

**MULLEN BOARD OF EDUCATION**  
**December 12, 2022**  
**Regular Board Meeting Agenda**  
**7:00 PM**

1. Call to order, roll call, and excuse board member absences.
2. Approval of the November 14, 2022 Board Meeting minutes.
3. Approval of the Agenda.
4. Discuss, consider and take all necessary action to approve the letter of resignation for Bobbie Licking effective at the end of the 2022-2023 school year.
5. Discuss, consider and take all necessary action to approve the 2023-2024 contract for Emily Ady as the Library Media Specialist and Middle School Teacher.
6. Discuss, consider and take all necessary action to approve the 2023-2024 contract for Kelsey Phillips as 6-12 Agriculture Teacher.
7. Discuss, consider and take all necessary action to approve the local substitute teacher certificate for Laurie Monette.
8. Discuss, consider and take all necessary action to approve the Bobcat lease with Titan Machinery for the year 2023.
9. Discuss, consider and take all necessary action to approve the final payment on the 2002 Bond out of the Bond Fund and approve the final payment on the 2013 QSCB project out of the QSCB fund.
10. Approval of the following December claims: Payroll \$275,512.80, General Fund \$71,986.37, Lunch Fund \$6,867.59, Special Building Fund \$4,016.16, Bond Fund \$96,116.25, QSCB Fund \$505,518.75, and November Activity Fund \$12,321.97.
11. Public Comment
12. Discuss, consider and take all necessary action to approve the 2022 Mullen Public Schools Annual Report.
13. Discuss, consider and take all necessary action to approve the 2023-2024 Mullen Public Schools negotiated agreement.
14. Discuss, consider and take all necessary action to approve the purchase of an enclosed trailer from Mr. Jim Hardy.
15. Nebraska Association of School Board Monthly Update
16. Administrative Reports
  - 16.a. Mr. Hoyt- Activities Director Report
  - 16.b. Mr. Mauler- Elementary Principal Report
  - 16.c. Mr. Kvanvig- 6-12 Principal Report
  - 16.d. Mr. Kuncl- Superintendent Report
17. Board Reports
18. Next Meeting - January 9, 2023 at 7:00 PM
19. Adjournment

Please follow the board meeting at <https://meeting.sparqdata.com/Public/Organization/393>

The Mullen Board of Education reserves the right to go into Closed Session for purposes in accordance with LB 84-1410(1)

**MULLEN BOARD OF EDUCATION  
MINUTES  
November 14, 2022**

The regular meeting of the Mullen School Board was called to order at 7:00 p.m. by President Bryan Starr. He announced that the Open Meetings Act is posted on the west wall. Board members in attendance were Bryan Starr, Jason Coble, Liza Simonson, Travis Hampton, Mike French, and Dane Peterson. Board member elect Casey Phillips was also present. Also present were 3 administrators, 3 students, and 3 patrons

Motion by Liza Simonson, second by Dane Peterson to approve October 10, 2022 Board Meeting minutes.  
Motion carried.

Bryan Starr: yes, Dane Peterson: yes, Jason Coble: yes, Liza Simonson: yes, Mike French: yes, Travis Hampton: yes  
yes: 6, no: 0

Motion by Mike French, second by Travis Hampton to approve the agenda, and verify that notice of the meeting was published in the Hooker County Tribune, and posted according to board policy. Motion carried.

Bryan Starr: yes, Dane Peterson: yes, Jason Coble: yes, Liza Simonson: yes, Mike French: yes, Travis Hampton: yes  
yes: 6, no: 0

Motion by Liza Simonson, second by Jason Coble to Approval of the following November claims: Payroll \$278,095.88, General Fund \$62,905.47, Lunch Fund \$6,731.29, Special Building Fund \$6,975.34, and October Activity Fund \$12,164.02. Motion carried.

Bryan Starr: yes, Dane Peterson: yes, Jason Coble: yes, Liza Simonson: yes, Mike French: yes, Travis Hampton: yes  
yes: 6, no: 0

High-ability learners, Alex Moore, Jack Coble, and Colin Connealy presented the details of the field trip they took to BD Manufacturing and Adams Land & Cattle in Broken Bow, Nebraska.

Mr. Kuncl presented the auditor findings by Niedhart & Associates. Overall, the auditing firm appeared impressed with Mullen Public Schools accounting records.

Motion by Liza Simonson, second by Travis Hampton to approve the 2021-2022 Financial Audit for Mullen Public Schools by Niedhart & Associates. Motion carried.

Bryan Starr: yes, Dane Peterson: yes, Jason Coble: yes, Liza Simonson: yes, Mike French: yes, Travis Hampton: yes  
yes: 6, no: 0

The Nebraska Association of School Boards provides the Mullen Public Schools Board of Education with a monthly update on new happenings throughout Nebraska.

Chase Gracey provided the board of education with a Mullen Student Body Update.

Mr. Phil Hoyt provided the school board with a detailed activities report that was presented by Mr. Kvanvig.

Mr. Mauler provided the school board with a detailed principal report.

Mr. Kvanvig provided the school board with a detailed 6-12 principal report.

Mr. Kuncl provided the board of education with a detailed district report.

Congratulations to newly elected board members Casey Phillips and Patrick Wright. Congratulations to incumbent Liza Simonson on her re-election.

President Bryan Starr declared the meeting adjourned at 7:42 PM

As soon as the next month's meeting notice is posted on the Mullen Public Schools website, an agenda will be available for public inspection on both the school website and on the SPARQ meetings site.

---

Chris Kuncl, Recording Secretary

*Dear Mullen School Board Members, Mr. Kuncl, Mr Kvanvig, and Mr. Mauler,*

*I am writing to give you my formal notice that I will be leaving my role as Media Specialist for Mullen Public Schools effective the end of the 2022-2023 school year.*

*I cannot thank the school board enough for the opportunities and support I have received throughout the past 26 years at Mullen Public Schools. During this time I have gone from an educator in the 5th grade classroom, to the Library Media Specialist and 3-8 Technology Educator. I have taught numerous students in both school buildings under the guidance of 8 Superintendents, where each year has brought many joys and multiple changes.*

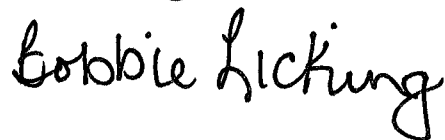
*Leaving Mullen Public Schools was not an easy decision to make. After being married for 40 years to my husband, Jesse, who has worked away from home 39 of those years, it is time for me to spend more time traveling with him and visiting our children and grandchildren.*

*In order to make the transition as easy as possible, I am willing to provide any assistance in passing my position duties on to my successor.*

*Again, thank you for the years of employment with Mullen Public Schools.*

*Sincerely,*

*Bobbie Licking*

A handwritten signature in black ink that reads "Bobbie Licking". The signature is written in a cursive style with a large, prominent initial "B".



**RENTAL AGREEMENT 07210**

RentalMan Contract # \_\_\_\_\_

Store Location North Platte

LESSOR HEREBY RENTS THE EQUIPMENT LISTED BELOW TO LESSEE PURSUANT TO THE FOLLOWING TERMS AND CONDITIONS

Lessee: (Exact Legal Name)	<u>Mullen Public School</u>
Type of Business (Circle One) Individual Partnership Corporation LLC	
Address:	<u>404 N Blaine Ave P.O. Box 127</u>
City:	<u>Mullen</u> County:
State:	<u>NE</u> Zip Code: <u>69152</u>
Phone:	<u>308-546-2223</u> Cell: <u>308-546-7122</u>
Social Security No./Taxpayer ID No.	
Freight Carrier:	

<input type="checkbox"/> DAY (Max 9 hours)	\$ _____
<input type="checkbox"/> WEEK (Max 45 hours)	\$ _____
<input type="checkbox"/> MONTH (Max 176 hours)	\$ <u>5,000.00</u>
<input checked="" type="checkbox"/> 1 yr Pro Rate Freight	\$ _____
Physical Damage Insurance	\$ _____
<b>SUB-TOTAL</b>	\$ _____
Sale Tax (____%)	\$ _____
<b>TOTAL</b>	\$ <u>5,000.00</u>

\* Excess hours will be billed at the pro-rated base rate it is being rented for.  
\* Transportation to and from dealership, charges for special requirements and non-standard requests are in addition to rental rates.

The following is the location, job and project number where the equipment will be located or used. 250 Hr limit \$25/ hour  
**LOCATION:** \_\_\_\_\_ **JOB AND PROJECT NUMBER:** Insure for \$70,000

**RENTAL EQUIPMENT ("EQUIPMENT")**

TAG	MAKE	MODEL	DESCRIPTION	SERIAL #
<u>3006864</u>	<u>BC</u>	<u>T76</u>	<u>Truck</u>	<u>B4CE17514</u>

ATTACHMENTS: W/80" severe duty bucket w/bit

	DATE	HOURS	INSPECTION/DAMAGE	CUSTOMER TAKES POSSESSION (CITY, STATE)
UNIT OUT	<u>12/1/22</u>	<u>47.1</u>	<u>None</u>	<u>Mullen</u>
UNIT IN	<u>12/1/23</u>			

For all equipment rentals before leaving a Titan facility, customers are required to either: (i) provide proof of acceptable Physical Damage Insurance coverage; or (ii) purchase a Loss Damage Waiver (LDW). LDW covers most causes of loss or damage, including: collision, overturns, theft, vandalism, fire, flood, wind, hail, and earthquake. LDW does not cover loss or damage caused by: exceeding rated load capacity, misuse, abuse, mysterious disappearance, mechanical breakdown, improper maintenance, wear and tear, and ingestion of foreign objects.

Initial (LDW 15% of Rental Charge)	<input type="checkbox"/> YES, I will purchase the Loss Damage Waiver. I understand that I am responsible for the first \$1,000 or the first 35% of the Equipment's value if the value is less than \$1,000, per occurrence for eligible loss or damage to the Equipment.	<input checked="" type="checkbox"/> Initial	<input type="checkbox"/> NO, I decline to purchase the Loss Damage Waiver and will provide proof of acceptable insurance coverage.
------------------------------------	--	---	--

**CUSTOMER RESPONSIBILITIES:**

- Insurance.** During the rental period, Customer shall maintain the minimum insurance coverage set forth in paragraph 6 of the back side hereof which includes the requirement that Customer carry liability insurance of not less than \$1,000,000 per occurrence for personal injury and \$500,000 for property damage. Such policies shall name Titan as an additional insured (including an additional insured endorsement) and loss payee. Customer assumes all risks associated with the Equipment during the rental period, including injury and damage to persons and property. Any loss not covered by insurance will be paid by Customer, and Customer authorizes Titan to charge its credit card or account, as applicable. Customer agrees not to dispute charges to its credit card for uninsured losses/damages.
- Use of Equipment; Maintenance.**
  - Customer shall only use the Equipment in accordance with paragraph 2 (Permitted Use) on the back side hereof.
  - If the Equipment does not operate properly, is not suitable for Customer's intended use, does not have operating and safety instructions (owner's operating manual), or if Customer has any questions regarding use of the Equipment, Customer shall not use the Equipment and shall contact Titan immediately.
  - Customer shall, at its expense, insure proper maintenance in accordance with the terms and conditions as set forth in paragraph 15 on the back side hereof.
- Overage Hours.** Overage hours (i.e., hours of use in excess of the enumerated one-shift maximum hours) will be billed at a prorated rate equal to the rental rate divided by the maximum hours for the rental period.

THIS AGREEMENT IS SUBJECT TO THE TERMS AND CONDITIONS ON THE REVERSE SIDE WHICH CUSTOMER HAS HAD THE OPPORTUNITY TO READ PRIOR TO SIGNING.

Customer  Mullen Public School Signature [Signature] Titan Machinery  
 Print Name  Chris Kunch Date  11/22/2022 Approved By \_\_\_\_\_ Date \_\_\_\_\_



**Corporate Trust Account Invoice Summary**

**Name of Issue:**

Hooker County School District 0001 (Mullen Public Schools) General Obligation Refunding Bonds, Series 2012

Mullen Public Schools  
 Superintendent  
 404 N. Blaine, P.O. Box 127  
 Mullen NE 69152-0127

**Ref. Number : HCSD0001GO12**

For questions contact: Chad Shirk 402-458-1310

**DUE DATE 12/15/2022**

	Principal Outstanding	\$95,000.00	
<b>Debt Service</b>			
	Principal Due	\$95,000.00	7-2-05000-831
	Interest Due	\$1,116.25	7-2-05000-832
	<b>Total Debt Service Due :</b>	\$96,116.25	
	<b>Semi Annual Paying Agent Fee :</b>	\$200.00	CK 8-2-05000830
	<b>TOTAL AMOUNT DUE:</b>	<b>\$96,316.25</b>	

**\*\*Please do not initiate payment. This invoice is for informational purposes only. BOKF, NA has received authorization to debit funds via ACH for your debt service payments.\*\***

*IF REMITTING CHECK PAYMENT, PLEASE RETURN THE BOTTOM SECTION AND RETAIN TOP PORTION FOR YOUR RECORDS.*

Name of Issue:  
 Hooker County School District 0001 (Mullen Public Schools) General Obligation Refunding Bonds, Series 2012

<b>DUE DATE 12/15/2022</b>	
<b>Reference Number:</b>	<b>HCSD0001GO12</b>
<b>Net Amount Due:</b>	<b>\$96,316.25</b>
Current Debt Service:	\$96,116.25
Paying Agent Fee:	\$200.00
<b>Amount Enclosed:</b>	

**Remit Check To:**  
 (Must be received 5 business days prior to Due Date)  
 BOKF, NA  
 Corporate Trust Services  
 1248 'O' Street, Ste 764  
 Lincoln, NE 68508

**Wire/ACH Instructions:**  
 (Wires must be received 1 business day prior to Due Date)  
 (ACHs must be received 5 business day prior to Due Date)  
 BOKF, NA  
 ABA 103900036  
 A/C Name: Wealth Management  
 A/C #: 600024642  
 REF: NEB CORP TRUST - HCSD0001GO12

# REDEMPTION - LETTER OF TRANSMITTAL MANIFEST

**REDEMPTION AGENT NUMBER** 00036390      **HOOKER COUNTY SCHOOL DISTRICT #1**      **SHIPMENT DATE:** \_\_\_\_\_  
**CREATE DATE:** 11/14/22

CUSIP NUMBER	SECURITY DESCRIPTION	LT CONTROL NUMBER	#OF CERTS	QUANTITY	VALUE
--------------	----------------------	-------------------	-----------	----------	-------

439025BE9	HOOKER CNTY NEB SCH NE D12-21-11 4.250% JD22 BE	9K9001A	1	495,000.00	\$ 495,000.00
-----------	---	---------	---	------------	---------------

**TOTAL LTS -** 1      **TOTALS:** 1      495,000.00      \$ 495,000.00

**Prepared by** \_\_\_\_\_ **Date** \_\_\_\_\_  
**Acknowledged by** \_\_\_\_\_ **Date** \_\_\_\_\_

# Mullen Public Schools

December Claims 12/12/2022

Fund	Description	Amount
01	GENERAL FUND	\$268,696.71
06	LUNCH FUND	\$6,816.09
<b>Total</b>		<b>\$275,512.80</b>

## GENERAL FUND

Check Number	Payee	Description	Amount
20753	Amazon.com PBI	Books & Supplies	\$672.99
20754	At&t	long distance phone service	\$109.54
20755	Bond Fund	transfer for final payment	\$17,546.51
20756	Brett Mauler	cell phone	\$75.00
20757	Chris Kuncel	cell phone	\$100.00
20758	Consolidated	phone service	\$483.87
20759	CSC Conferencing	Scholastic Day meals	\$318.40
20760	Dan St. Romain Education Consult	1st grade supplies	\$44.00
20761	Dawn R Mallory	Student Wellness Checks	\$175.00
20762	Demco	Library Supplies	\$113.56
20763	E.s.u. #16	School age/ECSEServices, staff training	\$29,644.40
20764	Eakes Office Solutions NP	Elem old copier contract	\$173.67
20765	General Fund-petty Cash	School Improvement external visit expenses	\$24.00
20766	High Noon Books	SPED books	\$54.45
20767	Hilton Omaha	Kuncel NASB State Conv	\$453.00
20768	Hometown Leasing	copier lease contract	\$746.58
20769	Hooker County Tribune	meeting notice, Music program supplies	\$22.90
20770	Hot Lunch Fund	Social Skills Group guest meals	\$7.50
20771	Ideal/Bluffs Facility Solutions	custodial supplies	\$1,313.04
20772	Kevin Lovegreen	library books	\$176.24
20773	Kwik Stop	gasoline/diesel, pizza	\$4,605.96
20774	Learning Ally Inc	Site License audiobooks	\$1,044.07
20775	Macke's	supplies	\$187.28
20776	Menards - North Platte	industrial arts & maint supplies	\$193.14
20777	Mike Kvanvig	cell phone	\$75.00
20778	Mullen Auto & Diesel LLC	vehicle maint/repair	\$221.33
20779	Mullen Motor Co	suburban maint & tires	\$993.80
20780	Nebr Assoc Of School Boards	New board member workshop (2)	\$250.00
20781	Presto X	pest control maint	\$161.59
20782	Teachers Synergy, LLC	English class online materials	\$47.76
20783	Thomas County Election Comm	General Election expense	\$433.83
20784	Titan Machinery	rental Bobcat Skidsteer	\$5,000.00
20785	Twin Rivers Body Shop LLC	suburban maint	\$500.00
20786	U.S. Bank	travel, stamped envelopes,	\$1,182.18
20787	Village Of Mullen	utilities, street light	\$4,835.78
		<b>TOTAL</b>	<b>\$71,986.37</b>

## LUNCH FUND

Check Number	Payee	Description	Amount
3374	Bernard Food Industries Inc	food	\$365.24
3375	Cash-wa Distributing	food & supplies	\$1,424.60
3376	Harris Sales	food	\$106.79
3377	Macke's	food	\$2,464.72
3378	US Foods dba The Thompson Co	food & supplies	\$2,506.24
		<b>TOTAL</b>	<b>\$6,867.59</b>

## SPECIAL BUILDING FUND

Check Number	Payee	Description	Amount
1265	Frey's Heating and Air	Furnish/Install furnace in Life Skills House	\$3,439.00
1266	US Bank	FB concessions materials	\$377.16
EFT	BOK Financial	Semi Annual Paying Agent Fee 2012 Series Bond	\$200.00
		<b>TOTAL</b>	<b>\$4,016.16</b>

## BOND FUND

Check Number	Payee	Description	Amount
EFT	BOK Financial	Series 2012 Bond payoff principal outstanding	\$95,000.00
EFT	BOK Financial	Series 2012 Bond interest due	\$1,116.25
		<b>TOTAL</b>	<b>\$96,116.25</b>

## QSCB FUND

Check Number	Payee	Description	Amount
Wire	Depository Trust - Chase Bank	Bond Redemption principal	\$495,000.00
EFT	Depository Trust	Debt Service - Bond Interest	\$10,518.75
		<b>TOTAL</b>	<b>\$505,518.75</b>

SELECTED Data

# Activity Detail Report

Arranged by:

Date Range: 11/01/2022 thru 11/30/2022

Group ID, Activity Number

Group ID and Description	Activity Number and Name	Reporting ID and Description	Sponsor
--------------------------	--------------------------	------------------------------	---------

**A GENERAL FUND**

**210 MISCELLANEOUS**

**Receipts**

Date	Receipt	Deposit From	Description	Amount
11/16/2022	000000	MSD	misc reimb	722.66

**Expenditures**

Date	PO Number	Check Vendor	Description	Amount
11/02/2022		007104 Heather Phillips	reimb external team visit coasters	24.00

**Activity and Budget Totals**

Beginning Balance	-722.66
Receipts	722.66
Expenditures	24.00
Adjustments	0.00
Cash Balance	<u>-24.00</u>
Outstanding POs	0.00
Unencumbered Balance	<u>-24.00</u>

**Group Totals**

Beginning Balance	-722.66
Receipts	722.66
Expenditures	24.00
Adjustments	0.00
Cash Balance	<u>-24.00</u>
Outstanding POs	0.00
Unencumbered Balance	<u>-24.00</u>

# Mullen Public Schools

## Cash Summary Report November 2022

Fund	Description	Beginning Balance	Revenue	Expenditure	Ending Balance
01	GENERAL FUND	\$1,649,204.41	\$109,991.63	(\$334,063.63)	\$1,425,132.41
02	DEPRECIATION FUND	\$368,050.98	\$347.88	\$0.00	\$368,398.86
03	EMPLOYEE BENEFIT FUND	\$73,140.14	\$69.13	\$0.00	\$73,209.27
06	LUNCH FUND	\$48,052.94	\$4,169.51	(\$13,669.01)	\$38,553.44
07	BOND FUND	\$78,495.55	\$74.19	\$0.00	\$78,569.74
08	SPECIAL BUILDING FUND	\$433,951.03	\$408.60	(\$6,975.34)	\$427,384.29
09	QUAL SCHOOL CONSTR	\$506,007.11	\$478.28	\$0.00	\$506,485.39
05	ACTIVITY FUND	\$196,500.18	\$15,808.53	(\$12,321.97)	\$199,986.74
	PETTY CASH FUND	\$5,237.74	\$6,585.20	(\$5,417.60)	\$6,405.34
	CAFETERIA PLAN	\$7,123.40	\$732.34	(\$79.77)	\$7,775.97
		<b>\$3,365,763.48</b>	<b>\$138,665.29</b>	<b>(\$372,527.32)</b>	<b>\$3,131,901.45</b>

## County Treasurer's Report December 2022 Receipts (November collections)

	GENERAL	BOND	SPEC BUILDING	QSCB	TOTAL
HOOKER	\$1,378.95				\$1,378.95
CHERRY	\$1,790.09				\$1,790.09
THOMAS	\$317.62				\$317.62
<b>TOTAL</b>	<b>\$3,486.66</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$3,486.66</b>

## Cash Summary Report YTD 2021-2022

Fund	Description	Beginning Balance	Revenue	Expenditure	Ending Balance
01	GENERAL FUND	\$1,322,378.34	\$1,153,224.91	(\$1,050,470.84)	\$1,425,132.41
02	DEPRECIATION FUND	\$367,590.09	\$808.77	\$0.00	\$368,398.86
03	EMPLOYEE BENEFIT FUND	\$73,048.55	\$160.72	\$0.00	\$73,209.27
06	LUNCH FUND	\$53,351.43	\$26,224.15	(\$41,022.14)	\$38,553.44
07	BOND FUND	\$78,397.25	\$172.49	\$0.00	\$78,569.74
08	SPECIAL BUILDING FUND	\$427,713.00	\$10,943.53	(\$11,272.24)	\$427,384.29
09	QUAL SCHOOL CONSTR	\$505,373.47	\$1,111.92	\$0.00	\$506,485.39
05	ACTIVITY FUND	\$209,643.89	\$36,676.61	(\$46,333.76)	\$199,986.74
	PETTY CASH FUND	\$5,000.00	\$19,395.70	(\$17,990.36)	\$6,405.34
	CAFETERIA PLAN	\$7,075.98	\$2,191.40	(\$1,491.41)	\$7,775.97
		<b>\$3,049,572.00</b>	<b>\$1,250,910.20</b>	<b>(\$1,168,580.75)</b>	<b>\$3,131,901.45</b>

ACTIVITY FUND CHECK SUMMARY NOVEMBER 2022

Check #	Check Date	Vendor Name	PO #	Description	Amount
010EFT	11/10/2022	PEPSI COLA OF WESTERN NE		concession pop	\$49.96
010EFT	11/10/2022	PEPSI COLA OF WESTERN NE		HS workroom pop	\$137.43
010EFT	11/10/2022	PEPSI COLA OF WESTERN NE		Elem pop	\$28.15
38167	11/2/2022	SUTHERLAND HIGH SCHOOL		JH wrestling invite entry fee	\$50.00
38168	11/2/2022	Walmart Community - Capital One		art club & one act supplies	\$117.37
38169	11/14/2022	4J Designs Janelle Jennings		shirts-One Act & GBB printing	\$504.00
38170	11/14/2022	Amazon Capital Services, Inc	23015	One Act,concessions, wellness supplies	\$84.69
38171	11/14/2022	AWARDS UNLIMITED INC		boys golf medals	\$135.41
38172	11/14/2022	Hudl		Football Silver	\$549.00
38173	11/14/2022	MACKES GROCERY		concessions, FFA,FB, wellness supplies	\$322.27
38174	11/14/2022	NEBRASKA COACHES ASSOCIATION		Sportsmanship & Leadership Summit (8)	\$140.00
38175	11/14/2022	SAMS CLUB/Synchrony Bank		vending machine supplies	\$108.12
38176	11/14/2022	North Platte St. Pat's Activities		JH Wrestling entry fee	\$50.00
38177	11/14/2022	Teacher's Synergy LLC	23014	FFA & Ag editable templates bundle gaga pit, FFA attire, Jr class rattle gitt cards,one act license fees, gym amplifier, shop/art club supplies	\$27.00
38178	11/14/2022	U.S. Bank		shop/art club supplies	\$4,997.49
38179	11/14/2022	Tony Walker		FB Raffle Las Vegas Trip-cash in lieu 1/2 pay	\$500.00
38180	11/14/2022	Brandon Boyer		Fall Sports/Activity Help	\$120.00
38181	11/14/2022	Terra Boyer		Fall Sports/Activity Help	\$40.00
38182	11/14/2022	Shane Daniels		Fall Sports/Activity Help	\$30.00
38183	11/14/2022	DOUG DEIBLER		Fall Sports/Activity Help	\$120.00
38184	11/14/2022	Steven Dent		Assistant FB coach volunteer nominal fee	\$500.00
38185	11/14/2022	Jessica Hampton		Fall Sports/Activity Help	\$30.00
38186	11/14/2022	Clayton Hassett		Fall Sports/Activity Help	\$90.00
38187	11/14/2022	Luke Hockenbary		Fall Sports/Activity Help	\$30.00
38188	11/14/2022	SCOTT JONES		Fall Sports/Activity Help	\$120.00
38189	11/14/2022	Kayden Licking		Fall Sports/Activity Help	\$135.00
38190	11/14/2022	LARRY RIDENOUR		Fall Sports/Activity Help	\$120.00
38191	11/14/2022	Ryan Ridenour		Fall Sports/Activity Help	\$185.00
38192	11/14/2022	Matthew Stichka		Fall Sports/Activity Help	\$220.00
38193	11/22/2022	Country Meats		FFA smoked snack sticks and display box	\$118.00
38194	11/22/2022	HOBY Registration		Registration Mercedes Garner Bronco BBB hoodies,Training Room &	\$250.00
38195	11/22/2022	Stadium Sports	22040	wrestling supplies	\$734.40
38196	11/22/2022	THEDFORD PUBLIC SCHOOL		JH Wrestling entry fee	VOID
38197	11/22/2022	FloSports		JH Wrestling 2022	\$100.00
38198	11/22/2022	Scholastic Book Fairs - 30		NHS Book Fair	\$1,578.68
					\$12,321.97

ALL Data

# Check Summary Report

Arranged by:  
Check Number

Date: 11/01/2022 thru 11/30/2022

Check Number	Status	Check / Void Date	Vendor Name	PO Number	Description	Amount
007103	C	11/02/2022	BLUE CROSS BLUE SHIELD		November premiums	5,393.60
007104	C	11/02/2022	Heather Phillips		reimb external team visit	24.00

**Report Total:** 5,417.60

# Current Cash Balance Report

SELECTED Data

Arranged by:

Date: 11/01/2022 thru 11/30/2022

Group ID and Activity Number

Activity Number and Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
<b>A ACTIVITIES</b>					
120 Hill Top Gym & Weight Room	18,769.31	600.00	696.00	0.00	18,673.31
175 Doug Young Memorial	5,928.66	0.00	0.00	0.00	5,928.66
180 Dan Brost Memorial	5,052.37	0.00	250.00	0.00	4,802.37
185 Chuck Hafer Memorial	864.02	0.00	0.00	0.00	864.02
190 Keith Saults Memorial	30,168.43	0.00	0.00	0.00	30,168.43
195 Lee Isom Memorial	730.00	0.00	0.00	0.00	730.00
250 Banking	2,614.27	191.95	0.00	0.00	2,806.22
300 Media	3,237.21	0.00	0.00	-5.00	3,232.21
400 CONCESSIONS	2,530.75	1,292.43	294.15	203.00	3,732.03
425 Pepsi Cola	6,011.94	0.00	0.00	0.00	6,011.94
430 Vending Machine	-103.25	105.50	108.12	0.00	-105.87
450 Wellness	4,660.57	0.00	166.40	0.00	4,494.17
500 FCCLA--LOCAL	5,653.29	3,184.00	0.00	0.00	8,837.29
510 FCCLA--DISTRICT 10	37.69	0.00	0.00	0.00	37.69
520 FCCLA--NATIONAL	1,589.40	0.00	0.00	0.00	1,589.40
721 Class of 2021	0.00	0.00	0.00	0.00	0.00
722 Class of 2022	974.54	0.00	0.00	0.00	974.54
723 Class of 2023	1,668.47	0.00	0.00	0.00	1,668.47
724 Class of 2024	2,960.19	1,580.00	505.95	0.00	4,034.24
725 Class of 2025	3,005.88	0.00	0.00	0.00	3,005.88
726 Class of 2026	3,855.41	0.00	0.00	0.00	3,855.41
727 Class of 2027	2,244.71	0.00	0.00	0.00	2,244.71
728 Class of 2028	1,158.53	0.00	0.00	0.00	1,158.53
729 Class of 2029	-15.47	0.00	0.00	0.00	-15.47
800 ANNUAL	1,709.24	0.00	0.00	0.00	1,709.24
825 Digital Yearbooks	3,523.24	0.00	0.00	0.00	3,523.24
850 Computer/Technology	2,598.43	0.00	0.00	0.00	2,598.43
900 MUSIC	691.99	0.00	0.00	0.00	691.99
950 BAND/MUSIC CLUB	1,449.05	0.00	0.00	0.00	1,449.05
1000 SHOP	6,249.89	236.00	430.53	0.00	6,055.36
1010 PlasmaCam/Power Drive	3,548.28	0.00	0.00	0.00	3,548.28
1050 FFA	8,762.20	4,278.00	1,111.73	0.00	11,928.47
1100 SUMMER & YOUTH RECREATION	6,237.73	0.00	0.00	0.00	6,237.73
1150 PLAYGROUND	5,761.75	0.00	1,600.00	0.00	4,161.75
1300 CHEERLEADERS	2,351.35	0.00	0.00	0.00	2,351.35
1400 SPANISH CLUB	2,774.16	0.00	0.00	0.00	2,774.16
1500 NATIONAL HONOR SOCIETY	4,081.83	2,224.69	1,578.68	0.00	4,727.84
1520 Quiz Bowl	1,304.56	0.00	0.00	0.00	1,304.56
1550 FLORIDA SCIENCE	1,026.83	0.00	0.00	0.00	1,026.83
1600 ART CLUB	1,990.34	0.00	207.36	0.00	1,782.98
1700 STUDENT COUNCIL	736.51	0.00	45.95	0.00	690.56
1800 M CLUB	2,241.06	0.00	0.00	0.00	2,241.06
1801 Broncos Cross Country	1,118.69	0.00	0.00	0.00	1,118.69
1802 Bronco Football	3,731.19	0.00	500.00	0.00	3,231.19
1804 Bronco Girls Golf	0.00	0.00	0.00	0.00	0.00
1805 Lady Bronco Volleyball Club	1,328.26	0.00	0.00	0.00	1,328.26
1806 Bronco Lady Basketball	5,167.25	0.00	72.00	0.00	5,095.25
1807 Bronco Basketball	2,209.83	471.00	534.00	0.00	2,146.83
1808 Bronco Wrestling	8,164.58	0.00	0.00	0.00	8,164.58
1809 Bronco Track Team	569.38	0.00	0.00	0.00	569.38
1811 Bronco Boys Golf	5,919.68	90.00	0.00	0.00	6,009.68

# Current Cash Balance Report

SELECTED Data

Arranged by:

Date: 11/01/2022 thru 11/30/2022

Group ID and Activity Number

Activity Number and Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
1820 Bronco Play Production	338.95	50.00	432.00	0.00	-43.05
1825 Bronco Speech	493.83	0.00	0.00	0.00	493.83
1840 Bronco Journalism	-52.98	0.00	0.00	0.00	-52.98
1950 Scholarships	1,145.62	0.00	0.00	0.00	1,145.62
1955 Marilyn Downing Scholarship est 2019	7,384.78	0.00	0.00	0.00	7,384.78
2200 TURNER FOUNDATION	814.99	0.00	0.00	0.00	814.99
3000 MATH-SCIENCE COALITION	3,940.88	350.00	0.00	0.00	4,290.88
3100 STEM	1,922.66	0.00	0.00	0.00	1,922.66
<b>A ACTIVITIES Totals:</b>	<b>204,832.95</b>	<b>14,653.57</b>	<b>8,532.87</b>	<b>198.00</b>	<b>211,151.65</b>
<b>B NSAA Activities</b>					
100330 Employee Training/Development	0.00	0.00	0.00	0.00	0.00
100580 Employee Travel	-756.37	0.00	0.00	0.00	-756.37
100610 Supplies	-1,495.56	0.00	19.80	0.00	-1,515.36
100810 Dues/Fees	-4,197.50	0.00	140.00	0.00	-4,337.50
100890 Misc Expense	2,573.40	0.00	1,240.00	0.00	1,333.40
1001710 Admissions Activity Tickets	730.00	0.00	0.00	0.00	730.00
1005200 Transfer from GL	0.00	0.00	0.00	0.00	0.00
1005690 Non Revenue Receipts	0.00	0.00	0.00	0.00	0.00
<b>B NSAA Activities Totals:</b>	<b>-3,146.03</b>	<b>0.00</b>	<b>1,399.80</b>	<b>0.00</b>	<b>-4,545.83</b>
<b>C Cross Country</b>					
5010580 Cross Country Travel	0.00	0.00	0.00	0.00	0.00
5010610 Cross Country Supplies	-25.84	0.00	0.00	0.00	-25.84
5010810 Cross Country Dues/Fees	-328.00	0.00	0.00	0.00	-328.00
5010890 Cross Country Misc Exp	0.00	0.00	0.00	0.00	0.00
5015200 Cross Country transfer from GL	0.00	0.00	0.00	0.00	0.00
<b>C Cross Country Totals:</b>	<b>-353.84</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>-353.84</b>
<b>D Football</b>					
5020340 Football Officials	-3,000.00	0.00	0.00	0.00	-3,000.00
5020580 Football Travel	0.00	344.96	0.00	0.00	344.96
5020610 Football Supplies	-2,042.35	0.00	0.00	0.00	-2,042.35
5020810 Football Dues/Fees	-75.00	0.00	549.00	0.00	-624.00
5020890 Football Misc Exp	0.00	0.00	580.50	0.00	-580.50
5021710 Football Admissions	2,936.00	0.00	0.00	0.00	2,936.00
5025200 Football transfer from GL	0.00	0.00	0.00	0.00	0.00
<b>D Football Totals:</b>	<b>-2,181.35</b>	<b>344.96</b>	<b>1,129.50</b>	<b>0.00</b>	<b>-2,965.89</b>
<b>E Girls Golf</b>					
5040580 Girls Golf Travel	-179.98	0.00	0.00	0.00	-179.98
5040610 Girls Golf Supplies	0.00	0.00	0.00	0.00	0.00
5040810 Girls Golf Dues/Fees	-400.00	0.00	0.00	0.00	-400.00
5040890 Girls Golf Misc Exp	-55.67	0.00	0.00	0.00	-55.67
5045200 Girls Golf transfer from GL	0.00	0.00	0.00	0.00	0.00
<b>E Girls Golf Totals:</b>	<b>-635.65</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>-635.65</b>
<b>F Volleyball</b>					
5050171 Volleyball Admissions	1,013.00	0.00	0.00	0.00	1,013.00
5050340 Volleyball Officials	-560.00	0.00	0.00	0.00	-560.00
5050580 Volleyball Travel	0.00	0.00	0.00	0.00	0.00
5050610 Volleyball Supplies	-345.85	0.00	0.00	0.00	-345.85
5050810 Volleyball Dues/Fees	-150.00	0.00	0.00	0.00	-150.00
5050890 Volleyball Misc Exp	0.00	0.00	0.00	0.00	0.00
5055200 Volleyball transfer from GL	0.00	0.00	0.00	0.00	0.00
<b>F Volleyball Totals:</b>	<b>-42.85</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>-42.85</b>

# Current Cash Balance Report

SELECTED Data

Date: 11/01/2022 thru 11/30/2022

Arranged by:  
Group ID and Activity Number

Activity Number and Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
<b>G Girls Basketball</b>					
5060340 Girls Basketball Officials	0.00	0.00	0.00	0.00	0.00
5060580 Girls Basketball Travel	0.00	0.00	0.00	0.00	0.00
5060610 Girls Basketball Supplies	-383.10	0.00	0.00	0.00	-383.10
5060810 Girls Basketball Dues/Fees	0.00	0.00	0.00	0.00	0.00
5060890 Girls Basketball Misc Exp	0.00	0.00	0.00	0.00	0.00
5061710 Girls Basketball Admissions	0.00	0.00	0.00	0.00	0.00
5065200 Girls Basketball transfer from GL	0.00	0.00	0.00	0.00	0.00
<b>G Girls Basketball Totals:</b>	<b>-383.10</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>-383.10</b>
<b>H Boys Basketball</b>					
5070340 Boys Basketball Officials	0.00	0.00	0.00	0.00	0.00
5070580 Boys Basketball Travel	0.00	0.00	0.00	0.00	0.00
5070610 Boys Basketball Supplies	-288.30	0.00	0.00	0.00	-288.30
5070810 Boys Basketball Dues/Fees	0.00	0.00	0.00	0.00	0.00
5070890 Boys Basketball Misc Exp	0.00	0.00	0.00	0.00	0.00
5071710 Boys Basketball Admissions	0.00	0.00	0.00	0.00	0.00
5075200 Boys Basketball transfer from GL	0.00	0.00	0.00	0.00	0.00
<b>H Boys Basketball Totals:</b>	<b>-288.30</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>-288.30</b>
<b>I Wrestling</b>					
5080340 Wrestling Officials	0.00	0.00	0.00	0.00	0.00
5080580 Wrestling Travel	0.00	0.00	0.00	0.00	0.00
5080610 Wrestling Supplies	-232.58	0.00	180.60	0.00	-413.18
5080810 Wrestling Dues/Fees	-100.00	420.00	200.00	0.00	120.00
5080890 Wrestling Misc Exp	-166.85	0.00	0.00	-198.00	-364.85
5081710 Wrestling Admissions	0.00	390.00	0.00	0.00	390.00
5085200 Wrestling transfer from GL	0.00	0.00	0.00	0.00	0.00
<b>I Wrestling Totals:</b>	<b>-499.43</b>	<b>810.00</b>	<b>380.60</b>	<b>-198.00</b>	<b>-268.03</b>
<b>J Track &amp; Field</b>					
5090580 Track Travel	0.00	0.00	0.00	0.00	0.00
5090610 Track Supplies	0.00	0.00	0.00	0.00	0.00
5090810 Track Dues/Fees	0.00	0.00	0.00	0.00	0.00
5090890 Track Misc Exp	0.00	0.00	0.00	0.00	0.00
5095200 Track transfer from GL	0.00	0.00	0.00	0.00	0.00
<b>J Track &amp; Field Totals:</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>K Boys Golf</b>					
5110580 Boys Golf Travel	0.00	0.00	0.00	0.00	0.00
5110610 Boys Golf Supplies	0.00	0.00	0.00	0.00	0.00
5110810 Boys Golf Dues/Fees	0.00	0.00	0.00	0.00	0.00
5110890 Boys Golf Misc Exp	0.00	0.00	135.41	0.00	-135.41
5115200 Boys Golf Transfer from GL	0.00	0.00	0.00	0.00	0.00
<b>K Boys Golf Totals:</b>	<b>0.00</b>	<b>0.00</b>	<b>135.41</b>	<b>0.00</b>	<b>-135.41</b>
<b>L Play Production</b>					
5120580 Play Production Travel	0.00	0.00	0.00	0.00	0.00
5120610 Play Production Supplies	0.00	0.00	443.79	0.00	-443.79
5120810 Play Production Dues/Fees	-475.00	0.00	300.00	0.00	-775.00
5120890 Play Production Misc Exp	0.00	0.00	0.00	0.00	0.00
5125200 Play Production transfer from GL	0.00	0.00	0.00	0.00	0.00
<b>L Play Production Totals:</b>	<b>-475.00</b>	<b>0.00</b>	<b>743.79</b>	<b>0.00</b>	<b>-1,218.79</b>
<b>M Speech</b>					
5130340 Speech Judges	0.00	0.00	0.00	0.00	0.00
5130580 Speech Travel	0.00	0.00	0.00	0.00	0.00
5130610 Speech Supplies	0.00	0.00	0.00	0.00	0.00

SELECTED Data

# Current Cash Balance Report

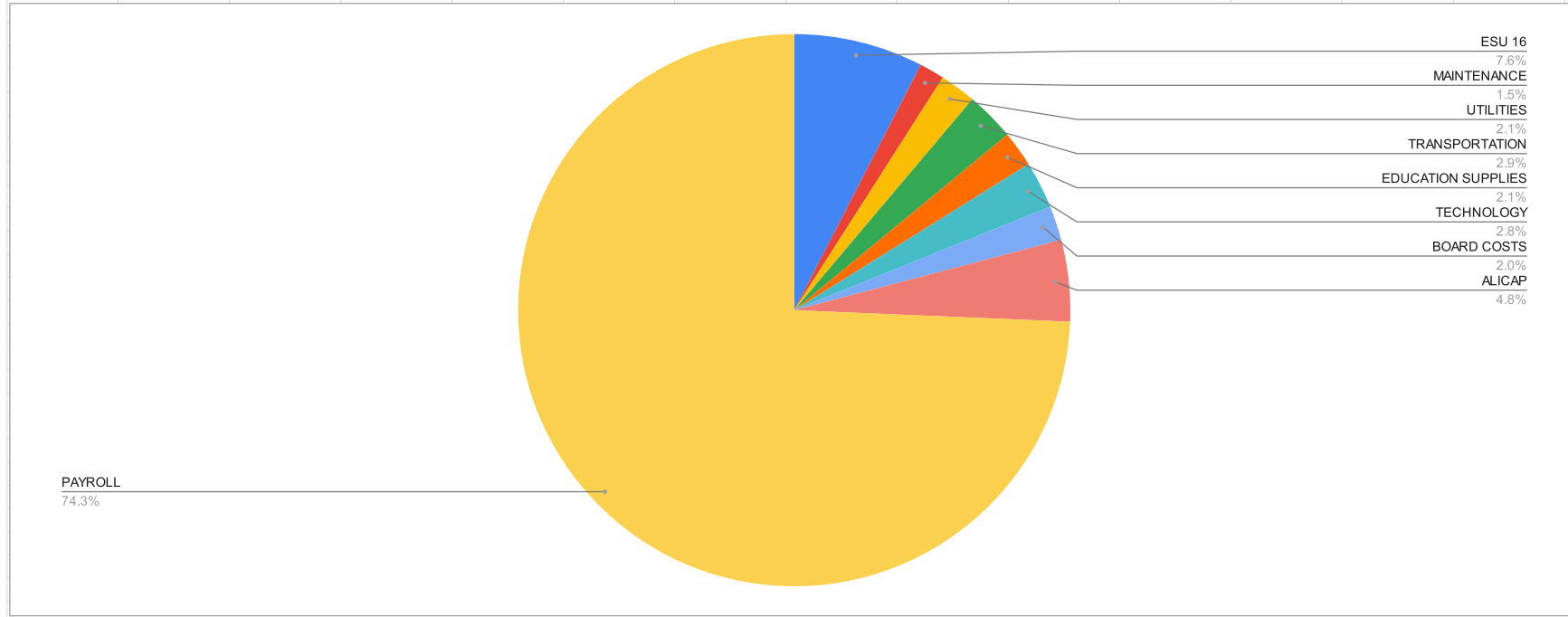
Arranged by:  
Group ID and Activity Number

Date: 11/01/2022 thru 11/30/2022

Activity Number and Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
5130810 Speech Dues/Fees	0.00	0.00	0.00	0.00	0.00
5130890 Speech Misc Exp	0.00	0.00	0.00	0.00	0.00
5135200 Speech transfer from GL	0.00	0.00	0.00	0.00	0.00
M Speech Totals:	0.00	0.00	0.00	0.00	0.00
<b>N Journalism</b>					
5140200 Journalism transfer from GL	0.00	0.00	0.00	0.00	0.00
5140580 Journalism Travel	0.00	0.00	0.00	0.00	0.00
5140610 Journalism Supplies	-327.22	0.00	0.00	0.00	-327.22
5140810 Journalism Dues & Fees	0.00	0.00	0.00	0.00	0.00
5140890 Journalism Misc Exp	0.00	0.00	0.00	0.00	0.00
N Journalism Totals:	-327.22	0.00	0.00	0.00	-327.22
Report Totals:	196,500.18	15,808.53	12,321.97	0.00	199,986.74

**2022-2023 MULLEN PUBLIC SCHOOLS EXPENDITURE DATA**

	ESU 16	Maintenance	Utilities	Transportation	Ed Supplies	Tech Supplies	Board Costs	Insurance	Payroll	Bills	Total	Transfers	
September 2022	\$0.00	\$4,999.18	\$6,437.53	\$10,470.38	\$8,328.62	\$23,417.33	\$8,364.52	\$52,652.00	\$268,739.83	\$114,669.56	\$383,409.39	\$0.00	
October 2022	\$27,076.56	\$3,815.43	\$6,408.34	\$7,988.58	\$4,904.76	\$736.50	\$617.21	\$0.00	\$281,450.44	\$51,547.38	\$332,997.82	\$0.00	
November 2022	\$26,971.56	\$964.64	\$4,850.86	\$6,968.64	\$6,950.06	\$5,270.95	\$10,928.76	\$0.00	\$271,158.16	\$62,905.47	\$334,063.63	\$0.00	
December 2022	\$29,644.40	\$6,474.63	\$5,679.19	\$6,321.09	\$2,934.57	\$1,044.07	\$2,341.91	\$0.00		\$54,439.86	\$54,439.86	\$17,546.51	
January 2023								\$0.00		\$0.00	\$0.00	\$0.00	
February 2023										\$0.00	\$0.00	\$0.00	
March 2023								\$0.00		\$0.00	\$0.00	\$0.00	
April 2023								\$0.00		\$0.00	\$0.00	\$0.00	
May 2023										\$0.00	\$0.00	\$0.00	
June 2023	\$0.00							\$0.00		\$0.00	\$0.00	\$0.00	
July 2023	\$0.00							\$0.00		\$0.00	\$0.00	\$0.00	
August 2023	\$0.00							\$0.00		\$0.00	\$0.00	\$0.00	
	\$83,692.52	\$16,253.88	\$23,375.92	\$31,748.69	\$23,118.01	\$30,468.85	\$22,252.40	\$52,652.00	\$821,348.43	\$283,562.27	\$1,104,910.70	\$17,546.51	\$1,122,457.21
	0.076	0.015	0.021	0.029	0.021	0.028	0.020	0.048	0.743	0.257			



## **PUBLIC PARTICIPATION**

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

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

**Mullen Public Schools  
Annual Report  
December 2022**



Additional Details available at  
<http://nep.education.ne.gov/>

**6-12 Site:**  
404 N Blaine Ave  
Mullen, NE 69152  
Phone: 308.546.2223  
Fax: 308.546.2209

**K-5 Site:**  
106 NE 2nd St.  
Mullen, NE 69152  
Phone: 308-546-2292  
Fax: 308-546-2423

**OUR MOTTO**



Mullen Public Schools was established in 1914. The Mullen District encompasses the communities of Mullen, Whitman, and Seneca and areas of Hooker, Thomas and Cherry Counties--approximately 1,383.8 square miles, which is larger than the state of Rhode Island.

Mullen Public Schools has two updated facilities. One facility houses K-5 students and the district lunch room. The district's 6-12 students all attend at the middle/high school site on the hill. Mullen owns two gymnasiums that are both sanctioned for competition.

Mullen has 7 bus routes that cover the vast district of Mullen Public Schools.

**Mullen Board of Education**

The Mullen Board is comprised of 6 members.

<b>Members</b>	<b>Term Exp.</b>
<b>Pres.: Bryan Starr</b>	<b>2022</b>
<b>V.Pres.: Jason Coble</b>	<b>2022</b>
<b>Sec.: Mike French</b>	<b>2024</b>
<b>Treas.: Liza Simonson</b>	<b>2026</b>
<b>Dane Peterson</b>	<b>2024</b>
<b>Travis Hampton</b>	<b>2024</b>

**2021-22 Financial Information**

**Receipts**

Local	\$ 2,867,574.73
State	\$ 850,427.91
Federal	\$ 174,075.48
Non-Revenue	\$ 38,500.00
<b>Total</b>	<b>\$ 4,035,662.12</b>

**General Fund Expenditures**

Staff Salary	\$ 2,798,824.78
Expenditures	\$ 802,352.39
Transfers	\$ 185,000.00
<b>Total Expenditures</b>	<b>\$ 3,929,221.69</b>
21-22 minus 20-21	\$ +210,310.30
Staff Increase	\$ +143,044.52

**Fund Balances**

Cash Reserve	\$ 1,322,378.34
Depreciation	\$ 367,590.09
Employee Benefit	\$ 73,048.55
Special Building	\$ 427,713.00
Activity	\$ 209,968.89

**Valuations**

<u>2018-19</u>	\$538,654,868.00	+1.49%
<u>2019-20</u>	\$546,826,309.00	+1.52%
<u>2020-21</u>	\$553,587,854.00	+1.00%
<u>2021-22</u>	\$568,177,549.00	+3.00%
<u>2022-23</u>	\$592,109,086.00	+4.21%

**Property Tax Request & Levy**

<u>2018-19</u>	\$3,093,938.00	Levy .5743
<u>2019-20</u>	\$3,245,791.82	Levy .5936
<u>2020-21</u>	\$3,181,163.00	Levy .5750
<u>2021-22</u>	\$3,185,546.00	Levy .56006
<u>2022-23</u>	\$3,210,799.00	Levy .542265

**State Aid**

<u>2018-19</u>	\$256,095.00
<u>2019-20</u>	\$280,009.00
<u>2020-21</u>	\$223,603.00
<u>2021-22</u>	\$286,963.00
<u>2022-23</u>	\$335,046.00

**2022-23 Enrollment**

Kdg	7
Grade 1	10
Grade 2	14
Grade 3	15
Grade 4	14
Grade 5	9
Grade 6	15
Grade 7	8
Grade 8	13
Grade 9	11
Grade 10	16
Grade 11	15
Grade 12	10

**2022-23 Total Enrollment 157**

**Historical NDE Enrollment**

<u>2015-16</u>	164	<u>2016-17</u>	161
<u>2017-18</u>	154	<u>2018-19</u>	162
<u>2019-20</u>	162	<u>2020-21</u>	167
<u>2021-22</u>	180	<u>2022-23</u>	157

**NSCAS 2022 Assessments**

Grade	<u>ELA</u>		<u>MATH</u>		<u>SCIENCE</u>	
	Dist.	St.	Dist.	St.	Dist.	St.
3	75%	50%	58%	50%	NA	NA
4	70%	53%	70%	46%	NA	NA
5	83%	47%	92%	49%	100%	70%
6	33%	44%	33%	46%	NA	NA
7	29%	42%	64%	44%	NA	NA
8	40%	46%	20%	41%	100%	63%

**TOTAL**

	<u>ELA</u>	<u>MATH</u>	<u>SCIENCE</u>
<b>District</b>	54%	57%	96%
<b>State</b>	47%	46%	66%

**2022 Assessments Cut Scores raised equaling more rigorous assessments**

**ACT DATA**

**2022 ACT Scale Score**

	Mullen	State
Eng/LA	56%	46%
Math	78%	44%
Science	78%	48%
Composite	21.8	17.8

**Student Characteristics 2022-2023**

	District Percentage
Free /Reduced	50%
Special Education-School Age	14.5%

**Student Characteristics 2021-2022**

	District Percentage
Free /Reduced	47%
Special Education-School Age	14 %

**2022-23 Mullen Staff**

Administrators-3	Teachers-24
Bachelor's Degree Only	2
Bachelors +Hours	5
Master's Degree/BA+36	11
Master's +Hours	9
Classified Staff	17
Bus Drivers	7
Outside Coaches	10

**Salary**

2021-2022 Avg. Teacher Ex.	12.83
2021-2022 Base Salary	\$36,300
2021-2022 Average Salary	\$49,864

2022-2023 Avg. Teacher Ex.	15.90
2022-2023 Base Salary	\$36,800
2022-2023 Average Salary	\$52,525

**Transportation**

2020-2021 Route Mileage	136,180
2020-2021 Activity Mileage	62,713
2021-2022 Route Mileage	148,500
2021-2022 Activity Mileage	85,515

**NEGOTIATED AGREEMENT**

**BETWEEN**

**THE MULLEN EDUCATION ASSOCIATION**

**AND**

**MULLEN PUBLIC SCHOOLS,  
A/K/A HOOKER COUNTY SCHOOL DISTRICT 46-0001**

**For**

**2023-2024 School Year**

## TABLE OF CONTENTS

<b>Type chapter title (level 1)</b> .....	<b>1</b>
Type chapter title (level 2).....	2
Type chapter title (level 3) .....	3
<b>Type chapter title (level 1)</b> .....	<b>4</b>
Type chapter title (level 2).....	5
Type chapter title (level 3) .....	6
<b>Type chapter title (level 1)</b> .....	<b>4</b>
Type chapter title (level 2).....	5
Type chapter title (level 3) .....	6

THIS NEGOTIATED AGREEMENT ("Agreement") is made and entered into by and between the Mullen Public Schools, also known as Hooker County School District 46-0001 ("District") and the Mullen Education Association ("Association").

## **I. RECOGNITION**

[The District recognizes the Mullen Education Association as the exclusive bargaining agent for the certificated staff employed by the District as "teachers" under NEB. REV. STAT. § 79-101 for the purpose of collectively negotiating the terms and conditions of employment under the Industrial Relations Act (NEB. REV. STAT. § 48-801 through § 48-839) and other applicable law.

## **II. TERM AND DURATION**

- A.** This one-year Agreement shall be effective for the 2023-2024 contract year. The parties agree that the number of contract days is management prerogative and not subject to negotiation. The District shall notify the Association of the number of contract days that will be required in each future contract year no later than the first negotiation meeting between the Association and the District.
- B.** The terms of this Agreement shall remain in full force and effect from year to year until they are superseded by an agreement of the parties or by an order of the Commission of Industrial Relations.

## **III. MANAGEMENT RIGHTS**

Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives, and functions are retained and vested exclusively in the District, including, but not limited to, the rights, in accordance with its sole and exclusive judgment and discretion: to reprimand, suspend, discharge, or otherwise discipline employees; to determine the number of employees to be employed; to hire employees, determine their qualifications, and assign and direct their work; to promote, demote, transfer, and recall to work; to suspend, discharge, or discipline employees as provided by statute; to set the standards of productivity and the services to be rendered; to maintain the efficiency of operations; to determine the personnel, methods, means, and facilities by which operations are conducted; to set the starting and quitting time and the number of hours to be worked; to set the school calendar; determine class sizes; to use independent contractors to perform work or services; to subcontract, contract out, close down, or relocate the District's operations or any part thereof; to expand, reduce, alter, combine, transfer, assign, or cease any job, department, operation, or service; to control and regulate the methods, materials, processes, curriculum, and equipment and other property

of the District; to determine which extracurricular activities may be supported or sponsored; to determine the number, location and operation of departments, divisions, and all other units of the District; to issue, amend and revise policies, rules, regulations, and practices; and to take whatever action is either necessary or advisable to determine, manage, and fulfill the mission of the District and to direct the District's employees. The District's failure to exercise any right, prerogative, or function hereby reserved to it, or the District's exercise of any such right, prerogative, or function in a particular way, shall not be considered a waiver of the District's right to exercise such right, prerogative, or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

#### **IV. COMPENSATION**

##### **A. Creditable Years of Experience**

###### **i. Experience Outside the District – Initial Placement**

Upon their initial hire, employees new to the school system shall be credited with all of their acceptable prior years of teaching experience and/or acceptable prior years of professional work experience.

###### **ii. Experience Inside the District**

For all purposes, including the adjustment of salaries and computing of fringe benefits, employees must have at least 120 teaching days on duty during the regular school year to be counted as a creditable year of service. Any district approved FMLA leave or use of sick leave or personal leave will count as teaching days.

##### **B. Part-Time Employees**

Part-time employees covered by this Agreement shall receive the same compensation and benefits as full-time employees on a pro-rata basis.

##### **C. Compensation**

###### **i. Salary**

The base salary for the 2023-2024 contract year will be \$37,800. The salary schedule is attached as Exhibit A and incorporated into this Agreement.

###### **ii. EXTENDED CONTRACTS-** Where a contractual agreement has been reached between an individual employee and the District relating to employment beyond the Annual Employment Period. defined in Article IV, the salary for that extended contract shall be a pro-rata extension of that employee's daily rate of pay for the Annual Employment Period.

iii. Extra Duty- The extra duty schedule is attached as Exhibit B and incorporated into this Agreement. Compensation for extra duties will be negotiated by the bargaining agent.

**iv. Payment**

Payroll checks will be electronically deposited to the financial institution as directed by the employee on each regular payday. Any employee not enrolled in the direct deposit program will be enrolled in a prepaid debit card program or will be paid by check.

**v. Salary Deductions**

**1. Mandatory Deductions**

All deductions required by law will be made from wages of each employee. These deductions include, but are not necessarily limited to state income tax, federal income tax, social security tax, and Medicare tax withholding; retirement plan contributions; and wage garnishments.

**2. Voluntary Deductions**

Any employee may authorize in writing voluntary deductions including, but not necessarily limited to, deductions for health insurance, vision insurance, dental insurance, life insurance, flexible spending accounts, retirement buybacks, or tax-sheltered annuities.

**3. Salary Corrections**

Any overpayment or underpayment of an employee for compensation for benefits shall be corrected during the pay period following the discovery.

**4. Recovery for Damages**

The District may deduct or withhold from each and every period of pay from an employee any amounts necessary to offset any damages caused by the employee or the value of property or money entrusted to the employee or owed by the employee to the District during the course of or as a result of the employee's employment, if such property or money has not properly been returned to the District.

**V. BENEFITS**

**A. Health Insurance**

The District shall provide coverage through the Educator’s Health Alliance through Blue Cross and Blue Shield or its equivalent to all qualified employees who have been employed by the District for at least 30 days. The District shall pay the following amounts of the \$850 deductible total premium:

<b>Health Coverage</b>	<b>Yearly</b>	<b>Monthly</b>
Employee	\$9,384.60	\$782.05
Employee and Child(ren)	\$17,361.72	\$1,446.81
Employee and Spouse	\$19,707.84	\$1,642.32
EE, Spouse & Child(ren)	\$26,462.64	\$2,205.22

In the event the health insurance plan deductible is no longer available, the parties agree that the deductible will move to the next highest available deductible.

The District will also offer the \$3600 Deductible HSA-Eligible plan to employees by depositing the cost difference in their plan to their health savings account.

The District shall pay the following amounts of the total dental premium:

<b>Dental Coverage</b>	<b>Yearly</b>	<b>Monthly</b>
PPO - 100% A, 75% B, 50% C Coverage - Employee Only	\$329.04	\$27.42

**B. Long-Term/Short-Term Disability**

The District will provide long-term/short-term disability benefits for full-time employees who have been employed by the district for at least 30 calendar days. This plan will provide a monthly benefit of 66.67% of the employee’s monthly gross salary, to a maximum of \$5000.00. This monthly benefit will be coordinated with other benefits the employee may be eligible to receive.

**C. Life Insurance**

The District will provide \$15,000 of accidental death life insurance provided through Kansas City Life Insurance Company

**VI. LEAVES OF ABSENCE**

**A. Sick Leave**

- i. Amount of Leave.** Each full-time (1.0 FTE) employee will be credited with up to 10 days of sick leave per year without loss of pay at the beginning of each school year. Employees may accumulate no more than 30 days of sick leave.

- ii. **Use of Leave.** Sick leave may be used for illness, injury, or disability when the employee is too ill to work or when the employee's family member (as listed below) is too ill to remain alone. Sick leave may also be used for medical, dental, and eye doctor appointments of the employee or family members.
- iii. **Reporting.** Absence due to sick leave must be reported as soon as practicable by the employee to the building principal. In the event that the building principal cannot be reached, the employee will report the absence to the building secretary. Absences must be reported through telephone call/e-mail/text/other.
- iv. **Increments.** Employees may use sick leave in 1 hour increments.
- v. **Certification.** The school district administration may require medical certification for any sick leave that exceeds 30 days.
- vi. **Trade Sick Days for Personal Days.** Sick leave may be traded for personal leave. A trade of two sick days will accumulate to one personal day. The maximum amount of sick days that can be traded is four days for a total of two additional personal days.
- vii. **Payment for Unused Sick Leave.** Employees will be paid for unused sick leave as follows upon retirement, voluntary resignation, or reduction in force or if they start the school year with the maximum of 30 days and only 6 days of sick leave will be reimbursed at 66.7% of the pay given to a substitute teacher. Payment will be included with the July payroll.

## **B. Personal Leave**

- i. **Amount of Leave.** Each full-time (1.0 FTE) employee will be credited with up to 3 days of personal leave per year without loss of pay at the beginning of each school year. Employees may not accumulate personal leave. Employees who have accumulated personal leave on the last day of the school year will be reimbursed at 66.7% of the pay given to a substitute teacher per day. Payment will be included with the July payroll.
- ii. **Use of Leave.** Personal leave may be used for any purpose, provided that personal leave may not be taken immediately preceding or following any holiday; spring, fall, or winter break; or

any similar school break unless permission is given by the building principal or superintendent. The principal or superintendent may limit the number of staff members who may take personal days on the same day. Employee shall not be required to provide a reason for taking personal leave.

**iii. Reporting.** Except in the case of emergency, employees must submit personal leave requests to the building principal at least 1 day in advance of the leave. Personal leave requests are contingent on the school district's ability to retain a substitute teacher and must be submitted through telephone call/e-mail/text/other.

**iv. Increments.** Employees may use personal leave in 1 hour increments.

### **C. Bereavement Leave**

Employees shall be entitled to leave with pay for a maximum of 4 contract days per year in the event of the death of the employee's parent, grandparents, aunt, uncle, sibling, grandchild, child, or spouse. This includes employee's in-laws of parents, grandparents, aunt, uncle, brother or sister. The superintendent shall have the discretion to grant 2 of the contracted bereavement days of leave for any other individual not on the list above. A maximum of 21 additional unpaid contract day(s) shall be allowed each time another listed individual dies within the same contract year. Leave under this section may be conditioned upon the teacher submitting to the administration proof of the death of the deceased and the teacher's relationship to the deceased.

### **D. Additional Unpaid Leave**

Up to 5 total days of paid leave each year shall be granted to representatives of the MEA to conduct Association business.

Employees who desire additional unpaid leave may submit a request to the school board as provided in NEB. REV. STAT. § 79-838.

## **VII. GRIEVANCE PROCEDURE**

**A. Definition of Grievance.** A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education.

**B. Procedural Steps.** The procedure for handling grievances is as set forth below.

**Step 1 - Oral Notice to Principal.** The grievant shall initiate the grievance by presenting it to his or her principal or immediate supervisor within seven (7) days from the date that the grievant knew or should have known of the incident giving rise to the grievance.

**Step 2 - Written Grievance to the Principal.** If the grievance is not resolved to the satisfaction of the grievant within five (5) days of the meeting with the principal, the grievant representative may present the grievance in writing to the principal. The failure to present the grievance within five (5) days shall result in the waiver of the grievance. The grievance must contain a detailed description of all facts giving rise to the grievance, a list of all witnesses, all relevant documents, the section of the Agreement that has been violated, and the requested resolution. The grievant shall sign and date the grievance.

The principal shall schedule a meeting within three (3) days of receipt of the written grievance to discuss the elements of the grievance. The grievant must present all evidence at this meeting. The parties shall record this meeting. The principal shall submit his or her determination in writing to the grievant within five (5) days of the meeting.

**Step 3 - Written Appeal to the Superintendent of Schools.** If the determination of the principal is not satisfactory to the grievant, the grievant may appeal it to the superintendent of schools or his or her designated representative. Said appeal shall be presented, in writing, to the office of the superintendent of schools within five (5) days of receipt of the principal's determination. The appeal shall be based on, and limited to, the facts produced at Step 2. In other words, this is an "appeal on the record."

The superintendent of schools or a designee shall hold a meeting within seven (7) days of receiving the written appeal. The superintendent of schools or a designated representative shall make a written determination regarding the grievance within five (5) days of the date of the meeting.

**Step 4 - Appeal to the Board of Education.** If the determination of the superintendent of schools is not satisfactory to the grievant, the grievant may appeal it to the board within five (5) days of receipt of the superintendent's decision. The appeal shall be based on, and limited to, the facts produced at Step 2. In other words, this is an "appeal on the record." The board shall hear the grievance within thirty (30) days in open or closed session in accordance with the law. The board shall notify the grievant of its decision within five (5) days of hearing the grievance.

- C. Written Presentation.** All grievances presented at Step 2 and subsequent steps of the procedure shall set forth in writing all facts giving rise to the grievance, the provision(s) of the Agreement or policy alleged to have been violated, the names of the grievant(s), the names of all witnesses, and the remedy sought by the grievant. All grievances at Step 2 and appeals at Step 3 and Step 4 shall be signed and dated by the aggrieved employee. All written answers submitted by the district shall be signed and dated by the appropriate district representative.
- D. Grievance Meetings or Hearings.** All meetings and hearings conducted under this procedure up to and including Step 3 shall be conducted in private and shall include only the administration's representatives, the grievant, the grievant's representatives, and witnesses (Step 2 only) as necessary.
- E. Association Representation.** A grievant shall have the right to have an Association representative present to represent the grievant at each level of the grievance procedure.
- F. Reprisals.** No reprisals of any kind shall be taken against any employee who uses this grievance procedure in good faith.
- G. Withdrawal of a Grievance.** A grievant may withdraw his or her grievance at any level of the procedure without fear of reprisal from any party.
- H. Advanced Step Filing.** A grievance shall be filed initially at the level at which the decision resulting in the grievance was made.
- I. Time Limitations.** Time limitations herein are critical. All references to days are to calendar days. No grievance shall be accepted by the district unless it is submitted or appealed within the time limits set forth in this Agreement. If at any time during the grievance process, it is discovered that the grievance was not filed or appealed in a timely manner, the grievance shall be dismissed. If the grievance is not submitted in a timely manner at Step 1 or Step 2, it shall be deemed to be waived. If the grievance is not appealed to Step 3 in a timely manner, it shall be deemed to have been settled in accordance with the district's Step 2 determination. If the district fails to answer within the time limits set forth in this Agreement, the grievance shall automatically proceed to the next step.

When the deadline for taking an action falls on a Saturday, a Sunday or a legal holiday, the time for taking the action shall be extended to the next working day.

## **VIII. SAFETY COMMITTEE**

The Superintendent may appoint members of the staff to serve on the safety committee as appropriate and as required by law.

**IX. NONDISCRIMINATION**

The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.

**X. JOINT PREPARATION AND CONSTRUCTION**

This Negotiated Agreement is the product of a collectively-bargained negotiation, and all parties have cooperated in the drafting and preparation of the Agreement. Thus, this Negotiated Agreement should not be construed for or against any party. To the extent there is any conflict between this Agreement and an employee's individual employment contract, this Agreement shall control.

**XI. REOPENING THE AGREEMENT**

Either party may reopen negotiations for the purpose of bargaining modifications to the terms and conditions of employment and/or salary and benefits for the current school year only for the following reasons:

- A.** In the event there are changes to the Patient Protection Affordability Care Act or its regulations that require the District to make changes to comply with the Act.
- B.** In the event that the insurance costs rise 10% or more, the parties agree to reopen the agreement to renegotiate insurance coverage, insurance deductibles, and wages.

**XII. WAIVER OF BARGAINING RIGHTS AND AMENDMENT TO AGREEMENT**

During the negotiations resulting in this Agreement, the District and the Association each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter as to which any state or federal law imposes an obligation to bargain, including but not necessarily limited to, the Industrial Relations Act (NEB. REV. STAT. §§ 48-801 through 48-839). Except as specifically set forth elsewhere in this Agreement, the District expressly waives its right to require the Association to negotiate, and the Association expressly waives its right to require the District to negotiate over all matter as to which state or federal law imposes an obligation to bargain, whether or not: (a) such matters are specifically referred to in this Agreement; (b) such matters were discussed between the District and the Association during the negotiations which resulted in this Agreement; or (c) such matters were within the contemplation or knowledge of the District or

the Association at the time this Agreement was negotiated and executed. This Agreement contains the entire understanding, undertaking, and agreement of the District and the Association, after the exercise of the right and opportunity referred to in the first sentence of this section, and finally determines all matters of collective bargaining for its terms. Changes to this Agreement, whether by addition, waiver, deletion, amendment, or modification, must be reduced to writing and executed by both the District and the Association.

**XIII. SAVINGS CLAUSE AND SEPARABILITY**

If any article, section, or clause of this Agreement is found to be in conflict with law or declared illegal by a court of competent jurisdiction, the article, section, or clause, as the case may be, is automatically deleted from this Agreement to the extent that it violates the law. The remaining articles, sections, and clauses must remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section, or clause.

MULLEN EDUCATION ASSOCIATION

\_\_\_\_\_  
President Date

\_\_\_\_\_  
Secretary Date

\_\_\_\_\_  
Negotiator Date

\_\_\_\_\_  
Negotiator Date

MULLEN PUBLIC SCHOOLS

\_\_\_\_\_  
President Date

\_\_\_\_\_  
Secretary Date

## EXHIBIT A

### SALARY SCHEDULE

- A.** All employees covered by this Agreement will be placed on this salary schedule. Base salary for the 2023-24 school year will be **\$37,800**.
- B.** Transcripts of credits must be in the Office of the Superintendent of Schools by September 1, for verification of placement on the schedule. If transcripts are not received by this date, the teacher placement on the salary schedule will be determined with the hours on file as of September 1.
- C.** Horizontal Movement. Steps horizontally on the schedule up to and including the Master's column will be granted on college hours that are applied toward a Master's program in the teacher's endorsed area, educational technology, or the areas of guidance or administration in education or a program approved by the superintendent. Steps horizontally on the schedule past the Master's column will be granted on college hours that are applied toward a second Master's, Specialist or Doctorate in the teacher's endorsed area, educational technology, or the areas of guidance or administration in education. Steps horizontally on the schedule past the Master's column will also be granted on hours that are approved by the Superintendent and the Board of Education. A class approval form is required prior to the first class session for requesting these hours.
- D.** Vertical Movement. After initial placement, employees will be limited to one step of vertical movement per year.

**EXHIBIT B**  
**EXTRA DUTY SCHEDULE**

**MULLEN SCHOOL DISTRICT SALARY SCHEDULE FOR 2023-2024**

<b>STEP</b>	<b>BA</b>	<b>BA+9</b>	<b>BA+18</b>	<b>BA+27</b>	<b>MA or BA+36</b>	<b>MA+9</b>	<b>MA+18</b>	<b>MA+27</b>
<b>1</b>	1.00 \$37,800	1.05 \$39,690	1.10 \$41,580	1.15 \$43,470	1.20 \$45,360	1.25 \$47,250	1.30 \$49,140	1.35 \$51,030
<b>2</b>	1.04 \$39,312	1.09 \$41,202	1.14 \$43,092	1.19 \$44,982	1.24 \$46,872	1.29 \$48,762	1.34 \$50,652	1.39 \$52,542
<b>3</b>	1.08 \$40,824	1.13 \$42,714	1.18 \$44,604	1.23 \$46,494	1.28 \$48,384	1.33 \$50,274	1.38 \$52,164	1.43 \$54,054
<b>4</b>	1.12 \$42,336	1.17 \$44,226	1.22 \$46,116	1.27 \$48,006	1.32 \$49,896	1.37 \$51,786	1.42 \$53,676	1.47 \$55,566
<b>5</b>	1.16 \$43,848	1.21 \$45,738	1.26 \$47,628	1.31 \$49,518	1.36 \$51,408	1.41 \$53,298	1.46 \$55,188	1.51 \$57,078
<b>6</b>	1.20 \$45,360.00	1.25 \$47,250	1.30 \$49,140	1.35 \$51,030	1.40 \$52,920	1.45 \$54,810	1.50 \$56,700	1.55 \$58,590
<b>7</b>		1.29 \$48,762	1.34 \$50,652	1.39 \$52,542	1.44 \$54,432	1.49 \$56,322	1.54 \$58,212	1.59 \$60,102
<b>8</b>		1.33 \$50,274.00	1.38 \$52,164	1.43 \$54,054	1.48 \$55,944	1.53 \$57,834	1.58 \$59,724	1.63 \$61,614
<b>9</b>			1.42 \$53,676.00	1.47 \$55,566	1.52 \$57,456	1.57 \$59,346	1.62 \$61,236	1.67 \$63,126
<b>10</b>				1.51 \$57,078.00	1.56 \$58,968	1.61 \$60,858	1.66 \$62,748	1.71 \$64,638
<b>11</b>					1.60 \$60,480.00	1.65 \$62,370	1.70 \$64,260	1.75 \$66,150
<b>12</b>						1.69 \$63,882	1.74 \$65,772	1.79 \$67,662
<b>13</b>							1.78 \$67,284.00	1.83 \$69,174
<b>14</b>								1.87 \$70,686.00



Exhibit B  
Extra Duty Schedule 2023-2024

Base Pay = **\$37,800.00**

Position		1-3 years	4-6 years	7+ years		
Athletic Director	0.100	\$3,780.00	0.120	\$4,536.00	0.140	\$5,292.00
Head Football	0.100	\$3,780.00	0.120	\$4,536.00	0.140	\$5,292.00
Head Boys Basketball	0.100	\$3,780.00	0.120	\$4,536.00	0.140	\$5,292.00
Head Girls Basketball	0.100	\$3,780.00	0.120	\$4,536.00	0.140	\$5,292.00
Head Volleyball	0.100	\$3,780.00	0.120	\$4,536.00	0.140	\$5,292.00
Head Wrestling	0.100	\$3,780.00	0.120	\$4,536.00	0.140	\$5,292.00
Head Track	0.100	\$3,780.00	0.120	\$4,536.00	0.140	\$5,292.00
FCCLA Sponsor	0.080	\$3,024.00	0.100	\$3,780.00	0.120	\$4,536.00
FFA Sponsor	0.080	\$3,024.00	0.100	\$3,780.00	0.120	\$4,536.00
Head Golf	0.080	\$3,024.00	0.100	\$3,780.00	0.120	\$4,536.00
Head Cross Country	0.080	\$3,024.00	0.100	\$3,780.00	0.120	\$4,536.00
Asst Football	0.070	\$2,646.00	0.090	\$3,402.00	0.110	\$4,158.00
Asst Boys Basketball	0.070	\$2,646.00	0.090	\$3,402.00	0.110	\$4,158.00
Asst Girls Basketball	0.070	\$2,646.00	0.090	\$3,402.00	0.110	\$4,158.00
Asst Volleyball	0.070	\$2,646.00	0.090	\$3,402.00	0.110	\$4,158.00
Asst Wrestling	0.070	\$2,646.00	0.090	\$3,402.00	0.110	\$4,158.00
Asst Track	0.070	\$2,646.00	0.090	\$3,402.00	0.110	\$4,158.00
Asst Cross Country	0.050	\$1,890.00	0.070	\$2,646.00	0.090	\$3,402.00
Asst Golf	0.050	\$1,890.00	0.070	\$2,646.00	0.090	\$3,402.00
Speech	0.050	\$1,890.00	0.070	\$2,646.00	0.090	\$3,402.00
Play Production	0.050	\$1,890.00	0.070	\$2,646.00	0.090	\$3,402.00
Art Club	0.040	\$1,512.00	0.050	\$1,890.00	0.060	\$2,268.00
Cheerleader Sponsor	0.040	\$1,512.00	0.050	\$1,890.00	0.060	\$2,268.00
Assistant Speech	0.020	\$756.00	0.030	\$1,134.00	0.040	\$1,512.00
Asst Play Production	0.020	\$756.00	0.030	\$1,134.00	0.040	\$1,512.00
Junior Class Sponsor	0.020	\$756.00	0.030	\$1,134.00	0.040	\$1,512.00
National Honor Society	0.020	\$756.00	0.030	\$1,134.00	0.040	\$1,512.00
Yearbook	0.020	\$756.00	0.030	\$1,134.00	0.040	\$1,512.00
Quiz Bowl	0.020	\$756.00	0.030	\$1,134.00	0.040	\$1,512.00
JH Sports, Each	0.020	\$756.00	0.030	\$1,134.00	0.040	\$1,512.00
STEM Club Facilitators	0.030	\$1,134.00	0.030	\$1,134.00	0.030	\$1,134.00
Dual Credit Teachers	Flat	\$500.00	Flat	\$500.00	Flat	\$500.00
Teacher Mentor	0.010	\$378.00	0.010	\$378.00	0.010	\$378.00

# NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

Join NASB, as we travel the state for various workshops, meetings and events throughout the year. To learn more and register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'.

Events & Networking - <http://members.nasbonline.org/index.php/events>



Your Monthly Board Agenda Update Video Links from NASB

<http://members.nasbonline.org/index.php/news-resources/videos>



THIS WEEK!

New Board Member Workshops - December

DECEMBER 5 - GERING

DECEMBER 6 - NORTH PLATTE

DECEMBER 7 - KEARNEY

DECEMBER 8 - YORK

DECEMBER 13 - LA VISTA

DECEMBER 14 - NORFOLK



YOU CAN STILL REGISTER ONSITE TO THIS WEEKS NBMW'S ... THE REGISTRATION DEADLINE FOR LA VISTA & NORFOLK IS DECEMBER 7



NASB's Legislative Issues Conference - January 22-23 - Lincoln

NASB Board President Retreat - January 29-30 - York



NASB Board President Retreat - February 5-6 - Ogallala

Budget & Finance Workshop - February 8 - Kearney

Budget & Finance Workshop - February 15 - La Vista



Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere

The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at [www.NASBonline.org](http://www.NASBonline.org)

# NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

## PAGE 2

**nsba** APRIL 1-3  
**ORLANDO**  
The Conference for Public Education Leaders

All districts are welcome to attend NSBA 2023!

NSBA's new governance model allows ALL school districts that are a member of their state association to attend NSBA Signature Events.

ADVANCED EARLY BIRD SAVINGS ENDS  
DECEMBER 14, 2022

Learn more and register now at  
<https://nsba.org/Events/NSBA-2023-Annual-Conference-and-Exposition>

### YOUR 2022 PLATINUM AFFILIATES


If your business would like to become an Affiliate Member of NASB, please visit: <http://members.nasbonline.org/index.php/affiliate-member>



Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere

The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at [www.NASBonline.org](http://www.NASBonline.org)



## NASB Monthly Update for Board Meeting Agenda Item

December 2022

### Monthly Agenda Video Updates

<http://members.nasbonline.org/index.php/news-resources/videos>

([www.NASBonline.org](http://www.NASBonline.org) - News & Resources – Video Library)



### **WATCH: TO THE CLASS OF ...**

<http://members.nasbonline.org/index.php/news-resources/videos>

*As this year's School Board Member Graduating Class make their final motions and leave their board room one last time we asked them what exactly they would like the next crop of school board members to know.*



### [Latest 'Board Notes' – Monthly Newsletters](#)

([www.NASBonline.org](http://www.NASBonline.org) - News & Resources - Board Notes)

- *Working Together DOES Win!*
- *The Annual Passing of the Gavel*
- *Plattsmouth Adds New CTE Addition*
- *At The Board Table*
- *ALICAP Recognizes its Annual Award Winners*
- *The Nebraska Open Meetings Act & Public Comment*
- *New Board Member Workshops & New Faces*
- *This Month In ... And Much More!*



## COMING SOON:

### YOUR 2022 ADVOCACY HANDBOOK FOR THE 2023 LEGISLATIVE SESSION

Following approval at the Delegate Assembly, look for this Handbook later in December!

<http://members.nasbonline.org/index.php/advocacy-handbook>

(www.NASBonline.org – Government Relations – NASB Advocacy Handbook)



### “NASB Update – Annual Board Calendar Summary”

View the full detailed calendar at: <http://members.nasbonline.org/index.php/resources>

(www.NASBonline.org – Board Leadership – Resources)

**As a board, some items you should do, or have on the monthly agenda include:**

MISSION, VISION & GOALS: Review School Improvement Plan: Strategic Plan Update; District Goals Update

POLICY GOVERNANCE: Review, update, and adopt policy

ACCOUNTABILITY & STUDENT ACHIEVEMENT: Career Education Content Areas – Revision begins in Dec to be implemented in Schools Aug 1, NDE Standards Revision Timeline

ADVOCACY: Review the 2023 Legislative Session Calendar

DISTRICT/ESU RESOURCES (BUDGET): ESU Annual Financial Report – On or before Jan 31, the ESU Administrator of each ESU will submit to the Commissioner of Education an Annual Financial Report. § 79-1229

REPORTS: Board Committees; Superintendent; Administrators: Review the NDE State of Schools Report

BOARD-SUPERINTENDENT RELATIONS: Review the Superintendent Evaluation Summary

BOARD LEADERSHIP DEVELOPMENT: NASB New Board Member Workshop

LEARNING COMMUNITY: Report Evaluation and Research Results. On or before Jan 1, each learning community coordinating council shall use any funds received pursuant to section 79-1241.03 for evaluation of programs related to the community achievement plan. § 79-2104.02

BOARD ELECTION: Notify the County Clerk/Election Commissioner. On or before Feb 1, the board must notify the County Clerk of Election Commissioner of the member seats open for the upcoming election



## **NASB's Video Resources**

<http://members.nasbonline.org/index.php/news-resources/videos>

(www.NASBonline.org – News & Resources – Videos)

Legal Resources, NASB's Live & Learn Series, Member Zoom's, Q&A's with the Governor and Commissioner Blomstedt, EHA Updates, Advocacy breakdowns, Monthly Board Agendas, and MUCH more!



## **Networking & Events ... Register Now**

<http://members.nasbonline.org/index.php/events>

(www.NASBonline.org – Events)

*All Dates & Locations Tentative & Subject to Change*

### **New Board Member Workshops**

<http://members.nasbonline.org/index.php/new-board-member-workshops>

December 5 – Gering

December 6 – North Platte

December 7 – Kearney

December 8 – York

December 13 – La Vista

December 14 – Norfolk

### **Legislative Issues Conference**

<http://members.nasbonline.org/index.php/legislative-issues-conference>

January 22-23 – Embassy Suites Lincoln

### **NASB Board President Retreats**

<http://members.nasbonline.org/index.php/president-retreat>

January 29-30 – York

February 5-6 – Ogallala

### **Budget & Finance Workshops**

<http://members.nasbonline.org/index.php/budget-finance-workshops>

February 8 - Kearney

February 15 – La Vista



## **Advocacy**

<http://members.nasbonline.org/index.php/government-relations>

(www.NASBonline.org – Government Relations)

1<sup>st</sup> Day of the 108<sup>th</sup> Legislature, 1<sup>st</sup> Session

Wednesday, January 4, 2023

*(This will be a 90-Day Session ending roughly June 9<sup>th</sup>)*

Day 10 ... Final Day to Introduce Bills ... January 18, 2023

NASB Legislation Committee Meeting

January 22, 2023

Legislative Issues Conference

January 22-23, 2023 – Embassy Suites Lincoln

<http://members.nasbonline.org/index.php/legislative-issues-conference>

## **RESOURCES PRIOR TO THE 2023 SESSION**

WATCH: State Board of Education Candidate Q&A's

2022 Legislative Candidate Questionnaires

<http://members.nasbonline.org/index.php/2022-legislative-candidate-questionnaire>

*All Dates & Locations Tentative & Subject to Change*

*NASB does not endorse candidates and does not make recommendations to members, or anyone, on whom to support for election. NASB may, from time to time, provide opportunities for candidates for elected office to meet with or communicate with its membership. Any NASB event allowing candidates for office to meet or communicate with its membership should not be considered a direct or passive endorsement of any candidate.*



## **NASB Member Virtuals**

<http://members.nasbonline.org/index.php/nasb-member-virtuals>

(www.NASBonline.org – Events – NASB Member Virtuals)

- Previous Member Virtuals Available to Watch Include:
  - Gubernatorial Candidates Q&A w/ Blood & Pillen
  - 2022 Legislative Recap & Look Ahead
  - Tough Times & Tough Meetings: The Board's Role in Navigating Hot Button Issues
  - NASB Member Virtuals w/ Commissioner Blomstedt & Dr. Jeffrey Gold of UNMC, Bryce Wilson of NDE on Cares Act Funds Q&A for School Boards, and More ...



Follow NASB on twitter at [www.twitter.com/NASBOnline](http://www.twitter.com/NASBOnline) using the hashtag #liveNASB  
and on Facebook at [www.facebook.com/NASBOnline](http://www.facebook.com/NASBOnline)

Watch all of the NASB videos at <http://members.nasbonline.org/index.php/news-resources/videos>  
([www.NASBOnline.org](http://www.NASBOnline.org) – News & Resources – Videos)

To see a quick glimpse at the various items the NASB is involved in, check out pages 10 & 11 each month in the Board Notes newsletter for “This Month In ...” To access the latest newsletter, click here:  
<http://members.nasbonline.org/index.php/news-resources/board-notes>  
([www.NASBOnline.org](http://www.NASBOnline.org) - News & Resources - Board Notes)

# Administrative Report – December 2022

## Regular Agenda Items:

**4. Discuss, consider and take all necessary action to approve the letter of resignation for Mrs. Bobbie Licking effective at the end of the 2022-2023 school year.** Bobbie is retiring at the end of the school year and we were lucky to find a replacement for her position. **I recommend approval.**

**5/6. Discuss, consider and take all necessary action to approve the contracts for Emily Ady as the Library Media Specialist and Middle School Teacher and for Kelsey Phillips as 5/8 time Agriculture Education Teacher.**

We were SUPER fortunate to fill both positions for the 2023-2024 School years. **I recommend approval.**

**7. Discuss, consider and take all necessary action to approve the local sub request for Laurie Monette.** This is for Laurie to start subbing at MPS. **I recommend approval.**

**8. Discuss, consider and take all necessary action to approve a bobcat lease through Titan Machinery.** This is renewal for a Bobcat for Mark to use for snow removal, moving rock around the parking lots, resurfacing the elementary playground, and other maintenance needs. The new lease is \$5,000.00 which is exactly the same as 2020. We have decided to keep the current Bobcat that we have on site. This was Mark's choice as it has under 50 hours on it. We have funds built into the maintenance budget for the general fund. Deon Hampton is our current representative for Titan Machinery. **I recommend approval.**

**12. Discuss, consider and take all necessary action to approve 2022 Annual Report.** I will present on the annual report. **I recommend approval**

**13. Discuss, consider and take all necessary action to approve the purchase of an enclosed trailer from Mr. Jim Hardy.** Mr. Hardy would like \$5,500 for the enclosed trailer that we have been utilizing for Play Production. In the past Dan Vest always used his trailer and pulled it for Mr. Vest and the Play Production team. With new coaches, we needed to get a trailer to use for all of the Play Production contests and festivals. Wynn Wiens was able to secure Mr. Hardy's enclosed trailer for use. After that happened, Mr. Hardy proposed a sale of the trailer to the school. This deal was brokered by Mr. Kvanvig. From research on costs, it appears that the district is getting a great deal on the trailer and it will be utilized. **I recommend approval**

## Non-Agenda Items

NASB State Update- Overall, I thought the conference was great. I went to a session on strategic planning by Westside Community School in Omaha. This was great as they have a really nice transparent and clear plan. Then I was the mediator for the NSAA session which turned into more than I bargained for and I had to shut a couple of people from talking. Then in the afternoon I talked with some vendors and set up some dates for a couple of people to come to Mullen and give us an idea of how to enclose the walkway by the gym. Later on that afternoon, we

CIP- Mr. Mauler will take the lead on the next 5-year cycle. He will present monthly on the happenings of the CIP team.

## Activities Monthly Report

DEC 12, 2022

Academic All State honors have been announced. The following students from Mullen were honored. A nominated student must be a varsity player or organizational leader who has played a significant role on the team or in the organizational activity during the seasons for which nominations are accepted. A nominated student must have a minimum cumulative Grade Point Average, in all curricular subjects, of 93% on a 100 point scale or the equivalent, (3.7-4.0) or A-, etc.).

Girls Golf - Ashlyn Simonson

Peyton Paxton - Girls Cross Country

Kyle Finney - Boys Cross Country

Jadyn Andersen and Lauren Schoonveld - Volleyball

Deacon DeNaeyer and Chase Gracey - Football

Samantha Cheever - Play Production

Play Production concluded their season on November 30th at the District Competition in Gothenburg. They performed "10 Ways to Survive the Zombie Apocalypse" and did a great job and tied for 3rd place.

Outstanding Actors/Actresses:

Tierston Moore

Alex Werner

Tate Kvanvig

Jadyn Andersen

Malia Oltmer

Keragan Welch

Sydnee Cheever

Samantha Cheever

Lauren Schoonveld

Ashlyn Simonson

Although they didn't qualify for the State Competition we can all be proud of the students and their coaches this season. We look forward to next year

### Winter Sports Update

Winter sports season for basketball has begun and the Broncos have had 3 contests so far. The girls are 1-2 at this time and boys are 3-0. They are looking forward to this week's contests at Anselmo-Merna on Thursday Dec 15 and then are here in Mullen vs Cody on Friday Dec 16.. Both Teams will compete in the Paxton Holiday Tournament on Dec 19-20 before taking a break through the Holidays.

## **Activities Monthly Report**

**DEC 12, 2022**

The wrestling team competed at home at the Bronco Invite on Saturday Dec 3. The team finished in third place with 5 Champions. Jeffrey Forsen 120, Eli Paxton 126, Chase Gracey 170, Tel Kvanvig 220 and Isaac Welch 285.. They travel to Gordon on Saturday Dec 10 and then compete in the Ansley Quad Dec 16 and finish with the Sutherland Invite Dec 17 before going into the Christmas break.. Good Luck to the wrestling team.

The Jr. High wrestling team competed at Gothenburg on Tuesday Dec 6 to finish their season.

Mullen Public Schools will continue to remind patrons of demonstrating good sportsmanship with a sportsmanship reading by Mullen High School Athletes prior to all varsity games. We would ask all coaches, players, parents, patrons and fans to demonstrate Good Sportsmanship at our contests this winter. Thanks everyone for your support.

The FFA students and their sponsor Kelsey Phillips are continuing to prepare for activities this winter. She has been working with students in the mornings working on the FFA Creed and preparing for the State Employment Skills Leadership Development Event. More events will be happening this winter and good luck to these students and their sponsor.

The FCCLA Program and their sponsor Kelli Walz have been busy this fall. Here are a few things they have been doing so far. Good luck to all the members and their sponsor on their activities coming up this winter.

Tuesday, November 08 - FCCLA Spotlight on STAR

Monday, November 21- FCCLA STAR Commissioners Recognition @Lincoln  
(Invite Only)

Speech Production under the direction of Kyler Horn this year had their first organizational meeting Nov 7 to see who is interested in participating in speech. We look forward to these students and their coach this winter.

## **Principal's Report**

December 2022

Brett Mauler

-Pizza with the Principal winners

K-Eve Ericksen

1st-Holt Morrison

2nd-Emri Dent

3rd-Cylas Dent

4th-Hayden Deibler

5th- Chloe Wiese

- This past week the Elementary completed Fastbridge Winter Testing to satisfy the LB 1081 requirement that the state of Nebraska Requires.

-December 9th we worked on aligning K-12 ELA standards and organizing them all in one place.

-CIP Meeting-We had a CIP meeting on December 7th and organized leaders of our teams. We want all school board members to be on a team as well.

-Important Dates:

The Christmas Program which was supposed to be on December 13th is now moved to Monday December, 19th at 8:15am. The backup date will not work as due to forecasted weather so this was our plan C option.

TeamMates Christmas Shopping is moved to Friday December 16th at 8:30am.

# High School Principal's Report

Mike Kvanvig  
December 2022

## **Holiday Break**

Dismissed on December 20

December 23-27, five days NSAA Practice Moratorium, New Gym off limits for everyone during this time. School will resume on January 5.

## **GRADES FOR FIRST SEMESTER**

Middle School and High School Student grades will be mailed on January 5. Honor Roll will be announced soon after.

## **Picture-**

Take a picture at the February board meeting.

## **Notable Dates**

12/15 BB @ AM

12/16 BB vs CK , Wrestling Quad @ Ansley

12/17 Wrestling @ Sutherland

12/18 Youth BB tournament @ Mullen

12/19 Music Concert 8:15 am

12/19 -20 BB @ Paxton

1/6 BB vs Brady

1/8 BB @ Wallace, Wrestling @ Ogallala



Mullen Public Schools  
Home of the Broncos  
404 N Blaine Ave  
Mullen Nebraska 69152  
308-546-2223



## **Administration Professional Goals**

**August 2021-July 2024**

### **Communication/Visibility/Public Relations**

- Be a visible and supportive presence in all Mullen Public School facilities.
- Visit and meet with staff members to discuss building expectations and discover what assistance and support they need to meet district goals at Mullen.
  - Be visible and approachable at all school activities and within the community
- Continue to increase the involvement of the Board of Education to continue and enhance committee work to aid in the district's efforts when planning future upgrades to the school system.
- Send weekly email updates to both the board and the staff.
- Make our staff and community aware of the great things going on in MPS.
  - Utilize columns in the paper, use of social media, use of Apptegy Thrillshare, email, phone calls, handwritten notes, and other methods of communication.
  - Solicit input from all stakeholders through:
    - Face to face meetings for all staff members
    - Surveys for students and staff
    - Surveys for parents and community members
- Continue to foster a climate of positivity that is conducive to student learning and a positive work environment where staff members enjoy coming to school every day.
- Continue to emphasize school safety initiatives and disaster plans by working hand in hand with local law enforcement and local entities to ensure we are on the same page.
- For all employees and students, be role models that exhibit honesty and integrity, a strong work ethic, high expectations of self and others, and energy & enthusiasm.

### **Instructional Leadership**

- Work directly with the continuous improvement team in order to advance student achievement.
  - Work to support and achieve goals set by the CIP committee
- Guide students and staff to develop to follow the mission statement of MPS
  - Continue to work and support the homegrown "instructional model" that has been developed by our district.
  - Continue to evaluate curriculum/instructional materials and upgrade when necessary.
- Enhance the professional development plan and provide teachers with meaningful opportunities to enhance their instruction. Continue the Academic Learning walks throughout all buildings.
  - Continue to work with ESU 16 to align all curricular areas K-12.
  - Continue to work to involve all staff in committee work that directly affect the school.
- Continue to support WIN time in an effort to improve achievement scores on local, state and national assessments.
- Help ensure quality teacher evaluation is completed
  - Maintain high expectations for high quality instruction and student learning.
  - Challenge and support teachers to become instructional leaders.

### **Financial Leadership**

- Make sure we end each fiscal year with more money received than spent.
- Communicate effectively with all stakeholders about the school budget and what we are spending and receiving each month.
- Be sure to apply for all appropriate grants that we may be able to receive and utilize.
- Continue to grow the depreciation fund and continue to maintain a sufficient cash reserve.
- Tell the story of school finance to be as transparent as possible to the taxpayers.

Repair/Improvement	Building	Priority	1-2 Yrs	3-5 Yrs	Long Term/ "Wish List"	Complete
Playground Upgrades	All	X				
Reinforce retaining wall	Elementary		X			
Hallway Flooring	HS		X			
Locker Room Flooring	HS		X			
Storage Shed	Elementary			X		
Handicap Restroom	HS			X		
Dishwasher	Kitchen			X		
Sink in the Kitchen Area	Kitchen			X		
Kitchen Cabinets & Shelving	Kitchen			X		
Hallway-Concession to South Gym	HS			X		
Elementary Intercom System	Elementary				X	
Backing on Bleachers	Hilltop Gym				X	
Locker Room Addition	Hilltop Gym				X	
Officials Quarters	Hilltop Gym				X	
Staff Restrooms	Both				X	
Track					X	
K-12 Facility					X	

Other items:

**Completed-Summer 2021**

Improve HVAC	HS					X
Football Field Lights	HS					X

**Completed-Summer 2020**

Cameras-Outside connection	HS					X
Trim Trees	Elementary					X
Playground Resurfacing	Elementary					X
Update HS Infrastructure	HS					X

**Completed-Summer 2019**

Water coolers/Dispensers	Both					X
HVAC-SPED, Science, Music	HS					X
New Flooring in Weight Room	HS					X
Walk In Freezer	Elementary					X

**Completed-Fall 2022**

Upgrade Cafeteria Restroom	Elementary					X
Concession Stand/Restrooms	Activity Fields					X
Roofing- 6-12, K-1, & Lariat	All					X
Update Teacherage for SPED	MS/HS					X
Sprinkler System on FB/SB Field	Activity Fields					X

**Mullen Public Schools  
Board of Education  
Annual Board Calendar  
Proposed January 2022**

**JANUARY**

Regular Business

- Reorganization of the Board
- Board Committee Assignments
- Signatures on Potential Conflict of Interest Form if needed
- Adopt Annual Board Calendar and set board meeting dates.
- Issuance and Approval of Superintendent's Contract
- Review/Appoint Title IX Coordinator and Non-Discrimination Compliance Coordinator
- Designate Depository, Attorney and Newspaper
- Designate Mullen Education Association as exclusive bargaining agent for next year's negotiations.
- Review, revise, adopt Board Code of Conduct
- Review, revise, adopt Chain of Command
- Review/Adopt District Goals

Professional Growth/Board Activity

- NASB Legislative Issues Conference
- ESU 16 Board Workshop
- NASB President's Retreat
- Board report on Participation in Insurance

**FEBRUARY**

Workshop

High School/Transportation Committee workshop

Regular Business

- Public Comment
- Issuance and Approval of Administrative Contracts
- Consider and Adopt ESU 16 Contracts
- Consider/Adopt Academic Calendar for Following Year(s)
- Policy Review/Approval: 6004 Curriculum Development

Professional Growth/Board Activity

- NASA/NASB Education Forum
- Board Retreat

**MARCH**

Workshop

Elementary School/Technology Committee workshop

Regular Business

- Review NASB Board Awards of Achievement
- Policy Review/Approval
- Negotiated Agreement Must be Approved by March 25
- Teacher Contract Issuance and Approval

Professional Growth/Board Activity

**Mullen Public Schools  
Board of Education  
Annual Board Calendar  
Proposed January 2022**

- Back to the Basics of School Law for Board Members (2017)

**APRIL**

Workshop

- Americanism Committee

Regular Business

- Public Comment
- Policy Review/Approval
- Review/Approve Summer Project List
- Review/Approve Proposed Classified Salary Scale
- Review/Approve Substitute Rate
- Review/Approve Proposed Classified Staff Agreements for next school year.

**MAY**

Regular Business

- Review/Approve Extra Duty Positions/Contracts
- Approve Meal Prices
- Policy Review/Approval

**JUNE**

Regular Business

- Begin Review of District Handbooks
- Policy Review/Approval
- Appoint Superintendent as District Representative – including Non-discrimination Compliance Coordinator
- Review NASB Board Awards of Achievement

Professional Growth/Board Activity

- School Law Seminar

**JULY**

Regular Business

- Public Comment
- 5045 Student Fees Hearing and Policy Review
- 5018 Parent Involvement Policy – Public Hearing and Review/Revise
- 5057 District Title 1 Parent and Family Engagement-Public Hearing and Review/Revise
- Review policy 5001 Compulsory Attendance and Excessive Absenteeism, policy 5035 Student Discipline and 5054 Student Bullying.
- Approval of District Handbooks
- Accept Propane Bid

Professional Growth/Board Activity

- NASB School Finance Workshop

**Mullen Public Schools  
Board of Education  
Annual Board Calendar  
Proposed January 2022**

**AUGUST**

Workshop

Elementary School/Technology Committee workshop

Board Budget Workshop – early in September/Late August

Regular Business

- Certification of District’s Assessed Valuation – August 20
- Budget development
- Policy Review/Approval

**SEPTEMBER**

Workshop

High School/Transportation Committee workshop

Regular Business

- Board Budget Workshop – early in September/Late August
- Public Budget Hearing/Adopt Budget
- Tax Request Hearing and Consider Resolution
- Policy Review/Approval

Professional Growth/Board Activity

- Labor Relations Conference
- NASB Area Membership Meetings

**OCTOBER**

Workshop

Negotiations Committee workshop

Americanism Committee Presentation

- Public Comment
- Review Enrollment- Principals
- Appoint Delegate Assembly Representative
- Policy Review/Approval

**NOVEMBER**

Workshop

Negotiations Committee workshop

Regular Business

- Annual Audit Review and Approval
- Review/Approve Winter Break Project List
- Distribute Board Self-Evaluation Form
- Policy Review/Approval

Professional Growth/Board Activity

- NASB/NASA State Education Conference

**DECEMBER**

Workshop

Superintendent Evaluation

**Mullen Public Schools  
Board of Education  
Annual Board Calendar  
Proposed January 2022**

Regular Business

- Annual Report
- Approve Bobcat Lease
- Complete Board Self-Evaluation
- Policy Review/Approval



# **M**ullen **P**ublic **S**CHOOLS

---

## 2021-22 Board-District Goals

**Mr. Chris Kuncl**  
**Superintendent**

# Mullen Board of Education

**Bryan Starr, President**  
**Jason Coble, Vice President**  
**Mike French**  
**Travis Hampton**  
**Dane Peterson**  
**Liza Simonson**

Mullen Vision Statement  
Prepare for the future by learning today.

# Mullen Public Schools ... Every Student, Every Day, the Bronco Way.

## Priorities Identified

- 🐾 Study and consider the value of providing Early Childhood learning opportunities (district-based preschool)
- 🐾 Communications (Engage stakeholders, mentor new board members, pre and post-board meeting; maintain superintendent weekly updates;
- 🐾 Measure student success
- 🐾 Superintendent evaluation tools
- 🐾 Measuring student learning success and engage graduates through survey to assess strengths/concerns of education received at Mullen
- 🐾 Continue to support student learning and curriculum development in all curriculum areas.
- 🐾 Policy Review

## Goal I: Board Goals

Objective: To provide opportunities to engage stakeholders in the development and design of the district’s purpose and direction that will ensure students are engaged through equitable, challenging, creative, and rigorous curriculum and instruction.

**Strategy I. Review the district’s mission and vision to support the long-term goals to develop and grow learning for all students.** *(Adopted April 2021)*

P e r f o r m a n c e I n d i c a t o r s	<p>a. Conduct community engagement to enable the board to engage stakeholders in the identification of needs and priorities to support the long-term goals, decision-making, and forward progress and growth of the school district.</p>		<p><b>Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress</b></p>
	<b>Timeline</b>	<b>Responsible</b>	
	Fall 2022	<b>Board members and administration</b>	
	<p>b. Work with NASB to facilitate the engagement of internal and external stakeholders through Strategic Planning to assess and identify the long-term needs and priorities to be addressed to support the growth and progress of the school district.</p>		<p><b>Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress</b></p>
	<b>Timeline</b>	<b>Responsible</b>	
	Spring 2022	<b>Board members and administration</b>	

## Goal I: Board Goals

Objective: To collectively commit to the growth and advancement of effective and cohesive board leadership and governance.

**Strategy I. Build upon the strength and qualities of each board member to engage in purposeful leadership and governance best practice to advance instruction and learning for all students.** *(Adopted March 2021)*

p e r f o r m a n c e I n d i c a t o r s	a. Participate in board leadership learning opportunities to expand our knowledge and support of initiatives to improve learning through district retreats, regional workshops, and state and national conferences focused on best practice board governance and leadership.		<b>Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress</b>
	<b>Timeline</b>	<b>Responsible</b>	
	Continuous throughout the school year	<b>Board members and Superintendent</b>	
	b. Update the superintendent evaluation tools to ensure the resources align to the approved job description, assigned duties, and responsibilities to provide purposeful and attainable accountability.		<b>Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress</b>
<b>Timeline</b>	<b>Responsible</b>		
Fall 2022	<b>Board members and Superintendent</b>		

## Goal I: Board Goals

Objective: To collectively commit to the growth and advancement of effective and cohesive board leadership and governance.

**Strategy I. Build upon the strength and qualities of each board member to engage in purposeful leadership and governance best practice to advance instruction and learning for all students. (Adopted April 2021)**

P e r f o r m a n c e I n d i c a t o r s	c. Explore opportunities to engage newly elected or appointed board members through a mentor support system to assist in the transition into the new role.		<b>Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress</b>
	<b>Timeline</b>	<b>Responsible</b>	
	Continuous throughout the school year	<b>Board members and Superintendent</b>	
	d. Adopt and commit to a methodology to support the review and update of board policies that ensures all board policies are reviewed every one to three years.		<b>Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress</b>
	<b>Timeline</b>	<b>Responsible</b>	
	Continuous throughout the school year	<b>Board members and Superintendent</b>	

## Goal II: Curriculum, Instruction, and Student Learning

Objective: To provide support through shared accountability for progressing school improvement goals and initiatives to develop and grow student achievement.

### Strategy I. Dedicate time, resources, and staff to meet the goals and expectations as defined in the continuous improvement initiatives.

*(Adopted April 2021)*

P e r f o r m a n c e I n d i c a t o r s	a. Study and consider the value of providing a district-based Early Childhood Development program.		<b>Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress</b>
	<b>Timeline</b>	<b>Responsible</b>	
	Summer 2021 to Fall 2022	Board members and Administration	
	b. Provide the support needed to ensure that every student is a successful graduate of Mullen Public Schools and is given the opportunity to assess their learning experience at MPS.		<b>Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress</b>
	<b>Timeline</b>	<b>Responsible</b>	
	Spring 2022	Administration, Guidance Counselor who will report to the Superintendent and the Board of Education	

## Goal II: Curriculum, Instruction, and Student Learning

Objective: To provide a rigorous curriculum and expanded learning opportunities to ensure a diverse learning experience for the students at Mullen Public Schools.

### Strategy II. Explore opportunities to support rigorous curriculum and opportunities to meet the diverse needs and interests of our students.

*(Adopted April 2021)*

p e r f o r m a n c e I n d i c a t o r s	c. Continue to support both staff and administration in their work to update curriculum that best fits the needs of the MPS student population		<b>Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress</b>
	<b>Timeline</b>	<b>Responsible</b>	
	Continuous throughout the school year	Board members, administration, & staff	
	d. Engage the board in the review and analysis of district academic data to measure quality instruction and student learning success.		<b>Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress</b>
	<b>Timeline</b>	<b>Responsible</b>	
	Continuous throughout the school year	Staff and Administration	

### Goal III: District Culture Goal

Objective: To sustain a positive and progressive district culture that is recognized, valued, and modeled by all through our commitment to provide a quality education for all students.

#### Strategy I. Continually engage both internal and external stakeholders to sustain a positive district culture that supports learning for all students at Mullen Public Schools.

*(Adopted April 2021)*

p e r f o r m a n c e I n d i c a t o r s	a. Expand communication efforts to inform and promote the success of the district with patrons and the community to grow awareness of the quality educational activities, expanded learning opportunities and academic success of the district and students.		<b>Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress</b>
	<b>Timeline</b>	<b>Responsible</b>	
	<b>Continuous throughout the school year</b>	<b>Board members, administration and staff</b>	
	b. Sustain the superintendent weekly updates and pre-post board meeting information.		<b>Action Steps (S.M.A.R.T. Goals), Data, and Evidence of Progress</b>
	<b>Timeline</b>	<b>Responsible</b>	
	<b>Continuous throughout the school year</b>	<b>Superintendent</b>	

# Administrative Report – December 2022

## Regular Agenda Items:

**4. Discuss, consider and take all necessary action to approve the letter of resignation for Mrs. Bobbie Licking effective at the end of the 2022-2023 school year.** Bobbie is retiring at the end of the school year and we were lucky to find a replacement for her position. **I recommend approval.**

**5/6. Discuss, consider and take all necessary action to approve the contracts for Emily Ady as the Library Media Specialist and Middle School Teacher and for Kelsey Phillips as 5/8 time Agriculture Education Teacher.**

We were SUPER fortunate to fill both positions for the 2023-2024 School years. **I recommend approval.**

**7. Discuss, consider and take all necessary action to approve the local sub request for Laurie Monette.** This is for Laurie to start subbing at MPS. **I recommend approval.**

**8. Discuss, consider and take all necessary action to approve a bobcat lease through Titan Machinery.** This is renewal for a Bobcat for Mark to use for snow removal, moving rock around the parking lots, resurfacing the elementary playground, and other maintenance needs. The new lease is \$5,000.00 which is exactly the same as 2020. We have decided to keep the current Bobcat that we have on site. This was Mark's choice as it has under 50 hours on it. We have funds built into the maintenance budget for the general fund. Deon Hampton is our current representative for Titan Machinery. **I recommend approval.**

**8. Discuss, consider and take all necessary action to approve the final payment on the 2002 Bond out of the Bond fund and the final payment on the 2013 QSCB Project out of the QSCB fund.** These are the final two payment on both of the bond projects. We will have to transfer around \$17,000 into the Bond fund but we have around \$10,000 excess in the QSCB fund plus we will get an interest payment around \$9,000 back into the QSCB fund. My recommendation would be to transfer all QSCB funds into the General Fund and close the QSCB fund at the conclusion of the fiscal year. **I recommend approval.**

**13. Discuss, consider and take all necessary action to approve 2022 Annual Report.** I will present on the annual report. **I recommend approval**

**14. Discuss, consider and take all necessary action to approve the purchase of an enclosed trailer from Mr. Jim Hardy.** Mr. Hardy would like \$5,500 for the enclosed trailer that we have been utilizing for Play Production. In the past Dan Vest always used his trailer and pulled it for Mr. Vest and the Play Production team. With new coaches, we needed to get a trailer to use for all of the Play Production contests and festivals. Wynn Wiens was able to secure Mr. Hardy's enclosed trailer for use. After that happened, Mr. Hardy proposed a sale of the trailer to the school. This deal was brokered by Mr. Kvanvig. From research on costs, it appears that the district is getting a great deal on the trailer and it will be utilized. **I recommend approval**

## Non-Agenda Items

NASB State Update- Overall, I thought the conference was great. I went to a session on strategic planning by Westside Community School in Omaha. This was great as they have a really nice transparent and clear plan. Then I was the mediator for the NSAA session which turned into more than I bargained for and I had to shut a couple of people from talking. Then in the afternoon I talked with some vendors and set up some dates for a couple of people to come to Mullen and give us an idea of how to enclose the walkway by the gym. Later on that afternoon, we

CIP- Mr. Mauler will take the lead on the next 5-year cycle. He will present monthly on the happenings of the CIP team.

Mullen High School One Act succeeded in several areas this season. With the addition of a new coach, Kyler Horn, the group excelled tremendously. The team attended two more competitions this year than last year. These included the Gothenburg and North Platte invites. The team placed 1st in technical performance at Gothenburg for their respect and organization at the competition. The team also placed 2nd in the MNAC Conference, which hasn't happened in several years. The team had more scheduled practices this year than prior seasons, and they showed that hard work definitely pays off. The program ended its season with a third place finish at districts in Gothenburg. A survey we sent out to the one act participants showed that everyone thought that it was a successful season, and everyone had a lot of fun!

# State of Nebraska

## County of Hooker

To: Mullen School District 1

I, the undersigned, being the County Clerk of Hooker County, Nebraska, do hereby certify the following are true and complete results of the abstract of the votes cast at the election held November 8, 2022, in this county, as canvassed by the canvassing board of this county, with respect to the candidates, measures, propositions, and issues therein listed; and do further certify that to the best of my knowledge all such ballots, including early voting, and provisional have been voted, counted and canvassed in the manner provided by law.

Position	Candidates	Votes Cast
<u>Mullen School District 1</u>	Liza Simonson	367
	Caleb Hoyt	119
	Patrick Wright	308
	Casey Phillips	356
	Robert Teters	136
	Scattering	9

Witness my hand and official seal this 21<sup>st</sup> day of November, 2022.

/s/ *Dave Sullivan*  
Hooker County Clerk



# NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere

1,960,000 Nebraskans

324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

## WORKING TOGETHER DOES WIN!

<http://members.nasbonline.org/index.php/state-education-conference>

Wow! Another incredible week in Omaha with 1,100 of our closest friends, learning, networking, engaging and working together!

### TAKEAWAYS FROM THIS YEAR'S CONFERENCE INCLUDE:

Two engaging Pre-Conference sessions on Educator Shortage & Civil Discourse.

50 breakout sessions on a wide variety of topics.

Papillion La Vista High School Concert Choir kicked things off Thursday morning.

Jeff Evans guided us through the storm.

Marcia Mahon of South Sioux City Community Schools was honored as this year's Ann Mactier School Board Member of the Year!

Molly Kennedy closed the conference by teaching us how to best flip our "20 cent".

NASB debuted this year's video "To The Class Of ..." - watch it now at NASB's Video page.

Students from districts across the state participated in the Student Voices breakout, and in Friday's Classroom Showcase.

Mark Lenihan of Wayne Community Schools was recognized as Superintendent of the Year!

Don Ellison was recognized as he has served on the ESU 7 Board of Education 51 years!

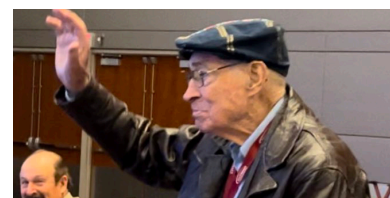
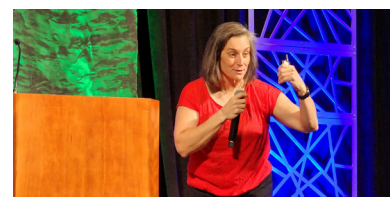
The annual NASB Delegate Assembly set the legislative and leadership initiatives for the Association and its members for 2023.

Outgoing President Brad Wilkins of Ainsworth passed the gavel to incoming President Kim Burry of Bayard, and Stacy Jolley of Millard was elected incoming Vice President.

Head to the State Education Conference page of [www.NASBonline.org](http://www.NASBonline.org) now for links to access the session handouts and conference evaluation.

Visit NASB's Twitter Page at <https://twitter.com/NASBonline> to look back on everyone's posts, pictures and more from last week!

*Thank you to everyone who took the time to attend, present, serve, exhibit, and network. We always look forward to seeing you throughout the year and each November. Mark your calendars now for the 2023 State Education Conference. November 15-17, 2023, at the CHI Health Center - downtown Omaha!*



# TRAINING, NETWORKING, ENGAGEMENT & EVENTS

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

<http://members.nasbonline.org/index.php/events>



Your Monthly Board Agenda Update Video Links from NASB

<http://members.nasbonline.org/index.php/news-resources/videos>



13th Annual Nebraska Children's Health & Education Summit - November 30 - Boys Town



New Board Member Workshops - December

DECEMBER 5 - GERING  
DECEMBER 8 - YORK

DECEMBER 6 - NORTH PLATTE  
DECEMBER 13 - LA VISTA

DECEMBER 7 - KEARNEY  
DECEMBER 14 - NORFOLK



NASB's Legislative Issues Conference - January 22-23 - Lincoln

NASB Board President Retreat - January 29-30 - York



NASB Board President Retreat - February 5-6 - Ogallala

Budget & Finance Workshop - February 8 - Kearney

Budget & Finance Workshop - February 15 - La Vista

# THE ANNUAL PASSING OF THE GAVEL

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans

324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

<http://members.nasbonline.org/index.php/brdofdirectors>

“Use your position to make a difference and have fun doing it.”

“What’s next?”

“Who is your why?”

At the annual NASB Delegate Assembly, outgoing President Brad Wilkins of Ainsworth concluded his year as President, and passed the ceremonial gavel to Kim Burry of Bayard.

As Burry addressed those in the audience, she thought back at what those before her not only said, but how they then carried out those words in their time as your NASB President.

“I have big shoes to fill,” Burry said, “but it is our collaboration as an Officer team, alongside the entire NASB Board of Directors, and the work we do with our locally elected peers inside our individual communities and board rooms that keeps public education in Nebraska as strong as it is.”

“The past few years have looked a little different for all of us. There’s been a little more noise inside and outside the board room, and throughout our communities, but I think we’ve learned how to stand our ground, share our stories, and when necessary, pivot and incorporate some good, new ideas.”

“While it’s always been an open invitation, a reemphasis on partnering with parents has shown the importance of that two-way street. While outside voices have worked to erode the trust between parents, communities and our schools, we as leaders have continued to speak up, share what’s actually taking place in our buildings, and model healthy relationships. First and foremost, we’re parents too.”

“I believe the noise has only strengthened our ability as locally elected community, and state leaders to unite and work together, to brush off the preconceived notion of east vs west, rural vs urban, equalized vs non-equalized. In this room are conservatives and liberals, Democrats and Republicans. Working together, all fighting for all Nebraska kids.”

*“It is why school boards work. A group of volunteer, community minded leaders, working together for the betterment of all.”*

Joining Kim in Omaha was Burry’s husband Brent and their three children, Bryce, Grace and Brock. In addition to Burry taking over as President, Stacy Jolley of Millard was elected to serve as NASB’s Vice President. Your 2022 President Brad Wilkins of Ainsworth moves to Past President. Sandy Noffsinger of Dundy County Stratton will begin her second year as an Officer, moving from Vice President, to President-Elect, and will serve as President in 2024. Pictured L to R in the second photo above are past, present and future NASB Presidents Stacy Jolley (2025), NASB’s John Spatz, Sandy Noffsinger (2024), Kim Burry (2023), Brad Wilkins (2022), Stacie Higgins (2020-21), and Steve Blocher (2019).



# PLATTSMOUTH ADDS NEW CTE ADDITION

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans

324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA



## PLATTSMOUTH COMMUNITY SCHOOLS

### BOARD OF EDUCATION

Steve Barr, President

Bob Fuller, Matt Gulp, Brian Harvey,  
Max Muller, Nolan Siemonsma,  
Karen Tesarek-Parsons, Cory Wehrbein,  
Ken Winters. Rich Hasty, Superintendent

Enrollment = 1,480

NASB Region #10

[www.pcsd.org](http://www.pcsd.org)

*Working together to achieve Academic success, respectful Behavior, and Career readiness in a Safe environment*

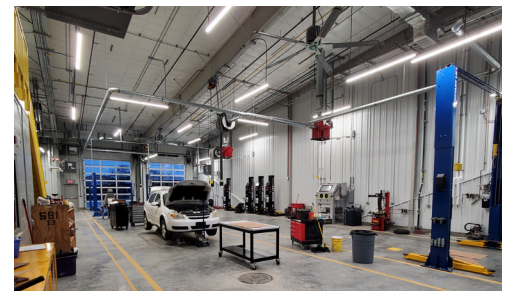
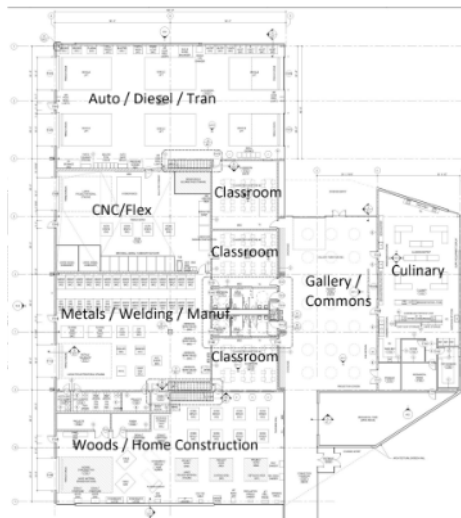
A recent tour of Plattsmouth's newly finished Career and Technical Education Center (CTE) left us with simply one word ... wow!

What started as an idea back in 2017 is now complete. The patrons of the district passed a \$15 million bond that included a new 24,000 square foot CTE Center to support the growth of culinary arts, agriculture education, woods and home construction, welding/metals and manufacturing, CNC, and auto/diesel transportation opportunities for their students.

Plattsmouth High School, already a nationally recognized wall-to-wall academy high school where every high school student has the opportunity to participate in one of three academies located right on campus, now adds the above opportunities for its students to the following. ATEAM (Architecture and construction, transportation and logistics, environment and agriculture, art, and manufacturing), BEACH (Business, marketing and management, education, AV technology and fine arts, communications, and human services and hospitality), STEAM (Science, technology, engineering, aeronautics, and mathematics).

The new addition was designed on industry, with the help of Metro Community College in Omaha. The professional kitchens look just like what a prospective chef will walk into and create from down the road. The auto/diesel shop, just like those looking to hire. With tools, machines, and processes setup for a seamless transition into the real world, this is huge for future employers, and something the taxpayers in the district should be thrilled with.

*To learn more about the Plattsmouth Community Schools CTE Center, the process, take a tour, best practices and more, contact Superintendent Rich Hasty, at [rhasty@pcsd.org](mailto:rhasty@pcsd.org)*



*"With 59.6% of our voters approving our bond in 2019, we were able to build a CTE Center that significantly enhanced opportunities for our students in the skilled trades. I believe PCS is at the forefront with the opportunities that are being provided to our students in the skilled and technical sciences. Our students will fill much-needed positions that are currently open in these career fields. Support for expanding skilled and technical sciences is evident throughout our community, and we would like to thank everyone for that support." - Dr. Richard Hasty, Superintendent*

# AT THE BOARD TABLE

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans

324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

## BOARD CALENDAR AGENDA ITEMS FOR YOUR DECEMBER MEETINGS

<http://members.nasbonline.org/index.php/board-leadership>

Each month, this space reflects the recommended and required upcoming agenda items to be included in the regular board meeting agenda. If you have questions about the monthly board meeting agenda items or recommendations for improving the Annual Board Calendar, please never hesitate to contact Marcia at 800-422-4572 or [mherring@NASBonline.org](mailto:mherring@NASBonline.org). View the full calendar at: <http://members.nasbonline.org/index.php/resources>

### MISSION, VISION & GOALS

Review School Improvement Plan: Strategic Plan Update; District Goals Update

### POLICY GOVERNANCE

Review, update, and adopt policy

### ACCOUNTABILITY & STUDENT ACHIEVEMENT

Career Education Content Areas – Revision begins in Dec to be implemented in Schools Aug 1, NDE Standards Revision Timeline

### ADVOCACY

Review the 2023 Legislative Session Calendar

### DISTRICT/ESU RESOURCES (BUDGET)

ESU Annual Financial Report – On or before Jan 31, the ESU Administrator of each ESU will submit to the Commissioner of Education an Annual Financial Report. § 79-1229

### REPORTS

Board Committees; Superintendent; Administrators: Review the NDE State of Schools Report

### BOARD-SUPERINTENDENT RELATIONS

Review the Superintendent Evaluation Summary

### BOARD LEADERSHIP DEVELOPMENT

NASB New Board Member Workshop

### LEARNING COMMUNITY

Report Evaluation and Research Results. On or before Jan 1, each learning community coordinating council shall use any funds received pursuant to section 79-1241.03 for evaluation of programs related to the community achievement plan. § 79-2104.02

### BOARD ELECTION

Notify the County Clerk/Election Commissioner. On or before Feb 1, the board must notify the County Clerk of Election Commissioner of the member seats open for the upcoming election.

## 2022 NEW BOARD MEMBER WORKSHOPS

Monday, December 5 - Gering  
Tuesday, December 6 - North Platte  
Wednesday, December 7 - Kearney  
Thursday, December 8 - York  
Register By Tuesday, November 29

Tuesday, December 13 - La Vista  
Wednesday, December 14 - Norfolk  
Register By Wednesday, December 7



The workshop agenda will include Open Meetings Law, Public Comment, Conflict of Interest, Closed Session, Policy, Community/Stakeholder Engagement, Social Media, Accountability and Student Achievement, Rule 10, Advocacy, Budget Finance, Board Meeting Protocols and Procedures, Superintendent Evaluation, and Board Self-Assessment, breakout session for ESU board members, and more. Register at [www.NASBonline.org](http://www.NASBonline.org).

Questions regarding the NBMW, please contact Marcia Herring, at [mherring@NASBonline.org](mailto:mherring@NASBonline.org) or 402-817-0296.

# ALICAP RECOGNIZES ITS ANNUAL AWARD WINNERS

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans

324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

# ALICAP

183 NEBRASKA SCHOOLS AND ESUs

OVER \$1.3 BILLION IN PAYROLL INSURED

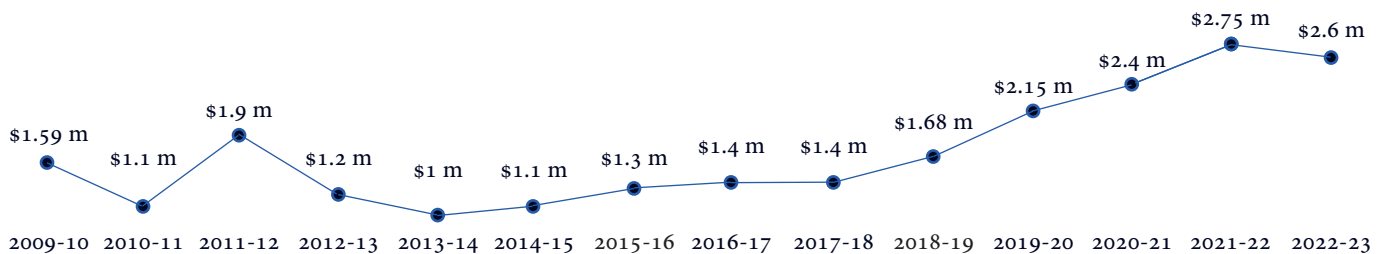
\$8 BILLION IN PROPERTY VALUES INSURED

28,000 EMPLOYEES COVERED

3,600 VEHICLES ON SCHEDULE

1,100 CLAIMS HANDLED ANNUALLY

OVER \$28 MILLION GIVEN BACK IN DIVIDENDS SINCE 1990



MANY THANKS TO ALL ALICAP MEMBERS FOR THEIR TRUST, LOYALTY & DEDICATION

## 2021-2022 RECOGNITION PROGRAM AWARD WINNERS

**LOSS RATIO AWARD WINNER**  
HARVARD PUBLIC SCHOOLS

ALICAP WOULD LIKE TO CONGRATULATE THESE MEMBERS ON EARNING THIS YEAR'S SAFETY AWARDS.

**EXPERIENCE MODIFIER AWARD WINNERS**  
BENNINGTON PUBLIC SCHOOLS & DAVID CITY PUBLIC SCHOOLS

A STRONG SAFETY PROGRAM BEGINS WITH A SUPPORTIVE LEADERSHIP TEAM AND IS ACTED OUT BY EVERY STAFF MEMBER, EVERY DAY.

**SAFESCHOOLS AWARD WINNER**  
PLATTSMOUTH COMMUNITY SCHOOLS

KEEP UP THE GOOD WORK!

# THE NEBRASKA OPEN MEETINGS ACT & PUBLIC COMMENT

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

*Prior to her election to the State Board of Education in November 2020, Patti Gubbels served on the Norfolk Board of Education, and was a member of the NASB Board of Directors, and the NASB Legislation Committee since 2016.*



The Nebraska Open Meetings Act requires that meetings of public bodies, such as school boards and city and county boards, be open to the public so citizens can witness the work they do. This openness ensures the transparent formation of public policy and prevents important decisions from being made in secrecy. The Nebraska Open Meetings Act also enables citizens to attend and speak at public meetings through a public comment period. The Open Meetings Act does not require that citizens be allowed to speak at each meeting, however, citizens have the right to speak at some of the bodies' meetings.

The Nebraska State Board of Education (SBOE), as a public governing body, adheres to the requirements of the Nebraska Open Meetings Act. The SBOE, during the past year, included a public comment period on all but January and November monthly board meeting agendas. In addition, SBOE bylaws allow individuals to submit written comments in lieu of live testimony. So, even when agendas do not include public comment periods, citizens have an avenue to express their opinions or concerns with the Nebraska SBOE.

The agenda for the November SBOE meeting, published in advance of the meeting, did not include a public comment period. Individuals who wanted to provide testimony were allowed, as always, to submit written testimony to the board. Social media posts criticized the SBOE for not including public comment on their November board meeting agenda. Some posts implied that the SBOE does not care about the public's views, that we violated the Open Meetings Act by not including public comment at the November meeting and suggested that we are not fulfilling our responsibilities as elected officials by excluding public comment in November. A public official put out a statement saying the SBOE had abruptly cancelled public comment for the November meeting. Keep in mind that public comment was not included on the November board meeting agenda so it could not be cancelled. You cannot cancel something that was not planned.

I am sharing this situation because it provides some teachable moments and affords an opportunity to build an understanding of the Open Meetings Act in relation to public input. My mother taught me there are always at least two sides to every story, so it is important to not jump to conclusions, to consider multiple perspectives, to verify information, and to consider individual motivation for presenting partial or distorted information.

It is imperative that we, as citizens, understand that public meetings are governing bodies' meetings held in public. They are not public meetings. In other words, the governing bodies have the right to set agendas for their meetings and to determine at which meetings they will include public comment. The public has the right to be heard, but the governing bodies have the right to make and enforce rules regarding individual conduct at the meetings. Our government, as a republic, is founded on fundamental rights protected in the U.S. Constitution and on rights that are constantly being balanced against the rights of others. As a civilized society we all do well to remember and to respect the need to balance our rights with the rights of others.

*Disclaimer: The opinions from Dr. Patti S. Gubbels are hers and do not represent the Nebraska State Board of Education.*



NASB is sad to hear that Ann Mactier, the namesake for the annual School Board Members of the Year Award, passed away earlier this November at the age of 100. Mactier was a member of both the Omaha Board of Education and Nebraska State Board of Education and was a national leader in reading education and a major force in promoting phonics-based reading throughout the United States. NASB sends its condolences to the Mactier family.

# JOIN US FOR THE NEW BOARD MEMBER WORKSHOPS

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



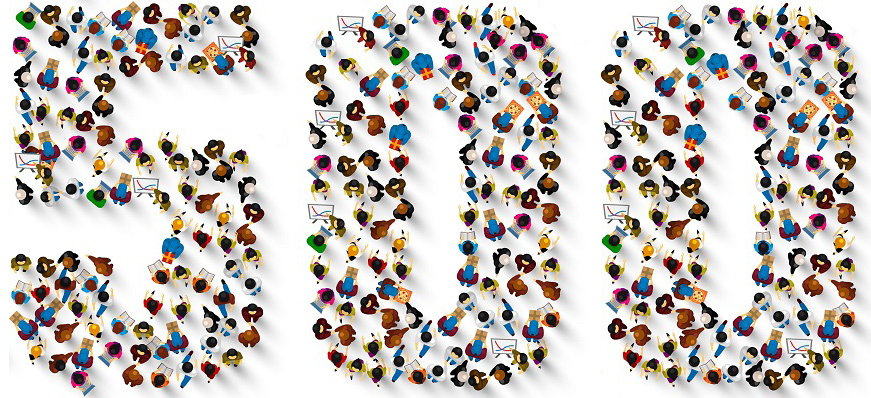
REG NOW!

Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

<http://members.nasbonline.org/index.php/new-board-member-workshops>

Following the November election, we estimate a 2023 class of newly elected board members to be in the range of 500 new school board members across Nebraska. If you are a district or ESU that will welcome new members to your board, we invite you to attend one of the NASB New Board Member Workshops this December.

The workshop will be an interactive work session and the agenda will include Open Meetings Law, Public Comment, Conflict of Interest, Closed Session, Policy, Community/Stakeholder Engagement, Social Media, Accountability and Student Achievement, Advocacy, Budget Finance, Board Meeting Protocols and Procedures, Superintendent Evaluation, Board Self-Assessment, and more. We highly encourage veteran board members and Superintendents to join your new board members at the table. Please feel free to reach out to Marcia Herring with any questions regarding these Workshops!



DECEMBER 5 - GERING

DECEMBER 6 - NORTH PLATTE

DECEMBER 7 - KEARNEY

DECEMBER 8 - YORK

DECEMBER 13 - LA VISTA

DECEMBER 14 - NORFOLK

**ENHANCE**  
the safety of your  
**SCHOOLS**  
with comprehensive & compliant  
background screening

**onesource**  
The Background Check Company

Neal Josten | 402.933.9999 ext. 5600  
njosten@onesourcebackground.com

[onesourcebackground.com](http://onesourcebackground.com)

# NEW FACES - NASB'S LEGISLATIVE ISSUES CONFERENCE

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



REG NOW!

Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

<http://members.nasbonline.org/index.php/legislative-issues-conference>

New Governor ... 16 New State Senators ... New Speaker ... New Committee Chairs ... Two New Faces on the State Board of Education ... New Commissioner of Education ... New AG ... New Faces in DC ... New Faces On Your Board. Presented annually, the Legislative Issues Conference is where you'll hear from the movers and shakers inside the Legislature about the key issues affecting Nebraska's public schools. The Governor's Office, Speaker, key Committee Chairs, a number of other Senators and education stakeholders are invited to share their respective views throughout the morning. See what key bills are in play and get a first hand look at anything that will have an impact on public education in Nebraska during this year's legislative session.

## SUNDAY, JANUARY 22

6:00 PM Reception, Dinner & Program. Hospitality Event to Follow. "UP THE MOUNTAIN" with Senators Tom Brewer & Justin Wayne Black. White. Native. Male. Female. Urban. Rural. Conservative. Progressive. In the fall of 2021, five Nebraska legislators from different walks of life and different political perspectives spent months preparing to climb the legendary Mt. Kilimanjaro. To succeed, they had to set aside partisan and cultural differences to make an unbreakable team. Their hard work and cooperation got them to the top of the mountain and left them with lessons and memories for a lifetime. See what they learned from the mountain and from each other.



## MONDAY, JANUARY 23

8:00 AM Registration  
8:30 AM Welcome & Introductions - Key Committee Chairs and a number of other Senators have been invited to share their respective views throughout the morning. Get a firsthand look at all the bills introduced that will have an impact on public education in Nebraska during this year's legislative session.  
12:00 PM Lunch with the Senators - This year's lunch will have open seating, as opposed to sitting with a particular senator.  
1:30 PM Adjournment (Speaker list subject to change)

REGISTER NOW AT

<https://nasb.envisiams.com/>



All districts are welcome to attend NSBA 2023!

NSBA's new governance model allows ALL school districts that are a member of their state association to attend NSBA Signature Events.

ADVANCED EARLY BIRD SAVINGS ENDS  
DECEMBER 14, 2022

Learn more and register now at  
<https://nsba.org/Events/NSBA-2023-Annual-Conference-and-Exposition>

# THIS MONTH IN ...

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

## ... ALICAP & INSURANCE

Thanks to all those who attended the Annual ALICAP Membership Meeting on Wednesday November 16th. We had a great turnout and it was so good to see everyone!

Congrats again to our 4 Safety Recognition Award Winners: Bennington Public Schools, David City Public Schools, Harvard Public Schools and Plattsmouth Public Schools. We appreciate all that you do to keep our schools safe!

Happy Thanksgiving all!  
*Thanks, Megan!*

## ... SEARCH, STRENGTHS & AWARDS

### EDUCATION LEADERSHIP SEARCH SERVICE

Contact us with questions on superintendent search protocol, to schedule a proposal, or inquire about a vacancy. Deadlines are approaching for Osmond, Boone Central and Anselmo-Merna <https://nasb.myrevelus.com>

### GALLUP STRENGTHSFINDER

Those with the Maximizer theme are naturally attuned to excellence - - both in the projects and activities they take on and in what they see in individuals. This makes them valuable resources for their teams because they not only set the standard for team performance, but also recognize and draw out the unique contribution each person makes to the success of the team.

Email Shari Becker today at [sbecker@NASBonline.org](mailto:sbecker@NASBonline.org) for searches or to schedule a Gallup team session.

- Shari -

## ... ADVOCACY & GOVERNMENT RELATIONS

The election has passed, we know the "New Faces", here are some upcoming dates to keep in mind, be prepared for, and to join us to help advocate for public education in your district, community, and Nebraska!

1st Day of the 2023 Legislative Session  
Wednesday, January 4

Day 10 ... Final Day to Introduce Bills  
January 18

Legislative Issues Conference  
NEW FACES  
January 22-23 - Embassy Suites Lincoln  
*Register Now!*

*Call Colby & Matt with any questions!*

## ... POLICY

Open meetings laws often seem fairly straightforward but can be confusing to properly implement. Based on the State Attorney General's opinion, while school boards can legally require all persons providing public comment at a meeting to give their name and address for the record, it is important to collect only the information of those who actually did speak at that meeting. One way of doing that correctly is to have each speaker hand the secretary a note card with their information just before speaking. If the public comment period expires before everyone's had time to speak, this would prevent the collection of identifying information from non-speaking attendees and a possible reprimand from the A.G.

*Contact Jim to learn more!*

## ... BOARD LEADERSHIP

Check out "At the Board Table" on page 5.

### NEW BOARD MEMBER WORKSHOPS

December 5 - Gering  
December 6 - North Platte  
December 7 - Kearney  
December 8 - York  
December 13 - La Vista  
December 14 - Norfolk

*Marcia, Kari, Katie, Caden & Spencer*

## ... DATA ANALYTICS

More than one third of our Legislators will be new this next session and many of them do not understand the wide disparity in state school funding nor the particular challenges faced by your own district. As you talk to your State Senators, it's useful to know how your district's levy, per student costs, and state aid per student compares to others in your area or other districts of a similar size. Our Data Analytics program can deliver that information in an easy-to-read format for your board and administrators.

*Contact Jim to learn more!*

# THIS MONTH IN ...

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

## ... MEMBER ENGAGEMENT

It was wonderful to see so many of you at the State Education Conference last week! Thanks to each one of you for your school district/ESU leadership.

We look forward to seeing you at NASB's upcoming events!

New Board Member Workshops will be in Gering, North Platte, Kearney, York, La Vista & Norfolk this December.

The Legislative Issues Conference is scheduled for January 22-23, in Lincoln, this year at the Embassy Suites!

It was great visiting Litchfield, Arcadia, & Doniphan-Trumbull recently too.

*Sharon*

## ... TECHNOLOGY

### WELCOME NEW SUBSCRIBERS

Conestoga Public Schools

As you start to settle and certify your negotiated agreements, please remember to load them into the Contract Settlement Form or send them to Darion at [dmiller@nasbonline.org](mailto:dmiller@nasbonline.org)

Great seeing so many of you in Omaha last week!

Darion - [dmiller@NASBOnline.org](mailto:dmiller@NASBOnline.org)

Nicole - [nkobus@NASBOnline.org](mailto:nkobus@NASBOnline.org)

[www.sparqdata.com](http://www.sparqdata.com)

Board Notes is published on a monthly basis as a member service. Advertising is available in every issue. To advertise or become an Affiliate, please contact Matt Belka for further information. Articles or advertising contained herein do not necessarily represent the views or policies of NASB.

Nebraska Association of School Boards  
1311 Stockwell Street - Lincoln, NE 68502  
Matt Belka, Editor - John Spatz, Publisher

## ... ENERGY PURCHASING

With the first severe cold spell stretching across the nation this winter, districts often begin worrying what a colder than normal winter might do to their utility bills. CJUMP and NJUMP were created to lock in significant amounts of natural gas before those shortages arrive to provide districts with a high degree of price certainty for the utility portion of their budgets. Your district can also have this peace of mind and enjoy frequent savings for the upcoming years by joining the 111 members of our natural gas purchasing consortiums.

*Contact Jim to learn more!*



**Paul Grieger**  
(800) 528-5145  
[pgrieger@dadco.com](mailto:pgrieger@dadco.com)



**Cody Wickham**  
(866) 809-5596  
[cwickham@dadco.com](mailto:cwickham@dadco.com)



**Andy Forney**  
(866) 809-5443  
[aforney@dadco.com](mailto:aforney@dadco.com)

## Building a Better Future with Nebraska's Public Finance Partner

D.A. Davidson & Co. has long been a leader in innovative debt financing for school districts. What we're most proud of are the relationships we've nourished and the strong community improvements that are made as a result.

Our public finance professionals take a personal interest and a hands-on approach, carrying our deals from start to finish. Because you deserve solutions tailored to fit you.

- School Bond Issues
- Tax Anticipation / Construction Notes
- Lease-Purchase Financing
- QCPUF Bonds
- Refinancing Bond Issues



**D | A | DAVIDSON**

450 Regency Parkway, Suite 400 | Omaha, NE 68114  
[dadavidson.com](http://dadavidson.com) | D.A. Davidson & Co. member FINRA and SIPC

# YOUR NASB BOARD OF DIRECTORS & STAFF

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

## YOUR NASB OFFICERS

<http://members.nasbonline.org/index.php/brdofdirectors>



Kim Burry - President  
Bayard



Sandy Noffsinger - President-Elect  
Dundy County Stratton



Stacy Jolley - Vice President  
Millard



Brad Wilkins - Past President  
Ainsworth

## YOUR NASB REGION DIRECTORS

<http://members.nasbonline.org/index.php/brdofdirectors>



Region 1 - Neal Kanel  
HTRS



Region 2 - Sarah Centineo  
Bellevue



Region 3 - Alan Moore  
ESU 3



Region 4 - Elizabeth Kumru  
Ralston



Region 5 - Shavonna Holman  
Omaha



Region 6 - Ricky Smith  
Omaha



Region 7 - Tracy Casady  
Omaha



Region 8 - Bob Rauner  
Lincoln



Region 9 - Annie Mumgaard  
Lincoln



Region 10 - Ed Swotek  
Malcolm



Region 11 - Jim Vlach  
Lyons-Decatur Northeast



Region 12 - Lisa Wagner  
Central City



Region 13 - Marilyn Bohn  
ESU 10



Region 14 - Steve Koch  
Hershey



Region 15 - Joel Carlson  
Cozad



Region 16 - Stephanie Summers  
David City



Region 17 - Michelle Reikofski  
Osmond



Region 18 - Susan Ernest  
Leyton



Region 19 - Amanda McGill Johnson  
Millard

## YOUR NASB STAFF

<http://members.nasbonline.org/index.php/nasb-staff>

John Spatz  
Executive Director



Makenzie Barry  
ALICAP Data &  
Financial Specialist



Shari Becker  
Director of Education  
Leadership Search Service



Matt Belka  
Director of Marketing,  
Communications & Advocacy



Megan Boldt  
Associate Executive Director/  
Director of ALICAP



Craig Caples  
Director of Technology



Abi Carlson  
Event & Search Service  
Associate



Colby Coash  
Associate Executive Director/  
Dir. of Government Relations



Katie Coble  
Board Leadership Associate



Sharon Endorf  
Director of  
Member Engagement



Caden Frank  
Board Leadership Associate



Marcia Herring  
Director of Board Leadership



Sallie Horky  
Chief Operating Officer



Rachel Horstman  
Business Manager



Nicole Kraus  
Events & Engagement  
Associate



Kem Loecker  
Executive Administrative  
Assistant



Jim Luebbe  
Director of Policy Services



Kari Stephens  
Board Leadership Associate



Spencer Vogt  
Board Leadership Data Analyst



Lindsey Wooton  
Administrative Specialist



# YOUR 2022 NASB AFFILIATES

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere



1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

## YOUR 2022 PLATINUM AFFILIATES

<http://members.nasbonline.org/index.php/affiliate-member>



## YOUR 2022 GOLD AFFILIATES



### ACCOUNTING

Watts and Hershberger, P.C.  
Jim Watts  
402-483-7512 - [jw1cpa@aol.com](mailto:jw1cpa@aol.com) - <https://gowh.com/>  
(CPA, Accounting)

### ARCHITECTS

BCDM Architects  
Pat Carson - 402-384-6422  
[pcarson@bcdm.net](mailto:pcarson@bcdm.net) - [www.bcdm.net](http://www.bcdm.net)  
(Creating environments that form people)  
\* PLATINUM LEVEL AFFILIATE

BVH Architecture  
Cleve Reeves - 402-475-4551  
[creeves@bvh.com](mailto:creeves@bvh.com) - [www.bvh.com](http://www.bvh.com)  
(A design-centered critical practice embracing a creative and collaborative process to design architecture that enhances the community in which it serves.)  
\* PLATINUM LEVEL AFFILIATE

### ARCHITECTS

Clark & Enersen  
Steve Miller - 402-477-9291  
[steve.miller@clarkenersen.com](mailto:steve.miller@clarkenersen.com) - [www.clarkenersen.com](http://www.clarkenersen.com)  
(From the very beginning, partnership has defined us.)  
\* PLATINUM LEVEL AFFILIATE

CMBA Architects  
Jim Brisnehan - [brisnehan.j@cmbaarchitects.com](mailto:brisnehan.j@cmbaarchitects.com)  
Troy Keilig - [keilig.t@cmbaarchitects.com](mailto:keilig.t@cmbaarchitects.com)  
Courtney Koch - [koch.c@cmbaarchitects.com](mailto:koch.c@cmbaarchitects.com)  
308-384-4444 - [www.cmbaarchitects.com](http://www.cmbaarchitects.com)  
(Architecture, Master Planning, Interiors, Bond Assistance/Community Engagement)  
\* PLATINUM LEVEL AFFILIATE

Carlson West Povondra Architects  
Jamie Eckmann - 402-551-1500  
[jeckmann@cwparhitects.com](mailto:jeckmann@cwparhitects.com) - [www.cwparhitects.com](http://www.cwparhitects.com)  
(Architecture, planning, feasibility studies)  
\* GOLD LEVEL AFFILIATE

### ARCHITECTS

DLR Group  
Vanessa Schutte - 402-393-4100  
[vschutte@dlrgroup.com](mailto:vschutte@dlrgroup.com) - [www.dlrgroup.com](http://www.dlrgroup.com)  
(Architecture, engineering, Ed. facility planning)

### AWARDS & PLAQUES

Awards Unlimited  
Tim Moravec - 402-474-0815  
[tmoravec@awardsunlimited.com](mailto:tmoravec@awardsunlimited.com)  
[www.awardsunlimited.com](http://www.awardsunlimited.com)  
(Trophies, awards, plaques, etc.)

### BUILDING CONTROLS/SERVICES

Control Management Inc.  
Nathan Haug - 402-571-9454  
[nathan@cmiomaha.com](mailto:nathan@cmiomaha.com) - [www.cmiomaha.com](http://www.cmiomaha.com)  
(Building Automation, Security and Energy Optimization for New and Existing Systems)

# YOUR 2022 NASB AFFILIATES

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere

## CONSULTING

Akagi Consulting LLC  
Mark Akagi - markakagi3@gmail.com

## CONSTRUCTION SERVICES

BD Construction  
Marsha Wilkerson - 308-234-1836  
mwilkerson@bdconstruction.com - BDconstruction.com  
(Construction Management at Risk and as Agent, Facility Planning, Site Selection, Pre-bond Community Education, Stakeholder Engagement)  
\*GOLD LEVEL AFFILIATE

Boyd Jones Construction  
Emily Bannick - 402-550-1808  
ebannick@boydjones.biz - www.boydjones.biz  
(Construction Mgmt, Pre-Bond, Pre-Construction, Facility Evaluation, Early Stage Planning)  
\* PLATINUM LEVEL AFFILIATE

Cheever Construction  
Douglas Klute - 402-477-6745  
dklute@cheeverconstruction.com  
www.cheeverconstruction.com  
\* GOLD LEVEL AFFILIATE

Kingery Construction Co  
Rod Berens - 402-465-4400  
rodb@kccobuilders.com - www.kccobuilders.com  
(Design-Bid-Build, Design-Build, Construction Mgmt, General Contractor, Pre-Bond/Pre-Construction)  
\* GOLD LEVEL AFFILIATE

MCL Construction  
Heather Fredrick - 402-339-2221  
haf@mcconstruction.com - www.mcconstruction.com  
(Navigating the entire construction process)  
\* GOLD LEVEL AFFILIATE

Nemaha Sports Construction Inc  
Don Traska - 402-434-5488  
don.traska@nemaha.net - www.nemaha.net  
(Athletic Fields, Parks & Recreation, Hardscapes)  
\* GOLD LEVEL AFFILIATE

Tetrad Property Group  
Cassie Paben - 402-580-2355  
cpaben@tetradpropertygroup.com - tetradpropertygroup.com  
(Owner's Representative, Facility Planning, Site Selection, Pre-Bond Community Education, Stakeholder Engagement, Facility Management)

W. A. Klinger  
Matt Thompson - 712-233-3233  
mthompson@waklinger.com - www.waklinger.com  
(Pre-Construction, Construction Management, Design-Build, and General Contracting Services.)

## DATA SECURITY, VIDEO & COMMUNICATIONS

Filament Essential Services  
Lisa Lewis - 402-479-6661  
lisal@fes.org - www.filamentservices.org  
(SOCS websites+apps, Marketing/Branding/Video, Data, Filament Essential Services is a new division of FES)  
\* PLATINUM LEVEL AFFILIATE

## DESIGN BUILD

Ayars & Ayars, Inc.  
Darl Naumann - 402-435-8600 - 402-570-9214  
dnaumann@ayarsayars.com - www.ayarsayars.com  
(Design-build leader focused on creating opportunities by building beneficial relationships, processes, and projects)  
\*GOLD LEVEL AFFILIATE

## ENERGY SERVICES

Community Building Solutions  
Jacob Hurla - 785-580-3014  
jhurla@communitybuildingsolutions.com  
(Providing a cost-effective avenue for school districts to address outdated equipment, resolve comfort challenges, and reduce energy and maintenance costs. Serving underserved rural communities cost-effectively is the core of our mission.)  
\* PLATINUM LEVEL AFFILIATE

Facility Advocates  
Dave Raymond - 402-206-8777  
draymond@facilityadvocates.com  
www.facilityadvocates.com  
(Building Construction & Energy Services)  
\* GOLD LEVEL AFFILIATE

Navitas  
Nick Rosenberry - 402-840-0370  
nrosenberry@navitas.us.com - https://navitas.us.com/  
(Energy Savings, Building Construction, Energy Management, Guaranteed Results)  
\* GOLD LEVEL AFFILIATE

Optimized Systems  
Peter Larson - 605-212-0783  
peter.larson@optimized-systems.com  
www.Optimized-Systems.com  
(Energy Optimization, Energy Management, Commissioning, Metering, Energy Studies, Mechanical System Assessments, Troubleshooting)  
\* GOLD LEVEL AFFILIATE

TRANE  
Matt Foertsch - 402-596-8007  
mfoertsch@trane.com - www.trane.com/omaha  
(Building Construction & Energy Services. A global provider of indoor comfort systems)  
\* GOLD LEVEL AFFILIATE

## FINANCIAL SERVICES

Ameritas Investment Company  
Jennifer Kobza - 402-214-2118  
jennifer.kobza@ameritas.com - (Public Finance)  
\* PLATINUM LEVEL AFFILIATE

D.A. Davidson & Co.  
Paul Grieger - 402-392-7986 - pgrieger@dadco.com  
Cody Wickham - 402-392-7989 - cwickham@dadco.com  
Andy Forney - 402-392-7988 - aforney@dadco.com  
www.dadavidson.com  
(Bonds/Election Services, Lease Purchase)  
\* PLATINUM LEVEL AFFILIATE

## FINANCIAL SERVICES

First National Capital Markets  
Tobin Buchanan - 308-352-8328 - tbuchanan@fnni.com  
Carl Dietz - 308-289-3920 carldietz@fnni.com  
Matt Fisher - 308-380-3831 mfisher@fnni.com  
www.fncapitalmarkets.com  
(Public Finance, Election Guidance)  
\* GOLD LEVEL AFFILIATE

Nebraska Liquid Asset Fund - NLAFF  
Barry Ballou - 402-705-0350  
balloub@pfmam.com - www.NLAFFpool.org  
(Liquid Asset Fund, financing programs)  
\* PLATINUM LEVEL AFFILIATE

Piper Sandler  
Jay Spearman - 402-599-0307  
jay.spearman@psc.com  
(Financing for Capital Construction Products, Bonds, Refunding Bonds, Notes, NASB Lease Purchase)  
\* PLATINUM LEVEL AFFILIATE

## FOOD SERVICE

Lunchtime Solutions  
Susan Gracey - 402-984-4546  
s.gracey@lunchtimesolutions.com  
www.lunchtimesolutions.com  
(Progressive Food Service Management)  
\* GOLD LEVEL AFFILIATE

Opaa! Food Management of Nebraska  
Greg Frost - 816-210-9359  
gfrost@opaafod.com - www.opaafod.com  
(Contract Food Service Management)

## FUNDRAISING

Omaha Public Schools Foundation  
Toba Cohen-Dunning  
402-502-3003 - toba.cohendunning@ops.org  
https://omahapublicschoolsfoundation.org  
(The Omaha Public Schools Foundation enriches students' lives by funding opportunities for success.)

## INSURANCE SERVICES

American Fidelity  
Stacey Anderson  
402-432-2251 - Stacey.anderson@americanfidelity.com  
www.americanfidelity.com/nebraska  
(Solutions built for the education community)  
\* PLATINUM LEVEL AFFILIATE

Blue Shield of Nebraska  
Cortney Ray - 402-458-4823  
cortney.ray@nebraskablue.com  
www.nebraskablue.com  
(Group health insurance)  
\* GOLD LEVEL AFFILIATE

National Insurance Services  
Steve Ott - 800-627-3660  
sott@nisbenefits.com - www.nisbenefits.com  
(Group LTD, Life, Vision, Special Pay Plans, HRA's)

# YOUR 2022 NASB AFFILIATES

Leadership

Innovation

Vision

Engagement

#liveNASB

#weLIVEhere

## INSURANCE SERVICES

Public Risk Management  
Sheri Shonka - 402-884-3751 - 877-649-4612  
sheri.shonka@prmne.com - www.alicap.org  
(ALICAP, Insurance services)  
\* PLATINUM LEVEL AFFILIATE

## LEGAL SERVICES

Mueller Robak, LLC  
William Mueller - 402-434-3399  
mueller@muellerrobak.com  
(Lobby firm)

## MENTORING

TeamMates Mentoring  
Hannah Miller - 319-610-8538  
hannah@teammates.org - www.teammates.org  
(Together we transform lives)  
\* Silver Level Affiliate

## PLAYGROUND/SCOREBOARDS/SURFACING

Creative Sites, LLC  
Julie Kutilek - 402-614-4606 - 800-266-1250  
julie@creativesitesllc.com  
(Playground equipment and site furnishings)  
\* GOLD LEVEL AFFILIATE

Crouch Recreation  
Eric Crouch - 402-496-2669  
eric@crouchrec.com - www.crouchrec.com  
(Playgrounds, Shelters, Scoreboards, Safety Surfacing & Site Amenities Manufacturers Rep)  
\* PLATINUM LEVEL AFFILIATE

Fisher Tracks, Inc.  
Jordan Fisher - 800-432-3191 - 515-432-3191  
jfisher@fishertracks.com - www.fishertracks.com  
(Installation, Refurbishment & Design Build of All-Weather Running Tracks)

Outdoor Recreation Products  
Don Wilson - 402-289-0400 - don@outdoorrec.net  
www.outdoorrecreationproducts.com  
(Your choice for a reputable playground and splashpad company serving Nebraska)  
\* GOLD LEVEL AFFILIATE

## SAFETY & SECURITY SERVICES

One Source The Background Check Company  
Neal Josten - 402-933-9999  
njosten@onesourcebackground.com  
www.onesourcebackground.com  
(Employment, Volunteer, Contractor Screening)  
\* GOLD LEVEL AFFILIATE

## TECHNOLOGY CONSULTING

PRISM advisors  
Jason Richards - 402-593-8911  
jprichards@prism-advisors.com  
www.prism-advisors.com  
(PEOPLE, PROCESS & SYSTEMS. IT strategic planning and project management through RFP to implementation)

## TECHNOLOGY/SOFTWARE

JMC  
Shelby Valkos - 800-524-8182  
shelby@jmcinc.com - https://www.jmcinc.com/  
(Smart software for even smarter schools)  
\* PLATINUM LEVEL AFFILIATE

Midwest Alarm Services  
Mike Wells - 402-331-6111 - 402-474-3737  
Mike.Wells@mw-as.com  
(Life Safety Systems provider)  
\* GOLD LEVEL AFFILIATE

Sparq Data Solutions  
Craig Caples - 402-423-4951  
ccaples@sparqdata.com - www.sparqdata.com  
(Paperless Board Meetings, Teacher Negotiations, Public Document Management, Document Imaging & Scanning, Online Policy)  
\* PLATINUM LEVEL AFFILIATE

## THERAPY SERVICES

Central Nebraska Rehabilitation Services  
Mary Walsh-Sterup - 308-675-1853 ext. 3222  
mary@cnrehab.com - www.cnrehab.com  
(Providing PT, OT and Speech therapy in the school system)

## TRANSPORTATION

Cornhusker International  
Russ Folts - 402-466-8461 ext 206  
russ.folts@cornhuskerinternational.com  
www.cornhuskerinternational.com  
(With six locations across Nebraska, Cornhusker International offers your best choice in new and pre-owned School Buses, Compliant Activity Buses, plus full parts and service for all makes and models)  
\* GOLD LEVEL AFFILIATE

Master's Transportation  
Mariya Goodbrake - 800-783-3613  
mgoodbrake@masterstransportation.com  
www.masterstransportation.com  
(Your trusted source for safe, reliable, and innovative group transportation solutions.)  
\* GOLD LEVEL AFFILIATE

BOARD NOTES IS PUBLISHED ON A MONTHLY BASIS AS A MEMBER SERVICE. ADVERTISING IS AVAILABLE IN EVERY ISSUE. TO ADVERTISE OR BECOME AN AFFILIATE, PLEASE CONTACT MATT BELKA FOR FURTHER INFORMATION. ARTICLES OR ADVERTISING CONTAINED HEREIN DO NOT NECESSARILY REPRESENT THE VIEWS OR POLICIES OF NASB.



# WATCH

## TO THE CLASS OF ∞

<http://members.nasbonline.org/index.php/news-resources/videos>

As this year's School Board Member Graduating Class make their final motions and leave their board room one last time we asked them what exactly they would like the next crop of school board members to know.

And thank you, to the Class of 2022 for your time, commitment, and dedication to the betterment of all things public education in Nebraska. Your district, community, and the state is a better place because of you and the path you've paved for the next generation of school board members.

Thanks to our sponsors of this video: ALICAP, American Fidelity, Boyd Jones, BVH Architecture, Crouch Recreation, DA Davidson, DLR Group, Facility Advocates, First National Capital Markets, Sparq Data Solutions, & VS America.



1311 STOCKWELL STREET  
LINCOLN, NE 68502  
WWW.NASBONLINE.ORG

RETURN SERVICE REQUESTED

# NASB BOARD NOTES



A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



Leadership Innovation Vision Engagement #liveNASB #weLIVEhere

1,960,000 Nebraskans 324,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

**WORKING TOGETHER DOES WIN!**  
**THE ANNUAL PASSING OF THE GAVEL**  
**PLATTSMOUTH ADDS NEW CTE ADDITION**  
**AT THE BOARD TABLE**  
**ALICAP RECOGNIZES ITS ANNUAL AWARD WINNERS**  
**THE NEBRASKA OPEN MEETINGS ACT & PUBLIC COMMENT**  
**NEW BOARD MEMBER WORKSHOPS & NEW FACES**  
**THIS MONTH IN ...**  
**... AND MUCH MORE!**

The Nebraska Association of School Boards provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at [www.NASBonline.org](http://www.NASBonline.org)