

Fremont Board of Education
Board of Education Regular Meeting (January)
Board Room
130 E 9th St
Fremont, NE 68025
Monday, January 12, 2026 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 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.

3. **SPECIAL SECTION - BOARD REORGANIZATION**

3.1. Adjournment of Outgoing Board

Motion that the present Board of Education be adjourned and all unfinished business be referred to the reorganized Board of Education; and that Brad Dahl preside over the reorganization of the Board of Education and conduct the election of president for 2026 passed with a motion by Board Member #1 and a second by Board Member #2.

3.2. **Election of Officers (1 year term)**

3.2.1. Nominations for Board President

Nominate Todd Hansen for Board President.

3.2.2. Elect Board President

Motion to cease nominations and cast a ballot for Todd Hansen passed with a motion by Board Member #1 and a second by Board Member #2.

3.2.3. Nominations for Board Vice-President

Nominate Terry Sorensen for Vice President.

3.2.4. Elect Board Vice-President

Motion to cease nominations and cast a ballot for Terry Sorensen passed with a motion by Board Member #1 and a second by Board Member #2.

3.2.5. Nominations for Board Secretary

Nominate Pam Murphy for Board Secretary

3.2.6. Elect Board Secretary

Motion to cease nominations and cast a ballot for Pam Murphy passed with a motion by Board Member #1 and a second by Board Member #2.

3.3. Oath of Office

The Board President will recognize that all board members have read and signed a copy of the Oath of Office as required by law.

3.4. Call to Order and Roll Call

The newly elected President Todd Hansen will call the reorganized Board of Education meeting to order with the Board Clerk calling roll.

3.5. Appointment of Board Treasurer and Board Clerk

According to Board Policy, the Board Treasurer and Board Clerk need to be appointed annually.

Motion to approve Susan Plank as 2026 Board Treasurer and Hope Pierce as 2026 Board Clerk passed with a motion by Board Member #1 and a second by Board Member #2.

4. **CONSENT SECTION**

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

4.1. Minutes from Previous Meeting(s)

4.2. **Policy & Board Reports**

4.2.1. Option Enrollment

4.2.2. Student Enrollment

4.3. **Personnel Reports**

4.3.1. Certified and Classified Monthly Personnel Report

4.3.2. Spring 2026 Student Teachers

4.4. Business Reports

4.4.1. Bill Listing

4.4.2. Fund Reports

4.4.3. Facility Use Report

4.5. Surplus/Salvage Items

5. REPORT ITEMS

5.1. FEA

5.2. Facilities Use Report

5.3. Sale Proceeds of CTE House Sale

6. ACTION ITEMS

6.1. Board Items

6.1.1. 2026 Board Committee Appointments

2026 Committee Membership:

American Civics and Textbook Committee:

Terry Sorensen
Mike Petersen
Pam Murphy

Alternate: Todd Hansen

Audit:

Todd Hansen
Terry Sorensen
Mike Petersen

Alternate: Jon Ludvigsen

Board Policy:

Pam Murphy
Todd Hansen
Mike Petersen

Alternate: Terry Sorensen

Facilities Use and Planning:

Todd Hansen
Jon Ludvigsen
Sandi Proskovec

Alternate: Pam Murphy

Negotiations:

Jon Ludvigsen
Sandi Proskovec
Terry Sorensen

Alternate: Mike Petersen

Motion to approve 2026 Committee Membership passed with a motion by Board Member #1 and a second by Board Member #2.

6.1.2. Board Policy Updates

The Policy Committee has been reviewing policies in order to move towards a full adoption of policies as recommended by Perry Law Firm. The rationale for the work of the policy committee is to:

- Align policy with current state and federal regulations.
- Clarify procedural language for consistency and transparency.
- Remove outdated references and add recent statutory requirements.
- Consolidation of overlapping policies for efficiency

Once the Perry policies are fully approved and implemented the maintenance of District policies will involve periodic updates which are provided at no charge through the ESU on an annual basis. This will enable a more efficient and effective policy process ensuring the legality, relevance and accuracy of the District's policies.

The sections of policy brought forth this month include the sections of Business Operations and General Personnel Policies and Policies Applicable to all Personnel.

Motion to approve the recommended policies and waive the second reading passed with a motion by Board Member #1 and a second by Board Member #2.

6.2. Elementary/Secondary Items

6.3. Curriculum and Instruction Items

6.4. Personnel Items

6.5. **Business/Facility Items**

6.5.1. Classified Mid-Year Adjustment

See attachment

Motion to approve a mid-year pay adjustment for classified staff as presented passed with a motion by Board Member #1 and a second by Board Member #2.

6.5.2. Approval of Architect Service Agreement Addendum

See attachment

Motion to approve the modified AIA B103-2017 contract with BVH Architecture in an amount not to exceed \$367,637.00; authorize the board president and/or the superintendent to sign the contract and any related documents on behalf of the school district; and authorize the school district administrators to administer the agreement with BVH Architecture passed with a motion by Board Member #1 and a second by Board Member #2.

6.5.3. Davenport Playground Purchase

In the fall of 2025 the Pathfinder Program moved to the Davenport Building. Following the start of the school year, an assessment of district playgrounds was conducted. This assessment identified the Davenport Building playground as the oldest in the district and in need of replacement.

The district contacted two playground companies and requested that each design a playground option based on two target budgets: \$75,000 and \$95,000. Both companies were provided the same project expectations and timeline.

Proposals were due on November 12, 2025, at 1:00 p.m. Crouch Recreation submitted their proposal in accordance with the RFP requirements, met the submission deadline, and provided a design that came in under budget. Their proposal represented the lowest cost received as well as the most quality for the

amount spent for the Davenport Playground Project, in the amount of \$92,460.35.

It is the recommendation of the administration to approve the project at a not to exceed price of \$92,460.35 with the work being completed by Crouch Recreation. The source of funds will be the Special Building Fund.

The Board, by approving this purchase 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 Facilities, 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 Davenport Playground project as presented passed with a motion by Board Member #1 and a second by Board Member #2.

6.5.4. ParentSquare Communication System Purchase

See attachment

Motion to approve the purchase of ParentSquare communication platform for a total cost of \$33,910.50 passed with a motion by Board Member #1 and a second by Board Member #2.

7. 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.

8. 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: 11/29/25
- Dodge County Courthouse
- City of Fremont Municipal Building
- Main Street Education and Administration Center
Posted Date: 12/3/25

**Board of Education Regular Meeting
Monday, December 8, 2025 6:30 PM**

Board Room

130 E 9th St

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

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 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](#)

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

3. REPORT ITEMS

3.1. FEA

FEA President, Keith Cunnings noted that it is almost holiday break and had teachers in the audience introduce themselves.

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

Kate Heineman presented the 2024-2025 state assessment data.

4. ACTION ITEMS

4.1. Board Items

4.1.1. [Board Policy Updates](#)

The Policy Committee has been reviewing policies in order to move towards a full adoption of policies as recommended by Perry Law Firm. The rationale for the work of the policy committee is to:

- Align policy with current state and federal regulations.
- Clarify procedural language for consistency and transparency.
- Remove outdated references and add recent statutory requirements.
- Consolidation of overlapping policies for efficiency

Once the Perry policies are fully approved and implemented the maintenance of District policies will involve periodic updates which are provided at no charge through the ESU on an annual basis. This will enable a more efficient and effective policy process ensuring the legality, relevance and accuracy of the District's policies.

The sections of policy brought forth this month include the sections of School and Community Organizations, Administrative Program, Superintendent, Principals and Administrative Programs.

Motion to approve the recommended policies and waive the second reading 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

4.2. Elementary/Secondary Items

4.2.1. [Fremont Middle School Donations](#)

Fremont Middle School has received several donations from local businesses that the FMS Student Council will use to help recognize students for academic and behavioral achievements. Motion to approve the donations, totaling \$4,750.00 passed with a motion by Todd Hansen 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

4.2.2. [Out of State Travel Request](#)

The Fremont High School Varsity Boys and Girls Track and Field programs are requesting permission to travel to Bartlesville, OK from March 26-28, 2026.

Motion to approve the out of state travel request to Bartlesville, OK from March 26-28, 2026 passed with a motion by Jon Ludvigsen and a second by Todd Hansen.

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

4.3. Curriculum and Instruction Items

4.4. Personnel Items

4.5. Business/Facility Items

4.5.1. Real Estate Purchase Agreement (CTE house #1) 1502 E 2nd St

Real Estate Purchase Agreement between Hector Granados Sandoval and Susana Murcia de Granados and Fremont Public Schools - (Richards Court Block 3 Lot 18), Dodge County Nebraska (1502 E 2nd St, Fremont, NE)

Motion to approve that the Board of Education of this School District should and does hereby ratify, authorize and approve the real estate sale and sale agreement ("Purchase Agreement") by and between Dodge County School District #0001, as Seller, and (Hector Granados Sandoval and Susana Murcia de Granados), as Buyer, for the purchase of real property located at 1502 E 2nd St, Fremont, Dodge County, Nebraska, in the amount of \$240,000.00 in the form on file with official records of the School District or with such changes as are deemed necessary and in the best interest of the School District and approved by the Board President, Superintendent of Schools, or designee of either, and authorize and ratify the Board President or Superintendent of Schools, or designee to sign and deliver the Purchase Agreement, to sign and deliver any documents, or other agreements called for in such Purchase Agreement, to retain any necessary professionals for assistance, to pay the purchase price and all other related costs and expenses, and to take all other action necessary to close the purchase and conveyance transaction and to carry such Purchase Agreement into effect 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

5. CLOSED SESSION

6. ADJOURNMENT

Motion to adjourn 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

Time: 6:55 pm

Board Secretary

**FREMONT PUBLIC SCHOOLS
OPTION ENROLLMENT REPORT
January 12, 2026**

ENTER 2025-2026

<u>Grade</u>	<u>From</u>
Carse, Hayleigh 4	Cedar Bluffs
Perez, Brittney 12	Logan View
Ramirez Alvarado, Abigail 1	Logan View

EXIT 2025-2026

Grade **To**

ENTER 2026-2027

Grade **From**

EXIT 2026-2027

Grade **To**

Change of Status

Briceno, Adelle
Previous option to Fremont from Elkhorn; moved to Fremont

Briceno, Ellie
Previous option to Fremont from Elkhorn; moved to Fremont

Havens, Ryder
Previous option to Fremont from Arlington; moved to Fremont

Heitshusen, Gabriel
Previous option to Fremont from Logan View; moved to North Platte

Vance, Axel
Previous option to Fremont from Arlington; moved to Fremont

DENIED

GRADUATED

Elementary—Julie Anderson; Elementary Office Associates; Elementary Operations—Jen Robinson; Middle School Counseling; High School Counseling; Secondary Operations—Scott Jensen; Athletic Director—Scott Anderson; Transportation—Jeff Rump; Registrars—Lori Essen and Abdiel Jimenez; K-12 Principals; Director of Special Education—Joel Kerkman; Director of Student Information—Ginger Fredericksen; Assistant Superintendents—Kate Heineman and Chris Loofe; Superintendent—Brad Dahl

Fremont Public Schools Enrollment Report January 2026

	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	Trin/Berg/Home (Title and/or SPED) FTE<1	Pathfinder	Birth to 5 Y/O	Sixpence	Total
PreSchool						30	22	33	23	30	26	30	0	0		67	31	292
Free/Reduced						21	10	21	13	24	15	26	0	0		17	6	153
SpED						6	13	21	13	10	14	10	0	0		67	3	157
Kindergarten						36	48	13	41	54	36	102	1	10	1			342
Classroom Teachers						2	2	1	2	3	2	4	0	0	0			16
Free/Reduced						32	24	6	31	45	27	83	1	2	1			252
SpED						7	14	2	8	9	14	14	1	2	1			72
ELL						16	11	4	20	33	16	86	0	0	0			186
1st Grade						61	49	18	45	51	40	95	0	16	6			381
Classroom Teachers						3	2	1	2	3	2	4	0	0	0			17
Free/Reduced						37	31	15	38	37	29	83	0	6	5			281
SpED						12	16	3	7	5	8	11	0	6	6			74
ELL						13	8	5	25	29	20	71	0	0	1			172
2nd Grade						48	43	20	63	64	45	74	0	10	2			369
Classroom Teachers						2	2	1	3	3	2	4	0	0	0			17
Free/Reduced						36	20	16	44	48	34	62	0	1	1			262
SpED						10	13	4	11	10	13	5	0	3	2			71
ELL						18	3	4	25	37	25	52	0	1	0			165
3rd Grade						39	50	24	79	60	44	81	2	12	1			392
Classroom Teachers						2	2	1	4	3	2	4	0	0	0			18
Free/Reduced						28	23	19	57	49	30	64	1	2	1			274
SpED						12	12	5	16	7	12	14	2	5	1			86
ELL						8	5	2	28	26	17	51	0	0	0			137
4th Grade						52	60	15	72	50	49	83	1	2	4			388
Classroom Teachers						2	3	1	3	3	2	4	0	0	0			18
Free/Reduced						37	33	14	42	34	33	66	1	0	4			264
SpED						15	14	1	16	7	20	15	1	2	4			95
ELL						8	8	2	30	18	12	51	0	0	0			129
5th Grade					371								0	2	3			376
Free/Reduced					254								0	1	3			258
SpED					93								0	2	3			98
ELL					107								0	1	0			108
6th Grade					370								0	1	5			376
Free/Reduced					241								0	0	5			246
SpED					78								0	1	5			84
ELL					124								0	0	1			125
7th Grade					378								0	0	5			383
Free/Reduced					255								0	0	3			258
SpED					89								0	0	5			94
ELL					100								0	0	0			100
8th Grade					318								0	0	1			319
Free/Reduced					195								0	0	0			195
SpED					70								0	0	1			71
ELL					43								0	0	0			43

Fremont Public Schools Enrollment Report January 2026

	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	Trin/Berg/Home (Title and/or SPED) FTE<1	Pathfinder	Birth to 5 Y/O	Sixpence	Total
9th Grade	390	2											1	1	4			396
Free/Reduced	240	2											1	0	2			243
SpED	75	1											1	1	4			81
ELL	54	0											0	0	1			55
10th Grade	397	3											2	0	9			408
Free/Reduced	252	3											2	0	7			261
SpED	60	2											2	0	9			71
ELL	97	0											0	0	0			97
11th Grade	401	16											2	1	2			406
Free/Reduced	230	10											2	0	2			234
SpED	89	6											2	1	2			93
ELL	104	0											0	0	1			105
12th Grade	439	47	7										0	1	7			454
Free/Reduced	233	33	5										0	1	7			245
SpED	64	9	7										0	1	7			78
ELL	65	1	0										0	0	0			65
TOTAL	1627	68	7	696	741	266	272	123	323	309	240	465	9	56	50	67	31	5282
SpED	288	18	7	159	171	62	82	36	71	48	81	69	9	24	50	67	3	1227
*% of Dist Sped	23.5%	1.5%	0.6%	13.0%	13.9%	5.1%	6.7%	2.9%	5.8%	3.9%	6.6%	5.6%	0.7%	2.0%	4.1%	5.5%	0.2%	
*% of total enr.	5.5%	0.3%	0.1%	3.0%	3.2%	1.2%	1.6%	0.7%	1.3%	0.9%	1.5%	1.3%	0.2%	0.5%	0.9%	1.3%	0.1%	23.2%
*% of building	17.7%	26.5%	100.0%	22.8%	23.1%	23.3%	30.1%	29.3%	22.0%	15.5%	33.8%	14.8%	100.0%	42.9%	100.0%	100.0%	9.7%	
ELL	320	1	0	143	231	63	35	17	128	143	90	311	0	0	4			1485
*% of Dist ELL	21.5%	0.1%	0.0%	9.6%	15.6%	4.2%	2.4%	1.1%	8.6%	9.6%	6.1%	20.9%	0.0%	0.0%	0.3%			% on K-12
*% of total enr.	6.1%	0.0%	0.0%	2.7%	4.4%	1.2%	0.7%	0.3%	2.4%	2.7%	1.7%	5.9%	0.0%	0.0%	0.1%			29.8%
*% of building	19.67%	1.47%	0.00%	20.55%	31.17%	23.68%	12.87%	13.82%	39.63%	46.28%	37.50%	66.88%	0.00%	0.00%	8.00%			
Free/Reduced	955	48	5	450	495	191	141	91	225	237	168	384	8	13	41	17	6	3427
*% of Dist F/R	27.9%	1.4%	0.1%	13.1%	14.4%	5.6%	4.1%	2.7%	6.6%	6.9%	4.9%	11.2%	0.2%	0.4%	1.2%	0.5%	0.2%	% on Attending
*% of total enr.	18.1%	0.9%	0.1%	8.5%	9.4%	3.6%	2.7%	1.7%	4.3%	4.5%	3.2%	7.3%	0.2%	0.2%	0.8%	0.3%	0.1%	66.8%
*% of building	58.7%	70.6%	71.4%	64.7%	66.8%	71.8%	51.8%	74.0%	69.7%	76.7%	70.0%	82.6%	88.9%	23.2%	82.0%	25.4%	19.4%	

FPS Human Resources Report

Updated 1.9.26

January 12, 2026

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 (Was .53 FTE, now .90 FTE)	Sara Ellis	Change to Position	8/12/2025	Howard	N/A	N/A
Social Worker	N/A	New Position	12/19/2025	High School	Nathan Collier	12/19/2025
Teacher, 3rd Grade	N/A	New Position	1/5/2026	Washington	Galilea Santillan	12/16/2025
Teacher, 4th Grade	Kaley Weber	Resignation	5/21/2025	Linden	Ava Matthews-McCulley	2026-27 School Year
Teacher, 5/6	Paula Stormberg	Resignation RESCINDED	5/24/2026	Johnson Crossing	N/A	N/A
Teacher, 5/6	Hannah Frank	Transfer	2026-27 School Year	Johnson Crossing	Kasey Nolan	2026-27 School Year
Teacher, Art	Mara Hornig	Retirement	5/21/2026	High School	Geoffrey Semrad	2026-27 School Year
Teacher, Art	Geoffrey Semrad	Transfer	2026-27 School Year	Johnson Crossing	Posted/Pending Hire	2026-27 School Year
Teacher, Elementary (#1 FT Sub/Open Contract to be Assigned)	Galilea Santillan	Transfer	12/16/2025	District Wide	Hollianne Jokumsen	1/12/2026
Teacher, Special Education Resource 1	Contracted Service	Contract Ending	5/21/2026	Johnson Crossing	Will Not Be Filled	2026-27 School Year
Teacher, Special Education Resource 1 (Math)	Nathan Wiebers	Resignation	5/21/2026	High School	Ashley Ortmeier	2026-27 School Year
Teacher, Special Education Resource 1 (Science)	Ashley Ortmeier	Transfer	2026-27 School Year	High School	Jessica Olsen	2026-27 School Year
Teacher, Special Education Resource 3	N/A	New Position	2026-27 School Year	Johnson Crossing	Posted/Pending Hire	2026-27 School Year
Teacher, Was 3rd Grade, will now be 4th Grade	Naiyah Farmer	Resignation	5/21/2026	Howard	Hannah Frank	2026-27 School Year

CLASSIFIED PERSONNEL

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
Administrative Assistant (8 hrs)	Chris Tedrow	Resignation	11/7/2025	Transportation	Will Not Be Replaced	N/A
Behavior Support Technician (7.5 hrs)	N/A	New Position (hours coming from unfilled FMS Sped Para position)	Upon Hire	Pathfinder	Bobbi Munson	12/8/2025
Bus Aide (7 hrs)	*Liliana Godinez	Resignation	8/9/2025	Transportation	Samantha Quinn	1/6/2026
Bus Aide (7.5 hrs)	Diana Lemus-Zamora	Transfer	9/8/2025	Transportation	Geneveve Litz	1/6/2026
Bus Aide (7.75 hrs)	Bobbi Munson	Transfer	TBD	Transportation	TBD	TBD
ELL Paraeducator (4.75 hrs/day)	Jailene Escobar Rosales	Resigned	2/24/2025	High School	Will Not Be Replaced	N/A

ELL Paraeducator (7.5 hrs)	Katie Dougherty	Resignation	12/18/2025	High School	Posted/Pending Hire	TBD
Food Service Worker (was 6.5 hrs, will now be 7.5 hrs)	Dawn Persinger	Resignation	9/5/2025	High School	Pierce Bessey	1/20/2026
Food Service Worker (7 hrs)	Tasha Strong	Resigned	11/17/2025	Johnson Crossing	Kelley Bentley	12/8/2025
Food Service Worker (7 hrs)	Kelley Bentley	Transfer	12/8/2025	Washington	Kathie Satorie	12/8/2025
Food Service Worker (7.25 hrs)	Dana Choate	Discharged	12/8/2025	Middle School	Posted/Pending Hire	TBD
Maintenance Worker I (8 hrs)	N/A	New Position	Upon Hire	Facilities Management / High School	CORRECTION: Was noted as Jacob Pavlik in Oct. 2025 Report, will be Nolan Robley	12/8/2025
Maintenance Worker I (8 hrs)	Rod Theis	Transfer	9/1/2025	Facilities Management / District Wide	Jacob Pavlik	10/27/2025
Music Accompanist (1 hr)	Naomi Johnson	Resigned	12/16/2025	Johnson Crossing	Will Not Be Replaced	N/A
Paraeducator (7 hrs)	Nancy Roeder	Deceased	10/31/2025	Washington	Laurie O'Gorman	1/6/2026
Special Ed. Para (7.5 hrs)	Kelly McMorris	Transfer	11/3/2025	Johnson Crossing	Jackson Jones	1/6/2026
Special Ed. Para (7.5 hrs)	Sheryl Schacht	Retirement	12/18/2025	Howard	Brooke Chamberlain	1/6/2026
Special Education Para, R3/PK (6.75 hrs)	Mirna Camarena Martinez	Resigned	12/5/2025	Howard	TBD	TBD
Transportation Supervisor will now be Assistant Director of Transportation (Exempt)	Jeff Rump	Change to Position	12/1/2025	Transportation	N/A	N/A

21st CENTURY/EXPANDED LEARNING/AFTER SCHOOL PROGRAM

Position	Employee	Action	Effective Date	Site/Department	Replacement Status/New Hire	Start Date
After School Activity Aide (2.5 hrs)	N/A	New Position	12/8/2025	Johnson Crossing	Carter Porter	12/8/2025
After School Activity Aide (3 hrs)	N/A	New Position	1/6/2026	Bell Field	Madlynn Thomsen	1/6/2026
After School Activity Aide (3.25 hrs)	Madlynn Thomsen	Transfer	1/6/2026	Howard	Will Be Replaced in future based on program enrollment and need	1/6/2026
After School Activity Leader (3.25 hrs)	Haley Remmen	Resignation	11/25/2025	Johnson Crossing	Will Be Replaced in future based on program enrollment and need	N/A
After School Site Manager (4.5 hrs)	N/A	New Position	1/6/2026	Johnson Crossing	Darius Blasingane	1/6/2026

Spring 2026 Student Teachers

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

Stipend #	Student Teacher	Endorsement	Co-op Teacher	School	Start Date	End Date	College	Stipend
11	Kibby, Marissa	Elementary	Lori Schenck	Deer Pointe	1/5/2026	5/22/2026	Wesleyan University	Yes
12	Klausen, Rubie	Elementary, Early Childhood, ESL (K-6), Coaching	Kennedy Garner	Deer Pointe	1/5/2026	5/22/2026	Midland University	Yes
13	Kniesche, Virginia	Elementary	Nyla Witzel Chris Ondracek	Washington Howard	1/5/2026	5/22/2026	Wayne State College	Yes
14	Nelson, Savannah	Art, PK-12	Mara Hornig, Jenny King	High School Washington	1/5/2026	5/22/2026	Midland University	Yes
15	Phillips, Matthew	Health and Physical Education, K-12	Steve Henry Dillon Beles	Bell Field Middle School	1/5/2026	5/22/2026	Midland University	Yes
16	Poole, Jenna	English/Theatre	Dr. Stacy Smith	High School	1/5/2026	5/22/2026	Midland University	Yes
17	Ruhter, Megan	Elementary, Special Education	Robyn Vance	Washington	1/5/2026	5/22/2026	Midland University	Yes
17.5	Hansen, Hope	Speech Pathology	Lisa Mottl	Middle School	1/5/2026	3/13/2026	Midland University	Yes, 1/2
18.5	Vaughn, Lily	Elementary	Mandy Reilly	Linden	1/5/2026	5/22/2026	Doane	Yes
	Lockhart, Angelea	Elementary, Special Education	Heather Millard	Bell Field	1/5/2026	5/22/2026	Midland University	No
	Still, Kimberly	Elementary, Special Education	Madeline Jeppsen Ariana Struck	Washington Pathfinder	1/5/2026	5/22/2026	Midland University	No

General Fund Expenditures
DECEMBER 2025

Accounts Payable	\$786,274.93
Payroll	\$5,138,141.83
	<hr/>
TOTAL General Fund	\$5,924,416.76

Fremont Public Schools
Check Listing
2025-2026

Bank Account: RVR Bank 451126 From: 12/1/25 To: 12/31/25

Check Number	Date	Payee	Amount
130236	12/29/2025	A UNITED AUTOMATIC DOORS & GLASS INC	\$337.50
130237	12/29/2025	ACE HARDWARE	\$1,565.41
130187	12/8/2025	ACT	\$48.50
130238	12/29/2025	ADVENTURE ENTERPRISES, LLC	\$6,272.00
130239	12/29/2025	ALL THINGS PROMOTIONAL	\$3,208.34
130188	12/8/2025	AMAZON.COM LLC	\$2,237.58
130240	12/29/2025	AMAZON.COM LLC	\$11,972.67
130241	12/29/2025	AMERGIS HEALTHCARE STAFFING, INC	\$9,247.00
DDP	12/15/2025	ANDERSON, SCOTT MICHAEL	\$431.20
DDP	12/15/2025	ANKERSEN, MARK	\$10.08
130242	12/29/2025	ATHLETICO EXCEL NEBRASKA LLC	\$60.00
130243	12/29/2025	AWARDS UNLIMITED, INC.	\$6,550.00
130189	12/8/2025	AWARENESS COUNSELING	\$1,500.00
130244	12/29/2025	BAUER BUILT INC	\$2,102.84
DDP	12/15/2025	BEHRING, JENNIFER	\$48.79
130245	12/29/2025	BELLEVUE EAST BAND BOOSTERS	\$250.00
130246	12/29/2025	BENICOMP INC	\$2,737.17
130190	12/8/2025	BESTCO SERVICES	\$225.00
130191	12/8/2025	BOMGAARS SUPPLY INC	\$73.91
130247	12/29/2025	BOMGAARS SUPPLY INC	\$141.94
130248	12/29/2025	BORDER STATES INDUSTRIES INC	\$66.21
130249	12/29/2025	BOUND TO STAY BOUND BOOKS	\$1,001.64
DDP	12/15/2025	BRAUN, KRISTA	\$26.81
130250	12/29/2025	BUDGET BLINDS OF OMAHA & LINCOLN	\$95.00
130251	12/29/2025	BUTLER MACHINERY CO	\$2,193.51
130192	12/8/2025	CALI DEKLAVS	\$145.00
DDP	12/15/2025	CALLAHAN, STEPHANIE	\$16.00
130252	12/29/2025	CAMELOT TRANSPORTATION INC	\$2,430.00
130193	12/8/2025	CAPPEL AUTO SUPPLY INC	\$345.34
130253	12/29/2025	CAPPEL AUTO SUPPLY INC	\$118.67
DDP	12/15/2025	CASPER, COURTNEY	\$29.26
DDP	12/15/2025	CHRISTENSEN, KODY	\$115.92
130254	12/29/2025	CITY OF FREMONT	\$512.50
130194	12/8/2025	CLEMMER, GARY	\$135.00
130255	12/29/2025	COLUMN SOFTWARE PBC	\$153.09
DDP	12/15/2025	CORTEZ, CLAUDIA	\$10.78
130195	12/8/2025	CULLIGAN	\$564.50
130256	12/29/2025	CULLIGAN	\$790.06
130196	12/8/2025	D & T SHIRTIFIED LLC	\$118.25
130257	12/29/2025	D & T SHIRTIFIED LLC	\$437.50

Check Number	Date	Payee	Amount
130197	12/8/2025	DALTON CHIROPRACTIC	\$540.00
130258	12/29/2025	DEMCO	\$93.07
130259	12/29/2025	DIETZE MUSIC HOUSE	\$57.60
DDP	12/15/2025	DOSTAL, ERIN	\$107.17
130198	12/8/2025	EAKES OFFICE PLUS	\$26,620.44
130260	12/29/2025	EAKES OFFICE PLUS	\$2,968.80
DDP	12/15/2025	EDGECOMBE, LAUREN	\$122.71
130261	12/29/2025	EDUCATIONAL SERVICE UNIT #2	\$117,705.13
130199	12/8/2025	EDUCATIONAL SERVICE UNIT #3	\$150.00
130262	12/29/2025	EDUCATIONAL SERVICE UNIT #3	\$125.47
130263	12/29/2025	EDUCATIONAL SERVICE UNIT #6	\$150.00
130264	12/29/2025	EGAN SUPPLY CO	\$2,156.75
130200	12/8/2025	ELEMENOT SERVICES	\$20,058.63
130265	12/29/2025	ESU #7	\$51.00
130201	12/8/2025	EVERLY PLUMBING & HEATING INC	\$114.00
130266	12/29/2025	FACTS4ME INC	\$1,050.00
130267	12/29/2025	FAMILY PHYSICAL THERAPY & SPORTS CENTER	\$5,721.10
130268	12/29/2025	FASTENAL COMPANY	\$349.16
130202	12/8/2025	FBG SERVICE CORPORATION	\$65,524.00
130269	12/29/2025	FBG SERVICE CORPORATION	\$16,625.00
DDP	12/15/2025	FELDHAUS, JAMES	\$64.01
130231	12/16/2025	FIRST NATIONAL BANK OMAHA	\$1,656.65
130234	12/17/2025	FIRST NATIONAL BANK OMAHA	\$1,657.25
130270	12/29/2025	FIRST WIRELESS INC	\$874.10
130203	12/8/2025	FOLLETT CONTENT SOLUTIONS, LLC	\$101.39
DDP	12/15/2025	FONTAINE, DANA	\$64.19
DDP	12/15/2025	FOXHOVEN, RICK	\$193.84
130271	12/29/2025	FPS FOOD SERVICE	\$391.95
130272	12/29/2025	FREEWAY CAR CARE CENTER	\$140.00
130204	12/8/2025	FREMONT AREA CHAMBER	\$600.00
130205	12/8/2025	FREMONT DEPT OF UTILITIES	\$18,051.84
130230	12/9/2025	FREMONT DEPT OF UTILITIES	\$5,429.16
130232	12/16/2025	FREMONT DEPT OF UTILITIES	\$54,611.48
130273	12/29/2025	FREMONT DEPT OF UTILITIES	\$28,970.92
130274	12/29/2025	FS.COM INC	\$106.95
130206	12/8/2025	GLASS HOUSE	\$2,185.61
130275	12/29/2025	GRAINGER	\$1,953.35
130276	12/29/2025	GREAT PLAINS COMMUNICATIONS	\$2,758.95
130207	12/8/2025	GREENHECK FAN CORPORATION	\$1,059.62
DDP	12/15/2025	GRUBB, BAILEY	\$147.56
DDP	12/15/2025	HANSEN, SHANNON	\$140.40
130277	12/29/2025	HD SUPPLY - FORMERLY HOME DEPOT PRO	\$263.28
130278	12/29/2025	HD SUPPLY, INC	\$28,166.55
130279	12/29/2025	HEARTLAND SCENIC STUDIO INC	\$214.00
130280	12/29/2025	HELM MECHANICAL	\$2,906.22
DDP	12/15/2025	HENKENIUS, MELISSA	\$13.44

Check Number	Date	Payee	Amount
DDP	12/15/2025	HERNANDEZ, ROSA	\$7.84
130208	12/8/2025	HILTON OMAHA	\$356.00
130209	12/8/2025	HOBBY LOBBY	\$138.68
130281	12/29/2025	HOBBY LOBBY	\$25.69
130235	12/18/2025	HOMETOWN LEASING	\$15,457.13
130321	12/29/2025	HOMETOWN LEASING	\$15,457.13
130282	12/29/2025	HOUGHTON MIFFLIN HARCOURT	\$3,150.00
DDP	12/15/2025	HUSS, CLIFF	\$306.70
130233	12/16/2025	HY-VEE INC	\$2,464.27
DDP	12/15/2025	IBARRA BOJORQUEZ, BRENDA	\$22.40
130283	12/29/2025	J.W. PEPPER & SON INC	\$659.49
130210	12/8/2025	JOHN DEER FINANCIAL	\$351.12
DDP	12/15/2025	KERKMAN, JOEL	\$119.20
DDP	12/15/2025	KERKMAN, RITA	\$10.64
130284	12/29/2025	LANG DIESEL INC	\$994.54
DDP	12/15/2025	LEINDECKER, JEANNIE	\$101.85
130285	12/29/2025	LEXIA LEARNING SYSTEMS LLC	\$13,000.00
130286	12/29/2025	LIFT SOLUTIONS, INC	\$517.13
130211	12/8/2025	LISA RENEE REHTMEYER	\$1,079.20
DDP	12/15/2025	MARTIN, KARIE	\$21.28
DDP	12/15/2025	MARY JANE ROBINSON	\$5,359.96
130287	12/29/2025	MATHESON TRI-GAS INC	\$310.55
DDP	12/15/2025	MCCLAIN, SETH	\$103.60
DDP	12/15/2025	MCKENZIE, CAMDEN	\$49.67
130212	12/8/2025	MEL'S DINER	\$250.00
130288	12/29/2025	MENARDS	\$826.16
130289	12/29/2025	METHODIST PHYSICIANS CLINIC FREMONT	\$100.00
130290	12/29/2025	MIDLANDS MECHANICAL INC	\$1,425.00
130291	12/29/2025	MIDWEST PETROLEUM EQUIPMENT LLC	\$1,131.50
130292	12/29/2025	MONOPRICE INC	\$340.40
130322	12/30/2025	MONOPRICE INC	\$48.63
DDP	12/15/2025	MOTTL, LISA	\$40.32
DDP	12/15/2025	MUELLER, SHAWN	\$12.74
130213	12/8/2025	NASB	\$800.00
130214	12/8/2025	NCS PEARSON	\$410.30
130215	12/8/2025	NE STATE FIRE MARSHAL	\$270.00
DDP	12/15/2025	NEAL, SARAH	\$13.09
130293	12/29/2025	NEB CHAPTER OF THE CONSORTIUM OF	\$25.00
130294	12/29/2025	NEBRASKA COUNCIL OF SCHOOL ADMINISTRATOR	\$360.00
130216	12/8/2025	NEBRASKA SAFETY CENTER @ UNK	\$200.00
130295	12/29/2025	NEBRASKA SAFETY CENTER @ UNK	\$125.00
DDP	12/15/2025	NELSON, DEBRA	\$18.13
130296	12/29/2025	NIMCO	\$742.50
DDP	12/15/2025	OCHOA PEREDA, SANDRA	\$10.92
130298	12/29/2025	OMAHA PAPER CO.	\$12,072.00
130299	12/29/2025	ONE SOURCE	\$253.00

Check Number	Date	Payee	Amount
130217	12/8/2025	O'REILLY AUTOMOTIVE INC	\$61.52
130297	12/29/2025	O'REILLY AUTOMOTIVE INC	\$11.67
130300	12/29/2025	P & H ELECTRIC INC	\$231.50
130301	12/29/2025	PAK MAIL	\$218.55
130218	12/8/2025	PAPER TIGER SHREDDING INC	\$536.00
130219	12/8/2025	PAPIO TRANSPORT SCHOOL SERVICE INC	\$16,992.50
130220	12/8/2025	PERRY, GUTHERY, HAASE & GESSFORD, P.C.,	\$1,438.00
DDP	12/15/2025	PETERS, MARIAN	\$6.72
130302	12/29/2025	POWERSCHOOL GROUP, LLC	\$29,742.23
130221	12/8/2025	PRIME COMMUNICATIONS, INC	\$1,519.46
DDP	12/15/2025	REESON, BROOKE	\$69.92
DDP	12/15/2025	REYNOLDS, DEBRA	\$20.65
DDP	12/15/2025	ROBERTSON, APRIL	\$85.05
130222	12/8/2025	ROCHESTER MIDLAND CORP	\$1,508.00
130303	12/29/2025	S & S LOCKSMITH COMPANY	\$1,442.50
130304	12/29/2025	S2 ROLL-OFFS, LLC	\$3,071.99
130305	12/29/2025	SAPP BROS, INC	\$13,528.85
130306	12/29/2025	SAWYER CONSTRUCTION CO	\$27,722.50
DDP	12/15/2025	SCHLEICHER, MICHAEL	\$435.40
130223	12/8/2025	SCHMIDT SPEECH LANG PATHOLOGY SRV, LLC	\$21,877.48
130307	12/29/2025	SELCOM, LLC	\$175.00
130308	12/29/2025	SHIFFLER EQUIPMENT SALES, INC	\$478.64
130309	12/29/2025	SM & CM, LLC	\$500.00
130224	12/8/2025	SONOVA USA INC	\$238.99
130310	12/29/2025	SPARQ DATA SOLUTIONS, INC	\$2,700.00
130225	12/8/2025	SPORTS FACILITY MAINTENANCE LLC	\$14,023.74
130226	12/8/2025	STAPLES ADVANTAGE	\$1,474.99
130311	12/29/2025	STAPLES ADVANTAGE	\$924.30
DDP	12/15/2025	STEWART, COURTNEY	\$32.06
DDP	12/15/2025	STOKLASA, LAUREN	\$361.99
130312	12/29/2025	STRATEGIC AIR & SPACE MUSEUM	\$475.00
DDP	12/15/2025	STYSKAL, STEVE	\$107.48
DDP	12/15/2025	TALKINGTON, BEVERLY	\$21.56
130313	12/29/2025	TAYLOR'S	\$187.29
130314	12/29/2025	TED'S COVERS & TARPS	\$430.00
DDP	12/15/2025	THAYER, MICHELLE	\$39.27
130315	12/29/2025	THIRTY BOWL	\$99.95
130316	12/29/2025	TNTP, INC	\$85,622.50
DDP	12/15/2025	TRIMPE, SARAH	\$25.34
130227	12/8/2025	TRUCK CENTER COMPANIES	\$144.71
130317	12/29/2025	TSA CONSULTING GROUP, INC.	\$89.87
DDP	12/15/2025	TURNER, ELIZABETH	\$147.47
DDP	12/15/2025	VALENTINE, JILLIAM	\$65.00
130228	12/8/2025	WALNUT RADIO LLC	\$1,400.00
130318	12/29/2025	WAYNE STATE COLLEGE	\$500.00
DDP	12/15/2025	WESCH, SARAH	\$59.29

Check Number	Date	Payee	Amount
130229	12/8/2025	WIESE PLUMBING & EXCAVATING INC	\$427.97
130319	12/29/2025	WIESE PLUMBING & EXCAVATING INC	\$2,631.29
DDP	12/15/2025	WILSON, MEGHAN	\$63.77
130320	12/29/2025	WORLD BOOK SCHOOL AND LIBRARY	\$1,430.50
		TOTAL	<u>\$786,274.93</u>

Fremont Public Schools
Financial Reports

Recommendation

December 31, 2025

Submitted by: Susan Plank

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

**Summary Statement of General Fund Accounts (at December 31)
Activity Fund Balance Sheets**

This Summary of General Fund accounts for the Fiscal Year 2025-26 represents our approved budget and corresponding expenditures through this month-end. It is recommended that the December 2025 Financial Statements be accepted by the Board of Education as presented.

Moved by: _____

Seconded by: _____

Roll Call Vote --

Aye: _____

No: _____

Absent: _____

Fremont Public Schools
December 31, 2025

<u>Fund Name</u>	<u>Balance</u> <u>11/30/2025</u>	<u>Receipts</u> <u>December</u>	<u>Disbursements</u> <u>December</u>	<u>Statement</u> <u>Balance</u> <u>12/31/2025</u>	<u>Interfund</u> <u>Transfers</u>	<u>Account Balance</u> <u>Without</u> <u>Transfers</u>
<u>First National Bank Fremont:</u>						
General Fund	\$11,276,633.77	\$5,578,204.32	\$5,836,666.81	\$11,018,171.28	\$0.00	\$11,018,171.28
Payroll	\$41,275.21	\$5,144,071.29	\$5,153,549.91	\$31,796.59	\$0.00	\$31,796.59
Flex Benefit Fund	\$40,566.37	\$28.13	\$14,003.96	\$26,590.54	\$0.00	\$26,590.54
Special Building Fund	\$6,902,481.32	\$14,090.62	\$475,651.35	\$6,440,920.59	\$0.00	\$6,440,920.59
Bond District 11	\$7,824.18	\$0.00	\$0.00	\$7,824.18	\$0.00	\$7,824.18
FPS 2022 GO Bond	\$3,496,568.72	\$7,376.99	\$9,485.41	\$3,494,460.30	\$0.00	\$3,494,460.30
<u>Pinnacle Bank:</u>						
General Fund	\$26,442.87	\$21.52	\$0.00	\$26,464.39	\$0.00	\$26,464.39
QCPUF Fund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<u>RVR Bank:</u>						
Disbursing Account	\$355,735.55	\$692,484.02	\$794,111.85	\$254,107.72	\$0.00	\$254,107.72
Depreciation Fund	\$3,174,290.64	\$7,401.38	\$4,671.43	\$3,177,020.59	\$0.00	\$3,177,020.59
<u>US Bank:</u>						
District Activity Fund	\$33,080.80	\$3,951.19	\$6,200.10	\$30,831.89	\$0.00	\$30,831.89

**Fremont Public Schools
FPS 2022 GO Bond Detail
December 2025**

Beginning Balance 11/30/2025		\$3,496,568.72
December Receipts:		\$7,376.99
12/31/2025 Sweep Interest		\$7,376.99
December Expenditures:		-\$9,485.41
12/5/2025 ck 421 CR Menn	Driveway work at 405 W Washington	-\$7,171.30
12/5/2025 ck 422 Wenger Corp	Student Chairs (6 for each school) Howard, Clarmar, Wash	-\$2,314.11
Ending Balance 12/31/25 - FPS 2022 GO Bond		\$3,494,460.30
FNBO Capital Markets Par Value		\$0.00
		<u>\$3,494,460.30</u>

**Fremont Public Schools
Pledged Securities
12/31/2025**

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	\$198,444.67
Douglas Cnty NE SD #59 GO Unltd	259353MV9	12/15/2027	\$140,986.62
Fairbury NE Go Unltd	303665GH0	10/15/2026	\$168,626.65
Fremont NE GO Unltd	357406DV6	8/1/2026	\$198,923.66
Gretna NE GO Unltd	397802MJ5	8/15/2027	\$217,752.97
Sarpy Cnty NE SD#37 GO Unltd	803770VP8	12/15/2036	\$278,415.69
Scottsbluff Cnty NE SD#32 Go Unltd	810181GG6	12/1/2026	\$196,993.38
			\$1,400,143.64

**Fremont Public Schools
Pledged Securities Recap
December 31, 2025**

Fund Name	Statement Balance 12/31/2025	Total All Accounts	Total Pledged Securities Required	Total Pledged Securities Market Value	Pledging Excess/(Shortage)
<u>First National Bank Fremont:</u>					
General Fund	\$11,018,171.28			All FNBO Accounts Covered by Pooled Securities through Nebraska Bankers Insurance and Services Company	
Payroll	\$31,796.59				
Flex Benefit Fund	\$26,590.54				
Special Building Fund	\$6,440,920.59				
Bond District 11	\$7,824.18				
FPS 2022 GO Bond	\$3,494,460.30				
Learning Center	\$286.78				
FDIC Insured \$250,000		<u>\$21,020,050.26</u>			
<u>Pinnacle Bank:</u>					
General Fund	\$26,464.39				
QCPUF Fund	\$0.00				
FDIC Insured \$250,000		<u>\$26,464.39</u>	\$0.00	\$0.00	\$0.00
<u>RVR Bank:</u>					
High School Activity	\$114,997.36				
MS/JCAC Activity	\$93,905.31				
HS House Build	\$6,689.25				
FDIC Insured \$250,000		<u>\$215,591.92</u>	\$0.00		
Disbursing Account	\$254,107.72				
Food Service	\$250,000.00				
Depreciation	\$1,000.00				
FDIC Insured \$250,000		<u>\$505,107.72</u>	\$255,107.72		
Food Service Sweep	\$63,059.86				
ICS Sweep		<u>\$62,436.98</u>	\$622.88		
Depreciation Sweep	\$3,176,020.59				
ICS Sweep		<u>\$3,176,018.11</u>	\$2.48		
			\$625.36		
Total Pledging Required			<u>\$255,733.08</u>		
Pledging Requirement 102% of Above Balance			<u>\$260,847.74</u>	\$1,400,143.64	<u>\$1,139,295.90</u>
<u>US Bank:</u>					
District Activity Fund	\$30,831.89				
Elementary Activity Fund	\$18,311.94				
FDIC Insured \$250,000		<u>\$49,143.83</u>	\$0.00	\$0.00	\$0.00

Fremont Public Schools
General Fund
School Year 2025-2026
December 2025

FPS GENERAL FUND

Receipts:

	<u>Budgeted</u>	<u>Actual Receipts</u>	<u>% Received</u>
Local Sources	2,903,328	1,154,284	39.76%
County Sources	433,500	3,270	0.75%
State Aide	19,955,987	7,982,396	40.00%
State Sources	8,385,659	896,654	10.69%
Federal Sources	2,988,377	1,451,341	48.57%
Personal and Property Taxes	35,205,699	7,957,689	22.60%
Cash Reserve	1,657,550	0	0.00%
	<u>71,530,100</u>	<u>19,445,635</u>	<u>27.19%</u>

Expenditures:

	<u>Budgeted</u>	<u>Expenditures YTD</u>	<u>% Disbursed</u>
Regular Instruction	32,821,167	11,146,331	33.96%
Special Education	8,820,765	2,939,335	33.32%
Pupil Support Services	7,049,600	2,462,466	34.93%
Instruct Support Services	3,295,102	876,021	26.59%
Board of Education	585,000	761,091 *	130.10%
General Administration	1,600,757	698,316	43.62%
School Administration	2,460,447	894,752	36.37%
Business Support	2,310,022	720,232	31.18%
Facilities & Operations	6,993,699	2,377,090	33.99%
Regular Transportation	1,068,812	345,474	32.32%
Special Ed Transportation	1,717,970	715,227	41.63%
State Grants	561,990	114,263	20.33%
Debt Services (Tax Repayment)	0	0	0.00%
Federal Programs	4,737,024	1,321,577	27.90%
Summer Programs	15,296	0	0.00%
Transfers to Other Funds	250,000	2,755	1.10%
	<u>74,287,651</u>	<u>25,374,929</u>	<u>34.16%</u>

*Includes District Liability Insurance Premiums

Fremont Elementary School Activities Fund

Balance Sheet 2025-2026

As of December 31, 2025

	<u>Dec 31, 25</u>
ASSETS	
Current Assets	
Checking/Savings	
1000 · Checking	18,154.36
Total Checking/Savings	18,154.36
Total Current Assets	18,154.36
TOTAL ASSETS	<u>18,154.36</u>
LIABILITIES & EQUITY	
Equity	
Net Income	18,154.36
Total Equity	18,154.36
TOTAL LIABILITIES & EQUITY	<u>18,154.36</u>

Fremont Middle School and Johnson Crossing Academic Center
Balance Sheet 2025-2026
December 2025

	<u>Dec 31, 25</u>
ASSETS	
Current Assets	
Checking/Savings	
FMS Checking	91,816.15
Total Checking/Savings	<u>91,816.15</u>
Total Current Assets	<u>91,816.15</u>
TOTAL ASSETS	<u><u>91,816.15</u></u>
LIABILITIES & EQUITY	
Equity	
1110 - Fund Balance	902.50
Net Income	90,913.65
Total Equity	<u>91,816.15</u>
TOTAL LIABILITIES & EQUITY	<u><u>91,816.15</u></u>

Fremont High Activities Fund
Balance Sheet
As of December 31, 2025

	<u>Dec 31, 25</u>	<u>Nov 30, 25</u>
ASSETS		
Current Assets		
Checking/Savings		
CTE Checking	6,689.25	8,190.57
Checking	106,793.16	117,505.97
Total Checking/Savings	<u>113,482.41</u>	<u>125,696.54</u>
Total Current Assets	<u>113,482.41</u>	<u>125,696.54</u>
TOTAL ASSETS	<u><u>113,482.41</u></u>	<u><u>125,696.54</u></u>
LIABILITIES & EQUITY		
Equity		
Net Income	<u>113,482.41</u>	<u>125,696.54</u>
Total Equity	<u>113,482.41</u>	<u>125,696.54</u>
TOTAL LIABILITIES & EQUITY	<u><u>113,482.41</u></u>	<u><u>125,696.54</u></u>

LC Activity Account
Balance Sheet
As of December 31, 2025

	<u>Dec 31, 25</u>	<u>Dec 31, 24</u>
ASSETS		
Current Assets		
Checking/Savings		
Fremont National Bank	286.78	141.57
Total Checking/Savings	<u>286.78</u>	<u>141.57</u>
Total Current Assets	<u>286.78</u>	<u>141.57</u>
TOTAL ASSETS	<u><u>286.78</u></u>	<u><u>141.57</u></u>
LIABILITIES & EQUITY		
Equity		
Retained Earnings	197.85	757.06
Net Income	88.93	-615.49
Total Equity	<u>286.78</u>	<u>141.57</u>
TOTAL LIABILITIES & EQUITY	<u><u>286.78</u></u>	<u><u>141.57</u></u>

Fremont Public School Food Service

130 East Ninth Street
Fremont, Nebraska 68025
Jeff Glosser
Director of Operational Services

Monthly Report of: Dec 2025

Fund Balance: 11/30/25 \$ 155,674.64

Receipts:

1510 Interest	\$ 732.65
1611 School Lunch Program	\$ 38,691.50
1920 Donation	
1990 Other Misc Income	\$ 1,143.53
3150 State Reimbursement	
4210 Federal Reimbursement	\$ 280,700.15
5200 Funds Transfer In	
Total Monthly Income	<u>\$ 321,267.83</u>

Expenditures:

110 Labor	\$ 149,916.00
430 Repairs & Maintenance	\$ 925.35
610 General Equipment	\$ 292.09
630 Food	\$ 164,285.96
650 Supplies - Technology	\$ 1,025.00
810 Dues & Fees	\$ 10.00
890 Misc Expenditures	
Total Expenditures	<u>\$ 316,454.40</u>

Fund Balance: 12/31/25 \$ 160,488.07

BOE FMS Discard List	Submitted by: Todd Niehaus
Date: January 2026	Approved by: Todd Niehaus

ITEM	QUANTITY	REASON FOR DISCARD
Computer Lab Chairs - cloth/swivel/wheels	15	damaged/stained/old
<u>Book Title</u>	<u>Author</u>	
Standing up to mr O	Mills, Claudia	
Achingly Alice	Naylor, phyllis reynolds	
Shiloh Season	Naylor, phyllis reynolds	
Waiting for Anya	morpurgo, Michael	
Whispers from the dead	Nixon, Joan Lowery	
Whispers from the dead	Nixon, Joan Lowery	
Lyddie	Patterson, Katherine	
Haunted Kids	Nash, Bruce	
The Grand Escape	Naylor, phyllis reynolds	
Thunder Rolling in the mountains	O'dell, Scott	
Framed in Fire	Patneau, David	
Dont Scream	Nixon, Joan Lowery	
Encore	Nixon, Joan Lowery	
Fat Chance	Newman, Leslea	
Beyond Mayfield	Nelson, Vaudna Micheaux	
Someone was watching	Patneau, David	
Odd Man Out	Radley, Gail	
Would my Fortune Cookie Lie?	Pevsner, Stella	
Max the Mighty	Philbrick, Rodman	
Freak the Mighty	Philbrick, Rodman	
Im Emma: Im a Twin	Pevsner, Stella	
Crazy Jack	Napoli, Donna Jo	
Stepping on the Cracks	Hahn, Mary Downing	
Ice Warrior	riddel, Ruth	
Liars	P.J. Petersen	
Keeper of the Light	Pfisch, Patricia Curtis	
Escape from Shangri-La	morpurgo, Michael	
Diggers	Pratchett, Terry	
The spy who came in from the sea	Nolan, Peggy	
White water	Petersen, P.J.	
When the Soldiers were gone	Propp, Vera W.	
Bel-Air bambi and the Mall Rats	Peck, Richard	
The house on houd hill	Prince, Maggie	
Life's a funny propostion, Horatio	Polikoff, Barbara Garland	
The Guarden	Matas, Carol	
Stay! Keepers story	Lowry, Lois	
Count Karlstein	Pullman, Philip	
Read for your life	READ Magazine	
After the war	Matas, Carol	
Tangled Web	McGraw, Eloise	
Shadows and Whispers	McDonald, Collin	
Can you feal the thunder?	McElfresh, Lynn E.	
The girl death left behind	McDaniel, Lurlene	
In my Enemy's House	Matas, Carol	
Sworn Enemies	Matas, Carol	
Daniel's Story	Matas, Carol	
Underrunners	Mahy, Margaret	
Can of Worms	Mackel, Kathy	
Baby	MacLachlan, Patricia	
Good Night, Maman	Mazer, Norma Fox	
Bridge to freedom	Marvin, Isabel R.	
Greater than Angels	Matas, Carol	
The exiles	McKay, Hilary	
Haunted Sisters	Littke, Lael	
The x files: x marks the spot	Martin, Les	
Far North	Hobbs, Will	
River Thunder	Hobbs, Will	

Torn Away	Heneghan, James	
Regarding the fountain	Klise, Kate	
The Circuit	Jimenez Francisco	
Operation Titanic	Keene, Carolyn	
The black Pearl	O'dell, Scott	
Away is a Strange place to be	Hoover, H.M.	
River Danger	Dygaard, Thomas J.	
I am the Ice Worm	Easley, MaryAnn	
Game Plan	Dygaard, Thomas J.	
Finn's Island	Dunlop, Eileen	
Jeremy Visick	Wiseman, David	
Becoming Felix	Wilson, Nancy Hope	
The Machine Gunners	Westall, Robert	
The raft	Bodeen, S.A.	
Silverhill	Whitney, Phylis A.	
Infield Hit	Dygaard, Thomas J.	
Sparrows in the Sullery	Wallace, Barbary brooks	
a Man Named Dave	Pelzer, Dave	
Sparrow Hawk Red	Mikaelsen, Ben	
Who Put That Hair in my Toothbrush?	Spinelli, Jerry	
Calico Captive	Speare, Elizabeth George	
The time Machine	Wells, H.G.	
Ashley's Big Mistake	Weyn, Suzanne	
Ferret in the Bedroom, Lizards in the Fridge	Wallace, Bill	
Saratoga Secret	Sterman, Betsy	
Dump Days	Spinelli, Jerry	
The bronze Bow	Speare, Elizabeth George	
a Man Named Dave	Pelzer, Dave	
When Pigs Fly	Wood, June Rae	
The Runner	Voigt, Cynthia	
Ten Miles from Winne Mucca	Wyss, Thelma Hatch	
The sign of the beaver	Speare, Elizabeth George	
The Witch of Blackbird Pond	Speare, Elizabeth George	
Call it courage	Sperry, Armstrong	
Just Around the Corner	McGuire, Alice Brook	
Proably still Nick Swansen	Wolff, Virginia Euwer	
You Two	Ure, Jane	
The Secret window	Wright, Betty Ren	
The Magnificent Mummy Maker	Woodruff, Elvira	
The Curse of the Squirrel	Yep, Laurence	
Quiver	Spinner, Stephanie	
The man who Lioces Clowns	Wood, June Rae	
The Pike River Phantom	Wright, Betty Ren	
Angelfish	Yep, Laurence	
New Found Land	Wolf, Allan	
Princess Nevermore	Regan, Dian Curtis	
Bill	Reaver, Chap	
Strays like us	Peck, Richard	
Tomorrow's Magic	Service, Pamela F.	
Undone!	Jennnings, Paul	
Young Ghosts	Asimov, Isaac	
As Long as there are mountains	Kinsey-Warnock, Natalie	
True North	Lasky, Kathryn	
The Secret Journey	Kehret, Peg	
Nancy Drew, Win Place or Die	Keene, Carolyn	
Night of Fear	Kehret, Peg	
Danger at the Fair	Kehret, Peg	
The Twinkie Squad	Korman, Gordon	
Slump	Jarzyna, Dave	
Beyond the Magic Sphere	Jarrow, Gail	
Away to me, Moss	Levin, Betty	
Shadow on the Wall	Laird, Christa	
A Place to Call Home	Koller, Jackie French	
Beyond the Burning Time	Lasky, Kathryn	
Running out of Time	Haddix, Margaret Peterson	
The call of the wild	London, Jack	

d, My Name is Danita	Mazer, Norma Fox	
E, my name is Emily	Mazer, Norma Fox	
The Poison Place	Lyons, Mary E.	
The View from Saturday	Konigsburg, E.L.	
Fire in the Wind	Levin, Betty	
Heaven	Johnson, Angela	
The Image Game	Johnston, Norma	
I am Regina	Keehn, Sally M.	
Time for Andrew	Hahn, Mary Downing	
Stepping on the Cracks	Hahn, Mary Downing	
Dont you Dare Read This Mrs. Dunphrey	Haddix, Margaret Peterson	
Three Lives to Live	Lindbergh, Anne	
Travel Far, Pay No Fare	Lindbergh, Anne	
Petey	Mikaelsen, Ben	
Run Away Home	McKissack, Parica C.	
june bug in Trouble	Mead, Alice	
The Exiles at Home	McKay, Hilary	
The Exeter Blitz	Rees, David	
Nightmare	Roberts, Willo Davis	
The Coastwatcher	Weston, Elise	
I'd Rather Be Dancing	Ryan, Mary E.	
Remembering Mog	Rodowsky, Colby	
Hannah in Between	Rodowsky, Colby	
Steal away Home	Ruby, Lois	
Megan's Island	Roberts, Willo Davis	
The Voice form the Mendelsohn's Maple	Ryan, Mary C.	
The Abolutely true story of how I visited Yellowstone par	Roberts, Willo Davis	
Underdog	Sachs, Marilyn	
A Pocket Full of Seeds	Sachs, Marilyn	
Trapped!	Roth, Arthur	
Shadow Shark	Thiele, Colin	
Thief of Dreams	Strasser, Todd	
The Black arrow	Stevenson, R.L.	
Whistle Punk	Ross, Alice, Chapin and Kent	
Dicey's Song	Voigt, Cynthia	
A Special Kind of Riend	Sachs, Elizabeth-Ann	
Green Thumb	Thomas, Rob	
Jerry's Ghost	Sargent, Sarah	
Winter Thunder	Sandoz, Mari	
What Could Go Wrong?	Roberts, Willo Davis	
The Trouble with Perfect	Ryan, Mary E.	
The Horsecatcher	Sandoz, Mari	
Taste of Salt	Temple, Frances	
Getting on With it	Slepian, Jan	
Interstellar Pig	Sleator, William	
The Alfred Summer	Slepian, Jan	
Lester's Turn	Slepian, Jan	
Where there's a will, there's a wag	Singer, Marilyn	
The Case of the Fixed Election	Singer, Marilyn	
Windleaf	Sherman, Josepha	
Others See Us	Sleator, William	
Finding Buck McHenry	Slote, Alfred	
Ptolemy's Gate	Stroud, Jonathan	
Molly donnelly	Theseman, Jean	
The Wave	Rhue, Morton	
Hide and seek	Vos, Ida	
Jack's Run	Smith, Roland	
Jodie's Journey	Thiele, Colin	
Who's there?	Tolan, Stephanie S.	
What if they Saw me Now?	Ure, Jane	
The Deer Stand	Monson, A.M.	
There's a Girl in my Hamerlock	Spinelli, Jerry	
The Burg-o-rama Man	Tchudi, Stephen	
What's Happening to Grandpa?	Shriver, Maria	
Some Fine Dog	Sherlock, Patti	
House of Stairs	Sleator, William	

Jaguar	Smith, Roland	
Sasquatch	Smith, Roland	
Thunder cave	Smith, Roland	
The last Lobo	Smith, Roland	
Jaguar	Smith, Roland	
Run	Sleator, William	
Tall, Thin, and Blond	Sheldon, Dyan	
The Killer Angels	Shaara, Michael	
The Bridges of summer	Seabrooke, Brenda	
A matter of Time	Sinykin, Sheri Cooper	
Caught in the Moving Mountains	Skurzynski, Gloria	
Singularity	Sleator, William	
Into the Dream	Sleator, William	
Jack's Run	Smith, Roland	
You Can Call Me Worm	Haas, Dan	
Intersteller Pig	Sleator, William	
Swallowing Stones	McDonald, Joyce	
Shizuko's Daughter	Mori, Kyoko	
Somewhere in the Darkness	Myers, Walter Dean	
Skylark	MacLachlan, Patricia	
The Maze	Hobbs, Will	
Briht Freedom's Song	Houston, Gloria	
Hound Heaven	High, Linda Oatman	
The Birthday Room	Henkes, Kevin	
Ghost Canoe	Hobbs, Will	
Read for your life	NA	
Exiles in Love	McKay, Hilary	
liar	Morris, Winifred	
You are a Brave Man, Julius Zimmerman	Mills, Claudia	
The Secret of platform 13	Ibbotson, Eva	
Beardance	Hobbs, Will	



FREMONT PUBLIC SCHOOLS

1502 E. 2nd Street
Closing Information

Dr. Chris Loofe / Asst. Superintendent

1/12/26

SUMMARY



FREMONT PUBLIC SCHOOLS

FINANCIAL

Sale of Property \$240,000.00

COMMISSION

Listing Agent \$3,840.00

Selling Agent \$5,760.00

TITLE & ESCROW CHARGES FEES \$1,069.00

DUE TO SELLER: **\$229,331.00**

BUSINESS & INDUSTRY DONATIONS: \$130,000.00

DISTRICT CONTRIBUTION: \$90,000.00

NET PROCEEDS: **\$139,331.00**

Policy Committee

The Policy Committee has been reviewing policies in order to move towards a full adoption of policies as recommended by Perry Law Firm. The rationale for the work of the policy committee is to:

- Align policy with current state and federal regulations.
- Clarify procedural language for consistency and transparency.
- Remove outdated references and add recent statutory requirements.
- Consolidation of overlapping policies for efficiency

Once the Perry policies are fully approved and implemented the maintenance of District policies will involve periodic updates which are provided at no charge through the ESU on an annual basis. This will enable a more efficient and effective policy process ensuring the legality, relevance and accuracy of the District's policies.

The sections of policy brought forth this month include the sections of Business Operations and General Personnel Policies and Policies Applicable to all Personnel.

The intent of the policy committee is that the listed policies would be adopted as a group, waiving a second reading.

3010-4025

Perry Policy - Business Operations			
	Policy:	FPS Policy:	Notes:
Budget Planning	3010	31A.3 32B 32B.1	Adopt 3010, rescind 31A.3, 32B, 32B.1
Fund Balance Reporting	3011		New
Public Review of Budget	3020		New
Transfer of Funds between Categories	3030	33C	Adopt 3030, rescind 33C
Budget as Spending Plan - Budgeted Items	3040		New
Tuition Fees	3050	39J.4a	Adopt 3050, rescind 39J.4a
Materials Fee	3060		New
Summer School Fees	3070		New
Federal Funds	3080		New
Sale and Disposal of School Property	3090	34D.a	Adopt 3090, rescind 34D.a
Leasing	3100	34D.1	Adopt 3100, rescind 34D.1
Short-Term Investing	3110	33C.4	Adopt 3110, rescind 33C.4
Depository	3120		New

*Resolution	3120 Depository Resolution		New
Investments	3121	33C.4	Adopt 3121, rescind 33C.4
Purchasing Policies	3130	35E	Adopted 10-12-25 Remove 35E Reference
Procurement Plan - School Food Authorities	3131		Adopted 6-9-25 Adopt 3131 Midyear Update
Procurement Plan - Code of Conduct	3131.1		New
Internal Controls	3132		Adopted 6-9-25 Adopt 3132 Midyear Update
Contracting for Services	3140	35E	Adopted 6-10-24 Remove 35E Reference
Paying for Goods and Services	3150		New
Report of Treasurer	3160	83C.5	Adopt 3160, rescind 83C.5
Periodic Audit	3170	31A.5	Adopt 3170, rescind 31A.5
System of Accounts	3180	36F	Adopt 3180, rescind 36F
Activity Accounts	3181		New
Inventory of Equipment	3190	39I.1	Adopt 3190, rescind 39I.1
Monies in School Buildings	3200	34D.2b	Adopt 3200, rescind 34D.2b

Bonds	3210	38H.1	Adopt 3210, rescind 38H.1
Educational Service units - Designated Representative	3220		New
Security	3230	39I.2	Adopt 3230, Rescind 39I.2
Video Surveillance	3231		New
Emergency Response Mapping	3241		Adopted 11-11-24
Trespassers	3250	11A.6b	Adopt 3250, rescind 11A.6b
Safe Driving Record Standard for Drivers	3410		Adopted 6-9-25
Transportation	3520	37G	Adopt 3520, rescind 37G

Perry Policy - General Personnel Policies and Policies Applicable to All Personnel			
	Policy:	FPS Policy:	Notes:
Recruitment and Selection	4001	40A.1	Adopt 4001, rescind 40A.1
Equal Opportunity Employment	4002	40A.2 40A.4a1	Adopt 4002, rescind 40A.2, 40A.4a1
Anti-discrimination, Anti-harassment and Anti-retaliation	4003		Adopted 6-9-2025
Notice of Nondiscrimination	4003a		Updated 6-9-25

Complaint Form	4003b		Updated 6-9-25
Absence of Employees	4005		New
Absence From Building	4006		New
Family and Medical Leave Policy	4007	43D.2b	Adopt 4007, rescind 43D.2b
Adoption Leave	4008		New
Drug and Substance Use and Abuse * Applicant Consent Drug Testing	4009		Adopted 6-9-25
Intellectual Property and Work-for-Hire	4010	42C.1	Adopt 4010 and rescind 42C.1
Bloodborne Pathogen Compliance Plan	4011		New
Infectious Diseases	4012		New
Personnel Files	4013	40A.2a	Adopt 4013, rescind 40A.2a
Receiving Agents, Salespersons, and Other Business Representatives	4014	18H.1	Adopt 4014, rescind 18H.1
Unauthorized Purchases	4015		New
Use of School Facilities and Equipment by School Employees	4016	11A.5c	Adopt 4016, rescind 11A.5c
Activity Passes	4017		New
Community Relations – Political Activity	4018	42C.3a	Adopt 4018, rescind 42C.3a

Fair Labor Standards Act (Minimum Wage and Overtime)	4019		New
Military and Family Military Leave	4022		New
Notification of Arrest, Criminal Charges, and Certificate, License or Child Abuse Complaints	4023	42C.6c	Adopt 4023 and rescind 42C.6c
Wage and Deduction Information	4024		New
Professional Boundaries Between Employees and Students	4025	42C.6a	Adopt 4025, rescind 42C.6a

Business OperationsBudget Planning

1. The Superintendent, with the assistance of the budget committee, shall direct the preparation of the school budget annually for the fiscal year beginning September 1 and ending August 31. Income and expenditure estimates shall be based upon the following:
 - A. Past experience.
 - B. State guidelines, legal spending limitations, and other statutes and regulations.
 - C. Other projection techniques.
2. The annual budget preparation shall be compatible with the long-range aims of the school district. In addition, the Superintendent, in preparing the budget, shall consider the priorities as established by the Board for the total school program and shall equalize the educational opportunities offered at the school.
3. The specific manner in which the annual budget shall be compiled shall be at the discretion of the Superintendent. However, the budget shall contain the following:
 - A. The beginning fund balance for each fund.
 - B. Estimated receipts.
 - C. Estimated expenditures.
 - D. Estimated ending fund balance.
4. A report of the anticipated budget position shall be presented to the Board early in each calendar year. At this time the Board will establish guidelines for the development of the budget. The tentative budget shall then be developed for the Board review, modification and approval prior to the budget hearing.
5. The Superintendent shall each year, prior to the preparation of the budget, establish a budget plan. The budget plan shall take into consideration all items of expenditure requests in relationship to the total school program, and shall be mindful of equalizing the educational opportunities at each level. In the budget plan the Superintendent will direct Board budget priorities.
6. In preparing the annual budget for the Board, the Superintendent shall give to the school principals and staff the information necessary for them to assess adequately the availability of funds and to relate funds available to the Superintendent's budget plan.

The principals will, based upon the availability of funds and the school's budget plan, submit budget recommendations to the Superintendent. Each principal's recommendations and requests will be evaluated according to the budget plan, then accepted or rejected for inclusion into the proposed budget. The Superintendent will convey or make available the Superintendent's decisions to the principal and staff prior to developing the final document.

Date of Adoption: [Insert Date]

Business OperationsFund Balance Reporting

Fund balance classification shall be recorded in accordance with governmental accounting standards as promulgated by the Governmental Accounting Standards Board (GASB), including GASB #54.

The order of spending and availability of the fund balance shall be to reduce funds from the listed areas in the following order: restricted, committed, assigned, and unassigned. Negative amounts shall not be reported for restricted, committed, or assigned funds.

Fund Balance shall mean the gross difference between governmental fund assets and liabilities reflected on the balance sheet. Governmental fund assets are those of the General Fund, Special Revenue Funds, Debt Service Funds, and Capital Project Funds.

The fund balance of the general fund finances most functions in the District. The fund balance of the general fund shall mean the gross difference between general fund assets and liabilities reflected on the balance sheet.

The five classifications of governmental fund balances are as follows:

1. Non-spendable fund balance means the portion of the gross fund balance that is not expendable (such as inventories) or is legally earmarked for a specific use (such as the self-funded reserves program).

Examples of non-spendable fund balance reserves for which fund balance shall not be available for financing general operating expenditures include: inventories, prepaid items, deferred expenditures, long-term receivables, and outstanding encumbrances.

2. Restricted fund balance includes amounts constrained to a specific purpose by the provider, such as a grantor. Examples of restricted fund balances include: child nutrition programs, technology programs, construction programs, and resources from other granting agencies.
3. Committed fund balance means that portion of the fund balance that is constrained to a specific purpose by the Board. Examples include: potential litigation, claims, and judgments and activity funds.
4. Assigned fund balance means that portion of the fund balance that is spendable or available for appropriation but has been tentatively earmarked for some specific purpose by the Superintendent or designee. Such plans or intent may change and may never be budgeted, or may result in expenditures in future periods of time. Examples include: insurance deductibles program start-up costs; and other legal uses.

5. Unassigned fund balance includes amounts available for any legal purpose. This portion of the total fund balance in the general fund is available to finance operating expenditures.

The unassigned fund balance shall be the difference between the total fund balance and the total of the non-spendable fund balance, restricted fund balance, committed fund balance, and assigned fund balance.

Date of Adoption: [Insert Date]

Business OperationsPublic Review of Budget

The Superintendent shall make the tentative budget available for public inspection and arrange for a public hearing on the tentative budget as required by law. At least one public hearing shall be held regarding the tentative budget prior to the final action by the Board. Notice and time of such hearing together with a summary of the proposed budget statement, shall be published as required by law.

Legal Reference: Neb. Rev. Stat. Sections 13-501 to 13-513

Date of Adoption: [Insert Date]

Business OperationsTransfer of Funds Between Categories

All transfers of funds between the major classifications of the budget shall be according to law and upon approval of the Board. The Board may make transfers of monies between the various items within the General Fund without a rehearing on the budget. Monies may be borrowed from one fund into another as allowed by law and Nebraska Department of Education regulations, as long as such funds are replaced as soon as revenues are available.

Legal Reference: Neb. Rev. Stat. Sections 13-501 to 13-513

Date of Adoption: [Insert Date]

Business OperationsBudget as Spending Plan - Budgeted Items

After the budget has been adopted, the Superintendent shall be responsible for the proper use of the budget by all personnel. The Superintendent shall establish and operate budget controls for all schools and departments and shall ensure that the administration of the budget is in conformity with the legal requirements as well as the policies and actions of the Board.

Date of Adoption: [Insert Date]

Business Operations

Tuition Fees

The Board of Education may at its sole discretion allow non-resident students to attend Fremont Public Schools upon payment of tuition in an amount established by the Board of Education and paid in advance, as and to the extent required by law.

Legal Reference: Neb. Rev. Stat. Sec. 79-215

Date of Adoption: [Insert Date]

Business Operations

Materials Fees

Each principal is responsible, in cooperation with teachers, coaches and other instructional personnel for planning and requesting budgetary provision for all materials and activities recognized as part of the total school program.

Date of Adoption: [Insert Date]

Business OperationsSummer School Fees

Students who enroll in summer school classes outside of the District shall pay their own tuition and travel expenses. If Fremont Public Schools provides summer school instruction and elects to charge tuition, then the tuition amount shall be based upon the actual costs incurred in operation and will not be intended to provide a financial profit for the District.

Date of Adoption: [Insert Date]

Business Operations

Federal Funds

The Superintendent shall recommend to the Board of Education approval of application for federal assistance under the provisions of federal laws if the use of such funds is not contrary to the educational goals and policies of the district.

Date of Adoption: [Insert Date]

Business OperationsSale and Disposal of School Property

The Superintendent is authorized and directed to dispose of books, furniture, equipment, real estate, and other property that is obsolete or no longer needed for school operations. Any sale of school property is contingent on approval by the vote of at least two-thirds of the members of the Board of Education at a regular meeting.

Such disposal may be by private sale, auction, trade-in, or by taking bids and selling to the highest or most responsible bidder.

The following procedures shall be followed for an auction or when taking bids:

1. The intention to sell shall be publicized, via school newsletter, a weekly memo, a bulletin posting, a newspaper advertisement, or other means suitable to the value and nature of the property.
2. Real estate will be sold to the highest responsible bidder, except that a minimum acceptable price may be established prior to bidding.
3. Items which are offered for sale in an approved manner which are not sold after a reasonable period of time may be considered to have no value and may be disposed of as determined by the Superintendent and reported to the Board of Education.

Property that has little or no value shall be discarded or recycled as appropriate. No school employee shall take such property for their personal use, even if the item has been placed in the trash without the express prior approval of the administration.

Legal Reference: Neb. Rev. Stat. Sec. 79-10,114

Date of Adoption: [Insert Date]

Business OperationsLeasing

When inadequate space exists for the proper function of the educational program or for administrative needs, the Board of Education may use funds to lease additional space. When the Board determines that space within its buildings is in excess of that required for the proper functioning of the educational program or for administrative needs, the Board may lease space to another party, providing the business of the leasing party does not distract from the reputation, education, or administration of the schools.

Date of Adoption: [Insert Date]

Business OperationsShort-Term Investing

The Treasurer of the Board has the responsibility of investing funds in savings accounts, certificates of deposit, United States Government Securities and other legally approved investments. The interest received on any investments shall be credited to the fund from which the money was taken to make the investment, or in such other manner as may be permitted by law and in the best interests of the District's financial responsibilities.

Legal Reference: Neb. Rev. Stat. Sec. 79-1043

Date of Adoption: [Insert Date]

Business OperationsDepository

The Treasurer of the Board shall deposit the funds received in a bank situated within the boundaries of the district. If there is no bank within the district, or if the bank refuses or neglects to make application as a depository, the Board may designate any bank that is a state bank or national bank within the State.

The depository bank or banks may, from time to time, be designated by the Board by formal resolution. Such designation may be withdrawn at any time by the Board by formal resolution entered upon its records.

Legal Reference: Neb. Rev. Stat. Sections 77-2350 and 77-2350.1

Date of Adoption: [Insert Date]

RESOLUTION

RESOLVED, that the official depository of school funds for this School District is hereby designated to be _____, and that the designation of any other institution as the depository of school funds is hereby withdrawn.

The above Resolution, having been read in its entirety, member _____ moved for its passage and adoption, and member _____ seconded the same. After discussion and on roll call vote, the following members voted in favor of passage and adoption of _____ the _____ above _____ Resolution:

The following members voted against the same: _____

The following members were absent or not voting: _____

The above Resolution, having been consented to and approved by more than a majority of the members of the School Board of this School District, was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law.

DATED this ____ day of _____, 20__.

Fremont Public Schools

BY: _____
President

Attest:

Secretary

Legal Reference: Neb. Rev. Stat. Sections 77-2350 and 77-2350.01

Date of Adoption: [Insert Date]

Business OperationsInvestments

Funds not needed for immediate obligations may be invested. Such investments must be in accordance with state statutes. The Board hereby authorizes the following investment vehicles that may be utilized with District funds: collateralized local bank certificates of deposit, United States treasuries (bills, notes or bonds), United States government agency securities (bonds or notes), Nebraska Liquid Asset Fund, Nebraska Public Agency Investment Trust, commercial paper graded “AAA” or “Prime-1” by Standard and Poor’s or Moody’s, and trusts which invest in U.S. government or agency securities or interests in guaranteed student loans and certificates of deposit insured by the Federal Deposit Insurance Corporation (FDIC).

No bank, capital stock financial institution, or qualifying mutual financial institution may invest District funds in any investment vehicle other than those identified in this policy.

Legal Reference: Neb. Rev. Stat. Sec. 77-2341
 Neb. Rev. Stat. Sec. 77-2387, et seq

Date of Adoption: [Insert Date]

Business OperationsPurchasing Policies

The Superintendent shall ensure that all purchases are made in the interest of economy and efficiency. Where necessary, standards and procedures shall be established to accomplish the following policies of the Board of Education:

1. Purchases up to \$30,000. For the greatest efficiency in expediting purchases, the administration shall be authorized to purchase any item specifically budgeted which has a sale price within the established limit.
2. Purchases from \$30,000 up to \$100,000. The Superintendent shall request the submission of proposals for purchases which have a sale price within the established limit. The Superintendent shall receive and evaluate all proposals in making a recommendation to the Board of Education for acceptance. The Board of Education may review all proposals submitted relating to the recommended purchase. Since this is a proposal system, not a bidding process, the school district in no way shall be obligated to arbitrarily award the contract to the lowest proposal, but shall reserve the right to reject any and all proposals or to waive any informality in any proposal it deems advisable, and to award to the proposer which, in its opinion, is most desirable.
3. Purchases of \$100,000 and above. The Superintendent shall advertise for sealed bids which shall be opened in conformity with any applicable laws and in compliance with any procedures established by the Superintendent. The Board retains the right to determine the responsibility of the bidders, and shall award the contract to the lowest responsible bidder meeting specifications, be the bidder a member or apart from the local community.
4. These purchasing limits or requirements will not apply in the event of a time-sensitive purchase, or a purchase where these requirements would not reasonably or practically apply, as long as the Superintendent obtains prior approval from the Board President, and the Board of Education subsequently ratifies said purchase at a subsequent Board meeting.
5. Any school employee who orders any supplies or equipment outside of that which has been included in the annual budget and without written authorization of the principal or Superintendent shall be personally liable for payment for the supplies or equipment purchased.
6. School employees or students purchasing supplies and equipment out of an activity account must first secure a purchase order from the principal authorizing the purchase. Failure to do so will cause the person to be personally liable for payment for the supplies or equipment purchased.
7. The District need not comply with the bidding requirements if the District purchases property from the Nebraska State Purchasing Bureau, so long as the Nebraska State

Purchasing Bureau competitively bid the purchase of property.

8. Notwithstanding anything to the contrary, no employee may enter into any agreement or understanding on behalf of the District that may financially benefit the employee, member of the employee's immediate family, or a business with which the employee is associated, unless the Board of Education approves such contract or arrangement in advance.

Credit Card Purchasing Program

1. The Board of Education authorizes the Superintendent or designee to contract with one or more financial institutions, card-issuing banks, credit card companies, charge card companies, debit card companies, or third-party merchant banks capable of operating a purchasing card program on behalf of the District.
2. The Board of Education delegates to the Superintendent or designee: (a) the determination of the type of purchasing card or cards to be utilized in the District's purchasing card program; and (b) the determination of which employees shall be approved or disapproved to be assigned a purchasing card in the District's purchasing card program. The Superintendent shall submit the approved names to the Board, from time to time.
3. The District's purchasing card program may only be utilized for the purchase of goods and services for and on behalf of the District. No officer or employee of the District shall use a purchasing card for any unauthorized use.
4. An itemized receipt for purposes of tracking expenditures shall accompany all purchasing card purchases. In the event that a receipt does not accompany an authorized cardholder's purchase, the Superintendent or designee shall temporarily or permanently suspend said cardholder's purchasing card privileges.
5. Upon the termination or suspension of employment of an individual using a purchasing card, the Superintendent or designee shall immediately close such individual's purchasing card account and said employee shall immediately return the purchasing card.

Legal Reference: Neb. Rev. Stat. Sec. 13-610
Neb. Rev. Stat. Sec. 49-1401, et seq

Date of Adoption: October 12, 2025

Business OperationsProcurement Plan – Code of Conduct

The District seeks to conduct all procurement procedures in compliance with federal and state regulations and without any conflicts of interest with employees engaged in the selection, award and administration of contracts.

No employee, officer, or agent of the District may participate in the selection, award, or administration of a contract supported by federal, state, or local funds if he or she has a real or apparent conflict of interest. Such a conflict of interest would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of the parties indicated herein, has a financial or other interest in or a tangible personal benefit from a firm considered for a contract.

No employee, officer, or agent of the District may solicit or accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts.

Employees, officers or agents of the District that violate these standards shall be subject to appropriate disciplinary actions.

Date of Adoption: [Insert Date]

Business Operations

Procurement Plan – School Food Authorities

The following procurement policy statement shall govern all purchasing activities that relate to any aspect of the National School Lunch and Breakfast Programs. This statement is meant to provide guidance to our personnel and vendors on acceptable and/or required procurement practices. Our goal is to fully implement all required and recommended procurement rules, regulations and policies set forth in 2 CFR 200, 7 CFR parts 210, 3016 and 3019, and by the State Agency.

Procurement Policy

The purchasing procedure to be followed shall be determined by the anticipated total annual expenditure on items related to the food service program:

- When the annual total for food service program related items is less than \$350,000 (simplified acquisition threshold) per procurement event or in aggregate purchases this organization will follow the informal simplified acquisition threshold procedures.
- When the annual total for food service program related items is greater than \$350,000 (simplified acquisition threshold) per year per procurement event or in aggregate purchases this organization will follow the Formal Competitive Solicitation Procedures.

Micro-Purchase Procedures

Micro-Purchases may be used for single purchases under \$15,000 made with a vendor [2 CFR 200.320(a)].

Prices will be reviewed for reasonableness [2 CFR 200.320(a)].

Purchases will be spread equitably among all qualified sources [2 CFR 200.320(a)].

Simplified Acquisition Threshold Procedures

For purchases made below the simplified acquisition threshold, simplified acquisition threshold procedures will be utilized to purchase necessary goods and services. When simplified acquisition threshold procedures are used, this organization will take the following steps:

1. Contact a reasonable number of qualified vendors.
2. Write specifications for goods and services.
3. Document each vendor's quoted price. (ex. log sheet)
3. Select the company that provides the lowest, most responsive, and responsible bid.
4. Document supplier who was awarded the quote.
5. Manage orders by confirming product and prices match quotes.

Formal Competitive Solicitation Procedures

For purchases made in excess of the simplified acquisition threshold, a Formal Competitive Solicitation will be conducted. When Formal Competitive Solicitation Procedures are used, this organization will take the following steps:

1. Prepare an Invitation for Bid (“IFB”) or Request for Proposal (“RFP”) document specifically addressing the items to be procured
 - a. Include detailed specifications
 - b. Ensure price will be most heavily weighted
2. Publicly announce and advertise the bid/proposal at least 21 calendar days prior to bid opening
 - a. Announcements will include the date, time and location in which bids will be opened
3. Determine the most responsive and responsible bid/proposal by using the selection criteria set forth in the bid/proposal document
 - a. Responsible bidders will be those whose bid/proposal conform to all of the terms, conditions and requirements of the IFB/RFP
 - b. Responsible bidders will be those who are capable of performing successfully under the terms and conditions of the contract.
4. Award the contract
 - a. To the most responsive and responsible bidder based on the criteria set forth in the IFB/RFP
 - b. At least two weeks before program operations begin
 - c. If a protest is received, it must be handled in accordance with 7 CFR 210.21
5. Retain all records pertaining to the formal competitive bid process for a period of five years plus the current year

(Note: If the simplified acquisition threshold established in the sponsor’s procurement policy statement is less than \$350,000, the smaller bid threshold will govern.)

Procurement Summary

This organization incorporates the following elements into the Procurement Policy Statement, as required by 2 CFR 200 and 7 CFR parts 210, 3016 and 3019.

- A. Competition: We shall demonstrate our goods and services are procured in an openly competitive manner. Competition will not be unreasonably restricted. [7 CFR 210.21(c)(1)] [2 CFR Part 200.319(a)(1-7)]
- B. Comparability: We recognize for true competition to take place, we must maintain reasonable product specifications to adequately describe the products to be purchased and the volume of planned purchases based upon pre-planned menu cycles. [2 CFR 200.319(d)(2)]

- C. Documentation: We shall maintain for the current year and the preceding three years all significant materials that will serve to document our policies and procedures. [2 CFR 200.318(i)]
- D. Code of Conduct: This program shall be governed by the attached Code of Conduct and it shall apply to all personnel, employees, directors, agents, officers, volunteers or any person(s) acting in any capacity concerning the food service procurement program. [2 CFR 200.318(c)(1)]
- E. Contract Administration: Purchases shall be checked or verified by designated staff to assure that all goods and services are received and prices verified. All invoices and receipts shall be signed, dated, and maintained in the documentation file. [2 CFR Part 200.318(b)]
- G. General Requirements:
1. Small, minority, veteran-owned, and women's businesses enterprises and labor surplus firms are used when possible. [2 CFR 200.321]
 2. Ensure compliance with the Buy American Provision when purchasing food 7 CFR 210.21(d).
 3. A cost or price analysis in connection with every procurement action in excess of the simplified acquisition threshold including contract modifications. [2 CFR 200.324(a)]
 4. Documented Procurement Procedures and activities will be maintained. [2 CFR 200.318(a)]
- H. Duties of Food Service Supervisor:
1. Plan the goods or services needed for the school food service program for the school year based on planned menus through needs assessment, forecasting and budgeting.
 2. Develop written specifications for food/supplies needed. Include details such as descriptions and product requirements (e.g. packaging, weight, pack size, etc.) for needed goods or services.
 3. Compare product specifications among all vendors/contractors. Information for prices obtained from grocery stores, farmer's markets, etc.
 4. Make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service, and price.
 5. Place and confirm orders with vendors or make plans to purchase the required items.
 6. To make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service and price.
 7. To work with vendors on a fair and equal basis.
 8. To conduct an in-house procurement review once per year.

Date of Adoption: [Insert Date]

Business OperationsInternal Controls

The District will develop and maintain internal control procedures as required by law and in accordance with sound fiscal monitoring practices that will ensure appropriate oversight of state and federal funds. The following internal control procedures will be utilized for all federal grants:

Generally: If the District receives federal awards, grants, or other funds, the District will:

- 1) Establish and maintain effective internal control over the federal award that provides reasonable assurance that the District manages the federal award in compliance with federal statutes, regulations, and the terms and conditions of the federal award. The District will endeavor to develop and align these internal controls consistent with the “Standards for Internal Control in the Federal Government” issued by the Comptroller General of the United States or the “Internal Control Integrated Framework” issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO);
- 2) Comply with the U.S. Constitution, federal statutes, regulations, and the terms and conditions of the federal award;
- 3) Evaluate and monitor the District's compliance with statutes, regulations and the terms and conditions of federal award;
- 4) Take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; and
- 5) Take reasonable cybersecurity and other measures to safeguard protected personally identifiable information and other information the federal awarding agency, or pass-through entity, designates as “sensitive” or the District considers sensitive, consistent with applicable federal, state, and local laws regarding privacy and responsibility over confidentiality.

Legal Reference: 2 C.F.R. § 200.303.

Management requirements: The District will manage equipment (including replacement equipment), whether acquired in whole or in part under a federal award, until the District disposes of such equipment. The District will, as a minimum, meet the following requirements:

- 1) Maintain property records of the equipment (including equipment description, serial number or other identification number, source of funding, acquisition date, and the like);
- 2) Maintain a physical inventory procedure, with an inventory occurring at a minimum of every two (2) years;
- 3) Implement a control system to ensure safeguards for preventing property loss, damage, or theft;
- 4) Implement adequate maintenance procedures for the equipment; and
- 5) Implement sales and disposition procedures for the equipment to ensure the highest possible return.

All equipment, whether acquired in whole or in part under a federal award, with a current fair market value of \$10,000 or less (per unit) may be retained, sold, or otherwise disposed of in accordance with the Board's Sale and Disposal of Property Policy.

All equipment, whether acquired in whole or in part under a federal award, with a current fair market value in excess of \$10,000 (per unit), may only be sold or otherwise disposed of in accordance with the provisions of 2 C.F.R. § 200.313(e)(2)-(3).

Legal Reference: 2 C.F.R. §§ 200.313 & 200.303.

Procurement: The District will use its own documented procurement procedures which reflect applicable State, local, and tribal laws and regulations, provided that the procurements conform to applicable federal law and the requirement standards imposed by law, including:

- 1) A procedure for micro-purchases (Under \$15,000);
- 2) A procedure for simplified acquisition thresholds (between \$15,000 to \$350,000);
- 3) A procedure for sealed bids (over \$350,000);
- 4) A procedure for competitive proposals (with an explanation for why sealed bids were not accepted if over \$350,000); and
- 5) A procedure for noncompetitive bids.

Legal Reference: 2 C.F.R. §§ 200.317 through 200.326.

Cross-Reference: Policies 3130 & 3131.

Contract Terms: All contracts funded (in whole or in part) by federal funds and/or federal awards must contain the following terms or, via this Policy, the following terms are required and incorporated into any such contracts:

- 1) An assurance that minority business enterprises and labor surplus area firms are used, when possible;
- 2) An Anti-Lobbying clause for all contracts, including an Anti-Lobbying Certification, for contracts exceeding \$100,000;
- 3) A Suspension and Debarment clause;
- 4) A provision for termination for cause and for convenience, including the manner by which it will be affected and the basis for settlement;
- 5) A clause that addresses administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and a provision for sanctions and penalties;
- 6) For contracts in excess of \$150,000, a clause addressing the Clean Air Act and the Federal Water Pollution Control Act;
- 7) A provision maintaining contract oversight to ensure that contractors perform in accordance with the terms, conditions, and specifications of their contracts or purchase orders;
- 8) A provision addressing the District's conflict of interest policies; and
- 9) A requirement that the contractor maintains records related to the contracted work.

Legal Reference: 2 CFR § 200.319(d); 2 CFR § 200.321; 2 CFR § 200, Appendix II(I); 2 CFR § 200, Appendix II(H); 2 CFR § 200, Appendix II(B); 2 CFR § 200, Appendix II(A); 2 CFR § 200, Appendix II(G); 2 CFR § 200.318(b); 2 CFR § 200.318(c)(1); 2 CFR § 200.318(i); 2 CFR § 200.324(a); 2 CFR § 200.324(b).

Federal Interest Reporting: The District will follow the required federal interest reporting and recording requirements, if applicable, for any real property or improvement interest financed, in whole or in part, with federal funds.

Legal Reference: 2 CFR §§ 200.310-200.313.

Record Retention: Financial records, supporting documents, statistical records, and all other related records pertinent to a federal award will be retained for a period of three (3) years from the date of submission of the final expenditure report or, for federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the federal awarding agency or pass-through entity in the case of a sub-recipient, or as otherwise specified by the federal award or federal law.

For all other records, the District will retain such records for the length of time as required by law.

Legal Reference: 2 C.F.R. § 200.333, 2 C.F.R. § 200.334 & 34 C.F.R. § 81.31.

Suspension and Debarment: The District will not contract with any entity or individual who has been debarred, suspended, or otherwise excluded from or ineligible for participation in federal assistance programs or activities. Before entering into a contract regarding a federal award, the District will either: (1) verify that a vendor has not been debarred, suspended or otherwise excluded via SAM.gov, (2) collect a verification from that vendor; or (3) add a clause to the contract with the vendor. The District will maintain a copy of said verification or documentation.

Legal Reference: 2 C.F.R. § 200.213.

Financial Management: The District will maintain financial management systems to account for the federal funds, including records documenting compliance with federal statutes, regulations, and the terms and conditions of the federal award. These records will be sufficient to permit the District to prepare reports required by general and program-specific terms and conditions and the tracing of funds to a level of expenditures adequate to establish that such funds have been used according to the federal statutes, regulations, and the terms and conditions of the federal award. The financial management system will provide for the following:

- 1) Identifying all of the federal awards received and expended and the federal programs under which they were received;
- 2) Ensuring that accurate, current, and complete disclosure of the financial results of each federal award or program are maintained in accordance with reporting requirements;
- 3) Maintaining records and documentation that sufficiently identify the amount, source, and expenditure of funds for federally funded activities;
- 4) Ensuring effective controls over accountability and safeguards for all funds, property, and other assets;
- 5) Comparing actual expenditures with budget amounts for each federal award;
- 6) Ensuring payments of federal funds are made in accordance with applicable law, including 2 CFR § 200.305; and
- 7) Determining the allowability of costs in accordance with applicable law and the conditions of the federal award.

Legal Reference: 2 C.F.R. § 200.302.

Program Income: The District will consult with the federal awarding agency and refer to the applicable law and federal program terms and conditions to determine how to account for, deduct and otherwise handle income from federal programs.

Legal Reference: 2 C.F.R. § 200.307.

Cost Sharing or Matching: For all federal awards, any shared costs or matching funds and all contributions, including cash and third party in-kind contributions, must be accepted as part of the District's cost sharing or matching, when such contributions meet all of the following criteria:

- 1) Are verifiable from the District's records;
- 2) Are not included as contributions for any other federal award;
- 3) Are necessary and reasonable for accomplishment of project or program objectives;
- 4) Are allowable under the applicable Cost Principles requirements;
- 5) Are not paid by the Federal Government under another federal award, except where the federal statute authorizing a program specifically provides that federal funds made available for such program can be applied to matching or cost sharing requirements of other federal programs;
- 6) Are provided for in the approved budget when required by the federal awarding agency; and
- 7) Conform to other provisions of the law or terms and conditions of the federal award, as applicable.

Legal Reference: 2 C.F.R. § 200.306.

Compensation: Compensation for personal services includes all remuneration for services of employees rendered during the period of performance under the federal award, including, but not limited to wages, salaries, and fringe benefits. Costs of compensation may be allowable under federal law and the federal grant to the extent that they satisfy the following requirements:

- 1) Is reasonable for the services rendered; and
- 2) Conforms to the established written expectations of the District, as applied consistently to both federal and non-federal activities.

If the District intends to charge compensation to federal awards, such charges will be based on records that accurately reflect the work performed, and will:

- 1) Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- 2) Be incorporated into the official records of the District;
- 3) Reasonably reflect the total activity for which the employee is compensated by the District, not exceeding 100% of compensated activities;
- 4) Encompass both federally assisted, and all other activities compensated by the District on an integrated basis, but may include the use of subsidiary records as defined in the District's written procedures;
- 5) Comply with the established accounting policies and practices of the District; and
- 6) Differentiate and account for the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one (1) federal award; a federal award and non-federal award; an indirect cost activity and a direct cost activity; two (2) or more indirect activities which are allocated using

different allocation bases; or an unallowable activity and a direct or indirect cost activity.

Any leave and/or fringe benefits charged to a federal award must satisfy all criteria set forth in 2 C.F.R. § 200.431(b) and/or (c).

Budget estimates will generally not be used to support charges to federal awards but may be used for interim accounting purposes.

Legal Reference: 2 C.F.R. §§ 200.430 & 200.431.

Federal Funds for Construction Projects: If the District is granted the authority to use federal funds for a construction project, the District will follow the Davis-Bacon and Related Acts, including the payment of “prevailing wages” to those who work on the job site, as well as the contractor bonding requirements.

Legal Reference: 40 U.S.C. § 3141, et seq; 2 C.F.R. § 200.326.

Capitalization and Depreciation: The District will follow the rules for selected items of cost at 2 C.F.R. Part 200, Subpart E, when charging these specific expenditures to a federal grant. When applicable, District staff will check costs against the selected items of cost requirements to ensure the cost is allowable. In addition, federal, state, or program-specific rules, including the terms and conditions of the award, may deem a cost as unallowable and District personnel shall follow those requirements. The following rules of allowability apply to equipment and other capital expenditures:

- 1) Capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the federal awarding agency or pass-through entity.
- 2) Capital expenditures for special purpose equipment are allowable as direct costs, provided that items with a unit cost of \$10,000 or more have the prior written approval of the federal awarding agency or pass-through entity.
- 3) Capital expenditures for improvements to land, buildings, or equipment which materially increase their value or useful life are unallowable as a direct cost except with the prior written approval of the federal awarding agency or pass-through entity.
- 4) Allowability of depreciation on buildings, capital improvements, and equipment shall be in accordance with 2 CFR § 200.436 and 2 CFR § 200.465.
- 5) When approved as a direct cost by the federal awarding agency or pass-through entity under Sections A - C, capital expenditures will be charged in the period in which the expenditure is incurred, or as otherwise determined appropriate and negotiated with the federal awarding agency.

- 6) If the District is instructed by the federal awarding agency to otherwise dispose of or transfer the equipment, the costs of such disposal or transfer are allowable.
- 7) Any depreciation will be computed, charged, and recorded in a manner consistent with federal regulations and any requirements of the federal awarding agency.

Legal Reference: 2 C.F.R. §§200.436 & 200.439.

Conflict of Interest: No District employee, agent, or Board Member with a real or apparent conflict of interest may participate in the selection, award, or administration of a contract supported by or with federal funds. A “conflict of interest” includes, but is not limited to, a financial or other interest in or a tangible personal benefit from federal funds that would directly or indirectly benefit either (1) the employee, agent, or board member; (2) any member of their immediate family; or their spouse or partner, or (3) an organization that employs or is about to employ those individuals. District employees, agents, and Board Members may only accept gratuities, favors, or anything of monetary value from federally funded contractors in accordance with the District’s Conflict of Interest Policy. Any District employee, agent, or Board Member who knowingly violates these terms may be subject to discipline, up to and including termination of employment and/or referral for possible criminal prosecution.

Legal Reference: 2 C.F.R. §§ 200.112 & 200.318.

Unexpected or Extraordinary Circumstances: For all federal awards, if the District does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the District may amend or create a policy at a later date in order to put emergency contingencies in place for federal and non-federal similarly situated employees. If the conditions exist for charges to be made to the federal grant, then charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The District will take other steps to comply with federal award requirements in the event of unexpected or extraordinary circumstances.

Legal Reference: 2 C.F.R. § 200, et seq.

Date of Adoption: [Insert Date]

Business OperationsContracting for Services

Contractual services which by their nature are not adapted to award by competitive bidding, such as contracts for the services of individuals possessing a high degree of professional skill, where the ability or fitness of the individual plays an important part, are not subject to bid but are subject to approval by the Board of Education in conformity with established policy.

Every contract for services to be provided to Fremont Public Schools shall require that the contractor use a federal immigration verification system to determine the work eligibility status of new employees physically performing services within the State of Nebraska. Such requirement shall be deemed to be included and a part of the terms of every contract for services with the School District, including but not limited to oral contracts.

For any company that submits a bid or proposal for any technology-related product or service, and before entering into any contract with any company for any technology-related product or service, the company must certify that: (1) the company is not a scrutinized company (as defined by law); (2) the company will not subcontract with any scrutinized company for any aspect of the performance of the contemplated contract; and (3) that any products or services to be provided do not originate with a scrutinized company. The District will not knowingly enter into any contract with any scrutinized company.

Legal Reference: Neb. Rev. Stat. Sec. 4-114
LB 1300 (2024)

Date of Adoption: June 10, 2024

Business Operations

Paying for Goods and Services

At a regularly scheduled meeting of the Board the administration shall present a list of bills for which payment is due, for the approval of the Board of Education. Supporting documents to verify payment will be available for review upon request.

Date of Adoption: [Insert Date]

Business Operations

Report of Treasurer

The Treasurer shall submit a monthly reconciliation to the Board which shall include:

1. Balances
2. Receipts
3. Disbursements
4. Investments

Date of Adoption: [Insert Date]

Business OperationsPeriodic Audit

An audit of the accounts of the school district shall be made annually by a certified public accounting firm selected by the Board. The audit examination shall be conducted in accordance with generally accepted auditing standards, shall comply with the current rules and regulations approved by the State Board of Education, and shall include all funds over which the Board has direct or supervisory control.

Legal Reference: Neb. Rev. Stat. Sec. 79-1229
NDE Rule 1

Date of Adoption: [Insert Date]

Business Operations

System of Accounts

The accounting systems and procedures for the school district shall be set up so as to conform to best business practice and existing guides from the Nebraska Department of Education and other applicable law.

Date of Adoption: [Insert Date]

Business OperationsActivity Accounts

Every school-affiliated organization must maintain an account or sub-account through the District's Activity Account. Each organization must maintain a current and accurate accounting of all monies, including funds raised and spent, available for inspection by the Superintendent or Superintendent's designee. The Superintendent has the authority to identify and require any such organization or group to comply with this Policy. Any organization that refuses or fails to comply with this Policy may, in the Superintendent's discretion, be dissolved or suspended.

Date of Adoption: [Insert Date]

Business Operations

Inventory of Equipment

An inventory of equipment shall be maintained by the Superintendent or designee and shall serve the functions of property control and determination of necessary insurance coverage.

Date of Adoption: [Insert Date]

Business Operations

Monies in School Buildings

Monies collected by school district employees and by student treasurers shall be managed in a good and prudent business manner.

All monies collected shall be receipted and accounted for and directed without delay to the proper location of deposit.

Date of Adoption: [Insert Date]

Business OperationsBonds

The treasurer shall give a bond or equivalent insurance coverage payable to the School District in such amount as required by law and determined appropriate by the Board of Education. The Board of Education may require that other school officials whose duties require the handling of funds be bonded or obtain insurance coverage including, but not limited to, the bookkeeper, activities director, Superintendent and cafeteria supervisor. The cost of such bonds or equivalent insurance coverage shall be paid by the School District.

Legal Reference: Neb. Rev. Stat. Sections 79-586 and 79-589

Date of Adoption: [Insert Date]

Business Operations

Educational Service Units - Designated Representative

The Superintendent of Schools is the designated representative of this school district for purposes of indicating the approval or disapproval of the school district of proposals of core services offerings and the use of the property tax levy of the educational service unit of which the school district is a member.

Legal Reference: Neb. Rev. Stat. Sec. 79-1242
 NDE Rule 84

Date of Adoption: [Insert Date]

Business Operations

Security

The Superintendent of schools is directed to establish such rules and regulations as may be needed to provide for security of all school district property and safety of students and staff.

Date of Adoption: [Insert Date]

BusinessVideo Surveillance

1. Purpose. The Board authorizes the use of video cameras and other passive electronic measures (such as motion detectors) for the purposes of ensuring the health, welfare and safety of staff, students and visitors, safeguarding District facilities and equipment, and maintaining student discipline and an appropriate educational and work environment.
2. Placement. Video cameras and similar devices are authorized to be used on school facilities, school vehicles and other places within the control of the District. The locations in which the devices will be placed and the times the devices will be in use are to be determined by the Superintendent or the Superintendent's designee consistent with the purposes set forth in this Policy. The devices shall not be placed or operational in locations in which individuals have a high expectation of privacy, such as restrooms and locker rooms.
3. Notice. Notice of the fact that video surveillance cameras are being utilized shall be given through appropriate mechanisms, such as by posting signs in the building entry and other locations and by including a notice in the student-parent and staff handbooks.
4. Viewing Monitors and Video Recordings. Monitors used to view video recordings are to be located and positioned such that only authorized personnel are able to see the images on the monitors. Only authorized personnel shall be allowed to view recorded video. Authorized personnel for these purposes are: school administrators, school staff members with a direct involvement with the recorded contents of the specific video recording and employees or agents responsible for the technical operations of the system (for technical purposes only).

School administrators may allow law enforcement officers to view monitors and recorded video when such is consistent with school security and discipline and consistent with law.

Students shall not be permitted to view the monitors. Students shall not be permitted to view recorded video except where the individual student is the focus of the recorded video.

5. Use of Video Recordings. Video records may be used as a basis for student or employee disciplinary action and for making reports to law enforcement.
6. Video Recordings as Education Records. Video recordings which are considered to be "education records" within the scope of FERPA shall be maintained in accordance with FERPA and other applicable laws. A video recording may be considered an education record when a specific student is the focus of the video recording.

For example, if the video recording shows a student violating a school rule, the video

recording is an education record of that student. It may be viewed on request by that student's parent (or the student if age 18 or older). The video recording may not be viewed by, nor will a copy be given to, others without the parent's written consent unless a FERPA exception exists.

In the event more than one student is a focal point of the video recording, it may be an education record of each such student. This would be the case, for example, if two students are recorded fighting. In that event, the school would allow both set of parents an opportunity on request to view the video, but will not give a copy of the video to either set of parents, without the written consent of the other student's parent.

7. Maintaining Video Recordings. The District shall comply with all applicable state and federal laws related to record maintenance and retention of video recordings. Video recordings that contain personal information shall be securely stored and, when such recordings are no longer needed or required to be maintained, shall be properly disposed of or erased.
8. Maintaining the Integrity of the Video Surveillance System. The building principals shall be responsible for periodically checking the video surveillance system within their building to ensure it is operating properly. Students or staff who vandalize, damage, disable, or render inoperable surveillance cameras or equipment, or use the video surveillance system in a manner that is not consistent with the purposes set forth in this Policy, shall be subject to appropriate disciplinary action (up to and including expulsion, for a student, and termination, for a staff member) and referral to appropriate law enforcement authorities.

Legal Reference: Family Educational Rights and Privacy Act, 20 U.S.C. § 1232(g) (34 C.F.R Part 99)
State Records Administrator Guidelines:
Schedule 10: Records of Local School Districts (Feb. 1989)
Schedule 24: Local Agencies General Records (March 2005)
Electronic Imaging Guidelines (March 2003)

Date of Adoption: [Insert Date]

Business OperationsEmergency Response Mapping

Fremont Public Schools will provide mapping data to public safety agencies for use in response to emergencies. The mapping data will be provided in an electronic or digital format and will contain all information identified in state statute and as reasonably requested by the public safety agencies.

At least annually, the District will certify to the appropriate public safety agencies that the mapping data provided to the public safety agencies is accurate or, if information has changed, provide the appropriate public safety agencies with updated mapping data.

Legal Reference: LB 1329 (2024)

Date of Adoption: November 11, 2024

Business OperationsTrespassers

Restrictions on the use of school buildings and grounds may be implemented by administrative action. The Board gives all district and building administrators and their designees full power and authority to implement and enforce restrictions on access to school property and to issue no trespassing commands and stay away/no trespassing letters. Such action shall be taken consistent with constitutional and other legal rights.

All district and building administrators and their designees shall have full power and authority to direct any individual or group to leave school grounds and stay away where such individual or group has:

1. failed to comply with identification or check-in procedures,
2. are determined by such administrators or designees to not have a legitimate school purpose to be on school grounds, or
3. who are determined by such administrators or designees to present a risk to the safety of building users or a risk of disruption to the educational program, including without limitation, registered sex offenders.

A refusal to leave or stay away as directed will be considered trespassing and shall be reported by the administrators or their designees to proper law enforcement authorities.

Legal Reference: Neb. Rev. Stat. Sections 28-520 to 28-522

Date of Adoption: [Insert Date]

Business OperationsSafe Driving Record Standard for Drivers

Standard for Pupil Transportation Vehicle Drivers: Each person who is required to have a permit to operate a pupil transportation vehicle for this School District shall meet all requirements to hold and continue to hold a pupil transportation operator's permit.

One of the requirements for obtaining such a permit is that the person have a record of satisfactory driving as determined by Board policy. For such persons, a satisfactory driving record means a record which reflects the absence of any of the following offenses or circumstances:

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 7 years; or,
3. Reckless driving or willful reckless, within the immediate prior 7 years; or
4. Accumulation of 5 or more points under the motor vehicle operators' license point system within the immediate prior 4 years. In the event the person has accumulated 3 or 4 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

Standard for Drivers of Small Vehicles for Activity Trips: Each person who drives a small vehicle (car or van) other than a pupil transportation vehicle for school activities and who is not required to have a permit to operate a pupil transportation vehicle shall be precluded from driving in the event it is discovered that the person does not have a record of satisfactory driving. For such persons, a satisfactory driving record means a record which reflects the absence of any of the following offenses or circumstances:

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 7 years; or,
3. Reckless driving or willful reckless, within the immediate prior 7 years; or
4. Accumulation of 5 or more points under the motor vehicle operators' license point system, within the immediate prior 4 years. In the event the person has accumulated 3 or 4 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

Standard for Drivers of Other School Vehicles: Each person who drives a school vehicle other than a pupil transportation vehicle and does not transport students in the vehicle shall be precluded from driving in the event it is discovered that the person does not have a record of satisfactory driving. In the event the person's employment position requires driving vehicles as a function of the person's employment, the employment may be terminated in the absence of a record of satisfactory driving. For such persons, a satisfactory driving record means a record which reflects the absence of any of the following offenses or circumstances:

1. Motor vehicle homicide;
2. Driving while under the influence of alcoholic liquor or drugs or refusal to submit to a chemical test, within the immediate prior 7 years; or,
3. Reckless driving or willful reckless, within the immediate prior 7 years; or
4. Accumulation of 6 or more points under the motor vehicle operators' license point system within the immediate prior 4 years. In the event the person has accumulated 3, 4 or 5 points within the immediate prior 4 years, the determination of whether the person has a satisfactory driving record shall be made by the Superintendent or Superintendent's designee based on the nature and proximity of the offense as it relates to safe transportation.

The record of satisfactory driving standards shall apply to all new employees from and after adoption of this policy. Existing employees shall be subject to the same standards, provided that the Superintendent or Superintendent's designee may determine to permit an exception based on the existing employee's record of satisfactory driving while employed with the District and the nature and proximity of prior driving offenses as such offenses relate to safe transportation.

Legal Reference: Neb. Rev. Stat. Sections 79-318, 79-602, 79-607 and 79-608
Neb. Rev. Stat. Sec. 60-4,182 (point system)
Title 92, Nebraska Administrative Code, Chapter 91

Date of Adoption: June 9, 2025

Business OperationsTransportation

Fremont Public Schools shall not provide free transportation to and from school except for circumstances where the administration determines it to be appropriate and efficient to provide transportation for students who would otherwise be entitled by law to a transportation allowance; to students residing on an established route; and to students entitled by right to transportation services.

Transportation may be provided for school activities and field trips as determined appropriate by the administration from time to time.

Legal Reference: Neb. Rev. Stat. Sec. 79-611
NDE Rule 91

Date of Adoption: [Insert Date]

Personnel -AllRecruitment and Selection

The Board of Education authorizes the Superintendent to recruit and recommend for employment the best qualified personnel to implement and fulfill the goals and policies of Fremont Public Schools. When a vacancy exists, the administration may reassign existing staff to fill the vacancy. When the administration determines that a vacancy cannot be appropriately filled by reassignment of existing staff, the administration may solicit applicants by advertising or other appropriate measures. All applicants so selected and recommended must satisfy the standards as set by the Board and/or the laws of the State of Nebraska.

Legal Reference: Neb. Rev. Stat. Sec. 79-501

Date of Adoption: [Insert Date]

Personnel - All Employees

Equal Opportunity Employment

It is the policy of Fremont Public Schools to employ the best qualified applicant for each position without regard to sex, disability, race, color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, and to not fail or refuse to hire or to discharge any individual, or otherwise to discriminate against any individual with respect to compensation, terms, conditions, or privileges of employment, because of such individual's sex, disability, race, color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status.

There shall be no discrimination by school officials against any employee because of membership or activity in an employee organization or because of protected free speech activities.

Date of Adoption: [Insert Date]

Personnel - All Employees (& Students)Anti-discrimination, Anti-harassment, and Anti-retaliation**A. Elimination of Discrimination.**

Fremont Public Schools hereby gives this statement of compliance and intends to comply with all state and federal laws prohibiting discrimination. This school district intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination.

Fremont Public Schools does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to designated and approved youth groups. Reasonable accommodations will be provided to employees with disabilities and to those who are pregnant, have given birth, or have a related medical condition, as required by law. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Scott Jensen, Executive Director of Secondary Operations, 130 East 9th Street, Fremont, NE 68025, 402.727.3000 (scott.jensen@fpsmail.org).

Employees and Others: Dr. Jen Robinson, Executive Director of Human Resources, 130 East 9th Street, Fremont, NE 68025, 402.727.3000 (jen.robinson@fpsmail.org).

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office of Civil Rights in the U.S. Department of Education (OCR), please contact the OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

B. Prohibited Harassment, Discrimination, and Retaliation of Employees, Students and Others.**1. Purpose:**

The Fremont Public Schools is committed to offering employment and educational opportunities to its employees and students in a climate free of discrimination. Accordingly, unlawful discrimination, harassment or retaliation of any kind by District employees, including, co-workers, non-employees (such as volunteers), third parties, and others is strictly prohibited and will not be tolerated.

Harassment is a form of discrimination and includes verbal, non-verbal, written, graphic, or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or

ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, that is sufficiently serious to deny, interfere with, or limit a person's ability to participate in or benefit from an educational or work program or activity, including, but not limited to:

- a. Conduct that is sufficiently severe or pervasive to create an intimidating, hostile, or abusive educational or work environment, or
- b. Requiring an individual to endure the offensive conduct as a condition of continued employment or educational programs or activities, including the receipt of aids, benefits, and services.

Educational programs and activities include all academic, educational, extracurricular, athletic, and other programs of the school, whether those programs take place in a school's facilities, on a school bus, at a class or training program sponsored by the school at another location, or elsewhere.

Discriminatory harassment because of a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, may include, but is not limited to:

- a. Name-calling,
- b. Teasing or taunting,
- c. Insults, slurs, or derogatory names or remarks,
- d. Demeaning jokes,
- e. Inappropriate gestures,
- f. Graffiti or inappropriate written or electronic material,
- g. Social media comments, including cyberbullying or cyber-harassment,
- h. Visual displays, such as cartoons, posters, or electronic images,
- i. Threats or intimidating or hostile conduct,
- j. Physical acts of aggression, assault, or violence, or
- k. Criminal offenses

The following examples are additional or more specific examples of conduct that may constitute sexual harassment:

- a. Unwelcome sexual advances or propositions,
- b. Requests or pressure for sexual favors,
- c. Comments about an individual's body, sexual activity, or sexual attractiveness,
- d. Physical contact or touching of a sexual nature, including touching intimate body parts and inappropriate patting, pinching, rubbing, or brushing against another's body,
- e. Physical sexual acts of aggression, assault, or violence, including criminal offenses (such as rape, sexual assault or battery, and sexually motivated stalking), against a person's will or where a person is incapable of giving consent due to the victim's age, intellectual disability, or use of drugs or alcohol,

- f. Requiring sexual favors or contact in exchange for aids, benefits, or services, such as grades, awards, privileges, promotions, etc., or
- g. Gender-based harassment; acts of verbal, nonverbal, written, graphic, or physical conduct based on sex or sex-stereotyping, but not involving conduct of a sexual nature.

If the District knows or reasonably should know about possible harassment, including violence, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred (see section entitled "Grievance Procedures," below), and take appropriate interim measures, if necessary. If the District determines that unlawful harassment occurred, the District will take prompt and effective action to eliminate the harassment, prevent its recurrence, and remedy its effects, if appropriate. If harassment or violence that occurs off school property creates a hostile environment at school, the District will follow this policy and grievance procedure, within the scope of its authority.

All District employees are expected to take prompt and appropriate actions to report and prevent discrimination, harassment, and retaliation by others. Employees who witness or become aware of possible discrimination, including harassment and retaliation, must immediately report the conduct to his or her supervisor or the compliance coordinator designated to handle complaints of discrimination (designated compliance coordinator).

2. Anti-retaliation:

The District prohibits retaliation, intimidation, threats, coercion, or discrimination against any person for opposing discrimination, including harassment, or for participating in the District's discrimination complaint process or making a complaint, testifying, assisting, or participating in any manner, in an investigation, proceeding, or hearing. Retaliation is a form of discrimination.

The District will take immediate steps to stop retaliation and prevent its recurrence against the alleged victim and any person associated with the alleged victim. These steps will include, but are not limited to, notifying students, employees, and others, that they are protected from retaliation, ensuring that they know how to report future complaints, and initiating follow-up contact with the complainant to determine if any additional acts of discrimination, harassment, or retaliation have occurred. If retaliation occurs, the District will take prompt and strong responsive action, including possible discipline, including expulsion or termination, if applicable.

3. Grievance (or Complaint) Procedures:

Employees or students should initially report all instances of discrimination, harassment or retaliation to their immediate supervisor or teacher or to the compliance coordinator designated to handle complaints of discrimination. If the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student may report the alleged discrimination, harassment or retaliation to the designated coordinator, or in the case of students, to another staff person (such as a counselor or principal).

Other individuals may report alleged discrimination to the designated coordinator. If the designated coordinator is the person alleged to have committed the discriminatory act, then the complaint should be submitted to the Superintendent for assignment. A discrimination complaint form is attached to this grievance procedure and is available in the office of each District building, on the District's website, and from the designated coordinators.

Under no circumstances will a person filing a complaint or grievance involving discrimination be retaliated against for filing the complaint or grievance.

i. Level 1 (Investigation and Findings):

Once the District receives a grievance, complaint or report alleging discrimination, harassment, or retaliation, or becomes aware of possible discriminatory conduct, the District will conduct a prompt, adequate, reliable, thorough, and impartial investigation to determine whether unlawful harassment occurred. If necessary, the District will take immediate, interim action or measures to protect the alleged victim and prevent further potential discrimination, harassment, or retaliation during the pending investigation. The alleged victim will be notified of his or her options to avoid contact with the alleged harasser, such as changing a class or prohibiting the alleged harasser from having any contact with the alleged victim pending the result of the District's investigation. The District will minimize any burden on the alleged victim when taking interim measures to protect the alleged victim.

The District will promptly investigate all complaints of discrimination, even if an outside entity or law enforcement agency is investigating a complaint involving the same facts and allegations. The District will not wait for the conclusion or outcome of a criminal investigation or proceeding to begin an investigation required by this grievance procedure. If the allegation(s) involve possible criminal conduct, the District will notify the complainant of his or her right to file a criminal complaint, and District employees will not dissuade the complainant from filing a criminal complaint either during or after the District's investigation.

The District will aim to complete its investigation within ten (10) working days after receiving a complaint or report, unless extenuating circumstances exist as determined by the investigator. Extenuating circumstances may include the unavailability of witnesses due to illness or incapacitation, or additional time needed because of the complexity of the investigation, the need for outside experts to evaluate the evidence (such as forensic evidence), or multiple complainants or victims. If extenuating circumstances exist, the extended timeframe to complete the investigation will be determined by the investigator and in compliance with any legal requirements. Periodic status updates will be given to the parties, when appropriate.

The District's investigation will include, but is not limited to:

- a. Providing the parties with the opportunity to present witnesses and provide evidence.

- b. An evaluation of all relevant information and documentation relating to the alleged discriminatory conduct.
- c. For allegations involving harassment, some of the factors the District will consider include: 1) the nature of the conduct and whether the conduct was unwelcome, 2) the surrounding circumstances, expectations, and relationships, 3) the degree to which the conduct affected one or more students' education, 4) the type, frequency, and duration of the conduct, 5) the identity of and relationship between the alleged harasser and the suspect or suspects of the harassment, 6) the number of individuals involved, 7) the age (and sex, if applicable) of the alleged harasser and the alleged victim(s) of the harassment, 8) the location of the incidents and the context in which they occurred, 9) the totality of the circumstances, and 10) other relevant evidence.
- d. A review of the evidence using a "preponderance of the evidence" standard (based on the evidence, is it more likely than not that discrimination, harassment, or retaliation occurred?)

The designated compliance coordinator (or designated investigator) will complete an investigative report, which will include:

- a. A summary of the facts,
- b. Findings regarding whether discrimination, harassment or other inappropriate conduct occurred, and
- c. If a finding is made that discrimination, harassment or other inappropriate conduct occurred, the recommended remedy or remedies necessary to eliminate such discrimination, harassment or other inappropriate conduct.

If someone other than the designated compliance coordinator conducted the investigation, the compliance coordinator will review, approve, and sign the investigative report. The District will ensure that prompt, appropriate, and effective remedies are provided if a finding of discrimination, harassment, or retaliation is made. The District will maintain relevant documentation obtained during the investigation and documentation supportive of the findings and any subsequent determinations, including the investigative report, witness statements, interview summaries, and any transcripts or audio recordings, pertaining to the investigative and appeal proceedings.

The District may, when appropriate or when legally required, send concurrently to the parties written notification of the decision (findings and any remedy) regarding the complaint within one week after the investigation is completed. The Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. Sec. 11232g; 34 C.F.R. Part 99, permits the District to disclose relevant information to a student who was discriminated against or harassed.

ii. Level 2 (Appeal to the Superintendent):

If a party is not satisfied with the findings or remedies (or both) set forth in the decision, he or she may file an appeal in writing with the Superintendent within five (5) working days after receiving the decision. The Superintendent will review the appeal and the

investigative documentation and decision, conduct additional investigation, if necessary, and issue a written determination about the appeal within ten (10) working days after receiving the appeal. The party who filed the appeal will be sent the Superintendent's determination at the time it is issued, and a copy will be sent to the designated compliance coordinator. [If the Superintendent is the subject of the complaint, the party will file the appeal directly with the Board.]

iii. Level 3 (Appeal to the Board):

If the party is not satisfied with the Superintendent's determination, he or she may file an appeal in writing with the Board of Education within five (5) working days after receiving the Superintendent's determination. The Board of Education will review the appeal, the Superintendent's determination, the investigative documentation and decision, and allow the party to address the Board or a Committee of the Board of Education to present his or her appeal. The Board or Committee of the Board of Education may, in its discretion, issue a written determination about the appeal. The Board or a Committee of the Board may, in the alternative, vote on the appeal and send the party the outcome of the vote. The party who filed the appeal will be sent the Board's determination. The Board's or Committee's determination, and any actions taken, will be final on behalf of the District.

4. Confidentiality:

The identity of the complainant will be kept confidential to the extent permitted by state and federal law. The District will notify the complainant of the anti-retaliation provisions of applicable laws and that the District will take steps to prevent retaliation and will take prompt and strong responsive actions if retaliation occurs.

If a complainant requests confidentiality or asks that the complaint not be pursued, the District will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or the request not to pursue an investigation, as long as doing so does not prevent the District from responding effectively to the harassment and preventing harassment of other students. If a complainant insists that his or her name or other identifiable information not be disclosed to the alleged perpetrator, the District will inform the complainant that its ability to respond may be limited. Even if the District cannot take disciplinary action against the alleged harasser, the District will pursue other steps to limit the effects of the alleged harassment and prevent its recurrence, if warranted.

5. Training:

The District will ensure that relevant District employees are adequately trained so they understand and know how to identify acts of discrimination, harassment, and retaliation, and how to report it to appropriate District officials or employees.

In addition, the District shall ensure that employees designated to address or investigate discrimination, harassment, and retaliation, including designated compliance coordinators, receive training to promptly and effectively investigate and respond to

complaints and reports of discrimination, and to know the District's grievance procedures and the applicable confidentiality requirements.

6. Designated Compliance Coordinators:

Designated compliance coordinators will be responsible for:

- a. Coordinating efforts to comply with anti-discrimination, anti-harassment, and anti-retaliation laws and regulations.
- b. Coordinating and implementing training for students and employees pertaining to anti-discrimination, anti-harassment and anti-retaliation laws and regulations, including the training areas listed above.
- c. Investigating complaints of discrimination (unless the coordinator designates other trained individuals to investigate).
- d. Monitoring substantiated complaints or reports of discrimination, as needed (and with the assistance of other District employees, if necessary), to ensure discrimination or harassment does not recur, and that retaliation conduct does not occur or recur.
- e. Overseeing discrimination complaints, including identifying and addressing any patterns or systemic problems, and reporting such patterns or systemic problems to the Superintendent and the Board of Education.
- f. Communicating regularly with the District's law enforcement unit investigating cases and providing current information to them pertaining to anti-discrimination, anti-harassment, and anti-retaliation standards and compliance requirements.
- g. Reviewing all evidence in harassment or violence cases brought before the District's disciplinary committee or administrator to determine whether the complainants are entitled to a remedy under anti-discrimination laws and regulations that was not available in the disciplinary process.
- h. Ensuring that investigations address whether other students or employees may have been subjected to discrimination, including harassment and retaliation.
- i. Determining whether District employees with knowledge of allegations of discrimination, including harassment and retaliation, failed to carry out their duties in reporting the allegations to the designated compliance coordinator and responding to the allegations.
- j. Recommending changes to this policy and grievance procedure.
- k. Performing other duties as assigned.

7. Preventive Measures:

The District will publish and widely distribute on an ongoing basis a notice of nondiscrimination (notice) in electronic and printed formats, including prominently displaying the notice on the District's website and posting the notice at each building in the District. The District also will designate an employee to coordinate compliance with anti-discrimination laws (see Designated Compliance Coordinator section, above, for further information on compliance coordinator), and widely publish and disseminate this grievance procedure, including prominently posting it on the District's website, at each

building in the District, reprinting it in District publications, such as handbooks, and sending it electronically to members of the school community.

The District also may distribute specific harassment and violence materials (such as sexual violence), including a summary of the District's anti-discrimination, anti-harassment, and anti-retaliation policy and grievance procedure, and a list of victim resources, during events such as school assemblies and back to school nights, if recent incidents or allegations warrant additional education to the school community.

Legal Reference: Title VI, 42 U.S.C. Sec. 2000d, Title VII, 42 U.S.C. Sec. 2000e, Title IX; 20 U.S.C. Sec. 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. Sec. 48-1101 et seq.
Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. Sec. 621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. Sec. 48-1001 et seq.;
Americans with Disabilities Act (ADA), 42 U.S.C. Sec. 12101 et seq.
Section 504 of the Rehabilitation Act of 1973 (Section 504)
Pregnancy Discrimination Act, 42 U.S.C. Sec. 2000e(k)
Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. Sec. 4301 et seq.
Neb. Rev. Stat. Sec. 79-2,115, et seq

Date of Adoption: June 9, 2025

Notice of Nondiscrimination

The Fremont Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities and provides equal access to designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Scott Jensen, Executive Director of Secondary Operations, 130 East 9th Street, Fremont, NE 68025, 402.727.3000 (scott.jensen@fpsmail.org).

Employees and Others: Dr. Jen Robinson, Executive Director of Human Resources, 130 East 9th Street, Fremont, NE 68025, 402.727.3000 (jen.robinson@fpsmail.org).

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

Complaint Form
Discrimination, Harassment or Retaliation

The Fremont Public School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, in its programs and activities and provides equal access to designated youth groups. This complaint form is to be used when a person has a complaint related to discrimination, harassment or retaliation on such bases in regard to employment or the programs and activities of the school district.

Refer to Board Policy 4003 and/or 5401 for the particulars of the complaint and grievance process. You may attach additional materials to this form if needed.

The applicable coordinator may be contacted if you have questions about filling out this complaint form:
Students: Scott Jensen, Executive Director of Secondary Operations, 130 East 9th Street, Fremont, NE 68025, 402.727.3000 (scott.jensen@fpsmail.org).
Employees and Others: Dr. Jen Robinson, Executive Director of Human Resources, 130 East 9th Street, Fremont, NE 68025, 402.727.3000 (jen.robinson@fpsmail.org).

Name: _____ Date: _____

(1) Description of the complaint: _____

_____.

(2) Names of any witnesses to the matter being complained about: _____

_____.

(3) Identify and attach any document supporting the complaint: _____
_____.

(4) Confidentiality: I ___ do___ do not give consent to my identity being shared with the person(s) against whom I am complaining. If I do not give consent, I understand that the investigation may be hindered, but that the District will nonetheless investigate and take prompt and effective action to remediate the concerns I have raised, if appropriate.

_____.

(5) Relief requested (what I want done in response to this complaint):

_____.

The undersigned states: The facts in this complaint are true to the best of my knowledge, information and belief. I give permission for an investigation to be made into this complaint. I understand that the District will take steps to prevent me being retaliated against for filing this complaint, that I am to notify the District if any such retaliation occurs, and that the District will take prompt and strong responsive action if retaliation occurs.

Received by: _____ Signature: _____
Date: _____

Personnel - All Employees

Absence of Employees

1. An employee who finds it necessary to be absent from duty shall notify the office of the employee's immediate supervisor in advance of such absence and give (1) the reason for the absence; and, (2) the anticipated length of absence.
2. Employees requesting leave in order to perform other duties for which they will be compensated (such as jury duty) shall be required to remit to the District either the compensation received beyond expenses or their district wages for the time missed.
3. Absence or suspension from duty of any employee shall result in loss of pay for the period of absence or suspension except as otherwise provided by these policies or law.
4. A substitute may not be hired by any employee to take over his/her duties. In no instance may an employee make personal arrangements to pay a substitute.

Date of Adoption: [Insert Date]

Personnel - All Employees

Absence From Building

1. Employees may not be absent from their respective classroom or building assignments during duty hours except by permission of their immediate supervisor or Superintendent. Employees shall check out of the building whenever absent from the building during the school day.
2. Employees may be excused from the building with the approval of their immediate supervisor or Superintendent for matters of personal business which cannot be completed after regular school hours.

Date of Adoption: [Insert Date]

Personnel - All EmployeesFamily and Medical Leave Policy

Family and medical leaves shall be allowed under the terms and conditions of the Family and Medical Leave Act of 1993 (FMLA) as amended.

The “leave year” for purposes of the FMLA shall be a “rolling” twelve-month period, measured backward from the date of any FMLA leave usage.

Substitution of accrued paid leaves for otherwise unpaid FMLA leaves may be required in the discretion of the Superintendent or the Superintendent’s designee, or the Board. The employee may also have paid leave run concurrently with unpaid FMLA leave entitlement, provided the employee meets applicable requirements of the leave policy.

Employees shall be required to submit medical certifications to support a request for FMLA leave because of a serious health condition, or a sick leave, when such leave is for a duration in excess of five (5) successive days, and in such other cases as deemed appropriate by the Superintendent or the Board based on the nature of the illness or other circumstances surrounding the leave. Second and third medical opinions may, in the Superintendent or the Board's discretion, be required. Employees shall be required to report periodically, at such times as requested by the Superintendent or the Board, on their intent to return to work from FMLA leaves and other leaves. Employees shall be required to submit a fitness-for-duty certification from their health care provider as a condition of returning to work from a FMLA leave taken because of the employee’s serious health condition, or from a sick leave taken by reason of the employee's illness, when such leave was of a duration in excess of five (5) successive days, and upon request of the Superintendent or the Board when such is deemed appropriate by the Superintendent or the Board based upon the nature of the illness or other circumstances surrounding the leave.

An “equivalent position” for FMLA restoration purposes shall, in the case of certificated employees, be any administrative, teaching, or instruction related position for which the employee is qualified by reason of endorsement or other appropriate criteria as determined by the Superintendent; in the case of coaching or other similar extracurricular duty assignments, be any extracurricular duty assignment, and in the case of other employees or positions, be in a position with or at equivalent pay, benefits, and working conditions, involving similar or related duties, as determined by the Superintendent or the Board.

Legal Reference: 29 USC Sections 2611 to 2618 and
29 CFR Part 82

Date of Adoption: [Insert Date]

Personnel - All EmployeesAdoption Leave

Adoption leave will be permitted to be taken by an adoptive parent for the same time and on the same terms as an employee is permitted to take a leave of absence upon the birth of the employee's child.

The adoptive parent leave of absence begins following the commencement of the parent-child relationship. The parent-child relationship commences, for purposes of adoption leave, when the child is placed with the employee for purposes of adoption. The employee shall be deemed to have waived any adoptive leave days not taken following the commencement of the parent-child relationship, except as the Superintendent and the employee may otherwise agree. Advance notice of an anticipated adoption shall be provided by the employee to the Superintendent as soon as possible.

Legal Reference: Neb. Rev. Stat. § 48-234

Date of Adoption: [Insert Date]

Personnel - All EmployeesDrug and Substance Use and Abuse

It is the policy of the Fremont Public School District to eliminate the influence of drugs, alcohol and other chemicals within the school environment and to educate students against the usage of drugs, alcohol and illegal substances. The District will implement regulations and practices which will insure compliance with laws relating to drugs and alcohol, including: the Drug-Free Workplace Act and the Omnibus Transportation Employee Testing Act of 1991, and all regulations and rules promulgated pursuant thereto.

Section 1 Drug-Free Workplace

The District has established the school as a drug-free workplace. The drug-free workplace for this purpose includes school grounds, school utilized vehicles, and places in which school activities are held. The school district recognizes that the use, possession, or being under the influence of illicit drugs or alcohol constitutes a hazard to the positive development of students and employees and a substantial interference with school purposes.

1. The unlawful manufacture, distribution, disposition, possession, or use of a controlled substance is prohibited in the work place. Employees are also prohibited from possessing, using or distributing illicit drugs or alcohol, or being under the influence of illicit drugs or alcohol, on any district property or district sponsored event. Any level of impairment from illicit drugs, alcohol, or inhalants, and the presence of any odor of illicit drugs (such as marijuana) or alcohol in the work place or on duty time shall be a violation of the drug-free workplace.
2. The possession or distribution of a look-alike drug or look-alike controlled substance is prohibited. In addition, employees are expected to serve as role models for students and will be considered to have violated the District's expectations in the event the employee commits a criminal drug or alcohol offense off the work place or off duty time.
3. As a condition of employment, employees will abide by the District's drug-free workplace policies and notify the Superintendent or designee of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after such conviction.
4. Disciplinary sanctions, up to and including termination of employment and referral for prosecution, will be imposed upon employees who violate the aforementioned standards of conduct. Sanctions for violation thereof may include the requirement that the employee complete an appropriate rehabilitation program, reprimands, and non-renewal, cancellation, or termination of contract of employment.
5. Employees shall be advised through employee publications about drug and alcohol counseling and rehabilitation and reentry programs that are available.
6. Employees shall be furnished with a paper or digital copy of this policy.

This policy supplements and is in addition to all other policies, regulations, practices, procedures and contractual provisions regarding or related to the improper or unlawful possession, use, or distribution of illicit drugs and alcohol.

Section 2 Alcohol and Drug Testing

The District will implement regulations and practices which will insure compliance with the Omnibus Transportation Employee Testing Act of 1991, and all regulations and rules promulgated pursuant thereto. Employees in "safety-sensitive" positions, as defined by the Act and regulations promulgated thereunder, including employees whose position requires a commercial driver's license (CDL), shall be tested for alcohol and controlled substances as required by law. (See attached Appendix "1"). Refusal to submit to such pre-employment testing, or testing positive, shall disqualify an applicant from employment. Reasonable suspicion, random, post-accident, return-to-duty, and follow-up testing shall also be conducted. Employees who test positive shall be immediately removed from safety-sensitive positions and shall be removed from employment.

Legal Reference: 41 U.S.C. §§701 to 707
 49 U.S.C. §31306 and 49 CFR Part 382

Date of Adoption: June 9, 2025

4009 - APPENDIX 1

**CONTROLLED SUBSTANCES AND ALCOHOL USE AND TESTING:
FEDERAL REGULATIONS, FREMONT PUBLIC SCHOOL'S COMPLIANCE
POLICIES AND PROCEDURES, AND EDUCATIONAL MATERIALS**

The U.S. Department of Transportation (DOT) and the Federal Highway Administration (FHWA) have issued regulations requiring that individuals who perform safety-sensitive functions and who are required to maintain a commercial driver's license (CDLs) be tested for controlled substances and alcohol and not engage in controlled substances use or alcohol misuse. Information concerning those regulations, Fremont Public Schools policies and procedures, and educational materials relating to controlled substances use and alcohol misuse is set forth as follows:

(A) The persons designated by Fremont Public Schools to answer employee questions about these materials are:

Superintendent of Schools
Secondary Principal

(B) The categories of employees who are subject to the provisions of the federal controlled substances and alcohol use and testing regulations are:

Individuals who perform safety-sensitive functions and who are required to maintain a commercial driver's license (CDLs), including bus drivers and distribution and maintenance employees who are subject to driving commercial motor vehicles.

(C) The term "safety-sensitive functions" means:

- (1) All time waiting to be dispatched, unless the driver has been relieved from duty;
- (2) All time inspecting equipment or inspecting, servicing, or conditioning any commercial motor vehicle (i.e., a vehicle in excess of 26,000 pounds GVWR or designed to carry 16 or more passengers, including the driver) at any time;
- (3) All driving time (i.e., time spent at the controls of a commercial motor vehicle in operation);
- (4) All time, other than driving time, in or upon any commercial motor vehicle;
- (5) All time loading or unloading a vehicle, supervising, or assisting in the loading or unloading, attending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded;
- (6) All time spent performing the driver requirements of 49 CFR §§392.40 and 392.41 relating to accidents;
- (7) All time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

(D) Employee conduct that is prohibited by the federal controlled substances and alcohol use and testing regulations includes:

1. **Alcohol concentration.**
No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions while having an alcohol concentration of 0.04 or greater.
2. **Alcohol possession.**
No driver shall be on duty or operate a commercial motor vehicle while the driver possesses alcohol.
3. **On-duty use.**
No driver shall use alcohol while performing safety-sensitive functions.
4. **Pre-duty use.**
No driver shall perform safety-sensitive functions within four (4) hours after using alcohol.
5. **Use following an accident.**
No driver required to take a post-accident alcohol test shall use alcohol for eight hours following the accident, or until the driver undergoes a post-accident alcohol test, whichever occurs first.
6. **Refusal to submit to a required alcohol or controlled substances test.**
No driver shall refuse to submit to a post-accident alcohol or controlled substances test, a reasonable suspicion alcohol or controlled substance test, or a follow-up alcohol or controlled substances test.
7. **Controlled substances use.**
No driver shall report for duty or remain on duty requiring the performance of safety-sensitive functions when the driver uses any controlled substance, except when the use is pursuant to the instructions of a physician who has advised the driver that the substance does not adversely affect the driver's ability to safely operate a commercial motor vehicle.
8. **Controlled substances test.**
No driver shall report for duty, remain on duty or perform a safety-sensitive function, if the driver tests positive for controlled substances.

(E) The circumstances under which an employee will be tested for alcohol and/or controlled substances pursuant to the federal regulations include:

1. **Pre-employment testing.**
Prior to the first time a driver performs safety-sensitive functions, the driver shall undergo testing for alcohol and controlled substances. No safety-sensitive functions are to be performed unless the driver has been administered an alcohol test with a result indicating an alcohol concentration less than 0.04, and has received a controlled substances test result from the medical review officer indicating a verified negative test result.

2. Post-accident testing.

- (a) As soon as practicable following an accident involving a commercial motor vehicle, each surviving driver:
- (1) Who was performing safety-sensitive functions with respect to the vehicle, if the accident involved the loss of human life; or
 - (2) Who receives a citation under State or local law for a moving traffic violation arising from the accident shall undergo a test for alcohol and controlled substances.
- (b) (1) *Alcohol tests.* Shall be administered within two hours following the accident unless such can not reasonably be done, and not more than eight hours following the accident.
- (2) *Controlled substance tests.* Shall be administered within 32 hours following the accident.
- (c) A driver who is subject to post-accident testing shall remain readily available for such testing or may be deemed by the employer to have refused to submit to testing. The driver shall be permitted to leave the immediate scene of an accident for the period necessary to obtain assistance in responding to the accident, or to obtain necessary emergency medical care, but shall otherwise remain readily available for testing.

3. Random testing.

- (a) Drivers shall be subject to random testing. The minimum annual percentage rate for random alcohol testing should be 25 percent of the average number of driver positions, or such minimum annual percentage rate as established from time to time by the FHWA. The minimum annual percentage rate for random controlled substance testing shall be 50 percent of the average number of driver positions.
- (b) The selection of drivers for random alcohol and controlled substances testing shall be made by a scientifically valid method. Under the selection process used, each driver shall have an equal chance of being tested each time selections are made.
- (c) The random alcohol and controlled substances tests shall be unannounced and the dates for administering random alcohol and controlled substances tests shall be spread reasonably throughout the calendar year.
- (d) Each driver who is notified of selection for random alcohol and/or controlled substances testing shall proceed to the test site immediately; provided, however, that if the driver is performing a safety-sensitive function at the time of notification, the driver shall cease to perform the safety-sensitive function and proceed to the testing site as soon as possible.

4. Reasonable suspicion testing.

- (a) A driver shall submit to an alcohol test when the employer has reasonable suspicion to believe that the driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations (except for possession of alcohol).
- (b) Under federal law, notwithstanding the absence of a reasonable suspicion alcohol test, a driver is prohibited from reporting for duty or remaining on duty requiring the performance of safety-sensitive functions while the driver is under the influence of or impaired by alcohol and must not perform or continue to perform safety-sensitive functions, until:

- (i) An alcohol test is administered and the driver's alcohol concentration measures less than 0.02; or
- (ii) Twenty-four hours have elapsed following the determination that there is reasonable suspicion to believe that the driver has violated the prohibitions concerning the use of alcohol.

5. **Return-to-duty testing.**

(a) **Alcohol.** If a driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations concerning alcohol and has not been terminated, the driver shall undergo a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02.

(b) **Controlled Substances.** If a driver has engaged in conduct prohibited by the federal drug and alcohol testing regulations concerning controlled substances, and has not been terminated, the driver shall undergo a return-to-duty controlled substances test with a result indicating a verified negative result for controlled substances use.

6. **Follow-up testing.**

Following a determination that a driver is in need of assistance in resolving problems associated with alcohol misuse and/or use of controlled substances, the driver shall, if still employed, be subject to unannounced follow-up alcohol and/or controlled substances testing as directed by a substance abuse professional in accordance with the provisions of federal regulations.

Random, reasonable suspicion, and follow-up alcohol testing shall be conducted only when the driver is performing safety-sensitive functions, just before the driver is to perform safety-sensitive functions, or just after the driver has ceased performing safety-sensitive functions.

(F) The procedures that will be used to test for the presence of alcohol and controlled substances, to protect the employee and the integrity of the testing processes, to safeguard the validity of the test results, and to ensure that those results are attributed to the correct employee include:

The procedures outlined in 49 CFR 40, concerning procedures for Transportation Workplace Drug and Alcohol Testing Program, will be followed. This includes use of a "split sample" approach for drug testing and chain of custody procedures including documentation of screening aliquots.

(G) An employee is required to submit to alcohol and controlled substances tests administered pursuant to the federal regulations.

(H) A "refusal to submit" to an alcohol or controlled substance test includes:

Refuse to submit (to an alcohol or controlled substances test) means that a driver (1) Fails to provide adequate breath for testing without a valid medical explanation after he or she has received notice of the requirement for breath testing, (2) fails to provide adequate urine for controlled substances testing without a valid medical explanation after he or she has received notice of the requirement for urine testing, or (3) engages in conduct that clearly obstructs the

testing process. A failure to remain readily available for post-accident testing, or to notify the employer of the need for such testing, or to proceed to the test site immediately for random testing, may be deemed by the employer to constitute a refusal to submit.

The consequences for refusing to submit to an alcohol or controlled substances test are as follows: A driver who has refused to submit to a required alcohol or controlled substance test is subject to the same consequences as a driver who has tested positive on an alcohol (concentration of 0.04 or greater) or controlled substances test.

(I) The consequences under the federal regulations for employees who have violated the federal regulations relating to controlled substances and alcohol use and testing include:

The driver shall be removed from and not permitted to perform safety-sensitive functions. The driver shall be referred for evaluation by a substance abuse professional for a determination of what assistance, if any, the employee needs in resolving problems associated with alcohol misuse and controlled substances abuse.

Before a driver returns to duty requiring the performance of a safety-sensitive function after engaging in conduct prohibited by the federal regulations, the driver shall, if still employed, undergo a return-to-duty alcohol test with a result indicating an alcohol concentration of less than 0.02 if the conduct involved alcohol, or a controlled substances test with a verified negative result if the conduct involved a controlled substance.

In addition, each driver identified as needing assistance in resolving problems associated with alcohol misuse or controlled substance use, if still employed,

- (i) Shall be evaluated by a substance abuse professional to determine that the driver has properly followed any rehabilitation program prescribed, and
- (ii) Shall be subject to unannounced follow-up alcohol and controlled substances tests administered by the employer following the driver's return to duty.

The driver may also be subject to the penalty provisions of 49 U.S.C. § 521(b).

(J) The consequences under the federal regulations for employees found to have an alcohol concentration of 0.02 or greater but less than 0.04 include: Removal from safety-sensitive functions for a period of not less than 24 hours following administration of the test.

(K) Information to assist employees in avoiding alcohol misuse and controlled substances use, signs and symptoms of an alcohol or a controlled substances problem, and available methods of intervening when such a problem is suspected: Information will be made available by the counselor to employees.

(L) The requirement that the following personal information collected and maintained under this part shall be reported to the Clearinghouse:

- (i) A verified positive, adulterated, or substituted drug test result;

- (ii) An alcohol confirmation test with a concentration of 0.04 or higher;
- (iii) A refusal to submit to any test required by law;
- (iv) An employer's report of actual knowledge of:
 - (A) On duty alcohol use;
 - (B) Pre-duty alcohol use;
 - (C) Alcohol use following an accident; and
 - (D) Controlled substance use;
- (v) A substance abuse professional report of the successful completion of the return-to-duty process;
- (vi) A negative return-to-duty test; and
- (vii) An employer's report of completion of follow-up testing.

Legal Reference: 49 CFR §382.601(b)(12).

Date of Adoption: June 9, 2025

**APPLICANT'S CONSENT
TO OBTAIN PAST DRUG AND ALCOHOL TEST RESULTS**

I, _____ *[insert applicant's name]*, understand that as a condition of hire with Fremont Public Schools ("School District") I must give written Consent to obtain the results of all DOT-required drug and/or alcohol tests (including any refusals to be tested) from all of the companies for which I worked as a driver, or for which I took a pre-employment drug and/or alcohol test during the past two (2) years. I also understand that the School District requires me to consent to access to the same information concerning any non-DOT driver drug and/or alcohol tests which I took during this same period of time. I have also been advised and understand that my signing of this consent does not guarantee me a job or guarantee that I will be offered a position with the School District.

Below I have listed all of the companies for which I worked as a driver, or for which I took a pre-employment driver position drug and/or alcohol test during the past two (2) years. I hereby consent to the School District obtaining from those companies, and I hereby consent to those companies furnishing to the School District, all requested information concerning my drug and alcohol tests, including:

- (i) all DOT and non-DOT alcohol test results of 0.04 or greater during the past two (2) years;
- (ii) all verified positive DOT and non-DOT drug test results during the past two (2) years;
- (iii) all instances in which I refused to submit to a DOT-required drug and/or alcohol test during the past two (2) years;
- (iv) any other violations of DOT agency drug and alcohol testing regulations during the past two (2) years; and
- (v) documentation of successful completion of DOT return-to-duty requirements (including follow-up tests) in the event of a violation of a DOT drug and alcohol testing regulations during the past two (2) years.

I specifically authorize the companies to fully complete the School District's Report of Past Drug and/or Alcohol Test Results form.

The following is a list of all of the companies for which I worked as a driver, or for which I took a pre-employment driver position drug and/or alcohol test, during the past two (2) years:

<u>Company name</u>	<u>Dates worked for/took pre-employment test</u>
_____	_____
_____	_____
_____	_____
_____	_____

APPLICANT CERTIFICATION

I have carefully read and fully understand this Consent to release my past drug and alcohol test results. In authorizing the release of my test results, I consent and agree to waive any physician-patient privilege that may otherwise exist with respect to the confidentiality of my drug and alcohol test results. I further release the Company and its medical review officer, and any officer, employee or agent of the Company or medical review officer whose disclosure of the results is in accordance with this release from any and all claims or causes of actions which may result from the disclosure of such test results to the person or persons identified on this release form.

In signing below, I certify that all of the information which I have furnished on this form is true and complete, and that I have identified all of the companies for which I have either worked, or for which I took a pre-employment drug and/or alcohol test, as a driver during the past two years. I understand that this information is material to my hiring and that my failure to provide true and complete information will automatically disqualify me for a position with the School District or, in the event that I am hired, subject me to immediate termination. Further, I understand that in the event of receipt of a report of past drug and/or alcohol violation, any conditional offer of employment will be revoked and in the event I have been hired, any employment will be automatically ended.

Signature of Applicant

Print Name

Date

Personnel - All EmployeesIntellectual Property and Work-for-Hire

The District encourages its staff members to be creative, innovative and to engage in continued learning and advancement. These aims are intended to contribute towards each staff member's professional development, enhance the District's reputation and image among its constituents and improve student learning. However, inherent in the pursuit of advancement is the possibility that a staff member may use resources provided through the District for commercial purposes or gain. All staff members shall abide by this policy when developing, producing or otherwise creating any "Covered Work," as defined herein.

A. Covered Works

A "Covered Work" includes all intellectual property, as defined by applicable state and federal law, including, but not limited to, the following:

1. Patents;
2. Copyrights;
3. Trademarks;
4. Trade secrets;
5. All other information and data owned by the District.

These include, but are not limited to, literary, scholarly, musical, sound, audiovisual, electronic, or other computer (including hardware, software or apps) work. In the event that any state or federal law, rule or regulation is amended to include a new category of "intellectual property," such new category will be included in this policy as if set forth fully herein.

B. Ownership of Covered Work

The District owns all "Covered Works" and any other intellectual property interest created by District employees in their capacity as a District employee or created with any District-sponsored resources. Employees shall have no claim to any ownership rights in such works and shall take whatever steps necessary to comply with this policy. An employee who accepts payment or other gain for any Covered Work, without Board approval, shall be in violation of this policy and may be disciplined up to and including termination of employment.

The Board may, in its discretion, recognize a staff member who contributed to such work.

The Board reserves the right to patent, register, market, and license any of its intellectual property. The Board may allocate any proceeds generated from such activities in a manner consistent with the Board's mission.

C. Employee Resolution Process

In the event that an employee is uncertain as to whether a work is a “Covered Work,” as defined by this policy, or whether such work will be created in their capacity as a District employee or created with any District-sponsored resources, the employee should first seek clarification from the Superintendent. In the event that the Superintendent is uncertain, the Superintendent may ask the Board to adopt a determination. In the event that the Superintendent or Board conclude that the employee’s intended work will not be covered under this policy, the employee need not make any further reports or findings to the Superintendent. However, if the employee’s work changes in any way that may bring such work within the definition of “Covered Work,” the employee must consult with the Superintendent.

In the event that the Superintendent and/or Board determines that an employee’s proposed work would fall under the definition of “Covered Work,” the employee shall regularly inform the Superintendent of the work’s progress.

Employees are strongly encouraged to secure pre-approval before attempting to create or produce any work.

Legal Reference: 17 U.S.C. Sec. 101, et seq
Neb. Rev. Stat. Sec. 87-126, et seq

Date of Adoption: [Insert Date]

Personnel - All EmployeesBloodborne Pathogen Compliance PlanA. Procedures for Control of Communicable Diseases.

The School District shall cooperate with county and state health departments in developing procedures for the control of communicable disease in School District programs and activities. Procedures shall conform to the regulations and guidelines for communicable disease control established by local and state health departments.

B. Students

1. Contagious and Infectious Diseases. Contagious and infectious diseases subject to this part include those diseases regulated by the Nebraska Department of Health and Human Services regulations pertaining to school health and communicable disease control (173 NAC 3). A student showing any signs or symptoms of a contagious or infectious disease will be excluded from attending Fremont Public Schools or programs in accordance applicable safety regulations and guidance, and not be allowed to return until the minimum isolation period has elapsed, and all signs or symptoms of illness have disappeared in accordance with public health recommendations. Students with contagious or infectious diseases or conditions may otherwise be excluded until the student's physician provides a written statement that the disease or condition is not in a communicable stage or there is minimal risk of transmission to others in a school program setting.
2. Bloodborne Pathogen Communicable Diseases. Communicable diseases subject to this part include diseases spread via bloodborne pathogens, including Human immunodeficiency virus (HIV) (including AIDS) and Hepatitis B (only carriers are of concern). A student with such a disease shall not be excluded or be subject to different treatment concerning services or participation in activities in the absence of an individualized determination that exclusion or modifications are appropriate because the student's condition poses an imminent threat to the health or the safety of others in the School District or program community. Such a determination shall be made by following established policies and procedures for students with chronic health problems or students with disabilities. Decision makers are to consult with the student's physician and parent or guardian; respect the student's and family's privacy rights; and reassess the placement if there is a change in the student's need for accommodations or services.

In making such a determination, the following factors will be evaluated: (1) the nature of the disease; (2) the age of the student; (3) the behavior of the student; (4) the neurological development of the student; (5) the physical condition of the student; (6) the expected type of interaction which the student will have with other individuals in the proposed placement setting; (7) the degree to which other individuals may be exposed to infectious organisms; (8) the hygienic practices of the student; (9) the risk of transmission of the disease from the student to those

individuals with whom the student will interact; and (10) any other pertinent factor reasonably related to the decision.

3. Reporting. Employees who become aware that a student has been diagnosed with or is suspected of having a reportable disease shall immediately inform their immediate supervisor.

C. Employees

1. Contagious and Infectious Diseases. When an employee has a contagious or infectious disease which is in a communicable stage or presents more than a minimal risk of transmission to others, the employee should not report to work and is expected to follow the absence reporting procedures. Employees should in general follow the same guidelines for absence from work as a student is to follow under the public health guidelines. Prior to returning to work, employees shall upon request submit a physician's written statement stating that the employee may return to work and does not pose a significant risk of transmission of the disease to others.
2. Bloodborne Pathogen Communicable Diseases. Communicable diseases subject to this part include diseases spread via bloodborne pathogens, including Human immunodeficiency virus (HIV) (including AIDS) and Hepatitis B (only carriers are of concern). An employee with a communicable disease, or an applicant for employment, shall be employed or be continued in employment without consideration of the communicable disease provided the employee or applicant is able to perform the essential functions of the position with such reasonable accommodations as may be necessary and provided the communicable disease does not pose an imminent threat to the health or the safety of others within the employee's work environment. Employees who have a communicable disease are expected to conduct themselves in such a manner as to not place others at risk and, in the event reasonable accommodation is necessary to avoid such risk, to make a confidential request for such accommodation.

D. General Provisions

1. No Discrimination or Harassment. No employee or student shall be unlawfully discriminated against or subjected to harassment on the basis of having a communicable disease.
2. Privacy. Every employee has a duty to treat as highly confidential any knowledge or speculation concerning the bloodborne pathogen status of a student or other employee. Violation of medical privacy may be cause for disciplinary action against an employee, including possible termination.

No information regarding a person's bloodborne pathogen status will be divulged to any individual or organization other than School District employees or agents who have a need to know of the circumstance, appropriate officials of the school

in which the student is enrolled, and emergency medical personnel with a need to know, without a court order or a signed and dated consent of the person with the bloodborne pathogen infection (or the parent or guardian of a minor).

3. Records. All health records, notes, and other documents that reference an employee's bloodborne pathogen status or occupational exposure will be maintained in a separate confidential medical file for the employee.

All health records, notes, and other documents that reference a student's bloodborne pathogen status will be maintained in a separate confidential medical file for the student.

4. Infection Control. All employees are required to consistently follow infection control guidelines. The use of universal precautions is mandated and work practice controls to minimize or prevent potential exposure are to be implemented. Any incident of exposure to blood shall be reported, evaluated, and follow-up completed and shall be shared only to the extent required to accomplish legitimate educational goals and to comply with employees' right to know requirements. Equipment and supplies needed to apply the infection control guidelines will be maintained and kept accessible.
5. Staff Development. The Superintendent or designee will make communicable disease and bloodborne pathogen education programs available to employees as appropriate to convey guidance on infection control procedures and inform employees about School District policies.

Legal Reference: 173 NAC 3 (HHS Control of Communicable Disease regulation) Sections 20-167 and 20-168 (HIV/AIDs statutes)
Neb. Rev. Stat. Sec. 79-264 (student emergency exclusion)
ADA-42 U.S.C. Sec. 12101 et seq.; 28 CFR Sec. 35.101 et seq.
Rehabilitation Act of 1973, Section 504--29 U.S.C. Sec. 791, et seq.; 34 CFR Sec. 104, et seq.
Nebraska Fair Employment Practices Act—Sections 48-1101 to 48-1126
20 U.S.C. 1232g (FERPA)

Date of Adoption: [Insert Date]

Personnel - All EmployeesInfectious Diseases

In the event that a student, employee, or other person in frequent contact with students, employees or others present in Fremont Public Schools contracts an infectious disease, the determination of whether that person should be permitted to remain on duty, attend school or participate in school activities shall be made on a case-by-case basis. The following factors will be taken into consideration:

- (1) The behavior, neurological development, and physical condition of the infected person;
- (2) The expected type of interaction with others in the school setting;
- (3) The impact on both the infected person and others in that setting.

The determination of whether or not the infected person remains in the school shall be based on scientific and medical evidence.

Any person with an infectious disease will retain the rights of confidentiality and privacy, limited to individuals on a need-to-know basis in the District. No identifying information will be shared about the individual, his or her specific medical record, or about the family without the written permission of the individual (adult) or parent/legal guardian (student).

Legal Reference: 173 NAC 3 (HHS Control of Communicable Disease regulation) Sections 20-167 and 20-168 (HIV/AIDs statutes)
Neb. Rev. Stat. Sec. 79-264 (student emergency exclusion)
29 CFR 1910.1030 (OSHA Bloodborne Pathogens regulation)
ADA-42 U.S.C. Sec. 12101 et seq.; 28 CFR Sec. 35.101 et seq.
Rehabilitation Act of 1973, Section 504--29 U.S.C. Sec. 791, et seq.; 34 CFR Sec.104, et seq.
Nebraska Fair Employment Practices Act—Sections 48-1101 to 48-1126
20 U.S.C. 1232g (FERPA)

Date of Adoption: [Insert Date]

Personnel-All EmployeesPersonnel Files

Every teacher, administrator, and employee of the District shall, upon request, have access to their personnel file and shall have the right to attach a written response to any item in such file, and may in writing authorize any other person to have access to such file, which authorization shall be honored by the District. Such access and right to attach a written response shall not be granted with respect to any letters of recommendation solicited by the employer which appear in the personnel file. No other person except school officials while engaged in their professional duties shall be granted access to such file nor shall the contents thereof be divulged in any manner to any unauthorized person.

Legal Reference: Neb. Rev. Sections 79-539 & 79-8,109

Date of Adoption: [Insert Date]

Personnel - All EmployeesReceiving Agents, Salespersons, and Other Business Representatives

No school employee shall visit with or discuss business matters of a personal nature with any sales representative during the hours the employee is on duty in the school, except by special permission of the Superintendent or Building Principal.

Any agent or business representative calling on school personnel about school matters, such as, textbooks, athletic equipment, school equipment, school supplies, building and custodial supplies, and the like, shall first obtain the permission of the Superintendent or Building Principal. In general, a teacher shall not interrupt class work to confer with such representatives.

Legal Reference: Neb. Rev. Stat. § 79-8,100.

Date of Adoption: [Insert Date]

Personnel - All Employees

Unauthorized Purchases

Any employee who orders any supplies or equipment without express authorization of the Superintendent or building principal may be personally liable for payment of the bill for the material so ordered.

Date of Adoption: [Insert Date]

Personnel - All Employees

Use of School Facilities and Equipment by School Employees

The Superintendent may approve use of school facilities, equipment and other resources by school employees, except for activities which result in personal or corporate gain and provided that such use is consistent with Policy No. 1100.

School vehicles shall not be available for personal use.

Date of Adoption: [Insert Date]

Personnel - All Employees

Activity Passes

All employees and Board of Education members of Fremont Public Schools may be given an activity pass which will admit the employee and Board of Education member and spouse to school activities. The activity pass may be used only by the person whose name appears on the pass.

Date of Adoption: [Insert Date]

PersonnelCommunity Relations—Political Activity

The Board requires that staff members who desire to seek public office or to engage in other political activity likely to interfere with their normal work requirements seek prior Board approval.

In order to guard against placing students or staff members under undue pressure to adopt particular positions on political issues, the Board directs that employees avoid using their positions or their access to school materials or facilities for solicitation, promotion, recruiting or to otherwise work for the election or defeat of any candidate for public office or to influence the outcome of an election or a decision by a governing body on a political issue. Specifically, employees are restricted from the use of the following for such purposes.

1. Their position, whether as an instructor or as a leader or supervisor of other employees;
2. Classrooms, buildings or facilities;
3. Students; or
4. School equipment, materials or mailing systems.

These restrictions do not apply to employees who are engaged in authorized lobbying activities on behalf of the district. The restrictions also do not apply to the distribution of employee association correspondence or newsletters in the normal course of association business, even though those communication media may contain information concerning adopted positions of the association on political issues.

Date of Adoption: [Insert Date]

Personnel - All EmployeesFair Labor Standards Act (Minimum Wage & Overtime)

Work week: The work week for overtime purposes shall be 12:00 a.m. Monday until 11:59 p.m. Sunday. The Superintendent or designee may establish a different 7-day period workweek from time to time for specified employees or employee groups.

Overtime: Overtime will be paid to non-exempt employees as required by law. Compensatory pay in-lieu of overtime pay may be implemented in accordance with law. A non-exempt employee shall not work overtime without the express approval of the employee's supervisor.

Salaried Basis: The District's policy is to not permit improper deductions from the salary of exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. (Teaching professionals are not subject to the "salaried basis" test). An employee who feels an improper deduction affecting exemption status has occurred may submit a complaint to the Superintendent or the Superintendent's designee, who shall promptly investigate the complaint. Reimbursement shall be made and a good faith commitment to comply in the future will be given in the event it is determined that an improper deduction affecting overtime exemption has been made.

The District's policy is to authorize unpaid disciplinary suspensions of a full day or more for infractions of workplace conduct rules and to apply such policy uniformly to all similarly situated employees, including exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. Unpaid disciplinary suspensions of a partial day or of a full day or more may be implemented for infractions of safety rules of major significance. Deductions of pay of a partial day or of a full day or more may be made for FMLA leaves and in the first and last weeks of employment. In addition, based on principles of public accountancy, deductions from pay of a partial day or of a full day or more will be made for absences for illness, injury or personal reasons when accrued leave is not used or not available, and for absences due to any budget-required furlough.

Legal Reference: Fair Labor Standards Act, 29 U.S.C. Sec. 201 et seq.
29 CFR Sections 541.303; 541.602; 541.603; 541.710; 553.20-.28; and
771.105

Date of Adoption: [Insert Date]

Personnel - All EmployeesMilitary and Family Military Leave

Military leave and family military leave will be granted to the extent required by state and federal law.

Employees requesting military leave must notify the Superintendent as soon as they receive notification of activation. Employees are to attach a copy of their orders to a District leave request form when they prepare the request for military leave.

Employees requesting to take family military leave under the Nebraska statutes must notify the Superintendent at least 14 days in advance of taking such a leave if the leave will be for 5 or more consecutive days, consult with their supervisor to schedule the leave so as to not unduly disrupt operations of the school, and for leaves of less than 5 days, notify the Superintendent of the leave request as soon as practicable.

Family military leave under the Family and Medical Leave Act (FMLA) will be provided in accordance with that law and subject to the provisions of the Board policy pertaining to FMLA leave.

Legal Reference: Neb. Rev. Stat. Sections 55-160 to 55-166;
 Neb. Rev. Stat. Sections 55-501 to 55-507
 29 U.S.C.A. Sections 2611, et seq. and 29 CFR Part 825
 38 USC Sections 4301 to 4333 and 20 CFR Part 1002

Date of Adoption: [Insert Date]

Personnel - All EmployeesNotification of Arrest, Criminal Charges, and Certificate, License or Child Abuse Complaints

Employees must notify the Superintendent and / or Executive Director of Human Resources prior to the next working day after:

1. Arrest or Criminal Charges. The employee is arrested, ticketed, or issued a criminal charge where:
 - a. The maximum penalty for the crime equals or exceeds six months incarceration;
 - b. The crime relates to abuse, neglect or endangerment of a minor, a minor was allegedly a victim or a witness, or the crime involves alleged sexual misconduct;
 - c. Conviction would impact performance of employee's job responsibilities, including offenses that:
 - i. Would impact the responsibility to be a role model for students;
 - ii. Would impact the employee's ability to operate a motor vehicle if the employee at times needs to travel during duty time or the employee at times drives our students, including on extracurricular activities; or
 - iii. Would impact the employee's Commercial Drivers License if the employee's job requires that the employee have a CDL; or
 - d. The arrest or the alleged criminal activity occurred while the employee was on duty, on school property or in a school owned or utilized vehicle, or at a school-supervised activity or school-sponsored function.
 - e. Employees must also promptly report to the Superintendent and / or Executive Director of Human Resources whenever the employee has been sentenced to be incarcerated for any period of time, even if the offense was not otherwise reportable.
2. Certificate or License. The employee becomes aware that a complaint has been filed against the employee that could affect a certificate or license required for the employee's position. This includes proceedings of the Nebraska Department of Education related to an alleged violation of the NDE Standards of Conduct and Ethics, Chapter 27, and proceedings of the Health and Human Services related to an alleged violation of the professional standards of conduct for the employee's position.
3. Child Abuse. The employee becomes aware that a report of child abuse or neglect has been made against the employee under the Child Protection Act.

Further, employees must give full disclosure of any Child Protection Act investigation that resulted in an "inconclusive" determination that occurred at any time. Current employees must give such disclosure within ten days following adoption of this Policy.

As a condition of employment, applicants for employment must give such disclosure prior to commencement of employment. Any hiring made without such disclosure shall be subject to being immediately revoked in the event the required disclosure was not given.

Employees must give a full and honest disclosure of the existence and nature of the above proceedings and must also promptly notify the Superintendent and / or Executive Director of Human Resources of the disposition of the proceedings.

Legal documents relating to the proceedings shall be treated and maintained as part of the employee's confidential criminal background file.

Failure to notify as required under this policy may subject the employee to disciplinary action, up to and including termination.

Date of Adoption: [Insert Date]

Personnel - All Employees

Wage and Deduction Information

Within ten working days after a written request is made by an employee, the Superintendent or designee shall furnish the employee with an itemized statement listing the wages earned and the deductions made from the employee's wages for each pay period that earnings and deductions were made. The statement may be in print or electronic format.

Legal Reference: Neb. Rev. Stat. Sec. 48-1230

Date of Adoption: [Insert Date]

Personnel - All EmployeesProfessional Boundaries Between Employees and Students

All employees are expected to observe and maintain professional boundaries between themselves and students. A violation of professional boundaries will be regarded as a form of misconduct and may result in disciplinary action.

The following non-exclusive list of actions will be regarded as a violation of the professional boundaries that employees are expected to maintain with a student:

- Using e-mail, text messaging, instant messaging or social networking sites to discuss with a student a matter that does not pertain to school-related activities, such as the student's homework, class activity, school sport or club, or other school-sponsored activity. Electronic communications with students are to be sent simultaneously to multiple recipients, not to just one student, except where the communication is clearly school-related and inappropriate for persons other than the individual student to receive (for example, e-mailing a message about a student's grades).
- Engaging in social-networking friendships or communications with a student on social networking sites. Material that employees post on social networks that is publicly available to those in the school community must reflect the professional image applicable to the employee's position and not impair the employee's capacity to maintain the respect of students and parents or impair the employee's ability to serve as a role model for children. Employees shall not friend, communicate with, or follow students on any social networking site.
- Engaging in sexual activity, a romantic relationship, or dating a student or a former student within one year of the student graduating or otherwise leaving the District.
- Making any sexual advance - verbal, written, or physical - towards a student.
- Showing sexually inappropriate materials or objects to a student.
- Discussing with a student sexual topics that are not related to a specific curriculum.
- Telling sexual jokes to a student.
- Invading a student's physical privacy (e.g., walking in on the student in a restroom).
- Hugging or other physical contact with a student that is initiated by the employee when the student does not seek or want this attention.
- Being overly "touchy" with a specific student.

- Allowing a specific student to get away with misconduct that is not tolerated from other students, except as appropriate for students with an IEP or 504 Plan.
- Discussing with the student the employee's problems that would normally be discussed with adults (e.g., marital or dating problems).
- Giving a student a ride in the employee's personal vehicle without express permission of the student's parent or school administrator unless another adult is in the vehicle.
- Taking a student on an outing without obtaining prior express permission of the student's parent or school administrator.
- Inviting a student to the employee's home without prior express permission of the student's parent and school administrator.
- Going to the student's home when the student's parent or a proper chaperone is not present.
- Giving gifts of a personal nature to a specific student.
- Discussing alcohol, tobacco or other illicit drugs in a non-instructional setting, such as describing a party that the employee attended.
- Discussing another student's or employee's personal matters when it is not appropriate outside of the instructional setting.
- "Grooming," which includes 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.

Appropriate exceptions are permitted to the foregoing for legitimate health or educational purposes and for reasons of family relationships between employees and their children who are students in the District. A staff member seeking an exception must receive advance approval from his or her administrator. If a staff member is unable to communicate with an administrator in advance (such as in the event of an emergency), the staff member must notify the administrator as soon as possible, but not later than 24 hours immediately following the event.

Any person who suspects a District employee of engaging in any prohibited conduct under this policy, including grooming, should contact the Superintendent as soon as practical.

An employee who violates this policy may face discipline, up to and including termination of employment, and may be referred to the appropriate certification or credentialing agencies for further discipline.

A violation of this policy will result in referral to the Department of Health and Human Services,

law enforcement, or both.

Legal Reference: Neb. Rev. Stat. 79-879

Date of Adoption: [Insert Date]



FREMONT PUBLIC SCHOOLS

Main Street Education &
Administration Center
130 East 9th Street
Fremont, NE 68025
402-727-3000

January 7, 2026

To: Dr. Dahl and Fremont Public Schools Board of Education
Re: Mid-Year Pay Adjustment

Members of the Board:

During the budget development process we discussed budgeting for a mid-year pay adjustment for Classified Staff. In an effort to attract and retain Classified Employees we have utilized this approach in the past. With increased employment and pay opportunities available in the greater Fremont area the administration is recommending the following adjustment:

- An adjustment that equalizes the classified schedule to 2% between pay steps.
- This increase will equate to an approximate total cost to the district of \$295,970.
- The starting step in the Classified Pay Schedule will increase from \$16.32 to \$16.46 per hour

It is the recommendation that the Board of Education approve the mid-year pay adjustment as presented.

Dr. Chris Loofe
Assistant Superintendent
Fremont Public Schools

ADDITIONAL SERVICES AMENDMENT

CHANGE AUTHORIZATION NO.: #05

DATE: 1/8/2026

PROJECT: Fremont Public Schools Bond Program

PROJECT #: 21067 (BVH Bond Program File)

DESCRIPTION OF CHANGE(S):

The following projects are added to the Scope of Work for the AIA B103-2017 agreement dated 13 December 2021:

A) Fremont Middle School

Scope of Work:

1. Cooling Tower + Boiler
2. Convert to LED
3. Replace Carpet
4. Paint Interior
5. Replace Fire Alarm System, to meet current codes. Honeywell Silent Night to match the High School and Milliken Park Elementary School.
6. Interior cosmetic updates (damaged flooring under fire doors)
7. Add a sink and shelving in concessions stand next to the commons

B) Lenihan Gym Update:

Scope of Work:

8. Equipment modifications to existing AHU's (heating and ventilation only - no A/C). Develop and provide temperature control sequence and diagrams.
9. Replace Gym flooring with turf
10. Paint Gym Interior
11. Optional Added Scope: Extend Existing Fire Protection System
 - a. *Optional Added Scope would add an est. \$95,000.00 in construction cost, and \$6,500.00 in added design fees, which are not included in the Project Budget or Fees indicated below)*

These projects are anticipated to be delivered through a single Construction Manager at Risk (CM@R) for all construction work.

Project Budget

The Owner's overall budget (including construction costs, demolition, and design services) is understood to be \$5,271,979.00 (five million two hundred seventy one thousand nine hundred seventy nine dollars, no cents) for the projects described above. See attached Estimates for a detailed breakdown of the estimated project costs.

BVH ARCHITECTURE

Project Schedule

The timeline for these projects is anticipated to be:

Design: January - April 2026

CM@R Selection: January - March 2026

Sub-Contractor Bidding: tentatively May 2026 (dependant upon CM@R selection)

Construction: tentatively June 2026 - August 2027 (dependant upon CM@R selection)

Construction Completion: TBD

Change in Architectural Fees

The Architect's compensation for these projects will be: \$367,637.00 (three hundred sixty seven thousand six hundred thirty seven dollars, no cents).

Upon approval, please authorize this change by signing and returning one copy of this amendment.

BVH Architecture

Fremont Public Schools



Cleve Reeves, AIA
Principal

By: _____

Name: _____

Date: _____

Enclosure:

Exhibit A: Current BVH Billing Rates

Exhibit B: BVH Estimates

BVH ARCHITECTURE

EXHIBIT A: BILLING RATES

BVH Standard Hourly Rates

Senior Principal	\$325
Principal	\$305
Senior Project Manager	\$250
Project Manager	\$225
Senior Architect	\$200
Architect	\$165
Senior Interior Designer	\$165
Graphic Designer	\$145
Project Coordinator	\$125
Interior Designer	\$125
Administrative	\$108
Student Intern	\$88

These rates are in effect through December 31, 2026.

BVH ARCHITECTURE

FPS Middle School Proposed 2026 Project - Option 3

BVH Project # XXXXX

Scope / Cost Estimate

Revision Date: 01/08/2026

	Qty	Unit	Unit Price	Total	Notes
Project Construction					
Site Improvements					
No Work					
Building Exterior					
No Work					
Building Interior					
Cooling Tower + Boiler Replacement	1	LS		\$920,000.00	Replace Cooling Tower and Boilers
Convert to LED Lighting	152,000	SF	10	\$1,520,000.00	
Replace Carpet - Kinetics	57,500	SF	6	\$345,000.00	All - Incl removal, prep, new carpet tile, and new base.
<i>Alternate - Replace Carpet - HS Std.</i>	<i>57,500</i>	<i>SF</i>	<i>4</i>		<i>DEDUCT \$115,000.00</i>
Paint - Interior	152,000	SF	3	\$456,000.00	Entire bldg. - est \$2-3, used \$3
Replace Fire Alarm System	1	LS	300,000	\$300,000.00	Full System Redesign to meet current Codes. Honeywell Silent Night to match HS and Milliken
Replace Damaged Rubber Flooring	1	LS	2,500	\$2,500.00	At Fire Doors. Limited amount, not all doors. Lump Sum placeholder for approx 150 sf
Add Sink and Shelving at Concessions	1	LS	10,000	\$10,000.00	8' Base Cabinets / Upper Cabinets / Countertop with Double Sink + limited floor demo and replacement to add sanitary line and water line. Lump Sum placeholder
Credit - Energy Rebate Program					Mechanical / LED? District follow-up
Construction Sub Total				\$3,553,500.00	
Bonds		1.25%		\$44,418.75	
Insurance		1.25%		\$44,418.75	
Permit Fees		0.2%		\$7,107.00	
Overhead		5.0%		\$177,675.00	
General Conditions		1		\$12,000.00	
Contingency		10.0000%		\$355,350.00	
Construction Grand Total				\$4,194,469.50	
Soft Costs					
Design Fees		7.50%		\$314,585.21	
Reimbursibles	1	LS	1,500	\$1,500.00	
Testing / Special Inspections					Not Needed
Soft Costs Total				\$316,085.21	
Total Project Cost				\$4,510,554.71	

BVH ARCHITECTURE

FPS Lenihan Proposed 2026 Project

BVH Project # XXXXX

Scope / Cost Estimate

Revision Date: 01/08/2026

	Qty	Unit	Unit Price	Total	Notes
Project Construction					
Site Improvements					
No Work					
Building Exterior					
No Work					
Building Interior					
Mechanical	1	LS	375,000	\$375,000.00	Equipment modifications to existing AHU's (heating and ventilation only - no A/C). Develop and provide temperature control sequence and diagrams.
Convert to LED Lighting	8,700	sf	10	\$87,000.00	
<i>Alternate - Extend Fire Protection</i>	1	LS	95,000	\$0.00	<i>ADD \$95,000.00 const + \$6,500.00 fees</i>
Replace Flooring - Tarkett Sports; Dropturf	8,700	SF	12	\$104,400.00	Gym Space only. Stage area Excluded. Assumed install over existing flooring - no abatement. Limited marker lines.
Paint - Interior	8,700	SF	3	\$26,100.00	Gym Space only.
Credit - Energy Rebate Program					<i>Mechanical / LED? District follow-up</i>
Construction Sub Total				\$592,500.00	
<i>Bonds</i>			1.25%	\$7,406.25	
<i>Insurance</i>			1.25%	\$7,406.25	
<i>Permit Fees</i>			0.2%	\$1,185.00	
<i>Overhead or CM Fee</i>			5.0%	\$29,625.00	
<i>General Conditions</i>			1	\$10,000.00	
<i>Contingency</i>			10.0000%	\$59,250.00	
Construction Grand Total				\$707,372.50	
Soft Costs					
<i>Design Fees</i>			7.50%	\$53,052.94	
<i>Reimbursibles</i>	1	LS	1,000	\$1,000.00	
Soft Costs Total				\$54,052.94	
Total Project Cost				\$761,425.44	

Notes:

HVAC work includes: Equipment modifications to existing AHU' (units are heating and ventilation only - no A/C). Stage area uses Exist VRF. Temp. Contols sequence and diagrams.

Excludes Fire Sprinkler Extension to Common Area, Stage, and Gym.

Excludes Flooring or Paint at Stage Area.

Excludes Abatement.

Excludes Commissioning.

Excludes Site Utilities.



1309 S 204th Street #330
 Elkhorn, NE 68022
 (402) 496-2669

QUOTE

Quote Number	00001945	Issued Date	11/05/2025
Quote Name	95K OPTION	Expiration Date	1/31/2026
Account Name	Fremont Public Schools FPS Maint & OPS 957 North Pierce Street Fremont, NE 68025	Name	Brett Pierce brett.pierce@fpsmail.org 402-620-8112
Payment Terms	50% Down, Remainder Upon Receipt	Sales Rep	Eric Crouch eric@crouchrec.com +1 4025982230
Contract	Omnia Partners		

#	PRODUCT/SERVICE	DESCRIPTION	COLOR	QTY	UNIT PRICE	CONTRACT PRICE
1	Kompan	KSW923-CUSTOM (20428774) Custom - Swing Frame , 3 Seat, 8 ft H		1	\$7,920.00	\$6,652.80
2	Kompan	ELE400024-3717LG Spinner Bowl - Lime Green In-ground 90cm		1	\$1,260.00	\$1,058.40
3	Kompan	FRE3027-3717 Basketball Goal, Reinforced Net In-ground 90cm		1	\$3,780.00	\$3,175.20
4	Kompan	ELE400065-3717GR Tipi Carousel w/ Top Brace - Green In-ground 90cm		1	\$6,820.00	\$5,728.80
5	Kompan	5-12 Structure PCE211034-CUSTOM (20428758)		1	\$28,570.00	\$23,998.80
6	Kompan	PCT803-CUSTOM (20428759) PCT803 VARIANT FUNPOINT, CLIMBER		1	\$25,700.00	\$21,588.00
7	Kompan	Freight		1	\$7,284.00	\$7,284.00
8	RubbeRecycle	(33) bags of Black Rubber Mulch 5000 SF @ 5" thick		1	\$17,820.00	\$16,038.00
9	RubbeRecycle	Filter Fabric 4' x 100'		13	\$52.00	\$608.40
10	RubbeRecycle	Freight		1	\$3,500.00	\$3,500.00
11	Jensen Swing Products	**Refurbishing Existing Swings** (4) S135 EVA Polymer Black Commercial Belt seat Overseas (8) 2 3/8" OD Nonwrap Dacromet Swing Hanger (48) 3/16" Chain Galvanized grade 30 - Cut 8 @ 6' lengths (8) Anchor Shackle Stainless Steel with Special Head Bolt Chain Cutting & Assembly of Swings		1	\$1,241.00	\$1,178.95
12	Jensen Swing Products	Freight		1	\$129.00	\$129.00



1309 S 204th Street #330
 Elkhorn, NE 68022
 (402) 496-2669

13	American Lift & Sign	Prep and Powdercoat existing 2 bay swing	Green	1	\$1,600.00	\$1,520.00
----	----------------------	--	-------	---	------------	------------

Subtotal	\$106,300.00
Discount	\$13,839.65
Total Price	\$92,460.35
Tax	\$0.00
Grand Total	\$92,460.35
Deposit Amount	\$46,230.18

NOTES

OMNIA PARTNERS PRICING

PROJECT DETAILS

Bill to Address	Ship to Address	Project Address
Brett Pierce brett.pierce@fpsmail.org 402-620-8112 FPS Maint & OPS 957 North Pierce Street Fremont, NE 68025	Scott Lynn scott@crouchrec.com 402 5151250 130 East 9th Street Fremont, NE 68025	Pathfinder at Davenport School 130 East 9th Street Fremont, NE 68025

CONDITIONS

Agreement and Acceptance Upon acceptance, Crouch Recreation will perform the services described in the agreement. Any additional services requested that are not disclosed or specifically written in the agreement will incur additional costs.

Payment Terms All invoices for services described are payable per the payment terms listed on the Agreement. Electronic Payment (QuickBooks), Check and Credit Card (3% Fee) are all acceptable payment methods. Deposit is nonrefundable.

Taxes The owner is responsible for payment of all applicable federal, state, and local taxes and assessments (including sales, use and similar taxes) levied on the transaction. No tax exemption will be recognized unless a valid exemption certificate is provided at time of acceptance.

Late charge Any invoice unpaid after the due date will begin to accrue interest after the due date until the invoice is paid at the lesser of one and a half (1.5%) per annum or the highest lawful rate.

Schedule The schedule will be determined at the time of acceptance of the agreement.

Deliveries Production lead times vary depending on the complexity of the project and current workload. The delivery dates provided are estimates and not guaranteed. The Seller shall not be liable for delays due to factors beyond its control, including but not limited to acts of nature, material shortages, or transportation delays.

Installation The Customer shall provide access to the installation site and ensure it is prepared according to specifications. Crouch Recreation shall not be responsible for unanticipated site conditions, including but not limited to underground utilities, hidden obstacles, or structural deficiencies, unless such conditions were reasonably discoverable through routine inspections. The Customer shall be responsible for identifying and marking the location of any underground private utilities prior to installation. Crouch Recreation shall not be liable for damage to underground private utilities, property or irrigation systems resulting from the installation process.

Custom Design & Approval Crouch Recreation will provide the Customer with design proof for approval before production begins. Once approved, changes to the design may result in additional charges and delays in production and installation.

SIGNATURE

Signature	Name	Date



FREMONT PUBLIC SCHOOLS

Main Street Education &
Administration Center
130 East 9th Street
Fremont, NE 68025
402-727-3000

January 7, 2026

Members of the Board of Education:

The District purchased the Remind communication plan in November of 2019 and implemented its full use in the Spring of 2020. In November of 2023 ParentSquare purchased Remind and allowed districts to continue using the Remind products. As of July 2026, Remind will no longer be available as a communication platform.

By transitioning to ParentSquare, the district will receive an updated product offering, allowing us to consolidate some products/tools used for parent communication.

Our anticipated timeline is to transition our data and train staff before the end of the school year. This will also allow staff to be trained prior to back to school information in August.

The cost is billed at \$6.50 per student. With 5,217 students the total annual cost will be \$33,910.50.

Respectfully,

Hope Pierce