

Ainsworth Community Schools
Board of Education
Public Hearings & Regular Meeting
District Office
January 13, 2025 - 7:00 PM

AGENDA

The Mission Slogan of Ainsworth Community Schools is "ACS CARES: We are Committed to Achieving Results for Everyone's Success"

In accordance with the Nebraska Open Meetings Act 84-1407-14 the Open Meetings Act is posted on the south wall of the District Office Board Meeting Room.

1. Opening Procedure, Regular Meeting of Board
 - 1.1. Call to Order, Roll Call, and Pledge of Allegiance
 - 1.2. Adjourn the 2024 Board of Education
 - 1.3. Board Member Oath of Office
 - 1.4. Board Member Conflict of Interest Statement
 - 1.5. Election of Board Officers
 - 1.5.1. Election of Board President
 - 1.5.2. Election of Board Vice President
 - 1.5.3. Election of Board Secretary/Treasurer
 - 1.6. Board Member Code of Ethics
 - 1.7. Approval of Agenda
 - 1.8. Welcome Extended to Visitors
 - 1.9. Community Input on any Topic: This is your opportunity to speak to any topic concerning the school district. Since it is not an agenda item the board cannot discuss or take action at this time on the matter. Future discussion can be requested as an agenda item. Thank you for your participation.
 - 1.10. Community Input on Agenda Items: This is your opportunity to speak to items on the agenda. If you are not a part of the presentation of the agenda item you need to speak now. Thank you for your participation.
 - 1.11. Appointment of Recording Secretaries (2025)
 - 1.12. Appointment of the Title IX Coordinator and Compliance Coordinator for 2025
 - 1.13. Consent Agenda
 - 1.13.1. Minutes of Previous Meeting(s) , attached
 - 1.13.2. Set the next regular meeting for February 10, 2025, at 7:00 p.m. in the District Office. The current agendas will be available for public inspection in the office of the superintendent.
 - 1.13.3. Payment of Claims, Authorization Report, attached
 - 1.13.4. Cash Flow & Financial Reports
2. Reports/Information to the Board
 - 2.1. Principals and Activities Director Reports
 - 2.2. Superintendent Report
3. Action Items
 - 3.1. Establish Regular Meeting Dates, Time, and Place
 - 3.2. Board Committee Assignments for 2025

- 3.3. Publication of Legal Notices
 - 3.4. Corporate Bank Resolutions
 - 3.5. Authorizations to Superintendent and Treasurer
 - 3.6. Superintendent Goals for 2025
 - 3.7. Approval of the Negotiated Agreement (2025-2027)
 - 3.8. Administrator Contracts for 2025-26: Closed Session
4. Adjourn

The Board reserves the right to move into closed session to protect the public interest or needless injury to the reputation of an individual for any action item listed on the agenda. The Board may, at its discretion, change the order of the agenda to accommodate unforeseen issues related to an agenda item.



Ainsworth Community Schools

520 East 2nd Street, PO Box 65

Ainsworth NE 69210

402-387-2333

Fax 402-387-0525

Dale Hafer
SUPERINTENDENT

Dedra Stoner
Lacey Marbry
DISTRICT OFFICE

Board of Education – Oath of Office

Board Policy 201.04

January 13, 2025

"I, Jacob Graff, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation or for purpose of evasion; and that I will faithfully and impartially perform the duties of the office of the Ainsworth Community Schools (Brown County School District #10) Board of Education according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence. So help me God."

Signature



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Dedra Stoner
Lacey Marbry
DISTRICT OFFICE

Board of Education – Oath of Office

Board Policy 201.04

January 13, 2025

"I, Brad Wilkins, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation or for purpose of evasion; and that I will faithfully and impartially perform the duties of the office of the Ainsworth Community Schools (Brown County School District #10) Board of Education according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence. So help me God."

Signature



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Dale Hafer
SUPERINTENDENT

Dedra Stoner
Lacey Marbry
DISTRICT OFFICE

Board of Education – Oath of Office

Board Policy 201.04

January 13, 2025

"I, Crystal Dailey, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation or for purpose of evasion; and that I will faithfully and impartially perform the duties of the office of the Ainsworth Community Schools (Brown County School District #10) Board of Education according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence. So help me God."

Signature

ITEM 4 PERSONS WHO MAY RECEIVE FINANCIAL BENEFIT OR DETRIMENT

You

Member of your Immediate Family: _____
NAME

Business With Which You

Are Associated (See Definitions) _____
NAME OF BUSINESS

ITEM 5 NATURE OF FINANCIAL BENEFIT OR DETRIMENT

ITEM 6 CONTINUATION

(SIGNATURE)

(DATE)

General Information - Filing Requirements

I. What is a Potential Conflict of Interest? - A public official has a potential conflict of interest if he or she is faced with taking an official action or making an official decision which may result in a financial benefit or a financial detriment to the public official; a member of his or her immediate family; or a business with which he or she is associated. The financial effect of the action or decision must be distinguishable from the financial effect on the general public or a broad segment of it.

II. Who Must File:

- A. An official of a city or village holding elective office who has a potential conflict of interest. An official of the cities of Lincoln or Omaha holding elective office who has a potential conflict of interest should not file this form, but instead should use Form C-2.
- B. An official of a school district holding elective office who has a potential conflict of interest.
- C. An elective office is a public office normally filled by an election. A person appointed to fill a vacancy in a public office normally filled by election holds an elective office.

III. When and Where to File:

- A. This form should be filed as soon as the person holding elective office is aware that he or she may have a potential conflict of interest and prior to the time that the action is to be taken or the decision made.

- B. This form should be filed with the person who normally keeps records for the governing body of the official holding elective office. For example, the person who keeps records for a city or village may be the city clerk or village clerk. **This form does not need to be filed with the Commission.**
- C. The person filing the form should abstain from participating in or voting on the matter in which he or she has a potential conflict of interest. However, if the person wants an opinion from the Commission as to whether he or she has an actual conflict of interest requiring abstention or non-participation, he or she may send a copy of the form to the Commission along with request for an opinion.

Disclosure of Contractual Interests by Local Officers. If you are a local elected official disclosing an interest in a contract or an open account in which a local governing body on which you serve is a party, use NADC Form C-3, Contractual Interest Statement.

Disclosure of the Employment of Immediate Family Members. If you are disclosing the employment of an immediate family member, use NADC Form C-4, Employment of Immediate Family Members Disclosure Statement.

Definitions

Immediate family shall mean a child residing in your household, your spouse or an individual claimed by you or your spouse as a dependent for federal income tax purposes.

Business shall mean any corporation, partnership, limited liability company, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint-stock company, receivership, trust, activity, or entity. NOTE: The definition includes for profit and non-profit entities.

Business with which you are associated shall mean a business: (1) of which you are the sole proprietor; (2) or in which you are a partner, director, or officer; (3) or in which you or a member of your immediate family is a stockholder of closed corporation stock worth \$1,000 or more at fair market value or which represents more than a 5 percent equity interest, or is a stockholder of publicly traded stock worth \$10,000 or more at fair market value or which represents more than a 10 percent equity interest.

Elective office shall mean a public office filled by an election, except for federal offices. A person who is appointed to fill a vacancy in a public office which is ordinarily elective holds an elective office.

Person means a business, individual, proprietorship, firm partnership, joint venture, syndicate, business trust, labor organization, company, corporation, association, committee, or any other organization or group of persons acting jointly.

Statutory Authority: Section 49-1499.03 Revised Statutes of Nebraska.

Nomination Form

Name: Brad Wilkins

Office: President

Are there other offices that you would be willing to serve:

President _____

Vice President _____x_____

Secretary/Treasurer _____x_____

Please check all that apply

Why are you seeking this office:

I would like to continue the leadership role that I currently have. I believe that we have a board that is very effective, and we have an opportunity to incorporate the ideas of two new board members. We have a board that is very engaged and committed and I would like to continue to promote that.

What previous experiences have you had that prepared you for this role:

I have held several leadership positions at church and on the school board. Serving as an NASB officer taught me a great deal about good governance.

What goals and objectives would you seek to achieve as an officer:

I would like to lead the board through the next round of strategic planning. I want to encourage and promote the board's engagement in data and student achievement. I would like to continue to support the administration, and the goals set for the administrators.

Is there anything else that you would like to share:

It has been a privilege to serve on the ACS board. I look forward to working with all of you in the coming years.

Nomination Form

Name: Bryan Doke

Office: Board member

Are there other offices that you would be willing to serve:

President _____

Vice President _____x_____

Secretary/Treasurer _____

Please check all that apply

Why are you seeking this office:

After getting some exposure to the board and understanding more of how things work, I would like to explore more of a leadership role. I think that serving as the vice president will allow me to experience and observe the relationship between the president and the superintendent to better examine if that role would be a good fit for me as well.

What previous experiences have you had that prepared you for this role:

In the past, I have served as a president for the chamber of commerce for the city of Ainsworth as well as various leadership positions at the local hospital where I was employed for seven years. Also, in my graduate studies while getting my Doctorate, I had several opportunities to serve in leadership positions.

What goals and objectives would you seek to achieve as an officer:

I think the main role of the vice president is to support the president and in the absence of the president make sure that the meeting is run smoothly.

Is there anything else that you would like to share:

There are many capable members on this board and I am grateful to serve alongside them.

Nomination Form

Name: Frank Beel

Office: Vice President

Are there other offices that you would be willing to serve:

President Yes

Vice President

Secretary/Treasurer Yes

Please check all that apply

Why are you seeking this office:

I believe that I can have a positive impact on our board as I have had previous leadership experience serving on other local and regional boards that would be beneficial to this position.

What previous experiences have you had that prepared you for this role:

Farmer/Ranchers CO-OP board of directors: 18 years. 2 years as Vice Chairman 10 years as secretary

Ainsworth Evangelical Free Church: 6 years as an Elder 2 of those years as Chairman. Currently serving as a Deacon.

What goals and objectives would you seek to achieve as an officer:

1. Continue attending educational workshops and conferences to be informed on issues affecting our school and patrons.
2. Be an advocate for Ainsworth Community Schools..
3. Work and communicate with our new state senator and a few other senators that I know personally on issues that will affect our school district.

Is there anything else that you would like to share:

Graduate of the Nebraska LEAD 27 program 2007-2009 A intensive 2 year program that studies state, national and international issues.

Director Certification Program through the Nebraska Cooperative Council

Nomination Form

Name: Jessica Pozehl

Office: Vice-President

Are there other offices that you would be willing to serve:

President _____

Vice President _____x_____

Secretary/Treasurer _____x_____

Please check all that apply

Why are you seeking this office:

I am seeking the office of vice president or secretary/treasurer of the school board because I am deeply committed to fostering a positive educational environment for our students, teachers, and community. I believe this role offers an opportunity to provide strong, collaborative leadership that prioritizes academic excellence and the well-being of all students. With my experience and passion for education, I aim to support meaningful initiatives, advocate for effective policies, and work with the board to address the challenges our school faces while building a brighter future for everyone.

What previous experiences have you had that prepared you for this role:

To prepare for the role of a board officer, I bring a wealth of leadership experience from various capacities. I currently serve on the Long Pine Fire Department Board, where I contribute to important decisions that impact our department. Additionally, I've held leadership roles in my church, at my current and previous employment, and in other volunteer capacities. These experiences have honed my skills in collaboration, decision-making, and problem-solving, all of which I believe will serve me well in supporting the school board and our district's mission.

What goals and objectives would you seek to achieve as an officer:

- **Foster Transparent Communication**

Promote open communication between the board, educators, parents, and the community to ensure everyone feels heard and involved in shaping our schools' future.

- **Support Academic Excellence**

Advocate for programs and policies that enhance student achievement and ensure they are set up for a lifetime of success.

- **Promote Fiscal Responsibility**

Work with the board to ensure that resources are allocated efficiently, supporting both current needs and long-term sustainability.

- **Encourage Community Engagement**

Strengthen partnerships with local organizations, families, and community members to build a collaborative approach to addressing challenges and opportunities in our schools.

- **Enhance Facilities and Resources**

Work to improve and modernize school facilities to provide students and educators with the resources they need to succeed.

Is there anything else that you would like to share:

I am always eager to learn and grow in new roles, and I view this position as an opportunity to further contribute to the success of our students, teachers, and district.

Thank you for your consideration!

December 9, 2024

The Board of Education of School District #10 held the regular meeting at 7:00 p.m. in the District Office. Board members present were Jessica Pozehl, Scott Erthum, Bryan Doke, Frank Beel, Mark Johnson, and Brad Wilkins. Jessica Pozehl arrived at 7:18 p.m. Members absent: None. Also, present were Superintendent Dale Hafer and Principal Ben Wright. There were a few guests in attendance.

Notice of the meeting was in the Ainsworth Star Journal and on radio station KBRB.

As noted during the meeting a current copy of the Open Meetings Act is posted on the south wall of the District Office.

Motion was made by Mark Johnson and seconded by Frank Beel to approve the agenda as published. Roll call vote: Unanimous. Motion carried.

Motion was made by Scott Erthum and seconded by Bryan Doke to approve the following consent agenda items: Minutes of the November 11th meetings, claims in the amount of \$128,031.57 from General Fund, \$62,439.33 from the Hot Lunch Fund, \$6,215.00 from the Building Fund, and \$2,348.89 from Section 125. The Cash Flow Report for the month of November was given. The Treasurer's Report was given as follows: Cash Assets: November 30th: \$2,033,331.42. The next regular meeting will be held on January 13th, at 7:00 p.m. in the District Office. Current agendas and/or discussion topics will be available for public inspection in the office of the Superintendent. Roll call vote: Unanimous. Motion carried.

42208	AINSWORTH STAR-JOURNAL	1,003.44
42209	AMAZON CAPITAL SERVICES	1,542.44
42210	APPEARA	60.30
42211	AT&T MOBILITY	345.18
42212	FRANK BEEL	400.06
42213	BLACK HILLS ENERGY	1,922.55
42214	BOMGAARS	196.89
42215	BROWN COUNTY HOSPITAL	124.20
42216	BUCKLES AUTOMOTIVE	304.68
42217	CAROLINA BIOLOGICAL SUPPLY CO.	117.81
42218	CENTRAL VALLEY AG	385.53
42219	CENTURY LUMBER CENTER	429.67
42220	CITY OF AINSWORTH	1,803.83
42221	CONDITIONED AIR MECHAINICAL	14,685.00
42222	STEVEN DIKE	188.94
42223	E S U #17-MAIN	68,730.26
42224	E S U #17-MAIN	7,356.00
42225	EAKES OFFICE SOLUTIONS	349.46
42226	EMBASSY SUITES HOTEL LINCOLN	298.00
42228	JOSEPH FINLEY	11.76
42229	FLOOR MAINTENANCE	165.56
42230	FRONTIER DIESEL	768.08
42231	GENERAL FUND CLEARING ACCOUNT	442.48
42232	HEARTLAND ROOFING CONSULTANTS	1,120.75
42233	HILTON HOTELS & RESORTS	2,453.50
42234	HOLIDAY INN - KEARNEY	119.95
42235	HOLIDAY INN EXPRESS HASTINGS	110.00
42236	ISLAND SUPPLY WELDING CO	492.45
42237	JUNIOR LIBRARY GUILD	162.00
42238	KBR SOLID WASTE	30.00
42239	JESSICA KEMPCKE	26.18
42240	KSB SCHOOL LAW	34.00
42241	LIFE GUARD MD	450.00
42242	MORRISON UNDERGROUND SPRINKLERS	407.70
42243	NEBRASKA PUBLIC POWER DISTRICT	6,542.44
42244	DEANN NILSON	9.95
42245	OFFICE PRODUCTS CENTER	1,398.43
42246	OLSONS PEST TECHNICIANS	92.00
42247	ONE SOURCE	48.50

42248	OVERHEAD DOOR COMPANY OF NORFOLK	60.00
42249	PALMER CUSTOM EMBROIDERY & MORE	355.88
42250	PRESTIGE GROUP INC.	3,300.00
42251	PROPIO LANGUAGE SERVICES	29.25
42252	ERIN RATHE	82.47
42253	RED & WHITE	368.55
42254	KELSEY RIESEN	31.45
42255	JULIE RUHTER	618.68
42256	LAVISA SCHLUETER	63.77
42257	SCHOLASTIC	73.97
42258	SEVEN SPRINGS INC	98.50
42259	ASHLEY SMITH	746.61
42260	STANEK FIRE PROTECTION	219.00
42261	DEDRA STONER	290.91
42262	THREE RIVER TELCO	654.57
42263	TK ELEVATOR CORPORATION	602.61
42264	AMANDA TURPIN	1,269.82
42265	UNIVERSITY OF NEBRASKA MEDICAL CENTER	366.73
42266	US BANK	657.69
42267	WAGeworks	152.00
42268	WEX BANK	1,222.68
42269	WILLOW CREEK MERCANTILE	237.65
42270	EMBASSY SUITES HOTEL LINCOLN	358.00
42271	INSPIRE REHABILITATION AINSWORTH, LLC	1,040.81

Elementary Principal Ben Wright reported on the following: Monthly Celebration, December Monthly mission, “Remember that even the smallest act of kindness can make a big difference.” 5-8 grade winter concert, Winter testing, Fastbridge and MAP/NSCAS Growth, and K-6 Enrollment.

High School Principal Steve Dike reported on the following: Enrollment, December Testing, Semester Testing, PD Schedule, Sophomore Intro to Life, and College Visit.

Activities Director Luke Wroblewski reported on the following: Play Production, Mock Trial, High School Girls & Boys Basketball, High School Girls & Boys Wrestling, NSAA Moratorium, MS Wrestling, MS Girls & Boys Basketball, MS Girls Wrestling, HS & MS Band and Choir Concert, Speech & Pep Rally.

Superintendent Dale Hafer reported on the following: Financial Report, Transportation, Buildings and Grounds, Board Policy Review, Negotiations, Annual Data and Curriculum Retreat, Professional Development and Board Committees.

High School Counselor Lisa Schlueter presented the Safety Department at NDE and chose us to host the “I Love You Guys” Foundation’s school reunification training to practice for crisis situations.

Motion was made by Scott Erthum and seconded by Bryan Doke to approve the certified teacher contract for Tiara McGinley for 2025-2026. Roll call vote: Unanimous. Motion carried.

Motion was made by Scott Erthum and seconded by Jessica Pozehl to recognize the review of the Board Policies as presented. Roll call vote: Unanimous. Motion carried.

Motion was made by Mark Johnson and seconded by Frank Beel to recognize the review of the Board Policy 504.15 with changing the age to 21 as presented. Roll call vote: Unanimous. Motion carried.

Motion was made by Mark Johnson and seconded by Frank Beel to go into executive session at 7:55 p.m. to discuss Superintendent evaluation and contract clearly necessary for the protection of the public interest and for

the prevention of needless injury to the protection of an individual in compliance with the law. Roll call vote: Unanimous. Motion carried.

Immediately prior to executive session the president restated on the record the limitation of the subject matter of the executive session.

Motion was made by Scott Erthum and seconded by Mark Johnson to move out of executive session at 8:33 p.m. Roll call vote: Unanimous. Motion carried.

Motion was made by Mark Johnson and seconded by Bryan Doke to approve the December 9, 2024 Superintendent Evaluation. Roll call vote: Unanimous. Motion carried.

Motion was made by Frank Beel and seconded by Scott Erthum to approve the Superintendent contract for July 1, 2025 through June 30, 2027. Roll call vote: Unanimous. Motion carried.

Motion was made by Bryan Doke and seconded by Scott Erthum to adjourn the meeting at 8:45 p.m. Roll call vote: Unanimous. Motion carried.

The next regular meeting will be held on January 13th, at 7:00 p.m. in the District Office. Current agendas and/or discussion topics will be available for public inspection in the office of the Superintendent.

Dedra Stoner, Recording Secretary

Brad Wilkins, Board President

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>
Checking	1	Fund: 01	GENERAL FUND	
1ST CLASS AUTO	30852	42292	72.87	2017 CHEVY VAN TIRE ROTATION
1ST CLASS AUTO	30853	42292	72.87	2011 CHEVY VAN TIRE ROTATION
1ST CLASS AUTO	30854	42292	72.87	2009 CHEVY VAN TIRE ROTATION
1ST CLASS AUTO	30855	42292	27.02	2014 DODGE CARAVAN TIRE CHECK
1ST CLASS AUTO	30856	42292	72.87	2009 CHEVY SUBURBAN TIRE ROTATION
1ST CLASS AUTO	30857	42292	618.88	2000 CHEVY PICKUP WATER PUMP REPAIR
			Vendor Total:	937.38
AINSWORTH GRAND THEATER	420005	42293	125.00	BULLDOG BATTLE THEATER RENTAL & POPCOI
AINSWORTH GRAND THEATER	420006	42293	135.00	27 GIFT CERTIFICATES BULLDOG BATTLE
			Vendor Total:	260.00
AINSWORTH MOTORS	09997	42294	118.56	2010 CHEVY BUS OIL CHANGE
AINSWORTH MOTORS	10088	42294	94.97	2021 EXPLORER OIL CHANGE, TIRE ROTATI
			Vendor Total:	213.53
AINSWORTH STAR-JOURNAL	ASJ-DEC2024	42295	329.43	MEETING NOTICE, MINUTES, ADS
			Vendor Total:	329.43
AMAZON CAPITAL SERVICES	11XN-CRFR-1QL1	42296	42.48	HAND SANITIZER
AMAZON CAPITAL SERVICES	19JT-3N3R-CYPQ	42296	5.82	WHITE OUT
AMAZON CAPITAL SERVICES	1C7C-H4QN-FNMP	42296	349.00	CAMERA LENS
AMAZON CAPITAL SERVICES	1GMC-W9L4-DNNJ	42296	295.02	SCIENCE LAB SUPPLIES
AMAZON CAPITAL SERVICES	1KNR-NVRJ-JR4K	42296	5,593.54	LATHE, CAMERA, SEWING MACHINES, SERGEI
AMAZON CAPITAL SERVICES	1NW1-R3HN-X3GW	42296	(430.00)	TONER REFUND
AMAZON CAPITAL SERVICES	1R9N-JGPFJ-9XF4	42296	52.80	SOAP DISPENSERS
			Vendor Total:	5,908.66
AT&T MOBILITY	FN-DEC2024	42297	345.18	MONTHLY SERVICE
			Vendor Total:	345.18
BLACK HILLS ENERGY	BH89-DEC2024	42298	200.92	NATURAL GAS
BLACK HILLS ENERGY	BH90-DEC2024	42298	6,816.23	NATURAL GAS & BUS BARN
			Vendor Total:	7,017.15
BROWN COUNTY TREASURER	2024GENELECTION	42299	377.46	2024 GENERAL ELECTION
			Vendor Total:	377.46
BUCKLES AUTOMOTIVE	421674-2622	42300	502.09	BATTERY, OIL, FILTERS, SUPPLIES
			Vendor Total:	502.09
CENTRAL VALLEY AG	CVA-DEC2024	42301	1,348.72	FUEL & TIRES
			Vendor Total:	1,348.72
CENTURY LUMBER CENTER	166328-1746	42302	472.54	ELBOWS, PIPES, LUMBER, STAIN
			Vendor Total:	472.54
CITY OF AINSWORTH	CA-DEC2024	42303	1,045.02	WATER, SEWER & GARBAGE
			Vendor Total:	1,045.02
DANA F COLE & COMPANY LLP	35019912	42304	17,100.00	AUDIT SERVICE
			Vendor Total:	17,100.00

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
DERAAD, LILA	LD-AUG-DEC2024	42305	649.23	AUG-DEC 2024 MILEAGE	
				Vendor Total:	649.23
E S U #17-MAIN	ACS-180-184	42306	67,822.23	SERVICES	
				Vendor Total:	67,822.23
EAKES OFFICE SOLUTIONS	8963108-0	42308	404.96	PAPER	
EAKES OFFICE SOLUTIONS	9010017-0	42308	130.00	ENZYME	
EAKES OFFICE SOLUTIONS	9045263-0	42308	130.00	ENZYME	
EAKES OFFICE SOLUTIONS	9058174-0	42308	390.00	ENZYME	
				Vendor Total:	1,054.96
ENVIRONMENTAL SERVICES INC	2024-545	42309	656.80	3 YEAR ASBESTOS REINSPECTION	
				Vendor Total:	656.80
ESU #10	25569-1	42310	60.00	TEACHING & LEARNING WORKSHOP	
				Vendor Total:	60.00
FLOOR MAINTENANCE	WEB-34665	42311	708.00	HAND TOWELS	
				Vendor Total:	708.00
FREUDENBURG, MELISSA	MF-DEC2024	42312	561.39	DECEMBER 2024 MILEAGE	
FREUDENBURG, MELISSA	MF-NOV2024	42312	721.79	NOVEMBER 2024 MILEAGE	
				Vendor Total:	1,283.18
GENERAL FUND CLEARING ACCOUNT	GF-DEC2024	42313	1,277.52	REIMBURSEMENT	
				Vendor Total:	1,277.52
GOSHORN, ELIZABETH	LG-12192024	42314	20.00	MEALS ASBESTOS CLASS NORFOLK	
				Vendor Total:	20.00
H & R FOOD CENTER	HR-DEC2024	42315	36.39	SUPPLIES	
				Vendor Total:	36.39
INSPIRE REHABILITATION	INV-11864	42316	1,024.62	PHYSICAL THERAPY & MILEAGE	
				Vendor Total:	1,024.62
ISLAND SUPPLY WELDING CO	334019	42317	19.84	C25	
				Vendor Total:	19.84
JAYMAR BUSINESS FORMS, INC	064810	42318	272.46	W-2, 1099, 1095	
				Vendor Total:	272.46
JONES SCHOOL SUPPLY CO, INC.	2127752	42319	104.00	STUDENT OF THE MONTH MEDALS & RIBBONS	
				Vendor Total:	104.00
KBRB AM FM	KBRB-DEC2024	42320	40.00	ASAP AD	
				Vendor Total:	40.00
KEMPCKE, JESSICA	JK-DEC2024	42321	10.50	TPT EXERCISE WORKSHEETS	
				Vendor Total:	10.50
KSB SCHOOL LAW	17835	42322	1,336.00	LEGAL SERVICES	
				Vendor Total:	1,336.00

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
MCMURTREY, JOSEPH	JM-12192024	42323	22.32	MEAL ASBESTOS CLASS NORFOLK	
				Vendor Total:	22.32
MEDICAL ENTERPRISES INC	190737	42324	150.00	ANNUAL CONSORTIUM FEE	
				Vendor Total:	150.00
MIDAMERICA BOOKS	0053341	42325	134.75	BOOKS	
				Vendor Total:	134.75
NE COUNCIL OF SCHOOL ADMIN	84763	42326	190.00	NAESP/NSASSP PRINC CONF - WRIGHT	
NE COUNCIL OF SCHOOL ADMIN	84764	42326	190.00	NAESP/NSASSP PRINC CONF - DIKE	
NE COUNCIL OF SCHOOL ADMIN	84765	42326	10.00	NAESP/NSASSP PRINC CONF - WRIGHT	
NE COUNCIL OF SCHOOL ADMIN	84766	42326	10.00	NAESP/NSASSP PRINC CONF - DIKE	
NE COUNCIL OF SCHOOL ADMIN	84905	42326	120.00	LEGISLATIVE PREVIEW - HAFER	
				Vendor Total:	520.00
NEBRASKA PUBLIC POWER DISTRICT	NPPD19974-	42327	58.31	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19977-	42327	31.58	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19980-	42327	102.92	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19983-	42327	4,998.48	ELECTRICITY	
NEBRASKA PUBLIC POWER DISTRICT	NPPD19986-	42327	134.51	ELECTRICITY	
				Vendor Total:	5,325.80
NELSON, JASON	JN-JAN2025	42328	970.00	DOOR CLOSERS, LEVERSET, EXIT DEVICE	
				Vendor Total:	970.00
NORTH CENTRAL DEV CENTER INC	NCDC2024-2025	42329	10,000.00	2024-2025 ANNUAL CONTRIBUTION	
				Vendor Total:	10,000.00
OFFICE PRODUCTS CENTER	01LB2788	42330	1,082.77	SERVICE CONTRACT	
OFFICE PRODUCTS CENTER	01LB4906	42330	7,175.00	RICOH IM4055 COPIER MS WORKROOM	
OFFICE PRODUCTS CENTER	01LB4946	42330	100.00	INK	
				Vendor Total:	8,357.77
OLSONS PEST TECHNICIANS	396240	42331	92.00	MONTHLY SERVICE	
OLSONS PEST TECHNICIANS	401761	42331	92.00	MONTHLY SERVICE	
				Vendor Total:	184.00
ORTON, SUMMER	SO-DEC2024	42332	198.59	DECEMBER 2024 MILEAGE	
ORTON, SUMMER	SO-NOV2024	42332	274.97	NOVEMBER 2024 MILEAGE	
				Vendor Total:	473.56
OWEN, JESSIAH	JO-11262024	42333	27.00	PARKING HS FB PD	
				Vendor Total:	27.00
PRESTIGE GROUP INC.	L2024-073	42334	3,300.00	DEC-JAN BUS LEASE	
PRESTIGE GROUP INC.	L2024-074	42334	3,300.00	JAN-FEB BUS LEASE	
				Vendor Total:	6,600.00
PROPIO LANGUAGE SERVICES	0031381224	42335	37.70	INTERPRETATION SERVICES	
				Vendor Total:	37.70
RED & WHITE	RW-DEC2024	42336	631.66	SUPPLIES	

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
					Vendor Total: 631.66
ROCKET MATH, LLC	53894T	42337	65.12	ONLINE SUBSCRIPTION ADDTNL SEATS	
					Vendor Total: 65.12
RUHTER, JULIE	JR-DEC2024	42338	481.19	DECEMBER 2024 MILEAGE	
					Vendor Total: 481.19
SCHMITZ, HANNAH	HS-NOVDEC2024	42339	1,527.60	NOVEMBER - DECEMBER 2024 MILEAGE	
					Vendor Total: 1,527.60
SEVEN SPRINGS INC	0119572	42340	122.00	WATER	
SEVEN SPRINGS INC	0119693	42340	46.50	RENTAL	
SEVEN SPRINGS INC	0119811	42340	62.00	WATER	
					Vendor Total: 230.50
SMITH, ASHLEY	AS-DEC2024	42341	614.86	DECEMBER 2024 MILEAGE	
					Vendor Total: 614.86
SPARQDATA SOLUTIONS	S-3607	42342	4,400.00	SUBSCRIPTION & NEGOTIATION SOFTWARE	
					Vendor Total: 4,400.00
THREE RIVER TELCO	10500840	42343	644.87	PHONE SERVICE	
					Vendor Total: 644.87
TOWER GARDEN	TG01-1256038	42344	1,513.00	TOWER GARDEN	
					Vendor Total: 1,513.00
TRAVIS ELECTRIC INC	21244	42345	3,122.17	GYM LIGHT, OUTLETS, SWITCH, CLOCK REPAI	
TRAVIS ELECTRIC INC	21247	42345	156.45	FRIDGE EVAPORATION FAN	
					Vendor Total: 3,278.62
UNIVERSITY OF NEBRASKA AT	2025 UNK CLINIC	42346	240.00	UNK HONOR CLINIC 8 STUDENTS	
					Vendor Total: 240.00
US BANK	USBANK4445-	42347	832.72	SUPPLIES	
					Vendor Total: 832.72
WAGEWORKS	INV7321663	42348	146.00	MONTHLY ADMIN FEE	
					Vendor Total: 146.00
WEX BANK	101942580	42349	1,187.15	FUEL	
					Vendor Total: 1,187.15
WILLOW CREEK MERCANTILE	INV-10115	42350	207.07	FRESH FLOWER ARRANGEMENT	
WILLOW CREEK MERCANTILE	INV-10128	42350	240.25	FRESH FLOWER ARRANGEMENT	
					Vendor Total: 447.32
					Fund Total: 161,276.40
					Checking Account Total: 161,276.40
Checking	13	Fund: 13 SECTION 125			
WAGE WORKS INC	7232433-7328044	29	4,843.39	FUND TRANSFER	
					Vendor Total: 4,843.39

<u>Vendor Name</u>	<u>Invoice</u>	<u>Check #</u>	<u>Amount</u>	<u>Description</u>	
					Fund Total: 4,843.39
					Checking Account Total: 4,843.39
Checking	4	Fund: 06 SCHOOL NUTRITION			
LUNCHTIME SOLUTIONS	NE00000686	72	32,716.16	NOVEMBER MEALS	
					Vendor Total: 32,716.16
WALZ, JIM	KW-REFUND2024	3600	41.32	LUNCH REFUND	
					Vendor Total: 41.32
					Fund Total: 32,757.48
					Checking Account Total: 32,757.48

FUND BALANCES

12/31/2024

DEPRECIATION FUND

Account	<i>Checking</i>	<i>CD</i>	<i>NSDLAF</i>	<i>Total</i>
Band/Choir Uniforms	\$ -			\$ -
Vehicle	-			-
Desks	-			-
Interest	40,655.21	-		40,655.21
Ag Equipment	2,884.80			2,884.80
Undesignated	79,455.60	-	237,000.00	316,455.60
TOTALS	\$ 122,995.61	\$ -	\$ 237,000.00	\$ 359,995.61

BUILDING/SINKING FUND

Account	<i>Checking</i>	<i>CD</i>	<i>Total</i>
Track	\$ -		\$ -
Bleachers	-		-
Interest	30,450.43		30,450.43
Undesignated	185,039.70	238,000.00	246,000.00
TOTALS	\$ 215,490.13	\$ 238,000.00	\$ 699,490.13

EMPLOYEE BENEFIT FUND

Account	<i>Checking</i>	<i>CD</i>	<i>Total</i>
Unemployment	\$ 5,846.61		\$ 5,846.61
Volunteer Retirement	9,074.49		9,074.49
Interest	2,635.86		100,000.00
TOTALS	\$ 17,556.96	\$ -	\$ 117,556.96

BOND FUND

Account	<i>Checking</i>	<i>CD</i>	<i>Total</i>
Bond	\$ -		\$ -

STUDENT FEES

Account	<i>Checking</i>	<i>Total</i>
Fees	\$ -	\$ -

Activity Fund Balance Report - Summary - Exclude Encumbrances

12/2024 - 12/2024

Regular; Beginning Month 12/2024; Processing Month 12/2024; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITIES

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704	FUND BALANCE	230,000.00	0.00	0.00	0.00	230,000.00
05 704 0101	A CLUB BALANCE	1,401.73	0.00	0.00	0.00	1,401.73
05 704 0105	ACTIVITY TICKET BALANCE	2,965.00	0.00	200.00	0.00	3,165.00
05 704 0110	BALANCE	2,420.00	0.00	0.00	0.00	2,420.00
05 704 0120	ATHLETICS BALANCE	997.80	1,016.50	0.00	0.00	(18.70)
05 704 0125	BAND BALANCE	7,745.95	50.00	0.00	0.00	7,695.95
05 704 0126	BAND FUND RAISER	2,413.00	0.00	0.00	0.00	2,413.00
05 704 0127	BBB FUNDRAISER BALANCE	1,932.69	440.00	40.00	0.00	1,532.69
05 704 0128	BACKPACK PROGRAM BALANCE	807.00	0.00	0.00	0.00	807.00
05 704 0132	BOYS GOLF FUNDRAISER	601.41	0.00	0.00	0.00	601.41
05 704 0136	CLAPPER CD BALANCE	128.82	0.00	0.00	0.00	128.82
05 704 0137	CARL PERKINS BALANCE	297.05	0.00	0.00	0.00	297.05
05 704 0140	CHEER FUNDRAISER BALANCE	2,609.32	0.00	0.00	0.00	2,609.32
05 704 0145	CHORUS BALANCE	2,386.45	0.00	0.00	0.00	2,386.45
05 704 0167	CONCESSIONS - BULLDOG BALANCE	9,358.88	1,550.30	6,441.23	0.00	14,249.81
05 704 0168	VB FUNDRAISER BALANCE	3,895.56	0.00	0.00	0.00	3,895.56
05 704 0169	COCA COLA PARTNERSHIP BALANCE	12,223.69	0.00	0.00	0.00	12,223.69
05 704 0175	DRILL TEAM FUNDRAISER BALANCE	3,195.24	0.00	200.00	0.00	3,395.24
05 704 0180	DRIVER EDUCATION BALANCE	(16,040.00)	0.00	0.00	0.00	(16,040.00)
05 704 0185	ELEMENTARY FACULTY BALANCE	3,221.23	22.50	0.00	0.00	3,198.73
05 704 0186	ENTREPRENEUR CLASS BALANCE	156.40	0.00	0.00	0.00	156.40
05 704 0187	ESU INSERVICE BALANCE	487.01	0.00	0.00	0.00	487.01
05 704 0188	EXCELLENCE IN EDUCATION BALANCE	2,436.35	0.00	0.00	0.00	2,436.35
05 704 0190	FBLA BALANCE	1,748.63	0.00	0.00	0.00	1,748.63
05 704 0195	FFA BALANCE	35,385.86	9,038.11	6,719.00	0.00	33,066.75
05 704 0196	FFA SWEETCORN BALANCE	16,630.35	0.00	0.00	0.00	16,630.35
05 704 0200	FCCLA BALANCE	3,043.30	1,672.00	240.00	0.00	1,611.30
05 704 0201	FCCLA DIST 9 BALANCE	(350.00)	0.00	0.00	0.00	(350.00)
05 704 0205	FOREIGN LANGUAGE BALANCE	1,086.98	0.00	0.00	0.00	1,086.98
05 704 0210	GBB FUNDRAISER BALANCE	1,994.44	296.00	0.00	0.00	1,698.44
05 704 0215	GENERAL SHOP BALANCE	(6,599.96)	0.00	0.00	0.00	(6,599.96)
05 704 0221	GIRLS GOLF FUNDRAISER BALANCE	65.37	0.00	0.00	0.00	65.37
05 704 0223	MS TRACK FUNDRAISER BALANCE	157.27	0.00	0.00	0.00	157.27
05 704 0225	HIGH SCHOOL FACULTY BALANCE	1,735.99	22.50	0.00	0.00	1,713.49
05 704 0230	INTEREST BALANCE	16,121.76	0.00	2,595.27	0.00	18,717.03
05 704 0235	INVESTMENTS BALANCE	(50,000.00)	0.00	0.00	0.00	(50,000.00)

Activity Fund Balance Report - Summary - Exclude Encumbrances

12/2024 - 12/2024

Regular; Beginning Month 12/2024; Processing Month 12/2024; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITIES

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0240	ONE ACTS BALANCE	229.27	1,237.19	260.50	0.00	(747.42)
05 704 0244	FOOTBALL FUNDRAISER BALANCE	12,585.58	0.00	0.00	0.00	12,585.58
05 704 0245	LIBRARY BALANCE	13,588.13	161.25	0.00	0.00	13,426.88
05 704 0251	MID SCH STUDENT COUNCIL BALANCE	3,607.43	0.00	0.00	0.00	3,607.43
05 704 0255	MISCELLANEOUS BALANCE	0.00	129.31	294.00	0.00	164.69
05 704 0256	PLAYGROUND BALANCE	7,663.13	0.00	0.00	0.00	7,663.13
05 704 0257	DI GLOBAL FINALS BALANCE	5,850.72	0.00	0.00	0.00	5,850.72
05 704 0258	RENTALS BALANCE	1,972.50	0.00	0.00	0.00	1,972.50
05 704 0259	DISTRICT MUSIC BALANCE	1,270.29	0.00	0.00	0.00	1,270.29
05 704 0260	NATIONAL HISTORY DAY BALANCE	573.70	0.00	0.00	0.00	573.70
05 704 0261	MOCK TRIAL BALANCE	(137.28)	1,381.00	200.00	0.00	(1,318.28)
05 704 0262	QUIZ BOWL	211.03	0.00	0.00	0.00	211.03
05 704 0265	SPEECH TOURNAMENT BALANCE	1,952.18	361.58	0.00	0.00	1,590.60
05 704 0270	HS STUDENT COUNCIL BALANCE	(25.88)	0.00	0.00	0.00	(25.88)
05 704 0271	STUDENT WELLNESS BALANCE	1,637.26	8.56	0.00	0.00	1,628.70
05 704 0273	SUMMER INS BALANCE	1,926.02	1,175.71	2,158.29	0.00	2,908.60
05 704 0275	SUMMER READING/MATH BALANCE	502.60	0.00	0.00	0.00	502.60
05 704 0277	ONE TO ONE TECHNOLOGY BALANCE	2,345.41	0.00	0.00	0.00	2,345.41
05 704 0280	THESPIANS BALANCE	2,848.31	0.00	0.00	0.00	2,848.31
05 704 0282	TRACK FUNDRAISER BALANCE	287.00	0.00	0.00	0.00	287.00
05 704 0283	TANSY PITCHER MEM	5,437.93	0.00	0.00	0.00	5,437.93
05 704 0284	VIDEO BOARD	2,953.06	4,637.50	3,000.00	0.00	1,315.56
05 704 0285	VISUAL ARTS CLUB BALANCE	7,037.57	0.00	0.00	0.00	7,037.57
05 704 0286	YEARBOOK BALANCE	21,596.35	4,751.75	322.00	0.00	17,166.60
05 704 0288	XC FUNDRAISER BALANCE	161.86	0.00	0.00	0.00	161.86
05 704 0290	WR BOYS FUNDRAISER BALANCE	3,345.24	0.00	3,765.89	0.00	7,111.13
05 704 0291	WEICHMAN BALANCE	977.12	0.00	0.00	0.00	977.12
05 704 0292	WR GIRLS FUNDRAISER	4,843.16	0.00	133.66	0.00	4,976.82
05 704 1001	HS FOOTBALL BALANCE	1,203.68	307.43	0.00	0.00	896.25
05 704 1002	MS FOOTBALL BALANCE	31.10	57.85	0.00	0.00	(26.75)
05 704 1003	HS VOLLEYBALL BALANCE	(154.90)	0.00	1,000.00	0.00	845.10
05 704 1004	MS VOLLEYBALL BALANCE	3,655.20	0.00	(2,768.11)	0.00	887.09
05 704 1005	CROSS COUNTRY BALANCE	(1,768.11)	93.74	1,768.11	0.00	(93.74)
05 704 1006	HS WRESTLING BALANCE	1,708.65	1,359.63	0.00	0.00	349.02
05 704 1007	MS WRESTLING BALANCE	4,561.81	513.58	422.50	0.00	4,470.73
05 704 1008	HS TRACK BALANCE	298.02	982.73	0.00	0.00	(684.71)

Activity Fund Balance Report - Summary - Exclude Encumbrances

12/2024 - 12/2024

Regular; Beginning Month 12/2024; Processing Month 12/2024; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITIES

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 1009	MS TRACK BALANCE	996.68	1,064.34	0.00	0.00	(67.66)
05 704 1010	HS BOYS BASKETBALL BALANCE	3,894.92	1,995.38	1,578.75	0.00	3,478.29
05 704 1011	MS BOYS BASKETBALL BALANCE	1,000.00	0.00	0.00	0.00	1,000.00
05 704 1012	HS GIRLS BASKETBALL BALANCE	688.04	2,141.35	1,479.75	0.00	26.44
05 704 1013	MS GIRLS BASKETBALL BALANCE	1,402.91	660.00	521.00	0.00	1,263.91
05 704 1014	BOYS GOLF BALANCE	1,073.76	162.13	0.00	0.00	911.63
05 704 1015	TRAINING SUPPLIES BALANCE	3,165.35	0.00	0.00	0.00	3,165.35
05 704 1016	GIRLS GOLF BALANCE	(1,666.53)	0.00	0.00	0.00	(1,666.53)
05 704 1017	CHEER BALANCE	(51.12)	39.43	378.00	0.00	287.45
05 704 1020	MS GOLF BALANCE	18.50	0.00	0.00	0.00	18.50
05 704 2017	CLASS OF 2017 BALANCE	637.78	0.00	0.00	0.00	637.78
05 704 2018	CLASS OF 2018 BALANCE	55.94	0.00	0.00	0.00	55.94
05 704 2019	CLASS OF 2019 BALANCE	553.93	0.00	0.00	0.00	553.93
05 704 2020	CLASS OF 2020 BALANCE	246.04	0.00	0.00	0.00	246.04
05 704 2021	CLASS OF 2021 BALANCE	274.08	0.00	0.00	0.00	274.08
05 704 2022	CLASS OF 2022 BALANCE	90.06	0.00	0.00	0.00	90.06
05 704 2023	CLASS OF 2023 BALANCE	517.58	0.00	0.00	0.00	517.58
05 704 2024	CLASS OF 2024 BALANCE	158.32	0.00	0.00	0.00	158.32
05 704 2025	CLASS OF 2025 BALANCE	3,526.73	0.00	0.00	0.00	3,526.73
05 704 2026	CLASS OF 2026 BALANCE	4,492.46	0.00	0.00	0.00	4,492.46
05 704 2027	CLASS OF 2027 BALANCE	3,277.61	0.00	0.00	0.00	3,277.61
05 704 2028	CLASS OF 2028 BALANCE	3,291.11	0.00	0.00	0.00	3,291.11
05 704 2029	CLASS OF 2029 BALANCE	1,494.58	0.00	0.00	0.00	1,494.58
05 704 2030	CLASS OF 2030	640.25	0.00	0.00	0.00	640.25
05 704 2031	CLASS OF 2031 BALANCE	165.00	0.00	10.00	0.00	175.00
05 704 5200	TRANSFER IN	(180,000.00)	0.00	0.00	0.00	(180,000.00)
Fund Total: 05		261,379.69	37,329.35	30,959.84	0.00	255,010.18

DECEMBER 31, 2024

INVESTMENTS

CLAPPER

Week of	Amount	Term	Homestead	WPB	Number	Maturity
June 24, 2024	4,000	12 Mo	<u>5.00%</u>	4.45%		Jun 13, 2025

ACTIVITY ACCOUNT

Week of	Amount	Term	Homestead	WPB	Number	Maturity
Jun 14, 2024	25,000	12 Mo	<u>5.00%</u>	4.45%		Jun 13, 2025
Dec 20, 2024	25,000	12 Mo	3.70%	<u>3.66%</u>	26208125	Dec 15, 2025

GENERAL FUND

Week of	Amount	Term	Homestead	WPB	Number	Maturity
May 15, 2024	235,000	9 Mo	4.96%	4.82%	<u>NLAF 5.15%</u>	Feb 14, 2025
May 15, 2024	235,000	10 Mo	4.96%	4.77%	<u>NLAF 5.35%</u>	Mar 14, 2025
June 14, 2024	240,000	10 Mo	5.25%	4.45%	<u>NLAF 5.45%</u>	Apr 15, 2025
Jan 12, 2024	275,000	8 Mo	4.42%	3.60%	<u>NLAF 4.63%</u>	May 15, 2025
Sep 13, 2024	400,000	9 Mo	4.42%	3.60%	<u>NLAF 4.58%</u>	Jun 13, 2025
Oct 15, 2024	241,000	9 Mo	4.18%	3.61%	<u>NLAF 4.27%</u>	Jul 15, 2025

DEPRECIATION FUND

Week of	Amount	Term	Homestead	WPB	Number	Maturity
Feb 20, 2024	237,000	12 Mo	4.95%	5.15%	<u>NSDLAF 5.20%</u>	Feb 14, 2025

BUILDING FUND

Week of	Amount	Term	Homestead	WPB	Number	Maturity
Feb 15, 2024	238,000	12 Mo	4.95%	<u>5.15%</u>	26221425	<u>NLAF 5.14%</u> Feb 14, 2025
Aug 21, 2024	246,000	12 Mo	4.75%	3.33%	<u>NSDLAF 4.95%</u>	Aug 20, 2025

EMPLOYEE BENEFIT FUND

Week of	Amount	Term	Homestead	WPB	Number	Maturity
Jan 19, 2024	100,000	12 Mo	4.95%	5.25%	<u>NSDLAF 5.35%</u>	Jan 15, 2025



Report to the Board of Education January 2025



<u>Enrollment Summary</u>					
Middle School (7th & 8th)			High School		
Grade Level	Total in Grade		Grade Level	Total in Grade	
7th Grade	M 18 / F 10	28	9th Grade	M 17 / F 7	24
8th Grade	M 8 / F 15	23	10th Grade	M 13 / F 14	27
			11th Grade	M 14 / F 10	24
			12th Grade	M 14 / F 16	30
Total	M 26 / F 25	51	Total	M 58 / F 44	105

Winter Testing Schedule

January 6	January 7	January 8	January 9	January 10
		SAEBRS/MySAEBRS	9:34-11:32	12:49-2:20
			7th NSCAS ELA	8th NSCAS ELA
January 13	January 14	January 15	January 16	January 17
		12:49-2:20	9:34-11:32	
		7th NSCAS Math	8th NSCAS Math	
January 20	January 21	January 22	January 23	1/24/2024 - Window Closes

First Semester Bulldog Battle Winners

The senior class gained the most points in the first semester Bulldog Battles. To celebrate their victory, they selected a movie outing. On December 13th, all seniors gathered at the theater to enjoy the film *Red One*. Before they left, they were served a breakfast of donuts, oranges, juice, and coffee, and they had popcorn at the movie.

Absence Rates - Fall 2024

One of the issues we discussed in November was chronic Absenteeism. Please remember, the state defines Chronic absenteeism as any student absent for more than 10% of the total instructional periods. (> 8.5 days). AQuESTT sets the high school target rate for last school year at 12.04% with an annual goal of 10% reduction and the middle school at 10.00 % with a goal of 5% reduction. The data shows a fairly consistent rate of chronic absenteeism for each of the last three years coming off covid.

	<u>Middle School</u>				<u>High School</u>		
	<u>Fall 2024</u>	<u>Fall 2023</u>	<u>Fall 2022</u>		<u>Fall 2024</u>	<u>Fall 2023</u>	<u>Fall 2022</u>
<u>5th</u>	<u>3</u>	<u>1</u>	<u>6</u>	<u>Fr.</u>	<u>5</u>	<u>3</u>	<u>5</u>
<u>6th</u>	<u>3</u>	<u>2</u>	<u>2</u>	<u>Soph</u>	<u>2</u>	<u>4</u>	<u>4</u>
<u>7th</u>	<u>6</u>	<u>2</u>	<u>3</u>	<u>Jr</u>	<u>3</u>	<u>6</u>	<u>3</u>
<u>8th</u>	<u>0</u>	<u>5</u>	<u>1</u>	<u>Sr.</u>	<u>6</u>	<u>4</u>	<u>6</u>
<u>Total</u>	<u>12</u>	<u>10</u>	<u>12</u>	<u>Total</u>	<u>16</u>	<u>17</u>	<u>18</u>
<u>Total Days</u>	<u>85</u>	<u>82</u>	<u>87</u>	<u>Total Days</u>	<u>85</u>	<u>82</u>	<u>87</u>
<u>% CA</u>	<u>11.1%</u>	<u>8.8%</u>	<u>11.0%</u>	<u>% CA</u>	<u>15.2%</u>	<u>15.0%</u>	<u>15.1%</u>

Semester 2 Professional Development

During our most recent MTSS leadership meeting, staff members suggested the possibility of switching the staff workday and the professional development (PD) day. Following a staff survey, we received overwhelmingly positive feedback in favor of holding PD on January 2nd and the workday on January 3rd. The professional development session on January 2nd was highly productive. The updated schedule is as follows:

	7:45	Globe Life - Cafeteria	11:00 - 12:00	Lunch
	8:00 - 8:20	Heather PBIS-Everyone in Cafeteria	12:00 - 2:00	K-1 Reading Protocol-K-1 teachers in Stacey's room
2-Jan	8:20 - 8:50	Teacher Leader Cadre	12:00 - 1:30	2-8 Reading Protocol Revision - Cafeteria
	9:00- 10:30	Data Placement Interventions K-4 teachers Julie's Room	12:00 - 1:30	9-12 Intervention Placement-DL room
	9:00- 10:30	Reading Meeting 5-12 teachers-Cafeteria	1:30 - 3:00	5- 8 Intervention Placement-DL room
	9:00- 10:30	Enrichment Groups-All enrichment teachers K-12	1:30 - 3:00	9-12 Reading Protocol-Cafeteria
	10:30 - 11:00	Cognia Curriculum - Cafeteria	3:00 - 3:30	MTSS Leadership Meeting

Semester 1 Honor Roll

<u>Semester 1 - Roll of Excellence</u>					
<u>7th Grade</u>	<u>8th Grade</u>	<u>9th Grade</u>	<u>10th Grade</u>	<u>11th Grade</u>	<u>12th Grade</u>
Isabelle Arens	Addilyn Doke		Willa Flynn	Payton Moody	Jordan Beatty
Maxwell Hasenohr	Kristofer Hitchcock		Jaylee Good		Owen Blumenstock
Leighton Konkoleski	Reagan Moody		Erick Hitchcock		Ciara Brede
Miranda Lambrecht	Bailee Rea		Kiley Orton		Tyrin Daniels
Callen Pierce	Payton Sears				Braxton Fletcher
	Gracyn Sisson				Gus Ganser
					Jacob Held
					Aiden Jackman
					Emma Kennedy
					Abbigail Paulson

<u>Semester 1 - Honor Roll</u>					
<u>7th Grade</u>	<u>8th Grade</u>	<u>9th Grade</u>	<u>10th Grade</u>	<u>11th Grade</u>	<u>12th Grade</u>
Nathan Fernau	Tinley Buechle	Mickal Crisman	Holden Beel	Jace Johnson	Hannah Beel
Aleah Hallock	Ella Dailey	Ryan Kerrigan	David Cook	Megan Jones	Morgan Kinney
Jack King	Cesar Guichard Mingo	Carson Koch	Londyn Dunbar	Angeles Manoatl Seden	Jaden Lee
Kolter Mizner	Makenna Koch	Maya Macias Villalobos	Puridy Haley	Adysson Sears	Renata Pedreira Arizmendiz
Keith Munnu		Bateson Raymond	Addison Held	Sam Titus	Logan Schroedl
Beau Ortner		Bear Rea	Gracyn Painter		Terra Shoemaker
Drew Palmer		Raelynn Reagan	Madison Palmer		
Buck Ruhter		Dylan Titus	Jonathan Strand		
Leighn Smith			Kinsey Walz		

Respectfully Submitted:
Steve Dike
7-12 Principal

AINSWORTH COMMUNITY SCHOOLS

ACTIVITIES DEPARTMENT



520 EAST 2ND
AINSWORTH, NE 69210
402-387-0535

Luke Wroblewski, Activities Director

JANUARY 2025 ACTIVITIES REPORT

The high school basketball teams competed in the Summerland Holiday Tournament over the break, and both teams went 1-1. There are several contests over the next few weeks.

Wrestling will have several invites throughout January. We will host our girls' invitation on Friday, January 31st, then the boys' invitation on February 1st. The girl's B-2 District is February 7th & 8th in Falls City. The boys wrestling team will compete in the D-3 district on February 14th & 15th at Central Valley in Greeley.

Speech is in full swing. The team will compete for the first time on January 18th at the Valentine Ice Breaker. Weekly speech invites continue through January and February. We will host our home meet on March 1st and compete in the C2-4 district at Plainview on March 19th.

The Middle School girls' basketball and the middle school boys' wrestling teams finished their season just before Winter Break.

The middle school boys' basketball team has begun practice, and 19 boys are participating this year. They will kick off the season at home with a game against O'Neill on January 16th. The middle school girls' wrestling started practice with eight girls; three are from Ainsworth, and five are from North Central. They will have their first competition on January 18th in Valentine.

FFA will attend the Leadership Development Events (LDE) competition in Atkinson on January 15th.

The FCCLA Star competition is held in Atkinson at West Holt High School and is scheduled for January 29th.

The high school band and choir students will attend many honor events next month.

UNK Honor Choir -	Treble Choir:	Grace Goodwin, Jordan Beatty, Miranda Phares, & Jodie Denny
	Festival Choir:	Colby Beegle, Erick Hitchcock
	Honor Choir:	Emma McMurtrey
UNK Honor Choir -	Festival Band:	William Biltoft

The NSAA Academic All-State honors for fall sports and activities were announced in mid-December. This year's recipients were:

Boys Cross Country - Jonathan Strand

Girls Cross Country - Emma Kennedy & Kiley Orton

Football - Chris Fernandez & Sam Titus

Girls Golf - Jordan Beatty & Jaden Lee

Play Production - Erick Hitchcock & Kiley Orton

Volleyball - Jaylee Good & Megan Jones



Ainsworth Community Schools

520 East 2nd Street, PO Box 65
Ainsworth NE 69210

402-387-2083

Benjamin Wright
PK-6 PRINCIPAL



Board of Education Meeting
1/13/2024

Our December Mission is to “Remember that even the smallest act of kindness can make a big difference.” January’s Monthly mission is to “Start fresh by setting a Big goal for ourselves and working together to make it happen”. I want students, teachers, and staff to set goals for the semester but also the year to drive their focus. I have been asking students what their goals are and helping them find ways to achieve them.

We are on the back side of our winter testing window and things are going well. We are doing Fastbridge and NSCAS Growth. All of these assessments are a great way to check our students' progress and to make sure we are going in the right direction. We will update you with testing results in the coming weeks!

As we enter the new year, we are proud of the progress our students have made in building a strong foundation for success, both academically and behaviorally. In January, much of our focus has been on reinforcing expectations and procedures while also encouraging students to take ownership of their learning through goal-setting. I am pleased to also share an update on the progress our students are making, particularly in the areas of growth through targeted interventions and progress monitoring. January has been a month of focus and reflection as we continue to support students in reaching their full potential.

A key priority this month has been ensuring that all students receive the support they need through our intervention programs. During our Professional development, we had all staff work on placing students in the correct intervention groups to help them. For students requiring



Ainsworth Community Schools

520 East 2nd Street, PO Box 65
Ainsworth NE 69210

402-387-2083

Benjamin Wright
PK-6 PRINCIPAL



additional assistance in areas such as reading and math, we have implemented small-group interventions led by trained staff.

Let's have a great start to the new year!

Current Enrollment for the 2024-2025 school year as of January 9th:

***PK: 30 students**

Kindergarten- 31

1st Grade- 28

2nd Grade- 28

3rd Grade- 24

4th Grade- 31

5th Grade- 27

6th Grade- 34

NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

DECEMBER
20-24



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Snapshots



IN THIS EDITION OF BOARD NOTES

THIS MONTH IN ...

AT THE BOARD TABLE

YOUR 2025 ADVOCACY HANDBOOK IS COMING SOON

NEW FACES TO THE LEGISLATURE IN 2025-26

NASB LEGISLATIVE ISSUES CONFERENCE - JANUARY 26-27

SCHOOL BOARD MEMBER WEEK STARTS JANUARY 26

THE ANNUAL MEMBERSHIP GUIDE IS IN THE WORKS

CELL PHONES IN SCHOOLS

EXPAND YOUR KNOWLEDGE AND UNDERSTANDING

CONGRESSMAN BACON EXPRESSES SUPPORT FOR IDEA FUNDING

... AND MUCH MORE!

The NASB provides programs, services, and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

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<https://members.nasbonline.org/>

THIS MONTH IN ...

A quick snapshot of the various programs, services, support and events NASB has planned for its members in the coming month!

ADVOCACY & GOVERNMENT RELATIONS ... It's a quiet end of the year as 17 Senators begin to clear out their offices and make way for the 17 new Senators who are busy hiring staff and going through Orientation. It's a good time to review what some Senator-elects have said are their thoughts and priorities as it relates to K-12 Education. Colby has been busy meeting with new Senators and re-introducing them to the role of the local school board, importance of local control, and how the State funds public K-12. These meetings have been well-received and productive and a great starting point for 2025 which will be here soon! Call Colby & Matt with questions any time!

<https://members.nasbonline.org/government-relations/candidate-questionnaires-videos>

ALICAP & INSURANCE ... The ALICAP team would like to welcome their newest Member: Wayne Community Schools! We're pleased to have Wayne join our school pool. This addition takes ALICAP's Membership total to 215 Nebraska Public Schools and ESUs. ALICAP wishes all of you a Happy and Safe New Year!

BOARD LEADERSHIP ... "At the Board Table" is on pages 4&5. This space reflects recommended regular board meeting agenda items to include in your upcoming agenda. - Marcia, Katie, Caden, Stacie, Ben, Stephanie, McKenna, Becky, & Avary!

DATA ANALYTICS ... NASB can provide you and your board with an accurate summary of your district's valuation, levy, cost per pupil, and poverty indicators with handy graphs to illustrate how your district compares to others. If you want a clearer picture of how you are doing under the state's funding plan, talk to Jim Luebbe about getting this useful data.

EDUCATION LEADERSHIP SEARCH SERVICE ... Contact us with any questions on search protocol, to schedule a proposal, or inquire about a vacancy. Deadlines are approaching for some great districts. Check our website for current listings or contact Shari for information on Searches! <https://members.nasbonline.org/els>

ENERGY PURCHASING ... U.S. natural gas consumption reached an all time high in 2023 and the first 9 months of 2024 in large part due to the use of natural gas for electricity generation. Record high temperatures during many of those months were a major factor, but the rapid increase in electric demand by data centers to power artificial intelligence platforms and bitcoin mining operations were also big contributors. This is new territory for the natural gas industry and your consultants at NJUMP and CJUMP are monitoring these changes to secure your natural gas supplies at competitive rates.

FOUNDATION ... The Nebraska Public Leadership Foundation (NPLF) has created an annual scholarship program for high school seniors who are pursuing higher education to become a teacher in a Nebraska public school system. Please consider helping today's student leaders become tomorrow's education leaders by donating to the NPLF Student Scholarship Program at www.nepublicleadership.org

GALLUP STRENGTHS ... This month's featured Gallup theme is Competition. Individuals with **Competition** are driven by the desire to win. When harnessed effectively, Competition talents can inspire breakthrough performance and create an environment of excellence! Contact Shari for information to schedule a Gallup team retreat.

MEMBER ENGAGEMENT ... It was great getting out this December and visiting Arapahoe, Loomis, McPherson County, and Southwest. We are excited to jump into 2025 and hope to see you all at LIC in Lincoln, the President's Retreat in Kearney, and our 3rd annual NASB Federal Advocacy Fly In this March in D.C. Look for information on Open Meetings Law, and Budget & Finance Workshops soon too!

POLICY ... The Nebraska Department of Education recently released two fact sheets on fiscal management and internal controls important to any districts receiving federal dollars. We have policies dealing with those topics and districts should be certain they are included in their Board Policy Manuals.

TECHNOLOGY ... As staff negotiations begin to wind down, please remember to enter your 2025-26 negotiated agreement into the Contract Settlement Form. If you need assistance, please email Darion! Welcome to our newest Sparq Meetings subscriber, ESU 6! Happy Holidays!

TRAINING, NETWORKING, ENGAGEMENT & EVENTS



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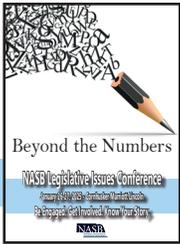
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<https://members.nasbonline.org/events>

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.



Legislative Issues Conference - January 26-27 - Lincoln
The 2025 Legislative Session is set to begin Wednesday, January 8

School Board Member Week - January 26 to February 1



Board President's Retreat - February 16-17 - Kearney



Budget & Finance Workshop - March 4 - Kearney
Budget & Finance Workshop - March 11 - Crete
***Amplified Finance Workshop - March 27 - Kearney**
Budget & Finance Workshop - April 2 - Norfolk



Federal Advocacy Fly In - March 16-19 - Washington, D.C.

NAEP State Convention - March 19-20 - Kearney

Open Meetings Law Workshop - March 25 - Gering
Open Meetings Law Workshop - March 26 - Kearney
Open Meetings Law Workshop - March 31 - Norfolk
Open Meetings Law Workshop - April 1 - Lincoln

AT THE BOARD TABLE

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BOARD AGENDA ITEMS FOR YOUR MONTHLY MEETINGS

<https://members.nasbonline.org/board-leadership>



Each month, this space reflects recommended regular board meeting agenda items to include in the upcoming board meeting agenda. Please contact Marcia at mherring@NASBonline.org if you have questions or recommendations for improving the Board Meeting Annual Calendar.

JANUARY BOARD AGENDA ITEMS

Please see the December 16th email from mherring@NASBonline.org and shiggins@NASBonline.org for the draft of the January Board Meeting Agenda. If you have questions or need us to resend the email, please feel free to contact Marcia at 402-450-5152 or Stacie at 402-209-1608.

NASB LEARNING OPPORTUNITIES FOR NEWLY ELECTED, APPOINTED, OR EXPERIENCED BOARD MEMBERS

NASB New Board Member Workshop

The Board Leadership team is expanding our learning opportunities for new board members. Stay tuned for further updates as we are planning additional New Board Member Workshops. Look for an email when the location, date, and time are set!

NASB Board Leadership Academy - Module I

Board Leadership is now providing a Board Leadership Academy for board members. This service offers a comprehensive board training program designed to enhance the effectiveness and cohesiveness of board members and the collective board. The content aligns with the NASB Effective Board Governance Standards, including interactive workshops and leadership development. Key outcomes include strengthened collaboration, improved decision-making processes, and a unified vision for working collaboratively with the superintendent to advance and support student success.

The Academy provides an expanded platform for NASB Board Leadership staff and experts to engage new board members, offering additional opportunities to discuss and explore key topics related to the role and responsibilities of both board members and superintendents to lead cohesively with confidence and purpose.

Module I will deliver comprehensive training on essential governance topics, including the boards' role and responsibilities, policy, Nebraska Open Meetings Law, community engagement, board-superintendent relations, long-term goals, etc. This improved structure is purposefully designed to deepen the board's understanding of duties, equip board leadership to collaborate with the superintendent to uphold the district's mission of delivering a high-quality education for all students.

2025 NASB Activities and Events Aligned to the Board Leadership Academy

January 2025 - Virtual Lunch & Learn

February 2025 - New Board Member Workshop

March/April 2025 - Open Meetings Law Workshops

April 2025 - Virtual Lunch & Learn

July 2025 - Virtual Lunch & Learn

July 2025 - Leadership Workshops

August & September 2025
Area Membership Meetings

October 2025 - Virtual Lunch & Learn

November 2025 - State Education Conference

December 2025 - Board Member Academy
Module I & II

CONTINUED ON PAGE 5

AT THE BOARD TABLE



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CONTINUED FROM PAGE 4

NASB BOARD MEMBER ACADEMY MODULES & TIMELINE

Module I OFFERED 2024	Module I & II OFFERED 2025	Module I, II, and III OFFERED 2026	Module I, II, III, and IV Offered 2027
Board Role and Responsibilities	Budget and Stakeholder Engagement	Student Academic Success	State and Local Advocacy
NASB Standards I – IX	Standard VI: District Resources	Standard IV: Student Accountability and Achievement	Standard V: Advocacy
Board Role and Responsibilities	Board Superintendent Relations	NDE - NEP Site	Legislative Calendar
NE Open Meetings Law	Budget Calendar	District Accreditation NDE Assurance Statement	NASB Advocacy Updates
Communications	Finance Committee	District Adopted Curriculum	District Legislative Initiatives
Board Meeting Protocols and Procedures	Standard I: Mission, Vision & Goals	District Instructional Framework	NASB Website Legislative Bill Updates/Hearings/etc.
Standard II: Policy Governance	Budget Aligned to District Strategic Plan/Goals	State Standards Alignment	Testifying before the Legislature
Board Committees	Monthly Board Meeting Budget Reports	Staff Professional Development Plan	State Senator Engagement
Standard VIII: Board Superintendent Relations	Standard III: Community and Stakeholder Engagement	Board Data Calendar	Community Leader
Superintendent Leadership and Evaluation	Community Leader	Board Agenda Reports and Goal Monitoring	
Annual Board Calendar		Community Leader	
Board Meeting Agenda			
Community Leader			

Contact Marcia or any of the Board Leadership team with questions regarding the Academy!

NASB BOARD MEMBER ACADEMY ALIGNED LEARNING WORKSHOPS

Module I OFFERED 2024	Module I & II 2025 NASB Learning Workshops	Module I, II, and III 2026 NASB Learning Workshops	Module I, II, III, and IV 2027 NASB Learning Workshops
	*Open Meetings Law *Leadership Workshop-Board Self-Assessment and Superintendent Evaluation *Area Membership Mtgs *New Board Member Workshop	*Open Meetings Law *Budget Workshop *Leadership Workshop *Area Membership *New Board Member Workshop	*Legislative Issues Conference *Open Meetings Law *Budget Workshop *Leadership Workshop *Area Membership *New Board Member Workshop

On-Boarding Newly Elected or Appointed Board Members

Suggested resources to share with newly appointed/elected board members for the Board, Board President, and Superintendent:

- District mission/vision/belief statements
- District short and long-range goals/strategic plan
- Code of Conduct for board members and conflict of interest criteria/form
- Board policy manual or access to online policies, administrative guidelines, and all handbooks (e.g., student, staff, activities, etc.)
- Board committee structure and appointments
- District complaint and grievance procedures
- Annual Board Calendar and district calendar of events
- Board processes, including board meeting procedures, agenda preparation, and policy development
- Communication issues, including use of email and communicating with the media
- Superintendent's contract including, a blank evaluation tool, the job description, salary, and benefit package details
- Board Meeting Agendas and Minutes from the past year
- Geographic boundaries of the district and ward boundaries if applicable
- NASB board member learning workshops [NASB New Board Member Workshop]
- Board member, superintendent, and administrative assistant contact information

YOUR 2025 ADVOCACY HANDBOOK IS COMING SOON

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<https://members.nasbonline.org/government-relations/nasb-advocacy-handbook>

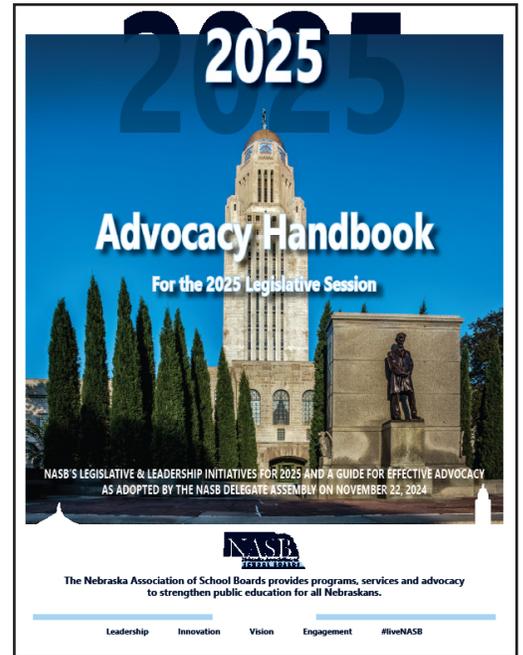
With the official approvals taking place by you and your peer school board members at the November Delegate Assembly, we will soon be posting the 2025 Advocacy Handbook, to be used as a guideline during the upcoming Legislative Session which begins Wednesday, January 8th.

The Advocacy Handbook, which includes NASB's legislative and leadership initiatives, as well as tips for effective advocacy and much more, will be available to view, download, and print at the Government Relations section of the NASB website, and the link above.

We look forward to working for and with you again this session ... do not hesitate to reach out to NASB at any time with questions on particular bills, initiatives, becoming more engaged, or the overall legislative process in general.

Matt, Colby, John & Lindsey
Your NASB Legislative Team

Interested in becoming more engaged in the legislative process? Whether it is from home, or in Lincoln, let us help you share your story, and advocate for public education in Nebraska as bills, topics, and issues arise.



NEW FACES TO THE LEGISLATURE IN 2025-26



Sen. Bob Hallstrom
District 1 - Syracuse



Sen. Victor Rountree
District 3 - Bellevue



Sen. Margo Juarez
District 5 - Omaha



Sen. Dunixi Guereca
District 7 - Omaha



Sen. Ashlei Spivey
District 13 - Omaha



Sen. Dave Wordekemper
District 15 - Fremont



Sen. Glen Meyer
District 17 - Pender



Sen. Jared Storm
District 23 - David City



Sen. Jason Prokop
District 27 - Lincoln



Sen. Dan Lonowski
District 33 - Hastings



Sen. Dan Quick
District 35 - Grand Island



Sen. Stan Clouse
District 37 - Kearney



Sen. Tony Sorrentino
District 39 - Elkhorn



Sen. Dan McKeon
District 41 - Amherst



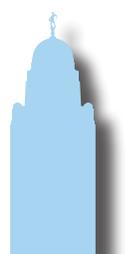
Sen. Tanya Storer
District 43 - Whitman



Sen. Paul Strommen
District 47 - Sidney



Sen. Bob Andersen
District 49 - Omaha



NASB LEGISLATIVE ISSUES CONFERENCE - JANUARY 26-27

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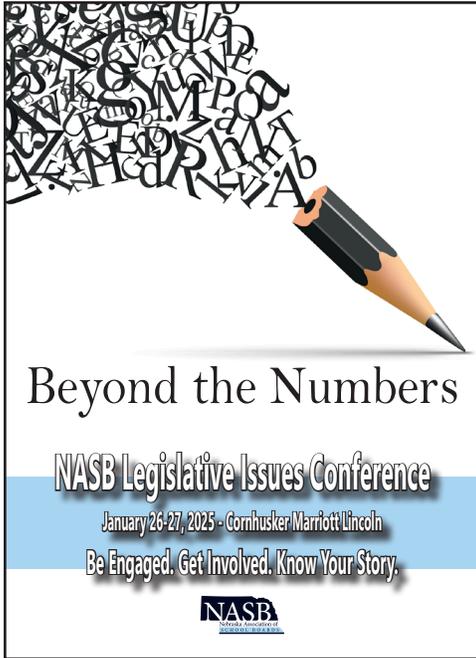
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<https://members.nasbonline.org/events/legislative-issues-conference>



Legislative Issues Conference

January 26-27, 2025

Cornhusker Marriott - Lincoln

SUNDAY, JANUARY 26 - 6:00 PM - Reception, Dinner, and Program

Beyond Tornado Drills: The New Challenges of School Safety

Jay Martin - NDE Safety & Security Director

Hospitality event to follow sponsored by Sampson Construction

MONDAY, JANUARY 27 - 8:00 AM to 1:30 PM

Welcome and Introductions, 2025 Bill Review & Looking Beyond the Numbers

Speaker Arch - Session Preview

Senator Murman - Education Committee Update

A Conversation with the New Revenue Chair

Senator Hughes - School Funding Legislation Update

School Spending/Caps: Bills & Strategies to Help Share Your Story

How Nebraska Compares. The Story Rarely Told

Final Talking Points Prior to Your Lunch with the Senators

Lunch with the Senators

(IN NO PARTICULAR ORDER, SPEAKER LIST SUBJECT TO CHANGE)

SCHOOL BOARD MEMBER WEEK STARTS JANUARY 26

THANK YOU SCHOOL BOARDS!!!!!!

The week of January 26 to February 1, 2025 will serve as School Board Recognition Week in Nebraska. Thanks to the 1,700 locally elected volunteers who make up the Board of Education for Nebraska's Public Schools and ESUs.

Through their leadership, innovation, vision and engagement, they make Nebraska a better place to live.



Thank you

THE ANNUAL MEMBERSHIP GUIDE IS IN THE WORKS

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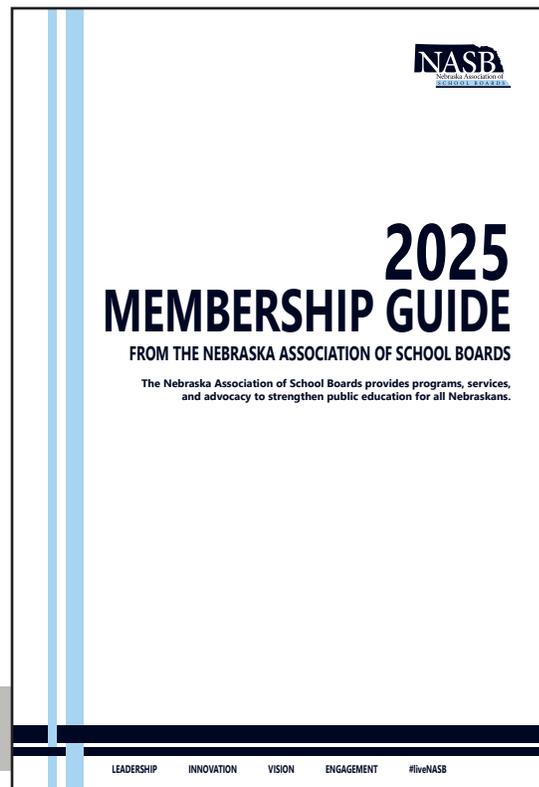


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<https://members.nasbonline.org/news-resources/annual-membership-guide>

Each year, members receive the annual Membership Guide, a full-scale publication that includes information on everything NASB is and does such as:

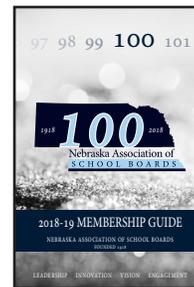
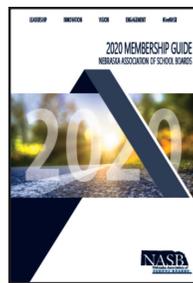
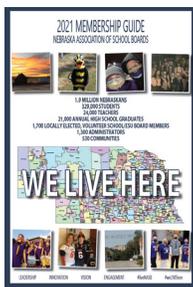
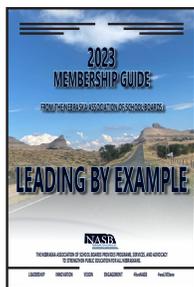
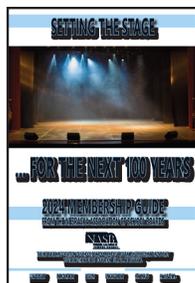
- The History of NASB
- Organizations NASB is Responsible For
- Complexities & Governance Structure
- Your 2025 NASB Board of Directors
- NASB Region Bylaws
- Your 2025 NASB Legislation Committee
- Advocacy & Engagement - What Is Your Role?
- Awards of Achievement & NASB Board Awards
- Ann Mactier - School Board Member of the Year
- Your NASB Programs & Services
- Your NASB Staff
- NASB's Endorsed Services
- 2025 Platinum & Gold Level Affiliate Partners
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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.

“Technology doesn’t just do things for us. It does things to us, changing not just what we do but who we are.” - Sherry Turkle



The use of cell phones in schools has become a national, state, and local concern for education policy makers. Eighteen state school boards have developed policies that either restrict or ban the use of cell phones by students and staff during school hours because of the negative impact of social media on learning and attention.

The restrictions are based on a plethora of research indicating that adolescent use of social media is directly related to increases in anxiety and suicide and that cell phone use has addictive qualities. (Haidt, 2024). Teachers indicate that cell phone distraction is a major problem in classrooms and the absence of cell phones during school has a positive impact on learning and student mental health. (Hatfield, 2024)

The Nebraska Department of Education recently surveyed school superintendents across Nebraska to gain insights about local school district cell phone restrictions, perceived impact of cell phone policy on student safety and well-being, policy enforcement challenges, and stakeholder support of school cell phone policies. Results show that 178 of 216 respondents said their schools have formal cell phone policies, 48 of those schools do not allow cell phones during school hours. One hundred sixty-two schools report parental/guardian support of school cell phone policies. Nebraska schools (157) report that their cell phone policies are either very effective or somewhat effective in helping students maintain academic focus.

Cell phone restrictions take several forms in Nebraska schools. In some instances, students cannot access their phones during school hours. Not having any access is referred to as a cell phone ban. In other situations, students are not to access their phones during instructional hours, but have access during lunch, passing periods, etc. The types of restrictions also vary depending on student developmental level with a trend that students in earlier grades have less access than older students.

Challenges in enforcing cell phone policies are more prevalent when students have some access to their phones during school hours. Because of the addictive nature of cell phones, students who have phones at their desks or in their possession find ways to use devices during class time. In addition, because teachers

most often are expected to enforce cell phone policies, there is inconsistent enforcement of policy across classrooms. National data shows that school districts find full cell phone bans are more successful because they remove temptations and are easier to enforce.

The Nebraska State Board is considering options for addressing cell phone use by Nebraska students. One of the options is to develop a position statement to indicate that the board encourages and supports local school board authority in developing policies that promote student learning and mental well-being and reduce distractions and practices that negatively impact the teaching and learning process.

A second option is to provide policy guidance and best practices for local school districts to consider. This might include a model cell phone policy, examples of existing school policies, and identification of best practices.

The board may decide to include both options as guidance for local school districts. Whatever action the Nebraska State Board of Education takes to address cell phone use by students, it needs to be grounded in the understanding of the effects smart phone invention has had on children and adolescents and how a phone-based childhood and adolescence is affecting the development of social, emotional, and cognitive abilities.

Haidt, J. (2024). *The Anxious Generation*. Penguin Press.

Hatfield, J. (2024). "Cellphone Distraction Is a Major Problem in the Classroom." Pew Research Center. <https://www.pewresearch.org/short-reads/2024/6/12/72-percent-of-us-high-school-teachers-say-cellphone-distraction-is-a-major-problem-in-the-classroom/>

Editor's Note: The opinions expressed in the column are those of Patti Gubbels and do not necessarily represent the Nebraska State Board of Education.

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<https://members.nasbonline.org/events/board-president-retreat>



2025 NASB Board President Retreat

FEBRUARY 16-17 - KEARNEY

Expand your knowledge and understanding of the role of board president, leadership of the board, and management of the board meeting to advance board operations.



Sunday - 4:30 PM CT - Training, Social & Dinner
Monday - 7:30 AM to 3:00 PM CT- President Training

Register for the Retreat today at www.NASBonline.org
Use the QR code to register. Log in using your email and password.
Registration deadline: Wednesday, February 12, 2025

SUGGESTED AUDIENCE:

Board Presidents, Vice Presidents, Aspiring Presidents, Superintendents and/or ESU Administrators

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CONGRESSMAN BACON EXPRESSES SUPPORT FOR IDEA FUNDING

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Congressman Don Bacon recently wrote a letter to Chairman Tom Cole, who heads the Committee on Appropriations, to express his support for the increase in Individuals with Disabilities Education Act (IDEA) funding in H.R.9029 for Fiscal Year (FY) 2025. In his letter, he stated, "Since 1975, IDEA funding has played a crucial role in ensuring children with disabilities receive specialized education which best meets their needs. With the goal of addressing these needs and preparing them for future education, IDEA funding has been instrumental in providing these children with a high-quality education. However, Congress has repeatedly not met its pledge to cover 40 percent of the national average per pupil expenditure, resulting in insufficient IDEA funding. I applaud the increase and urge the committee to maintain a robust level of funding. This investment will not only benefit the populations served by funding but will make our nation's education system stronger overall and lead to better outcomes for America's children."



In a response, NASB reached out thanking Congressman Bacon for that support. "For many years school districts across Nebraska have been lobbying Congress to make good on its promise to fund Special Education as originally promised. At times it has felt that representatives of Congress have forgotten about that promise made numerous years ago. We appreciate your efforts to make good on the promise of fully funding the obligations of the federal government. Beyond being the right thing to do for vulnerable students across our State, this issue is an economic one for our taxpayers. The lack of funding for these students has been put on the backs of Nebraska property tax payers. Your letter and recommendation are a welcome part of this important conversation. As representatives of all 1,700 locally elected leaders serving their districts and communities, we wish to express our gratitude."



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HTRS



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ESU 3



Region 3 - Kyle Fisher
Springfield Platteview



Region 4 - Elizabeth Kumru
Ralston



Region 5 - Shavonna Holman
Omaha



Region 6 - Ricky Smith
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Region 7 - Tracy Casady
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<https://members.nasbonline.org/about-us/nasb-staff>



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IT Specialist



Matt Belka
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Lily Coash-Johnson
Events & Engagement
Assistant



Becky Erdkamp
Board Leadership Associate



Sallie Horky
Chief Operating Officer



Galina Slobonyuk
Executive Administrative
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Ben Anderjaska
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Engagement Specialist



Megan Boldt
Associate Executive Director
Director of ALICAP



Katie Corfield
Board Leadership Online
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Stephanie Summers
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ALICAP Data &
Financial Specialist



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Director of Technology



McKenna DeRiese
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A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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

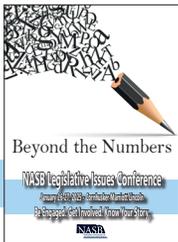


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JOIN US!

Events & Networking - <https://members.nasbonline.org/events>



Legislative Issues Conference - January 26-27 - Lincoln
The 2025 Legislative Session is set to begin Wednesday, January 8

School Board Member Week - January 26 to February 1



Board President Retreat - February 16-17 - Kearney



Budget & Finance Workshop - March 4 - Kearney

Budget & Finance Workshop - March 11 - Crete

***Amplified Finance Workshop - March 27 - Kearney**

Budget & Finance Workshop - April 9 - Norfolk

Federal Advocacy Fly In - March 16-19 - Washington, D.C.



Continued on Page 2



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PAGE 2



NAEP State Convention - March 19-20 - Kearney

Open Meetings Law Workshop - March 25 - Gering

Open Meetings Law Workshop - March 26 - Kearney

Open Meetings Law Workshop - March 31 - Norfolk

Open Meetings Law Workshop - April 1 - Lincoln



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Ainsworth Community Schools

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402-387-2333
Fax 402-387-0525

Dale Hafer
Superintendent

Dedra Stoner
Business Manager

Lacey Marbry
Administrative Assistant

January 10, 2025

TO: Board Members

FROM: Dale

SUBJECT: Superintendent's Report for the January 2025 Regular Meeting

1) Financial Report

Spending through December of 2024 equated to 25.94% of the budget at \$2,787,179 which was very similar to December of 2023 at 25.24% of the budget at \$2,772,041. Through December of 2022 we were at 24.03% of the budget and \$2,643,698 comparably.

Revenue through December 2024 was \$2,385,200 compared to \$2,335,200 in 2023 and \$2,039,647 in 2022. We are expecting an increase in revenue for the month of January, which is typical.

2) Transportation, Buildings and Grounds

As mentioned last month, let us look to find a date to have the Transportation, Buildings, and Grounds Committee meet now that the Board Committee assignments have been made. I would like to get together at some point before the next regular meeting or by the end of February at the latest. In addition to meeting, we can also take a walk around the facility.

3) Board Policy Review

We will be back on track for February in our schedule for the ongoing board policy review. This will allow us to assign new members to the policy committee to replace outgoing members Scott and Mark.

4) Negotiations

We are ready to approve the negotiated agreement. Through the process, the AEA and Board committee recommend a 2-year agreement for 2025-26 and 2026-27 school years. The package increase for this year to next is 3.11% with an increase of about 1.2% for the year after. This equates to an average of 2.13% per year and is on par for schools in our array as well as across the state. We will be increasing the insurance deductible from \$1050/3800HSA to \$1450/3800HSA.

www.ainsworthschools.org

As mentioned last month, it would be prudent to convene the personnel and negotiations committee to have a conversation about classified staff salary and benefits. Let us look for a date to meet some time before the end of February.

5) Professional Development

Brad, Bryan, Jess, Frank, and Dale will all be attending the NASB Legislative Issues Conference in Lincoln, January 26-27. The conference kicks off with an evening dinner on the 26th and the speaker is NDE Commissioner Dr. Brian Maher. The next morning through lunch is the conference ending with lunch with our senator. I will already be in Lincoln and will meet up with the Board members there. The explorer is reserved and will be available for the Board members' travel on that Sunday.

The President's retreat is February 16-17 in Kearney. Also, the Finance Workshop(s) are March 4th in Kearney. They have two options this year: regular which is from 4:30 to 8:30 pm and the "amplified" workshop which is from 10:30 am to 4:30 pm.

6) Superintendent Goals – 2025

Concluding my evaluation in December, the Board established a new set of goals for 2025. Like last year, I plan to create a shared Google folder and document that will contain the goals, and the ongoing updates/progress related to the goals. The goals and priorities are well aligned with our strategic plan and district needs. I am looking forward to collaborating with you all to make progress on these areas during 2025.

7) Other

Please let me know if you have any questions or needs. Thank you!

AINSWORTH COMMUNITY SCHOOLS
BOARD OF EDUCATION
2025 ADMINISTRATIVE COMMITTEES

The various standing committees of the Board of Education are intended to provide assistance and input on an as-needed basis to the school's administrators, especially to the Superintendent. The committee's, appointed each January, can serve for the calendar year. The President of the Board of Education makes committee appointments.

Curriculum, Americanism & Multicultural Committee: Nebraska Revised Statutes 79-724: Every Board shall appoint a committee of three as the Americanism Committee. Americanism shall approve American History & Government textbooks. Curriculum shall review curriculum proposals, textbooks upon request, course and graduation requirements.

1. Frank Beel
2. Brad Wilkins
3. Crystal Dailey

Transportation, Building & Grounds: To assist with issues concerning vehicles, routes, repairs, purchase, usage, and referred matters regarding building maintenance, repair, use, replacement and/or related personnel issues.

1. Jessica Pozehl
2. Bryan Doke
3. Jake Graff

Activities/Athletics: To assist with referred matters regarding related programs, schedules and events.

1. Frank Beel
2. Bryan Doke
3. Jake Graff

Budget/Finance: To review budget planning, preparation and expenditure.

1. Frank Beel
2. Jessica Pozehl
3. Crystal Dailey

Negotiations/Personnel: To negotiate Master Contract terms with Ainsworth Education Association. To assist with matters related to district personnel, which may include hiring/selection, grievances/ complaints referred by the Board, working conditions and other matters.

1. Brad Wilkins
2. Jessica Pozehl
3. Bryan Doke

Policy: To work with Superintendent to make systematic review of Board Policies. Establish monthly meeting time. Provide recommendation for policy review/update procedure and schedule. 2 members, minimum.

1. Brad Wilkins
2. Crystal Dailey
3. Bryan Doke

NCDC/Chamber: To represent the District on Board of North Central Development Corp. A 2-year term. To maintain communications and foster public relations with C. of C.

- NCDC: Jessica Pozehl

Government Relations Network Representative: To receive information by email from NASB on important legislative information and when necessary share and receive input from Board.

1. Brad Wilkins

Community Relations: To nurture and promote communications with the general public, patrons of the school district and/or other governmental and educational agencies, the school district should develop positive working relationships with.

A responsibility and commitment of the Board of Education/Superintendent team.

Superintendent Goals

2024

NASB Proposed Superintendent Goals

NASB has identified one superintendent goal for the district to consider based upon the standard Educational Leadership. We recommend that the district utilizes the other identified areas of improvement from the evaluation to develop additional superintendent goals going forward.

Superintendent Goal 1: The Superintendent provides educational leadership ensuring resources align and support best practice for instructional standards, as well as implementation of current and/or applicable curriculum and assessments to support student success.

- a. Advocates and ensures the engagement of parents and families in the education of their students.
- b. Ensures curriculum is implemented with fidelity and aligned to instructional standards.
- c. Ensures the district-adopted instructional framework is implemented consistently.

TOP (3) PRIORITY AREAS OF GROWTH: to be addressed through superintendent goals.

1. Educational Leadership
2. Organizational & Cultural Leadership
3. Community Relations

1. Educational Leadership
 - A. Lead District into next phase of Strategic Planning
 - B. Review and update evaluation framework for Administrators and Teachers
 - C. Align Committee work to address strategic objectives
2. Organizational and Cultural Leadership
 - A. Review and update Administrative Regulations
 - B. Report Substitute and Staff Attendance
3. Community Relations
 - A. Explore ways to more effectively market and promote ACS

AINSWORTH COMMUNITY SCHOOLS
NEGOTIATED AGREEMENT
2025-2026 & 2026-2027 SCHOOL YEARS

1. Negotiations Procedures

- The two parties to this agreement believe the following basic procedures are necessary for good faith bargaining to occur.
- Each party will name a negotiations team and indicate a spokesperson, such information to be given to the other party prior to the first session.
- Either party may request bargaining be opened by contacting the President or spokesperson of the other party.
- Meeting dates and times will be scheduled by mutual consent of the two parties.
- Initial proposals will be given in writing.
- Facts, opinions, proposals, and counter-proposals will be freely discussed on good faith during the meetings.
- All participants shall treat each other professionally and respectfully during discussions and shall give due consideration to all proposals.
- The superintendent of schools shall take minutes of each meeting. Both parties will approve the minutes at the end of each meeting and minutes will be shared with negotiating staff and board members.
- Either party shall be able to call for a caucus when the need arises.
- All negotiation sessions shall be considered to be executive sessions and shall be closed to the press and public.
- Final agreements shall be reduced to writing and signed by both parties.
- The computation of salaries shall be based on the most current staff information.
- These negotiation procedures are in effect for negotiations conducted for the 2025-2026 and 2026-2027 school years.

2. Recognition

The Nebraska Commission of Industrial Relations (CIR) certified and filed on February 8, 2016, the Ainsworth Education Association (AEA) as the exclusive collective bargaining agent for the following bargaining unit.

The positions of teacher, preschool teacher, activities director, guidance counselor, and librarian/media specialist, performing their duties in Ainsworth, Nebraska. Attachment #3

3. Negotiations Teams

- A. Jessica Pozehl, Bryan Doke, and Brad Wilkins represented the Ainsworth Board of Education, District #10.
- B. Pam Barrow, Wade Alberts, and Jake Nelson represented the Ainsworth Education Association.

4. Negotiations Sessions

- A. The representatives met in formal negotiations on October 24, 2024, November 26, 2024, December 17, 2024, and January 3, 2025.

5. Terms of Employment

A. Teacher's Contract

A contract for the employment of a teacher for a public school in the State of Nebraska shall be in writing. (Neb. Rev. Stat. 79-817) (Policy 4530)

B. Annual Employment Period

The Board of Education is required to approve any change in the current number of 185 contract days (ie. Extended contracts).

C. Duration of Agreement

This agreement is entered into by and between the Ainsworth Education Association (AEA) and District #10 Board of Education, Ainsworth Nebraska, for the 2025-2027 school year (185-day contract).

D. Work Time

Four actual "half" days of work time will be incorporated into the annual in-service days schedule. One "half" day before the 1st day of school; 2 "half" days during the 2 days of Parent-Teacher Conferences; and 1 "half" day after the holiday break in January (if scheduled) or alternatively another scheduled in-service day.

6. Negotiated Agreement

A. Salary Schedule – Attachment #1

- (1) Base: \$41,000 (2025-2026) and \$41,500 (2026-2027)
- (2) Index: 4.5x4.5
- (3) Columns: BA+36 Not available for staff hired for 2014-15 and beyond. Staff hired 2013-14 and earlier are permitted to move to the column. Starting September 1, 2015 all staff in column BA+36 are grandfathered in that column as long as employed at ACS.
- (4) Horizontal Movement: all movement permitted
- (5) Vertical Movement: movement permitted where possible with a maximum of one step per year.

B. Activity Pay Schedule – Attachment #2

C. Insurance, Disability

Group long-term disability insurance for all full time teachers shall be provided by the District. The District will provide the full cost of the premium towards a plan providing a 60 calendar-day waiting period through payroll deductions.

D. Sick Leave, Certified Employees

Teachers in the Ainsworth Community Schools will annually receive ten (10) days of sick leave, which is allowed for personal illness or emergency/illness in the immediate family until such leave is accumulated to 50 days. Wages paid to substitute teachers or other temporary employees after sick leave has been used will be deducted from the teacher's or other employee's wages for such duration as deemed advisable by the Board of Education. Substitute teachers shall be paid per day in all departments. All accumulated sick leave will be credited.

The Superintendent shall have the authority to determine whether or not a teacher's absence is excusable.

The Board agrees to add to AR 4510 to allow the use of 2 sick days per year for funerals not covered under other policies.

E. Sick Leave Bank
(Terminated on August 31, 2016)

F. Sick Leave Payment

When a certified staff member leaves the district after at least 10 full years of certified service, the staff member will receive a payment of \$50 for each unused sick leave day at the end of their contract, up to a maximum of 50 days.

G. Personal Leave

Four teaching days of personal leave without loss of pay will be granted, providing that substitutes are available, for the contracted school year. Teachers shall provide timely notice of the leave to the building Principal. In the event a Teacher uses all 4 personal days, the teacher may trade 2 sick days for an additional personal day for up to 2 additional personal days. Additional personal days without pay may be requested. The Superintendent will make the final decision regarding requests for additional personal days without pay.

Teachers agree to not use personal days during finals weeks. Extenuating circumstances may be approved by the administration.

At the end of each school year, if there is unused personal leave, \$150 will be paid to the full-time teacher for each full day of unused personal leave or \$75.00 for each full ½ day of unused personal leave. For the purpose of this agreement, one day for part-time teachers will be counted as whatever their actual teaching day includes. Part time teachers will be allowed this rate multiplied by their FTE for each unused personal day.

H. Insurance, Hospitalization

The District will provide payment (for 2025-2026) of up to \$824.07/month premium for employee, \$1,497.58/month premium for employee and children, \$1,695.60/month premium for employee and spouse, and up to \$2,265.90/month premium for employee, spouse and children for those who qualify. If a married couple are both employed by the district, the district will pay the additional premium for the dental care for the spouse since dental coverage on the normal family policy is only extended to the named policyholder. The premium payments are based on rates for a health insurance plan "as good as or better" than BC/BS Blue Preferred (PPO) Dual Choice \$1450 Deductible Plan or \$3,800 Deductible HSA Eligible or corresponding designated plan from Educators Health Alliance. The Ainsworth Education Association reserves the right to designate the group carrier.

For those choosing the HSA plan, starting September 15, 2025, contributions will be paid monthly to the individual's HSA account in the amount of the difference in premiums between the \$1,450 standard deductible plan and the \$3,800 deductible HSA plan.

I. Leave of Absence

Provision will be allowed for staff members to request a leave-of-absence for reasons such as exchange teaching, college teaching, institutes and fellowships, or under certain circumstances for health reasons.

Under this arrangement, the teacher would maintain employee benefits accrued prior to the period covered by the leave of absence but shall receive no compensation or fringe benefits, nor continue to accrue benefits or years of experience on the salary schedule from the school district for the period covered by such leave-of-absence.

All requests for leaves of absence must be submitted in writing at least three (3) months prior to the end of the school term or at least five (5) months prior to the beginning of the leave of absence, whichever date is the later. The statement must set forth the reasons for the request, with benefits which may result for both the school district and the teacher from the leave of absence. Whether or not the leave-of-absence shall be granted and the conditions under which the staff member granted such leave may return to the Ainsworth Community Schools shall be determined by the Board of Education.

Teachers must have at least five (5) years of service in the Ainsworth School District before attaining eligibility for a leave of absence. A leave-of-absence may be granted for up to one (1) year.

J. Compliance Between Individual Contract and Master Agreement:

Any individual contract between the Board and an individual covered by the Master Agreement shall be subject to and consistent with the wages, terms and conditions of this Agreement. Individuals with previous teaching experience shall be given credit, at the time of initial placement on the salary schedule, for such previous years of teaching experience as the District determines appropriate, but may not be given credit for more than their actual years of previous teaching experience. Individual teachers may be contracted to perform an extended number of days' work, but the extended days' compensation shall be based on the certificated teachers annual base salary. Services which do not require a teaching or professional certificate are not subject to this Agreement.

Jessica Pozehl, Chairperson
Negotiations Team
Ainsworth Board of Education

Harold (Jake) Nelson, Chairperson
Negotiations Team
Ainsworth Education Association

Brad Wilkins, President
Ainsworth Board of Education

Heather Lutter, President
Ainsworth Education Association

AINSWORTH COMMUNITY SCHOOLS
2025-2026

4.5 X 4.5

STEP	BA	BA+9	BA+18	BA+27	BA+36 ***	MA	MA+9	MA+18	MA+27
0	1.00 41000	1.045 42845	1.090 44690	1.135 46535	1.180 48380	1.180 48380	1.225 50225	1.270 52070	1.315 53915
1	1.045 42845	1.090 44690	1.135 46535	1.180 48380	1.225 50225	1.225 50225	1.270 52070	1.315 53915	1.360 55760
2	1.09 44690	1.135 46535	1.180 48380	1.225 50225	1.270 52070	1.270 52070	1.315 53915	1.360 55760	1.405 57605
3	1.135 46535	1.180 48380	1.225 50225	1.270 52070	1.315 53915	1.315 53915	1.360 55760	1.405 57605	1.450 59450
4	1.180 48380	1.225 50225	1.270 52070	1.315 53915	1.360 55760	1.360 55760	1.405 57605	1.450 59450	1.495 61295
5	1.225 50225	1.270 52070	1.315 53915	1.360 55760	1.405 57605	1.405 57605	1.450 59450	1.495 61295	1.540 63140
6		1.315 53915	1.360 55760	1.405 57605	1.450 59450	1.450 59450	1.495 61295	1.540 63140	1.585 64985
7			1.405 57605	1.450 59450	1.495 61295	1.495 61295	1.540 63140	1.585 64985	1.630 66830
8				1.495 61295	1.540 63140	1.540 63140	1.585 64985	1.630 66830	1.675 68675
9					1.585 64985	1.585 64985	1.630 66830	1.675 68675	1.720 70520
10					1.630 66830	1.630 66830	1.675 68675	1.720 70520	1.765 72365
11						1.675 68675	1.720 70520	1.765 72365	1.810 74210
12							1.765 72365	1.810 74210	1.855 76055
13								1.855 76055	1.900 77900
14									1.945 79745
15									**

** \$500 Annual Professional Dues Benefit upon exceeding MA+27 (with proof of dues paid)

*** BA+36 Not available for staff hired for 2014-15 and beyond. Staff hired 2013-14 and earlier are permitted to move to the column until August 31, 2015.

Starting September 1, 2015 all staff in column BA+36 are grandfathered in that column as long as employed at ACS.

AINSWORTH COMMUNITY SCHOOLS
2026-2027

4.5 X 4.5

STEP	BA	BA+9	BA+18	BA+27	BA+36 ***	MA	MA+9	MA+18	MA+27
0	1.00 41500	1.045 43368	1.090 45235	1.135 47103	1.180 48970	1.180 48970	1.225 50838	1.270 52705	1.315 54573
1	1.045 43368	1.090 45235	1.135 47103	1.180 48970	1.225 50838	1.225 50838	1.270 52705	1.315 54573	1.360 56440
2	1.09 45235	1.135 47103	1.180 48970	1.225 50838	1.270 52705	1.270 52705	1.315 54573	1.360 56440	1.405 58308
3	1.135 47103	1.180 48970	1.225 50838	1.270 52705	1.315 54573	1.315 54573	1.360 56440	1.405 58308	1.450 60175
4	1.180 48970	1.225 50838	1.270 52705	1.315 54573	1.360 56440	1.360 56440	1.405 58308	1.450 60175	1.495 62043
5	1.225 50838	1.270 52705	1.315 54573	1.360 56440	1.405 58308	1.405 58308	1.450 60175	1.495 62043	1.540 63910
6		1.315 54573	1.360 56440	1.405 58308	1.450 60175	1.450 60175	1.495 62043	1.540 63910	1.585 65778
7			1.405 58308	1.450 60175	1.495 62043	1.495 62043	1.540 63910	1.585 65778	1.630 67645
8				1.495 62043	1.540 63910	1.540 63910	1.585 65778	1.630 67645	1.675 69513
9					1.585 65778	1.585 65778	1.630 67645	1.675 69513	1.720 71380
10					1.630 67645	1.630 67645	1.675 69513	1.720 71380	1.765 73248
11						1.675 69513	1.720 71380	1.765 73248	1.810 75115
12							1.765 73248	1.810 75115	1.855 76983
13								1.855 76983	1.900 78850
14									1.945 80718
15									**

** \$500 Annual Professional Dues Benefit upon exceeding MA+27 (with proof of dues paid)

*** BA+36 Not available for staff hired for 2014-15 and beyond. Staff hired 2013-14 and earlier are permitted to move to the column until August 31, 2015.

Starting September 1, 2015 all staff in column BA+36 are grandfathered in that column as long as employed at ACS.

Activity Pay Schedule

AR-4515

The following is the activity pay schedule for sponsors of activities in Brown County School District No. 10. The percentages indicated represent a percentage of the salary base, bachelor's degree, Step 0. The numbers in parentheses represent the number of sponsors associated with the activity.

1.0%	1.5%	2.0%
6 th Grade (1)	7 th Grade (1)	A Club (1)
	8 th Grade (1)	Nat'l Honor Soc. (1)
	9 th Grade (1)	Spanish Club (1)
		10 th Grade (2)
		Art Club (1)

3.5%	3.5%	2.0%-4.0%
HSS Student Co. (1)	12 th Grade (2)	Asst Mock Trial (1)
MS Student Co. (1)	Concession Mgr. (1)	Academic Team (1)
NHD (1)		MS Quiz Bowl (1)
*All School Play Asst (1)		Asst One Acts (1)
*Musical Asst (1)		
*Alt. Years		
SummerBand (1)		

4.5%	5.5%-7.5%	5.0%
All School Play/The Sp (1)	Jr Hi FB (2)	Asst FFA (1)
	Jr Hi VB (2)	FCCLA (1)
	Jr Hi Boys BB (2)	FBLA (1)
	Jr Hi Girls BB (2)	11 th Grade (2)
	Jr Hi Wrestling (1)	
	Jr Hi Track (3)	
	Jr Hi CC (1)	
	Jr. Hi Golf (1)	

5.0%-7.0%	5.5%	5.5%-7.5%
Asst Golf (2)	Media Coord (1)	Asst Speech (2)
Mock Trial (1)	Annual (1)	
One Acts (1)		

7.0%	7.0%-9.0%	8.0%
Vocal (1)	Asst FB (3)	DI (1)
	Asst VB (2)	Pom Squad (1)
	Asst Track (4)	MSAD (1)
	Asst Cross Country (1)	

	9.0%-11.0%	
	Asst Boys BB	(2)
	Asst Girls BB	(2)
	Asst Wrestling	(2)

9.0%	9.5%-11.5%	10.0%
FFA (1)	Head Golf (2)	Cheer (1)
Band (1)	Speech (1)	

11.5%	12.5%-16.5%	15.5%
	Head Cross Country (1)	Activities Coord (1)
	Head FB (1)	
	Head VB (1)	
	Head Track (1)	
	14.5%-18.5%	
	Head Girls BB (1)	
	Head Boys BB (1)	
	Head Wrestling (1)	

Weight Coaches - \$7.50 per 1 hour session		

*Duties may be split among more than the number of people listed per activity but no more than the total of that percent will be paid.

*For duties with range of pay, increments will be .25% per year until maximum is reached.

*All School Play Asst. and Musical Asst. could be 2 different people but will Alternate the pay every other year.

For positions that have a sliding pay scale, all certified coaches/sponsors new to the district will be placed at the starting percentage. Current ACS coaches/sponsors in variable rate positions will be given 0.25% credit for each year of service at ACS for the level they are coaching at for each activity. If a coach/sponsor moves to a higher level coaching they will be placed at the starting percentage of that level. If a coach/sponsor moves to a lower level position, their years of experience will be counted and they will be placed accordingly on the pay level of that activity.

AR-4515, Con't.

GBAB

Activity Pay Schedule

AR-4515

The following is the activity pay schedule for sponsors of activities in Brown County School District No. 10. The percentages indicated represent a percentage of the salary base, bachelor's degree, Step 0. The numbers in parentheses represent the number of sponsors associated with the activity.

1.0%		1.5%		2.0%	
6 th Grade	(1)	7 th Grade	(1)	A Club	(1)
		8 th Grade	(1)	Nat'l Honor Soc.	(1)
		9 th Grade	(1)	Spanish Club	(1)
				10 th Grade	(2)
				Art Club	(1)

3.5%		3.5%		2.0%-4.0%	
HSS Student Co.	(1)	12 th Grade	(2)	Asst Mock Trial	(1)
MS Student Co.	(1)	Concession Mgr.	(1)	MS Quiz Bowl	(1)
NHD	(1)			Asst One Acts	(1)
*All School Play Asst	(1)				
*Musical Asst	(1)			2.75%-4.75%	
*Alt. Years				Academic Team	(1)
SummerBand	(1)				

4.5%		5.5%-7.5%		5.0%	
All School Play/The Sp	(1)	Jr Hi FB	(2)	Asst FFA	(1)
		Jr Hi VB	(2)	FCCLA	(1)
		Jr Hi Boys BB	(2)	FBLA	(1)
		Jr Hi Girls BB	(2)	11 th Grade	(2)
		Jr Hi Wrestling	(1)		
		Jr Hi Track	(3)		
		Jr Hi CC	(1)		
		Jr. Hi Golf	(1)		

5.0%-7.0%		5.5%		5.5%-7.5%	
Asst Golf	(2)	Media Coord	(1)	Asst Speech	(2)
Mock Trial	(1)	Annual	(1)		
One Acts	(1)				

7.0%		7.0%-9.0%		8.0%	
Vocal	(1)	Asst FB	(3)	DI	(1)
		Asst VB	(2)	Pom Squad	(1)
		Asst Track	(4)	MSAD	(1)
		Asst Cross Country	(1)		

9.0%-11.0%		
	Asst Boys BB	(2)
	Asst Girls BB	(2)
	Asst Wrestling	(2)

9.0%	9.5%-11.5%	10.0%
FFA (1)	Head Golf (2)	Cheer (1)
Band (1)	Speech (1)	

11.5%	12.5%-16.5%	15.5%
	Head Cross Country (1)	Activities Coord (1)
	Head FB (1)	
	Head VB (1)	
	Head Track (1)	
	14.5%-18.5%	
	Head Girls BB (1)	
	Head Boys BB (1)	
	Head Wrestling (1)	

Weight Coaches - \$7.50 per 1 hour session		

*Duties may be split among more than the number of people listed per activity but no more than the total of that percent will be paid.

*For duties with range of pay, increments will be .25% per year until maximum is reached.

*All School Play Asst. and Musical Asst. could be 2 different people but will Alternate the pay every other year.

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