

Committee Board Meeting
Bloomfield Community Schools - Board of Education
Monday, December 1, 2025/6:30 PM

High School, Room 14, 311 E. Benton Street, Bloomfield, NE 68718

The purpose of this meeting is to conduct the business of the district. Action Items are included in the work of the board.

1. **Opening the Meeting**
 - 1.a. Call to Order: (Policy 9320)
 - 1.b. Board Member Roll Call: (Policy 9141)
 - 1.c. Nebraska Open Meetings Law: (Neb. Rev. Stat. §§ 84-1407 through 84-1414 (2014, Cum. Supp. 2022))
 - 1.d. Publication of Meeting: (Policy 8342)
 - 1.e. District Mission Statement:
 - 1.f. Pledge of Allegiance:
2. **Action Items** (Policy 9320)
 - 2.a. Resignations/New Hires - Certified
3. **Informational/Discussion Items** (Policy 9320)
 - 3.a. Conferences & Learning Opportunities —
 - 3.a.i. State Education Conference — Feedback & Information
 - 3.a.ii. Legislative Conference - January 25-26, 2026
 - 3.a.iii. NASB President's Retreat — February 16, 2026, Kearney
 - 3.b. Negotiations Committee - Update
 - 3.c. Standing District Topics
 - 3.c.i. Strategic Planning/BOE Action Plan
 - 3.c.ii. Legislative
 - 3.c.iii. Continuous School Improvement - Update
 - 3.c.iv. Curriculum & Instruction
 - 3.c.iv.1. Review District AQuESTT Classification
 - 3.d. Resignations/New Hires - Non-Certified
 - 3.e. Administrative & Leadership Team Reports
 - 3.e.i. Superintendent
 - 3.e.ii. Additional Administrative & Leadership Reports: HS & Elem Principals, SPED Director, Guidance Counselor, Technology Director, Athletic & Activities Director, Buildings & Grounds Director, Transportation Director
4. Policy/Board Learning
5. **Public Comment** (Policy 8346) The purpose of the public comment period is for members of the public to inform the governing body of their views.
6. **Closed Session** (Policy 9370b) — Superintendent Evaluation Feedback Work Time
7. **Adjournment**

Bloomfield Community Schools

BUILDING
EXCELLENCE
ENCOURAGING
SUCCESS

Honesty - Community - Relationships



NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



Leadership

Innovation

Vision

Engagement

#liveNASB

2,000,000 Nebraskans

329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

IN THIS MONTH'S EDITION OF BOARD NOTES

This Month In ...

Training, Networking, Engagement & Upcoming Events

2025 State Conference: You Did It Again!

Jim Vlach: School Board Member of the Year

EHA Sets 2026-27 School Year Rates

ALICAP Recognizes its Annual Award Winners

At The Board Table

DC - LIC - SBM Week - Retreats - Finance

Your 2025 NASB Affiliates

Your NASB Board of Directors & Staff

2025-26 Teacher Recruitment and Retention Act Grant

... And Much More!

Page 2

Page 3

Pages 4 & 15

Page 5

Page 5

Page 6

Page 7

Page 8

Pages 10-11

Page 13

Page 14

Snapshots



THIS MONTH IN ...

Leadership

Innovation

Vision

Engagement



2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260

<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 ... We are just over a month away from the 2026 Legislative Session. Last week the NASB Legislation Committee met and discussed a number of hot topics we anticipate in the coming year that could, in some way be part of the 2026 education agenda. Some have already been introduced, some are new. Some will be debated beyond a committee hearing, others will not. Some will be discussed on their own merits, others could be included as part of a package. Those include: ACT, Caps, Literacy, Option Enrollment, Petitions, Release Time, "Spaces", State Budget, Student Discipline, Superintendent Pay, Teacher Benefits/FMLA, Ten Commandments, and Truancy. Learn about all of this and more at the Legislative Issues Conference, January 25-26 in Lincoln! Call Colby & Matt any time!

ALICAP ... Thank you to all ALICAP members who attended the ALICAP Annual Membership Meeting during the State Education Conference, last week. ALICAP is celebrating its 35th Anniversary of pooling for Nebraska Schools. Many thanks to the 226 schools/ESUs participating in ALICAP! Let's make this 35th year a happy and safe one!!!

BOARD LEADERSHIP ... Check out "At the Board Table" on Page 7 to learn about all things Board Leadership!

EDUCATION LEADERSHIP SEARCH SERVICE ... Does your district or ESU have a leadership vacancy coming up? Do you have questions on the search process? Are you an applicant considering applying for a position? We can help you with these questions and more. Visit the site for more information on openings – deadlines approaching soon! Contact Shari for all things Search! <https://members.nasbonline.org/ells>

ENERGY PURCHASING ... Natural gas continues to trade at fairly low prices going into the colder months and our natural gas purchasing consortiums have had considerable supplies priced for our schools. Winter in Nebraska can be unpredictable, but our NJUMP and CJUMP programs will be there to assist your district with keeping natural gas costs down if we see long periods of cold temperatures.

GALLUP STRENGTHS ... Our featured Gallup theme this month is **Relator**. Relators build trust through depth. They prefer strong, authentic relationships and invest time in getting to know others beyond surface-level interactions. They cultivate loyal and psychological safety within teams, opening the door to honest and real collaboration. Relators help transform workgroups into true partnerships. Schedule a Gallup retreat for your board or leadership team with Shari.

MEMBER ENGAGEMENT ... So great seeing all of you at the 2025 State Education Conference. Now our attention on is the December New Board Member Workshop in Kearney, and a number of great learning and networking opportunities in 2026!

TECHNOLOGY ... It was great seeing so many of you in Omaha last week! As you start to settle and certify your negotiated agreements, please remember to load them into the Contract Settlement Form or send them to Darion. Wishing you all a very Happy Thanksgiving. Contact Darion or Nicole today!



TRAINING, NETWORKING, ENGAGEMENT & EVENTS

Leadership

Innovation

Vision

Engagement

#liveNASB

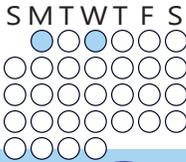
JOIN US!



Events 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

<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.

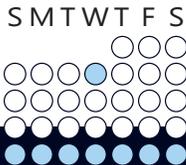


DECEMBER
2025

Governor's School Finance Commission Report Due - Monday, December 1

NEXT WEEK!

New Board Member Workshop - Wednesday, December 3 - Kearney

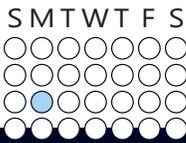


JANUARY
2026

1st Day of the 2026 Legislative Session - Wednesday, January 7, 2026

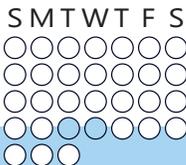
Legislative Issues Conference - January 25-26, 2026 - Lincoln

School Board Member Week in Nebraska - January 25-31, 2026



FEBRUARY
2026

President's Retreat - Monday, February 16 - Kearney



MARCH
2026

NAEP State Convention - March 24-25 - Kearney

Budget & Finance Workshops - Seward, West Point, Ogallala & Kearney (Starting March 10)



APRIL TO JUNE
2026

NSBA National Conference - April 10-12 - San Antonio, TX

Final Day of the 2026 Legislative Session - Friday, April 17

2026 NASB Federal Advocacy Fly-In - April 26-29 - Washington, DC

School Law Seminar/NASB Member Golf Outing - June 10-11 - Kearney

2025 STATE CONFERENCE: YOU DID IT AGAIN!

Leadership

Innovation

Vision

Engagement

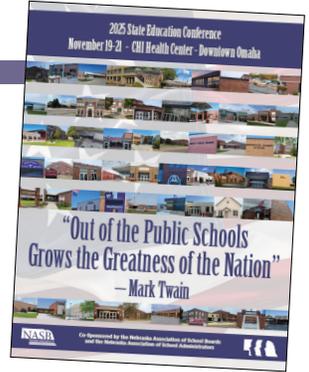
#liveNASB

SEE PAGE 15!



2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

<https://members.nasbonline.org/events/state-education-conference>



THANK YOU!

Another incredible week in Omaha with 1,100 of our closest friends, learning, networking, engaging and working together! This event does not happen without YOU! See even MORE photos on Page 15. Takeaways from this year's Conference include:

- Two engaging Pre-Conference sessions on "Your Department of Education: Unwrapped" and "Utilizing Effective Superintendent Evaluation and Board Self-Assessment to Support Student Success"
- 58 breakout sessions on a wide variety of topics
- The "Bow Tie Boys" & Westside Varsity Dance Team kicked things off Thursday morning
- James Lawrence showed us how to Redefine Impossible
- We thrived as a team with Dr. Jermaine Davis
- We navigated the Invisible Threads of Privacy in the World of AI with Joe Toscano
- Students from districts across the state participated in the Student Voices breakout and in Friday's Classroom Showcase and Art exhibits
- The annual NASB Delegate Assembly set the legislative and leadership initiatives for the Association and its members for 2026
- Jim Vlach of Lyons-Decatur Northeast was honored as this year's Ann Mactier School Board Member of the Year
- John Schwartz of Millard was recognized as this year's Superintendent of the Year



Thank you to everyone who took the time to attend, present, serve, exhibit, and network. We always look forward to seeing you throughout the year and each November. Mark your calendars now for the 2026 State Education Conference. November 18-20, 2026, back at the CHI Health Center Omaha!



"Out of the Public Schools Grows the Greatness of the Nation"

JIM VLACH: SCHOOL BOARD MEMBER OF THE YEAR

Leadership

Innovation

Vision

Engagement

#liveNASB



2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

<https://members.nasbonline.org/board-leadership/ann-mactier-school-board-member-of-the-year-award> 

Last Friday we gathered to celebrate leadership, innovation, vision, and engagement. It was the honor of State Board of Education member Deb Neary, to share with us the achievements of this year's 2025 Ann Mactier School Board Member of the Year, Jim Vlach of Lyons-Decatur Northeast!

For more than 50 years, Jim has been a tireless champion of public education in our state. His dedication began in the classroom, where he spent 33 years shaping the minds of students as a teacher. His commitment didn't stop there; after retiring from education, he ran and was elected for the local board of education where he has been a valuable member for the past 19 years.

Jim brings more than experience - he brings heart, wisdom, and an unwavering belief in the power of education. He cares deeply about instruction, curriculum, and the well-being of our staff and students. He is not afraid to ask the hard questions or to challenge ideas, because he understands that real progress comes from listening to every voice at the table.

He believes, deeply, that education is the key to opportunity - an essential pathway for young people to grow into thoughtful, responsible, and engaged citizens.

Jim is a servant leader. Always giving, always helping, always looking for ways to make a positive impact. His passion for education, his commitment to excellence, and his lifelong service are an inspiration to all.

Congratulations Jim!



EHA SETS 2026-27 SCHOOL YEAR RATES

Overall premium increase of 7.25% continues single-digit streak

There will be an overall increase of 7.25% in premiums next year for the medical and dental insurance plans used by nearly every Nebraska school district, following action by the Educators Health Alliance (EHA) Board of Directors. The EHA is a consortium of three statewide public school groups that manages the plan. "While our medical claims have increased in the most recent months, we are comfortable approving a rate increase below some of the industry surveys we have seen," said Trish Guinan, EHA board chair and NSEA executive director. "We've been able to maintain our streak of more than 20 years without a double-digit increase in rates." Read the full release now at:

<https://www.ehapan.org/sites/default/files/eha-2026-27-insurance-rate-news-release-final.pdf>



ALICAP RECOGNIZES ITS ANNUAL AWARD WINNERS

Leadership

Innovation

Vision

Engagement

#liveNASB



2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

<https://alicap.org/>

ALICAP

224 NEBRASKA SCHOOLS AND ESUs

.94 AVERAGE WORK COMP EXPERIENCE MODIFIER

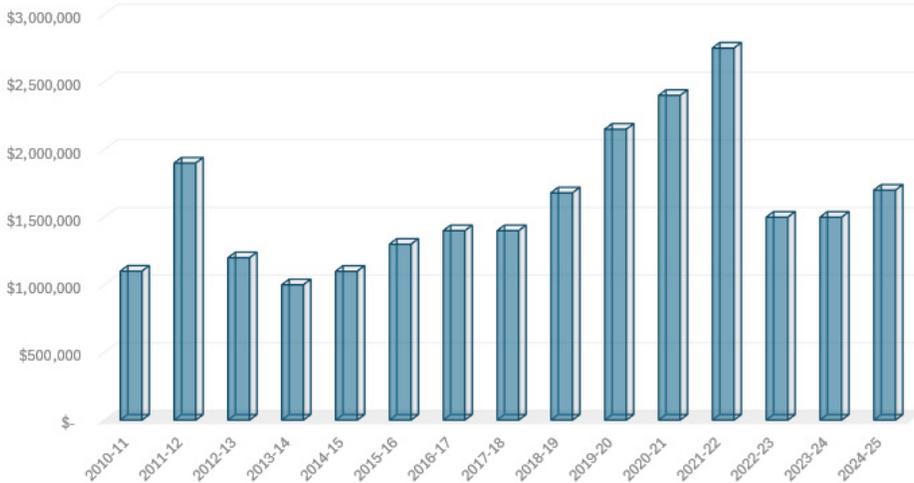
6 LOSS CONTROL CONSULTANTS

OVER 145,000 SAFETY TRAININGS COMPLETED

\$1.7 MILLION DOLLAR DIVIDEND RETURNED

35,711 EMPLOYEES COVERED

\$33 MILLION GIVEN BACK IN DIVIDENDS SINCE 1990



2024-2025 RECOGNITION PROGRAM AWARD WINNERS

LOSS RATIO AWARD WINNER
ESU 10
 ESU 10

EXPERIENCE MODIFIER AWARD WINNER
DC WEST COMMUNITY SCHOOLS

SAFESCHOOLS AWARD WINNER
ROCK COUNTY PUBLIC SCHOOLS

ALICAP WOULD LIKE TO CONGRATULATE THESE MEMBERS ON EARNING THIS YEAR'S SAFETY AWARDS. A STRONG SAFETY PROGRAM BEGINS WITH A SUPPORTIVE LEADERSHIP TEAM AND IS ACTED OUT BY EVERY STAFF MEMBER, EVERY DAY. KEEP UP THE GOOD WORK!

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



AT THE BOARD TABLE

Leadership

Innovation

Vision

Engagement

#liveNASB



2,000,000 Nebraskans

329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA



YOUR NASB BOARD LEADERSHIP UPDATE

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



2025

For more information about **NASB Board Leadership Services**, including: Board Retreats, Strategic Planning, Community Engagement and Alignment, Online Survey Services/Superintendent Evaluation, Board Self-Assessment, Board Resources, or Board Governance publications, please contact:

Marcia Herring - Katie Corfield - Caden Frank - Stacie Higgins - Ben Anderjaska
Stephanie Summers - Avary Pansing-Brooks - Becky Erdkamp

DECEMBER BOARD MEETING AGENDA ITEMS

Board Presidents and Superintendents: Please check your inbox for the [sample] **December Board Meeting Agenda** that was emailed to you on Wednesday, November 14, 2025, from shiggins@NASBonline.org. This agenda is aligned with the NASB Annual Board Calendar. If you have any questions or would like the email resent, please contact Stacie at 402-209-1608.

DID YOU KNOW?

What: **2025 New Board Member Workshop**

When: **Wednesday, December 3, 2025 - 5:00 to 9:00 PM**

Where: **Holiday Inn Kearney**

If you are a **New Board Member, recently appointed, experienced or the Superintendent** you are invited to join us for a review of the role and responsibilities of the board.

We will highlight board governance and superintendent leadership. Gain practical insights on board effectiveness and support of student success.

The agenda:

4:30 PM - Registration

5:00 PM - Session I – Board-Superintendent Roles and Responsibilities

6:30 PM - Dinner

7:00 PM - Session II – Board Meeting Protocols and Procedures

9:00 PM - Adjourn/Evaluation

Awards of Achievement Points Earned: 15 points

On site registrations welcome!

NEW BOARD MEMBER WORKSHOP

Leadership Innovation Vision Engagement #liveNASB



2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

JOIN US! WEDNESDAY, DECEMBER 3 ... HOLIDAY INN KEARNEY

CALL TO ORDER:
WELCOME TO THE BOARD TABLE

Be a driver for student success by strengthening your understanding of board governance and superintendent leadership! Content is designed for first-term board members and superintendents, but individuals of all experience levels will benefit.

www.NASBonline.org



DC - LIC - SBM WEEK - RETREATS - FINANCE



Leadership

Innovation

Vision

Engagement

#liveNASB



Members

329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs



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



Federal Advocacy Fly-In

April 26-29, 2026 (Sunday to Wednesday) - Washington, DC - LOOK FOR REGISTRATION TO OPEN IN EARLY DECEMBER!

Join us for our fourth annual Fly-In. Tours, briefings, meeting with our Federal Delegation and more. Spend the week with peers from across Nebraska advocating for all things public education.

Legislative Issues Conference

January 25-26, 2026 (Sunday & Monday) - Lincoln

Weeks into each year's Legislative Session, key committee chairs, Senators, the Governor, and education leaders are invited to share their respective views throughout the morning. Get a firsthand look at all the bills introduced that will have an impact on public education in Nebraska during each year's legislative session. Close the conference as the majority of senators join us for lunch to network and discuss key items from that morning. This year's agenda includes:

- Threading a Moving Needle - Members of the Governor's School Finance Reform Committee
- Speaker Arch, Senators von Gillern, Bosn, Hughes, and Lonowski
- Everything You Wanted to Know About the Legislature but Never Wanted to Ask



School Board Member Week in Nebraska

January 25-31, 2026 (Sunday through Saturday)

THANK YOU SCHOOL BOARDS! The week of January 25, 2026 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.



President's Retreat

February 16, 2026 (Monday) - 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. This retreat is geared for Board Presidents, Vice Presidents, Aspiring Presidents, Superintendents and/or ESU Administrators.



Budget & Finance Workshops

March 10 - Seward ... March 24 - West Point ... April 7 - Ogallala ... April 8 - Kearney*

Both new and veteran school board members must have a fundamental understanding of school finance. Superintendents, business managers, and bookkeepers are required to have a deep and comprehensive understanding of finance because taxpayers and citizens are asking districts to provide more detailed information about their finances. This workshop features all aspects of school district finance. (*Amplified Finance Workshop)



Nebraska Reception at the NSBA Conference

April 11 (Saturday) - San Antonio, TX

Join NASB and fellow attendees from Nebraska in San Antonio for the Nebraska Reception, Saturday afternoon, during the NSBA National Conference. For more information or to RSVP email Sharon. Conference attendees and their guests are welcome to attend. Sponsored by D.A. Davidson & Co.





WHERE PLAY BEGINS. AND IMAGINATION NEVER ENDS.

Complete Playground Solutions for Every Space — Designed, Delivered, and Installed by Experts.

Playground Structures
Freestanding Elements
Inclusive Elements
Playground Screenings
Sports Equipment
Surfacing & VersaCourt
Site Amenities
Fitness Equipment
Swings
Dog Parks
Shelters & Shades
Sun Shades
Temporary Fencing

At The American Playground Company, we believe outdoor spaces should do more than entertain — they should inspire, connect, and grow. Whether you're revitalizing a community park or planning a brand-new play area, our team delivers safe, beautiful, and long-lasting playgrounds tailored to your vision.



Consultation



Installation



Safety



S.MELOCCARO@THEAMERICANPLAYGROUND.COM
THEAMERICANPLAYGROUND.COM | (531) 867-3665

YOUR 2025 NASB AFFILIATES

Leadership

Innovation

Vision

Engagement

#liveNASB



2,000,000 Nebraskans

329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA



Paul Grieger
Managing Director,
Public Finance
402-392-7986
pgrieger@dadco.com



Cody Wickham
Senior Vice President,
Public Finance
402-392-7989
cwickham@dadco.com



Andy Forney
Senior Vice President,
Public Finance
402-392-7988
aforney@dadco.com

Building a Better Future with Nebraska's Public Finance Partner

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

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

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



D | A | DAVIDSON

450 Regency Parkway, Suite 400 | Omaha, NE 68114
dadavidson.com | D.A. Davidson & Co. member FINRA and SIPC

<https://members.nasbonline.org/about-us/affiliate-members>



2025 Platinum Level Affiliates - American Fidelity - BCDM Architects - Boyd Jones Construction - BVH Architecture
Carlson West Povondra Architects - Clark & Enersen - CMBA Architects - D.A. Davidson - Enviser - Facility Advocates - Hamilton
Hausmann Construction - Nebraska Liquid Asset Fund - Northland, a First National Nebraska Company - Piper Sandler
Public Risk Management - Sampson Construction - Sparq Data Solutions - Third Rail Content

2025 Gold Level Affiliates - 914 Coatings - ABcreative, Inc. - BD Construction - Blue Cross Blue Shield of Nebraska
Cornhusker International - Darland - DLR Group - JEO Consulting Group, Inc. - Johnson Controls Inc. - Lunchtime Solutions
MCL Construction - Navitas - Omaha Public Schools Foundation

2025 Silver Level Affiliates - Amergis Staffing - Creative Sites - OneSource The Background Check Company - TeamMates Mentoring

2025 Bronze Level Affiliates - Alley Poyner Macchietto Architecture - Ameritas Investment Company - Community Building Solutions
Cunningham Recreation - Demco - Fisher Tracks, Inc. - Mueller Robak, LLC - National Insurance Services - Nebraska Safety Center
Opaa! Food Management of Nebraska - Watts and Hershberger, P.C.

YOUR 2025 NASB AFFILIATES

Leadership

Innovation

Vision

Engagement

#liveNASB



2,000,000 Nebraskans

329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

YOUR 2025 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit:

<https://members.nasbonline.org/about-us/affiliate-members>



YOUR 2025 GOLD AFFILIATES

YOUR 2025 NASB AFFILIATES

Leadership

Innovation

Vision

Engagement

#liveNASB

View the full, detailed listings with contact info at:

<https://members.nasbonline.org/about-us/affiliate-members>



ACCOUNTING

Watts and Hershberger, P.C.

ARCHITECTS

Alley Poyner Macchietto Architecture

BCDM Architects
PLATINUM LEVEL AFFILIATE



BVH Architecture
PLATINUM LEVEL AFFILIATE



Carlson West Povondra Architects
PLATINUM LEVEL AFFILIATE



Clark & Enersen
PLATINUM LEVEL AFFILIATE



CMBA Architects
PLATINUM LEVEL AFFILIATE



DLR Group
GOLD LEVEL AFFILIATE

BUILDING CONTROLS AND BUILDING SERVICES

Navitas
GOLD LEVEL AFFILIATE

CONSTRUCTION SERVICES

914 Coatings
GOLD LEVEL AFFILIATE

BD Construction
GOLD LEVEL AFFILIATE

Boyd Jones
PLATINUM LEVEL AFFILIATE



Darland
GOLD LEVEL AFFILIATE

Hausmann Construction
PLATINUM LEVEL AFFILIATE



JEO Consulting Group, Inc.
GOLD LEVEL AFFILIATE

MCL Construction
GOLD LEVEL AFFILIATE

Sampson Construction
PLATINUM LEVEL AFFILIATE



ENERGY SERVICES

Community Building Solutions

Facility Advocates
PLATINUM LEVEL AFFILIATE



Johnson Controls, Inc.
GOLD LEVEL AFFILIATE

EQUIPMENT AND FURNITURE

ABcreative, Inc.
GOLD LEVEL AFFILIATE

Demco

FINANCIAL SERVICES

Ameritas Investment Company

D.A. Davidson & CO.
PLATINUM LEVEL AFFILIATE



Nebraska Liquid Asset Fund
PLATINUM LEVEL AFFILIATE



Northland
PLATINUM LEVEL AFFILIATE



Piper Sandler
PLATINUM LEVEL AFFILIATE



FOOD SERVICE

Lunchtime Solutions
GOLD LEVEL AFFILIATE

Opa! Food Management

FUNDRAISING

Omaha Public Schools Foundation
GOLD LEVEL AFFILIATE

INSURANCE SERVICES

American Fidelity
PLATINUM LEVEL AFFILIATE



Blue Cross Blue Shield of Nebraska
GOLD LEVEL AFFILIATE

National Insurance Services

Public Risk Management/ALICAP
PLATINUM LEVEL AFFILIATE



LEGAL SERVICES

Mueller Robak, LLC

PLAYGROUND/SCOREBOARDS/SURFACING

Creative Sites, LLC
SILVER LEVEL AFFILIATE

Cunningham Recreation/GameTime

Fisher Tracks, Inc.

SAFETY & SECURITY

OneSource - The Background Check Company
SILVER LEVEL AFFILIATE

STUDENT SERVICES

Amergis Educational Staffing
SILVER LEVEL AFFILIATE

TeamMates Mentoring Program
SILVER LEVEL AFFILIATE

TECHNOLOGY/SOFTWARE

Enviser
PLATINUM LEVEL AFFILIATE



Hamilton
PLATINUM LEVEL AFFILIATE



Sparq Data Solutions
PLATINUM LEVEL AFFILIATE



TRANSPORTATION PRODUCTS

Cornhusker International
GOLD LEVEL AFFILIATE

Nebraska Safety Center

VIDEO CREATION & PRODUCTION

Third Rail Content, Inc.
PLATINUM LEVEL AFFILIATE



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

YOUR NASB BOARD OF DIRECTORS & STAFF

Leadership

Innovation

Vision

Engagement

#liveNASB

<https://members.nasbonline.org/board-of-directors>



Region 1 - Neal Kanel
HTRS



Region 2 - Brenda Sherman
ESU 3



Region 3 - Kyle Fisher
Springfield Platteview



Region 4 - Elizabeth Kumru
Ralston



Region 5 - Shavonna Holman
Omaha



Region 6 - Ricky Smith
Omaha



Region 7 - Nancy Kratky
Omaha



Region 8 - John Goodwin
Lincoln



Region 9 - Mara Krivohlavek
Lincoln



Region 10 - Ed Swotek
Malcolm
NASB Vice President



Region 11 - Jim Vlach
Lyons-Decatur Northeast



Region 12 - Lisa Wagner
Central City



Region 13 - Marilyn Bohn
ESU 10



Region 14 - Steve Koch
Hershey



Region 15 - Allison Sandman
Wauneta-Palisade



Region 16 - Suzanne Sapp
Ashland-Greenwood
NASB Secretary



Region 17 - Michelle Reikofski
Osmond



Region 18 - Susan Ernest
Leyton



Region 19 - Stacy Jolley
Millard
NASB President



At-Large - Lisa Albers
Grand Island



At-Large - Steve Blocher
West Point
NASB Treasurer



At-Large - Patti Gubbels
Norfolk



At-Large - Laurie Kohmetscher
Sandy Creek

YOUR NASB STAFF

<https://members.nasbonline.org/about-us/nasb-staff>

John Spatz
Executive Director



Nate Alspaugh
IT Specialist



Ben Anderjaska
Board Leadership
Engagement Associate



Makenzie Barry
ALICAP Data &
Financial Specialist



Shari Becker
Director of Education
Leadership Search Service



Matt Belka
Director of Marketing,
Communications & Advocacy



Megan Boldt
Associate Executive Director
Director of ALICAP



Craig Caples
Director of Technology



Colby Coash
Associate Executive Director
Dir. of Government Relations



Katie Corfield
Board Leadership Online
Survey Specialist



Sharon Endorf
Director of
Member Engagement



Becky Erdkamp
Board Leadership
Engagement Associate



Caden Frank
Board Leadership Community
Engagement Associate



Taida Grantski
Events & Engagement
Assistant



Lindsey Headrick
Administrative Specialist



Marcia Herring
Director of Board Leadership



Stacie Higgins
Board Leadership Specialist



Sallie Horky
Chief Operating Officer



Rachel Horstman
Business Manager



Avary Pansing Brooks
Board Leadership
Engagement Associate



Galina Slobonyuk
Executive Administrative
Assistant



Stephanie Summers
Board Leadership Specialist





2025-26

Teacher Recruitment and Retention Act Grant

The NDE is excited to launch the 2025-26 school year Teacher Recruitment and Retention Act Grant Program (TRRA). Pursuant to Neb. Rev. Stat. § 79-8,112, the purpose of the Teacher Recruitment and Retention Act Grant Program is “to provide financial incentives to recruit and retain teachers in Nebraska classrooms.” This program is open to teachers from public and nonpublic schools, as well as teachers employed by an ESU.



The retention grant is for **\$2,500** for teachers in their 2nd, 4th or 6th year of teaching. This includes time teaching outside of Nebraska.



The high-needs grant is a one-time grant for **\$5,000** for teachers who have been issued an endorsement in specific high-needs areas with a contract to teach in that area. You can check your issue date of your endorsement at: teach.education.ne.gov. It must be issued on or after 6/2/2023.



The guidelines and application can be found at: education.ne.gov/csds/teacher-recruitment-and-retention-act/ or by scanning the QR code.

The first step is filling out the application. If selected, additional documentation will be necessary.



The application will **open November 17, 2025 and closes on December 17, 2025, at 11:59pm CST** and applicants will be notified no later than January 31, 2026. If you qualify for both grants you can apply for both grants.

MORE FROM STATE CONFERENCE

Leadership

Innovation

Vision

Engagement

#liveNASB



NASB BOARD QUICKS

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

2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

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. All Dates & Locations Tentative & Subject to Change

JOIN US!

LEARN MORE!

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

Where Will NASB Be This Month?*



Ainsworth

Kearney

Lexington

Lincoln

Loup City

Omaha

Paxton

Perkins County

Red Cloud

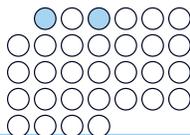
Weeping Water

Winside

For ... Advocacy, Board Retreats, Engagement, Events, Strategic Planning, and more!

*Items currently scheduled

SMTWTF S



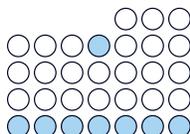
DECEMBER 2025



Governor's School Finance Commission Report Due - Monday, December 1

New Board Member Workshop - Wednesday, December 3 - Kearney

SMTWTF S



JANUARY 2026

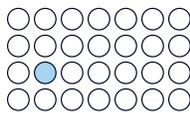


1st Day of the 2026 Legislative Session - Wednesday, January 7, 2026

School Board Member Week in Nebraska - January 25-31, 2026

Legislative Issues Conference - January 25-26, 2026 - Lincoln

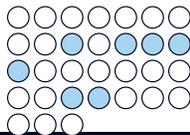
SMTWTF S



FEBRUARY 2026

President's Retreat - Monday, February 16 - Kearney

SMTWTF S



MARCH 2026

Budget & Finance Workshop - Tuesday, March 10 - Seward

COSSBA Annual Conference - March 12-15 - Louisville, KY

Budget & Finance Workshop - Tuesday, March 24 - West Point

NAEP State Convention - March 24-25 - Kearney



Continued on Page 2

Leadership

Innovation

Vision

Engagement

#liveNASB

NASB BOARD QUICKS

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

2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

PAGE 2



Budget & Finance Workshop - Tuesday, April 7 - Ogallala

Amplified Budget & Finance Workshop - Wednesday, April 8 - Kearney

NSBA Annual Conference - April 10-12 - San Antonio, TX

Final Day of the 2026 Legislative Session - Friday, April 17

2026 NASB Federal Advocacy Fly-In - April 26-29 - Washington, DC

School Law Seminar/NASB Member Golf Outing - June 10-11 - Kearney

ALICAP Workshops & Candidate Workshops - Summer TBD

Area Membership Meetings - August through September

State Education Conference - November

New Board Member Workshops - December

YOUR 2025 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit: <https://members.nasbonline.org/about-us/affiliate-members>

Leadership

Innovation

Vision

Engagement

#liveNASB



Bloomfield Community Schools, 54-0586

2026-2027

Array School Selection

11/11/2025

Include both ESU's and School's

Array School Selection Criteria

Upper Limit: 2.00
 Area Schools: **i**
 Lower Limit: 0.50
 Proximity: **i**
 Enrollment: 256
 School Types: **i**
 -- All --

School i	District	Class	County	Size	Ratio	Changed	Miles
Winside Public Schools	90-0595	3	Wayne	225	0.88	7/9/2025	37
Niobrara Public Schools	54-0501	3	Knox	196	0.77	12/11/2024	32
Wynot Public Schools	14-0101	3	Cedar	159	0.62	7/9/2025	26
Verdigre Public School	54-0583	3	Knox	153	0.60	7/2/2025	20
Isanti Community School	54-0505	2	Knox	172	0.67	5/28/2025	20
Osmond Community Schools	70-0542	3		176	0.69	9/9/2025	16
Wausa Public Schools	54-0576	3	Knox	190	0.74	5/28/2025	8
Bloomfield Community Schools	54-0586	3	Knox	256	1.00	10/30/2025	--
Crofton Community Schools	54-0096	3	Knox	359	1.40	6/10/2025	11
Creighton Public Schools	54-0013	3	Knox	296	1.16	4/28/2025	16
Plainview Public Schools	70-0005	3	Pierce	328	1.28	12/11/2024	18
Hartington-Newcastle Public Schools	14-0008	3	Cedar	345	1.35	7/2/2025	19
Randolph Public Schools	14-0045	3	Cedar	262	1.02	7/2/2025	21
Laurel-Concord-Coleridge School	14-0054	3	Cedar	344	1.34	12/11/2024	30
Summerland Public School	02-0115-000	3	Antelope	420	1.64	7/2/2025	35
Neligh-Oakdale Public Schools	02-0009	3	Antelope	312	1.22	7/2/2025	38

This array includes 9 Schools and has a total geography of 38 miles. [View as Map](#)

Alert: In general, the CIR will not allow excluded peers, unless agreed upon with the

staff.

Enrollment values come from NDE. New Enrollment numbers are loaded on-or-around December 1st. You will receive an email from us when they are available in the system. The enrollment year currently loaded is 2021-2022.

Contract Settlement Form, both for you and your School peer array, is used to come up with the information in this Negotiation Module. If you feel your information is not accurate please go to the Contract Settlement Form and correct it. If you feel a peer's information is inaccurate, please contact Sparq Data Solutions.

Sparq Data Solutions | 1311 Stockwell Street | Lincoln, NE 68502 | (402) 817-0120 | (800) 422-4572

Copyright © 2013-2025. Sparq Data Solutions Inc. - All Rights Reserved.

Data used throughout the program comes from the Contract Settlement Form.

Have a question? Ask Sparq Data Solutions. Or view the User Manual.



BEA Response: We will be using a 13-school array per the advisement of the NSEA.

- a. The schools advised to us include: Laurel-Concord-Coleridge, Randolph, Hartington-Newcastle, Plainview, Creighton, Crofton, Osmond, Isanti, Niobrara, Verdigre, Wausa, Wynot, and Bloomfield.

YOUR PROPOSED NASB BYLAW AMENDMENTS

Leadership

Innovation

Vision

Engagement

#liveNASB



2,000,000 Nebraskans

329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

C. The Audit Committee of the Board of Directors shall be made up of ~~five~~ members of the Board of Directors and the Board Treasurer. The ~~President~~ Treasurer shall annually appoint between four and six members of the Board of Directors to serve on an Audit Committee.

ARTICLE XIII - DELEGATE ASSEMBLY

93. ~~The Delegate Assembly shall elect three members of the Nominating Committee and four at large members of the Board of Directors of the Association as directed by these Bylaws. The Delegate Assembly may request to hear reports of committees of the Association; and delegate to the Board of Directors any of its powers except the adoption of amendments to the Bylaws, and the adoption of amendments to the purposes of the Association. Any motion to amend the Bylaws by a member district or ESU shall be submitted to the President of the NASB, or the Executive Director, at least 48 hours prior to the start of the annual Delegate Assembly. Any motion to amend the Bylaws submitted prior to 48 hours before the start of the Delegate Assembly shall be heard at the Delegate Assembly. Such motion to amend the Bylaws shall be passed upon a two-thirds majority vote of the Delegates in attendance. A motion to amend the Bylaws made by a member shall not be considered at Delegate Assembly if it is not submitted in writing to the President of the NASB or the Executive Director within 48 hours of the start of the annual Delegate Assembly.~~

Members with questions concerning the Bylaw Amendments are urged to call NASB before the Delegate Assembly.

YOUR PROPOSED NASB STANDING POSITIONS

Members with questions concerning the Standing Positions are urged to call NASB before the Delegate Assembly.

BELIEF STATEMENTS FOR AN EFFECTIVE BOARD - CONDITIONS OF CHILDREN - CURRICULUM & INSTRUCTION

FUNDING & FINANCE - GOVERNANCE & STRUCTURE - PROFESSIONAL STANDARDS & EMPLOYEE RELATIONS - STATE POLICY

... AS APPROVED BY THE LEGISLATION COMMITTEE ON AUGUST 8, 2025

... AND APPROVED BY THE BOARD OF DIRECTORS ON AUGUST 9, 2025

... AND PRESENTED TO THE DELEGATE ASSEMBLY ON NOVEMBER 21, 2025

Standing Positions are statements of purpose and direction which are developed and maintained over time. They are considered annually by the Delegate Assembly and remain in effect until they are actively removed.

- NEW (1) -

PS-1 - Option Enrollment

NASB supports the ability of districts to manage their student population as it relates to option enrollment taking into consideration the capacity and workforce of the district (2025)

Funding & Finance

YOUR PROPOSED NASB STANDING POSITIONS

Leadership

Innovation

Vision

Engagement

#liveNASB



2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

- REVISED (6) -

S-13 - ~~Option Enrollment Option~~; Homebound Students

NASB supports legislation stating that when an option student becomes homebound, the school district in which the student resides assumes full responsibility for educating the student. (1998, amended 2016, 2025)

Rationale: Updating title to the more commonly used "Option Enrollment" vs "Enrollment Option"

See S-13 on Page 17 ...

S-14 - ~~Option Enrollment Option~~ Limitation

NASB supports legislation returning option students to the resident school district if the option district must contract with another school district or agency for the educational services needed by the student. (1996, amended 2016, 2025)

Rationale: Updating title to the more commonly used "Option Enrollment" vs "Enrollment Option"

See S-14 on Page 17 ...

S-57 - Vouchers and Tax Credits

NASB opposes any attempt to amend or circumvent the Nebraska and United States Constitutions to permit the use of public funds for the support, either direct or indirect, of schools not controlled by the public at large. NASB opposes any state or federal legislation allowing either tax credits ~~or~~, vouchers, or funding for children, or the parents or guardians of children attending nonpublic schools. or donors to scholarship funds for non-public education. (prior to 1995, amended 2020, 2025)

Rationale: Adding the word "funding"

See S-57 on Page 19 ...

~~S-59 - Allied Schools~~

~~NASB opposes legislation that would mandate the formation of an allied system of school districts. (2014, amended 2016)~~

~~Rationale: Unnecessary~~

~~**See S-59 on Page 19 ...**~~

~~S-67 - Interactive Remote Communication Technology (Televideo)~~

~~NASB urges the legislature to provide updated rules and procedures so patrons are able to readily testify at legislative hearings via televideo (interactive remote communication technology) on a regular, ongoing basis to allow for a more equitable opportunity for the public to participate in the legislative process. (2017)~~

~~Rationale: Unnecessary~~

~~**See S-67 on Page 20 ...**~~

S-69 - School Consolidation Organization

NASB opposes legislation that would mandate consolidation of districts or administration. NASB favors cooperation between school districts as well as ESUs to remove all barriers and penalties to promote orderly and voluntary reorganization into more efficient governing and administrative units to best serve the educational needs of Nebraska's children. (prior to 1995, amended 2008, 2015, 2017, 2019, 2025)

Rationale: More specific title

See S-69 on Page 20 ...

Secondary Board of Education Report
12/01/25

- 1) Fall formal evaluations have been completed.
- 2) Winter Sports Contests start this week, as well as District One Act on Tuesday in Creighton
- 3) Policy 5206 - Early Completion Plan
 - a) Wanted to bring this to everyone's attention in case of a student or students that may wish to participate in this process.
- 4) State Principal's Conference in Lincoln on December 3rd and 4th, Mrs. G and I will be attending this conference
- 5) Semester Tests will be on December 18th and 19th
 - a) Both days will be a 2:45pm dismissal
 - b) The 18th will be Odd Periods
 - c) The 19th will be Even Periods

Upcoming Events:

- 12/01/25: 2:00pm JH Girls Basketball vs Hartington-Newcastle
- 12/01/25: 3:00pm JH Boys Wrestling at Neligh-Oakdale
- 12/02/25: 8:30am District One Act at Creighton
- 12/04/25: 4:00pm G/B JV/V Basketball vs Wynot
- 12/05/25: 2:30pm Strategies for Successful Teaching Professional Development
- 12/05/25: 4:00pm G/B JV/V Basketball at Tri-County
- 12/06/25: 9:30am G/B JV/V Wrestling at O'Neill
- 12/08/25: 4:00pm Boys JV Wrestling at Ponca
- 12/08/25: 7:30pm High School Concert
- 12/09/25: 4:30pm Girls Varsity, Boys JV/V Basketball at Stuart
- 12/10/25: 2:00pm JH Girls Basketball at Niobrara-Verdigre
- 12/11/25: 8th Grade Career Day at NECC
- 12/12/25: 1:00pm Boys Varsity Wrestling at Raymond Central
- 12/12/25: 5:00pm Girls Varsity, Boys JV/V Basketball at Winside
- 12/13/25: 9:00am Boys Varsity Wrestling at Crete
- 12/13/25: 9:00am Girls JV/V Wrestling at West-Point Beemer
- 12/13/25: 2:00pm Girls Varsity, Boys JV/V Basketball vs Niobrara-Verdigre
- 12/13/25: Band Parent's Night and Alumni Pepband

- Nov. 7 MTSS Meeting
 - SAT Procedure
 - Dec. 5 to 12

- Bingo & Boards Night
 - All classes were above 50%
 - 3rd Grade Won with 65%

- Food Pantry- Elementary student Council

- Mr. Conroy and Mrs Gilsdorf to go State Principals Conference Dec. 3 & 4

- Fall Evaluations are Complete

- CIP
 - Work Session
 - Still working on slides and webpage
 - Goal is December 12th

- Upcoming Events
 - Dec. 9 & 10 Winter Aims Web Testing
 - Dec. 12 Data Day
 - Dec. 15 Angels Among Us
 - Dec. 15-17 Elementary students to the Nursing Home to Sing
 - Dec. 18 & 19 2:35/2:45 Early Out
 - Dec. 19 Last Day with students

Special Education Board of Education Report
12/01/25

- 1) Have submitted all documents and information for our Focused Monitoring that has been required. NDE has also requested access to some of our students' files for review and we are awaiting their feedback.
- 2) Submitted required documents for the 1% Alternate Assessment Justification. We are under the 1% threshold for the Reading and Math state tests, but not for the Science test. This is due to a limited number of grades required to take the Science test. I worked with NDE on how to document being over the 1% threshold.
- 3) Our new Evacuation Chair is in. It does require at least two people to use it properly. I will be working with our staff to train everyone on how to use it. As of now, it will be stored on the 2nd floor so it can get transported between floors more easily.

Bloomfield Athletic/Activities Board Update
Prepared by Neal Dodge



12-01-2025

- Fall coaching evaluations are underway
 - Surveys to parents and athletes went out the week before break. Results are being compiled
 - Setting meetings with coaches this week
- NSAA District 3 meeting
 - Most proposals went the way we anticipated
- Lewis & Clark Conference meeting is Wednesday 12-04
- Meeting with Shane Andeson (AD @ Wausa) to set JH FB schedule for 2026
 - Believe co-op worked well
 - Trying to balance rides with VB as much as possible