INC.	WELDING ROD	473.73
MEAD LUMBER	MS SHOP SUPPLIES	958.83
NASB ALICAP	ADDITIONAL WC	788.00
NASB	LEADERSHIP SURVEY	400.00
NEBR. CITY ROTARY	ANNUAL DUES	500.00
NEBRASKA CITY UTILITIES	UTILITIES	40,921.99
NEBRASKA FCCLA	FALL LEADERSHIP	650.00
NEBRASKA STATE FIRE MARSHAL AGENCY	BOILER INSPECTIONS	216.00
O'REILLY AUTO PARTS	VEHICLE REPAIRS	8.35
ONE SOURCE	BACKGROUND CHECKS	546.00
PAYROLL ACCOUNT-NC PUBLIC SCH	JAN 2026 PAYROLL	1,292,100.29
POWERSCHOOL GROUP LLC	SFE RENEWAL	2,873.11
PURCHASE POWER	POSTAGE	1,000.00
SHERRI HOLLAND	MILEAGE	28.84
SWEDE MARKETPLACE	FEED SAMPLES	58.60
THERAPY WORKS OF NEBRASKA	CONTRACTED SERVICES	6,152.40
TREVIPAY-WALMART BUSINESS	MISC CHARGES	42.88
TRISHA ADAMS	MILEAGE	78.12
VERIZON WIRELESS	CELL PHONE	698.71
VOSS LIGHTING	LIGHT BULBS	1,748.80
VOYAGER FLEET SYSTEMS	FUEL CHARGES	3,852.57
WESTLAKE ACE HARDWARE	MS WEIGHT RM	86.54
WINDSTREAM	PHONE	1,112.07
ZULTYS INC	PHONE	4,181.24
Fund Number	01	<u>1,691,780.43</u>
Checking Account ID		<u>1,691,780.43</u>
Checking Account ID	Fund Number	01 General Fund
BLUE CROSS BLUE SHIELD	JAN 2026 HEALTH AND DENTAL	211,847.71
HARTFORD, THE	JAN LIFE AND LTD INS	4,884.63
TRANSAMERICA LIFE INS COMPANY	JAN SUPPLEMENTAL INS	4,827.62
VSP, INC	JAN VISION INS	1,947.04
Fund Number	01	<u>223,507.00</u>
Checking Account ID		<u>223,507.00</u>
Checking Account ID	Fund Number	06 Nutrition Services
CARD SERVICES	MAINT PARTS	479.32
LUNCHTIME SOLUTIONS, INC.	DEC FOOD SERVICE	70,798.99
REBECCA FURGERSON	LUNCH REFUND	276.80
Fund Number	06	<u>71,555.11</u>

Checking Account ID

71,555.11



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

01/2026 - 01/2026

Regular; Beginning Month 01/2026; Processing Month 01/2026; Accounts to Include Accounts with Activity; Fund Balance Account 121 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	4,789.19	0.00	0.00	0.00	4,789.19
05 704 0003	MS FOOTBALL BALANCE	296.80	1,989.05	0.00	0.00	(1,692.25)
05 704 0004	HS BOYS BASKETBALL BALANCE	616.82	3,569.77	2,035.73	0.00	(917.22)
05 704 0006	MS GIRLS BASKETBALL BALANCE	0.00	200.00	207.00	0.00	7.00
05 704 0007	MS BOYS BASKETBALL BALANCE	221.87	14.97	0.00	0.00	206.90
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	1,982.80	6,122.38	7,104.00	0.00	2,964.42
05 704 0013	MS WRESTLING BALANCE	(380.01)	114.42	0.00	0.00	(494.43)
05 704 0014	HS & MS CROSS COUNTRY BALANCE	1,496.55	0.00	0.00	0.00	1,496.55
05 704 0015	HS UNIFORMS	(6,955.95)	0.00	0.00	0.00	(6,955.95)
05 704 0016	HS GIRLS BASKETBALL BALANCE	771.00	2,194.84	2,055.12	0.00	631.28
05 704 0018	HS VOLLEYBALL BALANCE	2,088.54	0.00	140.83	0.00	2,229.37
05 704 0019	MS UNIFORMS	(7,128.50)	980.00	0.00	0.00	(8,108.50)
05 704 0020	MS VOLLEYBALL BALANCE	813.00	0.00	0.00	0.00	813.00
05 704 0021	HS BOYS TENNIS BALANCE	187.37	69.00	0.00	0.00	118.37
05 704 0023	UNIFIED ACTIVITIES	1,728.52	0.00	0.00	0.00	1,728.52
05 704 0024	HS BOYS GOLF BALANCE	(175.00)	0.00	0.00	0.00	(175.00)
05 704 0025	FFA BALANCE	17,577.23	7,373.18	0.00	0.00	10,204.05
05 704 0026	FCCLA BALANCE	16,947.78	325.00	1,005.00	0.00	17,627.78
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	(3,290.83)	0.00	0.00	0.00	(3,290.83)
05 704 0030	MUSICAL BALANCE	9,353.20	400.00	0.00	0.00	8,953.20
05 704 0032	MS CONCESSIONS BALANCE	3,059.12	1,489.99	212.40	0.00	1,781.53
05 704 0033	MS STUDENT FEES	10,247.31	69.00	35.00	0.00	10,213.31
05 704 0035	MS POP BALANCE	1,966.35	585.00	0.00	0.00	1,381.35
05 704 0037	MS BAND RESALE BALANCE	4,232.51	143.00	10.00	0.00	4,099.51
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	7,747.87	0.00	750.00	0.00	8,497.87
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	(8,213.36)	0.00	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

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

01/2026 - 01/2026

Regular; Beginning Month 01/2026; Processing Month 01/2026; Accounts to Include Accounts with Activity; Fund Balance Account 121 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 0048	SPEECH CONTEST BALANCE	659.25	0.00	0.00	0.00	659.25
05 704 0049	DRAMA ACTIVITY BALANCE	1,346.64	0.00	0.00	0.00	1,346.64
05 704 0050	MS STUDENT COUNCIL BALANCE	12,033.20	2,256.53	53.00	0.00	9,829.67
05 704 0051	HS STUDENT COUNCIL BALANCE	2,771.59	0.00	0.00	0.00	2,771.59
05 704 0052	JOURNALISM BALANCE	9,824.38	0.00	85.00	0.00	9,909.38
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	(1,019.05)	0.00	0.00	0.00	(1,019.05)
05 704 0057	DISTRICT ACTIVITY FUND BALANCE	12,202.41	834.95	0.00	0.00	11,367.46
05 704 0058	HS BAND ACTIVITY BALANCE	(465.85)	0.00	131.79	(20.00)	(354.06)
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	250.00	0.00	0.00	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	1,117.35	0.00	0.00	0.00	1,117.35
05 704 0068	HS CONCESSIONS BALANCE	25,920.89	7,292.21	9,944.43	0.00	28,573.11
05 704 0069	PRECORDERS BALANCE	695.68	0.00	0.00	0.00	695.68
05 704 0070	VARSITY CLUB BALANCE	25,616.62	7,325.00	0.00	0.00	18,291.62
05 704 0071	WELLNESS BALANCE	9,097.82	459.90	0.00	0.00	8,637.92
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	1,322.03	0.00	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	1,660.25	0.00	1,579.00	0.00	3,239.25
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	(3,324.45)	617.22	0.00	0.00	(3,941.67)
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	1,863.59	0.00	46.80	0.00	1,910.39
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	602.52	0.00	532.00	0.00	1,134.52
05 704 0091	GIRLS SOCCER CLUB BALANCE	3,507.44	0.00	431.62	0.00	3,939.06
05 704 0092	CLASS OF 2028 BALANCE	319.29	143.70	0.00	0.00	175.59
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

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

01/2026 - 01/2026

Regular; Beginning Month 01/2026; Processing Month 01/2026; Accounts to Include Accounts with Activity; Fund Balance Account 121 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 0097	NS FUNDRAISER BALANCE	1,872.82	131.81	63.30	0.00	1,804.31
05 704 0098	BBB SUMMER LEAGUE BALANCE	4,612.54	0.00	81.00	0.00	4,693.54
05 704 0099	DISTRICT WELLNESS BALANCE	3,319.97	0.00	0.00	0.00	3,319.97
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	1,000.00	0.00	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	2,713.78	0.00	0.00	0.00	2,713.78
05 704 0108	EXPRESSIONS BALANCE	4,187.68	400.00	0.00	0.00	3,787.68
05 704 0110	MS VOCAL BALANCE	190.00	0.00	0.00	0.00	190.00
05 704 0111	HS SPED BALANCE	2,124.27	0.00	0.00	0.00	2,124.27
05 704 0112	SUMMER GBB BALANCE	2,342.33	0.00	0.00	0.00	2,342.33
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	1,369.60	36.00	0.00	2,585.59
05 704 0121	CLASS OF 2026 BALANCE	1,240.90	790.00	0.00	0.00	450.90
05 704 0123	HS SOFTBALL BALANCE	962.47	0.00	0.00	0.00	962.47
05 704 0124	CD/INTEREST BALANCE	(4,535.16)	0.00	385.33	0.00	(4,149.83)
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	4,227.17	0.00	0.00	0.00	4,227.17
05 704 0130	HS SOUND SYSTEM BALANCE	846.25	0.00	0.00	0.00	846.25
05 704 0131	SUMMER SCHOOL BALANCE	7,866.02	0.00	0.00	0.00	7,866.02
05 704 0132	HS ART FEES BALANCE	5,710.07	0.00	20.00	0.00	5,730.07
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	708.91	549.96	0.00	0.00	158.95
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	14,094.10	2,222.37	0.00	0.00	11,871.73
05 704 0141	CO BALANCE	21,026.50	155.17	586.80	0.00	21,458.13
05 704 0144	PIONEER PETE BALANCE	2,440.97	0.00	0.00	0.00	2,440.97
05 704 0145	HS TRACK CLUB BALANCE	317.28	0.00	0.00	0.00	317.28

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

01/2026 - 01/2026

Regular; Beginning Month 01/2026; Processing Month 01/2026; Accounts to Include Accounts with Activity; Fund Balance Account 121 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 0148	MS PIONEER HONOR SOCIETY BALANCE	1,606.37	0.00	0.00	0.00	1,606.37
05 704 0150	MS VOLLEYBALL CLUB BALANCE	569.53	0.00	0.00	0.00	569.53
05 704 0152	ACTIVITY ADMIN. BALANCE	5,695.31	0.00	0.00	0.00	5,695.31
05 704 0157	TECHNOLOGY BALANCE	26,580.67	0.00	5.00	20.00	26,605.67
05 704 0158	MS LIFE SKILLS BALANCE	3,816.05	144.05	100.00	0.00	3,772.00
05 704 0159	CA CONSTRUCTION BALANCE	6,252.49	183.10	0.00	0.00	6,069.39
05 704 0160	CLASS OF 2029 BALANCE	237.00	0.00	0.00	0.00	237.00
05 704 0161	CA WELDING BALANCE	841.34	0.00	0.00	0.00	841.34
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	1,446.63	320.90	0.00	0.00	1,125.73
05 704 0166	TURF AND DIRT BALANCE	30,700.00	0.00	3,350.00	0.00	34,050.00
Fund Total: 05		371,020.12	50,836.07	30,986.15	0.00	351,170.20

Nebraska City Public Schools  
 January 2026  
 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	1,915,626.96	
Revenue	2,251,368.57	
Expenses	<u>1,691,964.06</u>	
Balance	2,475,031.47	2,070,777.71

**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	697,697.37	
Revenue	33,496.58	
Expenses	<u>31,295.00</u>	
Balance	699,898.95	112,676.54

**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	141,460.61	
Revenue	21,076.27	
Expenses	<u>0.00</u>	
Balance	162,536.88	186,222.64

**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	3,795,046.68	
Revenue	646.47	
Expenses	<u>0.00</u>	
Balance	3,795,693.15	3,245,605.98

**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	455,108.33	
Revenue	69,311.31	
Expenses	<u>71,555.11</u>	
Balance	452,864.53	496,336.76

**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	45,929.62	
Revenue	1,292,100.29	
Expenses	<u>1,291,470.89</u>	
Balance	46,559.02	50,825.28

**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	44,031.40	
Revenue	4,170.39	
Expenses	<u>4,058.86</u>	
Balance	44,142.93	35,306.00

**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	1,597,180.40	
Revenue	228,942.54	
Expenses	<u>0.00</u>	
Balance	1,826,122.94	1,692,629.57



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	JANUARY	1/31/2026	01/31/2025	DIFFERENCE	BE RECEIVED	BE RECEIVED
	LOCAL PROPERTY TAXES	7,307,650.00	1,038,202.07	3,108,722.29	3,775,527.18	(666,804.89)	57.46%	
	CARLINE TAX	10,000.00		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	89,224.04	396,350.99	382,252.31	14,098.68	57.15%	
	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	240.00	10,335.00	600.00	9,735.00	-244.50%	
	RENTAL OF SCHOOL FACILITIES	2,000.00		245.00	1,610.00	(1,365.00)	87.75%	
	OTHER LOCAL REVENUE	1,500.00	4.71	312.22	748.71	(436.49)	79.19%	
	COUNTY FINES & LICENSE FEES	140,000.00	7,728.74	49,968.12	59,401.74	(9,433.62)	64.31%	
	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	1,885,560.00	2,343,080.00	(457,520.00)	50.00%	
	SPECIAL EDUCATION PROGRAM	2,425,000.00	329,919.00	658,443.00	636,673.00	21,770.00	72.85%	
	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	7,159.00	(108.00)	21.66%	
	RULE 4 TEXTBOOK LOAN					0.00		
	PRO-RATE MOTOR VEHICLE	25,000.00	423.00	2,542.37	3,763.74	(1,221.37)	89.83%	
	STATE APPORTIONMENT	280,000.00	379,210.10	379,210.10		379,210.10	-35.43%	
	IN LIEU OF SCHOOL LAND TAX		1,659.13	1,659.13	1,659.13	0.00		
10,588.00	STATE EARLY CHILDHOOD	62,950.00	5,294.00	10,588.00	16,282.00	(5,694.00)	83.18%	
1,490.00	CTE EXTENSION GRANT	9,520.00		2,146.00		2,146.00	77.46%	
	SAFETY AND SECURITY GRANT					0.00		
	PEAK GRANT	10,000.00		9,709.75				
3,823.83	PROJECT AWARE	150,000.00		69,364.73	8,827.50	60,537.23	53.76%	
31,708.00	TITLE I	400,000.00		31,550.00	281,007.00	(249,457.00)	92.11%	
12,723.00	TITLE II PART A	60,515.00		8,738.00	86,891.00	(78,153.00)	85.56%	
26,870.00	IDEA BASE	367,275.00		33,993.00	239,564.00	(205,571.00)	90.74%	
708.00	IDEA PRESCHOOL BASE	8,416.00		1,319.00	2,824.00	(1,505.00)	84.33%	
31,416.00	IDEA NON PUBLIC	39,309.00		1,722.00	24,177.00	(22,455.00)	95.62%	
	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	54,702.05	39,550.56	15,151.49	-56.29%	
	MAAPS RECEIPTS	40,000.00	2,194.45	7,882.77	5,167.13	2,715.64	80.29%	
	HOMELESS GRANT				1,696.00	(1,696.00)		
185,000.00	CLSD LITERACY GRANT	518,000.00		88,800.00		88,800.00		
	ESSERS III				62,605.00	(62,605.00)		
	N-SPDG GRANT					0.00		
78,523.00	TITLE IV, PART B, NCLB 21ST CENTURY	165,000.00	7,850.00	14,207.00	88,131.00	(73,924.00)	91.39%	
	SUMMER CLUB EXTENSION (6989)					0.00		
	CLUBS EXTENSION (6988)				26,858.00	(26,858.00)		
	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 RECEIP	20,784,305.00	2,250,001.65	6,836,308.51	8,098,256.52	(1,261,948.01)	67.11%	60.16%
	NON PROGRAM RECEIPTS							
382,849.83	GRAND TOTAL	20,784,305.00	2,250,001.65	6,836,308.51	8,098,256.52			

			DISB. MONTH	DISB. THRU:	DISB. THRU:		% OF BUDGET TO	% OF BUDGET TO
	DISBURSEMENTS:	BUDGETED	JANUARY	1/31/2026	1/31/2025	DIFFERENCE	BE SPENT	BE SPENT
1100	INSTRUCTION	6,280,510.00	457,155.23	2,231,421.46	2,195,062.61	36,358.85	64.47%	
1150	ELL	432,500.00	33,333.30	169,606.87	169,817.71	(210.84)	60.78%	
1160	POVERTY	2,523,520.00	180,286.81	957,905.04	1,091,413.77	(133,508.73)	62.04%	
1190	PRESCHOOL LOCAL FUNDS	284,025.00	21,140.08	117,656.28	129,548.07	(11,891.79)	58.58%	
1200	SPECIAL EDUCATION	2,929,125.00	236,881.00	1,241,230.11	1,103,096.24	138,133.87	57.62%	
1300	DRIVER'S ED/SUMMER SCHOOL	13,455.00			1,740.23	(1,740.23)	100.00%	
2120	GUIDANCE	326,950.00	29,810.49	134,105.85	126,588.30	7,517.55	58.98%	
2130	HEALTH/NURSE	90,175.00	7,055.98	35,565.07	36,536.88	(971.81)	60.56%	
2140	PSYCHOLOGY	248,400.00	19,582.19	101,241.66	104,580.16	(3,338.50)	59.24%	
2150	SPEECH/AUDIOLOGY	403,500.00	28,667.03	173,149.06	154,075.03	19,074.03	57.09%	
2160	OCCUPATIONAL THERAPY	400.00		102.24		102.24	74.44%	
2170	PHYSICAL THERAPY	71,150.00	4,747.30	23,884.13	23,790.05	94.08	66.43%	
2180	VISION	3,900.00			642.00	(642.00)	100.00%	
2190	OTHER SUPPORT SERVICES	119,000.00	5,939.65	10,815.80	5,407.36	5,408.44	90.91%	
2212	CURRICULUM DIRECTOR	113,500.00	11,134.86	48,965.81	59,243.00	(10,277.19)	56.86%	
2214	STANDARDS DIRECTOR	5,000.00				-	100.00%	
2220	LIBRARY	189,310.00	13,865.54	69,541.55	63,777.97	5,763.58	63.27%	
2290	EARLY RETIREMENT	105,000.00		105,000.00	105,000.00	-	0.00%	
2310	SCHOOL BOARD	130,500.00	5,263.07	47,931.18	38,794.09	9,137.09	63.27%	
2320	SUPERINTENDENT	345,000.00	28,888.73	142,781.43	137,664.85	5,116.58	58.61%	
2410	PRINCIPALS	991,800.00	77,622.21	409,467.20	450,299.68	(40,832.48)	58.71%	
2510	BUSINESS OFFICE	279,950.00	20,002.98	103,143.04	101,719.93	1,423.11	63.16%	
2580	TECHNOLOGY	435,300.00	33,991.54	104,588.04	120,452.29	(15,864.25)	75.97%	
2610	PLANT OPERATION	1,198,500.00	85,589.91	657,840.06	623,718.22	34,121.84	45.11%	
2620	MAINTENANCE	958,800.00	48,502.14	272,140.66	273,323.25	(1,182.59)	71.62%	
2700	PUPIL TRANSPORTATION	403,025.00	40,621.72	184,601.62	148,328.20	36,273.42	54.20%	
3535	HIGH ABILITY LEARNERS	2,525.00	152.10	760.50	1,915.40	(1,154.90)	69.88%	
3540	STATE EARLY CHILDHOOD	63,700.00	5,295.18	26,631.99	11,238.45	15,393.54	58.19%	
3551	CTE EXTENSTION GRANT	9,520.00	1,490.00	5,055.75	5,184.99	(129.24)	46.89%	
3552	SAFETY AND SECURITY GRANT	0.00			5,950.00			
5000	DEBT SERVICES	40,000.00	2,995.50	14,977.50	14,977.50	-	62.56%	
6200	TITLE I	388,250.00	31,709.20	161,036.43	159,852.62	1,183.81	58.52%	
6301	CLSD LITERACY GRANT	518,000.00	185,000.00	273,800.00		273,800.00	47.14%	
6310	TITLE II PART A	57,910.00	3,991.77	20,708.77	35,370.69	(14,661.92)	64.24%	
6406	IDEA PART B PRESCHOOL	8,400.00	709.37	3,546.85	3,535.35	11.50	57.78%	
6408	IDEA BASE/ENROLLMENT/POVERTY	341,575.00	26,870.86	166,196.14	158,220.23	7,975.91	51.34%	
6412	NON-PUBLIC SPED	39,309.00	21,941.83	31,418.63	28,176.45	3,242.18	20.07%	
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	16,535.74	89,092.85	88,282.39	810.46	60.79%	
6988	EXTENDED CLUBS					-		
6989	SUMMER CLUBS					-		
6990	PROJECT AWARE	182,340.00	3,823.83	107,745.29	40,025.40	67,719.89	40.91%	
6994	HOMELESS GRANT							
6996	ESSERS/CARES GRANT	0.00				-		
6997	ESSERS II	0.00				-		
6998	ESSERS III	0.00				-		
	SUBTOTAL	20,771,654.00	1,690,597.14	8,243,654.86	7,826,987.11	422,617.75	48.18%	56.60%
	TRANSFER TO FUND							
	TOTAL DISBURSEMENTS:	20,771,654.00	1,690,597.14	8,243,654.86	7,826,987.11			



Nebraska City Public Schools Enrollment 2025-2026																
*numbers in bold are a change from last month																
Building	5/20/2025 [1]	Grade	Female	Male	Enrollment**	Sections	Avg. Section Size	9/20/2024	net as of report	# HAL	EL	SPED	504			
Northside Elementary	40	K	28	44	72	4	18	K 95	-23	NA	8	22	0			
Northside Elementary	94	1	51	50	101	5	20.2	1 94	7	NA	19	23	0			
Northside Elementary	89	2	46	36	82	5	16.4	2 91	-9	7	12	18	1			
Hayward Elementary	91	3	33	60	93	5	18.6	3 104	-11	2	8	19	3			
Hayward Elementary	100	4	58	44	102	5	20.4	4 109	-7	5	15	22	5			
Hayward Elementary	114	5	49	64	113	5	22.6	5 113	0	3	16	30	1			
NC Middle School	111	6	58	57	115			6 83	32	5	5	30	1			
NC Middle School	85	7	36	50	86			7 93	-7	5	6	19	3			
NC Middle School	93	8	54	42	96			8 96	0	6	5	18	4			
NC High School	89	9	43	51	94			9 116	-22	7	5	13	5			
NC High School	111	10	49	58	107			10 112	-5	8	7	15	5			
NC High School	111	11	49	52	101			11 104	-3	8	11	10	7			
NC High School	99	12	43	54	97			12 118	-21	6	6	17	10	does not include mid-termers (109 including them)		
	1227	K-12 Total			1259				1328	-69	62	123	256	35		
	68	PK	36	39	75				68	7	NA	0	26	0		
	1295	PK-12 Total			1334				1396	-62	62	123	282	35		
** Enrollment Data as of 1/20/2026																
School Totals		Female	Male	Total												
Northside, including preschool		161	169	330												
Hayward		140	168	308												
Middle School		148	149	297												
High School		184	215	399												
		633	701	1334												
For 2025-2026 school year as of 1/20/2026																
Option in		36														
Option out		62														

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

# NCPS Board of Education Report Northside Elementary

Feb 9, 2026

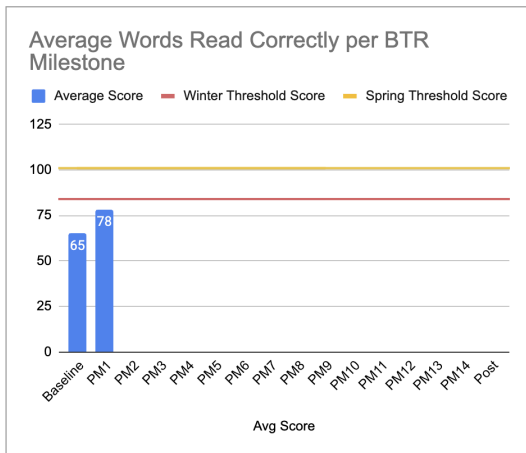
## Reading:

- **Instructional Strategies:**

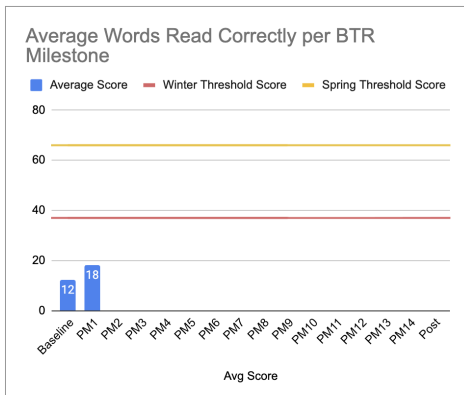
- **Data Reflection and Instructional Conversations**

Winter baseline compared to progress monitor score for the first week with our targeted students. We continue to look at data weekly and monitor and adjust instruction/interventions as needed by focusing on our instructional engagement and efficiency.

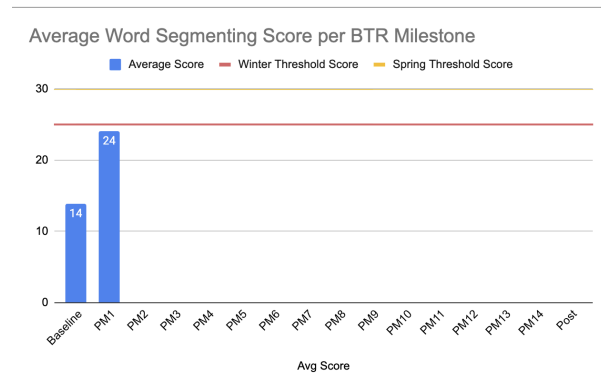
### 2nd grade



### 1st grade



## Kindergarten



### Things we already do!!!

- Universal screening
- HQIM Tier 1 instruction for ALL students
- Small groups

### Things to really dig into...

- Team approach (they are all ALL of our kids)
- Use data to drive decision making-groups are fluid
- Increase duration/intensity

### Attendance Initiative:

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

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

- Engagement strategies continue to be a focus for our staff PDs.
- Ms. Schreiter's class won the January attendance traveling trophy. They will complete a special art project with Ms. Wilcox.

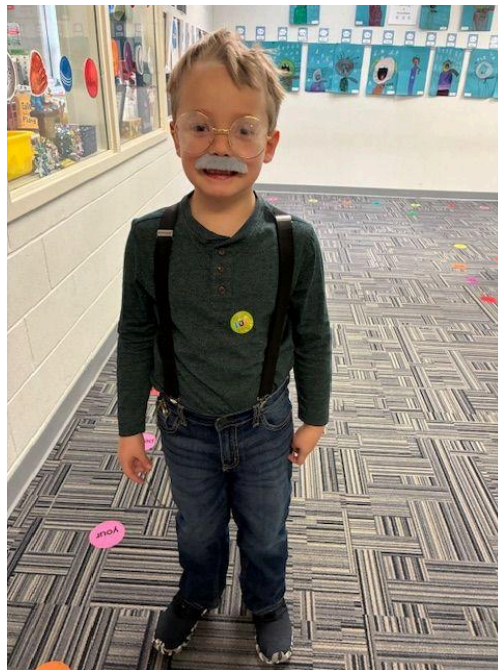


## Community:

- Briana and ten other students participated in the 2nd Grade Poetry Club at Northside during 2nd quarter. These 11 students submitted their poems to the Poetry & Music project and their poetry will also be published in this year's Opera Omaha poetry book.



- Students and teachers celebrated the 100th day of school. Students were encouraged to dress up like they were 100 years old. Math and reading activities were centered around “100.” For example, “I can read 100 words. I can write 100 words. I can make the sum of 100 many different ways. I can solve 100 math problems.”





- Mrs. Schlorholtz led the January Apple Palooza. The theme was “Healthy Kids and Teamwork.” The goal was to tie attendance and community into Apple Palooza.

[Healthy Kids Vid](#)

- Purple Apple awards were given to students who consistently demonstrated Perseverance. Perseverance was the character trait highlighted in Pioneer Pride and Character Strong lessons for the month





February 9, 2026

Hayward Elementary Board Update  
Tammy Schaefer

**Attendance:**

We have shifted our attendance focus to discussing briefly during our weekly IPI times. We will continue to recognize high percentage monthly attendance and quarterly attendance during our Purple Pride Showcase.

Enrollment as of 2/5/26

3rd Grade- 94

4th Grade- 102

5th Grade- 112

**Reading:**

All grade levels began their work with DMG. Each grade level set their semester goal and will continue to meet weekly for student checkins, etc.

3rd Grade Goal- Fluency

4th Grade Goal- Encoding

5th Grade Goal- Fluency

Mrs. Sherwin showed staff how to access Fastbridge data and where to find the breakdown for interventions.

**Community:**

- Money Managers will be in Hayward with 5th Grade on February 12.
- 3.0 Citizen's EDGE will be in Hayward **Wednesday, February 11th**. Chief Ben Murry of the Nebraska City Police Department reads to the 3rd graders about Harriet Tubman.  
Students will do a Heart Sharing Puzzle Activity centered around bravery after interviewing Chief Murry
- 5th Grade began DARE with officer Casey weekly

# NCPS Board of Education Report

## Middle School

### February 9th, 2026

#### Instructional Strategies/Reading:

- 8th grade ELA classes completed the winter FastBridge assessment in December, and all students will complete the spring FastBridge next week. This is similar to the assessment currently used by K-5 teachers, and it is being piloted to 8th graders this semester.
  - All 8th grade ELA classes started small-group rotations in January to strengthen fluency, work on prosody, and build reading comprehension skills.
- 8th Grade - Intro to Business has been exploring careers and comparing college costs; 7th Grade - Intro to Business has been learning about debit and credit cards; and 6th Grade - Intro to Business has been learning about money management.
- 8th Graders have been finishing up their unit on American Government and Citizenship. Each 8th grader completed a Citizenship Test, and their scores can be used to meet the Citizenship State requirement.
  - In February, 8th graders will have a Presidential Museum Project to recognize Presidents Day, that should be on display for PT Conferences in March.

#### 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 604 students for on-time, every time attendance. This means that they were on-time and present for all classes that day
  - Year to Year - Comparisons through 2/5/26:

<b>Student Attendance - Daily Absences 08/01/2024 - 2/5/2025 (Last Year)</b>				
Grade	Student Count	Students At Or Above 90%	Students Below 90%	ADA
Grade 06	88	69.2%	31.8%	91.10%
Grade 07	97	71.1%	28.90%	92.70%

Grade 08	97	57.7%	43.3%	90.60%
Total	282	67.10%	<b>34.80%</b>	<b>91.50%</b>
<b>Student Attendance - Daily Absences 08/01/2025 - 2/5/2026 (This Year)</b>				
Grade	Student Count	Students At Or Above 90%	Students Below 90%	ADA
Grade 06	116	84.5.%	15.50%	94.30%
Grade 07	90	66.7%	33.30%	92.0%
Grade 08	98	30.6%	69.40%	92.3%
Total	304	74.3.70%	<b>25.70%</b>	<b>93.0%</b>

**Community Engagement:**

- o John Hodges recently spoke to 8th grade Enrichment classes on his work as a Nebraska City Public Schools school board member, as well as his roles as a long-time coach, referee/sports official, and youth mentor. A life-long resident of Nebraska City, John explained the role of a school board member, and he encouraged students to be invested in their community and their schools. He stressed the importance of commitment and hard work in the classroom and on the sports field. We appreciate him taking time to visit with our students!



- o Our 7th graders participated in the Youth Frontiers Courage Retreat. Students practiced listening, empathy, and speaking with courage. We're grateful for the experience and proud of how our kids showed up for each other. This is the 3rd year we have hosted the retreat in collaboration with United Against Violence and Partners for Otoe County. The leadership cadre from the high school came over to help lead the retreat as well.



- In the month of February, NCMS is celebrating Random Acts of Kindness Month. We have been coordinating activities with United Against Violence and our Otoe County Partners to promote the vision of Kindness in schools.
- NCMS has welcomed two student teachers this semester, both from Peru State College. Ms. Elizabeth Heng, a Nebraska City native, has joined Mrs. Mandl in the Business Classroom and Mr. Stacian Livingston has joined Mr. Schnitzer in the Gym for Physical Education.
- Enrollment (February 5, 2026)
  - 6th Grade: 117 students (+5 from August)
  - 7th Grade: 86 Students (+1 from August)
  - 8th Grade: 97 Students (+3 from August)
  - 6th-8th Grade: 300 Students (+9 from August)

# NCPS Board of Education Report

## High School

### February 9th, 2026

#### Instructional Strategies/Reading:

Did you know the start of the lesson has a specific name? An **anticipatory set** is a brief instructional strategy used at the beginning of a lesson to capture student attention, activate prior knowledge, and clearly connect students to the learning objective for the day.. Research and instructional best practice show that when students understand *why* they are learning something and are cognitively engaged at the outset, overall engagement and learning outcomes improve.

Anticipatory sets are not meant to be additional content or lengthy activities. Rather, they serve as a purposeful opening that sets the tone for learning, clarifies expectations, and prepares students to engage more deeply with the lesson that follows.

#### Professional Learning and Implementation

During our recent Wednesday in-service professional development session, staff participated in focused learning around the effective use of anticipatory sets. As part of this training, teachers were provided with a **one-page reference document** outlining:

- A clear definition of anticipatory sets
- Common types and examples across content areas
- Key characteristics of effective anticipatory sets
- Common misconceptions or practices to avoid

This document was designed to be practical and immediately usable in classrooms, serving as a shared reference to promote consistency and clarity across the building.

#### Instructional Walkthrough Focus

To support implementation and provide aligned feedback, **instructional walkthroughs have intentionally focused on anticipatory sets**. During these walkthroughs, administrators look for evidence that lessons begin with a purposeful opening that engages students and connects to the learning objective. Feedback from walkthroughs is used to reinforce effective practices, support teacher reflection, and guide continued professional growth.

This combined approach—professional learning, shared resources, and aligned walkthroughs—ensures that the focus on anticipatory sets is not isolated, but part of a coherent instructional improvement effort aimed at increasing student engagement and learning from the very start of each class period.

## **Community:**

Thank you to Andrea Hincapie for coming and speaking with EL students about the importance of education.

The partnership between Arbor Day Farms and NCPS is going very well! After an interview process, tour, and training our student is working 5 days a week in the morning.

JAG - Students were able to tour UNL, UNO, and Iowa Western. At Iowa Western, students got an opportunity to see a couple specific programs they offered - the radio station and nursing training classrooms.

In addition, we had two Nebraska city alum, Jessenia and Irene Hincapie, come talk with students. The first was about medical research, and some great opportunities she was able to access at Peru State College which led her to UNMC and research in Costa Rica! The second was about opening a new business in Nebraska city (El Berraco) where they brought sample cookies they'll carry in store!

The class of 2028 had the opportunity to participate in a Connecting the Dots event put on today by the UNL extension office. Thank you so much to our community volunteers that turn out every year to make this a meaningful experience for our students!

## **Attendance:**

While we continue to communicate with families about the importance of attendance, please know that illness has drastically impacted our Average Daily Attendance in the month of January and beginning of February. In an effort to continue to inform families while acknowledging importance of health and well-being of students, we included the following statement in the most recent attendance communication letters:

*While we emphasize the importance of regular school attendance and are required to distribute these attendance letters, we also acknowledge that illness has been prevalent and that a student's health must remain the top priority. At this time, these letters are intended solely to provide information, and we appreciate families' continued attention to their student's health and well-being.*







## **Community:**

- Arbor Day Farms partnership will move into action this month with application, interview, tour, and starting the job!
- NCHS has the honor to host the Trailblazer Conference Honor Band on Monday, January 19th with the Concert beginning at 6:30pm and all are welcome.

## **Attendance:**

- Congratulations to the Class of 2029 as they had a 90.8% “Average Daily Attendance” rate for 1st semester which led all classes.
- We had 9 students with “perfect attendance” 1st semester!
- Just over 32% of NCHS students had an average daily attendance of 95% or higher during the 1st semester!
- Can you guess which day of the week has the highest attendance rate at NCHS?

# NCPS Board of Education Report

## High School Activities

### February, 2026

#### ***Community Engagement, Attendance***

- Drama and Varsity Singers work together for the musical. We are well underway with rehearsals, set construction, and we are going to begin assembling our tech crew for the show later this week. Lots of work to do, but we are off to a great start! Mamma Mia opens March 13th and 14th!
- E-sports' spring season of competition is getting underway this week. Our season in the spring for competitions will run from the first week of February through April.

The games that we have students competing in this spring are Marvel Rivals, Mario Kart 8 Deluxe, and Hearthstone.

- The girls soccer team has been playing indoor on Sundays with the assistance of some of the girls from the youth soccer group and helping them assimilate to our culture and expectations. That has been going really well. We also started conditioning in January and have had 20 different girls come to conditioning! We continue to recruit and try to get more girls out for soccer!
- NCHS Science Club Members Logan Miller and Xavier Moore of the NCHS Science club will visit Hayward this month to talk about plastics recycling and our bench project.
- The baseball program has been actively preparing for the upcoming season through consistent offseason work. Players have been utilizing our indoor facilities a few times per week since December for hitting and skill development. Pitchers and catchers have begun their throwing routines to safely prepare their arms for the first official practice on March 2. Signup meetings have been completed at Nebraska City High School, Lourdes Central Catholic, Johnson Brock, and Johnson County Central. Following signups, our projected roster size is 36 players, with the majority coming from Nebraska City (22), along with approximately 6 from Lourdes, 6 from Johnson Brock, and 2 from Johnson County Central. We are excited to get the season underway and begin competition on March 19.
- As the basketball team enters our final stretch of the season, we are leaning into the lessons that come with adversity. Despite some recent difficult matchups, the group has remained unified and focused on the five remaining regular season games. We are using this time to begin integrating younger players into key roles and build the consistency we need for the future. The program remains dedicated to representing Nebraska City with grit and sportsmanship regardless of the score. Our next game is against Malcolm on Thursday (2/5) and then we take on a couple of teams this Saturday (2/7). We host a reserve tournament in the morning and Glenwood in the afternoon.
- Ryan Walker showcased his skills and leadership at the FCCLA District STAR Event Competition held on Friday, January 30 at Peru State College. Ryan competed in Public

Policy Advocate and earned a GOLD medal, qualifying him for state. He is now preparing to compete at the Nebraska FCCLA State STAR Event Competition, which will take place on Monday, March 30, 2026 in Lincoln, NE. Ryeleigh Roush and Logan Miller served as assistants to the District STAR Coordinator at the event.



- Varsity Singers is busy preparing for its upcoming musical, *Mamma Mia*, which will be performed on March 13 and 14 in the NCHS Auditorium. City Singers is gearing up for a workshop and competition on February 12 at the Festival of the Arts at Midland University. In addition, the auditioned choirs—City Singers and Expressions—are preparing for their annual Singing Valentines Fundraiser on February 13, while Expressions will compete at the Festival of the Arts at Midland University on February 18.



- FFA has 4 seniors that have been recommended by the district to receive their State FFA Degrees in March: Jonny Barrett, Colton Cook, Trevor Flash, and Jayda Sammons.

NCHS FFA is also preparing for district contests and State Awards.

- Boys soccer has one session of indoor soccer under their belts. While facing some extremely challenging opposing sides, the boys were able to remain extremely competitive, gaining several upset victories.

The soccer boys are currently focusing on preseason conditioning. We have seen a large turnout, though many of our teammates are multi-sport athletes. We anticipate growth in the program this year - possibly even breaking 30 student-athletes.

- Track coaches Benjamin Foust, Reid Fueroff, Stacian Livingstone (pending), Tammy Shires, Lou Varley, and Erin Vock all are looking forward to an outstanding upcoming Track season. Pre-season workouts for the High School will begin the week of February 23rd and practices to begin the week of March 2nd. We will be combining with the Middle School this year and are super excited at the opportunity to bring the Middle and High School programs together. Middle School preseason will start March 16th and regular practices begin the following week.
- Pioneer Speech has had a good start to its season. We have attended a couple of the larger meets that we will attend this season, and still came away with medals. At Raymond Central, Ryan Walker and Alex Meyer placed 2nd in Next-In Duet, and at Millard West, Ryan Walker placed 5th in Original Oratory Consolation Finals. We're looking forward to the next several weeks with plenty of opportunities for our speakers.



- HS Boys Wrestling is approaching our final stretch of the season. This week, Friday Feb. 6th, we have a tough 16 team tournament in Norris. The following week is all geared towards Districts on February 14th in Fort Calhoun. The wrestlers are starting to peak at the right time and all of them have gotten over injuries or illnesses during the month of January and are ready for the road to Omaha.
- The Athletic Booster Club recently purchased new wall pads for the old gym. This purchase marked the final step in the gym's renovation and enhances both the safety and overall appearance of the refreshed space.

The Booster Club has also revamped its Senior Scholarship Application process by converting it to a Google Form, with the goal of increasing both the number and quality of applications received.

- The instrumental program has had an active winter. In January we hosted the Conference Honor Band, bringing in around 150 7th-12th graders from all of the conference schools to rehearse and perform in two ensembles. Our fellow directors were complimentary of how they were treated and organized while in our district. Matt Thompson and Dave Purdham along with our Fine Arts Boosters are very much to thank for how smoothly everything went.

The Pioneers had four students place in the top ensemble at the UNO Honor Band and the Wesleyan Honor Band: Camryn Alonso, Jayden Bailey, Lizzie Ely, and Nadine Young. There are also three students that were accepted into the Patriots of the Plains Honor Band, hosted by the 43rd Army Band of the Nebraska National Guard: Camryn Alonso, Lizzie Ely, and Manioz Turquiz Ajanel.

On February 3rd we had our 3rd Annual Small Ensemble Recital with all of our students perform in groups of 3-6 students. The students practice and prepare these pieces with minimal teacher help. This creates strong leaders and high levels of musicianship as we come back together to prepare our concert band for the Bellevue Concert Band Clinic in March and upcoming District Music Contest in April.

The picture is of our conference honor band participants: Lizzie Ely, Manioz Turquia Ajanel, Ryan Walker, Nadine Young, Seth Rakowski, Emilia Lant, Jayden Bailey, Alex Meyer, Camryn Alonso, and Brooke Barton







# 2026 NASB FINANCE WORKSHOPS



## **BUDGET & FINANCE WORKSHOPS**

**MARCH 10 - SEWARD**

**MARCH 24 - WEST POINT**

**APRIL 7 - OGALLALA**

## **AMPLIFIED FINANCE WORKSHOP**

**APRIL 8 - KEARNEY**

# NASB FINANCE WORKSHOPS

SEWARD - WEST POINT - OGALLALA - KEARNEY

## REGISTER NOW FOR THE BUDGET & FINANCE WORKSHOPS

Tuesday, March 10 - Seward Civic Center  
616 Bradford St- Seward, NE  
Registration Deadline - March 5

\$ 80

Tuesday, March 24 - Nielsen Center, West Point  
200 Anna Stalp Ave, West Point, NE  
Registration Deadline - March 19

Tuesday, April 7 - NACO West, Ogallala  
102 Diamond Springs Trail, Ogallala, NE  
Registration Deadline - April 1

## REGISTER NOW FOR THE AMPLIFIED FINANCE WORKSHOP

Wednesday, April 8 - Younes South, Kearney  
416 Talmadge St, Kearney, NE 68845  
Registration Deadline - April 1

\$ 150

### TO REGISTER:

Go to [www.NASBonline.org](http://www.NASBonline.org) and log in using your email and password using the top left 'My Membership' tab. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.

Registration fees for the events are as follows:

Budget & Finance - NASB Member	\$80
Amplified - NASB Member	\$150
NASB Non-Member	\$220
Cancellation Fee	\$25

*No refunds after the registration deadlines.*

**15 AWARDS OF ACHIEVEMENT POINTS WILL BE EARNED FOR ATTENDING**

### Suggested Audience:

- School Board Members, Superintendents, ESU Administrators, Business Managers



[WWW.NASBONLINE.ORG](http://WWW.NASBONLINE.ORG)

# NASB FINANCE WORKSHOPS

## SEWARD - WEST POINT - OGALLALA - KEARNEY

Both new and veteran school board members must have a fundamental understanding of school finance. Superintendents, business managers, and bookkeepers are required to have a deep and comprehensive understanding of finance because taxpayers and citizens are asking districts to provide more detailed information about their finances. These workshops will feature Carl Dietz, Matt Fisher, and Justin Patterson, three school finance experts, who will structure the presentation around all aspects of the school district finance.

### BUDGET & FINANCE WORKSHOPS

4:00 PM - Registration    4:30 PM - Workshop & Dinner    8:30 PM - Adjourn

1. Review and explanation of general fund receipts with emphasis on TEEOSA and other critical forms of state aid
2. Explanation of how to protect your district's financial future by building a five-year receipt and expense chart
3. Discussion of key limitations placed on school finance: Levy Limits, Budget Authority, Revenue Cap; Joint Public Hearing
4. How to build a capital replacement schedule
5. Discussion of the importance of board members understanding their distinct financial status and how to communicate it clearly and confidently with the public
6. Pitfalls and potential for fraud, credit cards, handling of cash, examination of payroll data
7. The understanding why budgeting is a continual process rather than a 'one and done' and needs to be discussed throughout the year

### AMPLIFIED FINANCE WORKSHOP - APRIL 8

10:00 AM - Registration    10:30 PM - Workshop & Lunch    4:30 PM - Adjourn

1. Review of all funds and their purpose
2. Step-by-step guidance on the timing and process for accurately preparing the Auditor of Public Accounts (APA) budget
3. Steps to fully build a line item budget with special emphasis on payroll data and staffing costs
4. How to develop a five-year financial plan for the district for both receipts and expenses
5. Best practices for building and maintaining a capital replacement schedule that avoids unexpected costs
6. Why and how to prepare a compatibility report for receipts and expenses
7. Common pitfalls and fraud risks districts face—and how to prevent them
8. A practical overview of Joint Public Hearing(s) and compliance expectations
9. Discuss different scenarios and the impact LB 243 and the 3% base growth limitation
10. A clear explanation of the process, requirements, and considerations for pursuing a tax limit override





1311 STOCKWELL STREET  
LINCOLN, NE 68502  
[WWW.NASBONLINE.ORG](http://WWW.NASBONLINE.ORG)

RETURN SERVICE REQUESTED

[NASBonline.org](http://NASBonline.org)

## **4037 Reduction In Force**

The board of education may determine that a reduction in force of certificated staff members is appropriate due to declining enrollment in a grade or grades, changes in financial support, changes in curricular programs, a decline in the taxable value of property located within the school district, increased costs of operating the school district, or another change or changes in circumstances. If the board, in its sole discretion, determines that a reduction of certificated staff is necessary, the superintendent shall notify those employees whose contracts may be reduced. However, the employment of a permanent employee may not be terminated through a reduction in force while a probationary employee is retained to render a service that the permanent employee is qualified to perform by reason of certification and endorsement, or when certification is not applicable, by reason of college credits in the teaching area.

1. **Definition of Reduction in Force.** A reduction in force shall consist of a reduction of one or more positions or a reduction in the percentage of employment of one or more certificated staff members, even if the number or percentage of employment of the certificated staff overall may be increased by other hirings or increases in the percentage of employment of other employees. Reduction in force may result in the termination of employment or an amendment to an employee's contract reducing the extent of the employee's employment.
2. **Restriction of Right to Administrative Position.** Due to the confidential and unique personal working relationship necessary between the administration and the board of education, a certificated employee who is not currently serving in a predominantly administrative capacity shall have no rights under this policy to any administrative position within the school system.
3. **Criteria for Reduction in Force.** The criteria set forth below shall be considered in selecting the personnel to be reduced. The criteria are not listed in any order of priority, and shall be given the weight that the board considers appropriate.
  - a. Programs to be offered;
  - b. Areas of endorsement that are of present or future value to the district. This criterion shall be based upon the

endorsement(s) shown on each teacher's Nebraska Teaching Certificate;

- c. State and federal laws or regulations that may mandate certain employment practices;
  - d. Involvement in the programs and activities sponsored by the school district;
  - e. Special or advanced training consisting of college credit or other training that would be of present or future value to the district;
  - f. The organizational and educational effect caused by multiple part-time certificated employees;
  - g. Formal and informal evaluation of staff performance by supervising administrators and if evaluations will be used as a criterion for a given reduction-in-force, the evaluation procedures shall be those adopted by board policy in effect at the time of the reduction and the evaluation forms shall be those on file with the Nebraska Department of Education for the district;
  - h. Any other reasons that are rationally related to the instruction in or administration of the school district.
4. **Consideration of Uninterrupted Service.** If, after consideration of the criteria listed above, it is the opinion of the superintendent that there is no significant difference between or among certificated employees being considered for reduction, the employee(s) with the longest uninterrupted service to the district shall be retained.
- a. Uninterrupted length of service is defined as the number of continuous full-time equivalent years of employment in the district as a teacher.
  - b. A full-time equivalent year is defined as employment on a full-time basis for an entire school year.
  - c. Less than full-time employment reduces the teacher's full-time equivalent employment for a school year. For example, a teacher employed on a half-time basis would be credited with half a year full-time equivalent employment.
  - d. A break in service will terminate a teacher's seniority and length of service under this provision. That period of time when a teacher is on a leave of absence shall not constitute a break in service; however, any years of

absences or fractions of years of leave of absence will not count as years of employment for the purposes of determining the length of a teacher's uninterrupted service.

5. **Rights of Recall.**

- a. Any certificated employee whose contract has been terminated shall be considered to have been dismissed with honor and shall, upon request, be provided a letter to that effect.
- b. Such employee shall have preferred rights to re-employment for a period of 24 months commencing at the end of the contract year, and the employee shall be recalled on the basis of length of service to the district to any position that he or she is qualified to teach by endorsement or college preparation.
- c. Upon re-employment, a recalled employee shall be placed on the salary schedule and provided fringe benefits based on existing district policies and the current negotiated agreement. Any year of years of absence from employment shall not be considered as a year or years of employment by the district.
- d. An employee under contract to another education institution may waive recall, but such waiver shall not deprive the employee of his or her right to subsequent recall.

6. **Current Teaching Certificate.**

- a. Upon initial employment with the district, each certificated employee shall file a copy of his or her teaching certificate, including endorsements with the superintendent of schools.
- b. The employee shall be responsible for filing any changes in certification or endorsements with the superintendent.

7. **Address Records.**

- a. A certificated employee whose employment contract has been terminated because of a reduction in force shall, during the period which he or she is eligible for recall, be responsible for reporting any change of address to the superintendent of schools.
- b. If there is a vacancy to which a former employee has a right of recall, the district may communicate an offer of re-employment by telephone, by e-mail, or by United



States mail sent to the former employee's last known address. If the school district does not receive written acceptance of the offer within seven days, the former employee shall be deemed to have waived his or her rights to be recalled to the employment position.

Adopted on: December 12, 2016

Revised on:

Reviewed on: December 14, 2020, February 13, 2023

## **4041 Staff Dress and Appearance**

The attire worn by staff members conveys an important image to students and the general public. The appearance of professional staff members shall be appropriate to their assigned duties and indicative of their professional standing in the school and community.

### **I. General Expectations in Dress and Appearance**

- Certified staff, paraeducators and office staff should generally dress in business casual attire that is clean and professional.
- Custodial, maintenance and transportation staff should dress in attire appropriate to the work they are performing.

### **II. Unacceptable Forms of Dress and Appearance**

- Certified staff, paraeducators and office staff **may not** wear the following types of clothing during the traditional school day from 7:45 a.m. to 4:00 p.m. (Friday 7:30 a.m. to 3:45 p.m.), when students or visitors are in attendance, when attending workshops, conferences, or inservice days, or when the employee is supervising, directing or coaching students when the public is in attendance:
  - For men: shirts worn without collars, except when the shirt has a logo which identifies the school and/or the school's mascot, and unless the shirt can be deemed professional by other standards.
  - Sweat, jogging and wind suits, except when teaching a physical education activity in the gymnasium or on a playing field or at athletic or other activity practices.
  - Shorts, except when teaching physical education class or at athletic or other activity practices.
  - Jeans of any color except at athletic or other activity practices.
  - Hats or sunglasses except when worn outside for sun protection.
  - Any attire that is excessively wrinkled or torn, so that it is no longer neat and professional.
  - Any clothing that is excessively revealing, tight fitting, or immodest and may distract other employees or students in the learning environment.

### **III. Special Jeans Days**

Jeans of any color may be worn on the last working Friday of the month, which is considered a “dress down” day. The superintendent may also authorize jeans to be worn on other additional designated days to celebrate achievements, recognize special events, or promote school spirit. Such days may only be designated and authorized by the superintendent.

### **IV. Enforcement**

The superintendent or principal shall maintain the discretion to make determinations on staff dress and appearance. The superintendent may temporarily suspend all or a portion of the dress code when other factors support a lower dress expectation for school employees (e.g., special “casual days”, school celebrations, special events, or field days). Any violation of school policy and rules may result in disciplinary action.

Adopted on: December 12, 2016

Revised on: November 11, 2019

Reviewed on: July 10, 2017, February 13, 2023

## **4062 Locker Room Supervision**

Staff members, coaches, sponsors, and students must comply with the requirements of this policy while using locker rooms at the school district or at other locations.

Staff members, coaches, and sponsors must appropriately supervise students in locker rooms and other locations where students dress, change, or engage in similar activities. This supervision must occur at all times during curricular and extracurricular activities and includes, but is not limited to, the following:

- Entering and walking through the entire locker room at regular and irregular intervals to provide direct supervision and to assess student behavior.
- Maintaining an orderly locker room free from "horseplay" and other prohibited conduct.
- Maintaining a visual presence.
- Adequately addressing any misbehaviors.
- Escorting students to and from the locker room and the activity or instructional area.
- Unlocking the locker room so that students may enter, and locking the locker room after all students have exited the locker room.
- Searching the locker room to determine that all students have exited the locker room before locking it.
- Ensuring that the locker room remains locked during any activity.

If a student is found missing during an activity, the staff member, coach, or sponsor or adult designee shall check the locker room for the missing student.

The locker room must be locked at all times when unsupervised.

Only students whose team or activity is currently playing or are in-season or who are involved in a school-sponsored activity that requires or allows presence in the locker room are allowed access to the locker room before or after the regular school day.

Students are not allowed to enter or reenter the locker room without appropriate supervision.

If the staff member, coach, or sponsor is the opposite sex of the students, he or she may designate another adult of the same sex as the students to provide the required locker room supervision. This delegation does not

remove ultimate responsibility from the staff member, coach, or sponsor who is subject to the obligations under this policy to ensure that such obligations are met. By allowing their students to participate in an activity with a cross-gender coach, parents/guardians consent to the entry of the staff member or his or her designee into the locker room at any time as necessary to maintain student safety and order.

Staff members, coaches, and sponsors must remain with students until they are picked up by the parent, guardian, or other authorized person or the student leaves in his or her own transportation. Students must never be left unattended after a game, practice, or other school-sponsored activity. In other words, the staff member, coach, or sponsor should be the first one to arrive at the activity and the last one to leave.

Cell phones and other devices with visual or auditory recording capability may not be used in the locker room at any time or for any reason.

Under no circumstance may a staff member, coach, or sponsor delegate any responsibility under this policy to a student or other minor.

School administrators or their designees may make random checks to assess policy compliance.

Adopted on: August 10, 2020

Revised on:

Reviewed on: February 13, 2023

## **5067**

### **Student Assistance Team or Comparable Problem Solving Team**

Pursuant to the Rules of the Nebraska Department of Education, the school district uses general education student assistance teams (SATs) or a comparable problem solving team ("Team"). The SAT or Team will use and document problem-solving and intervention strategies to assist teachers in the provision of general education and to meet the needs of students who may be struggling in the general curriculum or who are struggling to comply with the student code of conduct or to meet acceptable behavioral and social norms.

If the SAT or Team feels that all viable alternatives have been explored, a referral for multidisciplinary evaluation shall be completed. The referral shall comply with the requirements of the Rules of the Nebraska Department of Education.

All teaching staff must:

- 1) Support the SAT or Team process by appropriately referring students who may benefit from the SAT or Team process; and
- 2) Faithfully and consistently implementing the intervention strategies recommended by the SAT or Team.

The failure to support the SAT or Team process is a serious matter and may constitute just cause for terminating or canceling a teacher's employment.

Adopted on: December 21, 2016

Revised on: November 9, 2020

Reviewed on: February 13, 2023

# MEMBERSHIP DUES INVOICE

in account with

## Nebraska Association of School Boards

1311 Stockwell, Lincoln, NE 68502 (402) 423-4951 or 1-(800) 422-4572

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**Name:** Nebraska City Public Schools

**County:** Otoe

**NASB Region:** 1

DATE	DESCRIPTION	AMOUNT DUE
January 29, 2026	<b>Annual Membership Dues</b> for NASB Fiscal Year 4/1/2026 to 3/31/2027	<b>\$6,473</b>
	Pay by 4/1/2026 to receive a 2% discount.	<b>\$129</b>
	<b>TOTAL AMOUNT DUE IF PAID BY APRIL 1, 2026</b>	<b><u>\$6,344</u></b>

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**Thank you for your support and participation in NASB.**

## **5055 Enrollment in Kindergarten**

A child must reach the age of five on or before July 31<sup>st</sup> of the calendar year to be enrolled in kindergarten. The school district will enroll a child who will reach the age of five between August 1<sup>st</sup> and October 15<sup>th</sup> of the year of enrollment if the parent or guardian requests such enrollment and provides an affidavit stating:

- (a) the child attended kindergarten in another jurisdiction in the current school year; or
- (b) the family anticipates relocating to another jurisdiction that would allow admission within the current year; or
- (c) the child has demonstrated through recognized assessment procedures approved by the board that he or she is capable of performing the work of kindergarten.

The recognized assessment procedure(s) approved by the board [is] the Slosson Kindergarten Readiness Test (KRT) ~~Second~~ **Third** Edition. The KRT will be used as a screening test to determine eligibility for further assessment. If the child scores below the 86<sup>th</sup> percentile on the KRT, he/she will not be eligible for early entrance to kindergarten. If he/she scores at or above the 86<sup>th</sup> percentile on the KRT, he or she will then be assessed on measures such as the following:

1. Mental ability defined as scoring 84<sup>th</sup> percentile or above on a standard assessment of cognitive ability such as the Wechsler Pre Primary Scale of Intelligence (IV).
2. A test of emotional/social development such as the Behavior Assessment System for Children, Third Editions (BASC-3) or the Vineland Social Adaptive Behavior Scales.
3. 75<sup>th</sup> percentile or greater on a test of pre academic skills such as the Wechsler Individual Achievement Test, 3<sup>rd</sup> Edition, or the Kaufman Test of Educational Achievement (KTEA-3).
4. A test of fine motor ability, scoring 7<sup>th</sup> percentile or above on a standardized measurement such as the Beery VMI, 6<sup>th</sup> Edition.

The board delegates to the elementary principal responsibility for determining whether the conditions of this policy have been met.

### [OPTIONAL ASSESSMENT PERIOD]

Each year, the district will have a Kindergarten Enrollment and Assessment Period (April 1<sup>st</sup> – May 25<sup>th</sup>). Parents or guardians whose child is a legal resident of the district wishing to enroll pursuant to this policy must complete all requirements for enrollment no later than the end of the



Assessment Period. The date, time, and location of the Assessment Period will be made available annually.

Parents or guardians of students who become legal residents of the district after the Assessment Period, and thus were unable to participate in the Assessment Period, must contact the ~~elementary principal~~ Registrar or Director of Student Services about registering and/or scheduling a time for assessment.

Adopted on: December 21, 2016

Revised on: August 14, 2017

Reviewed on: September 12, 2022; June 9, 2025

## Negotiations agreed upon language and salary for 2026-2027

-Clear definition of how Long Term Disability benefit is processed through payroll. Additional **Language in bold.**

Article IV

C. Disability Insurance.

Each teacher covered under this agreement will purchase the long-term disability insurance provided by the Board. Benefits shall be payable, upon the exhaustion of earned sick leave, at 66 ⅔ percent of annual contractual salary. Benefit payment shall continue to retirement age or until termination of disability, whichever occurs first.

**The cost of the LTD insurance premium is added to the teacher's salary, and the premium is then paid by the teacher through payroll deductions. This process is known as a gross-up benefit provided by the district.**

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-Activity duty leave / personal leave

1. Language - Faculty Extra Duty and/or Personal Leave

**New Language:**

**Certified staff members may earn additional personal leave, "earned personal leave," for serving in activity duty assignments as follows:**

- **0.5 days of personal leave for completing 6 activity duties.**
- **An additional 0.5 days (for a total of 1.0 day of personal leave) for completing 10 or more activity duties.**

**Earned personal leave will be credited to the employee's leave balance on or near the first of the month following payment for the qualifying activity duties (6 and/or 10 duties). Unused "earned personal leave" will roll into personal leave after the contract year period.**

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-Personal Leave

2. Article VI

Leaves

C. Personal

Personal leave shall consist of three (3) days of personal leave per contract year, **cumulative to a maximum of five (5) days.**

~~....Staff members, who do not use their Personal Leave Days during the school year, will be reimbursed \$100 for each day not used. (updated 2024/2025)–This reimbursement will be included in their July check. (2006/2007)~~

....Two (2) days of unused personal days will be carried over into the subsequent contract year. Any accumulated personal leave in excess of two (2) days at the conclusion of the contract year shall be paid out to the staff member at a rate of one hundred dollars (\$100) per day. (updated amount 2024/2025). This reimbursement will be included in their July check. (2006/2007)

**Actual language**

**Personal leave shall consist of three (3) days of personal leave per contract year, cumulative to a maximum of five (5) days. Two (2) days of unused personal days will be carried over into the subsequent contract year. Any accumulated personal leave in excess of two (2) personal days (including earned personal day) at the conclusion of the contract year shall be paid out to the staff member at a rate of one hundred dollars (\$100) per day. (updated amount 2024/2025). This reimbursement will be included in their July check. (2006/2007)**

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## -Employment period for new teachers

3. Article V  
Employment Period

### Current language

Upon initial employment, the teaching contract issued to employees subject to this Agreement shall be on a contract form which is attached to the Appendix "C" and incorporated by reference.

The 2025-2026 annual employment period for teachers shall be 186 days.

### Proposal:

Remove the last sentence and replace it with:

~~The 2025-2026 annual employment period for teachers shall be 186 days.~~

Contract Days: The number of contract days for employees who have been employed in the district for more than one year shall be 186 days. The number of contract days for employees in their first year of employment shall be 188 days.

### Actual language

**Upon initial employment, the teaching contract issued to employees subject to this Agreement shall be on a contract form which is attached to the Appendix "C" and incorporated by reference.**

**Contract Days:** The number of contract days for employees who have been employed in the district for more than one year shall be 186 days. The number of contract days for employees in their first year of employment shall be 188 days.

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## Salary and Schedule

Base increase of \$750 dollars to \$40,175 - BA Step 1

### Longevity

Longevity steps/career increments. Four longevity steps, each at 1% of the current year base salary, follow step 15 in MA+36 column. A teacher must have completed a minimum of 15 years of service in the Nebraska City Public School District to move to L1, the first longevity step. Additional longevity steps are provided for the three ensuing years.



**A Proposal of Employee Benefits from The Hartford for the  
U.S. Employees of**

# **Nebraska City Public Schools**

**Short Term Disability Insurance**

**Presented by:**

**Alliant Insurance Services Incorporated**

**Proposal valid until February 17, 2026**



# Nebraska City Public Schools

## Short Term Disability

**Class Description(s):**

All Full-time Active Employees

Full Time Eligibility: 30 hours per week

Feature	Description			
Plan Type	Fully Insured			
Benefit Schedule	67% of Weekly Earnings			
Maximum Benefit Amount	\$2,300 Weekly			
Day Injury Benefit Commences	15th day			
Day Sickness Benefit Commences	15th day			
Benefit Duration	11 Weeks			
First Day Hospital	Not Included			
Definition Of Disability	Includes Disabled and Working Disability Benefit			
Disabled And Working Benefit Formula	Standard			
Benefit Commencement Option	Included (Can satisfy Benefit Commence Period with days of Total or Disabled and Working)			
Coverage Basis	Non-Occupational			
Coverage Continuation During Family Medical Leave	Included			
Employer Participates In Worker's Compensation	Yes			
Offset Salary Continuation/Sick Leave	Dollar for Dollar			
Employee Contribution	Non-Contributory			
Initial Rate Guarantee Period	2 Years			
Participation Requirement	100% of Eligible Employees			
FICA Match Service	Not Included			
Rate Summary				
Coverage Category/Class	No of Lives	Rate Basis	Volume	Monthly Premium
STD	187	\$0.195 Per \$10 Of Weekly Benefit	132,158.05	\$2,577.08



## Qualifications and Assumptions

With this rate structure the employer may be electing to partially support employer paid coverages with the rate for the employee paid coverages. This means that premiums paid for one coverage may cover the cost of another coverage under the Plan. When we quote rates with such partial support between the employee paid and employer paid coverages we do so with the understanding that the employer and employee coverages are part of a single ERISA plan sponsored by the employer and that the employer has determined that the rate structure is consistent with information provided to employees and with its ERISA obligations. If this understanding is not accurate, please contact us.

### **The following are assumptions upon which this proposal is based:**

1. The effective date of this case will be September 1, 2026.
2. Proposal and rates are valid until February 17, 2026.
3. Rates assume a SIC code of 8211.
4. Quote assumes a Situs State of NE. Hartford standard filed contract language applies unless approved in advance by Underwriting. State filings or specially drafted contract language is not assumed in the quoted rates.
5. Assumes a fully insured, non-participating, non-dividend eligible funding arrangement, unless otherwise specified.
6. Assumes employees must be actively-at-work on the effective date and the deferred effective date provision applies.
7. The enrolled census information must include coverage election amounts, and be within 10% of the census data used to develop this quote.
8. The Hartford reserves the right to re-price:
  - if the sold plan design differs from the proposed/quoted plan design
  - for changes in State or Federal Insurance regulations
  - if a material misstatement of the information provided in the RFP, bid specifications, claim experience, or plan of benefits is discovered post-sale
9. The Hartford reserves the right to change the plan to comply with state mandated benefits, including charging additional premium for such changes, if applicable.
10. If any contributory lines of coverage are sold, a 45-day Grace Period will apply to all lines of coverage. If only non-contributory lines of coverage are sold, a 31-day Grace Period will apply.
11. Assumes Military Leave of Absence is 12 weeks.
12. The Hartford assumes no liability to extend coverage under severance agreements unless reviewed and approved by underwriting in advance.
13. Contract language and standard benefits approved by The Hartford will be used for all insured contract and employee booklet communication material.
14. The Disability definition of earnings includes Base Annual Earnings and Pre-Disability Earning. Overtime pay and target income is not included.
15. The Hartford's standard policyholder reporting package and frequency applies.
16. Quoted rates are based on all coverage lines being sold as a package.
17. We assume all eligible employees are U.S. citizens or U.S. residents, working in U.S. locations or are Accepted International Employees.  
Accepted International Employees are:
  - U.S. Expatriates (U.S. citizens employed by a U.S. company, who live and work outside the U.S. on temporary assignment) or

## Nebraska City Public Schools

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- Third Country Nationals (non-U.S. citizens employed by a U.S. company and who work in a country other than their own) or
  - Canadian Local Nationals (Canadian citizens working in Canada),
- who have met the full time eligibility requirements, are paid on the U.S. payroll, and do not work in countries subject to sanctions programs administered by the US Department of the Treasury's Office of Foreign Assets Control (OFAC), Afghanistan, Algeria, Chad, Chechnia, Columbia, Democratic Republic of Congo, Iraq, Israel, Saudi Arabia, Somalia, Sudan (South of lat.10 deg. North), Japan, Russia, Philippines, Indonesia or the Canadian provinces of British Columbia, Manitoba, Newfoundland/Labrador, Northwest Territories, Nunavut, and Saskatchewan.
18. We assume the company has been in business for at least 2 years. If otherwise, additional underwriting approval will be required prior to sale.
  19. Assumes claims incurred prior to the effective date of the contract will be the liability of the prior carrier.
  20. Assumes the plan of benefits is subject to ERISA regulations.
  21. Quote assumes 1 Contract/Booklet, 1 Bill Unit, and 1 Experience Unit.
  22. The employer pays the cost of Non-Contributory Short Term Disability coverage on a pre-tax basis.
  23. Coverage for Retirees is not included.



## Deviations

Our proposal reflects our standard product and, consequently, may deviate from the features and/or plan designs that you requested. Accordingly, please review our proposal carefully, as we have not identified specific areas where our proposal deviates from your request. Please note that this proposal does not constitute a final offer or agreement, and it is only a summary of the benefits offered to your company.

The rates and costs shown in this proposal are based on the information provided. Rates may be affected by the actual enrollment (and transferred business information) provided. Please consult with the Producer regarding all terms and conditions in this proposal.

# Nebraska City Public Schools

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Please note the following descriptions that further explain some of our benefits and features. The descriptions are based on our Standard Language. The benefits shown below are available in most states, however, please be aware that state variations may apply.

## General:

### Customer Support and Online Self-Service Capabilities

We're committed to providing best-in-class service to our customers and their employees. That's why we offer online capabilities designed to save time and make it easier to manage your group benefits.

#### Employer Portal

Our employer portal is a secure, mobile-responsive site where employers can quickly obtain plan information and transact business to help reduce administrative burden. We continually work to enhance the site's capabilities to make it more responsive to your needs. Through our portal, you are able to access such features as:

- Electronic billing
- Reports (available in either PDF or Excel)
- Medical underwriting status for evidence of insurability
- Claim status inquiry
- Booklets
- Administration kits with forms specific to your coverage(s)

#### Employee Portal

Our employee portal is a secure, mobile-responsive site where employees can manage their claims, payment information and more. Your employees can access this site at any time to:

- Submit disability claims and leave of absence requests.
- View claim and payment status.
- Check their medical underwriting status for evidence of insurability.
- File an STD claim in place of telephonic submission (if your plan offers this coverage).
- Start an LTD claim.
- Upload and view documents from mobile or desktop.
- Registered users can access forms specific to your plan's coverage(s).
- Obtain information on coverage overviews and frequently asked benefit questions.
- Enroll in direct deposit for their claim payments.
- Manage their preference for alerts/notifications – email and text.

#### Additional Support from our Customer Solutions Center

Questions or services that cannot be handled online can be addressed by our Customer Solutions Center. Our skilled representatives, who are familiar with your case, are available Monday through Friday from 8 a.m. to 8 p.m. EST at 1-800-523-2233 and provide support to new and existing customers.

#### Local Service Representatives

If our Customer Solutions Center representatives can't assist you with your request, they'll be glad to put you in touch with a local service representative.

# Nebraska City Public Schools

## Short Term Disability:

### Definition of Disability

Disabled and Working Benefit, which is standardly included in the plan, allows benefits to be payable to a claimant that meets the definition of disability while working. If the Benefit Commencement Option is not included, the claimant is required to be totally disabled during the waiting period in order for benefits to commence. If the Benefit Commencement Option is included, the claimant can satisfy the waiting period with days of Total Disability or days of disability while working.

### Telephonic STD Claim Services

The Hartford's convenient paperless process allows claimants to simply call an 800# to report a Short Term Disability claim, instead of filling out and submitting a paper claim form. Necessary information to process the claim is gathered via telephone which ensures timely notification and prompt claim service. At the same time it alerts The Hartford's claim specialists so they are prepared to offer their services early in the process, if needed.

### The Hartford's *Rewarding Returns* Service – Return to Work (RTW) Support

When an employee is out of work due to an illness or injury, their absence impacts the organization in many ways. Employers with effective return-to-work programs provide opportunities to safely ease the recovering employee back into the workplace. A return-to-work philosophy is a win-win for both the employer and the employee. The employer may see reduced lost time costs, improved workplace productivity, shorter STD durations and improved LTD experience. The employee may benefit from shorter recovery time, improved morale and an increased feeling of being valued by the organization.

While most employers recognize the positive aspects of effective return-to-work efforts, they may need help and support in developing a process or program to do so. In response, we designed RTW support services, called Rewarding Returns, which is customized to the unique needs of each employer.

Our Rewarding Returns service provide employers with tools, sample documents and guidance so they can develop formalized and sustainable return-to-work practices.

#### Toolkit includes:

- Sample RTW Policy: Provides a template and suggestions for the employer's internal policy or program.
- Sample RTW Project Plan: Outlines key activities and milestones to be considered in formalizing RTW.
- Sample Communications: Directed to employees to reinforce the employer's commitment to return-to-work assistance.
- Sample Medical Provider Note: Offered to engage the medical provider in RTW collaboration.
- Sample Transitional Work Plan: Can be used as a "mini-contract" with the employee to clearly state the parameters of the RTW or transitional work option.
- Sample Manager's Training: Educate the employer stakeholders on the purpose and value of RTW considerations.

## Nebraska City Public Schools

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Our toolkit is combined with individualized consultative services provided by an industry professional, skilled in employer guidance and disability management. RTW consultation is available to help the employer determine the scope of their work efforts, prioritize decisions and activities, gain industry best practices and learn about peer companies' experiences to help customize their programs. Our comprehensive approach to RTW helps employers become effective RTW partners, which benefits everyone involved in the disability management arena.

To learn more about these services, please contact your Hartford representative who can connect you with The Hartford's RTW Consultant.

## Additional Services:

### Employee Assistance Program GuidanceResources®

An Employee Assistance Program (EAP) is a confidential counseling and referral service that assists employees and their immediate family members with: face-to-face emotional counseling, work/life support, financial and legal information and crisis intervention services.

EAP capabilities can help employees resolve issues quickly, before they escalate into personal or workforce challenges. We offer a range of EAP services to our Group Life and Disability customers through an arrangement with ComPsych®, the nation's largest provider of employee assistance programs.

EAP services can be accessed through a dedicated toll-free number 24 hours a day, seven days a week. ComPsych staff helps provide immediate crisis resolution, information, and referrals to appropriate counseling and support services. Master's and Doctoral-degreed staff clinicians with crisis intervention experience, including multi-language resources, are available to handle emergency or urgent care cases.

#### Benefits of an EAP for Employees:

- Unlimited access to Master's and Doctoral-degreed clinicians by phone 24/7 for assessment and referral. Confidential face-to-face sessions, if needed.
- Referrals to local resources and services such as community and governmental agencies.
- Financial, legal or health care services support by phone with experienced professionals during regular business hours or by appointment.
- Access to self-assessment tools and other resources through GuidanceResources® Online.

#### Benefits of an EAP for Employers:

- Reduction of other benefits costs: An effective EAP may reduce disability costs, medical costs, pharmacy costs, and Workers' Compensation costs.
- Absenteeism and productivity: Resources for employees to handle day-to-day issues may result in reduced days out of work, increased productivity, and lower temporary replacement costs.
- Flexibility: Employers can add-on and customize service options that provide solutions to meet almost any need.

**Critical Incident Stress Management (CISM) or Training:** Includes professional support in managing critical incidents like workplace violence, serious illness, natural disasters fatal accidents, and corporate restructuring. GuidanceResources® also offers the following on-site training sessions: health and enrollment fairs; personal development workshops include: wellness seminars, brown bags, or lunch and learns. Minimum of four hours per year included.

**Management Referral:** Consists of management referral services when an employee needs to be referred for EAP services. Assists managers or HR professionals the process.

Through The Hartford's program, ComPsych offers two service options to meet a variety of needs:

**Option 1:** Telephone plus three face-to-face sessions for emotional counseling per incidence/issue basis per year for \$1.12 per employee per month.

# Nebraska City Public Schools

**Option 2:** Telephone plus five face-to-face sessions\* for emotional counseling per incidence/issue basis per year for \$1.37 per employee per month.

\*California residents are limited to three prepaid behavioral health counseling sessions in any six-month period. Except for acute emergencies and other special circumstances, additional sessions for California employees are available on a fee-for-service basis.

<sup>1</sup>The GuidanceResources® Program is offered through The Hartford by ComPsych®. ComPsych is not affiliated with The Hartford and is not a provider of insurance services.

The Hartford is not responsible and assumes no liability for the goods and services described in this material and reserves the right to discontinue any of these services at any time. Services may vary and may not be available in all states. Visit <https://www.thehartford.com/employee-benefits/value-added-services> for more information.

## **Ability Assist®**

**Ability Assist®<sup>01</sup> Counseling Services** Employees receive professional counseling for financial, legal and emotional issues, 24/7/365. Includes unlimited phone access and three face-to-face sessions per year. Services are also available to spouses and dependent children.

**HealthChampion<sup>SM</sup> Health Care Support Services** A service that offers unlimited access to Benefit Specialists and nurses for administrative and clinical support to address medical care and claims concerns. Service includes: claim and billing support, explanation of benefits, cost estimates/fee negotiation, information related to conditions and available treatments, and support to help prepare for medical visits.

### **Enhanced Ability Assist®<sup>01</sup> Option**

This option is available for employees and their dependents not covered or enrolled in The Hartford's Disability program(s). Services can be provided to these employees for an additional fee of \$0.84 per employee per month.

*Ability Assist and Health Champion disclosures:* Services are offered through The Hartford, however, all services are provided by ComPsych. Neither ComPsych nor Hartford is responsible or liable for care or advice rendered by any referral resources. All benefits are subject to the terms and conditions of the policy.

<sup>1</sup>Ability Assist®, Enhanced Ability Assist®, and Health Champion<sup>SM</sup> are offered through The Hartford by ComPsych®. ComPsych is not affiliated with The Hartford and is not a provider of insurance services.

The Hartford is not responsible and assumes no liability for the goods and services described in this material and reserves the right to discontinue any of these services at any time. Services may vary and may not be available in all states. Visit <https://www.thehartford.com/employee-benefits/value-added-services> for more information.



# Nebraska City Public Schools

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## Commissions and Other Payments to Producers

**Note to Producers:** In 2015, we changed the way that we administer flat commissions. Flat commissions continue to be an alternative to graded commissions. For all proposals with a flat commission, the policyholder must receive the services listed in Schedule C or E of the Group Insurance Producer Agreement, which are available to you on our website <http://thehartford.com/group-benefits-producer-compensation> and on the Producer View website at [www.ProducerView.com](http://www.ProducerView.com).

The Hartford compensates producers for the sale and service of our products. In most cases, producers are paid a Commission, which is either a graded or fixed flat percentage of the premium and is incorporated into the premium rate(s). In addition, producers may be eligible for various types of Other Payments. Other Payments are incurred as general operating expenses of The Hartford and will not be directly charged to any policy issued as the result of this quote.

Commissions and certain Other Payments are paid pursuant to the Hartford's Group Insurance Producer Agreement ("GIPA"). Quotes based on fixed or flat percentage Commissions reflect services provided by the producer to the policyholder. We rely on the producer to determine that these Commissions are supported by services described in the GIPA. The Hartford reports Commissions and Other Payments on the annual Schedule A Worksheet provided to policyholders in accordance with applicable law.

For additional information regarding eligibility for Commissions and Other Payments and terms and conditions relating thereto, please review our website <http://thehartford.com/group-benefits-producer-compensation> or contact your Hartford representative. Producers may also access the GIPA on Producer View.

### Commissions:

Short Term Disability: Schedule A Graded Producer Commissions Apply

**Schedule A Graded Producer Commissions** - The schedule below is used to determine the commission rate for new and renewal STD coverages.

	Premium	Commissions
First	\$ 15,000	10.0%
Next	\$ 10,000	7.0%
Next	\$ 25,000	5.0%
Next	\$1,950,000	0.5%
Over	\$2,000,000	0.1%

The commission rate shown above has been considered in determining this case quote.



## Nebraska City Public Schools

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The Hartford Financial Services Group, Inc., (NYSE: HIG) operates through its subsidiaries, including underwriting companies Hartford Life and Accident Insurance Company and Hartford Fire Insurance Company, under the brand name, The Hartford®, and is headquartered at One Hartford Plaza, Hartford, CT 06155. For additional details, please read The Hartford's legal notice at [www.thehartford.com](http://www.thehartford.com). All benefits are subject to the terms and conditions of the policy. Policies underwritten by the underwriting companies listed above detail exclusions, limitations, reduction of benefits and terms under which the policies may be continued in force or discontinued. This proposal explains the general purpose of the insurance described, but in no way changes or affects the policy as actually issued. In the event of a discrepancy between this proposal and the policy, the terms of the policy apply. Complete details are in the Certificate of Insurance issued to each insured individual and the Master Policy as issued to the policyholder. Benefits are subject to state availability.

This proposal includes a quote(s) for one or more products, which are issued on the following forms: Accident Form Series includes GBD-2000, GBD-2300, or state equivalent. Accidental Death and Dismemberment Form Series for all states except PR, WA and CA includes GBD-1000 and GBD-1300, or state equivalent, and in PR, WA and CA Form 7582 and Form PA-5427, or state equivalent. Critical Illness Form Series includes GBD-2600, GBD-2700, or state equivalent. Disability Form Series includes GBD-1000, GBD-1200, or state equivalent. Life Form Series includes GBD-1000, GBD-1100, Z-PORT, or state equivalent. Hospital Indemnity Form Series includes GBD-2800, GBD-2900, or state equivalent.







Mark Fritch &lt;mfritch@nebcityps.org&gt;

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**"football" bleachers**

---

**Bryan Peterson** <bryan@heartlandseating.com>  
To: Mark Fritch <mfritch@nebcityps.org>  
Cc: Tristina Snyder <tristina@heartlandseating.com>

Fri, Jan 30, 2026 at 9:37 AM

Hi Mark,

I've received updated pricing for the quote from Oct 24'. Also, I composed a quote to extend the bleacher an additional 25'-0" to add more seats.






The quotes, bleacher drawings and concrete drawings are attached. Pricing includes delivery and installation. Please let me know if you have any questions.

Thanks again for the opportunity.

[Quoted text hidden]

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**5 attachments**

-  **BP6\_87aew64cdrs\_4a2h\_n3rs\_ps-Planview.pdf**  
154K
-  **Nebraska City, NE HS Visitor Stand Revised Quote 013026.pdf**  
246K
-  **BP6\_87aew64cdrs\_4a2h\_n3rs\_ps-5 Concrete.pdf**  
129K
-  **BP6\_60aew64cdrs\_4a2h\_n3rs\_ps-Planview.pdf**  
167K
-  **BP6\_60aew64cdrs\_4a2h\_n3rs\_ps-5 Concrete.pdf**  
135K



<b>PRICE QUOTE</b>
--------------------

11222 Johnson Drive, Shawnee, KS 66203  
 Phone: (913)268-0069 Fax: (913) 962-0803  
[sales@heartlandseating.com](mailto:sales@heartlandseating.com) [www.heartlandseating.com](http://www.heartlandseating.com)

**January 30, 2026**

From: Bryan Peterson

To: Mark Fritch  
 Nebraska City Public Schools  
 1700 14th Ave  
 Nebraska City, NE 68410  
 Phone: 402-873-6033

RE: Nebraska City High School  
 Football Visitor Stand

**Heartland Seating, Inc. is pleased to provide you with the following quote for the above project.**

By: <b>AMERICAN ALUMINUM SEATING, INC.</b>		
<b>Pricing is valid until 02/23/2026</b>		
	DESCRIPTION	PRICE
	<b>OPTION 1</b> <b>ONE (1) 6 ROWS X 62' ALUMINUM ELEVATED SEMI-CLOSED WELDED ANGLE FRAME BLEACHER</b> <ul style="list-style-type: none"> <li>30" ELEVATION WITH A 64" WIDE FRONT WALKWAY WITH A 8" RISE AND 24" SPAN</li> <li>2X10 ANODIZED SEATS, DOUBLE 2X10 MILL FINISH FOOTBOARDS, AND RISER ENCLOSURES</li> <li>TWO (2) 4'-0" WIDE VERTICAL AISLES WITH CENTER HANDRAILS AND COLORED NOSING</li> <li>THREE (3) DOUBLE ADA NOTCHES FOR HANDICAP ACCESSIBILITY</li> <li>MEANS OF EGRESS IS A STRAIGHT RAMP OFF THE LEFT END OF THE FRONT WALKWAY AND A SET OF STAIRS OFF THE RIGHT END OF THE FRONT WALKWAY</li> <li>GUARDRAIL SYSTEM CONSISTS OF RAILS AND CHAIN LINK FENCE ON ALL SIDES</li> <li>ANCHORAGE PROVIDED TO FLAT AND LEVEL CONCRETE PAD</li> <li>CONCRETE PAD BY OTHERS</li> </ul> <p style="text-align: right;"><b>MATERIALS DELIVERED AND INSTALLED</b></p>	<b>\$63,033</b>
	<b>OPTION 2</b> <b>ONE (1) 6 ROWS X 87' ALUMINUM ELEVATED SEMI-CLOSED WELDED ANGLE FRAME BLEACHER</b> <ul style="list-style-type: none"> <li>SAME DESCRIPTION AS ABOVE</li> </ul> <p style="text-align: right;"><b>TOTAL MATERIALS DELIVERED AND INSTALLED</b></p>	<b>\$78,908</b>
	<b>INSTALLATION:</b> Installers will provide cleanup of debris to a central location for removal by others.	
<b>NOTES</b>	<ul style="list-style-type: none"> <li>Unless otherwise stated above, this quote does NOT include engineered drawings. If engineered drawings are required, this will increase the lead time and there will be additional costs.</li> <li>Bleacher is designed per manufacturer's standard interpretation of the <b>ICC 300 of the IBC 2018 building code</b>. Any additional local or state requirements may result in additional charges, all to be borne by the owner</li> <li>Allow 6 to 8 weeks for shop drawings</li> <li>Delivery varies from 12 to 14 weeks upon receipt of order and approvals.</li> </ul>	
<b>TERMS</b>	<ul style="list-style-type: none"> <li><b>NET 30 DAYS, INVOICED AT ARRIVAL. 1.5% PER MONTH TO BE CHARGED ON PAST DUE AMOUNTS.</b></li> </ul>	
<b>TO ORDER SEND THIS SIGNED QUOTE, PURCHASE ORDER AND APPLICABLE TAX EXEMPTION DOCUMENTATION</b> <b>PAYABLE TO HEARTLAND SEATING, INC.</b> <b>11222 JOHNSON DRIVE, SHAWNEE, KS 66203</b>		

Prices do not include applicable taxes, prevailing or union wages, licenses, bonds, permit fees, including state approval fees, or dumpster. Unless specifically included above, price does not include removal, demolition, soil testing, site work, concrete or foundations, inspections, consequential or liquidated damages. If you wish to have additional items included, please call for a revised quote.

For installations by Heartland Seating, Inc., site shall be ready to install bleachers upon receipt to avoid extra handling or storage charges.

Mill finish aluminum is standard finish for footboards and risers. Mill finish is subject to discoloration and staining due to moisture entrapment during transit and or storage at the job site during installation. Discolored materials will normalize in time and are installed per industry standard. This is not defective material. If you wish to avoid possibility of staining, you may request to have clear anodized finish for an added cost.



**Heartland Seating**  
– Spectator Seating Specialists –

**PRICE QUOTE**

11222 Johnson Drive, Shawnee, KS 66203  
Phone: (913)268-0069 Fax: (913) 962-0803  
[sales@heartlandseating.com](mailto:sales@heartlandseating.com) [www.heartlandseating.com](http://www.heartlandseating.com)

**January 30, 2026**

\_\_\_\_\_  
Bryan Peterson

Acceptance by: \_\_\_\_\_

Date: \_\_\_\_\_

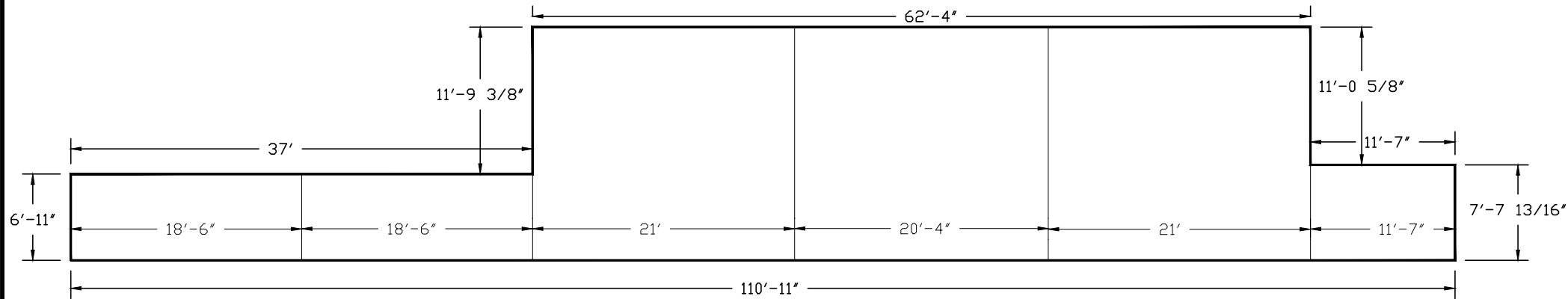
Title: \_\_\_\_\_

PO #: \_\_\_\_\_

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

PO Total \$ \_\_\_\_\_

# CONCRETE LAYOUT



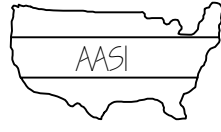


 - INDICATES CONCRETE SAW CUTS

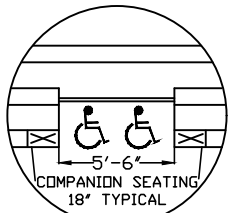
## CONCRETE RECOMMENDATION

- CONSTRUCTION SITE SHALL BE WELL DRAINED
- FILL SHALL BE CLEAN & FIRMLY COMPACTED
- CONCRETE SHALL BE 3000 PSI MIX
- 5" MINIMUM THICKNESS
- PAD SHALL HAVE REINFORCING WIRE
- ESTIMATED CONCRETE VOLUME:  
(1510 TOTAL PAD SQ. FT)  
23.3 CU. YDS.

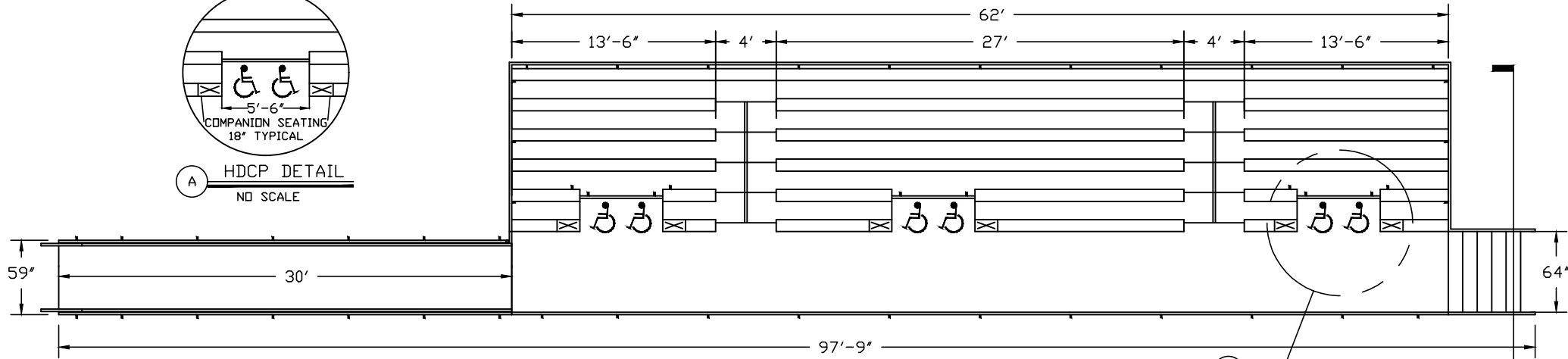
## **NOTICE:**

***THIS CONCRETE DESIGN RECOMMENDATION IS CALCULATED ASSUMING A 2500 P.S.F. SOIL BEARING CAPACITY & WILL PREVENT THE ANCHORED UNIT FROM OVERTURN. THE CUSTOMER IS SOLELY RESPONSIBLE FOR THE FINAL DESIGN & SITE PREPARATION TO LOCAL CODES & ORDINANCES. A LOCAL CONCRETE CONTRACTOR WILL BE A VALUED SOURCE IN THE DETERMINATION.***

		<b>AMERICAN ALUMINUM SEATING INC.</b> MARSHALLTOWN, IOWA 50158 TEL. (641) 753-3764 FAX (641) 753-5366	
			
DATE: 10-10-24	DWG#: BP6_62AEW64CDRS_4A2H_N3RS_PS	DESCRIPTION: 6 ROW 62' ELE BLEACHER W/ADA - 5" CONCRETE	
DRAWN BY: B-JW	REV DATE:	DWG: ___ OF ___	

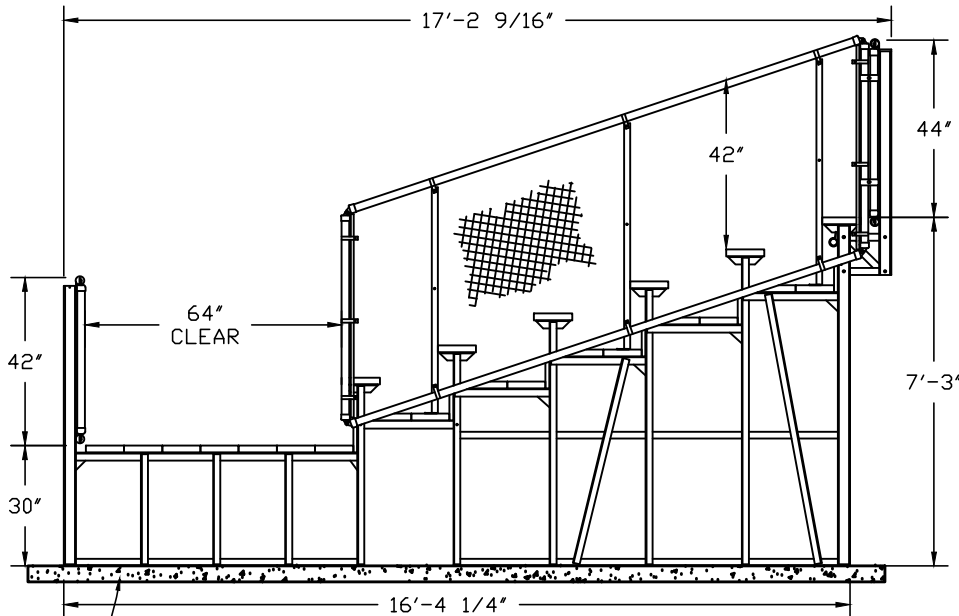


**A** HDCP DETAIL  
NO SCALE



**1** PLAN VIEW  
NO SCALE

**CODE COMPLIANCE - IBC & ADA**



**2** SIDE VIEW  
NO SCALE

ANCHORAGE TO SPECIFIED CONCRETE PAD OR EQUIVALENT RECOMMENDED TO PREVENT WIND OVERTURN OF UNIT

GENERAL SPECIFICATIONS

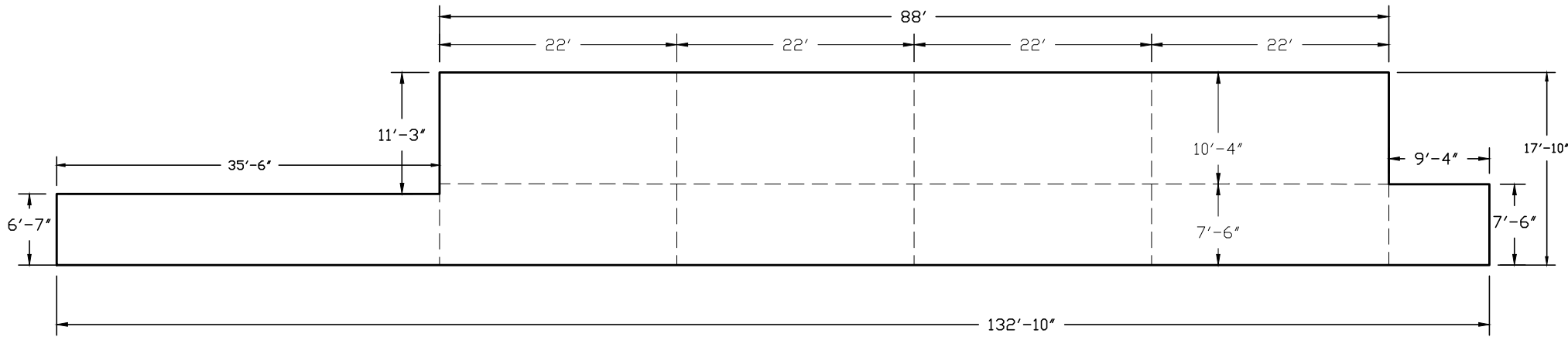
- ALL ALUMINUM UNDERSTRUCTURE
- RISE - 8", RUN - 24", ELEVATION - 30"
- 64" CLEAR WALKWAY
- 2x10 ANODIZED SEAT PLANK
- DOUBLE 2x10 FOOTBOARDS - ALL ROWS
- RISER ENCLOSURE - ALL ROWS
- RISER CLOSURE RAIL - TOP ROW ONLY
- (2) 4' AISLES, ENCLOSED W/HAND RAILS
- NON-SLIP COLORED NOSE MARKINGS
- (1) STEP SET
- (1) 30' STRAIGHT RAMP
- (3) 2X HDCP NOTCHES
- CHAIN LINK FENCE SECURITY - (4" BALL)
- RECOMMEND CONCRETE PAD FOR ANCHORAGE (BY OTHERS)

**NET SEATING CAPACITY - 191**  
**+ HDCP - 6**  
**+ HDCP COMPANION - 6**  
**TOTAL - 203 SPECTATORS**

	AMERICAN ALUMINUM SEATING INC. MARSHALLTOWN, IDWA 50158 TEL. (641) 753-3764 FAX (641) 753-5366	

DATE: 10-10-24	DWG#: BP6_62AEW64CDRS_4A2H_N3RS_PS
DESCRIPTION: 6 ROW - 62' ELEVATED BLEACHER W/ADA	
DRAWN BY: B.JW	REV DATE:
DWG: ___ OF ___	

# CONCRETE LAYOUT






 - INDICATES CONCRETE SAW CUTS

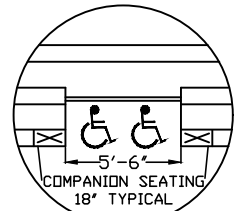
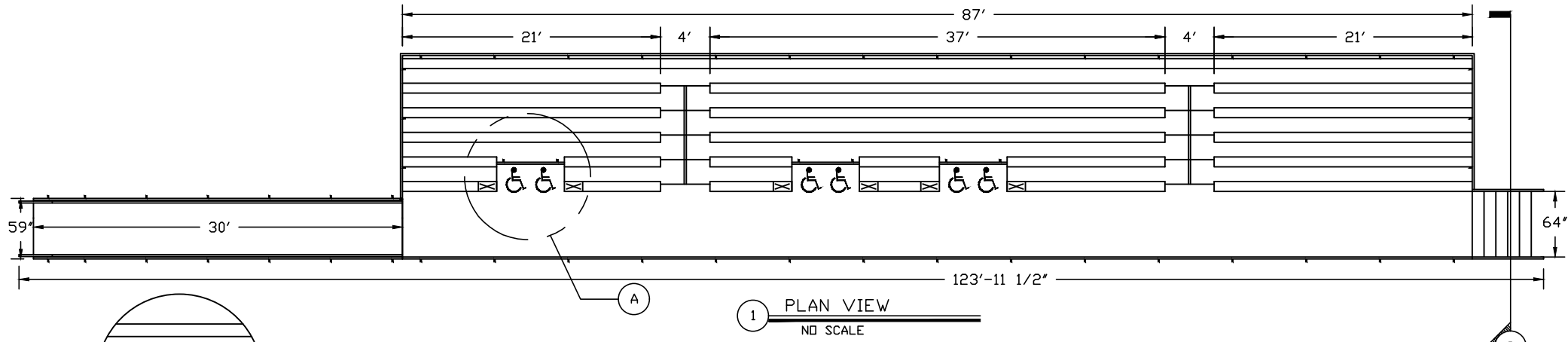
### CONCRETE RECOMMENDATION

- CONSTRUCTION SITE SHALL BE WELL DRAINED
- FILL SHALL BE CLEAN & FIRMLY COMPACTED
- CONCRETE SHALL BE 3000 PSI MIX
- 5" MINIMUM THICKNESS
- PAD SHALL HAVE REINFORCING WIRE
- ESTIMATED CONCRETE VOLUME:  
(1873 TOTAL PAD SQ. FT)  
28.9 CU. YDS.

### NOTICE:

THIS CONCRETE DESIGN RECOMMENDATION IS CALCULATED ASSUMING A 2500 P.S.F. SOIL BEARING CAPACITY & WILL PREVENT THE ANCHORED UNIT FROM OVERTURN. THE CUSTOMER IS SOLELY RESPONSIBLE FOR THE FINAL DESIGN & SITE PREPARATION TO LOCAL CODES & ORDINANCES. A LOCAL CONCRETE CONTRACTOR WILL BE A VALUED SOURCE IN THE DETERMINATION.

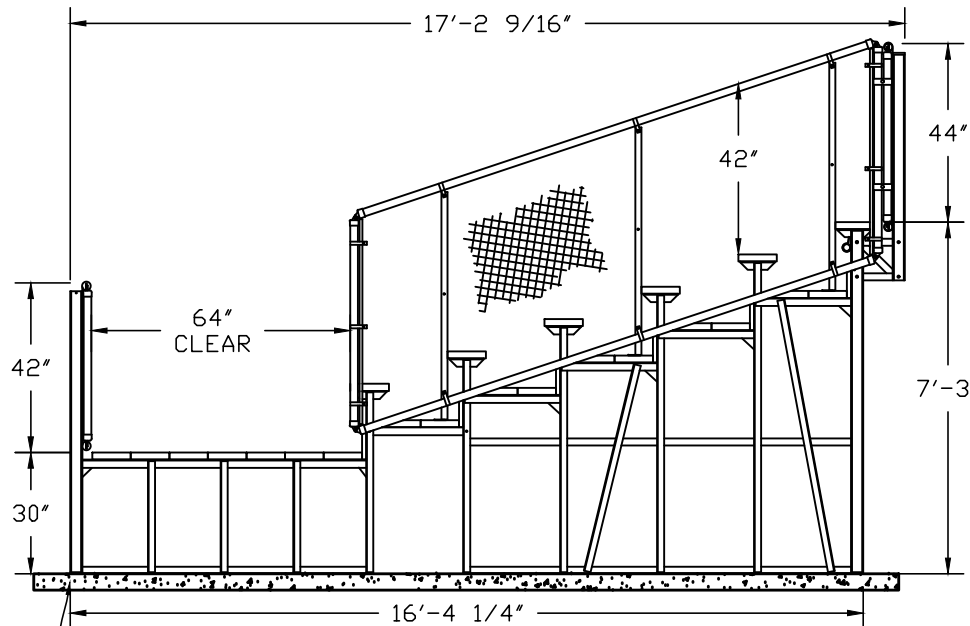
		<b>AMERICAN ALUMINUM SEATING INC.</b> MARSHALLTOWN, IOWA 50158 TEL. (641) 753-3764 FAX (641) 753-5366	
			
DATE: 04-02-12	DWG#: BP6_87AEW64CDRS_4A2H_N3RS_PS	DESCRIPTION: 6 ROW 87' ELE BLEACHER - 5' CONCRETE	
DRAWN BY: A-LDE	REV DATE:	DWG: ___ OF ___	



CODE COMPLIANCE - IBC  
& ADA

GENERAL SPECIFICATIONS

- ALL ALUMINUM UNDERSTRUCTURE
- RISE - 8"
- RUN - 24"
- ELEVATION - 30"
- 64" CLEAR WALKWAY
- 2x10 ANODIZED SEAT PLANK
- DOUBLE 2x10 FOOTBOARDS - ALL ROWS
- RISER ENCLOSURE - ALL ROWS
- RISER CLOSURE RAIL - TOP ROW ONLY
- (2) 4' AISLES, ENCLOSED W/HAND RAILS
- COLORED NOSE MARKINGS
- (1) STEP SET
- (1) 30' STRAIGHT RAMP
- (3) 2X HDCP NOTCHES
- CHAIN LINK FENCE SECURITY - (4" BALL)
- RECOMMEND CONCRETE PAD FOR ANCHORAGE (BY OTHERS)



ANCHORAGE TO SPECIFIED CONCRETE PAD OR EQUIVALENT RECOMMENDED TO PREVENT WIND OVERTURN OF UNIT

**NET SEATING CAPACITY - 288**  
**+ HDCP - 6**  
**+ HDCP COMPANION - 6**  
**TOTAL - 300 SPECTATORS**

AMERICAN ALUMINUM SEATING INC.  
 MARSHALLTOWN, IDVA 50158  
 TEL. (641) 753-3764 FAX (641) 753-5366

DATE: 04-02-12	DWG#: BP6_87AEW64CDRS_4A2H_N3RS_PS
DESCRIPTION: 6 ROW 87' ELEVATED BLEACHER	
DRAWN BY: A-LDE	REV DATE:
DWG: ___ OF ___	



## Proposal - Audit Services

Prepared For

# Nebraska City Public Schools

November 2025

**Frankel, LLC.**

11404 West Dodge Road  
Suite 700  
Omaha, NE 68154-2576

**Contact**

tel 402.496.9100  
fax 402.496.1024  
web [frankel.cpa](http://frankel.cpa)



November 6, 2025

Board of Education  
Mark Fritch, Superintendent of Schools  
Nebraska City Public Schools  
1700 14th Ave  
Nebraska City, NE 68410

Ladies and Gentlemen:

Thank you for the opportunity to present our proposal to provide professional audit services for the Nebraska City Public Schools District No. 111 (District). The District is committed to inspiring a culture of excellence that engages all students in lifelong learning. We appreciate the responsibility that has been placed upon the District with regard to these young men and women and hope to be able to support you in that mission in the years to come. We would be proud to serve the District and look forward to the possibility of building a strong professional relationship.

Frankel, LLC, has been serving individuals and businesses in the Omaha community for over 65 years. We strive to provide the highest quality professional services to help our clients succeed. Our team has extensive experience with government entities, and we continuously invest in professional education, technology, and resources to ensure our people are equipped to provide the responsive, high-quality service our clients expect.

We are excited about the opportunity to provide for your professional service needs and have included our estimated fee for the requested services on page 9. We are confident we have the right people and experience to provide the highest quality service to the District. If you have any questions regarding our proposal or seek additional information, please contact me at (402) 963-4323 or [gendorf@frankel.cpa](mailto:gendorf@frankel.cpa).

Very truly yours,



Gail Endorf  
FOR THE FIRM

# Nebraska City Public Schools Proposal

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and Experience

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# Firm Qualifications

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Our highly talented and professional staff of over 90 individuals strive daily to keep our clients' trust. Our foundation, structure and culture are built on teamwork with our clients and our people.

Our history and reputation have been built over many years by doing things the right way and not cutting corners on our professional and ethical standards. Our 2022 Peer Review report included

herein, supports this commitment with the highest rating available for an audit practice. As a local Omaha firm practicing since 1959, we have served many organizations, including closely held businesses and large nationally recognized corporations.

We will work diligently to be your trusted advisor. We will strive hard to build with you a relationship that suits your needs, along with an unrivaled experience utilizing our expertise and network of resources. With our knowledge of the governmental sector, we believe the skills, experience and expertise of our team will provide crucial value to your school and management team.

## CPAMERICA, INC.

CPAmerica, Inc. ([www.cpamerica.org](http://www.cpamerica.org)) is an exclusive, worldwide association of independently owned and managed CPA and consulting firms. Nationally, CPAmerica represents approximately 90 independent firms and through a strategic alliance with Crowe Global has access to more than 26,000 professionals in more than 130 countries around the world. CPAmerica was founded for the purpose of pursuing excellence in the field of public accounting and to assist its members in providing the highest quality accounting, auditing, tax, and management consulting services. Our membership in CPAmerica supplements the capabilities and resources of our Firm through affiliation with other member firms' research, education, and training programs. The shared experiences of CPAmerica members provide us with the expertise to handle almost any business situation or client engagement. Specific member firms may be brought onto the engagement, or consulted with, when special knowledge and an additional perspective will help answer questions about your unique industry, operations, or issues.

## Frankel Technology Services

Frankel Technology Services is available to help you with any technology need including outsourced help desk, software development, hardware upgrades, and cybersecurity. Our Technology Services team is familiar with many accounting systems and has performed data migration and integration projects.

# Client Service Approach

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**You will be an important client of our Firm, and we understand your need for accurate and timely financial reporting.** We will design our procedures to help you efficiently and accurately comply with the requirements of the modified cash basis of accounting. We will demonstrate our commitment to you through the following:



## One Engagement Team

Our partners, managers and others will work closely together and be actively involved in your engagement and the services we provide. We will discuss and resolve questions or matters in a timely and efficient manner. Our entire engagement team will know the priority of your needs or requests.



## Staffing

Continuity is an important aspect of our client service philosophy. We are proud of our historically low turnover rates of staff and management. Members of the engagement team will invest significant time and effort in becoming familiar with your business, people, policies, and procedures, as well as the external factors that influence your operations. The more knowledgeable we become, the better able we are to respond efficiently to your needs. For this reason, it is beneficial to both of us to keep the engagement team intact from year to year. We will provide a team with various levels of experience and will assign work to the appropriate level. Procedures over high-risk or complex areas or transactions will be performed by experienced team members. While our preference is to perform our procedures at your facilities, we will work with you to determine the most effective and efficient approach.



## Client Participation

To provide the most efficient and effective services possible, we will coordinate with you regarding preparation of and access to documentation supporting the financial statement audit engagement. We will work closely with you to obtain the information timely. When issues arise, we will listen to your concerns and point of view to develop a mutually agreeable conclusion. We will not forget you have a school to run, and your financial statements are an important, but small piece of your responsibilities.



## Communication

Our philosophy is one of open communication between partners and staff. Our partners and engagement team members are accessible to all your people, which facilitates the exchange of knowledge and an efficient and effective response to your needs. Your direct communication with us will allow questions to be addressed timely and issues to be resolved in an efficient manner. While we believe our client service approach will handle most of the accounting, or other issues that may arise; we do value collaboration and expertise in complex situations and may call upon our network of CPA firms within CPAmerica, Inc.



## Engagement Performance

Every engagement will begin with our acceptance procedures which includes evaluating relevant financial and industry information and issuing an engagement letter. Upon your acceptance of our engagement letter, we will create an automated workflow process via our secure Suralink website. We understand the need for privacy and security related to sensitive data and all staff are regularly trained on data and cybersecurity. The workflow allows us to assign tasks and requested information to the appropriate individuals responsible for providing the information. It also serves as a platform for our team to collaborate with you and allows everyone involved to have a clear picture of the engagement status. To effectively perform the analytical analysis and inquiries required by our professional standards, we will couple our understanding of your operations and industry data with our advanced Excel skills and data analysis software. As another benefit to you, our engagement software creates a database from your trial balance to seamlessly assist with the preparation of your financial statements and related notes. Upon obtaining the appropriate level of assurance for the audit, we will require certain written representations from you about the financial statements and related matters and issue your financial statements along with our report.

## Independence

As independent accountants, it is important we maintain our independence in fact and appearance.

We are not aware of any matters or conflicts of interest with the District, or any of your personnel that would impair our independence.

# Governmental Practice

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Frankel takes great pride in its service and commitment to the governmental industry. We provide accounting, assurance, compliance and consulting services to numerous governmental organizations in the Omaha metropolitan area.

With the continuing changes in the accounting and regulatory environment, we understand the need for governmental organizations to have an accounting firm that understands their mission and the standards they must uphold. We are dedicated to being a partner with our governmental clients, providing timely information on changes in financial reporting and regulations that will impact their organizations. We continuously strive to enhance our expertise in the governmental sector so that we can provide the best possible service.

As part of our commitment to serving the governmental sector, we are members of the American Institute of Certified Public Accountants Government Audit Quality Center. As members, we gain access to comprehensive resources that will assist us in further enhancing the quality of your audit. The Center membership will provide us timely information on a variety of technical, legislative and regulatory subjects that we can in turn apply to your audit to help ensure compliance with the appropriate standards and changes in regulations.

We are committing to adhere to the highest quality standards by voluntarily agreeing to the Center membership requirements, which include designating a partner responsible for the quality of our governmental audit practice, establishing quality control programs, performing annual internal inspection procedures and making our peer review report findings publicly available. In addition, the Governmental Audit Quality Center membership allows us to continue our quality initiatives within our audit practice and demonstrates our continued commitment to deliver the most efficient quality audit possible.

# Consulting Approach

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**This is where we believe we set ourselves apart from our competition. You can expect our team to help analyze the critical decisions you face and provide insight from our industry experiences to help you make better decisions.** We work hard to be trusted advisors for our clients and encourage our clients to consult regularly with us on any business, accounting or tax matter. We have no formal process for consultations, working with each individual client in a manner that works best for them. We empower our managers to make decisions with you. However, all critical and complex decisions will be made by your dedicated partners. Again, if deemed necessary, we will use additional resources through our affiliation with CPAmerica, which gives a depth of resources like a large national CPA firm.

Because we encourage timely consultations as questions or transactions occur, we will not bill you for routine and simple questions. If a consultation will require additional research and time, we will discuss the fees and timing with you in advance.

# Proposed Schedule

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**We understand your desire for timely financial reporting. You will be a priority client to our Firm.** We will work closely with you to develop a mutually agreed upon schedule. Below is a potential schedule we would propose to insure completion of our engagement. If your team is able to provide documents to us timely, our team will deliver timely financial statements as follows:

Service	Schedule
Audit Planning	July 2026
Audit Fieldwork	September 2026
Completion of audited financial statements	Prior to November 5, 2026

# Proposed Fees

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**We understand fees are a significant piece in the overall determination for any client evaluating professional service advisors. We believe it is our responsibility to help control the cost of professional services. Our engagements will be closely monitored to ensure completion efficiently while maintaining high professional standards.**

Our standard billing rates vary based upon the experience required. We periodically review our rates and make adjustments based on current costs and inflation. Currently, our hourly rates by level are as follows:

- **Partners** **\$375 - \$425**
- **Managers and Directors** **\$200 - \$300**
- **Staff and Supervisors** **\$100 - \$200**

We propose to perform the following services:

**Assurance Services:**

- Audit of the annual financial statements in accordance with auditing standards generally accepted in the United States of America (GAAS) and Governmental Auditing Standards, issued by the Comptroller General of the United States.
- Single audit in accordance with Uniform Guidance.
- Schedule of classification of payroll by NCCI Codes and payroll in total.

**Other Services:**

- Tests of compliance related to average daily membership requested and reporting letter by the Nebraska Department of Education.



## Proposed Estimated Fees

Service	Cost
Assurance Services	\$30,000 - \$33,000 (Plus actual expenses)
Other Services	\$1,500 - \$2,000

### Assumptions included in the fees above:

1. Only one federal program will be subject to testing as part of the Single Audit. Additional major programs will be an additional fee.
2. No significant changes to your operations, new accounting and auditing standards or new governmental regulations that require additional time to complete our work.
3. No additional reportable audit findings. Should there be new reportable significant deficiencies or material weaknesses, there may be additional billing related to these matters.

Routine telephone calls or other minor questions are included in the above fee estimates. However, time incurred for significant accounting assistance or consultation, including implementation of new accounting or regulatory requirements, will be billed at our current rates. If there are significant changes to the structure of the District, new accounting or auditing standards required to be implemented or governmental regulations that require significant additional time to complete our work, we will discuss the changes with you and come to an agreement on additional fees. Any expenses required as part of our services such as travel, software, and financial statement hard copies will be billed at our actual cost.



# Client References

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## **Plattsmouth Community Schools**

**Dr. Richard Hasty, Superintendent**

402.296.3361



## **Creighton Preparatory School**

**Alex Zimmerman, CFO**

402.393.1190



## **Schuyler Community Schools**

**Dr. William Robinson, Business Manager**

402.352.3527



# Quality Review Report



## Report on the Firm's System of Quality Control

November 10, 2022

To the Members of Frankel Zacharia, LLC  
and the Peer Review Committee of the Nevada Society of CPAs

We have reviewed the system of quality control for the accounting and auditing practice of Frankel Zacharia, LLC (the firm) in effect for the year ended June 30, 2022. Our peer review was conducted in accordance with the Standards for Performing and Reporting on Peer Reviews established by the Peer Review Board of the American Institute of Certified Public Accountants (Standards).

A summary of the nature, objectives, scope, limitations of, and the procedures performed in a system review as described in the Standards may be found at [www.aicpa.org/prsummary](http://www.aicpa.org/prsummary). The summary also includes an explanation of how engagements identified as not performed or reported in conformity with applicable professional standards, if any, are evaluated by a peer reviewer to determine a peer review rating.

### Firm's Responsibility

The firm is responsible for designing and complying with a system of quality control to provide the firm with reasonable assurance of performing and reporting in conformity with the requirements of applicable professional standards in all material respects. The firm is also responsible for evaluating actions to promptly remediate engagements deemed as not performed or reported on in conformity with the requirements of applicable professional standards, when appropriate, and for remediating weaknesses in its system of quality control, if any.

### Peer Reviewer's Responsibility

Our responsibility is to express an opinion on the design of and compliance with the firm's system of quality control based on our review.

### Required Selections and Considerations

Engagements selected for review included an engagement performed under Government Auditing Standards, including a compliance audit under the Single Audit Act, and audits of employee benefit plans.

As a part of our peer review, we considered reviews by regulatory entities as communicated by the firm, if applicable, in determining the nature and extent of our procedures.

3533 S. 85th Street  
Lincoln, NE 68520  
[www.bmgcpas.com](http://www.bmgcpas.com)

Phone: 402.483.7781  
Fax: 402.483.5198  
Email: [info@bmgcpas.com](mailto:info@bmgcpas.com)

# Quality Review Report

**Opinion**

In our opinion, the system of quality control for the accounting and auditing practice of Frankel Zacharia, LLC in effect for the year ended June 30, 2022, has been suitably designed and complied with to provide the firm with reasonable assurance of performing and reporting in conformity with applicable professional standards in all material respects. Firms can receive a rating of *pass*, *pass with deficiency(ies)* or *fail*. Frankel Zacharia, LLC has received a peer review rating of *pass*.

BMG Certified Public Accountants, LLP



Lincoln, Nebraska



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**Omaha, NE**

**frankel.cpa  
402.496.9100**



Mark Fritch &lt;mfritch@nebcityps.org&gt;

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## Heyward Elementary - Office Meeting room Heat Pump replacement

1 message

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**Kent Vitols** <kvitols@facilityadvocates.com>

Thu, Jan 29, 2026 at 11:45 AM

To: Mark Fritch &lt;mfritch@nebcityps.org&gt;

Cc: Jenny Gawart &lt;jgawart@nebcityps.org&gt;

Mark,

Attached is the proposal to replace the Hayward office meeting room unit. Compressor has failed and no replacement is available. It is obsolete. 2009 unit. Original is a 15,000 BTU and we have quoted an 18,000 1.5-ton unit. This unit is in stock locally. The accessories would need ordered. Hose kit around a week or so including the BACnet card .

Let me know if you have any questions.

Thank you,

Kent Vitols

Service Manager

3738 S 149<sup>th</sup> Street, Suite 102

Omaha, NE 68144

(402) 658-3108

[kvitols@facilityadvocates.com](mailto:kvitols@facilityadvocates.com)



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 **PROPOSAL - 2026 JAN - HEYWARD OFFICE MEETING RM HEAT PUMP.pdf**  
464K



**Proposal for**



**Hayward Elementary School**

It's a great day to be a Pioneer!

**Nebraska City Public Schools**  
**Heyward Elementary**  
**Office Meeting Room**

Heat Pump Replacement

January 29, 2026

**Confidential & Proprietary Proposal**

**Mechanical Scope of Work:** Replace Heat Pump for Office Meeting room. Unit has a failed compressor. No replacement compressor is available (obsolete). This is a 2009 unit.

- Open ceiling grid for removal of unit. Replace when done.
- Isolate electrical power and waterside piping.
- Disconnect ducting, electrical wiring, control wiring, control wiring, drain line and piping.
- Provide a material lift and remove unit.
- Install new Daikin Infinity 1.5 ton WSHP with new supports.
- Fabricate and install new duct transitions from new unit to existing ducting. Seal ducting per code.
- Install new hose kits with ball valves, strainer, flow regulator and motorized isolation valve to exiting loop.
- Reconnect electrical wiring from disconnect switch to unit.
- Install new drain piping from unit to existing piping.
- Startup and check operation of system.
- Provide disposal of old heat pump.
- All labor, material and freight are included.

**Controls Note: A new room sensor will be installed and connected to new Heat Pump. A BACnet card will be installed in the new unit and will need to be connected to the building automation system by others.**

**Exclusions:**

- Connecting this unit up to the exiting controls
- Temporary HVAC equipment or rental equipment
- Controls integration, communication wiring, water balancing or any other work other than proposed.

**Clarifications:**

- New unit is available locally. Hose Kit, BACnet card and other accessories are 1-2 weeks out.
- Includes a factory startup with a 1 year labor allowance and a 5 year extended compressor and refrigeration circuit warranty and 1 year parts.
- Work to be performed during normal working hours of 8:00 am thru 5:00 pm, Monday-Friday.
- Proposal does not include State and City sales tax.
- Proposal is valid for 30 days..



**Pricing** ..... \$13,680

**ACCEPTANCE:**

**AGREEMENT IS SUBJECT TO CUSTOMER'S ACCEPTANCE OF THE ATTACHED TERMS AND CONDITIONS  
AND IS VALID 30 DAYS FROM PROPOSAL DATE:**

<i>Dave Raymond</i>	
Customer Acceptance	Dave Raymond
Printed Name	Printed Name Principal
Title	Title
Purchase Order	1/29/2026
Acceptance Date	Signature Date

**TERMS AND CONDITIONS**

By accepting this proposal, purchaser agrees to be bound by the following terms and conditions.

**Confidential & Proprietary Proposal**

1. **Performance.** Company shall perform the Services in accordance with industry standards generally applicable in the state or province where the Services are performed under similar circumstances when Company performs the Services. Company may refuse to perform where working conditions could endanger property or put people at risk.
2. **INVOICING & PAYMENTS:** Facility Advocates will invoice per the payment term listed in the pricing schedule. Waivers of lien, if applicable, will be furnished upon request, as the work progresses; to the extent payments are received. If our invoice is not paid within 30 days of its issuance, it is delinquent. Invoices not paid within 60 days will bear interest at the rate of 1 ½% per month (18% annum).
3. **WARRANTY:** Facility Advocates warrants that the installation shall be free from defects in workmanship for one (1) year from the date of installation. Facility Advocates will repair installation defects at no charge to the customer. Any and all warranties upon any equipment shall be those of the manufacturer, subject to any limitations thereon. Facility Advocates will assist purchaser in any warranty claims mad to manufacturer. This warranty does not cover damage caused by misuse or negligence and does not apply to the equipment installed nor work done by others. This warranty shall be voided if the work performed by Facility Advocates is repaired by others or in any way abused, altered or misused or which has not been properly and seasonably maintained. THIS WARRANTY SHALL BE IN LIEU OF ALL OTHER WARRANTIES, EXPRESSED OR IMPLIED, INCLUDING, BUT NOT LIMITED TO THOSE OF MERCHANTABILITY AND FITNESS FOR A SPECIFIC PURPOSE.
4. **LIABILITY:** Facility Advocates shall not be liable for any special, indirect or consequential damages arising in any manner from the equipment or material furnished or the work performed pursuant to this agreement.
5. **TAXES:** The price of this proposal does not include duties, sales, use, excise, or other similar taxes unless required by federal, state or local law. Purchaser shall pay in addition to the stated price, all taxes not legally required to be paid by Facility Advocates or, alternatively, shall provide Facility Advocates with acceptable tax exemption certificates. Facility Advocates shall provide purchaser with any tax payment certificate upon request and after completion and acceptance of the work.
6. **PERMITS & FEES:** The price of the proposal does not include any amount for local or state fees, permits, or drawings, unless otherwise indicated on the contract.
7. **DELAYS:** Facility Advocates shall not be liable for any delay in the performance of the work resulting from or attributed to acts or circumstances beyond Facility Advocates' control, including, but not limited to, acts of God, fire, riots, labor disputes, acts or omissions of the purchaser, owner or other contractors or delays caused by suppliers or subcontractors of FACILITY ADVOCATES, etc.
8. **COMPLIANCE WITH LAWS:** Facility Advocates shall comply with all applicable federal, state and local laws and regulations and shall obtain all temporary licenses and permits required for the prosecution of the work. This proposal does not include the amount for local or state permit fees or drawings, unless otherwise specified.
9. **ATTORNEY'S FEES:** Purchaser agrees that they will pay and reimburse Facility Advocates for any and all reasonable attorney's fees which are incurred by Facility Advocates in the collection of amounts due and payable hereunder.
10. **INSURANCE:** Insurance coverage in excess of Facility Advocates' standard limits will be furnished when requested and required. No credit will be given or premium paid by Facility Advocates for insurance afforded by others.
11. **INDEMNITY:** The parties hereto agree to indemnify each other from any and all liabilities, claim, expenses losses or damages, including attorney's fees, which may arise in connection with the execution of the work herein specified and which are caused, in whole or in part, by the negligent act or omission of the indemnifying party.
12. **OCCUPATIONAL SAFETY AND HEALTH:** The parties hereto agree to notify each other immediately upon becoming aware of an inspection under, or any alleged violation of, the Occupational Safety and Health Act relating in any way to the project or project site.
13. **ENTIRE AGREEMENT:** This proposal, upon acceptance, shall constitute the entire agreement between the parties and supersedes any prior representations or understandings.
14. **CHANGES:** No change or modification of any of the terms and conditions stated herein shall be binding upon Facility Advocates unless accepted by Facility Advocates in writing.
15. **LIEN NOTICE:** Upon acceptance of this proposal you will be sent the appropriate lien notice, if applicable. This lien notice will be for Facility Advocates' payment protect.

Dear Ms. Tammy Schaefer,

I am writing to formally resign from my position as your Life Skills teacher at Hayward Elementary effective the end of the 2025-2026 school year.

This decision was not made lightly, and I am grateful for the opportunities I had to teach and grow professionally during my time at the school. I sincerely appreciate the support and guidance provided by you, my colleagues, and the community.

I am committed to ensuring a smooth transition and will do my best to assist with handover responsibilities before my departure.

Thank you again for the opportunity to be part of Hayward Elementary. I wish the school, staff, and students continued success in the future.

Sincerely,

Laura Patton  
Life Skills grades 3 – 5  
402-689-0752  
Lpatton84@gmail.com

January 28th, 2026

Dear Nebraska City Public Schools,

I wanted to let you know that I will be resigning from my position as Elementary School Counselor at Nebraska City Public Schools, effective at the end of my current contract, for the 25/26 school year. My family and I are moving to Beatrice, NE, as my husband has accepted a new job there.

Working here has been an incredible experience. Being the first full-time counselor in this building and helping to build our counseling program with the district SEL team has been such a rewarding part of my career. I have truly enjoyed supporting our students, collaborating with amazing colleagues, and being part of this school community. Through my time here I have grown as an educator, a professional, and a person. I am leaving with a lot of gratitude for this building and this district.

Thank you so much for your guidance, support, and the opportunities I've had here. I will always be grateful for my time at Nebraska City Public Schools.

Sincerely,

A handwritten signature in black ink that reads "Sara Halvorsen". The signature is written in a cursive, flowing style.

Sara Halvorsen

1-27-26

Rosemary Woodman  
215 North 11<sup>th</sup> Street  
Nebraska City, NE 68410  
(402) 805-7582

Dear Mr. Fritch,

After much thought and consideration, I have decided to resign/retire from Nebraska City Public Schools as a speech pathologist at the end of my 2025-2026 contract.

This is bittersweet, as I have absolutely loved working with administrators, staff, and students in our district! I have had a wonderful experience with our Pioneer family and will always have a special fondness of my time here.

Thank you for everything!

Sincerely,

A handwritten signature in cursive script that reads "Rosemary Woodman". The signature is written in black ink and is positioned above the printed name.

Rosemary Woodman