

Fremont Board of Education  
Board of Education Regular Meeting  
Board Room  
130 E 9th St  
Fremont, NE 68025  
Monday, December 9, 2024 6:30 PM

## **AGENDA SUMMARY**

### **1. CALL TO ORDER AND ROLL CALL**

INDIVIDUALS WISHING TO ADDRESS THE BOARD WILL BE RECOGNIZED TO SPEAK AT THE BOARD TABLE. WHEN RECOGNIZED BY THE CHAIR, PLEASE STATE YOUR NAME BEFORE PROCEEDING WITH YOUR COMMENTS. A MAXIMUM TIME LIMIT OF 5 MINUTES WILL BE ALLOWED FOR EACH AUDIENCE UNLESS AN EXCEPTION IS GRANTED BY THE CHAIR.

#### **1.1. Open Meetings Act**

A copy of the Open Meetings Act is posted in the Board Room. The Board may meet in Closed Session to consider issues including, but not limited to 1) strategy sessions with respect to collective bargaining, real estate purchases, or litigation; 2) discussion regarding deployment of security personnel or devices; 3) investigative proceedings regarding allegations or misconduct; or 4) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person or persons. The vote to hold a Closed Session shall be taken in open session and the subject matter and reason for the session shall be included in the motion. The motion and the vote of each member of the Board and the time when the session commenced and concluded shall be recorded in the minutes. If the motion passes, the President will restate on the record the limitation of the subject matter of the Closed Session.

### **2. CONSENT SECTION**

All matters listed under the Consent Section are considered to be routine and will be enacted by one motion. There will be no separate discussion of these items. If discussion is desired, the item(s) will be considered at the end of the Consent Section.

Motion to approve the consent section as presented passed with a motion by Board Member #1 and a second by Board Member #2.

#### **2.1. Legality of Meeting**

Approve that all legal requirements have been met as to advance notice of this meeting to both individual Board Members and to the public.

## 2.2. Approval of Agenda

Approval of the agenda as published/revised. Note that items can be removed or amended from the published agenda at this time but additions can be made only through an emergency resolution.

## 2.3. Minutes from Previous Meeting(s)

### 2.4. Policy & Board Reports

2.4.1. Option Enrollment

2.4.2. Student Enrollment

### 2.5. Personnel Reports

2.5.1. Certified / Classified Monthly Personnel Report

2.5.2. Spring 2025 Student Teachers

### 2.6. Business Reports

2.6.1. Bill Listing

2.6.2. Fund Reports

## 2.7. Surplus/Salvage Items

- Washington Elementary

## 3. REPORT ITEMS

3.1. FEA

3.2. Update on Board Goal #1 Student Outcomes/Serve All Students - State Assessment Data

## 4. ACTION ITEMS

4.1. Board Items

4.2. Elementary/Secondary Items

#### 4.2.1. FHS Early Out Request

See attachment

Fremont High School would like to request an early dismissal of 1:15 pm on Wednesday, March 26, 2025, to administer building-wide ACT/Pre-ACT testing.

Motion to approve an early dismissal for Fremont High School on March 26, 2025 passed with a motion by Board Member #1 and a second by Board Member #2.

#### 4.3. Curriculum and Instruction Items

#### 4.4. Personnel Items

#### 4.5. **Business/Facility Items**

##### 4.5.1. **COPS School Violence Prevention Grant**

On September 30, 2024, the District was awarded a US Department of Justice COPS Office School Violence Prevention program grant for \$500,000 (FPS portion \$459,979). The grant requires a 33% match and will provide funding for the following:

- Pull Stations, Panic Buttons, Lanyard FOBS
- Intercom Systems for buildings in need (Grant, Bell Field & Milliken Park)
- Video Systems (JCAC, Linden, Bell Field and Grant)
- Security Film for vestibule doors - multiple schools
- Raptor Visitor Systems - elementary schools
- IP Phones (Bell, Grant and JCAC)
- Electronic Bus Pass/Tracking (ZONAR System)

The District's responsibility is \$153,600 will be paid for utilizing the Depreciation Fund. The majority of the work will be completed over the 2025 summer - the grant allows for a three-year implementation.

It is the recommendation of the administration to accept the grant and approve the district's 33% match of \$153,600.00.

Motion to approve the grant and approve the district's 33% match of \$153,600.00 passed with a motion by Board Member #1 and a second by Board Member #2.

#### 4.5.2. Confirming Action - Water Softener Purchase & Installation at FMS

The water softener at the Fremont Middle School needs to be replaced as it is not functioning properly. This Culligan unit is original to the building, parts are no longer available and it is unable to be repaired. Pricing was solicited from three vendors with Culligan having the lowest price.

It is the recommendation of the administration for confirmation by the Board of Education to approve that Culligan remove and replace the old unit at a cost of \$14,748.89.

Motion to confirm Culligan to remove and replace a water softener at Fremont Middle School at a cost of \$14,748.89 passed with a motion by Board Member #1 and a second by Board Member #2.

#### 4.5.3. Eide Bailey Contract

Eide Bailly, a CPA / Business Advisor firm in Omaha has provided a proposal for compiling and filing the necessary documentation for application of the Federal Energy Credits grant. Eligible expenses include work to establish ground source geo-thermal systems with the schools (both new construction and renovations).

Eide Bailly staff have worked through a preliminary determination and assumption study and based on that they have provided the district with an estimated range of \$1.1 million to \$3.6 million in potential credits. As the work is completed to file the application this number will be solidified.

Michael Rogers of Gilmore and Bell has reviewed the proposed contract and, at this time, the administration is recommending entering into an agreement with Eide Bailly for this service.

The administration is recommending approval to enter into an agreement with Eide Bailly to compile and file necessary documentation for the Federal Energy Credits grant application.

The Board, by approving this contract with Eide Bailly is approving the contract documents, and all associated documents related thereto according to the terms and conditions as on file with district records or such other or additional terms and provisions as negotiated and approved by the Associate Superintendent or a designee, and the Board is hereby delegating to and authorizing the Associate Superintendent or a designee to sign, execute, and deliver the contract documents and all such related documents, make all contract payments, and to

take or cause to be taken any and all other action and sign any other documents as may be necessary to complete the transaction, and to administer, operate, and/or implement the contract and all associated documents related thereto on a day-to-day basis during this project as contemplated thereby, for and on behalf of this school district, and hereby designates the Director of Operations, or another person as selected by the Associate Superintendent or a designee from time to time as its program administrator under this agreement.

Motion to approve the contract with Eide Bailly to compile and file necessary documentation for the Federal Energy Credits grant application passed with a motion by Board Member #1 and a second by Board Member #2.

## 5. CLOSED SESSION

Fremont Public Schools Board of Education is authorized by state statute to hold closed sessions. Closed sessions may be held when clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual. Reasons that meet this standard include but are not limited to: (a) strategy sessions with respect to collective bargaining, real estate matters, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; (b) discussion regarding deployment of security personnel or devices; (c) investigative proceedings regarding allegations of criminal misconduct; (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; and (e) legal advice. Motion to go into Closed Session passed with a motion by Board Member #1 and a second by Board Member #2.

## 6. ADJOURNMENT

Motion to adjourn passed with a motion by Board Member #1 and a second by Board Member #2.

Posted Locations:

- Fremont Tribune  
Posted Date: 11/3/24
- Dodge County Courthouse
- City of Fremont Municipal Building
- Main Street Education and Administration Center  
Posted Date: 11/6/24

**Board of Education Regular Meeting  
Monday, November 11, 2024 6:30 PM  
Board Room  
130 E 9th St  
Main St Education & Administration Center  
Fremont, NE 68025  
Attendance Taken at 6:30 PM.**

Todd Hansen: Present  
Jon Ludvigsen: Present  
Pam Murphy: Present  
Mike Petersen: Present  
Sandi Proskovec: Present  
Terry Sorensen: Present

**1. CALL TO ORDER AND ROLL CALL**

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one motion. There will be no separate discussion of these items. If discussion is desired, the item(s) will be considered at the end of the Consent Section.

Motion to approve the consent section as presented passed with a motion by Terry Sorensen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi

Proskovec: Yea, Terry Sorensen: Yea

Yea: 6, Nay: 0

## **2.1. Legality of Meeting**

Approve that all legal requirements have been met as to advance notice of this meeting to both individual Board Members and to the public.

## **2.2. Approval of Agenda**

Approval of the agenda as published/revised. Note that items can be removed or amended from the published agenda at this time but additions can be made only through an emergency resolution.

## **2.3. [Minutes from Previous Meeting\(s\)](#)**

## **2.4. Policy & Board Reports**

### **2.4.1. [Option Enrollment](#)**

### **2.4.2. [Student Enrollment](#)**

## **2.5. Personnel Reports**

### **2.5.1. [Certified / Classified Monthly Personnel Report](#)**

## **2.6. Business Reports**

### **2.6.1. [Bill Listing](#)**

### **2.6.2. [Fund Reports](#)**

## **2.7. Surplus/Salvage Items**

- [Fremont High School](#)

## **3. REPORT ITEMS**

### **3.1. [FPS Foundation NCSA Region II Student Leadership Conference](#)**

Kevin Eairleywine, Karie Martin and Milliken Park students presented what students learned at the NCSA Region II Student Leadership Conference.

## **4. Business/Facility Items**

### **4.1. [Audit Report](#)**

Cheryl Pester with Erickson & Brooks presented the annual audit.

Motion to accept the audit as presented passed with a motion by Pam Murphy and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi

Proskovec: Yea, Terry Sorensen: Yea  
Yea: 6, Nay: 0

## **5. REPORT ITEMS**

### **5.1. FEA**

FEA President, Keith Cunnings had staff in the audience introduce themselves.

### **5.2. Update on Board Goal #3: Recruitment, Retention and Development of Employees - FPS Mentoring Program**

Jen Robinson and the Mentoring Team presented an update on the Mentoring Program for new staff.

### **5.3. Update on Board Goal #1 Student Outcomes/Serve All Students - Welding Program**

Rob Hocking and Brad Ryun presented an update on the FHS Welding Program.

## **6. ACTION ITEMS**

### **6.1. Board Items**

#### **6.1.1. Board Policy Adoption**

The Nebraska Unicameral approved and the Governor signed into law the The School Emergency Response Mapping Fund, as per [Neb. Rev. Stat. § 79-3111](#) . The fund will allow school districts to apply for grants to electronically map all school facilities internally and externally providing first responders with critical information related to utilities, control panels, shut-offs, emergency equipment, etc. The District has worked with a vendor to secure pricing and is completing the grant paperwork. The grant is funded at a 75% State/25% School District split. A requirement of the grant is to adopt an Emergency Response Mapping policy. The Perry Law firm has provided a draft policy and have recommended that the Board of Education consider adopting the policy and implementing it subject to being awarded the grant.

The Board of Education Policy Committee met on November 6, 2024 and recommended moving the policy forward for consideration by the Board of Education, waiving first reading.

Motion to approve Policy 3241 Emergency Response Mapping waiving second reading with implementation subject to being awarded a Nebraska School Emergency Response Mapping Grant passed with a motion by Terry Sorensen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea  
Yea: 6, Nay: 0

### **6.2. Elementary/Secondary Items**

#### **6.2.1. Donation Requests**

The district has received two donation requests:

1. [RVR Bank](#) has recently donated \$5,000 to the District's subscription of Remind. The Remind donation will flow through the FPS Foundation.
2. An [anonymous donor](#) would like to donate two pieces of cardio equipment to the FHS Weight Room. This equipment will aid in the training of long-distance runners and be available for all students to use. The cost of the donated equipment is \$3,983.

Motion to approve a \$5,000 donation from RVR Bank and a \$3,983 donation from an anonymous donor passed with a motion by Jon Ludvigsen and a second by Mike Petersen. Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea  
Yea: 6, Nay: 0

#### **6.2.2. Out-of-State Travel Request - FHS JAG**

See attachment

Motion to approve out-of-state travel request for an FHS JAG student and sponsor to travel to Washington D.C. December 4-8, 2024 passed with a motion by Pam Murphy and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea  
Yea: 6, Nay: 0

#### **6.2.3. Calendar Parameters 2025-2026**

See attachment

Motion to approve the 2025-2026 calendar parameters passed with a motion by Terry Sorensen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea  
Yea: 6, Nay: 0

#### **6.2.4. FHS Fundraising Plan**

Scott Anderson will present information regarding a proposed fundraising plan for Fremont High School.

Motion to approve the fundraising plan as presented passed with a motion by Jon Ludvigsen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea  
**Yea: 6, Nay: 0**

### **6.3. Curriculum and Instruction Items**

#### **6.4. Personnel Items**

#### **6.5. Business/Facility Items**

##### **6.5.1. PowerSchool Employee Records/PowerSchool Perform License and Subscription**

The Fremont Human Resources and Business Offices are moving to digitize onboarding paperwork and simplify management tasks.

*PowerSchool Employee Records* allows for documents such as tax forms, direct deposit and benefits to be completed and shared electronically - saving time and redundancy.

*PowerSchool Perform* will streamline and digitize the evaluation process. This process allows for electronic evaluation, tracking of evaluations and management of every staff evaluation district wide.

This is a 36-month agreement with the initial 24-month term (1/25-12/26) of the license and subscription, services and setup/training cost being \$59,248. The final year of the agreement has an annual fee of \$32,963.13 running through 12/27 (fees will be subject to an annual uplift of 5%). The source of funds is the General Fund.

The Board, by approving this contract with PowerSchool is approving the contract documents, and all associated documents related thereto according to the terms and conditions as on file with district records or such other or additional terms and provisions as negotiated and approved by the Associate Superintendent or a designee, and the Board is hereby delegating to and authorizing the Associate Superintendent or a designee to sign, execute, and deliver the contract documents and all such related documents, make all contract payments, and to take or cause to be taken any and all other action and sign any other documents as may be necessary to complete the transaction, and to administer, operate, and/or implement the contract and all associated documents related thereto on a day-to-day basis during this project as contemplated thereby, for and on behalf of this school district, and hereby designates the Executive Director of HR and Elementary Operations, or another person as selected by the Associate Superintendent or a designee from time to time as its program administrator under this agreement.

Motion to approve the purchase of the PowerSchool systems as presented passed with a motion by Pam Murphy and a second by Terry Sorensen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi

Proskovec: Yea, Terry Sorensen: Yea

Yea: 6, Nay: 0

#### **6.5.2. Video Surveillance Storage System Upgrade**

The District utilizes video equipment (cameras) at all facilities. As the use of these systems and their capabilities have expanded, the need for additional storage hardware was identified. Pricing was solicited from two vendors capable of providing the necessary hardware through State purchasing contracts and Sterling Computers Corp. of North Sioux City, South Dakota provided the most cost-effective solution.

It is the recommendation of the administration to purchase three Dell PowerEdge R760 1U rack servers at a price not to exceed \$51,359.77 with Sterling's NCPA Contract Dell 01-143 C000001072011 applied. The pricing includes delivery, configuration and 5-year warranty. The source of funds for this purchase is the General Fund.

The Board, by approving this contract with Sterling Computers Corp. is approving the contract documents, and all associated documents related thereto according to the terms and conditions as on file with district records or such other or additional terms and provisions as negotiated and approved by the Associate Superintendent or a designee, and the Board is hereby delegating to and authorizing the Associate Superintendent or a designee to sign, execute, and deliver the contract documents and all such related documents, make all contract payments, and to take or cause to be taken any and all other action and sign any other documents as may be necessary to complete the transaction, and to administer, operate, and/or implement the contract and all associated documents related thereto on a day-to-day basis during this project as contemplated thereby, for and on behalf of this school district, and hereby designates the Director of Operations, or another person as selected by the Associate Superintendent or a designee from

time to time as its program administrator under this agreement.

Motion to approve the purchase of three Dell rack-based server storage systems, delivery, configuration and 5-year warranty at a price not to exceed \$51,359.77 from Sterling Computers Corp passed with a motion by Jon Ludvigsen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea  
Yea: 6, Nay: 0

## **7. CLOSED SESSION**

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Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea  
Yea: 6, Nay: 0

8:07pm

Motion to return to regular session passed with a motion by Mike Petersen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea  
Yea: 6, Nay: 0

8:53 pm

## **8. ADJOURNMENT**

Motion to adjourn passed with a motion by Terry Sorensen and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea  
Yea: 6, Nay: 0

Time 8:54 pm

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Board Secretary

**FREMONT PUBLIC SCHOOLS  
OPTION ENROLLMENT REPORT  
December 9, 2024**

**ENTER 2024-2025**

	<b><u>Grade</u></b>	<b><u>From</u></b>
Harsh, Ava	10	OPS
Harsh, Connor	12	OPS
Harsh, Zoey	4	OPS
McCulloch, Riley	11	Logan View
Reeder, Gavin	10	Arlington

**EXIT 2024-2025**

	<b><u>Grade</u></b>	<b><u>To</u></b>
Berhow, Mia	K	Cedar Bluffs
Byrd, Cato	K	Cedar Bluffs
Carnahan, Brooklin	6	Cedar Bluffs
Carter, Gentry	1	Cedar Bluffs
Carter, Lyrik	3	Cedar Bluffs
Connelly, Ellie	K	Cedar Bluffs
Davenport, Hoyt	K	Cedar Bluffs
Dobberstine, Ezra	K	Cedar Bluffs
German, Jacob	K	Cedar Bluffs
Ingalls, Isabella	8	Cedar Bluffs
Kavan, Jaiden	12	Cedar Bluffs
Kern, KC	8	Cedar Bluffs
Konor, Audrey	K	Cedar Bluffs
Larsen, Enzley	K	Cedar Bluffs
LeCrone, Lennox	1	Cedar Bluffs
LeCrone, Paisley	4	Cedar Bluffs
Matter, RhyInn	K	Cedar Bluffs
Patten, Harper	4	Cedar Bluffs
Peterson, Josi	5	Cedar Bluffs
Schwerts, Syllas	K	Cedar Bluffs
Siems, Brantley	K	Cedar Bluffs
Stienike, Cooper	10	Cedar Bluffs

Tedrow, Christian 9 Scribner-Snyder

Wegner, Maverick K Cedar Bluffs

**ENTER 2025-2026** **Grade** **From**

**EXIT 2025-2026** **Grade** **To**

**Change of Status**

Zetino Rivera, David

Previous option to Cedar Bluffs; returned to resident district Fremont

**DENIED**

Lucero, Ramone

Denied by Logan View to enter from Fremont; program at capacity

**GRADUATED**

Elementary–Julie Anderson; Elementary Office Associates; Middle School Counseling; High School Counseling; Student Services–Brad Dahl; Transportation–Jeff Rump; Athletic Director–Scott Anderson; Registrar–Lori Essen, Abdiel Jimenez; K-12 Principals

## Fremont Public Schools Enrollment Report December 2024

	Senior High/LC combined	Learning Ctr (column not in sum as they are included in FHS#'s)	YAP	Middle School	Johnson Crossing	Bell Field	Deer Pointe	Grant	Howard	Linden	Milliken Pk	Washington	Cont Out/ Rule 18	Berg/Home (Title and/or SPED)	Pathfinder	Home Based or Head Start or Walk In	Sixpence	Total
PreSchool						28	31	33	23	30	17	35	0	0		62	34	293
Free/Reduced						20	17	22	15	24	12	20	0	0		11	2	143
SpED						7	16	24	9	11	7	13	0	0		62	2	151
Kindergarten						68	47	19	51	58	37	82	0	12	3			377
Classroom Teachers						3	2	1	2	3	2	4	0	0	0			17
Free/Reduced						42	27	14	45	44	26	73	0	5	1			277
SpED						17	16	2	7	5	4	5	0	9	3			68
ELL						8	3	6	31	33	18	62	0	0	0			161
1st Grade						44	41	22	71	66	47	74	0	6	2			373
Classroom Teachers						2	2	1	3	3	2	4	0	0	0			17
Free/Reduced						31	19	17	51	52	33	60	0	0	1			264
SpED						10	9	5	12	8	12	7	0	2	2			67
ELL						12	1	5	35	38	26	57	0	0	0			174
2nd Grade						42	48	21	83	66	44	78	1	11	1			395
Classroom Teachers						2	2	1	3	3	2	4	0	0	0			17
Free/Reduced						31	22	14	62	57	33	61	1	1	0			282
SpED						12	7	3	19	9	13	10	1	3	1			78
ELL						7	2	2	33	35	18	53	0	0	1			151
3rd Grade						49	58	18	72	55	46	84	2	18	4			406
Classroom Teachers						2	2	1	3	3	2	4	0	0	0			17
Free/Reduced						33	30	16	41	38	31	70	2	3	3			267
SpED						15	14	1	14	3	15	7	2	8	4			83
ELL						5	7	2	31	21	16	54	0	0	0			136
4th Grade						49	73	31	64	66	43	68	0	8	2			404
Classroom Teachers						2	3	2	3	3	2	3	0	0	0			18
Free/Reduced						37	39	20	43	56	27	58	0	1	2			283
SpED						14	19	9	20	14	14	9	0	4	2			105
ELL						4	7	3	23	33	6	42	0	0	0			118
5th Grade					368								1	2	2			373
Free/Reduced					261								1	1	2			265
SpED					73								1	2	2			78
ELL					123								0	0	0			123
6th Grade					385								0	2	3			390
Free/Reduced					265								0	0	3			268
SpED					93								0	2	3			98
ELL					106								0	0	0			106
7th Grade				317									0	0	2			319
Free/Reduced				201									0	0	1			202
SpED				71									0	0	2			73
ELL				56									0	0	0			56
8th Grade				368									1	1	6			376
Free/Reduced				246									0	0	5			251
SpED				76									1	1	6			84
ELL				63									0	0	0			63
9th Grade	388	0											3	0	9			400

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Free/Reduced	266	0											2	0	5			273
SpED	70	0											3	0	9			82
ELL	94	0											0	0	0			94
10th Grade	454	10											0	1	2			457
Free/Reduced	289	8											0	0	2			291
SpED	96	6											0	1	2			99
ELL	125	0											0	0	0			125
11th Grade	438	19											1	1	4			444
Free/Reduced	262	14											1	1	2			265
SpED	62	3											1	1	4			67
ELL	85	0											0	0	0			85
12th Grade	371	36	3										0	0	5			379
Free/Reduced	197	18	3										0	0	4			204
SpED	44	6	3										0	0	5			52
ELL	59	1	0										0	0	0			59
<b>TOTAL</b>	<b>1651</b>	<b>65</b>	<b>3</b>	<b>685</b>	<b>753</b>	<b>280</b>	<b>298</b>	<b>144</b>	<b>364</b>	<b>341</b>	<b>234</b>	<b>421</b>	<b>9</b>	<b>62</b>	<b>45</b>	<b>62</b>	<b>34</b>	<b>5386</b>
SpED	272	15	3	147	166	75	81	44	81	50	65	51	9	33	45	62	2	1186
*% of Dist Sped	22.9%	1.3%	0.3%	12.4%	14.0%	6.3%	6.8%	3.7%	6.8%	4.2%	5.5%	4.3%	0.8%	2.8%	3.8%	5.2%	0.2%	
*% of total enr.	5.1%	0.3%	0.1%	2.7%	3.1%	1.4%	1.5%	0.8%	1.5%	0.9%	1.2%	0.9%	0.2%	0.6%	0.8%	1.2%	0.0%	22.0%
*% of building	16.5%	23.1%	100.0%	21.5%	22.0%	26.8%	27.2%	30.6%	22.3%	14.7%	27.8%	12.1%	100.0%	53.2%	100.0%	100.0%	5.9%	
ELL	363	1	0	119	229	36	20	18	153	160	84	268	0	0	1			1451
*% of Dist ELL	25.0%	0.1%	0.0%	8.2%	15.8%	2.5%	1.4%	1.2%	10.5%	11.0%	5.8%	18.5%	0.0%	0.0%	0.1%			% on K-12
*% of total enr.	6.7%	0.0%	0.0%	2.2%	4.3%	0.7%	0.4%	0.3%	2.8%	3.0%	1.6%	5.0%	0.0%	0.0%	0.0%			28.5%
*% of building	21.99%	1.54%	0.00%	17.37%	30.41%	12.86%	6.71%	12.50%	42.03%	46.92%	35.90%	63.66%	0.00%	0.00%	2.22%			
Free/Reduced	1014	40	3	447	526	194	154	103	257	271	162	342	7	12	31	11	2	3536
*% of Dist F/R	28.7%	1.1%	0.1%	12.6%	14.9%	5.5%	4.4%	2.9%	7.3%	7.7%	4.6%	9.7%	0.2%	0.3%	0.9%	0.3%	0.1%	% on Attending
*% of total enr.	18.8%	0.7%	0.1%	8.3%	9.8%	3.6%	2.9%	1.9%	4.8%	5.0%	3.0%	6.3%	0.1%	0.2%	0.6%	0.2%	0.0%	67.6%
*% of building	61.4%	61.5%	100.0%	65.3%	69.9%	69.3%	51.7%	71.5%	70.6%	79.5%	69.2%	81.2%	77.8%	19.4%	68.9%	17.7%	5.9%	

# FPS Human Resources Report

Revised 12/6/2024

December 9, 2024

The following report is position centric. The 'Employee' column is the name of the current/previous employee in that position. The 'Effective Date' is the date in which the Action takes effect. The 'Replacement Status/New Hire' column is the newly hired employee who will fill the position noted in the 'Position' column. Board Action items are bold/highlighted and are new to the report.

\*Classified employee is staying on in a substitute status

## ACTION ITEMS

### CERTIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Nurse	LeeAnn Kingry	Retirement	12/31/2024	High School	Cynthia Pankratz	11/11/2024
School Counselor	David Sutton	Retirement	5/22/2025	Linden	Will Not Be Replaced - Position changing to Psychologist	N/A
School Psychologist	N/A	New Position	2025/26 School Year	Linden	Posted/Pending Hire	2025/26 School Year
Teacher, 2nd Grade	N/A	Additional	1/6/2025	Howard	Lucas Arps	1/6/2025
Teacher, Kindergarten	Megan Daniels	Resignation	5/22/2025	Grant	Posted/Pending Hire	2025/26 School Year
Teacher, Spanish	Kathy Reckling	Resignation	12/20/2024	High School	Christian Sanchez Tato	1/6/2025

### CLASSIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Bus Aide (7.75 hrs)	Lisa Indra	Resignation	10/21/2024	Transportation	Heber Juarez Lima	11/19/2024
Bus Aide (7.75 hrs)	Heber Juarez Lima	Resignation	12/3/2024	Transportation	Posted/Pending Hire	TBD
Bus Aide (6.5 hrs)	Patricia Tews	Retirement	10/27/2024	Transportation	Posted/Pending Hire	TBD
Bus Driver (4 hrs)	Rollin McDuffee	Resignation	11/26/2024	Transportation	TBD	TBD
Custodian II (8 hrs)	Taylor Ortmeier	Resignation	11/6/2024	Middle School	Aaron Pavlik	12/9/2024
Custodian II (8 hrs)	Aaron Pavlik	Transfer	12/9/2024	MSEAC	Hired/Pending Paperwork	12/6/2024
Custodian II (8 hrs)	Allen Styskal	Retirement	2/28/2025	Johnson Crossing	Posted/Pending Hire	TBD
ELL Paraeducator (7 hrs)	Naomi Suarez	Resignation	12/5/2024	Johnson Crossing	TBD	TBD
Food Service Delivery (was 5.5 hrs, will now be 6 hours)	Stephan Youmans	Retirement	12/20/2024	Food Service Warehouse	Posted/Pending Hire	TBD
Food Service Worker (4 hrs)	Judy Schott	Retirement	8/30/2024	Washington	Celeste Powell	12/3/2024
Library/Media Para (6.75 hrs)	Jessica Bennett	Resignation	11/1/2024	Bell Field	Cherie Anderson	11/25/2024
Special Ed. Para (7.5 hrs)	Ethan Nemec	Resignation	11/6/2024	Johnson Crossing	Posted/Pending Hire	TBD

Special Ed. Para, BR (7 hrs)	Judy Sharrai	Transfer	12/2/2024	Pathfinder	Posted/Pending Hire	TBD
Special Ed. Para, R3 (7 hrs)	N/A	Additional	12/2/2024	Bell Field	Lisa Knoell	12/2/2024
Special Ed. Para, R3 (7.5 hrs)	Lisa Knoell	Transfer	12/2/2024	High School	Judy Sharrai	12/2/2024
Special Ed. Para, R3 (PreK), (6.25 hours)	Laurie Milota-Forsberg	Resignation	10/25/2024	Howard	Lily Hall	11/26/2024
Special Education Health Para (8 hrs)	*Julie Fritz	Resignation	11/26/2024	Middle School	Hired/Pending Paperwork	12/16/2024

**21st CENTURY/EXPANDED LEARNING/AFTER SCHOOL PROGRAM**

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Acitivity Aide (3.25 hrs)	Brigid Morrow	Resignation	11/15/2024	Linden	<i>Will Be Replaced in future based on program enrollment and need</i>	N/A
Activity Leader (3.25 hrs)	N/A	New Position	N/A	Howard	Savannah Escobedo	11/13/2024
Co-Site Manager (4 hrs)	N/A	New Position	N/A	Deer Pointe	Lori Morrow	11/11/2024

## Spring 2025 Student Teachers

Select student teachers receive a \$4500 stipend during the semester in which they student teach.

	<b>Student Teacher</b>	<b>Endorsement</b>	<b>Co-op Teacher</b>	<b>School</b>	<b>Start Date</b>	<b>College</b>	<b>Stipend</b>
5	Brodd, Emily	Elementary	Emily Ridder	Linden	1/6/25	Wayne State College	Yes
	Brodd, Emily	Special Ed.	Chris Ondracek	Howard	3/10/25	Wayne State College	
6	Fanton, Elaina	Sped 7-12	Melissa Salmon	Middle School	(12/2-12/6) 1/6/25	Midland University	Yes
	Fanton, Elaina	Math 7-12	Randall Wagner	Middle School	3/10/25	Midland University	
7	Kliment, Kristin	EL Ed K-6	Hannah Blaser	Bell Field	1/6/25	University of Nebraska Lincoln	Yes
8	Modica, Nicholas	K-12 PE	Connor Lusso	High School	1/6/25	Midland University	Yes
	Modica, Nicholas	K-12 PE	Steven Henry	Bell Field	3/17/25	Midland University	
9	Spicka, Avery	K-6 Music	Alison Zuch	Washington/ Linden	1/6/25	University of Nebraska Lincoln	Yes
10	Taubenheim, Jaxon	Social Studies	Kylee Neville	Middle School	1/6/25	University of Nebraska Lincoln	Yes
11	Van Nostrand, Kari	7-12 English	Justin Bigsby	High School	1/6/25	Midland University	Yes
12	Wood, Brody	6-12 Skilled and Technical Sciences	Jason Novotny	High School	1/6/25	Wayne State College	Yes
13	Ziegler, Emily	Social Studies	Jessica Miller	Middle School	1/6/25	Midland University	Yes
14	Eumana, Betzy	Elementary	Dan Moran	Washington	1/6/25	Nebraska Wesleyan	Yes

General Fund Expenditures  
NOVEMBER 2024

Accounts Payable	\$602,463.47
Payroll	\$5,254,830.69
	<hr/>
TOTAL General Fund	\$5,857,294.16

Fremont Public Schools  
Check Listing  
2024-2025

Bank Account: RVR Bank 451126 From: 11/1/2024 To: 11/30/2024

Check Number	Date	Payee	Amount
128018	11/11/2024	360TRAINING.COM, INC	\$39.96
128019	11/11/2024	A UNITED AUTOMATIC DOORS & GLASS INC	\$220.00
128020	11/11/2024	AASPA	\$275.00
128091	11/27/2024	ACE HARDWARE	\$219.50
128021	11/11/2024	ACE HARDWARE	\$13.77
128092	11/27/2024	ADAPTIVEMALL.COM LLC	\$761.20
128093	11/27/2024	ALL SYSTEMS LLC	\$262.50
128094	11/27/2024	AMAZON.COM LLC	\$7,287.51
128022	11/11/2024	AMAZON.COM LLC	\$5,985.64
128095	11/27/2024	ARROW TOWING INC	\$575.00
128096	11/27/2024	ATHLETICO EXCEL NEBRASKA LLC	\$60.00
128023	11/11/2024	AWARENESS COUNSELING	\$4,100.00
128097	11/27/2024	BAUER BUILT INC	\$76.00
128024	11/11/2024	BAUER BUILT INC	\$153.45
128098	11/27/2024	BENICOMP INC	\$9,336.58
128025	11/11/2024	BENICOMP INC	\$356.84
128099	11/27/2024	BENIK CORPORATION	\$420.00
128100	11/27/2024	BLICK ART MATERIALS	\$978.36
128101	11/27/2024	BORDER STATES INDUSTRIES INC	\$1,508.01
128026	11/11/2024	BORDER STATES INDUSTRIES INC	\$196.34
128027	11/11/2024	BOSELMAN PUMP & PANTRY INC	\$167.20
128102	11/27/2024	BTTR, LLC	\$650.00
128028	11/11/2024	CAPPEL AUTO SUPPLY INC	\$489.78
128029	11/11/2024	CHARLESTON INC	\$165.20
128103	11/27/2024	CITY OF FREMONT	\$537.50
128104	11/27/2024	COLUMN SOFTWARE PBC	\$165.05
128030	11/11/2024	COLUMN SOFTWARE PBC	\$174.61
128105	11/27/2024	CORNHUSKER INTERNATIONAL TRUCKS INC	\$230.83
128106	11/27/2024	CULLIGAN	\$500.75
128031	11/11/2024	CULLIGAN	\$367.25
128032	11/11/2024	DALTON CHIROPRACTIC	\$490.00
128107	11/27/2024	DECKER INC	\$178.45
128033	11/11/2024	DEMCO	\$716.41
128108	11/27/2024	DIETZE MUSIC HOUSE	\$995.30
128034	11/11/2024	ECHO ELECTRIC SUPPLY	\$94.17
128109	11/27/2024	EDUCATIONAL SERVICE UNIT #2	\$6,217.91
128035	11/11/2024	EDUCATIONAL SERVICE UNIT #2	\$103,089.58
128110	11/27/2024	EDUCATIONAL SERVICE UNIT #3	\$580.00
128036	11/11/2024	EDUCATIONAL SERVICE UNIT 16	\$9,000.00
128037	11/11/2024	EGAN SUPPLY CO	\$756.44

Check Number	Date	Payee	Amount
128038	11/11/2024	ELEMENOT SERVICES	\$16,145.60
128039	11/11/2024	EPIC SPORTS	\$116.75
128111	11/27/2024	ERICKSON & BROOKS	\$31,200.00
128040	11/11/2024	FAMILY PHYSICAL THERAPY & SPORTS CENTER	\$3,469.40
128041	11/11/2024	FBG SERVICE CORPORATION	\$62,157.00
128112	11/27/2024	FILTER SHOP INC	\$356.13
128042	11/11/2024	FIRST STUDENT INC	\$881.86
128113	11/27/2024	FIRST WIRELESS INC	\$7,843.70
128114	11/27/2024	FOLLETT CONTENT SOLUTIONS, LLC	\$1,505.57
128043	11/11/2024	FOLLETT CONTENT SOLUTIONS, LLC	\$9,006.18
128044	11/11/2024	FORCE EQUIPMENT HVAC, INC	\$9,865.00
128115	11/27/2024	FPS FOOD SERVICE	\$88.50
128116	11/27/2024	FREMONT AREA CHAMBER	\$550.00
128117	11/27/2024	FREMONT AREA UNITED WAY	\$750.00
128045	11/11/2024	FREMONT AREA UNITED WAY	\$3,673.37
128118	11/27/2024	FREMONT DEPT OF UTILITIES	\$20,705.19
128046	11/11/2024	FREMONT DEPT OF UTILITIES	\$74,172.57
128119	11/27/2024	FREMONT ELECTRIC INC	\$1,598.47
128120	11/27/2024	FREMONT WASTE TRANSFER	\$26.60
128047	11/11/2024	FREMONT WASTE TRANSFER	\$40.88
128048	11/11/2024	FREMONT WINNELSON CO	\$675.87
128121	11/27/2024	GALLS INC	\$1,848.37
128049	11/11/2024	GALLS INC	\$69.12
128122	11/27/2024	GENERAL BINDING CORP	\$384.50
128123	11/27/2024	GLASS HOUSE	\$350.32
128050	11/11/2024	GLASS HOUSE	\$227.75
128051	11/11/2024	GRAINGER	\$173.26
128124	11/27/2024	GREAT PLAINS COMMUNICATIONS	\$2,669.51
128125	11/27/2024	HD SUPPLY - FORMERLY HOME DEPOT PRO	\$11,276.34
128052	11/11/2024	HD SUPPLY - FORMERLY HOME DEPOT PRO	\$5,780.89
128126	11/27/2024	HireRight LLC	\$37.85
128053	11/11/2024	HOLIDAY INN KEARNEY	\$134.95
128054	11/11/2024	HOMETOWN APPLIANCE, SERVICE & MORE	\$624.40
128055	11/11/2024	HOMETOWN LEASING	\$15,457.13
128127	11/27/2024	HUSKERS ILLUSTRATED	\$64.95
128090	11/19/2024	HY-VEE INC	\$1,725.02
128089	11/1/2024	HY-VEE INC	\$2,719.31
128128	11/27/2024	J.W. PEPPER & SON INC	\$1,240.55
128129	11/27/2024	KIRBY, DAVID	\$1,720.00
128056	11/11/2024	KIRBY, DAVID	\$210.00
128057	11/11/2024	KSB SCHOOL LAW, PC, LLO	\$75.00
128130	11/27/2024	LANGUAGE TESTING INTERNATIONAL INC	\$470.00
128131	11/27/2024	LINCOLN EPOXY FLOORING	\$18,851.30
128058	11/11/2024	LISA MARTINEZ	\$1,125.60
128059	11/11/2024	MASTER LIBRARY.COM, LLC	\$1,200.00
128132	11/27/2024	MAX D. SIGNS	\$240.00

Check Number	Date	Payee	Amount
128060	11/11/2024	MAX D. SIGNS	\$160.00
128061	11/11/2024	MDMAXX LLC	\$652.00
128133	11/27/2024	MENARDS	\$1,504.56
128062	11/11/2024	MENARDS	\$669.88
128134	11/27/2024	MY CENTRAL SUPPLY	\$672.75
128063	11/11/2024	MY CENTRAL SUPPLY	\$399.90
128135	11/27/2024	NANCY MITCHELL	\$4,000.00
128064	11/11/2024	NASB	\$1,065.00
128136	11/27/2024	NEBRASKA COUNCIL OF SCHOOL ADMINISTRATOR	\$50.00
128137	11/27/2024	NEBRASKA SCHOOL PSYCHOLOGISTS ASSOC	\$110.00
128139	11/27/2024	OMAHA PAPER CO.	\$9,620.80
128066	11/11/2024	OMAHA PUBLIC SCHOOLS	\$840.00
128140	11/27/2024	ONE SOURCE	\$629.00
128138	11/27/2024	O'REILLY AUTOMOTIVE INC	\$86.40
128065	11/11/2024	O'REILLY AUTOMOTIVE INC	\$24.96
128141	11/27/2024	OTC BRANDS, INC	\$86.54
128067	11/11/2024	PAPER TIGER SHREDDING INC	\$466.00
128068	11/11/2024	PAPIO TRANSPORT SCHOOL SERVICE INC	\$12,016.25
128142	11/27/2024	PERFORMANCE DIESEL SERVICE	\$4,880.59
128069	11/11/2024	PERFORMANCE DIESEL SERVICE	\$679.05
128070	11/11/2024	PERRY, GUTHERY, HAASE & GESSFORD, P.C.,	\$8,966.10
128143	11/27/2024	POWERSCHOOL GROUP, LLC	\$9,659.62
128071	11/11/2024	POWERSCHOOL GROUP, LLC	\$5,543.14
128144	11/27/2024	QUADIENT LEASING USA, INC	\$1,008.66
128145	11/27/2024	ROCHESTER MIDLAND CORP	\$1,350.00
128072	11/11/2024	S2 ROLL-OFFS, LLC	\$2,616.00
128146	11/27/2024	SAPP BROS, INC	\$14,766.44
128073	11/11/2024	SAPP BROS, INC	\$7,641.73
128074	11/11/2024	SCHMIDT SPEECH LANG PATHOLOGY SRV, LLC	\$12,784.72
128147	11/27/2024	SCHMITT MUSIC CO	\$51.96
128075	11/11/2024	SCHOOL SPECIALTY	\$6.10
128076	11/11/2024	SELCOM, LLC	\$175.00
128077	11/11/2024	SID DILLON	\$19.44
128148	11/27/2024	SM & CM, LLC	\$1,500.00
128149	11/27/2024	STAPLES ADVANTAGE	\$1,609.43
128078	11/11/2024	STAPLES ADVANTAGE	\$1,134.85
128150	11/27/2024	STERLING COMPUTERS	\$5,115.75
128079	11/11/2024	SUNBELT RENTALS, INC	\$1,221.73
128080	11/11/2024	TAYLOR OIL COMPANY, INC	\$734.20
128151	11/27/2024	TERRY WALLERSTEDT	\$900.00
128081	11/11/2024	TIME CLOCK PLUS, LLC	\$86.60
128082	11/11/2024	TK Elevator	\$284.76
128083	11/11/2024	TOTAL FIRE & SECURITY INC	\$149.00
128152	11/27/2024	TRACTOR SUPPLY CREDIT PLAN	\$59.99
128084	11/11/2024	TRUCK CENTER COMPANIES	\$299.50
128153	11/27/2024	TSA CONSULTING GROUP, INC.	\$83.60

Check Number	Date	Payee	Amount
128085	11/11/2024	TYLER BUSINESS FORMS	\$1,234.66
128154	11/27/2024	U.S. CELLULAR	\$29.49
128155	11/27/2024	UNK ACADEMIC AND CAREER SERVICES	\$150.00
128086	11/11/2024	WALNUT RADIO LLC	\$1,210.75
128156	11/27/2024	WEST MUSIC	\$520.56
128087	11/11/2024	WEST MUSIC	\$40.00
128157	11/27/2024	WIESE PLUMBING & EXCAVATING INC	\$567.67
128088	11/11/2024	WIESE PLUMBING & EXCAVATING INC	\$399.00
128158	11/27/2024	WPS	\$134.20
DDP	11/15/2024	ADOLPHSON, DIANE	\$21.17
DDP	11/15/2024	ANDERSON, SCOTT	\$1,507.50
DDP	11/15/2024	ANKERSEN, MARK	\$14.27
DDP	11/15/2024	BATES, LINSEY	\$3.02
DDP	11/15/2024	BEEKMAN, HEATHER	\$432.72
DDP	11/15/2024	BERNT, TAMMY	\$5.49
DDP	11/15/2024	BERRY, DEANN	\$16.08
DDP	11/15/2024	BIGLER, STACY	\$5.23
DDP	11/15/2024	BRISTOL, JULIE	\$6.70
DDP	11/15/2024	BRUNER, LEA	\$31.55
DDP	11/15/2024	CHRISTENSEN, KODY	\$155.40
DDP	11/15/2024	DOSTAL, ERIN	\$36.52
DDP	11/15/2024	ELSASSER, KIERSTEN	\$194.03
DDP	11/15/2024	FELDHAUS, JAMES	\$112.07
DDP	11/15/2024	FOXHOVEN, RICK	\$297.39
DDP	11/15/2024	GRAHAM, ALLISON	\$30.62
DDP	11/15/2024	GRUBB, BAILEY	\$78.86
DDP	11/15/2024	HULTGREN, MARTA	\$40.20
DDP	11/15/2024	HUSS, CLIFF	\$282.18
DDP	11/15/2024	IBARRA BOJORQUEZ, BRENDA	\$39.80
DDP	11/15/2024	JIMENEZ OCHOA, ABDIEL	\$13.40
DDP	11/15/2024	JIMENEZ TREVINO, KAREN	\$12.40
DDP	11/15/2024	KARDISCO, APRIL	\$54.54
DDP	11/15/2024	KERKMAN, JOEL	\$81.52
DDP	11/15/2024	KERKMAN, RITA	\$7.64
DDP	11/15/2024	KUBICEK, MELISSA	\$16.48
DDP	11/15/2024	LEINDECKER, JEANNIE	\$163.08
DDP	11/15/2024	LOWE, JANET	\$1,680.94
DDP	11/15/2024	MANKA, JEFFREY	\$756.69
DDP	11/15/2024	MARY JANE ROBINSON	\$857.13
DDP	11/15/2024	MCCLAIN, SETH	\$759.78
DDP	11/15/2024	MCSHANE-SCHWIEGER, KATIE	\$53.00
DDP	11/15/2024	MOTTL, LISA	\$169.75
DDP	11/15/2024	ONDRACEK, TAMMIE	\$79.80
DDP	11/15/2024	OVERTURF, TARA	\$26.80
DDP	11/15/2024	PETERS, MARIAN	\$5.76
DDP	11/15/2024	PETERSEN, MEGHAN	\$41.34

Check Number	Date	Payee	Amount
DDP	11/15/2024	PISTILLO, MARY PAT	\$99.70
DDP	11/15/2024	PRONSKE, NICOLE	\$51.39
DDP	11/15/2024	REESON, BROOKE	\$37.59
DDP	11/15/2024	REYNOLDS, DEBRA	\$8.71
DDP	11/15/2024	ROBERTSON, LISA	\$310.52
DDP	11/15/2024	SASSE, LINDSEY	\$12.86
DDP	11/15/2024	SCHLEICHER, MICHAEL	\$211.72
DDP	11/15/2024	SHELLGREN, JOYCELYNE	\$43.68
DDP	11/15/2024	SORENSEN, JESSICA	\$99.16
DDP	11/15/2024	STEWART, COURTNEY	\$50.25
DDP	11/15/2024	STOKLASA, LAUREN	\$43.22
DDP	11/15/2024	STUMPE, DENISE	\$10.45
DDP	11/15/2024	STYSKAL, STEVE	\$167.99
DDP	11/15/2024	TALKINGTON, BEVERLY	\$11.66
DDP	11/15/2024	TURNER, SARAH	\$19.16
DDP	11/15/2024	TURNER, ELIZABETH	\$185.22
DDP	11/15/2024	WESCH, SARAH	\$101.44
DDP	11/15/2024	WHITCOMB, MARIANNE	\$140.00
DDP	11/15/2024	WILLMOTT, SHANON	\$54.58
DDP	11/15/2024	WILSON, MEGHAN	\$148.14
		TOTAL	<u>\$602,463.47</u>

Fremont Public Schools  
Financial Reports

Recommendation

November 30, 2024

Submitted by: Susan Plank

The attached reports are for your information, review and approval:

**Summary Statement of General Fund Accounts (at November 30)  
Activity Fund Balance Sheets**

This Summary of General Fund accounts for the Fiscal Year 2024-25 represents our approved budget and corresponding expenditures through this month-end. It is recommended that the November 2024 Financial Statements be accepted by the Board of Education as presented.

Moved by: \_\_\_\_\_

Seconded by: \_\_\_\_\_

Roll Call Vote --

Aye: \_\_\_\_\_

No: \_\_\_\_\_

Absent: \_\_\_\_\_

Fremont Public Schools  
November 30, 2024

<u>Fund Name</u>	<u>Balance</u> <u>10/31/2024</u>	<u>Receipts</u> <u>November</u>	<u>Disbursements</u> <u>November</u>	<u>Statement</u> <u>Balance</u> <u>11/30/2024</u>	<u>Interfund</u> <u>Transfers</u>	<u>Account Balance</u> <u>Without</u> <u>Transfers</u>
<b><u>First National Bank Fremont:</u></b>						
General Fund	\$11,988,272.15	\$1,397,372.07	\$5,155,606.19	\$8,230,038.03	\$0.00	\$8,230,038.03
Payroll	\$25,398.31	\$4,462,138.64	\$4,444,910.81	\$42,626.14	\$0.00	\$42,626.14
Flex Benefit Fund	\$39,897.29	\$17,607.96	\$18,106.07	\$39,399.18	\$0.00	\$39,399.18
Employee Benefit Fund (Closed)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Special Building Fund	\$1,215,994.66	\$12,517.75	\$45,110.00	\$1,183,402.41	\$0.00	\$1,183,402.41
Bond District 11	\$7,824.18	\$0.00	\$0.00	\$7,824.18	\$0.00	\$7,824.18
FPS 2022 GO Bond	\$19,217,376.33	\$53,469.72	\$4,625,605.58	\$14,645,240.47	\$0.00	\$14,645,240.47
FNBO Capital Markets End of Month		\$0.00				
<b><u>Pinnacle Bank:</u></b>						
General Fund	\$26,187.96	\$18.73	\$0.00	\$26,206.69	\$0.00	\$26,206.69
QCPUF Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b><u>RVR Bank:</u></b>						
Disbursing Account	\$367,487.01	\$693,351.57	\$701,183.36	\$359,655.22	\$0.00	\$359,655.22
Depreciation Fund	\$3,865,691.01	\$10,187.52	\$12,080.20	\$3,863,798.33	\$0.00	\$3,863,798.33
<b><u>US Bank:</u></b>						
District Activity Fund	\$57,351.57	\$15,128.44	\$0.00	\$72,480.01	\$0.00	\$72,480.01

**Fremont Public Schools  
FPS 2022 GO Bond Detail  
November 2024**

<b>Beginning Balance 11/30/2024</b>			<b>\$19,217,376.33</b>
<b>November Receipts:</b>			<b>\$53,469.72</b>
11/30/2024	Sweep Interest		\$53,469.72
<b>November Expenditures:</b>			<b>-\$4,625,605.58</b>
11/1/2024	ck 347 Hausmann Const	FHS addition - payment 28	-\$699,154.70
11/1/2024	ck 348 Latitude Signage	Signs for JCAC and Linden	-\$12,101.14
11/1/2024	ck 349 Olsson	SWPPP Inspections thru 10-5-24	-\$1,000.00
11/1/2024	ck 350 Sawyer Construction	Payment 10 - New Deer Pointe School svcs thru 9-27-24	-\$266,250.91
11/1/2024	ck 351 Thiele Geotech	Special Testing - Linden, Washington, Howard	-\$13,609.00
11/1/2024	ck 352 Virco	Furniture - Deer Pointe, FHS, Washington	-\$83,489.25
11/11/2024	ck 353 BVH	Svcs thru Oct 31,2024-Bell Field, Linden, JCAC,FHS,Clarmar Demo	-\$47,995.60
11/22/2024	ck 354 B2 Environmental	PCM Clearance Inv 31912 10-22-24	-\$1,300.00
11/22/2024	ck 355 Cheever	Pay App 18	-\$109,925.29
11/22/2024	ck 356 Mid-State Engineering	Special testing - HS	-\$2,832.00
11/22/2024	ck 357 Olsson, Inc	FHS and Fields SWPPP Inspections thru 11-2-24	-\$1,000.00
11/22/2024	ck 358 Sampson Const	Pay App 23 & 24 - Deer Pointe, Howard & Washington	-\$2,649,137.00
11/22/2024	ck 359 Scheele-Kayton Const	Pay App 17, svccs thru 10-31-24 - JCAC	-\$256,776.85
11/25/2024	ck 360 Hausmann Const	Pay App 29 - Press Box and HS Reno	-\$481,033.84
<b>Ending Balance 11/30/24 - FPS 2022 GO Bond</b>			<b>\$14,645,240.47</b>
<b>FNBO Capital Markets Par Value</b>			<b>\$0.00</b>
			<b>\$14,645,240.47</b>

**Fremont Public Schools  
Pledged Securities  
11/30/2024**

**Fremont National Bank**

Description	Receipt #	Maturity Date	Current Face
Pooled Pledged Securities with Nebraska Bankers Insurance and Services Company			

Description	Receipt #	Maturity Date	Current Face
Douglas Cnty NE SD #59 GO Unltd	259353LA6	6/15/2026	\$193,856.25
Douglas Cnty NE SD #59 GO Unltd	259353MV9	12/15/2027	\$135,097.85
Fairbury NE Go Unltd	303665GH0	10/15/2026	\$165,984.24
Fremont NE GO Unltd	357406DV6	8/1/2026	\$195,609.24
Fremont NE Hgwy Alloctn GO LTD	357406EA1	12/15/2025	\$245,154.13
Gretna NE GO Unltd	397802MJ5	8/15/2027	\$214,296.67
Papillion NE GO Unltd	698856P70	12/15/2025	\$245,484.94
Sarpy Cnty NE SD#37 GO Unltd	803770VP8	12/15/2036	\$280,216.42
Scottsbluff Cnty NE SD#32 Go Unltd	810181GG6	12/1/2026	\$192,525.28
Tecumseh NE GO Unltd	878848JM3	12/15/2026	\$118,506.70
			\$1,986,731.72

**Fremont Public Schools  
Pledged Securities Recap  
November 30, 2024**

Fund Name	Statement Balance 11/30/2024	Total All Accounts	Total Pledged Securities Required	Total Pledged Securities Market Value	Pledging Excess/(Shortage)
<b><u>First National Bank Fremont:</u></b>					
General Fund	\$8,230,038.03				
Payroll	\$42,626.14				
Flex Benefit Fund	\$39,399.18				
Special Building Fund	\$1,183,402.41				
Bond District 11	\$7,824.18				
FPS 2022 GO Bond	\$14,645,240.47				
Learning Center	\$318.89				
<b>FDIC Insured \$250,000</b>		<u>\$24,148,849.30</u>			
FNBO Capital Markets Par	\$0.00	\$0.00			
<b><u>Pinnacle Bank:</u></b>					
General Fund	\$26,206.69				
QCPUF Fund	\$0.00				
<b>FDIC Insured \$250,000</b>		<u>\$26,206.69</u>	\$0.00	\$0.00	\$0.00
<b><u>RVR Bank:</u></b>					
High School Activity	\$247,222.41				
MS/JCAC Activity	\$91,306.59				
<b>FDIC Insured \$250,000</b>		<u>\$338,529.00</u>	\$88,529.00		
Disbursing Account	\$359,655.22				
Food Service	\$250,000.00				
Depreciation	\$1,000.00				
<b>FDIC Insured \$250,000</b>		<u>\$610,655.22</u>	\$360,655.22		
Food Service Sweep	\$552,442.30				
<b>ICS Sweep</b>		<u>\$550,608.56</u>	\$1,833.74		
Depreciation Sweep	\$3,862,798.33				
<b>ICS Sweep</b>		<u>\$3,874,878.13</u>	\$0.00		
			<u>\$1,833.74</u>		
Total Pledging Required			<u>\$451,017.96</u>		
Pledging Requirement 102% of Above Balance			<u>\$460,038.32</u>	\$1,986,731.72	<u>\$1,526,693.40</u>
<b><u>US Bank:</u></b>					
District Activity Fund	\$72,480.01				
Elementary Activity Fund	\$21,701.18				
<b>FDIC Insured \$250,000</b>		<u>\$94,181.19</u>	\$0.00	\$0.00	\$0.00

Fremont Public Schools  
General Fund  
School Year 2024-2025  
November 2024

**FPS GENERAL FUND**

<b>Receipts:</b>	<b><u>Budgeted</u></b>	<b><u>Actual Receipts</u></b>	<b><u>% Received</u></b>
Local Sources	2,846,400	913,246	32.08%
County Sources	425,000	4,494	1.06%
State Aide	21,868,519	4,373,704	20.00%
State Sources	8,343,000	197,388	2.37%
Federal Sources	4,554,831	1,153,791	25.33%
Personal and Property Taxes	33,718,772	10,334,659	30.65%
Cash Reserve	0	0	0.00%
	<u>71,756,522</u>	<u>16,977,281</u>	<u>23.66%</u>
<b>Expenditures:</b>	<b><u>Budgeted</u></b>	<b><u>Expenditures YTD</u></b>	<b><u>% Disbursed</u></b>
Regular Instruction	31,880,351	8,359,799	26.22%
Special Education	8,576,390	2,010,971	23.45%
Pupil Support Services	6,744,808	1,719,292	25.49%
Instruct Support Services	3,586,637	660,646	18.42%
Board of Education	657,656	674,104 *	102.50%
General Administration	1,994,288	558,538	28.01%
School Administration	2,460,045	672,508	27.34%
Business Support	2,112,483	538,852	25.51%
Facilities & Operations	6,612,493	1,650,905	24.97%
Regular Transportation	1,027,704	265,454	25.83%
Special Ed Transportation	1,651,894	425,531	25.76%
State Grants	540,375	182,249	33.73%
Debt Services (Tax Repayment)	0	0	0.00%
Federal Programs	4,554,831	855,506	18.78%
Summer Programs	14,708	0	0.00%
Transfers to Other Funds	71,650	0	0.00%
	<u>72,486,313</u>	<u>18,574,354</u>	<u>25.62%</u>

\*Includes District Liability Insurance Premiums

# Fremont Elementary School Activities Fund

Balance Sheet 2024-2025

As of November 30, 2024

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	<u>Nov 30, 24</u>
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
1000 - Checking	21,351.18
Total Checking/Savings	21,351.18
Total Current Assets	21,351.18
<b>TOTAL ASSETS</b>	<b><u>21,351.18</u></b>
<b>LIABILITIES &amp; EQUITY</b>	
Equity	
Net Income	21,351.18
Total Equity	21,351.18
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>21,351.18</u></b>

Fremont Middle School and Johnson Crossing Academic Center  
**Balance Sheet 2024-2025**  
November 2024

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	<u>Nov 30, 24</u>
<b>ASSETS</b>	
Current Assets	
Checking/Savings	
FMS Checking	89,566.98
Total Checking/Savings	<u>89,566.98</u>
Total Current Assets	<u>89,566.98</u>
<b>TOTAL ASSETS</b>	<u><b>89,566.98</b></u>
<b>LIABILITIES &amp; EQUITY</b>	
Equity	
1110 - Fund Balance	902.50
Net Income	88,664.48
Total Equity	<u>89,566.98</u>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<u><b>89,566.98</b></u>

### Fremont High Activities Fund

## Balance Sheet

As of November 30, 2024

---

	<u>Nov 30, 24</u>	<u>Oct 31, 24</u>
<b>ASSETS</b>		
Current Assets		
Checking/Savings		
Checking	224,558.64	258,090.52
Total Checking/Savings	224,558.64	258,090.52
Total Current Assets	224,558.64	258,090.52
<b>TOTAL ASSETS</b>	<b><u>224,558.64</u></b>	<b><u>258,090.52</u></b>
<b>LIABILITIES &amp; EQUITY</b>		
Equity		
Net Income	224,558.64	258,090.52
Total Equity	224,558.64	258,090.52
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>224,558.64</u></b>	<b><u>258,090.52</u></b>

**LC Activity Account**  
**Balance Sheet**  
As of November 30, 2024

	Nov 30, 24	Nov 30, 23
<b>ASSETS</b>		
Current Assets		
Checking/Savings		
Fremont National Bank	318.89	1,200.01
Total Checking/Savings	318.89	1,200.01
Total Current Assets	318.89	1,200.01
<b>TOTAL ASSETS</b>	<b>318.89</b>	<b>1,200.01</b>
<b>LIABILITIES &amp; EQUITY</b>		
Equity		
Retained Earnings	757.06	1,497.61
Net Income	-438.17	-297.60
Total Equity	318.89	1,200.01
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>318.89</b>	<b>1,200.01</b>

# Fremont Public School Food Service

130 East Ninth Street  
Fremont, Nebraska 68025  
Jeff Glosser, Director

Monthly Report of: Nov 2024

Fund Balance: 10/31/24 ..... \$ 512,568.19

Receipts:

1510 Interest .....	\$ 1,878.66
1611 School Lunch Program .....	\$ 75,289.73
1990 Other Misc Income .....	\$ 747.91
3150 State Reimbursement .....	
4210 Federal Reimbursement .....	\$ 651,318.38
5200 Funds Transfer In .....	
Total Monthly Income .....	\$ <u>729,234.68</u>

Expenditures:

110 Labor .....	\$ 184,456.76
330 Employee Training .....	\$ 30.00
430 Repairs & Maintenance .....	\$ 4,219.26
610 General Supplies .....	\$ 5,697.14
630 Food .....	\$ 246,338.83
810 Dues & Fees .....	
890 Misc Expenditures .....	\$ 14.85
Total Expenditures .....	\$ <u>440,756.84</u>

Fund Balance: 11/30/24 ..... \$ 801,046.03





FREMONT PUBLIC SCHOOLS

**NSCAS Assessment Data 2024**

**ACT 2024**

**Graduation Rate 2024**

Board of Education Meeting

December 9, 2024

# Nebraska Student Centered Assessment System (NSCAS)

- Summative Assessment on grade level standards
- Grades 3-8 English Language Arts & Mathematics
- Grades 5 & 8 Science
- 3rd Year Cohort - (Juniors typically) ACT with cut scores established for state proficiency
- NSCAS was taken in April 2024
- Public Release of Nebraska Education Profile (NEP) & NSCAS Performance November 27, 2024



# FPS & State Program Participation 2023-2024

	<b>FPS</b>	<b>State</b>
<b>Students</b>	<b>5,333</b>	<b>328,649</b>
<b>English Learners</b>	<b>26%</b>	<b>9%</b>
<b>Free / Reduced Lunch</b>	<b>69%</b>	<b>52%</b>
<b>Gifted / HAL</b>	<b>11%</b>	<b>13%</b>
<b>Special Education</b>	<b>20%</b>	<b>17%</b>



# English Language Arts – FPS & State Proficiency Averages

Overall Proficiency	
FPS	State
45%	59%

Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8	
FPS	State										
38%	59%	38%	59%	43%	57%	43%	58%	53%	58%	54%	63%



# Mathematics – FPS & State Proficiency Averages

Overall Proficiency	
FPS	State
<b>43%</b>	<b>58%</b>

Grade 3		Grade 4		Grade 5		Grade 6		Grade 7		Grade 8	
FPS	State										
<b>38%</b>	<b>61%</b>	<b>40%</b>	<b>60%</b>	<b>42%</b>	<b>61%</b>	<b>52%</b>	<b>57%</b>	<b>46%</b>	<b>55%</b>	<b>44%</b>	<b>57%</b>

# Science - FPS & State Proficiency Averages

Overall Proficiency	
FPS	State
67%	74%

Grade 5		Grade 8	
FPS	State	FPS	State
77%	83%	56%	66%



# Nebraska Required ACT 2023-2024 Proficiency 3rd Year Cohort - (Juniors)



FREMONT PUBLIC SCHOOLS

# Nebraska Required ACT - FPS & State Proficiency Averages 2024

<b>Nebraska ACT Proficiency</b>		
<b>Content</b>	<b>FPS</b>	<b>State</b>
<b>ELA</b>	<b>37%</b>	<b>45%</b>
<b>Math</b>	<b>33%</b>	<b>42%</b>
<b>Science</b>	<b>37%</b>	<b>49%</b>



# State Required 3rd Year Cohort ACT 2024 Composite

Year	# of Students		English		Mathematics		Reading		Science		Composite	
	FPS	State	FPS	State	FPS	State	FPS	State	FPS	State	FPS	State
2020-21	347	21,847	17.6	17.8	18.0	18.8	17.9	19.1	18.7	19.1	18.2	18.8
2021-22	362	22,225	16.5	17.7	17.2	18.6	17.3	18.9	17.9	19.0	17.4	18.6
2022-23	373	22,402	16.1	17.6	16.8	18.6	16.9	19.0	17.5	19.1	17.0	18.7
<b>2023-24</b>	<b>363</b>	<b>22,030</b>	<b>16.2</b>	<b>17.5</b>	<b>17.4</b>	<b>18.6</b>	<b>16.9</b>	<b>19.1</b>	<b>17.8</b>	<b>19.0</b>	<b>17.2</b>	<b>18.7</b>



ACT  
Graduating Class 2024  
Officially released by ACT October 2024



FREMONT PUBLIC SCHOOLS

# Graduating Class 2024

Year	# of Students		English		Mathematics		Reading		Science		Composite	
	FPS	State	FPS	State	FPS	State	FPS	State	FPS	State	FPS	State
2019	363	24,744	17.9	19.4	18.9	19.7	19.1	20.3	19.1	20.2	18.9	20.0
2020	371	24,973	17.9	19.2	18.5	19.7	18.5	20.2	18.6	20.0	18.5	19.9
2021	301	21,627	17.7	19.1	18.5	19.6	19.1	20.7	18.9	20.2	18.7	20.0
2022	357	24,370	17.5	18.6	17.7	19.1	17.9	19.8	18.6	19.6	18.1	19.4
2023	363	24,565	16.5	18.3	17.3	18.9	17.5	19.5	18.0	19.4	17.4	19.2
<b>2024</b>	<b>377</b>	<b>24581</b>	<b>16.0</b>	<b>18.1</b>	<b>16.8</b>	<b>18.8</b>	<b>17.0</b>	<b>19.5</b>	<b>17.6</b>	<b>19.4</b>	<b>17.0</b>	<b>19.1</b>

ACT uses the students' last scores – not necessarily their best scores



FREMONT PUBLIC SCHOOLS

# Graduation Rate 2024



FREMONT PUBLIC SCHOOLS

# Graduation Rate by the Numbers

Cohort Year	Total Students Graduated in 4 years	4 year Graduation Rate % Of Cohort		FPS 5 Year	FPS 6 Year	FPS 7 Year
	FPS	State	FPS			
2024	352	88.14%	85.23%			
2023	332	87.30%	83.63%	86.77%		
2022	323	87.12%	83.68%	86.30%	87.86%	
2021	325	87.56%	85.08%	86.46%	87.79%	88.31%
2020	350	87.51%	86.85%	87.41%	88.64%	89.38%
2019	336	88.42%	86.60%	88.01%	88.27%	89.51%
2018	328	88.7%	84.10%	85.43%	85.96%	86.82%



# FPS Student Growth 2023-2024



FREMONT PUBLIC SCHOOLS

# Capitalizing on Growth – NSCAS



## Assessment

FREMONT PUBLIC SCHOOLS [27-0001-000]

District Rating

### Student Achievement and Growth Tenet – Growth

	ELA	Math	Total
# of Eligible Students	1647	1643	3290
# of Students Showing Growth	1164	1125	2289
Growth Percentage	<b>69.57%</b>		

**70% of FPS 4th–8th Grade** Students demonstrated growth from 2022–23 to 2023–24 on the NSCAS Growth Assessment. (Grade Level Standards)

Non-Proficiency is decreasing – 3 year trendline.

Individual Incremental Growth

FREMONT PUBLIC SCHOOLS [27-0001-000]

District Rating

### Student Achievement and Growth Tenet – Non-Proficiency

	2021-2022	2022-2023	2023-2024
# of Eligible ELA & Math Assessments	4720	4840	4745
# of Non-Proficient Scores	3160	2736	2598
% Non-Proficient	66.95%	56.53%	54.75%

Number of School Years Available for Trendline: 3

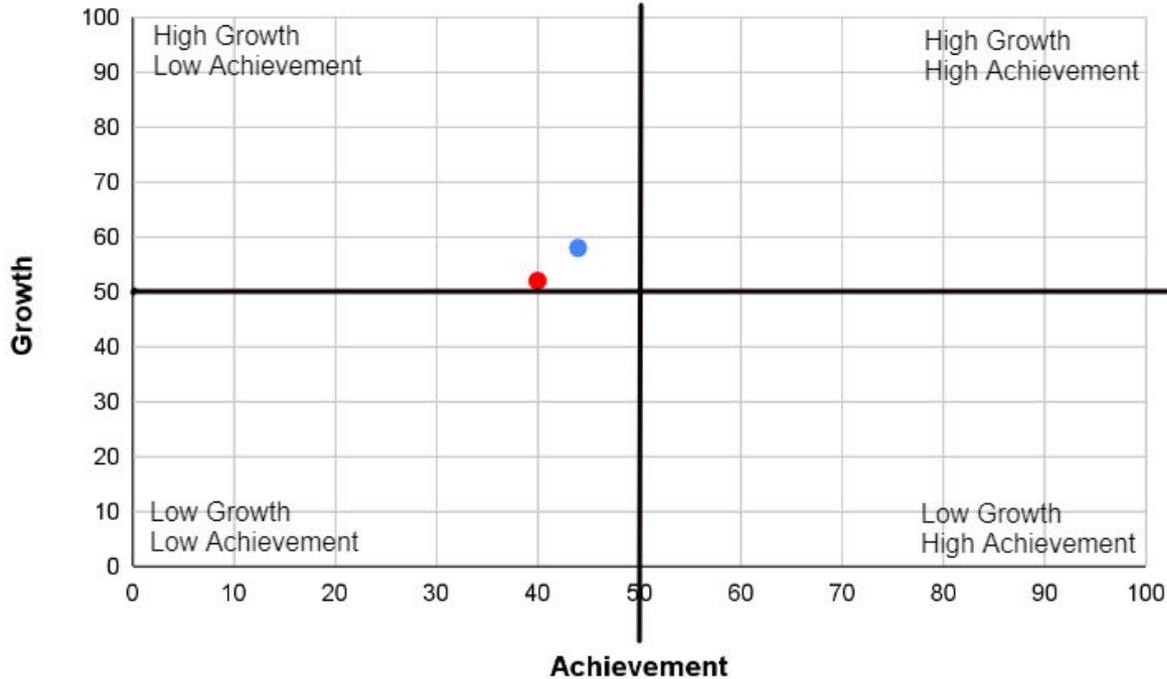
Non-Proficiency Trendline Slope: **-6.10** (lower is better)

Your Non-Proficiency trendline indicates that over the last 3 years, the percentage of ELA and Math assessments scored as non-proficient has been decreasing.

# Capitalizing on Growth - MAP

MAP Growth 2023-2024 Fall to Spring Grades K-8

Reading  
Math



50th Percentile is average

# State Assessment 2024-2025

- FPS Gr. 3-8 will take NSCAS Growth in April 2025
  - English Language Arts
  - Mathematics
- FPS Gr. 5 & 8 will also take NSCAS Growth Science April 2025
- Students in the 3rd year cohort (typically Juniors) will take the State Required ACT in April 2025



December 9, 2024

Board of Education Members,

Fremont High School would like to request an early dismissal of 1:15 p.m. on Wednesday, March 26, 2025 to coincide with building-wide ACT/PreACT testing. On March 26, 2025, Fremont High School staff will be administering the state-mandated ACT to all juniors. Also on that day, the PreACT will be given to all 9th- and 10th-grade students. Twelfth-graders will be dismissed for the day. Traditionally, this has been an early dismissal day for Fremont High School.

The ACT is required by the State of Nebraska for all students in the 3rd-year cohort, typically juniors, and is an extremely important measure of academic success. The ACT reading, mathematics, science, social science and writing assessments administered on this day will be used to assess the academic progress of our students and will compare the performance of students in the Fremont Public Schools with students across the state of Nebraska. The ACT may also be an entrance exam for students who wish to attend a two- or four-year college or university and success on this test can lead to college entrance and scholarship opportunities.

The PreACT will be administered to all Fremont High School 9th- and 10th-grade students on the same day. This test is a preview of the actual ACT that many of these students will be taking throughout the next couple of years and that all of our students will take as juniors. This test allows Fremont High School 9th- and 10th-grade students to be exposed to the rigor of the ACT and to have a greater insight into any academic areas on which they need to focus improvement.

**The format that will be used is as follows:**

<b>Grade</b>	<b>Activity</b>	<b>Schedule</b>
9th Grade	PreACT Test	7:50 a.m. - 1:15 p.m.
10th Grade	PreACT Test	7:50 a.m. - 1:15 p.m.
11th Grade	ACT Test	7:50 a.m. - 1:15 p.m.
12th Grade	College Visits/Scholarship Applications	NO SCHOOL

**\*Testing students will be served both breakfast and lunch on this day.**

Time after dismissal will be used by teachers to further work on the FHS Continuous Improvement Process and FHS school improvement goals. This process will be a continuation of work from previous professional learning days at Fremont High School, and this time will allow for further development and implementation of FPS Playbook instructional strategies. In addition, students will be allowed to stay in the building to get academic assistance or catch up on missing work.

Sincerely,  
Mr. Myron Sikora  
Principal  
Fremont High School



# Quotation TM012224

Date: 01/22/2024

**Prepared By:**

Tye Martens  
Culligan Water of Omaha  
11615 Centennial Rd  
La Vista, NE 68128  
United States  
Telephone: 402-672-4181  
Fax: NA  
Email: tmartens@hallswater.com

**Quoted To:**

Jeff Glosser  
Fremont Middle School / Jeff Glosser  
540 Johnson Road  
Fremont, NE  
United States  
Telephone: 402-727-3141  
Fax: NA  
Email: jeff.glosser@fpsmail.org

**Quote No:** TM012224

**RE:** Fremont Middle School softener replacement

**Culligan Equipment/Services:**

Qty	Description	Price
1	CTM450-DF Softener with Hard Water Bypass	
1	CTM Plumbing Adapter, 2" NPT, Inlet/Outlet	
1	Brine Valve Kit 3/4" for Commercial Brine Systems	

Equipment Sub Total: \$9,823.89

**Additional Services:**

Shipping: \$475  
Pump Truck: \$950  
Installation, Materials, Removal: \$3,500

**Total: \$14,748.89**

**Culligan Terms and Conditions:**

The above products and services are provided by Culligan Water of Omaha and will be assembled by an authorized Culligan representative on site. Prices and terms are based on approved credit and are subject to change.

I have read and agree to the terms and conditions above and attached.

Accepted: \_\_\_\_\_  
Signature

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

Accepted: \_\_\_\_\_  
Printed

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

Purchase Order #: \_\_\_\_\_

## **ENERGY CREDITS & INCENTIVES ENGAGEMENT LETTER**

October 10, 2024

Fremont Public Schools  
130 East 9<sup>th</sup> Street  
Fremont, Nebraska 68025

This letter is to confirm and specify the terms of our understanding with Fremont Public Schools (“you,” “your,” or the “the District”) and to clarify the nature and extent of the tax consulting services Eide Bailly LLP (“Eide Bailly,” “we,” “us,” or “our”) will provide.

### **SCOPE OF ENGAGEMENT**

Eide Bailly LLP personnel will provide tax consulting services as requested. Our services will remain advisory in nature. We cannot act in a capacity equivalent to that of a member of management or of an employee. Decision making and oversight of services must remain the responsibility of management.

The scope of the consulting services will be to qualify, quantify, document, and assist in claiming amounts available to the District under Section 48 Energy Credit related to the Geothermal Energy Systems at Deer Pointe Elementary School, Howard Elementary School, Washington Elementary School, and Fremont High School in Fremont, Nebraska. The scope of our consulting services include:

- Advising management on the existing regulations, the IRA and current guidance.
- Discussing with architects, engineers, and contractors on the qualifying criteria.
- Planning for scenarios and methods of monetizing incentives including rules under Section 6417, as applicable.
- Providing provisional assessments throughout the course of the construction project(s).
- Reviewing expenditure request forms, invoices, and other supporting documents.
- Reviewing prevailing wage and apprenticeship language in contracts and bid documents.
- Reviewing prevailing wage and apprenticeship data provided by contractors and subcontractors.
- Reviewing the related financing terms of the tax-exempt bonds and advising on whether financing impacts eligible incentives.
- Evaluating on the Domestic Content Bonus eligibility and advising on Domestic Content Bonus certification.
- Reviewing mapping and census tract data for Energy Community Bonus eligibility.
- Assisting with the IRS pre-registration filing requirements related to Section 6417 elections.
- Cost engineering to determine the appropriate basis of, including treatment of indirect costs under Section 263A and other applicable code sections.
- Componentizing functionally interdependent property through our building software to determine basis amounts of dual use energy property.
- Conducting a property valuation to determine the applicability of the 80/20 Rule for retrofitted equipment added to qualified facilities.
- Draft proforma IRS forms and applicable election statements to aid in claiming the energy credits.
  - These services include determination of tax year end for initial 990-T filing.
- Prepare and electronically file Exempt Organization Business Income Tax Return (Form 990-T) to claim

the energy credits.

- Performance of a site visit which will include photographs of qualifying energy property components, if needed.
- Determination of single or multiple properties treated as one energy project for purposes of the credit.
- Provide a deliverable report to assist in substantiating the Energy Credit.

Throughout the course of the consulting engagement, we may identify other consulting services and opportunities. We will discuss with you any such scope under a separate engagement letter.

During the course of the engagement, we will only provide confidential engagement documentation to you via Eide Bailly's secure portal or other secure methods, and request that you use the same or similar tools in providing information to us. Should you choose not to utilize secure communication applications, you acknowledge that such communication contains a risk of the information being made available to unintended third parties. Similarly, we may communicate with you or your personnel via e-mail or other electronic methods, and you acknowledge that communication in those mediums contains a risk of misdirected or intercepted communications.

Should you provide us with remote access to your information technology environment, including but not limited to your financial reporting system, you agree to (1) assign unique usernames and passwords for use by our personnel in accessing the system and to provide this information in a secure manner; (2) limit access to "read only" to prevent any unintentional deletion or alteration of your data; (3) limit access to the areas of your technology environment necessary to perform the procedures agreed upon; and (4) disable all usernames and passwords provided to us upon the completion of procedures for which access was provided. We agree to only access your technology environment to the extent necessary to perform the identified procedures.

We may use third party service providers and/or affiliated entities (including Eide Bailly Shared Services Private Limited), whether located within or outside the United States, (collectively, "service providers") in order to facilitate delivering our services to you. Our use of service providers may require access to client information by the service provider. We will take reasonable precautions to determine that they have the appropriate procedures in place to prevent the unauthorized release of confidential information to others. We will remain responsible for the confidentiality of client information accessed by such service provider and any work performed by such service provider. You acknowledge that your information may be disclosed to such service providers, including those outside the United States.

It is our policy to keep records related to this engagement for eight years. However, we do not keep any of your original records, so we will return those to you upon the completion of the engagement. When records are returned to you, it is your responsibility to retain and protect the records for possible future use, including potential examination by governmental or regulatory agencies.

By signing this engagement letter, you acknowledge and agree that upon the expiration of the eight-year period, we are free to destroy our records related to this engagement.

Certain communications involving tax advice are privileged and not subject to disclosure to the IRS. By disclosing the contents of those communications to anyone, or by turning over information about those communications to the government, you may be waiving this privilege. To protect this right to privileged communication, please consult with us or your attorney prior to disclosing any information about our tax advice. Should you decide that it is appropriate for us to disclose any potentially privileged communication, you agree to provide us with written, advance authority to make that disclosure.

Should we receive any request for the disclosure of privileged information from any third party, including a subpoena or IRS summons, we will notify you. In the event you direct us not to make the disclosure, you agree to hold us harmless from any expenses incurred in defending the privilege, including, by way of illustration only, our attorney's fees, court costs, outside adviser's costs, or penalties or fines imposed as a result of your asserting the privilege or your direction to us to assert the privilege.

The provisions of this engagement letter will also apply to the preparation of any amended or superseded returns specific to the returns referenced above should such circumstances arise. This engagement letter does not cover the preparation of any financial statements, which, if we are to provide, will be covered under a separate engagement letter.

We may provide you with a questionnaire or other document requesting specific information. Completing those forms will assist us in making sure you are well served for a reasonable fee. You represent that the information you are supplying to us is accurate and complete to the best of your knowledge and that you have disclosed to us all relevant facts affecting the returns. This will include the ownership of or signature authority over any foreign bank accounts and the ownership of any other foreign financial assets, as well as ownership and/or trading activity involving any virtual currency. We will not verify the information you give us; however, we may ask for additional clarification of some information.

You are responsible for the safeguarding of assets, the proper recording of transactions in the books of accounts, the substantial accuracy of the financial records, and the full and accurate disclosure of all relevant facts affecting the return(s) to us. You also have final responsibility for the tax return and, therefore, the appropriate officials should review the return carefully before an authorized officer signs and files it.

Our work in connection with the preparation of the tax return(s) does not include any procedures designed to discover defalcations or other irregularities, should any exist. The returns will be prepared solely from information provided to us without verification by us.

The Internal Revenue Service (IRS) permits you to authorize us to discuss, on a limited basis, aspects of your return for one year after the due date of the return. Your consent to such a discussion is evidenced by checking a box on the return. Unless you tell us otherwise, we will check that box authorizing the IRS to discuss your return with us.

The return(s) may be selected for review by the taxing authorities. In the event of an audit, you may be requested to produce documents, records, or other evidence to substantiate the items of income and deduction shown on a tax return. Any proposed adjustments by the examining agent are subject to certain rights of appeal. In the event of a tax examination, we will be available, upon request, to represent you. However, such additional services are not included in the fees for the preparation of the tax return(s).

We will perform our energy tax credit services in accordance with applicable professional standards. However, you understand and acknowledge that the results of the energy credit services are subject to challenge and should not be viewed by you as a representation, warranty, or guarantee that the IRS, or the courts will concur with our advice or conclusions.

## **TIMELINE**

We will begin our procedures upon acceptance of this engagement agreement. We will meet expected completion dates and deadlines assuming the timely receipt of requested information and the cooperation of

the parties involved. If delays are experienced in receiving information, the delivery of our work will be delayed accordingly.

## **FEES**

Our fees are based on the level of effort needed to calculate, document, and file for the credit. We anticipate that the work performed under the base services of this engagement letter will range between \$175,000 to \$200,000 plus actual out-of-pocket expenses such as travel time, mileage, lodging and meals as well as an administrative and technology fee of six percent.

Upon execution of this Agreement, you understand and agree that we will invoice you an advance fee totaling \$5,000. We will invoice any additional amounts on a monthly basis.

Our bills are due upon receipt. Should our relationship terminate before our tax consulting services are completed, you will be billed for services to the date of termination. All bills are payable upon receipt. A finance charge of 1% per month, which is an annual rate of 12%, will be added to all invoices that remain unpaid for more than thirty days. If collection action is necessary, expenses and reasonable attorney's fees will be added to the amount due.

In addition, we will be compensated for any time and expenses, including time and expenses of legal counsel, we may incur in conducting or responding to discovery requests or participating as a witness or otherwise in any legal, regulatory, or other proceedings as a result of our Firm's performance of these services. You and your attorney will receive, if lawful, a copy of every subpoena we are asked to respond to on your behalf and will have the ability to control the extent of the discovery process to control the costs you may incur.

The ability to effectively and efficiently perform our engagement depends upon the quality of your underlying records and the timeliness of providing information and responding to our requests. A lack of preparation, including not providing this information in a complete, accurate and timely manner may result in an increase in our fees and/or a delay in the completion of our engagement.

We may be requested to make certain engagement documentation available to outside parties, including regulators, pursuant to authority provided by law or regulation or applicable professional standards. If requested, access to such engagement documentation will be provided under the supervision of Eide Bailly LLP's personnel. Furthermore, upon request, we may provide copies of selected engagement documentation to the outside party, who may intend, or decide, to distribute the copies of information contained therein to others, including other governmental agencies.

Neither of us may use or disclose the other's confidential information for any purpose except as permitted under this engagement letter or as otherwise necessary for Eide Bailly to provide the services. Your confidential information is defined as any information you provide to us that is not available to the public. Our engagement documentation shall at all times remain the property of Eide Bailly LLP. The confidentiality obligations described in this paragraph shall supersede and replace any and all prior confidentiality and/or nondisclosure agreements (NDAs) between us.

Assisting you with your compliance with the Corporate Transparency Act ("CTA"), including beneficial ownership information ("BOI") reporting, if applicable, is not within the scope of this engagement. You have sole responsibility for your compliance with the CTA, including its BOI reporting requirements and the collection of relevant ownership information. We shall have no liability resulting from your failure to comply with CTA.

Consider consulting with legal counsel if you have questions regarding the applicability of the CTA's reporting requirements and issues surrounding the collection of relevant ownership information.

Fremont Public Schools accepts responsibility for the results of the services being provided and agrees to perform the following functions in connection with this engagement:

- Make all management decisions and perform all management functions.
- Designate a competent individual to oversee the services.
- Evaluate the adequacy and results of the services performed.
- Accept responsibility for the results of the services.
- Establish and maintain internal controls, including monitoring ongoing activities.

## **MEDIATION**

Any disagreement, controversy or claim arising out of or related to any aspect of our services or relationship with you (hereafter a "Dispute") shall, as a precondition to litigation in court, first be submitted to mediation. In mediation, the parties attempt to reach an amicable resolution of a Dispute with the aid of an impartial mediator. Mediation shall begin by service of a written demand. The mediator will be selected by mutual agreement. If we cannot agree on a mediator, one shall be designated by the American Arbitration Association ("AAA"). Mediation shall be conducted with the parties in person in Omaha, NE. Each party will bear its own costs in the mediation. The fees and expenses of the mediator will be shared equally by the parties. Neither party may commence a lawsuit until the mediator declares an impasse.

## **LIMITED INDEMNITY**

Eide Bailly LLP and its partners, affiliates, officers and employees (collectively "Eide Bailly") shall not be responsible for any misstatements in the information provided to us to complete our engagement that we may fail to detect as a result of misrepresentations or concealment of information by any of your owners, directors, officers or employees. You shall indemnify and hold Eide Bailly harmless from any claims, losses, settlements, judgments, awards, damages and attorneys' fees arising from any such misstatement or concealment of information.

If through no fault of Eide Bailly we are named as a party to a dispute between you and a third party, you shall indemnify and hold Eide Bailly harmless against any losses, damages, settlements, judgments, awards, and the costs of litigation (including attorneys' fees) we incur in connection with the dispute.

Eide Bailly shall not be entitled to indemnification under this agreement unless the services were performed in accordance with professional standards in all material respects.

## **LIMITATION OF LIABILITY**

The exclusive remedy available to you for any alleged loss or damages arising from or related to Eide Bailly's services or relationship with you shall be the right to pursue claims for actual damages that are directly caused by Eide Bailly's breach of this agreement or Eide Bailly's violation of applicable professional standards. In no event shall Eide Bailly's aggregate liability to you exceed two times fees paid under this agreement, nor shall Eide Bailly ever be liable to you for incidental, consequential, punitive or exemplary damages, or attorneys' fees.

**TIME LIMITATION**

You may not bring any legal proceeding against Eide Bailly unless it is commenced within twenty-four (24) months ("Limitation Period") after the date when we delivered our report, return, or other deliverable under this agreement to you, regardless of whether we do other services for you or that may relate to the engagement. The Limitation Period applies and begins to run even if you have not suffered any damage or loss, or have not become aware of a possible Dispute.

**GOVERNING LAW AND VENUE**

Any Dispute between us, including any Dispute related to the engagement contemplated by this agreement, shall be governed by Nebraska law. Any unresolved Dispute shall be submitted to a federal or state court located in Omaha, Nebraska.

**ASSIGNMENTS PROHIBITED**

You shall not assign, sell, barter or transfer any legal rights, causes of actions, claims or disputes you may have against Eide Bailly to any person.

Please sign and return the attached copy of this letter to indicate your acknowledgment of, and agreement with, the arrangements for our engagement including our respective responsibilities.

We appreciate the opportunity to be of service to you and look forward to working with you and your staff.

Respectfully,



Joseph O'Neil  
Partner, Business Credits & Incentives

\*\*\*\*\*

RESPONSE:

This letter correctly sets forth our understanding.

Acknowledged and agreed on behalf of Fremont Public Schools by:

Name: \_\_\_\_\_

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

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