

Board of Education Regular Meeting
Monday, April 13, 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. Principal's Reports – “What’s Happening With The PIONEERS!
 - 2.2. Committee Reports
 - 2.2.1. Education, Americanism and Civics
 - 2.2.2. Buildings and Grounds
 - 2.2.3. Finance
 - 2.2.4. Policy
 - 2.3. Superintendent's Report
3. Business
 - 3.1. Non-Action Items
 - 3.1.1. Policy Reviews
 - 3.1.2. ESU Core Services Resolution
 - 3.1.3. NASB Representative-Colby Coash
 - 3.1.4. Northside Roof-Financing
 - 3.2. Action Items
 - 3.2.1. Policy Cycle Revisions-Per legal counsel
 - 3.2.2. School Finance Service
 - 3.2.3. Line of Credit Annual Renewal
 - 3.2.4. Foreign Exchange Student
 - 3.2.5. Class of 2026 List of Graduates
 - 3.2.6. Northside Elementary Lights
 - 3.2.7. Bus Barn Pallet Shelving
 - 3.2.8. COOP - Girls Wrestling
 - 3.2.9. Custodial contract - FBG
 - 3.2.10. Personnel
 - 3.2.10.1. Resignations
 - 3.2.10.2. Hirings

3.2.10.3. Athletic Trainer Contract

4. Adjournment

Noah Boyer - Wrestling

He finished his Sophomore wrestling season for Nebraska City with a record of 46-3. His overall career record to date is 87-10. Noah is a two-time Class B District Champion, 4th place medalist at NSAA State Championships at 106lbs as a Freshman, and earned a Class B 113lbs State Championship his Sophomore season. Noah has also set and reset two school records. These include the Quickest Fall: 0.06 secs and Most Technical Falls in a Season at 14 during his 2025-26 campaign (3 of which happened at the state tournament). Noah was named the 2024-2025 Outstanding Wrestler for NCHS last year.

Ryan Walker - FCCLA

Ryan Walker recently competed at the FCCLA State Leadership Conference in the Public Policy Advocate category, which requires students to identify a critical issue and develop and carry out a formal action plan to influence local or state policy.

Ryan's project was rooted in his commitment to our local community. He advocated for a change in non-profit funding structures to restore support for Keep Nebraska City Beautiful. Through his research and advocacy efforts, funding for the organization was successfully restored.

As a result of his work, Ryan earned a gold medal, was named State Champion, and qualified to represent Nebraska City at the National Leadership Conference this summer in Washington, D.C.

Beyond this accomplishment, Ryan has been an integral part of our FCCLA chapter for the past three years. As the current chapter president, he leads by example, manages multiple initiatives, and mentors younger members. His leadership and dedication have made a lasting impact on Nebraska City High School.

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 Meeting
Monday, March 9, 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, February 27, 2026 and on the Nebraska City Public Schools website on Tuesday, February 10, 2026 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, February 27, 2026 and Tuesday, February 10, 2026 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: Absent
Lisa Chaney: Present
John Hodges: Present
Rob Elson: Present
Stacie Higgins: Present
Jim Nemeec: Present
Pattie Lant: Present
Brent Shanholtz: Present
Sally Schreiner: Present
Present: 8, Absent: 1

1.2. Pledge of Allegiance

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

Order #17498-Motion Passed: Motion to approve the request to be absent from this meeting from Kent Blum passed with a motion by Jim Nemeec and a second by Pattie Lant. No discussion.

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

1.4. Welcome to Visitors and Public

President Chaney welcomed the visitors and public to the open meeting.

1.5. Approval of Agenda

Order #17499-Motion Passed: Motion to approve the agenda for this meeting on March 9, 2026 passed with a motion by Stacie Higgins and a second by John Hodges. No discussion.

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

Pattie Lant: Yea
Brent Shanholtz: Yea
Sally Schreiner: Yea
Yea 8, Nay: 0, Absent: 1

1.6. Public Comment Time

No one addressed the Board during Public Comment Time.

1.7. Approval of Minutes

Order #17500-Motion Passed: Motion to approve the minutes from the Regular Meeting on February 9, 2026 passed with a motion by Stacie Higgins and a second by Pattie Lant. No discussion.

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

1.8. Claims and Accounts

Order #17501-Motion Passed: Motion to approve the claims and accounts as presented passed with a motion by Brent Shanholtz and a second by Jim Nemeec. Mr. Shanholtz reviewed the bills and found everything to be in order. He clarified a few specific bills that reflect two months of service.

General Fund: \$211,614.50; **Payroll Fund:** \$1,307,376.37; **Payroll Benefits Fund:** \$224,311.23; **School Nutrition Fund:** \$90,498.94; **Depreciation Fund:** \$280,000.00

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

1.9. Financial Report

Order #17502-Motion Passed: Motion to approve the financial report as presented passed with a motion by Brent Shanholtz and a second by Stacie Higgins. The current balance in the treasury being \$2,828,873.03. Mr. Shanholtz gave a review of the financial reports highlighting current and projected cashflow including the delayed tax receipts that are expected to come in this month. Grant reimbursements are on track. Jim Nemeec stated the board has positioned the district to be able to fiscally manage a short-term reduction in revenue due to the late tax receipts.

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

2.0. Reports

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

Board members asked Principals questions about their monthly reports and thanked them for their preparation time.

2.2. Committee Reports

2.2.1. Education, Americanism and Civics Committee

Pattie Lant gave the report of the committee highlighting the meeting with IMPACT and Alternative Education staff, Kate Sherwin and Jason Hippen.

2.2.2. Building and Grounds Committee

Rob Elson gave the report of the committee highlighting the extensive agenda due to transportation planning. They have a meeting planned with Benefiels next month to discuss fleet maintenance.

2.2.3. Finance Committee

Brent Shanholtz gave the report of the committee highlighting QCPUF planning and also the March 27 meeting with Senator Hallstrom at Northside.

2.2.4. Policy Committee

Jim Nemeec gave the report of the committee highlighting the review and revision of policies. They like the new committee meeting agenda format.

2.3. Superintendent Report

Mr. Fritch shared information regarding staffing updates for next year, including the number of elementary sections. He also shared information regarding the open Hayward Counselor position and the upcoming schedule for the NCHS Assistant Principal/AD interviews on March 21 and 23. He recently attended a GNS meeting and they shared updated information on current educational bills in the legislature. The Superintendent Evaluation AdHoc Committee meeting will be scheduled in the near future.

3.0. Business

3.1. Non-Action Items

3.1.1. Northside Roof-Financing

Several options were discussed on how to finance the new roof on Northside. QCPUF funds can be used towards this project and the board discussed the timeline of how that could be accomplished. They will continue to evaluate options that will best meet the needs of the district.

3.1.2. Energy Star Rating

Mr. Fritch shared information from Facility Advocates regarding the new Energy Star Ratings at each building after the completion of recent projects.

3.1.3. Policy Reviews

Administration and the Policy Committee recommends the review of the following policies and read Policy 3019 during the meeting:

3016-Smoking

3019-Sale or Disposal of School Property

3026-Handbooks

3046-Animals at School

3046.R2-Therapy Animal Request Form

4003-Drug Policy Regarding Drivers

3.1.3.1. Policy Edits

Administration and the Policy Committee recommends minor edits to the following policies:

3039-Threat Assessment and Response

3.2. Action Items

3.2.1. Policy Revisions

Order #17503-Motion Passed: Motion to approve the revisions to policies 3046.R1, 4039 and 5035 on first and final reading per legal counsel passed with a motion by Jim Nemeec and a second by Sally Schreiner. No discussion.

Kent Blum: Absent

Lisa Chaney: Yea

John Hodges: Yea

Rob Elson: Yea
Stacie Higgins: Yea
Jim Nemeec: Yea
Pattie Lant: Yea
Brent Shanholtz: Yea
Sally Schreiner: Yea
Yea 8, Nay: 0, Absent: 1

3.2.2. High School Course Catalog

Order #17504-Motion Passed: Motion to approve the 2026-2027 Nebraska City High School Course Catalog passed with a motion by Sally Schreiner and a second by Pattie Lant. Superintendent Fritch shared that there were not many changes this year to the newly revised document.

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

3.2.3. Addendums

Order #17505-Motion Passed: Motion to approve the addendums for 2026-2027 as presented passed with a motion by Pattie Lant and a second by Stacie Higgins. John Hodges asked questions how addendums are determined as well as the number of coaches for each activity. Jim Nemeec reminded them that the Board has the ability to change addendums as district needs change. Title IX guidelines also determine addendums.

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

3.2.4. Supplemental Rates-Activity Bus Driver

Order #17506-Motion Passed: Motion to approve the addition of Activity Bus Driver to the amended 2025-2026 Supplemental Rates passed with a motion by Jim Nemeec and a second by Brent Shanholtz. Superintendent Fritch stated that this position is needed in order for the district to hire drivers for our newly owned buses.

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

3.2.5. Visitor Bleachers-Concrete Work

Motion was made by Jim Nemeec and seconded by Stacie Higgins to approve the bid from Porky's to install the concrete pad for the new visiting bleachers at the athletic complex at NCHS. The Board discussed the bids and the desire to stay with a local vendor.

Order #17507-Amended Motion Passed: Motion to amend the motion to Walters and Son passed with a motion by Rob Elson and a second by Pattie Lant. No discussion.

Kent Blum: Absent
Lisa Chaney: Yea
John Hodges: Yea
Rob Elson: Yea
Stacie Higgins: Nay
Jim Nemeec: Nay
Pattie Lant: Yea
Brent Shanholtz: Yea
Sally Schreiner: Yea
Yea 6, Nay: 2, Absent: 1

Order #17508- Motion Passed: Motion to approve the bid from Walters and Son to install the concrete pad for the new visiting bleachers at the athletic complex at NCHS, as presented, passed. No discussion.

Kent Blum: Absent
Lisa Chaney: Yea
John Hodges: Yea
Rob Elson: Yea
Stacie Higgins: Nay
Jim Nemeec: Yea
Pattie Lant: Yea
Brent Shanholtz: Yea
Sally Schreiner: Yea
Yea 7, Nay: 1, Absent: 1

3.2.6. Facility Advocates a Centrix Company

Order #17509-Motion Passed: Motion to approve Facility Advocates, a Centrix Company, as the district's Energy Service Company passed with a motion by Stacie Higgins and a second by Brent Shanholtz. Facility Advocates has recently been purchased by a parent company.

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

3.2.7. HVAC Repair or Replace

Order #17510-Motion Passed: Motion to replace the HS Room 212 and MS Band Room HVAC units, as presented, passed with a motion by Stacie Higgins and a second by Brent Shanholtz. Buildings and Grounds Committee and the Board continue to evaluate whether it is best to repair or replace HVAC units as the need arises.

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

3.2.8. Propane Fill Tank

Order #17511-Motion Passed: Motion to approve the installation of a propane tank at the NCHS bus barn, as presented, passed with a motion by Jim Nemeč and a second by Rob Elson. No discussion.

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

Order #17512-Motion Passed: Motion to approve the purchase of a propane tank at the NCHS bus barn from Sapp Bros, as presented, passed with a motion by Rob Elson and a second by John Hodges. The Board discussed the advantages and disadvantages of purchasing or leasing the propane tank. Purchasing was recommended so that the district could go to bid with fuel providers annually.

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

3.2.9. Bus Purchase

Order #17513-Motion Passed: Motion to grant Superintendent Fritch the authority to purchase two or three buses not to exceed \$200,000.00 total passed with a motion by Jim Nemeč and a second by Pattie Lant. Superintendent Fritch shared how fast good quality used buses sell and that this will allow him the ability to negotiate on behalf of the district in a timely manner.

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

3.2.10. School Calendars

3.2.10.1. Last Day of School 2025-2026

Order #17514-Motion Passed: Motion to approve Friday, May 15 as the last day for students and staff passed with a motion by Sally Schreiner and a second by Stacie Higgins. Plans for this day include early dismissal, lunch, staff recognition and check-out.

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

3.2.10.2. School Day 2026-2027

Order #17515-Motion Passed: Motion to approve the amended school day schedules for 2026-2027, as presented, passed with a motion by Jim Nemeč and a second by Stacie Higgins. This new schedule will help with staged dismissal times for regular and early dismissal times.

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

3.2.10.3. 2026-2027 School Calendar

Order #17516-Motion Passed: Motion to approve the 2026-2027 school calendar, as presented, passed with a motion by Pattie Lant and a second by Brent Shanholtz. No discussion.

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

3.2.10.4. Proposed 2027-2028 School Calendar

Order #17517-Motion Passed: Motion to approve the proposed school calendar for 2027-2028, with start dates, end dates and winter break, as presented, passed with a motion by John Hodges and a second by Pattie Lant. Superintendent Fritch stated this allows families to plan ahead and that professional development days will be added next year.

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

3.2.11. Endorsements of High Demand for 2026-2027

Order #17518-Motion Passed: Motion to approve all endorsements be considered Endorsements of High Demand for the 2026-2027 school year passed with a motion by Sally Schreiner and a second by Stacie Higgins. No discussion.

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

Yea 8, Nay: 0, Absent: 1

3.2.12. Student Teacher Stipend Contract

Order #17519-Motion Passed: Motion to approve the student teacher stipend contract for the 2026-2027 school year, as presented, passed with a motion by Pattie Lant and a second by Sally Schreiner. Superintendent Fritch stated that this stipend is in line with other districts and offering it is at the discretion of the Superintendent.

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

3.2.13. Personnel

3.2.13.1. Resignations

Order #17520-Motion Passed: Motion to approve the letter of resignation from Sydney Jansen, School Psychologist; Gavin Brandt, 5th Grade Teacher; and Bridget Guiney, HS Math Teacher effective at the end of the 2025-2026 school year passed with a motion by Stacie Higgins and a second by Pattie Lant. No discussion.

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

3.2.13.2. Hiring

Order #17521-Motion Passed: Motion to approve the hiring of Addison Andersen, Hayward Life Skills Teacher for the 2026-2027 school year passed with a motion by Pattie Lant and a second by Rob Elson. No discussion.

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

3.2.13.3. 2026-2027 Contracts, Salaries and Wages

3.2.13.3.1. Classified Wage Schedule

Order #17522-Motion Passed: Motion to approve the 2026-2027 Classified Wage Schedule, as presented, passed with a motion by John Hodges and a second by Pattie Lant. Superintendent Fritch noted that a bus driver position has been added to this wage schedule.

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

Jim Nemecek: Yea
Pattie Lant: Yea
Brent Shanholtz: Yea
Sally Schreiner: Yea
Yea 8, Nay: 0, Absent: 1

3.2.13.3.2. Classified Directors Salaries

Order #17523-Motion Passed: Motion to approve the average total package increase in salary and benefits, as presented, for the classified directors passed with a motion by Stacie Higgins and a second by Pattie Lant. No discussion.

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

3.2.13.3.3. Professional Certificated Staff Salaries

Order #17524-Motion Passed: Motion to approve staff salary increases with contracts outside the negotiated agreement with salary advancement relative to the index of 1.96 on the teacher salary schedule passed with a motion by Sally Schreiner and a second by Brent Shanholtz. No discussion.

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

3.2.13.3.4. Administrator Contracts and Salaries

Order #17525-Motion Passed: Motion to approve the contracts for the administration listed for the 2026-2027 school year, as presented, passed with a motion by Stacie Higgins and a second by John Hodges. No discussion.

Jason Hippen, Director of Student Services
Kate Sherwin, Director of Curriculum and Instruction
Brian Hoover, Principal NCHS
Ethan Pellatz, Principal NCMS
Tammy Schaefer, Principal Hayward Elementary
Michaela Wilcox, Principal Northside Elementary

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

Order #17526-Motion Passed: Motion to approve the salaries and 3.12% average total package increase for returning administrators for the 2026-2027 school year passed with a motion by Stacie Higgins and a second by Pattie Lant. No discussion.

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

3.2.13.3.5. Superintendent Contract and Salary

Order #17527-Motion Passed: Motion to approve the Superintendent's contract, as presented, passed with a motion by Jim Nemecek and a second by John Hodges. No discussion.

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

4.0. Adjournment

Order #17528-Motion Passed: Motion to adjourn at 8:06 PM passed with a motion by John Hodges and a second by Pattie Lant. No discussion.

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

Submitted by:
Mark Fritch, Secretary

DRAFT



NOTICE OF REGULAR MEETING-MARCH 9, 2026

Carla Zaroban

February 10, 2026

NOTICE IS HEREBY GIVEN that the **Regular Meeting** of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at **6:00 o'clock P.M., March 9, 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. Agenda is not final until 24 hours prior to the meeting.

The contract of the Superintendent will be an agenda action item at this meeting.

Mark Fritch

AFFIDAVIT OF PUBLICATION

State of Florida, County of Broward, ss:

I, Anjana Bhadoriya, 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:

- Feb 27, 2026

Notice ID: b1U6T8SxueptlqAytwyU

Notice Name: March Meeting Notice 2026

Publication Fee: \$13.50

Anjana Bhadoriya

Agent

VERIFICATION

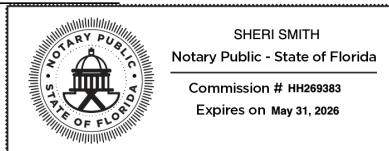
State of Florida
County of Broward

Signed or attested before me on this: 02/27/2026



Notary Public

Notarized remotely online using communication technology via Proof.



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

NOTICE IS HEREBY GIVEN that the **Regular Meeting** of the Board of Education of Otoe County School District 111, in the State of Nebraska, will be held at **6:00 o'clock P.M., March 9, 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. Agenda is not final until 24 hours prior to the meeting.

Mark Fritch
Superintendent of Schools
Published in the Nebraska City News Press on February 27, 2026.
4287590 ZNEZ

Board Report - Bill Listing

Mar-26

Vendor Name	Description	Check Total
Checking Account ID		08 Building Fund
SPORTS FACILITY MAINTENANCE	GYM SAFETY STRAPS	32,988.95
Fund Number		<u>32,988.95</u>
Checking Account ID		<u>32,988.95</u>
Checking Account ID		01 General Fund
AE SUPPLY	WATER FOUNTAIN REPAIRS	4,000.00
ALBIREO ENERGY LLC	HVAC REPAIRS	2,696.00
ALEX WOLF	SPEECH JUDGE	125.00
AMANDA KUHLENENGEL	MILEAGE	85.26
AMAZON CAPITAL SERVICES	MISC CHARGES	603.06
AMERICAN NATIONAL BANK	LOAN PAYMENT	2,995.50
AMERICAN RECYCLING & SANITATION	TRASH SERVICE	5,343.89
ARBOR LANES	UNIFIED BOWLING	1,071.00
ASHLAND-GREENWOOD HIGH SCHOOL	SPEECH ENTRY FEES	64.00
BENEFIEL TRUCK REPAIR	BUS REPAIRS	518.44
BIO CORPORATION	MS SCIENCE SUPPLIES	460.59
BOHL PLUMBING	PLUMBING PARTS	54.00
CALEB POGGEMEYER	SPEECH JUDGE	250.00
CAPITAL BUSINESS SYSTEMS	COPIES	64.06
CAPITAL BUSINESS SYSTEMS	COPIERS	3,752.13
CARD SERVICES	MISC CHARGES	90.00
COLUMN SOFTWARE PBC	PUBLIC NOTICE	162.54
CONESTOGA HIGH SCHOOL	SPEECH ENTRY FEE	8.00
CPI Nonviolent Crisis Intervention	WORKBOOKS AND MEMBERSHIP	619.88
DAS STATE ACCOUNTING - CENTRAL	DISTANCE LEARNING	317.87
DIETZE MUSIC	INSTRUMENT REPAIRS	501.00
DOUGLAS TIRE	VEHICLE REPAIRS	732.45
EGAN SUPPLY CO.	CUSTODIAL SUPPLIES	4,163.38
ERIK UBALDO RODRIGUEZ	SPEECH JUDGE	250.00
ESU #4	CONTRACTED SERVICES	9,074.80
FACILITY ADVOCATES	HVAC REPAIRS	19,603.00
FBG SERVICE CORPORATION	CONTRACTED SERVICES	34,371.00
FIRST CLASS FLOWERS	MISC CHARGES	45.00
FIRST STUDENT INC	CONTRACTED SERVICES	27,288.96
GROWING WORDS THERAPY LLC	CONTRACTED SERVICES	859.80
HD SUPPLY FORMERLY HOME DEPOT PRO	PLUMBING SUPPLIES	365.58

J.F. AHERN CO.	FIRE INSPECTIONS	3,126.87
JOAN DUTT	CLUB SUPPLIES	3.75
JW PEPPER & SON, INC	VOCAL MUSIC SUPPLIES	530.39
KSB SCHOOL LAW, PC, LLO	LEGAL SERVICES	205.00
L'HEUREUX SNOW REMOVAL	SNOW REMOVAL AND SALT	5,212.50
LANT HARDWARE, INC	MISCH	276.07
LIED LODGE, ARBOR DAY FARM	PRE K FIELD TRIP	258.00
LIFEGUARD TIRE AND AUTO	VEHICLE INSPECTIONS AND REPAIRS	1,724.69
MADSEN ELECTRIC	HS GYM WIRING	1,331.26
MARCUS BARTMAN	SPEECH JUDGE	250.00
MEAD LUMBER	MS SHOP SUPPLIES	421.04
MECHANICAL SALES PARTS, INC.	NS REPAIRS	345.00
MENARDS - BELLEVUE	DISTRICT REPAIRS	50.52
NCSA	NASES REGISTRATION	150.00
NEBRASKA AIR FILTERS, INC	FILTERS	9,816.30
NEBRASKA CITY UTILITIES	FEB UTILITIES	42,806.45
NEBRASKA FCCLA	ST LEADERSHIP CONF	1,452.00
NEBRASKA STATE FIRE MARSHAL AGENCY	ELEVATOR INSPECTIONS	600.00
NO LIMIT POWER, INC	MULE REPAIRS	139.52
ONE SOURCE	BACKGROUND CHECKS	1,272.00
OTOE COUNTY TREASURER	6 BUSES TITLE FEES	66.00
PALMYRA HIGH SCHOOL	MS ENTRY FEE	65.00
PAPER TIGER SHREDDING, INC.	SHREDDING SERVICE	43.00
PAYROLL ACCOUNT-NC PUBLIC SCH	MARCH 2026 PAYROLL	1,302,505.29
PITNEY BOWES GLOBAL FINANCIAL	POSTAGE MACHINE LEASE	941.10
PLATTEVIEW BAND	JH BAND ENTRY FEES	450.00
PLATTSMOUTH HIGH SCHOOL	SPEECH ENTRY	64.00
PRESTIGE WINDOW TINTING	CO WINDOW TINTING	4,194.00
PURCHASE POWER	POSTAGE	1,000.00
SAPP BROS INC SHENANDOAH	FUEL CHARGES	347.20
SARAH ROBERTS	CONTRACTED SERVICES	17,197.73
SARAH STEFFEN PINEDA	CONTRACTED SERVICES	496.80
SECURITY EQUIPMENT INC.	MS FOB REPAIRS	645.00
THERAPY WORKS OF NEBRASKA	CONTRACTED SERVICES	11,983.86
TREVIPAY-WALMART BUSINESS	MISC CHARGES	225.07
TRICIA WELCH	CLUB SUPPLIES	28.69
UNITI	PHONE	1,104.59
VAN DIEST SUPPLY COMPANY	YARD SUPPLIES	1,018.00
VERIZON WIRELESS	PHONE	17.46
VOYAGER FLEET SYSTEMS	FUEL CHARGES	4,314.17

WARD'S SCIENCE	AG SUPPLIES	152.26
WESTLAKE ACE HARDWARE	DISTRICT REPAIRS	84.66
ZULTYS INC	PHONE	2,051.64
Fund Number		<u>1,539,503.07</u>
Checking Account ID		<u>1,539,503.07</u>
Checking Account ID		<u>1,539,503.07</u>
	02 Payroll Account	
BLUE CROSS BLUE SHIELD	HEALTH AND DENTAL	212,638.49
HARTFORD, THE	LIFE AND LTD	4,898.08
TRANSAMERICA LIFE INS COMPANY	SUPPLEMENTAL	4,827.62
VSP, INC	VISION INS	1,947.04
Fund Number		<u>224,311.23</u>
Checking Account ID		<u>224,311.23</u>
Checking Account ID		<u>224,311.23</u>
	06 Nutrition Services	
ADAM WALTERS	LUNCH REFUND	250.00
LANT HARDWARE, INC	KITCHEN REPAIRS	11.99
LUNCHTIME SOLUTIONS, INC.	FEB FOOD SERVICE	96,635.23
Fund Number		<u>96,897.22</u>
Checking Account ID		<u>96,897.22</u>

Nebraska City Public Schools
 March 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

	2026	2025
Balance Forward	2,646,161.57	
Revenue	2,814,497.26	
Expenses	<u>1,539,658.61</u>	
Balance	3,921,000.22	3,863,259.33

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

	2026	2025
Balance Forward	715,775.91	
Revenue	58,857.57	
Expenses	<u>32,988.95</u>	
Balance	741,644.53	227,487.51

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

	2026	2025
Balance Forward	170,598.14	
Revenue	43,558.63	
Expenses	<u>0.00</u>	
Balance	214,156.77	242,838.88

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.

	2026	2025
Balance Forward	3,516,259.78	
Revenue	597.29	
Expenses	<u>0.00</u>	
Balance	3,516,857.07	3,123,387.28

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.

	2026	2025
Balance Forward	442,569.88	
Revenue	87,285.39	
Expenses	<u>96,897.22</u>	
Balance	432,958.05	496,631.97

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.

	2026	2025
Balance Forward	46,827.83	
Revenue	1,302,676.27	
Expenses	<u>1,302,505.29</u>	
Balance	46,998.81	47,635.72

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.

	2026	2025
Balance Forward	45,021.81	
Revenue	4,170.54	
Expenses	<u>3,584.53</u>	
Balance	45,607.82	42,867.67

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

	2026	2025
Balance Forward	1,901,706.77	
Revenue	113,985.17	
Expenses	<u>0.00</u>	
Balance	2,015,691.94	1,881,429.16

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	MARCH	3/31/2026	03/31/2025	DIFFERENCE	BE RECEIVED	BE RECEIVED
	LOCAL PROPERTY TAXES	7,307,650.00	179,775.75	3,594,748.26	4,314,001.15	(719,252.89)	50.81%	
	CARLINE TAX	10,000.00		1,186.99	1,023.92	163.07	88.13%	
	IN LIEU OF TAX, 5% GROSS	6,500.00		1,661.71	1,661.71	0.00	74.44%	
	MOTOR VEHICLE TAX	925,000.00	64,130.74	549,808.10	530,392.93	19,415.17	40.56%	
	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		10,335.00	973.75	9,361.25	-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		312.22	748.71	(436.49)	79.19%	
	COUNTY FINES & LICENSE FEES	140,000.00	9,755.73	75,427.73	87,262.67	(11,834.94)	46.12%	
	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	2,639,784.00	3,280,312.00	(640,528.00)	30.00%	
	SPECIAL EDUCATION PROGRAM	2,425,000.00	348,504.00	1,374,156.00	1,294,731.00	79,425.00	43.33%	
	SPECIAL EDUCATION TRANSP.	25,000.00				0.00	100.00%	
	HOMESTEAD EXEMPTION	335,000.00	59,263.03	59,263.03	56,544.44	2,718.59	82.31%	
	RELIEF TO PROPERTY TAXPAYERS	3,651,350.00	1,652,928.93	1,801,360.34	1,729,019.71	72,340.63	50.67%	
	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		7,898.68	8,746.07	(847.39)	68.41%	
	STATE APPORTIONMENT	280,000.00		379,210.10	537,157.92	(157,947.82)	-35.43%	
	IN LIEU OF SCHOOL LAND TAX					0.00		
5,294.00	STATE EARLY CHILDHOOD	62,950.00	5,294.00	26,470.00	20,776.00	5,694.00	57.95%	
1,452.00	CTE EXTENSION GRANT	9,520.00		3,565.00		3,565.00	62.55%	
	SAFETY AND SECURITY GRANT					0.00		
	PEAK GRANT	10,000.00		9,709.75				
17,857.49	PROJECT AWARE	150,000.00	3,823.83	107,745.29	79,077.51	28,667.78	28.17%	
32,238.00	TITLE I	400,000.00	31,708.00	192,583.00	344,873.00	(152,290.00)	51.85%	
3,991.00	TITLE II PART A	60,515.00	3,991.00	29,443.00	92,559.00	(63,116.00)	51.35%	
29,291.00	IDEA BASE	367,275.00		173,316.00	268,972.00	(95,656.00)	52.81%	
708.00	IDEA PRESCHOOL BASE	8,416.00	708.00	4,864.00	3,530.00	1,334.00	42.21%	
1,420.00	IDEA NON PUBLIC	39,309.00		11,197.00	45,252.00	(34,055.00)	71.52%	
	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	87,523.28	39,550.56	47,972.72	-150.07%	
	MAAPS RECEIPTS	40,000.00	1,718.84	9,601.61	5,167.13	4,434.48	76.00%	
	HOMELESS GRANT				1,696.00	(1,696.00)		
	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		
28,653.00	TITLE IV, PART B, NCLB 21ST CENTURY	165,000.00	64,489.00	92,730.00	104,214.00	(11,484.00)	43.80%	
	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 RECEIPT	20,784,305.00	2,814,143.26	11,339,996.09	12,947,652.78	(1,607,656.69)		
	NON PROGRAM RECEIPTS							
120,904.49	GRAND TOTAL	20,784,305.00	2,814,143.26	11,339,996.09	12,947,652.78		45.44%	36.31%

			DISB. MONTH	DISB. THRU:	DISB. THRU:		% OF BUDGET TO	% OF BUDGET TO
	DISBURSEMENTS:	BUDGETED	MARCH	3/31/2026	3/31/2025	DIFFERENCE	BE SPENT	BE SPENT
1100	INSTRUCTION	6,280,510.00	431,905.52	3,093,600.58	3,056,105.92	37,494.66	50.74%	
1150	ELL	432,500.00	34,217.45	238,218.09	237,395.59	822.50	44.92%	
1160	POVERTY	2,523,520.00	191,090.13	1,343,994.84	1,525,164.93	(181,170.09)	46.74%	
1190	PRESCHOOL LOCAL FUNDS	284,025.00	23,969.18	165,419.76	182,047.24	(16,627.48)	41.76%	
1200	SPECIAL EDUCATION	2,929,125.00	250,829.01	1,745,226.91	1,543,634.03	201,592.88	40.42%	
1300	DRIVER'S ED/SUMMER SCHOOL	13,455.00			1,740.23	(1,740.23)	100.00%	
2120	GUIDANCE	326,950.00	26,073.84	186,253.53	177,068.92	9,184.61	43.03%	
2130	HEALTH/NURSE	90,175.00	7,055.98	49,677.03	50,316.42	(639.39)	44.91%	
2140	PSYCHOLOGY	248,400.00	19,219.18	138,492.05	143,372.62	(4,880.57)	44.25%	
2150	SPEECH/AUDIOLOGY	403,500.00	56,848.06	278,609.21	215,458.27	63,150.94	30.95%	
2160	OCCUPATIONAL THERAPY	400.00		102.24	30.80	71.44	74.44%	
2170	PHYSICAL THERAPY	71,150.00	4,747.30	33,378.73	33,339.86	38.87	53.09%	
2180	VISION	3,900.00			642.00	(642.00)	100.00%	
2190	OTHER SUPPORT SERVICES	119,000.00	5,899.41	22,745.39	20,682.10	2,063.29	80.89%	
2212	CURRICULUM DIRECTOR	113,500.00	9,227.78	67,421.37	82,645.60	(15,224.23)	40.60%	
2214	STANDARDS DIRECTOR	5,000.00			106.48	(106.48)	100.00%	
2220	LIBRARY	189,310.00	13,335.63	96,309.71	88,684.23	7,625.48	49.13%	
2290	EARLY RETIREMENT	105,000.00		105,000.00	105,000.00	-	0.00%	
2310	SCHOOL BOARD	130,500.00	1,684.54	57,487.84	51,604.40	5,883.44	55.95%	
2320	SUPERINTENDENT	345,000.00	28,039.73	199,066.89	192,218.18	6,848.71	42.30%	
2410	PRINCIPALS	991,800.00	80,857.64	571,402.43	626,820.26	(55,417.83)	42.39%	
2510	BUSINESS OFFICE	279,950.00	20,927.14	144,022.43	145,280.83	(1,258.40)	48.55%	
2580	TECHNOLOGY	435,300.00	8,629.12	127,549.24	136,251.73	(8,702.49)	70.70%	
2610	PLANT OPERATION	1,198,500.00	96,192.72	840,320.94	783,766.00	56,554.94	29.89%	
2620	MAINTENANCE	958,800.00	73,136.32	401,966.71	524,763.21	(122,796.50)	58.08%	
2700	PUPIL TRANSPORTATION	403,025.00	37,848.08	259,129.76	183,340.60	75,789.16	35.70%	
3535	HIGH ABILITY LEARNERS	2,525.00	152.10	1,681.20	2,517.16	(835.96)	33.42%	
3540	STATE EARLY CHILDHOOD	63,700.00	5,295.18	37,222.35	15,733.83	21,488.52	41.57%	
3551	CTE EXTENSTION GRANT	9,520.00	1,452.00	6,507.75	7,036.82	(529.07)	31.64%	
3552	SAFETY AND SECURITY GRANT	0.00			10,626.25			
5000	DEBT SERVICES	40,000.00	2,995.50	20,968.50	20,968.50	-	47.58%	
6200	TITLE I	388,250.00	32,238.29	225,742.56	223,720.73	2,021.83	41.86%	
6301	CLSD LITERACY GRANT	518,000.00		273,800.00		273,800.00	47.14%	
6310	TITLE II PART A	57,910.00	3,991.87	28,692.46	44,843.33	(16,150.87)	50.45%	
6406	IDEA PART B PRESCHOOL	8,400.00	709.37	4,965.59	4,949.49	16.10	40.89%	
6408	IDEA BASE/ENROLLMENT/POVERTY	341,575.00	29,292.10	230,534.81	220,478.66	10,056.15	32.51%	
6412	NON-PUBLIC SPED	39,309.00	1,420.83	34,260.29	32,985.45	1,274.84	12.84%	
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	22,166.14	132,429.58	126,633.61	5,795.97	41.72%	
6988	EXTENDED CLUBS					-		
6989	SUMMER CLUBS					-		
6990	PROJECT AWARE	182,340.00	17,857.47	139,172.92	56,289.72	82,883.20	23.67%	
6994	HOMELESS GRANT							
6996	ESSERS/CARES GRANT	0.00				-		
6997	ESSERS II	0.00				-		
6998	ESSERS III	0.00				-		
	SUBTOTAL	20,771,654.00	1,539,304.61	11,301,373.69	10,883,901.75	428,098.19	32.54%	40.91%
	TRANSFER TO FUND							
	TOTAL DISBURSEMENTS:	20,771,654.00	1,539,304.61	11,301,373.69	10,883,901.75			

Activity Fund Balance Report - Summary - Exclude Encumbrances

03/2026 - 03/2026

Regular; Beginning Month 03/2026; Processing Month 03/2026; Accounts to Include Accounts with Activity; 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	(1,692.25)	0.00	0.00	0.00	(1,692.25)
05 704 0004	HS BOYS BASKETBALL BALANCE	(1,195.71)	690.10	922.13	0.00	(963.68)
05 704 0006	MS GIRLS BASKETBALL BALANCE	(38.00)	200.00	265.00	0.00	27.00
05 704 0007	MS BOYS BASKETBALL BALANCE	327.90	0.00	0.00	0.00	327.90
05 704 0008	HS TRACK BALANCE	37.40	325.00	0.00	0.00	(287.60)
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	3,871.92	3,263.37	889.47	0.00	1,498.02
05 704 0013	MS WRESTLING BALANCE	(138.93)	1,839.79	1,585.75	0.00	(392.97)
05 704 0014	HS & MS CROSS COUNTRY BALANCE	1,626.55	0.00	0.00	0.00	1,626.55
05 704 0015	HS UNIFORMS	(6,955.95)	2,905.00	0.00	0.00	(9,860.95)
05 704 0016	HS GIRLS BASKETBALL BALANCE	(19.72)	176.25	486.12	0.00	290.15
05 704 0018	HS VOLLEYBALL BALANCE	2,229.37	0.00	0.00	0.00	2,229.37
05 704 0019	MS UNIFORMS	(8,108.50)	0.00	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	118.37	0.00	0.00	0.00	118.37
05 704 0023	UNIFIED ACTIVITIES	1,830.83	0.00	0.00	0.00	1,830.83
05 704 0024	HS BOYS GOLF BALANCE	(175.00)	0.00	0.00	0.00	(175.00)
05 704 0025	FFA BALANCE	9,177.66	308.34	6,005.00	0.00	14,874.32
05 704 0026	FCCLA BALANCE	17,627.78	690.44	254.14	0.00	17,191.48
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	958.00	0.00	(2,332.83)
05 704 0030	MUSICAL BALANCE	8,953.20	475.00	1,983.00	0.00	10,461.20
05 704 0032	MS CONCESSIONS BALANCE	2,731.32	356.97	138.00	0.00	2,512.35
05 704 0033	MS STUDENT FEES	10,213.31	0.00	118.00	0.00	10,331.31
05 704 0035	MS POP BALANCE	1,486.35	0.00	100.00	0.00	1,586.35
05 704 0037	MS BAND RESALE BALANCE	4,168.51	0.00	0.00	0.00	4,168.51
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	8,643.87	0.00	0.00	0.00	8,643.87
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	(6,358.51)	829.92	817.25	0.00	(6,371.18)
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	209.00	0.00	0.00	0.00	209.00

Activity Fund Balance Report - Summary - Exclude Encumbrances

03/2026 - 03/2026

Regular; Beginning Month 03/2026; Processing Month 03/2026; Accounts to Include Accounts with Activity; 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	10,420.82	678.27	100.00	0.00	9,842.55
05 704 0051	HS STUDENT COUNCIL BALANCE	2,771.59	0.00	0.00	0.00	2,771.59
05 704 0052	JOURNALISM BALANCE	10,604.38	0.00	405.00	0.00	11,009.38
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	12,335.18	3,187.88	125.36	0.00	9,272.66
05 704 0058	HS BAND ACTIVITY BALANCE	340.98	0.00	233.79	0.00	574.77
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	1,520.35	0.00	0.00	0.00	1,520.35
05 704 0068	HS CONCESSIONS BALANCE	31,945.01	892.44	2,812.85	0.00	33,865.42
05 704 0069	PRECORDERS BALANCE	695.68	0.00	0.00	0.00	695.68
05 704 0070	VARSITY CLUB BALANCE	18,291.62	0.00	0.00	0.00	18,291.62
05 704 0071	WELLNESS BALANCE	8,637.92	0.00	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	3,615.32	0.00	283.00	0.00	3,898.32
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	(3,941.67)	134.88	0.00	0.00	(4,076.55)
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	1,940.39	50.00	0.00	0.00	1,890.39
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	7,579.52	0.00	1,330.00	0.00	8,909.52
05 704 0091	GIRLS SOCCER CLUB BALANCE	3,939.06	4,584.97	7,517.75	0.00	6,871.84
05 704 0092	CLASS OF 2028 BALANCE	31.89	0.00	0.00	0.00	31.89
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

03/2026 - 03/2026

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05 704 0097	NS FUNDRAISER BALANCE	1,804.31	504.00	512.00	0.00	1,812.31
05 704 0098	BBB SUMMER LEAGUE BALANCE	4,693.54	0.00	0.00	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	2,660.00	950.00	0.00	(710.00)
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	3,787.68	0.00	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	200.00	0.00	2,324.27
05 704 0112	SUMMER GBB BALANCE	2,342.33	45.08	0.00	0.00	2,297.25
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	2,905.00	788.00	0.00	1,174.04
05 704 0118	Girls Wrestling Club Balance	2,585.59	181.31	0.00	0.00	2,404.28
05 704 0121	CLASS OF 2026 BALANCE	450.90	0.00	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	(3,821.29)	0.00	344.59	0.00	(3,476.70)
05 704 0125	HS BASEBALL BALANCE	(100.00)	1,900.00	706.00	0.00	(1,294.00)
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	42.23	0.00	655.00	0.00	697.23
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	5,750.07	0.00	80.00	0.00	5,830.07
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	(48.68)	276.13	40.00	0.00	(284.81)
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	11,871.73	800.00	0.00	0.00	11,071.73
05 704 0141	CO BALANCE	21,458.13	790.00	(0.70)	0.00	20,667.43
05 704 0144	PIONEER PETE BALANCE	2,440.97	0.00	0.00	0.00	2,440.97

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05 704 0145	HS TRACK CLUB BALANCE	317.28	0.00	0.00	0.00	317.28
05 704 0148	MS PIONEER HONOR SOCIETY BALANCE	1,722.37	0.00	0.00	0.00	1,722.37
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	26,685.67	0.00	175.00	0.00	26,860.67
05 704 0158	MS LIFE SKILLS BALANCE	3,772.00	0.00	100.00	0.00	3,872.00
05 704 0159	CA CONSTRUCTION BALANCE	6,069.39	94.30	0.00	0.00	5,975.09
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	1,125.73	0.00	0.00	0.00	1,125.73
05 704 0166	TURF AND DIRT BALANCE	0.00	0.00	0.00	0.00	0.00
05 704 5001	Student Fee Balance Account	0.00	0.00	0.00	0.00	0.00
Fund Total: 05		329,523.42	31,744.44	31,879.50	0.00	329,658.48

		4/1/2026	Board Meeting Mileage Sheet							
DATE										
PURCHASED	YEAR	TRADE NAME	STYLE	NUMBER	BODY TYPE	CAPACITY	VEHICLE ID#	CYLINDERS	LICENSE #	MILEAGE
11/19/2007	2007	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31L27DA62220	8	53028	205138
1/4/2008	2007	CHEVY	VAN	TAN	ES UPLANDER	7	1GNDV23107D159355	6	51495	187786
6/26/2018	2013	FORD	PICKUP	RED	F150	5	1FTFW1EF1DKF26059	8	58436	151659
7/22/2009	2008	CHEVY	VAN	RED	UPLANDER LS	7	1GNDV23128D130117	6	51678	198964
8/17/2009	2001	CHEVY	VAN	WHITE	EXPRESS	2	1GCHG35R111152386	6	51494	116115
9/23/2009	2009	FORD	VAN	WHITE	ECONOLINE	10	1FBNE31LX9DA54328	6	53021	101983
11/16/2012	2011	DODGE VAN	VAN	SILVER	GRAND CARAVAN	5	2D4RN3DG9BR628362	6	56540	185799
12/17/2021	2016	CHEVY	SPED BUS	YELLOW	MICRO BIRD	13	1GB3G3BG5F1127886	8	60892	86417
4/25/2022	2014	DODGE VAN	VAN	NAVY	GRAND CARAVAN	6	2C4RDGBG4ER353286	6	60384	101986
6/2022	2019	DODGE VAN (SPED)	VAN	WHITE	GRAND CARAVAN	6	2C4RDGBG6HR735999	6	60884	42881
5/2022	2013	CHEVY VAN	VAN	WHITE	EXPRESS	10	1GAWGPFA7D1176079	6	60382	42767
12/2022	2019	DODGE VAN (Activity)	VAN	WHITE	GRAND CARAVAN	6	2C4RDGEG1KR739509	6	60890	95263
11/1/2023	2021	NISSAN VAN	VAN	SILVER	VAN	10	5BZAF0AA8MN850607	6	60902	81086
11/2023	2023	CHEVY	TRUCK	WHITE	2500 HD	3	1GC0YLE70PF209343	8	60898	26826
12/2023	2023	FORD	VAN	WHITE	TRANSIT	10	1FBAX2C89PKB95953	8	62998	10900
7/2024	2024	FORD	SUV	BLACK	EXPEDITION	6	1FMJK1J83REA51268	8	68001	15219
7/2024	2019	DODGE VAN	VAN	DARK GRAY	GRAND CARAVAN	6	2C4RDGEG2KR571430	6	56539	78754
2/1/2026	2025	CHEVY	BUS	YELLOW	MICRO BIRD	14	1GB3GSB72S1249965	6	63223	342

**NCPS Board of Education Report
Northside Elementary**

Apr 10, 2026

Reading:

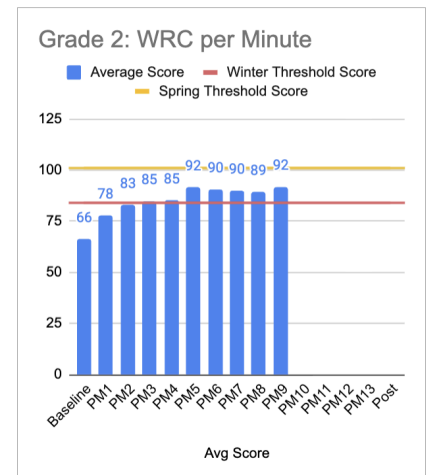
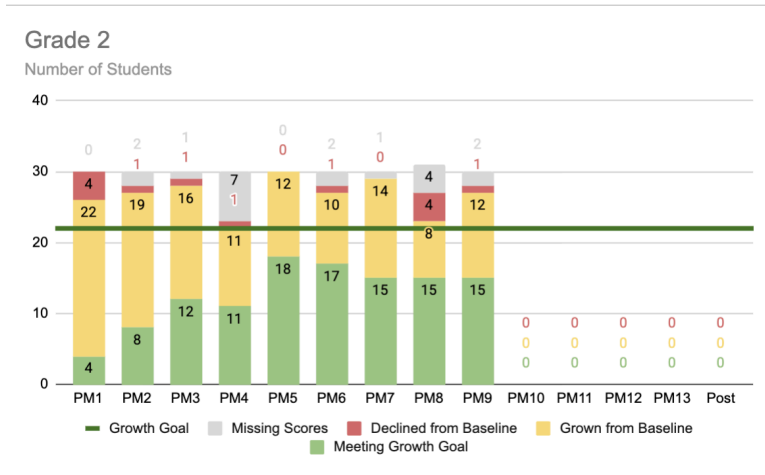
- **Instructional Strategies:**

- **Data Reflection and grade level specific instructional conversations**

2nd Grade

- Students surpassed the winter benchmark of 85 words per minute by the middle of the monitoring cycle and have maintained averages above that threshold consistently. While this reflects positive growth, the BTR group average remains below the spring benchmark of 100 words correct per minute, indicating that additional acceleration will be needed to ensure students meet end-of-year expectations.
- Growth data shows that many students improved from their baseline scores; however, the number of students consistently meeting individual growth goals continues to fluctuate. Although there was a noticeable increase in students meeting growth goals during the middle of the cycle, the trend has not continued to rise in later monitoring periods, suggesting that growth may be beginning to plateau for some students.
- In response, teachers are continuing to emphasize fluency development through targeted reading practice, and interventions that support fluency. Progress will continue to be closely monitored to ensure instructional adjustments help accelerate student growth toward the spring benchmark.

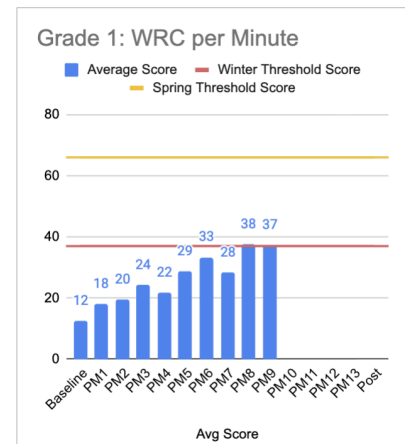
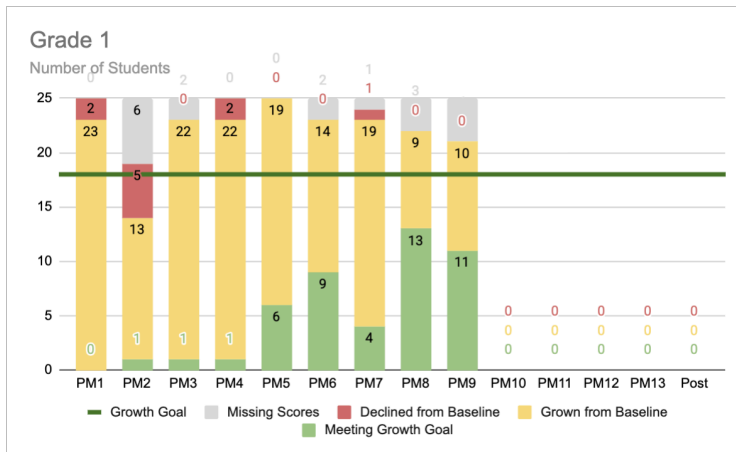
Grade 2 Dashboard



1st grade

- Grade 1 oral reading fluency data shows improvement but the rate of growth has not been strong enough to place the BTR group on track for the spring benchmark. Students began the year with a baseline average of 12 words correct per minute, and the average increased to 37 words per minute by PM9. While this represents progress and aligns with the winter benchmark, it remains significantly below the spring target of 65 words correct per minute. This indicates that although instruction is producing gains, the overall pace of improvement needs to accelerate in order for more students to reach end-of-year expectations.
- In response to this data, the instructional team is focusing on strengthening core reading instruction and increasing targeted fluency practice and intervention support. Progress will continue to be closely monitored to ensure instructional adjustments lead to stronger growth as students move toward spring benchmarks. This is the true meaning of RTI (Response to Intervention).

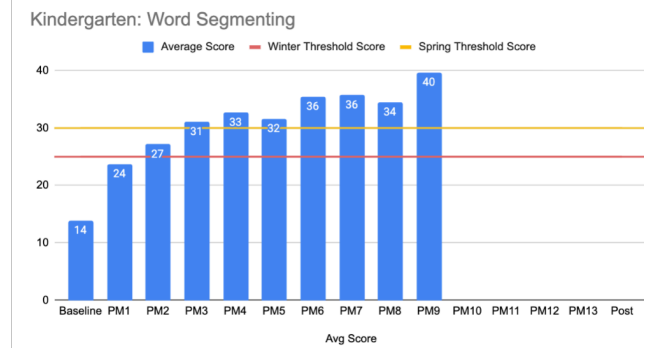
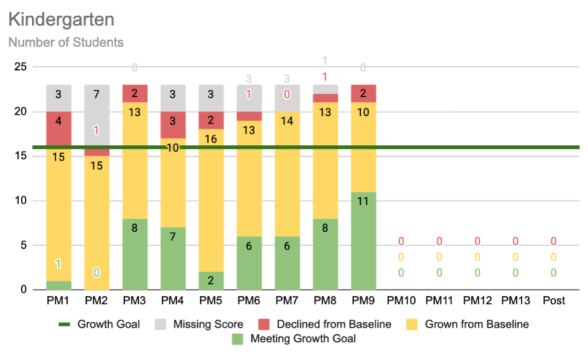
Grade 1 Dashboard



Kindergarten

- Kindergarten students have demonstrated strong and consistent growth throughout the progress monitoring cycle. At baseline, the average score for word segmenting was 14, which was well below the winter benchmark of 25. Since that time, students have shown steady improvement across each progress monitoring window. By PM3, the DM group average reached 31, surpassing the winter benchmark, and continued to climb through the spring monitoring periods. By PM9, the average score reached 40, significantly exceeding the spring benchmark of 30.
- Individual student growth has also been strong. The majority of kindergarten students have shown growth from their baseline scores across the monitoring periods, with a growing number of students meeting or exceeding their individual growth goals. By the most recent monitoring point, over half of the students are meeting their growth goals, and nearly all students have demonstrated improvement from baseline.

Kindergarten Dashboard



Attendance Initiative:

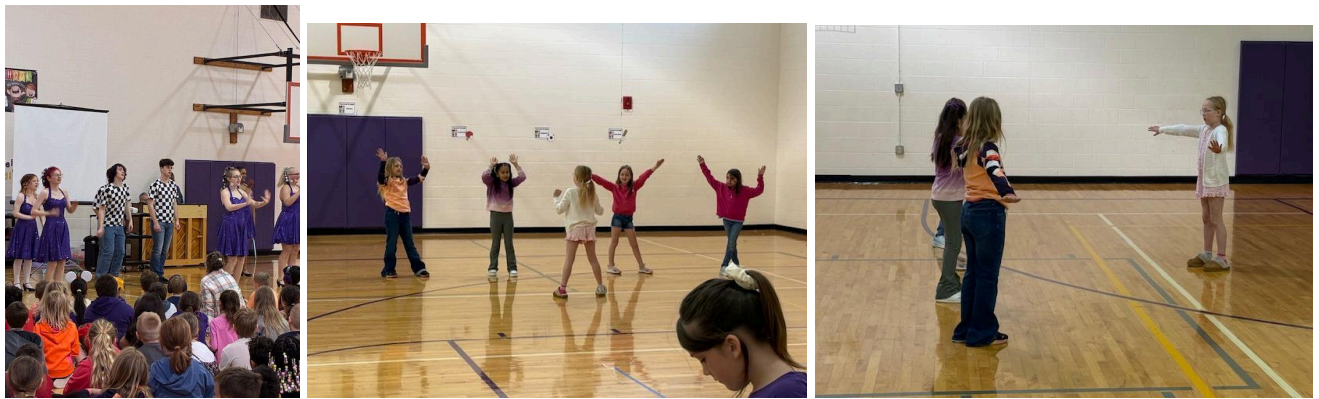
Goal: Reduce the number of chronic absences.

How? Relationships, relationships, relationships.

- Engagement strategies continue to be a focus for our staff PDs. When our students are highly engaged in their learning, they will want to be at school.
- Mrs. S sends out a monthly “Healthy Kids” newsletter to help educate parents on habits, hygiene, nutrition, sleep habits etc to help reinforce getting kids to school.
- We have referred 14 students to the county attorney.
- Miss Schreiter’s class won the March attendance traveling trophy. They will have a “graffiti party” with the attendance team~~they get to create positive messages with sidewalk chalk all around Northside (this is done during their specials block so no instructional time is missed and it’s FREE).

Community:

- NCHS Show Choir performed at Apple Palooza. This was tied to our character trait “cooperation.” The impact of having positive role models in our building is invaluable. A few minutes later the girls were practicing their own “show choir” during a rainy inside recess. By exposing students to a variety of positive role models, we give them a window into opportunities that may lie ahead for them. Whether it’s teachers, staff members, guest presenters, or community partners, each person helps expand our students’ understanding of what they could become as future Pioneers. Seeing these examples up close helps students connect their learning today to the goals they may pursue tomorrow. We tied this conversation to reading music, getting good grades, and attendance (you have to be at school to be in the show choir!).



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



- Students at Hayward and Northside Elementary had the opportunity to enjoy a performance by the Latin Grammy-winning, trilingual (Spanish/English/ASL) music duo, 123 Andrés. Known for their high-energy, educational performances for children, the duo promotes learning through interactive music, song, and dance while also exploring culture. During the performance, students experienced a variety of Latin American rhythms and were introduced to elements of American Sign Language (ASL). The program also connected to several learning topics, including community helpers, music appreciation, geography, and social studies. This was a huge highlight for our students. We look forward to other opportunities provided by the Arts Across Nebraska/Lied Center.



April 13, 2026

Hayward Elementary Board Update
Tammy Schaefer

Attendance:

Our attendance team is meeting weekly continuing to discuss what barriers may be keeping students from school. This continues to be a focus as we wrap the school year up and reflect on how to motivate and continue to educate families of the importance of their child's attendance.

Enrollment as of 3/5/26

3rd Grade- 95 (-1)

4th Grade- 102

5th Grade- 113 (=1)

Reading:

With the work of partnering with DMG our students are showing some positive gains. Our grade level teams continue to reflect and adjust interventions that support the growth of their students. Our weekly collaboration time has been key in staying focused on our grade level goals. We continue to reflect on our weekly agenda and adjust as needs/concerns arise.

- Literacy- Family Engagement Night. Thursday, March 16 from 6:30-7:30 in the library. This was a success for our school family. We had approximately 100-150 attendees. For our first time we felt it was a WIN. This will be a family engagement that we will continue to plan annually.
 - This event led to more conversations about academic family nights for the 26-27 school year. This will be a topic of discussion with our Building Leadership Team.

Community:

- 3.0 Citizen's EDGE- Keep Nebraska City Beautiful- Sally DuBuois March, 25, 2026
- 4.0 Citizens attended Arbor Lodge Carriage House for tours.
- March 27- Patriotic Panoramas Presentation- As part of their 2026 celebration, the *America 250: Nebraska City* committee partnered with the Friends of Arbor Lodge Foundation, the Nebraska City Jaycees, and the Morton-James Public Library to create a Humanities Nebraska speaker series focused on different aspects of American history. The presentation provided a snapshot of our country's history through the lens of music. Presented by Donna Gunn. In the afternoon, the 5th grade students were given an opportunity to work with Donna Gunn and learn a few different dances and the history of them and tied them to patriotic music. Students thoroughly enjoyed it.

- April 1- 123 Andres presentation to ALL students. This was an amazing presentation for our students. So many of our students felt connected to the music and language due to the presenters. We would love to have more learning opportunities like this for our students if possible. Thank you to the Kimmel Foundation and the Lied Center.
- April 2- 4th Grade Kindness Retreat. It was a great day for our 4th graders. Mrs. Halorsen reported that the presenter praised our students for their behavior. Thank you to the 20 High school students that came and led small groups. Such a positive experience for all.
- April 9- 5.0 Money Managers. I am not aware yet how much money they saved, but they will donate a percentage of it to a local nonprofit. Stay tuned.

NCPS Board of Education Report

Middle School

April 13th, 2026

Instructional Strategies/Reading:

- Adamaris Solorzano Gonzalez and Zaira Mendoza Salazar were the 8th grade winners of the Arbor Day Poetry Contest at NCMS. Both students won a t-shirt and a Scooters gift card. Mrs. Weaver judged the in-house contest. All 8th graders participated in writing and illustrating an Arbor Day-themed poem. Those poems are also entered in the city-wide Arbor Day Poetry Contest sponsored by Nebraska City Tourism & Commerce. Winners have yet to be announced.
- Our staff continues preparing students for the upcoming NSCAS assessments by focusing on clear expectations, organized testing environments, and intentional support for student success. 8th Grade students began the NSCAS science on April 1st with all students at the MS taking ELA on April 15th and Math on April 22nd.
- Mr. Case's 7th grade science students recently completed an excellent frog dissection unit. This hands-on experience gave students the opportunity to study the location, structure, and function of major organs while also comparing frog organ systems to those of humans. Lessons like this help bring science to life for students by connecting classroom learning to real-world understanding of anatomy and body systems.





Community Engagement:

- Wednesday, April 8th our 8th grade band had the opportunity to perform at the state capitol! We recorded an audition before winter break and submitted a packet to Nebraska State Bandmasters Association. Our band was selected (8 groups, 4 choirs and 4 bands were selected, out of 40 auditions from around the state) to perform as part of the music in our schools month concert series. It was incredibly memorable and we're so proud of our kids!



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- Our Life Skills students went down to Peru State College to participate in the Career Challenge on Wednesday, April 8th. This opportunity gave the students the opportunity to participate in many different stations that may consist of making beds, sorting laundry, shelving items, and all real-life scenarios. It was a great experience. Students also got to go bowling.



○

- The 8th grade Enrichment speaker this month was Nebraska City Mayor Bryan Bequette. Mayor Bequette spoke to students about his military experience, his work with the Department of Homeland Security, and his job as mayor of our local community. Students listened as Mayor Bequette described his job duties, as well as the mayoral election process. Mayor Bequette provided lots of great information to help our NCMS students understand the role of a mayor and the functions of city government. Thank you very much for your time, Mayor Bequette,



- Miss Reco Harms was recognized this month by Lunchtime Solutions. She is one of the longest serving members of the Food Service team at Nebraska City Public Schools -- 18 years total, 12 of them with Lunchtime. She is in charge of prepping the Middle School's beautiful and fresh fruit and veggie bar every day. She is beloved by students, staff, and her own team -- we're proud to have Reco on our staff!

#FridayFace

Reco Harms
Cashier/Kitchen Helper
18 Years

- Enrollment (April 9, 2026)
 - 6th Grade: 117 students (+5 from August)
 - 7th Grade: 87 Students (+2 from August)
 - 8th Grade: 97 Students (+3 from August)
 - 6th-8th Grade: 301 Students (+10 from August)

Attendance:

Grade	August 12th, 2025 - April 9th, 2026 (All Year)			
	Student Count	Present	Absent	Average Daily Attendance
Grade 06	117.00	15,652.2	993.7	94
Grade 07	87.00	11,168.0	1,042.30	91.5
Grade 08	97.00	12,305.4	991.7	92.5
Total	301.00	39,125.80	3,027.70	92.8

- As of Thursday, April 9th, students have attended **145 days** of school. All NCMS students have been present for a cumulative **39,125.8** days and absent for a total of **3,027.7 days**. Being present **92.8%** of the time. **3,027.7** days equals **21, 193.9** periods of instruction.

NCPS Board of Education Report

High School

April 13th, 2026

Community

- Norm and Nancy Brown will not be hosting a Foreign Exchange student for the 26/27 school year. This concludes 25 straight years of the Browns hosting a Foreign Exchange students at Nebraska City High School. Thank you Browns!
- Community engagement with America 250 Nebraska City:
 - NCHS students participated in the America 250 photo on April 13th. Overhead photos were taken at Pioneer Field.
 - “We the People” Presentation on April 15th. Presentation to select students on the importance of voting.
 - On April 22nd, Seniors will be at the Otoe County Courthouse to assist in burying the time capsule.
- The National Honor Society hosted a Blood Drive on April 9th and it was very well attended. Thank you Nebraska City!

Attendance

- Mr. Justin Aaberg, Mr. Kevin Mohr, and Mr. Corey Kenter comprises the NCHS attendance team. They have agreed to go through training with DMG this summer to set the weekly or bi-weekly (depending on the time of year) agenda for the 26/27 school year.
 - These three will be in charge of leading these 30 minute meetings with the administrative and/or Leadership team after school from 3:30pm to 4:00pm.
 - They have spent this year creating and refining the spreadsheets we use to track communication with students and parents, refining communication language for better understanding of expectations, reviewing attendance contracts, and creating systems of individual communication and accountability such as the “Check and Connect” being used at the high school.
- As of April 8th, the 4th Quarter Average Daily Attendance is just over 4% higher than the 3rd Quarter.

Instructional Strategies

- Departments have been provided time to review Curriculum Maps and discuss any pacing issues and discuss depth of knowledge pertaining to major concepts.
- Leadership Team is going to be creating a “Learning Walks” schedule specific to “Anticipatory Sets” and “Checks for Understanding” during the April 29th meeting. This schedule will be specific to the 26/27 school year.
- The Administrative Team is working on a comprehensive message for summer activities. This messaging will encompass all activities and sports and is designed to create a universal language for all sponsors and coaches. Upon completion, we will transition with multiple meetings available to all stakeholders.

NCPS Board of Education Report

Middle School Activities

April 10th, 2026

Attendance:

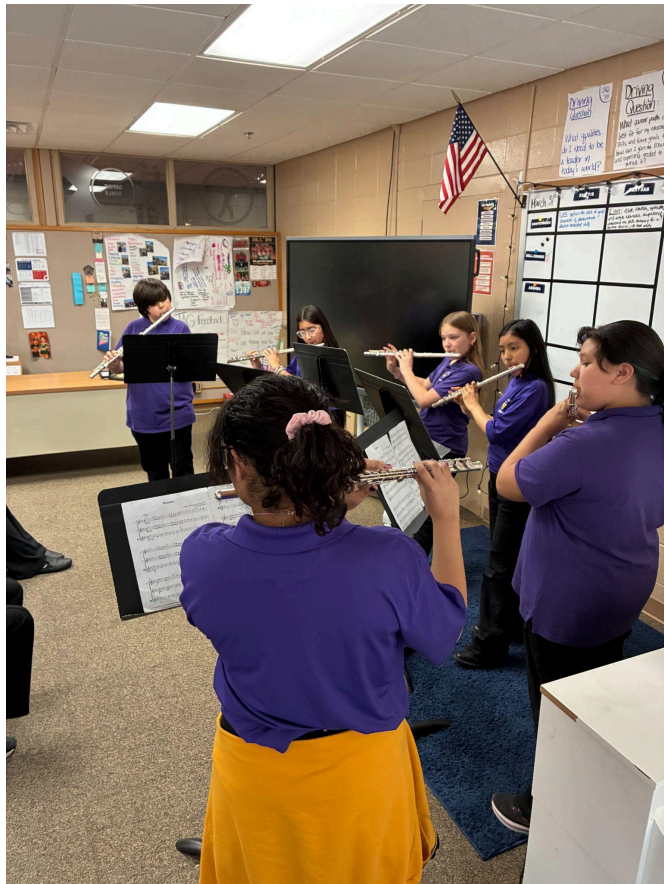
- NCMS Track and Field
 - The NCMS track program has 54 students and managers that are participating this season. Unfortunately the weather canceled the first meet of the year on Thursday, April 9. The team is eager to get to their next competition at Conestoga school on Thursday, April 16. Good luck to the team and their coaches in the 2026 season!
- Band Program
 - March 27th was our large ensemble music contest at Platteview. The 7th grade band, 8th grade band, and the jazz band all performed for 3 judges. All three groups earned a superior rating!



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- March 28th was Blair honor band. We had 4 8th grade band members represent NCMS at this event: Averi L'Heureux, Kaylee Blobaum, Khyler Kurtzer, and Liam Kurtzer. They worked really hard all day and put on a great concert with other students from the Omaha and Lincoln area.
- March 31st was our solo/small ensemble contest, also at Platteview. We had 70 students (6th, 7th, and 8th grade) all prepare pieces, practicing at home, and coming in for weekly after school lessons. The groups were very well prepared

and I'm really proud of how they supported each other, gave 100% in front of the judges, and represented NCMS with great pride!









Community:

- Band Program
 - March 19th was the NCMS band concert in the NCHS auditorium. It was really fun to play on stage!



-
- Wednesday, April 8th our 8th grade band had the opportunity to perform at the state capitol! We recorded an audition before winter break, and submitted a packet to Nebraska State Bandmasters Association. Our band was selected (8 groups, 4 choirs and 4 bands were selected, out of 40 auditions from around the state) to perform as part of the music in our schools month concert series. It was incredibly memorable, and I'm so proud of our kids!



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NCPS Board of Education Report

High School Activities

April, 2026

Community Engagement, Attendance

- **E-Sports:** Micah Shimmel has qualified for the state e-sports contest on April 17th and will compete at Doane that day.

Additionally, the Marvel Rivals team has qualified for playoffs in the regional league they have been competing in this spring semester. To qualify for playoffs in the regional league, a school has to be in the top 64 out of the over 250 schools competing. Their first match is today, and those members are Dominic Nelson, Tyler Schmitz-Reed, Cale Hilgerson, Chaz McDougald, Paxton Olson, Keegan Shimmel, Archer Walters, and Atticus Weaver.

Additionally, our Mario Kart squad made it to the 2nd round of the state playoffs before getting defeated by Minden's Mario Kart squad.

Mario Kart members were Seth Rakowski, Manioz Turquiz Alajanel, Tiger Lily Weaver, & Micah Shimmel.

- **Girls Tennis:** The Pioneer Tennis team is off to a great start this season with an overall varsity record of 25-13, including 4-1 in duals and 21-12 in invite play. Our doubles lineup has been a major strength, currently sitting at 14-2, and has really helped drive our success early on. Singles has been competitive across the board at 11-11, with several players picking up big wins in tough matches.

We've had great leadership from our seniors and strong contributions from underclassmen stepping into bigger roles. The team continues to improve each time we compete, and we're excited to keep building as the season moves forward.





- **Band:** On March 7th, Brian Hoover was awarded the Administrator of the Year award from the Nebraska State Bandmasters Association at the annual convention. His nomination was supported by staff, parents, current and former students writing letters of how his leadership has impacted the success of our band program. As you can guess, after his acceptance speech the crowd of mostly band directors was appreciative of his recognition of how band can help students find success in all avenues of life. Mrs. Purdham and I feel extremely blessed to have the opportunity to help recognize someone who has been so vital in the support of our program! Congrats, Mr. Hoover!!



- **National Honor Society:** NHS has their annual blood drive on this Thursday, April 9th. We currently have 29 of 31 appointments filled! It is a variety of students, staff, and community members that are signed up for the blood drive!

- **NCHS Science Club:** Science Club had 9 members attend a field trip to Schramm Education Center near Gretna. They learned about Nebraska's native species, including the oldest snapping turtle in captivity and the geology of southeast Nebraska. Students were allowed to dig for fossils from the Paleozoic Era. Our volunteerism this spring is focused on litter clean up and assisting Keep Nebraska City Beautiful with their biannual Electronics Recycling on April 11th. We've been invited to help plant trees along a local nature trail and are currently running an "Everyday is Earth Day!" Selfie Challenge through the end of April. Check out our NCHS Science Club facebook page for our adventures and science tidbits. The NCHS Science Club is sponsored by Mrs. Tammy Blobaum.



- **FFA:** As always, it is busy in the ag world.

With a few hiccups, we completed our Everyday Give-A-Way. We will continue to do this event next year, but we will have some changes.

At State FFA Convention, four seniors received their State Degrees: Jonny Barrett, Colton Cook, Trevor Flash, and Jayda Sammons. Our National Chapter award was ranked as a Premier and will represent Nebraska at Nationals in October. In the category of Building Communities, we were ranked 2nd in the State. This application is completed by the officers and they worked extremely hard

NCHS FFA was also recognized in the Farm Bureau Connecting Chapters Program.

2026-2027 Officer Interviews are Wednesday, April 8th and the Banquet is at Pin High on Sunday, April 12th at 2:00 pm. Appetizers start at 1.



- **Athletic Booster Club:** The Athletic Booster Club recently partnered with the Pioneer Football Program to purchase three new blocking and tackling sleds. The Booster Club matched a \$2,000 anonymous donation, secured an additional contribution from a local business, and received several individual donations from members of the Class of '91 to help fund the project. The Pioneer Football Program covered the remaining balance through its fundraising efforts. This long-overdue equipment upgrade represents a significant investment in the safety and development of our student-athletes. The new sleds will benefit both high school and middle school players.

The Booster Club is also actively preparing for the Wednesday, May 6th Athletic Ceremony, which celebrates the accomplishments and dedication of our student-athletes across all programs.

- **Girls Soccer:** The Soccer season is just over half way through. The team picked up their first win against Conestoga on Thursday. We have been having a very competitive season so far and kept a lot of games closer than we did last year and have scored more goals than last year at the same time, while also allowing fewer goals than last year. Kendall Kathol has scored 4 goals this season so far and has been really exciting to watch!

We had a fundraiser where the girls sold 455 dozen donuts from Krispy Kreme and donated additional boxes to the retirement homes, local businesses, different organizations and the hospital staff in town!

- **Football:** Pioneer Football is excited about getting together for some voluntary sessions in the mornings on Monday-Wednesday-Friday to talk about changes to our offensive/defensive/special team schemes for the coming school year. We will be working on getting our summer schedules in order, workouts and skill-development sessions planned, and continue growing through leadership development sessions that help our athletes grow through the Spring, Summer, and lead into our Fall camp in August. The Football program is also excited to announce that we have purchased new blocking/tackling sleds for the middle and high school programs with the help of our NCHS Booster Club support! The new sleds should arrive before school is released for the summer to be able to use this summer for our athletes. Go Pioneers!
- **MS/HS Track:** HS Track has had two competitions so far; an indoor meet on the nicest day of 2026 at Doane and an outdoor meet at Conestoga. The team prides itself on incremental improvements and support of one another. We are still early in the season, so we are still finding what events we will best compete in. We have had several top 3 finishes so far this year from the likes of Hannah Marth, Leo

Marconi, and Rhys Reimers. Losing a meet due to bad weather last week was unhelpful, but we will persevere. Our next meet is this Friday and we look to improve on the groundwork we've already laid.

MS Track starts competitions this week at Platteview. After 3 weeks of practice, the Middle School is excited and ready to compete. The 8th grade group is very talented and should do well this season.

- **Boys Golf:** Boys golf got the season started last week with a tournament in Syracuse. We sent some JV golfers to get experience to start the season. On April 6th we had our first Varsity event in Plattsmouth. Four of our golfers returned from last year and we improved our team score by 65 shots from last year. We have an extremely busy Month ahead of us in April. We're looking forward to our home varsity invite on April 16th and a home JV invite on April 28th.
- The baseball season is well underway with 33 student-athletes participating across three levels: Reserve, Junior Varsity, and Varsity. Our Varsity team currently holds a 3-7 record, JV is 4-5-1, and Reserve sits at 1-2.

After a challenging start to the season, our teams have shown resilience and continued improvement, competing hard and battling in several close contests. The growth in effort and competitiveness has been encouraging as we move into the heart of the season.

Upcoming contests include home games on Thursday evening against Waverly at 4:30 and 6:30 and again on Saturday vs. Omaha North, with game times scheduled for 11:00 AM and 1:00 PM. Our Reserve team will travel to Waverly on Thursday at 4:30.

Looking ahead, the week of April 13th marks conference tournament play. We have earned the 7th seed and will open tournament action on Tuesday against Platte Valley.

- **Boys Soccer:** Boys Soccer has able to secure their first win of the season defeating Lincoln Christian Academy. During that game, junior Juan Marquz broke the school record for goals in a game with six!
- **FCCLA:** Nebraska City High School was well represented at the 2026 FCCLA State Leadership Conference in Lincoln. The chapter received a National Program Award, Membership Award, and a Silver Chapter Award.

Ryan Walker competed with his STAR project in Public Policy Advocate. Ryan received a GOLD medal and was STATE CHAMPION!! He will be competing with his project at the National Leadership Conference this summer in Washington D.C.! If you see Ryan make sure to congratulate him on this huge accomplishment!

Thank you to all of you for your continued support of FCCLA!





Nebraska City Public Schools

1700 14th Avenue, Nebraska City NE 68410 (402) 873-6033 www.necityps.org

Mark Fritch, Superintendent

Jason Hippen

Director of Student Services

Kate Sherwin

Director of Curriculum, Instruction and Assessment

Brian Hoover, Principal

Nebraska City High School

Ethan Pellatz, Principal

Nebraska City Middle School

Tammy Schaefer, Principal

Hayward Elementary

Michaela Wilcox, Principal

Northside Elementary

Date: April 14, 2026

To: First Student, Inc.

Bryan Flansburg, Justin Macht

From: Nebraska City Public Schools

Re: Notice of Intent Not to Renew Transportation Agreement

Bryan and Justin,

Please accept this letter as formal notification that Nebraska City Public Schools will not be renewing our student transportation contract with First Student for the upcoming school year.

Our current agreement is set to expire on June 30, 2026. Accordingly, this date will serve as the final day of service under our current contract.

We appreciate the partnership and the services provided by your drivers and staff throughout the duration of our agreement. We would ask that all First Student vehicles be removed from Nebraska City Public Schools by the end of this agreement. Please let me know if we need to coordinate any necessary end of the term logistics.

If you have any questions or require further documentation regarding this decision, please contact me.

Sincerely,

Mark Fritch

Superintendent Nebraska City Public Schools

"Inspiring a culture of excellence that engages all students in lifelong learning."

4024

Teachers' Rights, Responsibilities and Duties

All certificated employees shall assume the duties and responsibilities assigned by the superintendent or designee. Teachers' professional responsibilities involve considerably more than merely classroom instruction. They include, but are not limited to, study and research to keep abreast of new knowledge and instructional techniques; assessment of students' work; record-keeping; lesson planning and preparation; conferences with students, parents and administrators; in-service meetings; and supervision of pupils outside the classroom.

Teachers must be in their classrooms or assigned areas as instructed by the building principal. All duty time is necessary for educational planning, preparation, and conferences with students, parents and faculty members.

All teachers must maintain a standard of dress, personal appearance, general decorum, moral standards and behavior that reflects their professional status in the community.

Adopted on: December 12, 2016

Revised on:

Reviewed on: February 8, 2021; April 10, 2023

4042
Employee Social Security Numbers

Nebraska law prohibits employers from using or publishing an employee's social security number except under certain specified circumstances. This district shall comply with this law and take reasonable steps to protect the confidentiality of employees' social security numbers. However, neither state law nor this policy prohibits the district from using the last four digits of an employee's social security number as an employee identification number or in any other reasonable manner.

Adopted on: December 12, 2016

Revised on:

Reviewed on: February 8, 2021; April 10, 2023

4043

Professional Boundaries and Appropriate Relationships Between Employees and Students

School district employees and student teachers or interns (“employees”) are responsible for conducting themselves professionally and for teaching and modeling high standards of behavior and civic values, both at and away from school. Employees are required to establish and maintain professional boundaries with students and must have appropriate relationships with students. They may be friendly with students, but they are the students’ teachers, not their friends, and they must take care to see that this line does not become blurred. This applies to employees’ conduct and interactions with students and to material they post on personal web sites and other social networking sites including, but not limited to, Instagram, Facebook, and Twitter. The posting or publication of messages or pictures or other images that diminish an employee’s professionalism or ability to maintain the respect of students and parents may impair his or her ability to be an effective employee. Employees are expected to behave at all times in a manner supportive of the best interests of students.

Sexual Relationships Prohibited. Employees are prohibited from engaging in any relationship that involves sexual contact or sexual penetration with a student while the student is a current student and for a minimum of one year after the date of the student's graduation or the date the student otherwise ceases enrollment. Sexual contact has the same meaning as in section 28-318, and sexual penetration has the same meaning as in section 28-318.

Grooming Prohibited. Employees are prohibited from engaging in grooming with students. Grooming means building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student’s life the sexual contact or sexual penetration would take place.

Unless an employee can clearly and convincingly demonstrate a legitimate educational purpose, grooming behaviors and related conduct that are a violation of this policy include, but are not limited to:

- Communicating about sex when the discussion is not required by a specific aspect of the curriculum.
- Joking about matters involving sex, using double entendre or making suggestive remarks of a sexual nature.
- Displaying sexually inappropriate material or objects.

- Making any sexual advance, whether written, verbal, or physical or engaging in any activity of a sexual or romantic nature.
- Kissing of any kind.
- Dating a student or a former student within one year of the student graduating or otherwise leaving the district.
- Intruding on a student's personal space (e.g. by touching unnecessarily, moving too close, staring at a portion of the student's body, or engaging in other behavior that makes the student uncomfortable).
- Initiating unwanted physical contact with a student.
- Communicating electronically (e.g. by e-mail, text messaging, or through social media) on a matter that does not pertain to school.
- Playing favorites or permitting a specific student to engage in conduct that is not tolerated from other students.
- Discussing the employee's personal issues or problems that should normally be discussed with adults.
- Giving a student a gift of a personal nature.
- Giving a student a ride in the employee's vehicle without first obtaining the express permission of the student's parents or a school administrator.
- Taking a student on an outing without first obtaining the express permission of the student's parents or a school administrator.
- Inviting a student to the employee's residence without first obtaining the express permission of the student's parents and a school administrator.
- Going to a student's home when the student's parent or a proper chaperone is not present.
- Repeatedly seeking to be alone with a student.
- Being alone in a room with an individual student at school with the door closed.
- Any after-school hours activity with only one student.
- Any other behavior which exploits the special position of trust and authority between an employee and student.

This list is not exhaustive. Any behavior which exploits a student is unacceptable. If in doubt, ask yourself, "Would I be doing this if my family or colleagues were standing next to me?"

Communication Between Employees and Students. The authorized methods for employees to communicate with students are:

1. in person face-to-face conversation;
2. a district owned and managed school email account;

3. a district owned and managed classroom collaborative learning or communication account;
4. a district owned and managed video conferencing account.
5. Other district owned and managed accounts for the purposes of teaching, learning, and communication as approved by the superintendent (or Board).

In addition, an employee may use a personal messaging account or system to communicate with students only if the initial message and subsequent threads or replies include a parent or another adult district employee.

A personal communication account or system is defined as a device or software that provides for communication between two or more parties and is capable of receiving, displaying, or transmitting communication. Personal communication system includes, but is not limited to, a mobile or cellular telephone, an email service, or a social media platform.

Reporting a Policy Violation. Anyone may report suspected grooming, other unacceptable employee conduct, or any violation of this policy as follows:

School District. Reports may be made to a principal, the superintendent, or the Title IX Coordinator in person, by mail, by telephone, or email.

Nebraska Department of Education. Reports may be made at: Nebraska Department of Education, Attn: Certification Investigations' Office, P.O. Box 94933, Lincoln NE 68509 or Nde.investigations@nebraska.gov.

Nebraska Department of Health and Human Services. Reports may be made by calling the Child Abuse and Neglect Hotline at (800) 652-1999.

Law Enforcement. Reports may be made to the local police department by calling (402) 873-6666, the county sheriff at (402) 873-9560, or the Nebraska State Patrol at (402) 471-4545.

An employee is required to make a report to a principal or the superintendent if the employee reasonably believes that another employee has violated or may have violated this policy. Minor concerns or violations shall be reported within 24 hours. Major concerns or violations shall be reported immediately. Violations committed by or concerns about the superintendent shall be reported to the school board president.

A student who feels his or her boundaries have been violated should directly inform the offender that the conduct or communication is offensive and must stop. If the student does not wish to communicate directly with the offender or if direct communication has been ineffective, the student should report the conduct or communication to a teacher, administrator, counselor, the Title IX coordinator, or other school employee with whom she or he feels comfortable.

Retaliation Prohibited. Retaliation for good faith reports or complaints made as a result of this policy is prohibited. Individuals who knowingly and intentionally make a false report shall be subject to discipline as provided by district policy and state law.

Policy Violations. Any violation of this policy by an employee may result in disciplinary action up to and including dismissal from employment and/or referral to the Nebraska Department of Education, which may result in the suspension or revocation of the employee's certificate. Any violation involving sexual or other abuse will result in referral to the Nebraska Department of Health and Human Services, law enforcement, or both.

Policy Verification. Employees shall verify that they have received, reviewed, and understood this policy by signing an acknowledgment document indicating the same.

No Limits on Reports to NDE. Nothing in this policy shall be construed to limit any certificated employee's duty to report any known violation of the standards of professional practices (Title 92, Nebraska Administrative Code, Chapter 27, commonly known as Rule 27) adopted by the Nebraska Board of Education.

Adopted on: December 12, 2016

Revised on: January 11, 2021

Reviewed on: April 10, 2023

4057 Superintendent Evaluation

The board shall observe and evaluate the superintendent based upon actual classroom observations for an entire instructional period at least twice during his first year of employment and at least once each year thereafter. Additional evaluations may be conducted at the discretion of the board. For the purposes of this policy, "actual classroom observation" shall mean observing the superintendent performing activities that are typical of his or her position. An "entire instructional period" for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of some aspect of the superintendent's work during the semester for no less than 40 minutes.

Purpose. The purposes of the formal job evaluation are:

1. To provide a means of rational, structured communication between the board and superintendent to create a more constructive and effective working relationship.
2. To provide a basis for commending, rewarding and reinforcing good work, as well as identifying areas where the superintendent needs to improve.
3. To clarify the superintendent's role and inform the superintendent of the board's expectations.

Dates. Unless otherwise provided for in the superintendent's employment contract, the first year evaluations should take place (1) at or prior to the October board meeting, and (2) at or prior to the January board meeting. Annual evaluations shall generally take place at a board meeting held during the month before the date in the superintendent's employment contract by which the board must notify the superintendent of its intention to consider the nonrenewal or amendment of the contract. In the absence of such a contract provision, the annual evaluation should take place at or prior to the March board meeting. The Superintendent shall remind the Board members in writing at least 45 days before the date of each upcoming evaluation and shall make his evaluation an agenda item for the board meeting.

Evaluation Document. The superintendent shall submit a recommended evaluation document to the board. The board shall meet and discuss the proposed document with the superintendent. The board may amend and adopt the proposed evaluation document. The board may amend the document or adopt a new document without amending this policy. The superintendent shall submit the evaluation document to the Nebraska Department of Education.

Evaluation Procedures. Each board member shall have the opportunity to complete a draft evaluation document. The board president shall compile the individual draft evaluations into a single and final evaluation, provide a copy to the superintendent, and discuss it with him or her. If the superintendent's evaluation is conducted at a board meeting, the superintendent's evaluation may be conducted in closed session if it is necessary to prevent needless injury to the superintendent's reputation and if he or she has not requested it be done in open session.

Deficiencies. If deficiencies are noted in the superintendent's work performance, the board shall provide the superintendent at the time of the observation with a list of deficiencies and a list of suggestions for improvement and assistance in overcoming the deficiencies. The board shall also provide the superintendent with follow-up evaluations and assistance when deficiencies remain, a timeline for improvement, and sufficient time to improve. In the alternative, the board may rely upon the superintendent's education, training, and expertise and require him or her to submit a "list of suggestions for improvement" or plan of improvement for the board's consideration.

Personnel File. The evaluation shall be signed by the board president (or other member of the board) and the superintendent. The superintendent shall place a copy of the evaluation in his or her personnel file. The superintendent may provide a written response to the evaluation to the board. A copy of the response shall also be placed in the superintendent's personnel file. The board may meet with the superintendent to discuss the written response.

Policy Limitation. The evaluation procedures are included in this policy as a result of the board's statutory obligation to evaluate the superintendent and do not give the superintendent any rights not provided by statute. The board's failure to comply with any procedures provided in this policy but not required by law shall not prohibit the board from taking any action regarding the superintendent's employment, up to and including the nonrenewal, amendment, or cancellation of the employment contract.

Adopted on: December 12, 2016

Revised on:

Reviewed on: January 11, 2021; April 10, 2023

6033

Restraint and Seclusion of Students

Restraint and seclusion, as defined below, are behavioral interventions. The use of such behavioral interventions must be in accordance with this policy. The following interventions do not constitute seclusion and restraint, and are not governed by this policy: voice control, limited to loud, firm commands; time limited ignoring of specific behaviors; brief physical prompts to interrupt or prevent a specific behavior; physical interventions which a student's health care provider has indicated are medically necessary for the treatment or protection of the individual; or other similar interventions.

Definitions

Physical restraint refers to a personal restriction that immobilizes or reduces the ability of a student to move his or her torso, arms, legs, or head freely. The term physical restraint does not include a physical escort. Physical escort means a temporary touching or holding of the hand, wrist, arm, shoulder or back for the purpose of inducing a student who is acting out to walk to a safe location. Physical restraint does not include incidental touching that comes along with movement inside a classroom, lunch line, or other areas of the school building where maintaining order is required.

Mechanical restraint refers to the use of any device or equipment to restrict a student's freedom of movement. The term does not include devices implemented by trained school personnel, or utilized by a student that have been prescribed by an appropriate medical or related services professional and are used for the specific and approved purposes for which such devices were designed, such as:

- Adaptive devices or mechanical supports used to achieve proper body position, balance, or alignment to allow greater freedom of mobility than would be possible without the use of such devices or mechanical supports;
- Vehicle safety restraints when used as intended during the transport of a student in a moving vehicle;
- Restraints for medical immobilization; or
- Orthopedically prescribed devices that permit a student to participate in activities without risk of harm.

Chemical restraint refers to the administration of medication for the purpose of restraint, but does not include the administration of medication in accordance with the directions and prescription of a physician with the consent of the student's parent or guardian.

Seclusion refers to the involuntary confinement of a student alone in a room or area from which the student is physically prevented from leaving. It does not include a timeout, which is a behavior management technique that is part of an approved program, involves the monitored separation of the student in a non locked setting, and is implemented for the purpose of calming.

Use of Restraint and Seclusion

The use of chemical restraint is strictly prohibited. The use of any seclusion or restraint intervention for punitive or disciplinary purposes is strictly prohibited. Similarly, the use of any technique that constitutes corporal punishment, which is the infliction of bodily pain as a penalty for disapproved behavior, is strictly prohibited. Seclusion and/or restraint shall not be used for the convenience of staff or as a substitute for an educational program. When restraint or seclusion is used to respond to the danger of harm posed by a student's behavior, the intervention shall be discontinued as soon as the danger of harm has dissipated. The use of mechanical restraint is strictly prohibited. The use of physical restraint and seclusion is permitted in a manner consistent with this policy as reasonably necessary where the student's behavior risks causing physical harm to self or others.

Procedures

No technique shall restrict a student's breathing, deprive a student of basic needs, or unnecessarily expose a student to physical pain or discomfort. Seclusion shall not be used for students who are severely self-injurious or suicidal. When seclusion is utilized as permitted by this policy, the following procedures shall be followed:

- The student shall be monitored by an adult in close proximity who is able to regularly observe the student;
- The confining space shall be approved for such use, unless the use of such a space is impossible or impracticable under the circumstances;
- The confining space shall be appropriately lighted, ventilated, and heated or cooled; and

- The confining space shall be free from objects that unreasonably expose the student or others to harm.

If a pattern of behavior emerges that requires or is anticipated to require the use of restraint and/or seclusion for the student, the appropriate educators and/or team members shall review what assessments, evaluations, supports, services, programs, or placements are appropriate in light of the student's needs and circumstances.

Recording and Reporting

Each incident of restraint or seclusion must be recorded and reported as required by the building administrators.

Training

All staff members shall be provided notice of this policy and will be trained on its contents. The Superintendent or his or her designee will identify school staff members likely to implement the restraint or seclusion interventions authorized by this policy and arrange for those individuals to receive appropriate training on the appropriate implementation of such interventions and the use of other behavioral supports and interventions.

Adopted on: December 21, 2016

Revised on: August 14, 2017; July 13, 2020

Reviewed on: April 10, 2023



Educational Service Unit 4

2301 Dahlke Ave.; PO Box 310

Auburn, NE 68305

402.274.4354

402.274.4356 (fax)

www.esu4.org

Administrator

Gregg Robke

Director of Support Services

Chuck Hummel

Health Services Director

Felicia Martin, RN

Teaching and Learning Team

Jen Madison/Tara Gossman/Erin Hamilton

Special Education Director

Wendy Craig

NCECBVI Superintendent

Tanya Armstrong

Technology Director

Dustin Buggi

Date: March 30, 2026

To: ESU 4 Superintendents

From: Gregg Robke
Administrator

Re: Core Services
Program Support: 2026-2027 School Year

The service units in Nebraska are required by law to provide [Core Services \(Rule 84\)](#) to member schools. In order to do that, the state provides some funding, which is based on the student enrollment numbers for each district. This information is shared with superintendents each year.

I have not received a draft from NDE regarding Core Services funds for 2026-2027. The amount for 2025-2026 is \$151,081.88. This is a reduction of approximately \$57,600 from the previous year.

Each service unit in the state is given the responsibility to define Core Services within the following prerequisites:

- A. Core Services shall be within the following service areas in order of priority:
 - a. Staff Development;
 - b. Technology; and
 - c. Instructional Material Services;
- B. Core Services shall improve teaching and student learning by focusing on enhancing school improvement efforts, meeting statewide requirements, and achieving statewide goals in the state's system of elementary and secondary education;
- C. Core Services shall provide schools with access to services that:
 - a. The educational service unit and its member school districts have identified as necessary services;
 - b. Are difficult, if not impossible, for most individual school districts to effectively and efficiently provide with their own personnel and financial resources;
 - c. Can be efficiently provided by each educational service unit to its member school districts;
 - d. Can be adequately funded to ensure that the service is provided equitably to the state's public school districts;
- D. Core Services shall be designed so that the effectiveness and efficiency of the service can be evaluated on a statewide basis; and

E. Core Services shall be provided by the educational service unit in a manner that minimizes the costs of administration or service delivery to member school districts.


Statutes also state that in order for Core Services to be provided to member schools, two-thirds of the member districts representing a majority of the students must approve these services. The statute also has the same requirement for additional services provided by the ESU and funded by the general fund tax levy. In the past a district's participation in Core Service Programs has been identified by a resolution approved by the board of education for each district. Support services have been identified and supported by the unit's Advisory Committee. In addition to utilizing property tax receipts for support services, portions of those costs are paid for by the districts utilizing the services. This plan has been, and is discussed continually, and is supported by the ESU 4 Advisory Committee.

At this point, the amount of Core Services funding is not known. To meet the intent of the law in a professional manner given the financial constraints continues to be a challenge. The financial and professional support shown by our districts is wonderful and has been very beneficial. Such support allows the services to continue.

Please sign this letter as your district's representative and I would ask that this letter is shared with your Board of Education at your next meeting.

Thank you for the continued support for ESU 4's Core Services programs and for the endorsement of the identified support services we have provided, and will continue to provide.

Sincerely,



Gregg Robke
Administrator, ESU 4

03/30/2026

Date

District Signature: Mark Fritch
Mark Fritch (Mar 30, 2026 16:28:06 CDT)

Nebraska City Public Schools

District

03/30/2026

Date









NC_2026-2027 Core Service Letter

Final Audit Report

2026-03-30

Created:	2026-03-30
By:	Gregg Robke (GROBKE@ESU4.NET)
Status:	Signed
Transaction ID:	CBJCHBCAABAAAn8oNAroAy4oXJctSNLIR2-QWhohDjCOy

"NC_2026-2027 Core Service Letter" History

-  Document created by Gregg Robke (GROBKE@ESU4.NET)
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2026-03-30 - 9:28:19 PM GMT
-  Document e-signed by Gregg Robke (GROBKE@ESU4.NET)
Signature Date: 2026-03-30 - 9:28:37 PM GMT - Time Source: server
-  Agreement completed.
2026-03-30 - 9:28:37 PM GMT

6020 Multicultural Education

In every curriculum area and at all grades, the school district will provide programs which foster and develop an appreciation and understanding of the racial, ethnic, and cultural heritage of all students. These programs will allow students to explore the history and contributions made by various ethnic groups and will emphasize human relations, sensitivity toward all races, and the rich diversity of the population of the United States. The district's multicultural education curriculum will be consistent with the district's responsibility under state law to ensure that youth are given the opportunity to become competent, responsible, patriotic, and civil citizens. The district's civics curriculum and multicultural curriculum will work together to make students fully aware of the liberties, opportunities, and advantages we possess and the sacrifices and struggles through whose efforts these benefits were gained. **The programs shall be implemented within the guidelines of the State Department of Education and in accordance with any other applicable laws and/or regulations.**

Philosophy, Mission, and Program Goals. The district respects and appreciates cultural diversity and seeks to promote the understanding of unique cultural and ethnic heritage. The district will promote the development of a culturally responsible and responsive curriculum. The district's program will explore the attitudes, skills, and knowledge necessary to function in various cultures.

District Guides, Frameworks, or Standards. Appropriate district staff and/or committee(s) will review the district curriculum guides, frameworks, or standards to determine that they appropriately incorporate multicultural education.

Selecting Appropriate Instructional Materials. Appropriate district staff and/or committee(s) will review instructional materials and make a recommendation regarding those that are appropriate for the district's multicultural education program.

Providing Staff Development. Appropriate district staff and/or committee(s) will review the staff development provided for administrators, teachers, and support staff to determine that it includes appropriate multicultural education that is consistent with district and program goals.

Periodic Assessment. Appropriate district staff and/or committee(s) will periodically review the district's multicultural education program by

reviewing the criteria in this policy to assess whether the district is adequately and appropriately incorporating multicultural education in all curriculum areas in all grades.

Annual Status Report. The superintendent or designee will provide the board with a report on the status of the district's multicultural education program annually.

Adopted on: December 21, 2016

Revised on: July 10, 2017; July 13, 2020; February 14, 2022

Reviewed on: April 10, 2023

6021

District Criteria for Selecting Evaluators to be Used for Special Education Evaluation and Verification and Independent Educational Evaluations

The following criteria shall be used for selecting evaluators according to 92 Nebraska Administrative Code 51-006.07B:

1. Those in-state service agencies that have approved rates for the current year established by the Nebraska Department of Education. A list of service agencies with approved rates, including state agencies, individual providers, and in-state providers may be found at <https://www.education.ne.gov/sped/service-agencies/>.
2. Those Nebraska providers located within 60 miles of the school district where the child attends when driving by ordinary public roadways.
3. Evaluations must consider the educational, health, or other student records of the student provided by the district. The parents, guardians, or age-appropriate student must provide any required consent to the disclosure of these records unless disclosure is already authorized by state and federal law.
4. Evaluations must be provided to the district, including all educational, health, student, or other records created as part of or relied upon to complete the evaluation. The parents, guardians, or age-appropriate student must provide any required consent to the disclosure of these records unless disclosure is already authorized by state and federal law.
5. Evaluations must be conducted by a provider that is authorized, available, and willing to discuss, confer, or otherwise cooperate with the district regarding the evaluation, its results, or any other information related to the evaluation. Such cooperation may include reasonable participation in, or the submission of additional reports or information to, an IEP, MDT, or SAT team. **Evaluators must make available to the district any documents or records created in relation to the evaluation, including evaluation and assessment protocols and responses, when the district determines in its sole discretion that such documentation is necessary in order to permit meaningful parental participation.** The parents, guardians, or age-appropriate student must provide any required consent to the disclosure of these records or information unless disclosure is already authorized by state and federal law.
6. Evaluations must be sufficiently comprehensive for the evaluator to submit to the district a report that specifically details whether the student should be considered eligible for special education and related services, the nature of

special education and related services recommended to accommodate the student's suspected disability, and the particular facts or findings underlying the evaluator's conclusions. This report must be submitted to the district within 45 days after the conclusion of the evaluation.

7. Evaluations must meet the then-current state standards for reliability, research-based processes, and educational or professional best practices.
8. Reimbursement to any evaluator chosen in conformance with this policy shall not exceed the cost that would be charged by the school district's contracted providers for the same or substantially similar evaluation.

All special education evaluations, including those independently obtained at the district's expense, must be obtained in a manner consistent with the criteria set forth above, unless state or federal law requires waiver of one or more criteria in order to accommodate unique circumstances.

Adopted on: December 21, 2016

Revised on: June 11, 2018; July 13, 2020

Reviewed on: February 14, 2022; April 10, 2023

Three Powerful Tools. One Trusted Partner. Designed for Those Responsible for School District Budget Planning
Pick One or Pick All — À La Carte Options for Your Needs | Designed for New or Experienced District Leaders

BUDGET PLANNER PACKAGE | Comprehensive District Budget Tool

Available May 1st | Annual updates released May 1st each year

Staffing

Get started quickly with staffing tools to plan and manage workforce costs across all positions.

LC-2 Creation

Create your LC-2 budget document directly from the platform — saving hours of manual entry and calculation.

Revenue & Expenditures

Track and plan revenue and expenditures for all funds — General, Bond, Activity, Lunch, and more.

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Run professional management reports and presentation-ready outputs for board and community meetings.

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Manage bond-debt schedules and payments with built-in tools designed for Nebraska requirements.

Cloud-Based & Secure

All data is securely housed and backed up in the cloud — access your budget from anywhere, anytime.

BUDGET PLANNER PRICING — Annual License Per Student Enrollment

500 or Fewer Students

\$500 / year

Flat annual rate

501–2,000 Students

\$1.00 / student / year

Per student rate

2,001+ Students

\$2,000 / year

Flat annual rate

3-YEAR AGREEMENT SPECIAL: Pay for Two Years — Year Three is FREE!

| Regular updates to meet statutory changes | Improvements driven by user feedback

TEEOSA STATE AID ESTIMATOR

Professional-Grade Calculation Tool for Nebraska School Districts

Available December 1st | Annual updates released December 1st each year

Project your district's state aid using the same formula methodology as NDE — without waiting for official certification. State aid is often your largest revenue source.

- ✓ Complete TEEOSA Formula — All 17 needs components and 6 resource calculations
- ✓ Color-coded data entry — Input directly from AFR & ADVISER
- ✓ What-If Scenarios — Model enrollment, valuation & budget changes
- ✓ Excel-based — No special software required
- ✓ Annual updates reflecting statutory changes and new NDE data
- ✓ Comprehensive documentation and user guide included

Budget Development • Board Presentations • Strategic Planning • Negotiations
• Facility Planning

TEEOSA PRICING

1-Year License

\$250

3-Year License

\$500

Single user | Annual updates included

PROPERTY VALUATION ESTIMATOR

Project Your District's Property Tax Base Before August Certification

Available April 1st | Annual updates released April 1st each year

Don't wait until August to know your property tax revenue. Uses Real Property Value Percent Change (RPVPC) data from the Nebraska Dept. of Revenue to project district valuations by property category

- ✓ Multi-County Support — Track valuations across all counties in your district
- ✓ All Property Categories — Personal, Real, Residential, Commercial, Ag Land & more
- ✓ RPVPC Integration — Apply April growth rates to project August values
- ✓ Variance Analysis — Compare estimates to actuals when certified
- ✓ Web-Based — No special software or training required
- ✓ Historical Tracking — Document estimate accuracy over time

Earlier Budget Planning • Revenue Forecasting • Levy Analysis • Board Presentations • Negotiations

PVE PRICING — Simple One-Time Cost

1-Year License

\$150

3-Year License

\$300

Single user | No subscriptions | No hidden costs

★ Pricing for Nebraska Public Schools Only ★

All products and pricing listed on this sheet are exclusively available to Nebraska public school districts. School Financial Services, LLC is committed to serving Nebraska schools with tools built specifically for your funding formulas, statutory requirements, and budget timelines.



School Financial Services, LLC

977 S River Birch Lane

Columbus, NE 68601

schoolfsllc@gmail.com

ORDER FORM

DISTRICT & CONTACT INFORMATION

District Name:

NDE District #:

Mailing Address:

City / State / Zip:

Contact Name:

Title / Role:

Email Address:

Phone Number:

Student Enrollment PK-12:

PAYMENT METHOD

Purchase Order #

<OR>

Check #

Note: Please attach a copy of the purchase order to this form if paying by PO.



PRODUCT SELECTION

PRODUCT	LICENSE TERM	UNIT PRICE		SELECT	SUB TOTAL
Budget Planner Package <i>Available May 1st</i>	<input type="checkbox"/> 1-Year License <input type="checkbox"/> 3-Year License	500 or fewer	\$500 / yr	[]	
		501–2,000	\$1.00/student / yr		
		2,001+	\$2,000 / yr		
		3-Year Deal:	2 yrs paid, yr 3 FREE		
TEEOSA State Aid Estimator <i>Available December 1st</i>	<input type="checkbox"/> 1-Year License <input type="checkbox"/> 3-Year License	\$250 (1-Year) \$500 (3-Year)		[]	
Property Valuation Estimator <i>Available April 15th</i>	<input type="checkbox"/> 1-Year License <input type="checkbox"/> 3-Year License	\$150 (1-Year) \$300 (3-Year)		[]	
				TOTAL DUE	

Terms & Agreement

- All products are exclusively available to Nebraska public school districts.
- Annual license renewals billed at then-current rates unless a multi-year agreement is in effect.
- 3-Year Agreement: Customer pays for years one and two; year three is provided at no charge.
- Annual product updates are released on scheduled dates and included in the license fee.

Authorized Signature:

Signature *Date*

Printed Name & Title

Return Completed Form To:

School Financial Services, LLC
 977 S River Birch Lane
 Columbus, NE 68601

Email:
schoolfsllc@gmail.com

Questions? Contact us before submitting.

April 10, 2026

LOAN MODIFICATION AGREEMENT

1. **Present Borrower:** Otoe County School District 111
1700 14th Avenue
Nebraska City, NE 68410
2. **Current Loan #** 604969
3. **Original Date of Loan:** July 31, 2018
4. **Original Loan Amount:** \$1,750,000.00 Line of Credit
5. **Current Loan Balance:** \$0.00
6. **Current Maturity date:** May 31, 2026
6. **Current interest rate:** 6.00%

Maturity Date shall be extended from May 31, 2026 to May 31, 2027.

Interest Rate shall be reduced from 6.00% to 5.75%

All other terms from the original note will stay enforced and will remain the same as initially stated.

SIGNATURE OF BORROWER(S)

By: _____
Date

By: _____
Date

SIGNATURE OF LENDER

By: _____
Commercial State Bank Date
Tyler R. Avery, Branch President

Madsen Electric LLC QBO

PO Box 473
Nebraska City, NE 68410 US
+14028740038
madsenelectric21@gmail.com



Estimate

ADDRESS
Nebraska City Public Schools
1700 14th Ave.
Nebraska City, NE 68410

ESTIMATE 1248
DATE 04/05/2026

DATE	ACTIVITY	DESCRIPTION	QTY	RATE	AMOUNT
04/05/2026	Sales	Estimate to replace old 400 watt metal halide lights with ne equivalent LED high bay light fixtures and new cords in Northside gym. Estimate does not include rental of a lift as was stated we could use schools lift. Haul away of old lights.		6,266.80	6,266.80

Contact Madsen Electric LLC to pay.
Send payment to: PO Box 473
Nebraska City, Ne. 68410

TOTAL **\$6,266.80**

Accepted By

Accepted Date

EFFECTIVE 2/1/2026 -All invoices that are greater than 30 days overdue are subject to a 1% per month finance charge.
Your prompt payment is greatly appreciated.

Madsen Electric LLC QBO

PO Box 473
Nebraska City, NE 68410 US
+14028740038
madsenelectric21@gmail.com



Estimate

ADDRESS
Nebraska City Public Schools
1700 14th Ave.
Nebraska City, NE 68410

ESTIMATE 1251
DATE 04/12/2026

DATE	ACTIVITY	DESCRIPTION	QTY	RATE	AMOUNT
04/12/2026	Sales	Estimate to replace 400 watt metal halide lights with new equivalent LED high bay fixtures with new cords in Northside commons/lunchroom. Estimate does not include lift rental as was stated we could use the schools lift. Haul away old lights			4,700.16

Contact Madsen Electric LLC to pay.
Send payment to: PO Box 473
Nebraska City, Ne. 68410

TOTAL **\$4,700.16**

Accepted By

Accepted Date



Winn Rack

810 Central Ave
 Nebraska City, NE 68410-2409
 USA
 +14022594545
 deb@winnrack.com

Quote

ADDRESS	SHIP TO	SHIP DATE	04/17/2026	QUOTE	9476
Mark Fritch	Mark Fritch	SHIP VIA	DELIVERY	DATE	03/31/2026
Nebraska City Public Schools	Nebraska City Public Schools	TRACKING#	4022695307		

ACTIVITY	QTY	RATE	AMOUNT
East Wall Pallet Racking 10ft Tall Units 2ct - 8ft Sections Connected Together Floor+ 2 Beam Levels Per Section			
42" x 10' Teardrop Upright 3" x 3" Post 13ga. Color: Grey	3	180.00	540.00
96" x 4" Teardrop Beams 4900lb CAP UDL Color: Grey	8	42.00	336.00
42" x 46" Wire Deck 2200lb CAP UDL Color: Grey	8	27.00	216.00
.			
South Wall Pallet Racking TOTAL LENGTH: 49' 6" Total Length 6ct - 8ft Sections Connected Together Floor + 2 Beam Levels Per Section			
42" x 8' Teardrop Upright 3" x 3" Post 13ga. Color: Grey	7	160.00	1,120.00
96" x 4" Teardrop Beams 4900lb CAP UDL Color: Grey	24	42.00	1,008.00
42" x 46" Wire Deck 2200lb CAP UDL Color: Grey	24	27.00	648.00
LEAD TIME 2 WEEKS FREE DELIVERY ALL MATERIAL NEW AND TESTED ***QUOTE GOOD FOR 10 DAYS***			
.			

STARTER SECTION PRICE:
\$596.00

ADD-ON SECTION PRICE:
\$436.00

Pricing on this Estimate is good for 10 days from quote date.
Winn Rack does accept credit card payments; however, a 4.0 %
transaction fee applies for all invoices over \$1,000.00.

TOTAL

\$3,868.00

Federal ID #46-5474000

Accepted By

Accepted Date



FACILITY SERVICES®
Headquarters - 407 S. 27th Avenue
Omaha, NE 68131
(402) 346-4422 | www.fbgservices.com

Customer Agreement

This Agreement entered this **12th day of March, 2026**, by and between FBG Service Corporation, a Nebraska corporation, hereafter referred to as "FBG" and **Nebraska City Public Schools** hereafter referred to as "Customer".

WITNESSETH:

Whereas, FBG is engaged in the business of providing janitorial and other building maintenance services, and
Whereas, the Customer wishes to engage the services of FBG at their facilities located at:

Northside Elementary, 1200 N 14th Street, Nebraska City, NE 68410
Hayward Elementary, 306 S 14th Street, Nebraska City, NE 68410
Nebraska City Middle School, 909 1st Corso, Nebraska City, NE 68410
Nebraska City High School, 141 Steinhart Park Rd, Nebraska City, NE 68410;

Now, therefore, in consideration of the parties and of the mutual covenants herein contained, the parties hereto agree as follows:

1. **TERM:** The term of this contract will begin on the **1st day of June, 2026**, and continue until such time as this contract is cancelled by giving thirty (30) days' notice, in writing, by either party to the other.
2. **SERVICES:** FBG agrees to perform the work according to specifications attached hereto and made part hereof.

FBG will furnish all labor and cleaning supplies necessary to perform said work. Monthly charge is based on (5) days per week service (Monday through Friday) with periodical weekend coverage.

- (a) **Additional services beyond the scope of this contract shall be provided at a rate of \$35 per hour.**
- (b) **Consumable paper products and hand soap will be provided to the Customer and sold on a resale basis.**

3. **COMPENSATION:** For said services, Customer agrees to pay FBG **\$30,673.00** per month* plus all applicable sales taxes. The contract is subject to review annually. FBG bills on the first of the month for that month of service. Terms are net 30 days. Customer agrees to pay interest at the rate of 1% per month on accounts past due more than 30 days, or annual percentage rate of 12% per annum. ***If Customer modifies its invoicing or payment process after this contract is executed and it involves fees that FBG is responsible for, those fees will be passed through on our monthly invoice unless otherwise negotiated.*** FBG shall have the option of canceling this contract upon three days written notice in the event customer fails to pay any statement as herein agreed.

*Prices quoted are based upon Federal, State, and local mandated taxes and insurance cost elements as of the date of this contract. If Federal, State, or local governmental legislation substantially impacts our cost of providing service, we reserve the option to re-negotiate pricing with you at that time.

4. **INDEPENDENT CONTRACTOR:** It is understood and agreed that the relationship of FBG to Customer shall be that of an independent contractor and that FBG shall have entire charge, control and supervision of said work and FBG, accordingly, shall have the sole right to hire and fire all employees working on Customer's premises for FBG. During the term of this agreement and for a period of 90 days following the expiration date of this agreement Customer will not, directly or indirectly, hire any person employed by FBG to perform like work.
5. **INSURANCE AND INDEMNITY:** Prior to commencing the work, FBG shall obtain and thereafter maintain during the course of the work Insurance with companies acceptable to the Customer for the coverage with minimal limits (unless a higher minimal limit is required by law) as follows:

Public Liability, including products, completed operations and contractual coverage for this Agreement, and Automobile Liability Insurance covering bodily injury and property damage in the amount of \$1,000,000 combined single limit.



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 Headquarters - 407 S. 27th Avenue
 Omaha, NE 68131
 (402) 346-4422 | www.fbgservices.com

Worker's Compensation and Employer's Liabilities for the statutory limits.
 Certificates evidencing such coverage, including the statement to the effect that cancellation or termination of the insurance will not be effective until at least ten (10) days after receipt of written notice by the Customer, shall be furnished to Customer, upon request, before commencement of work.

FBG shall indemnify, defend and hold harmless the Customer against all loss, damage or expense (including reasonable attorneys' fees incurred by the Customer) arising out of the performance of the work, including injury or death to any person or persons resulting from the negligent acts or omission of FBG or FBG's employees, servants, agents or subcontractors. Willful or negligent acts or omissions of the Customer shall be excluded from this indemnity.

The parties hereby release each other and their respective officers, employees, and agents from all claims for damage to the premises and to the fixtures, personal property, equipment and improvements of either Customer or FBG in or on the premises, including any and all structures or buildings of owner attached to the premises, notwithstanding that any such loss or damage may be due to or result from the negligence of either of the parties or their respective officers, employees or agents.

6. **COMPLIANCE WITH LAWS:** Customer agrees to keep the premises, which is the subject of this contract, in compliance with all applicable laws, rules, regulations, orders and ordinances of the City, County, State and Federal Governments, any departments thereof, insofar as the foregoing in any way affect the performance of this contract by FBG.
7. **APPLICABLE LAW:** This contract shall be governed by the laws of the State of Nebraska.
8. **BINDING EFFECT:** This contract shall inure to and bind all parties, their successors, assigns, agents or representatives.
9. **ENTIRE AGREEMENT:** This contract contains the entire agreement between the parties. All prior negotiations between the parties are merged in this contract, and there are no understandings or agreements other than those incorporated or referred to herein. This contract may not be modified except by an instrument in writing signed by the parties.
10. **NON-WAIVER:** The failure of either party to this agreement to insist upon the performance of any of the terms and conditions of this agreement, or the waiver of any breach of any of the terms and conditions of this agreement shall not be construed as a waiver or relinquishment to any extent of its right to assert or rely upon any such terms or rights on any future occasion.

IN WITNESS WHEREOF, the parties hereto have executed this contract as of the day and year first written above.

Provider:
FBG SERVICES CORPORATION

Customer:
Nebraska City Public Schools

 Signature

 Signature

 Name

 Name

 Title

 Title

 Date

 Date

March 18th, 2026

Jessica Bishop
1st Grade Teacher
Northside Elementary

Ms. Wilcox and Mr. Fritch,

Please accept this letter as my formal resignation from my position at Northside Elementary, effective at the conclusion of the 2025–2026 school year. This was not an easy decision, but I have chosen to step away from my teaching role in order to devote more time to my family and to raising my daughter.

I am deeply grateful for the time I have spent teaching at NCPS. It has been a privilege to work alongside such dedicated educators and supportive colleagues. I sincerely value the relationships I have built and the opportunity to have taught so many wonderful students.

Thank you for your mentorship and the support you have provided throughout my time here. It has made a meaningful impact on my professional growth, and I will always appreciate my experience at Northside Elementary.

Sincerely,

A handwritten signature in black ink that reads "Jessica Bishop". The signature is written in a cursive, slightly slanted style.

Jessica Bishop

Dear Nebraska City Public Schools,

I am writing to formally resign from my position as a fifth grade teacher at Hayward Elementary School.

This was not an easy decision, as I have truly valued my time working with the students, staff, and community. I am grateful for the opportunities I have had to grow professionally and to contribute to the learning and development of my students. I have become a part of the Pioneer family, and will forever be grateful. Ultimately, I want to teach in the same school district that my children will go to. My son will be starting preschool next year, and the timing just worked out in my favor.

I appreciate the support and guidance you have provided during my time here. I am committed to ensuring a smooth transition and will do everything I can to support my students and colleagues before my departure.

Thank you again for the opportunity to be part of Nebraska City Public Schools. I wish the school continued success in the future. Once a Pioneer, always a Pioneer.

Sincerely,

Ellie Weiler

ATHLETIC TRAINER CONTRACT OF EMPLOYMENT

THIS CONTRACT is made by and between the **Board of Education of Otoe County School District 66-0111**, also known as **Nebraska City Public Schools** (referred to herein the "Board," and the "School District", respectively), and _____, (referred to herein as "the Athletic Trainer").

WITNESSETH: The Board hereby agrees to employ the Athletic Trainer, and the Athletic Trainer hereby agrees to accept such employment subject to the following terms and conditions:

1. **Term of Contract.** The Athletic Trainer shall be employed for **the 2026-2027 school year** beginning on or about the **6th** day of August, 2026.
2. **Salary.** In consideration of an annual salary of **\$45,000.00** and of the further agreements and considerations hereinafter stated, the Athletic Trainer agrees to work **less than 20 hours per week** and perform all duties for the District as prescribed by the laws of the State of Nebraska, the directives, rules and regulations promulgated by the Board, and by the School District administrators. Said annual salary shall be paid in ten (10) equal installments, in accordance with the practice of the Board governing payment of other professional staff employees of the District. **The first installment shall be payable on the 18th day of September, 2026, and the remaining installments shall be payable on the 20th day of each month thereafter. This Agreement is subject to the provisions of the School Employees Retirement Act.**
3. **Deductions.** This contract shall conform to the statutes and regulations governing deductions from compensation. The Athletic Trainer authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Athletic Trainer or the value of property or money entrusted to the Athletic Trainer or owed by the Athletic Trainer to the District during the course of or as a result of the Athletic Trainer's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Athletic Trainer and Board may agree. This contract is subject to the provisions of the School Employees Retirement Act.
4. **Professional Status.** The Athletic Trainer hereby affirms that he is not under contract with another school board or board of education covering any part of or all of the same terms provided in this contract. The Athletic Trainer further affirms that throughout the term of this contract he will hold a valid and appropriate certificate to act as an Athletic Trainer in the State of Nebraska, which certificate shall be registered

in the manner required by law. This contract shall not be valid and the Board will not compensate the Athletic Trainer for any service

5. **Athletic Trainer's Duties.** The Athletic Trainer's duties shall be as prescribed for the position, which duties shall be performed in accordance with standards and goals established by the Board. The Athletic Trainer agrees to devote his time, skill, labor and attention to his duties described throughout the term of this contract.

6. **Nonrenewal, Termination, Cancellation or Mid-Term Amendment.** Nonrenewal, termination, cancellation, or amendment of this contract shall be in accordance with state statutes. During any applicable probationary period, the Board may non-renew or amend this contract for any reason so long as it is not unconstitutional. At all other times, the Board may terminate, cancel or amend this contract for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Athletic Trainer's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Physical Therapist's continued performance of her duties; (m) any arrest, criminal charge, or criminal conviction of Athletic Trainer or the failure to report the same; (n) any filing against the Athletic Trainer under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician.

7. **Disability.** Should the Athletic Trainer be unable to perform his duties by reason of illness, accident or other disability beyond his control, and such disability shall continue for more than thirty (30) days, or if such disability is permanent, irreparable, or of such a nature as to make performance of his duties impossible, the Board may, in its discretion, terminate this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Athletic Trainer under any insurance coverage furnished by the District.

8. **Fringe Benefits.** The Athletic Trainer was offered but declined fringe benefits offered by the School District.

9. **No Penalty for Release or Resignation.** There shall be no penalty for release or resignation by the Athletic Trainer from this contract; provided, no resignation shall become effective until expiration of the contract unless accepted by the Board due to a suitable replacement, a major life event that necessitates a resignation by the Athletic Trainer, and/or both parties mutually agree to an end date prior to the end of the contract.

10. **Compensation Upon Termination.** Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the ten (10) months in the annual salary period in which termination occurs. Any portion of the salary paid but not earned prior to the date of termination of this contract shall be refunded by the Athletic Trainer.

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

12. **Amendments in Writing.** This contract may be amended only by a writing duly authorized and executed by the Athletic Trainer and the Board.

13. **Severability.** If any portion of this contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this contract.

[THE NEXT PAGE IS THE SIGNATURE PAGE]

Executed this _____ day of _____, 2026.

Athletic Trainer

President, Board of Education

Secretary, Board of Education