

Regular Board Meeting
Bloomfield Community Schools - Board of Education
Monday, December 15, 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. This is a Working Meeting of the BOE, open to the public. There will be no action and no closed session.

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. **Celebration of Excellence** (Staff & Students) — E-Sports Marvel Rivals Team The *Celebration of Excellence* recognizes students, teachers, staff, and others at Bloomfield Community Schools who bring the District's Mission Statement to life through action, notoriety, greatness, accomplishment, and a host of other descriptors of their contribution to the district's culture and well-being.
3. **Consent Agenda** — Meeting Minutes, the Financial/Business Reports, and the Certified Resignations/New Hires (Policy 9320)
4. **Action Items** (Policy 9320)
 - 4.a. 2025-26 Board Superintendent Evaluation of Mr. Todd Strom
 - 4.b. Mr Strom Response to Board Evaluation & Contract Notice
 - 4.c. Required Mid-Year Federal Policy Updates Recently, the micro-purchase and simplified acquisition thresholds were updated in the Federal Acquisition Regulations. To ensure compliance with federal grant awards and for future NDE desk audits, we are required to update these new federal thresholds in Board Policies 3131 and 3132 (attached)
5. **Informational/Discussion Items** (Policy 9320)
 - 5.a. Administrative Advisement to School Board
 - 5.b. Negotiations Team Update
 - 5.c. Advocacy/Legislative Actions
 - 5.d. Non-Certified Resignations/New Hires The announcement of current non-certified employee(s) resigning from their position with the district.
The announcement of non-certified employee(s) and their position(s) joining the district.
 - 5.d.i. Frank Garlelo - Elem Para
 - 5.e. Administrative & Leadership Team Reports
 - 5.e.i. Superintendent
 - 5.e.ii. Updates from Admin/Leadership Team
6. **Public Comment** (Policy 8346)
7. **Closed Session** (Policy 9370b)

8. **Action Item** (Policy 9320)
 - 8.a. Superintendent Search Proposals
9. **Adjournment**

Bloomfield Community Schools Monthly Financial Report

Reconciled Cash Balances		
FUND	2024-2025	2025-2026
General	\$1,168,838	\$1,259,428
Depreciation	\$15,459	\$49,540
Employee Benefit	\$71,233	\$71,894
Activity	\$271,697	\$315,988
Lunch	\$16,975	\$16,664
Cooperative	\$176,829	\$178,137
Building	\$381,987	\$889,137
QCPUF	\$145,951	\$233,658
FUNDS TOTAL	\$2,248,969.35	\$3,014,447

General Fund Expenses for November		
	2024-2025	2025-2026
GF Bills Payable	\$95,099	\$50,552
GF Payroll	\$396,346	\$404,676
Total	\$491,445	\$455,229

General Fund Receipts for November		
	2024-2025	2025-2026
Beginning Cash	\$1,536,308.06	\$1,669,210.07
State Aid		
Other	\$53,764.00	\$21,503.30
Knox County	\$27,936.76	\$35,334.26
Cedar County	\$2,402.76	\$251.17
to Athletics		\$25,000.00

2025-26 Budget		
FUND	Budget	Through November
General	\$6,237,000.00	\$1,564,009
Depreciation	\$115,222.00	\$20,000
Employee Benefit	\$72,034.00	\$0
Activity	\$504,353.00	\$61,528
Nutrition	\$325,836.00	\$96,485
Building	\$1,118,131.00	\$13,292
QCPUF	\$221,238.00	\$0
Cooperative	\$176,890.00	\$0
Student Fee	\$1,632.00	\$0
FUNDS TOTAL	\$8,772,336.00	\$1,755,314
	Overall Budget	20.0096%

GENERAL FUND			
REVENUE			
MONTH	2023-2024	2024-2025	2025-2026
September	\$757,730.47	\$766,232.24	\$751,531.98
October	\$195,805.00	\$291,756.26	\$220,966.68
November	\$307,103.00	\$107,831.02	\$50,003.78
December	\$420,057.00	\$274,093.60	
January	\$554,574.00	\$730,234.33	
February	\$783,905.00	\$1,244,267.29	
March	\$168,923.00	\$241,774.44	
April	\$606,428.00	\$314,990.70	
May	\$1,337,153.00	\$1,648,121.67	
June	\$257,722.00	\$371,242.55	
July	\$76,751.00	\$30,942.99	
August	\$68,820.93	\$68,414.03	
Running Total	\$5,534,972.40	\$6,089,901.12	\$1,022,502.44
EXPENSES			
MONTH	2023-2024	2024-2025	2025-2026
September	\$427,858.45	\$420,353.56	\$585,339.54
October	\$407,262.00	\$535,995.00	\$520,015.95
November	\$559,975.00	\$475,300.72	\$459,786.24
December	\$426,916.00	\$466,891.18	
January	\$368,978.00	\$496,170.02	
February	\$388,288.00	\$495,997.10	
March	\$438,936.00	\$460,395.17	
April	\$441,680.00	\$449,225.56	
May	\$464,121.00	\$488,764.57	
June	\$419,082.00	\$464,832.13	
July	\$415,524.00	\$436,385.22	
August	\$503,216.57	\$549,495.51	
Running Total	\$1,395,095.45	\$1,431,649.28	\$1,565,141.73
Annual budget	\$5,353,733.77	\$5,767,877.00	\$6,237,000.00
Percent Spent	26.06%	24.82%	25.09%

<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 0108	Football	2,003.72	77.27	0.00	0.00	1,926.45
05 704 0109	Boys Basketball	2,570.20	0.00	0.00	0.00	2,570.20
05 704 0110	Track	7,047.89	0.00	0.00	0.00	7,047.89
05 704 0111	Volleyball	2,599.09	0.00	0.00	0.00	2,599.09
05 704 0112	Golf	2,754.67	0.00	0.00	0.00	2,754.67
05 704 0126	Class of 2026	4,247.27	0.00	0.00	0.00	4,247.27
05 704 0127	Class of 2027	6,733.34	0.00	0.00	0.00	6,733.34
05 704 0128	Class of 2028	5,396.75	0.00	0.00	0.00	5,396.75
05 704 0129	Class of 2029	5,255.10	0.00	0.00	0.00	5,255.10
05 704 0130	Class of 2030	2,669.07	0.00	0.00	0.00	2,669.07
05 704 0131	Class of 2031	1,792.00	0.00	0.00	0.00	1,792.00
05 704 0201	Ag Lab	5,621.56	0.00	0.00	0.00	5,621.56
05 704 0203	Athletics	4,506.88	6,913.82	28,736.22	0.00	26,329.28
05 704 0204	Announcers Booth	7,095.25	0.00	0.00	0.00	7,095.25
05 704 0205	Girls Basketball	2,468.75	0.00	0.00	0.00	2,468.75
05 704 0206	Art	1,787.79	0.00	0.00	0.00	1,787.79
05 704 0207	Band	819.92	0.00	0.00	0.00	819.92
05 704 0208	Cheerleaders	4,083.81	3,427.90	0.00	0.00	655.91
05 704 0210	Contest Speech	(440.47)	0.00	0.00	0.00	(440.47)
05 704 0211	Drama	3,616.66	103.62	203.00	0.00	3,716.04
05 704 0212	Yearbook	3,305.37	9.99	160.00	0.00	3,455.38
05 704 0213	FCCLA	2,265.20	827.05	910.00	0.00	2,348.15
05 704 0214	Entrepreneur	12,324.40	616.60	35.00	0.00	11,742.80
05 704 0215	FFA	64,651.47	10,238.48	38,563.00	0.00	92,975.99
05 704 0216	EHA Wellness	417.51	0.00	0.00	0.00	417.51
05 704 0219	Bowling	2,437.60	0.00	0.00	0.00	2,437.60
05 704 0220	Musical Productions	1,446.30	0.00	0.00	0.00	1,446.30
05 704 0221	National Honor Society	3,745.23	39.56	0.00	0.00	3,705.67
05 704 0222	Spanish Club	928.20	0.00	0.00	0.00	928.20
05 704 0224	Prom	243.76	0.00	0.00	0.00	243.76
05 704 0225	Student Council	2,925.16	273.98	607.75	0.00	3,258.93
05 704 0226	Vocal Music	(1,095.64)	0.00	0.00	0.00	(1,095.64)
05 704 0227	Teens in the Drivers Seat	1,050.00	0.00	0.00	0.00	1,050.00
05 704 0228	Cross Country	6,946.90	0.00	0.00	0.00	6,946.90
05 704 0301	Ele Flower Fund	294.82	0.00	0.00	0.00	294.82
05 704 0302	Ele Center Operating Council	4,307.27	842.33	0.00	0.00	3,464.94
05 704 0303	Ele Student Council	542.17	0.00	0.00	0.00	542.17
05 704 0304	Ele Faculty Fund	(27.93)	0.00	0.00	0.00	(27.93)

Activity Fund Balance Report - Summary - Exclude Encumbrances
 11/2025 - 11/2025

Fund: 05 Activity Fund

<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 0305	Grade School	1,383.16	113.67	0.00	0.00	1,269.49
05 704 0306	Student Needs	4,725.02	0.00	0.00	0.00	4,725.02
05 704 0308	Elementary Library Fund	2,767.37	0.00	0.00	0.00	2,767.37
05 704 0309	Weight Room	4,140.63	0.00	170.00	0.00	4,310.63
05 704 0401	Sec Flower Fund	2,049.73	0.00	0.00	0.00	2,049.73
05 704 0402	Secondary Faculty	4,766.21	75.92	0.00	0.00	4,690.29
Fund Total: 05		199,169.16	23,560.19	69,384.97	0.00	244,993.94

SCHOOL LUNCH REPORT FOR

Nov-25

BEGINNING BALANCE OF MONTH: \$ 26,747.70

MONEY RECEIVED:

Sale of Lunches:	\$ <u>9,375.93</u>
State Reimbursement:	
Federal Reimbursement:	\$ <u>13,133.40</u>
Transfers:	
Other:	\$ <u>257.64</u>

TOTAL MONEY RECEIVED \$ 22,766.97

TOTAL MONEY ON HAND: \$ 49,514.67

MONEY DISBURSED:

Food:	\$ <u>14,163.90</u>
Salaries:	\$ <u>11,120.74</u>
Fixed Charges:	\$ <u>4,331.83</u>
Equipment:	
Supplies:	\$ <u>1,431.36</u>
Other:	\$ <u>1,802.89</u>

TOTAL MONEY DISBURSED: \$ 32,850.72

BALANCE AT CLOSE OF MONTH: \$ 16,663.95

BILLS DUE:

REIMBURSEMENT DUE: November \$ 10,309.67

BALANCE-ESTIMATED: \$ 26,973.62

SUMMARY OF SCHOOL LUNCHES

Number of meals served during month:		Children <u>3041</u>	Adults <u>338</u>
Total meals served:	<u>3379</u>	Number of days meals were served	<u>17</u>
Average number served per day:	<u>198.7647059</u>	Total cost of meals during month:	<u> </u>
Average cost per meal:	<u>0</u>		

Menu Analysis

Salaries & Fixed Charges	\$	<u>15,452.57</u>
Other	\$	<u>3,234.25</u>
	\$	<u>18,686.82</u>

SUMMARY OF SCHOOL BREAKFASTS

Number of meals served during month:		Children <u>1082</u>	Adults <u>10</u>
Total meals served:	<u>1361</u>	Number of days meals were served	<u>17</u>
Average number served per day:	<u>80.05882353</u>	Total cost of meals during month:	<u> </u>
Average cost per meal:	<u>0</u>		

Reimbursement:	Lunch	\$7,938.21
	Breakfast	<u>\$2,371.46</u>
	Total	\$10,309.67

2025 - 2026 SNP Claim Month Details

540586 Status: Active
Bloomfield School
 DBA:
 504 S. McNamara
 Bloomfield, NE 68718-2079

Claim Month: November 2025

Claim Items	Adj Number	Date Received	Date Accepted	Date Processed	Earned Amount	Status
View Modify Summary	0	12/02/2025	12/02/2025		\$10,309.67	Accepted
Total Earned					\$10,309.67	

$$\begin{array}{r}
 \text{ADA} \\
 \hline
 \text{ENR}
 \end{array}
 \begin{array}{r}
 \text{HS} \\
 \hline
 \text{Elem.}
 \end{array}
 = \frac{120}{131} = \frac{162}{170} = \frac{282}{301} = 94\%$$

2025 - 2026 SNP Site Claim Report

540586 Status: Active
Bloomfield School
 504 S. McNamara
 Bloomfield, NE 68718-2079

0001 Status: Active
BLOOMFIELD SCHOOL
 504 S. McNamara St.
 Bloomfield, NE 68718

Month/Year Claimed	Adjustment Number	Date Received	Date Accepted	Date Processed	Reason Code
Nov 2025	0	12/02/2025	12/02/2025		Original

School Nutrition Program General Information

G1. Number of Children Approved for Free Meals:	98
G2. Number of Children Approved for Reduced Price Meals:	41
G3. Number of Children Approved for Paid Meals:	167
G4. Number of Enrolled Children:	306
G5. Attendance Factor Percentage:	92.2

National School Lunch Program

L1. Number Operating Days:	17
L2. Average Daily Attendance:	282
L3. Reimbursable Lunches Served	
a. Free Lunches Served:	1,124
b. Reduced Price Lunches Served:	439
c. Paid Lunches Served:	1,478
d. Total Lunches Served (a + b + c):	3,041

School Breakfast Program (Severe Need Reimbursement)

N1. Number Operating Days:	17
N2. Average Daily Attendance:	282
N3. Reimbursable Breakfasts Served	
a. Free Breakfasts Served:	571
b. Reduced Price Breakfasts Served:	218
c. Paid Breakfasts Served:	293
d. Total Breakfasts Served (a + b + c):	1,082

Created By: heatherg on: 12/2/2025 2:15:41 PM Modified By: heatherg on: 12/2/2025 2:28:41 PM

**School Nutrition Programs
Claim Month Details for November 2025**

540586 Status: Active
Bloomfield School
 DBA:
 504 S. McNamara
 Bloomfield, NE 68718-2079

Month/Year Claimed	Adjustment Number	Date Received	Date Accepted	Date Processed	Reason Code
Nov 2025	0	12/02/2025	12/02/2025		Original

Sponsor Totals

Meal Type	Meals/Supplements Served	Federal Rate	Reimbursement Federal Amount
National School Lunch Program			
Free	1,124	4.6000	5,170.40
Reduced	439	4.2000	1,843.80
Paid	1,478	0.4400	650.32
Total	3,041		7,664.52
Performance-Based Reimbursement (Lunch)			
Claimed	3,041	0.0900	273.69
Adjusted	0	0.0900	0.00
Total	3,041		273.69
School Breakfast Program Severe Need			
Free	571	2.9400	1,678.74
Reduced	218	2.6400	575.52
Paid	293	0.4000	117.20
Total	1,082		2,371.46
Claim Reimbursement Total			10,309.67

Certification

By signing this report, I certify to the best of my knowledge and belief that the report is true, complete, and accurate, and the expenditures, disbursements and cash receipts are for the purposes and objectives set forth in the terms and conditions of the Federal award. I am aware that any false, fictitious, or fraudulent information, or the omission of any material fact, may subject me to criminal, civil or administrative penalties for fraud, false statements, false claims or otherwise." U.S. Code Title 18, Section 1001 and Title 31, Sections 3729-3730 and 3801-3812).

Lunch : 7938.21
 Breakfast: 2371.46
10,309.67

DAILY RECORD OF MEALS SERVED AND EDIT CHECK WORKSHEET

Month / Year November 2008
 Feeding site BRUNSWICK SENIORS

DATE	STUDENT LUNCHES				2 nd Meals	STUDENT BREAKFASTS			SPECIAL MILK			ADULTS (Cannot Claim)		
	PAID	FREE	Reduced	TOTAL		PAID	FREE	Reduced	PAID	FREE	PAID-LUN	Free Lun	PAID-BR	
TOTAL	1178	1081	1291	3550	No Claim	226	511	211	total 1528	120	133	10		

A. Days Served 17 C. Average Daily Attendance 208 E. Highest # of Eligible Free approved during the month 98 *
 B. Enrollment 251 D. Attendance Factor (C ÷ B) 94% F. Highest # of Eligible Reduced approved during the month 91 *
 G. Highest # of Eligible Paid approved during the month 157 *

Required Edit Check:

Attendance Factor (D) .94 Highest # of Students Approved for the Month 98 Attendance Adjusted Eligible (H)⁺ 92
.94 X 91 (F) = 39 (I)⁺
.94 X 157 (G) = 157 (J)⁺

The number of meals claimed by category CANNOT exceed the figures reported on lines E, F or G on any given day. If the number of meals claimed by category exceeds the figures on lines H, I or J on any given day, those meal counts MUST be circled above and the reason for the discrepancy MUST be documented either at the bottom or on the back of this page.

*On this calculation, round any decimal to the next whole number. (Example: 21.35 would round up to 22)
 *Students who change categories during the month should be included in both categories. Retain this record at school for three years. Nebraska Department of Education - Nutrition Services

Meal Count Listing: Lunch

11/01/2025 - 11/30/2025

District Office

Date	Students						Adults				Total			
	Free	Reduced	Paid	Guest	Exmt	Ernd	Additional	Total	Faculty	Guest		Ernd	Additional	Total
11/03/2025	64 [98]	25 [41]	82 [167]	0	0 [0]	0	0	171 [306]	9	0	7	0	16	187
11/04/2025	73 [98]	28 [41]	88 [167]	0	0 [0]	0	0	189 [306]	10	0	11	0	21	210
11/05/2025	67 [98]	29 [41]	91 [167]	0	0 [0]	0	0	187 [306]	12	3	10	0	25	212
11/06/2025	69 [98]	24 [41]	87 [167]	0	0 [0]	0	0	180 [306]	7	1	10	0	18	198
11/07/2025	19 [98]	8 [41]	46 [167]	0	0 [0]	0	0	73 [306]	9	0	8	0	17	90
11/10/2025	70 [98]	28 [41]	93 [167]	0	0 [0]	0	0	191 [306]	6	0	10	0	16	207
11/11/2025	66 [98]	25 [41]	91 [167]	0	0 [0]	0	0	182 [306]	12	2	10	0	24	206
11/12/2025	63 [98]	23 [41]	89 [167]	0	0 [0]	0	0	175 [306]	9	0	9	0	18	193
11/13/2025	72 [98]	28 [41]	91 [167]	0	0 [0]	0	0	191 [306]	8	0	0	0	8	199
11/14/2025	70 [98]	28 [41]	95 [167]	0	0 [0]	0	0	193 [306]	11	5	11	0	27	220
11/17/2025	76 [98]	26 [41]	91 [167]	0	0 [0]	0	0	193 [306]	9	0	11	0	20	213
11/18/2025	71 [98]	28 [41]	91 [167]	0	0 [0]	0	0	190 [306]	10	0	11	0	21	211
11/19/2025	64 [98]	26 [41]	78 [167]	0	0 [0]	0	0	168 [306]	8	1	10	0	19	187
11/20/2025	71 [98]	31 [41]	91 [167]	0	0 [0]	0	0	193 [306]	11	4	13	0	28	221
11/21/2025	73 [98]	28 [41]	99 [167]	0	0 [0]	0	0	200 [306]	7	0	11	0	18	218
11/24/2025	67 [98]	25 [37]	86 [140]	0	0 [0]	0	0	178 [266]	8	1	9	0	18	196
11/25/2025	69 [98]	29 [41]	89 [167]	0	0 [0]	0	0	187 [306]	12	0	12	0	24	211
11/26/2025	0 [95]	0 [41]	0 [167]	0	0 [0]	0	0	0 [303]	0	0	0	0	0	0
11/27/2025	0 [95]	0 [41]	0 [167]	0	0 [0]	0	0	0 [303]	0	0	0	0	0	0
11/28/2025	0 [95]	0 [41]	0 [167]	0	0 [0]	0	0	0 [303]	0	0	0	0	0	0
Totals	1124	439	1478	0	0	0	0	3041	158	17	163	0	338	3379

The total number of eligible students in each of the four categories Free, Reduced, Paid and Exempt are displayed in brackets in the applicable columns. Students classified as Free - Direct Certified or Temporary are counted in the Free column. The Additional column shows the number of 2nd meals served. (Note that if any additional or earned meals were served, the total number of meals served may exceed the

Meal Count Listing: Breakfast

11/01/2025 - 11/30/2025

District Office

Date	Students						Adults				Total			
	Free	Reduced	Paid	Guest	Exmt	Ernd	Additional	Total	Faculty	Guest		Ernd	Additional	Total
11/03/2025	31 [98]	10 [41]	7 [167]	0	0 [0]	0	0	48 [306]	0	0	0	0	0	48
11/04/2025	37 [98]	17 [41]	18 [167]	0	0 [0]	0	0	72 [306]	2	2	0	0	4	76
11/05/2025	39 [98]	18 [41]	21 [167]	0	0 [0]	0	0	78 [306]	2	0	0	0	2	80
11/06/2025	37 [98]	14 [41]	17 [167]	0	0 [0]	0	0	68 [306]	0	0	0	0	0	68
11/07/2025	3 [98]	1 [41]	2 [167]	0	0 [0]	0	0	6 [306]	0	0	0	0	0	6
11/10/2025	33 [98]	9 [41]	19 [167]	0	0 [0]	0	0	61 [306]	0	0	0	0	0	61
11/11/2025	37 [98]	13 [41]	21 [167]	0	0 [0]	0	0	71 [306]	0	0	0	0	0	71
11/12/2025	39 [98]	15 [41]	18 [167]	0	0 [0]	0	0	72 [306]	0	0	0	0	0	72
11/13/2025	30 [98]	11 [41]	21 [167]	0	0 [0]	0	0	62 [306]	1	0	0	0	1	63
11/14/2025	40 [98]	8 [41]	13 [167]	0	0 [0]	0	0	61 [306]	1	0	0	0	1	62
11/17/2025	39 [98]	16 [41]	15 [167]	0	0 [0]	0	0	70 [306]	0	0	0	0	0	70
11/18/2025	36 [98]	18 [41]	21 [167]	0	0 [0]	0	0	75 [306]	0	0	0	0	0	75
11/19/2025	30 [98]	17 [41]	17 [167]	0	0 [0]	0	0	64 [306]	0	0	0	0	0	64
11/20/2025	42 [98]	13 [41]	22 [167]	0	0 [0]	0	0	77 [306]	1	0	0	0	1	78
11/21/2025	37 [98]	13 [41]	24 [167]	0	0 [0]	0	0	74 [306]	0	0	0	0	0	74
11/24/2025	31 [89]	10 [37]	16 [140]	0	0 [0]	0	0	57 [266]	0	0	0	0	0	57
11/25/2025	30 [98]	15 [41]	21 [167]	0	0 [0]	0	0	66 [306]	1	0	0	0	1	67
11/26/2025	0 [95]	0 [41]	0 [167]	0	0 [0]	0	0	0 [303]	0	0	0	0	0	0
11/27/2025	0 [95]	0 [41]	0 [167]	0	0 [0]	0	0	0 [303]	0	0	0	0	0	0
11/28/2025	0 [95]	0 [41]	0 [167]	0	0 [0]	0	0	0 [303]	0	0	0	0	0	0
Totals	571	218	293	0	0	0	0	1082	8	2	0	0	10	1092

The total number of eligible students in each of the four categories Free, Reduced, Paid and Exempt are displayed in brackets in the applicable columns. Students classified as Free - Direct Certified or Temporary are counted in the Free column. The Additional column shows the number of 2nd meals served. (Note that if any additional or earned meals were served, the total number of meals served may exceed the

Fund: 06 Lunch Fund

Chart of Account Number	Chart of Account Description	Previous Balance	Expenses	Revenues	Balance Change	Balance
06 704	FUND BALANCE		0.00	0.00	0.00	26,747.70
06 704	FUND BALANCE		0.00	13.54	0.00	
06 1610	Interest		0.00	0.00	0.00	
06 1611	F/R Lunches		0.00	1,467.10	0.00	
06 1620	Sale of Lunches - not reimbursable		0.00	7,908.83	0.00	
06 1630	Other Receipts		0.00	244.10	0.00	
06 4210	Federal Reimbursement		0.00	13,133.40	0.00	
06 3100 110 000 0 000	REGULAR SALARIES/Non Instructional		11,120.23	0.00	0.00	
06 3100 130 000 0 000	OT Salaries paid to Non Instructional		0.51	0.00	0.00	
06 3100 210 000 0 000	Group Insurance-Non Instructional		2,604.46	0.00	0.00	
06 3100 220 000 0 000	Social Security-Non Instructional		848.02	0.00	0.00	
06 3100 230 000 0 000	Retirement Contributions-Non Instructional		604.01	0.00	0.00	
06 3100 237 000 0 000	Increased Retirement Cont.		275.34	0.00	0.00	
06 3100 350 000 0 000	Technical Services		1,417.89	0.00	0.00	
06 3100 610 000 0 000	Supplies		1,431.36	0.00	0.00	
06 3100 830 000 0 000	Food		14,163.90	0.00	0.00	
06 3100 890 000 0 000	Other		385.00	0.00	0.00	
06 704	FUND BALANCE					(10,083.75)
	*Current Activity		32,850.72	22,766.97	0.00	16,663.95
	*Ending Balance:					16,663.95
	Fund Total: 06		32,850.72	22,766.97	0.00	16,663.95

Handwritten annotations:

- 4331.83 (circled)
- 11,120.74 (circled)
- 251.04 (circled)
- 9375.93 (circled)

December 1, 2025
Committee Meeting Board of Education
6:30 PM

The Board of Education District 54-0586, Bloomfield Community Schools, met in Committee Session on December 1, 2025 in High School, Room 14. Dee Bratetic: Present, Brady Folck: Present, Justin Jindra: Present, Casey Schmeckpeper: Present, Deb Wragge: Present, Hally Ziegler: Present.

Board members who attended the State Education Conference in November provided feedback and shared information from the sessions they participated in. President Wragge also informed the Board of upcoming conferences scheduled for January and February. In addition, she provided a brief update on behalf of the Negotiations Committee.

Administrative and Leadership reports were given. Mr. Strom reported that the Nebraska Department of Education (NDE) has approved all required budget documents and amendments. He also informed the Board that the Entrepreneurship class will be purchasing a new laser engraver using funds they have independently generated through previous product sales. Additionally, Mr. Strom noted that ALICAP recently completed a safety and facilities walk-through of the District. Thanks to the efforts of staff and administration, the District received an insurance rating of .79. This rating results in the District paying approximately 21% less in insurance costs than the average Nebraska school of similar size. Policy 5206 — Early Completion Plan was brought to the board's attention in case a student or students wish to participate in this process.

Motion by Justin Jindra, seconded by Hally Ziegler, to move into Closed Session to prevent needless injury to the reputation of an individual, to jointly discuss and compose the BOE's evaluation statement for Todd Strom's continued employment as Superintendent of BCS.

Dee Bratetic: Yea, Brady Folck: Yea, Justin Jindra: Yea, Casey Schmeckpeper: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

The BOE came out of closed session at 9:36 PM.

Motion by Dee Bratetic, seconded by Brady Folck, to adjourn this COW Meeting of the Bloomfield Community Schools Board of Education at 9:38 PM. The next regular meeting of the Bloomfield Community Schools Board of Education will be December 15, 2025 at 6:30 PM.

Dee Bratetic: Yea, Brady Folck: Yea, Justin Jindra: Yea, Casey Schmeckpeper: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
A-OX Welding Supply Co., Inc	0000339348	T Cylinder & Admin Charge	34.95
Total A-OX Welding Supply Co., Inc			<u>34.95</u>
Amazon Business	11DT-GKJH-1MKH	Sandblaster Supplies	261.95
Amazon Business	1F9K-QPRK-YFHJ	Office Supplies & Basketballs	135.04
Amazon Business	1KTK-L1QN-X3WJ	Bus Supplies #6 & #7	23.39
Amazon Business	1NHY-LNTJ-Y4V1	SPED Supplies	27.99
Amazon Business	1PDL-X1Y6-3PRY	Supplies	13.99
Total Amazon Business			<u>462.36</u>
Aramark Uniform Services	27669923	Custodian Uniforms	1,097.53
Total Aramark Uniform Services			<u>1,097.53</u>
Arts Garbage Service	4423223T952	December Garbage	984.75
Total Arts Garbage Service			<u>984.75</u>
AT&T	25 Dec ATT	December ATT	150.30
AT&T	25 Dec HotSpot	December Hot Spot Billing	174.92
Total AT&T			<u>325.22</u>
Black Hills Energy	25 Dec Bus Garage	Bus Garage Gas	301.06
Black Hills Energy	25 Dec Elementary	Elementary Gas	676.22
Black Hills Energy	25 Dec High School	High School Gas	4,124.17
Total Black Hills Energy			<u>5,101.45</u>
Bloomfield Auto Parts	504476	Bus Barn Supplies	86.58
Bloomfield Auto Parts	504519	Antifreeze	6.99
Bloomfield Auto Parts	504599	De-Icer	4.58
Total Bloomfield Auto Parts			<u>98.15</u>
Bloomfield Community Schools	25 Nov Sub Lunches	November Sub Lunches	125.05
Total Bloomfield Community Schools			<u>125.05</u>
Bratetic, Dee	25 State Ed Reimb.	State Ed Conf Meal Reimbursement DB	34.54
Total Bratetic, Dee			<u>34.54</u>
Candlewood Suites	93826	Mind Bending Careers Hotel BS	149.00
Total Candlewood Suites			<u>149.00</u>
Capital One	25 December 5893	December Statement	4,143.13
Total Capital One			<u>4,143.13</u>
Carhart Lumber Co	631205/6	Bookshelf Supplies BS	24.00
Total Carhart Lumber Co			<u>24.00</u>
Cash	25 Nov Title Meal	25 Nov Title Meal	23.00
Total Cash			<u>23.00</u>
City Of Bloomfield, Nebraska	112125	Football Field Water & Electric	253.98
City Of Bloomfield, Nebraska	25 Dec 21700	High School City	173.00
City Of Bloomfield, Nebraska	25 Dec 21800	Elementary City 21800	357.00
City Of Bloomfield, Nebraska	25 Dec 46000	25 Dec Bus Garage	76.00

Vendor Name	Invoice Number	Description	Amount
Total City Of Bloomfield, Nebraska			<u>859.98</u>
Cornhusker Marriott Hotel, The	DB 896	All-State Choir Hotel	708.00
Total Cornhusker Marriott Hotel, The			<u>708.00</u>
Country Market	25 Dec 4800	December Statement	853.50
Total Country Market			<u>853.50</u>
Dakota Assemblies	2008	Great Americans	500.00
Total Dakota Assemblies			<u>500.00</u>
Dana F Cole & Company, LLP	35041067	Remaining Balance 24-25 Audit	5,995.00
Total Dana F Cole & Company, LLP			<u>5,995.00</u>
Doering Trenching & Plumbing	14785	Winterize Sprinklers	50.00
Total Doering Trenching & Plumbing			<u>50.00</u>
E.S.U. ONE	SP 10669	First Quarter Billing	48,930.61
Total E.S.U. ONE			<u>48,930.61</u>
Eakes Office Solutions	9231126-0	Brown Paper Towels	488.50
Eakes Office Solutions	9238648-0	HS Copier Staples	81.99
Eakes Office Solutions	9240999-0	Facial Tissue	107.00
Eakes Office Solutions	INV706531	eGoldfax	33.54
Total Eakes Office Solutions			<u>711.03</u>
Electronic Systems Inc	36822	Bi-Annual Fire Alarm Inspection	613.00
Total Electronic Systems Inc			<u>613.00</u>
Environmental Services, Inc.	25 Asbestos Refresh	Asbestos Operations & Maint Refresher	100.00
Total Environmental Services, Inc.			<u>100.00</u>
ESU Coordinating Council	PFPT000136	Proofpoint Renewal 2025-26	258.30
Total ESU Coordinating Council			<u>258.30</u>
Farmers Pride	2582689	Diesel	388.08
Farmers Pride	2582698	Diesel	122.34
Farmers Pride	2583359	Diesel	153.56
Farmers Pride	2583703	Diesel	0.06
Farmers Pride	2583704	Diesel	140.58
Farmers Pride	2584629	Skidloader Diesel	59.60
Farmers Pride	2585563	Diesel	201.88
Farmers Pride	2585569	Diesel	126.95
Farmers Pride	2587079	Diesel	189.41
Farmers Pride	2588205	Diesel	140.34
Farmers Pride	2590157	Diesel	224.59
Farmers Pride	2590158	Diesel	165.74
Farmers Pride	2591231	Diesel	169.29
Farmers Pride	2592422	Diesel	167.52
Farmers Pride	2592508	Diesel Tax Credit	(149.18)
Total Farmers Pride			<u>2,100.76</u>
Fehringer, Samantha	25 Dec Postage Reimb	Postage Reimbursement	4.47
Total Fehringer, Samantha			<u>4.47</u>

Vendor Name	Invoice Number	Description	Amount
Great Plains Communications	25 Dec GP	December Telephone Services	744.27
Total Great Plains Communications			744.27
Hampton Inn & Suites Omaha Downtown	BCS11212025	State Education Conference JJ CS	514.84
Total Hampton Inn & Suites Omaha Downtown			514.84
Hartington-Newcastle School	25 Dec Nursing	December Nursing	2,944.30
Total Hartington-Newcastle School			2,944.30
Heartland Counseling Services Inc.	3769	October Services	2,500.00
Heartland Counseling Services Inc.	3783	November Services	2,500.00
Total Heartland Counseling Services Inc.			5,000.00
Hefner Hardware	64444	Elementary Ice Machine	14.52
Hefner Hardware	64705	Sandblaster Supplies	23.37
Hefner Hardware	65060	Instructional Supplies	6.83
Hefner Hardware	65103	Instructional Supplies	17.98
Hefner Hardware	65362	Whiteboard Hardware	3.62
Hefner Hardware	65383	5th Grade Supplies	23.01
Total Hefner Hardware			89.33
Hilton of Omaha	49086	State Conference DW	356.00
Total Hilton of Omaha			356.00
Hometown Leasing	25 Dec Admin	December Admin Printing	83.75
Hometown Leasing	25 Dec Printing	December Printing	1,249.49
Hometown Leasing	25 Dec Scrubbers	December Scrubbers	242.01
Total Hometown Leasing			1,575.25
J.W. Pepper & Son, Inc	367726143-2	Zephyr EPRINT - Duplicate Check	32.24
J.W. Pepper & Son, Inc	368055649	Battle of the Bands & Elem Honor Choir	123.24
Total J.W. Pepper & Son, Inc			155.48
Jaymar Business Forms, Inc	065850	End of Year Forms	231.76
Total Jaymar Business Forms, Inc			231.76
John Deere Financial	2028296	Weight Rack Frame Metal	24.40
Total John Deere Financial			24.40
Major Refrigeration Co Inc	D6562	Elementary Ice Maker Maintenance	250.00
Total Major Refrigeration Co Inc			250.00
Menford Electric LLC	103125-035	Elementary Rm 310 Electric	502.00
Total Menford Electric LLC			502.00
NAESP Region III	25-26 NAESP TG	25-26 NAESP Dues TG	25.00
Total NAESP Region III			25.00
NCSA	89516	2025 State Principals Conference	205.00
NCSA	89517	2025 State Principals Conference	205.00
Total NCSA			410.00

Vendor Name	Invoice Number	Description	Amount
NE State Fire Marshal/Boiler Div	136496	Boiler Inspection	360.00
Total NE State Fire Marshal/Boiler Div			360.00
Nebraska Assoc School Boards	N-4789	State Education Conference CS	520.00
Nebraska Assoc School Boards	N-54421	State Education Conference DB	100.00
Nebraska Assoc School Boards	N-54496	State Education Conference TS	458.00
Nebraska Assoc School Boards	N-54511	State Education Conference DW	520.00
Nebraska Assoc School Boards	N-54551	State Education Conference DB	458.00
Nebraska Assoc School Boards	N-54581	State Education Conference JJ	520.00
Nebraska Assoc School Boards	N-54616	State Education Conference BF	520.00
Total Nebraska Assoc School Boards			3,096.00
Nebraska Public Power District	25 Dec Electric	December Electric	3,566.33
Total Nebraska Public Power District			3,566.33
NextGen Physical Therapy & Wellness	25 December PT	December PT Services	1,400.00
Total NextGen Physical Therapy & Wellness			1,400.00
Norfolk Daily News	25 Dec 1 COW	Dec 1 COW Notice	9.14
Norfolk Daily News	25 Nov 17 BOE	25 Nov 17 BOE	8.00
Norfolk Daily News	25 Nov 17 COW	25 Nov 17 COW	9.14
Total Norfolk Daily News			26.28
Northstar Services	25 Nov Services	November Services	2,013.90
Total Northstar Services			2,013.90
Olson's Pest Technicians Inc	495374	Pest Control	99.00
Total Olson's Pest Technicians Inc			99.00
Omaha Marriott Downtown	2025 State Ed Conf	State Ed Conference Hotel & Parking	748.00
Total Omaha Marriott Downtown			748.00
One Source	2022194055	Background Check SD	26.00
Total One Source			26.00
Pitzer Digital	25123	October AP	46.06
Pitzer Digital	93699-1	BOE Notice	8.25
Pitzer Digital	95119	Emergency Board Meeting Notice	37.95
Pitzer Digital	95121	Emergency BOE Meeting Proceedings	35.20
Pitzer Digital	95122	BOE Proceedings	48.40
Pitzer Digital	95124	BOE Proceedings	51.70
Pitzer Digital	95125	Americanism Committee	36.85
Total Pitzer Digital			264.41
Quill Corporation	46697969	Office Supplies	92.32
Total Quill Corporation			92.32
Rasmussen Mechanical Services, Inc	CON014640	3 Year Preventive Maintenance Contract	597.00
Rasmussen Mechanical Services, Inc	SRV127921	Service & Maintenance on Boilers	1,248.67
Total Rasmussen Mechanical Services, Inc			1,845.67
Schmeckpeper, Casey	Meal Reimbursement	State Education Conference Meal Reimb	22.73
Total Schmeckpeper, Casey			22.73

Vendor Name	Invoice Number	Description	Amount
School Specialty LLC	308104827590	Office Supplies	181.50
Total School Specialty LLC			181.50
Sparq Data Solutions	S-4051	Sparq Meetings Subscriptions	4,500.00
Total Sparq Data Solutions			4,500.00
Staples Business Advantage	6047624235	Elementary Cardstock	342.17
Staples Business Advantage	6048568453	Office Supplies	355.61
Total Staples Business Advantage			697.78
Teacher Created Resource	T4299790	Mackeprang Requisitions	43.97
Total Teacher Created Resource			43.97
Tri State Windshield Repair	25 Dec Windshield #6	Windshield Replacement #6 Deductible	500.00
Total Tri State Windshield Repair			500.00
Truck Center Companies	XA101169642:01	Mudflap Bracket #12	80.84
Total Truck Center Companies			80.84
Wragge, Deborah	25 Fall Sport Ticket	2025 Fall Sports Tickets	20.00
Total Wragge, Deborah			20.00
Fund Number 01			106,695.14
Checking Account ID 1			106,695.14
Checking Account ID 2	Fund Number 06	Lunch Fund	
Amazon Business	1PDL-X1Y6-3PRY	Supplies	219.90
Total Amazon Business			219.90
Bernard Food Industries Inc	00972892	Food	1,139.44
Total Bernard Food Industries Inc			1,139.44
Cash-Wa Distributing	14882211	Food	1,748.08
Cash-Wa Distributing	14889945	Food	1,217.14
Cash-Wa Distributing	14898066	Food	1,008.97
Cash-Wa Distributing	14905514	Food	885.84
Cash-Wa Distributing	D14902747	Food	154.40
Total Cash-Wa Distributing			5,014.43
Country Market	25 Dec 4365	Food	137.99
Total Country Market			137.99
Dudley Laundry Co	1133697	Kitchen, Janitorial	72.38
Dudley Laundry Co	1135769	Kitchen, Janitorial	69.43
Dudley Laundry Co	1137857	Kitchen, Janitorial	49.69
Dudley Laundry Co	1139927	Kitchen, Janitorial	43.01
Dudley Laundry Co	C1136925	Overcharged Credit	(17.68)
Total Dudley Laundry Co			216.83
Hiland Dairy	0751778	Milk, Dairy	450.90
Hiland Dairy	0751900	Dairy	512.43
Hiland Dairy	0752011	Dairy	416.10

Vendor Name	Invoice Number	Description	Amount
Hiland Dairy	0752012	Dairy	88.04
Hiland Dairy	0752143	Dairy	218.71
Hiland Dairy	1206250	Overpayment Credit	(32.20)
Total Hiland Dairy			1,653.98
Thompson Co. Inc, The	4155727	Supplies	15.50
Thompson Co. Inc, The	4564195	Supplies	47.72
Thompson Co. Inc, The	4953523	Food, Supplies	1,425.56
Thompson Co. Inc, The	4959322	Supplies	25.14
Thompson Co. Inc, The	5152166	Food & Supplies	1,437.78
Thompson Co. Inc, The	5354762	Food, Supplies	3,283.85
Thompson Co. Inc, The	Overpayment	Overpayment	(472.59)
Total Thompson Co. Inc, The			5,762.96
Fund Number 06			14,145.53
Checking Account ID 2			14,145.53
Checking Account ID 3	Fund Number 05	Activity Fund	
4Seasons	10110568	2025 FFA Sales	4,521.15
Total 4Seasons			4,521.15
A-OX Welding Supply Co., Inc	0001490380	3 New Welders	3,957.63
A-OX Welding Supply Co., Inc	0001493237	EZ-Latch Gears for Welder	990.00
Total A-OX Welding Supply Co., Inc			4,947.63
Agile Sports Technologies, Inc.	H00178323	AD Package (3 Years) & FastModel (7M)	9,410.05
Agile Sports Technologies, Inc.	H00178356	AD Package (3 Years) & FastModel (7M)	399.32
Total Agile Sports Technologies, Inc.			9,809.37
Amazon Business	11DT-GKJH-3QQT	One Acts Supplies	73.55
Amazon Business	19L3-116D-3HMG	Grade School/Title Supplies	32.73
Amazon Business	1F9K-QPRK-YFHJ	Office Supplies & Basketballs	269.40
Amazon Business	1KKY-94V4-634R	Heel Lace Pads	109.55
Amazon Business	1VQD-P9M3-YHRP	Student Council Christmas Gifts	103.08
Amazon Business	1WCH-C3L4-YPRD	NHS Thanksgiving Bag Supplies	55.25
Amazon Business	1XDW-6C19-1V7R	Ankle Brace Socks	87.96
Total Amazon Business			731.52
Bartee, James	25 Dec 13 G/B BB	G/B BB vs Niobrara-Verdigre	155.00
Total Bartee, James			155.00
Bloomfield Bee Boosters	25 Popcorn Oil	Elementary Popcorn Oil	84.10
Total Bloomfield Bee Boosters			84.10
Candlewood Suites	93825	Mind Bending Careers Hotel BS	149.00
Total Candlewood Suites			149.00
Capital One	25 Dec Statement	Polished Aluminum Powder	123.05
Capital One	25 December 5893	December Statement	1,533.58
Capital One	25 December Statemen	Baden Elite Pro Indoor Mens Basketballs	1,064.89
Total Capital One			2,721.52
Chartwells	2642911543	8th Grade Career Day Meals	187.00

Vendor Name	Invoice Number	Description	Amount
Total Chartwells			187.00
Chesterman Co	11907239	Student Council Soda	336.00
Total Chesterman Co			336.00
Class of 2026	Post Prom 2026	Post Prom 2026	2,000.00
Total Class of 2026			2,000.00
Country Market	25 Dec 4800	December Statement	201.59
Total Country Market			201.59
Custom Sports	43044	Girls Basketball Warm-Ups	713.00
Total Custom Sports			713.00
DeKay, Barry	25 G/B BB vs N/V	G/B BB vs Niobrara-Verdigre	155.00
DeKay, Barry	V*25 G/B BB vs N/V	G/B BB vs Niobrara-Verdigre	(155.00)
Total DeKay, Barry			0.00
Dimock Dairy Products Co	251103217	FFA Cheese	2,810.20
Total Dimock Dairy Products Co			2,810.20
Doug Kubik	25 Dec 16 G/B BB	G/B JV/V BB vs Wakefield	155.00
Total Doug Kubik			155.00
Grandpa Dan's Popcorn	1012	2025 FFA Fruit Sales	1,232.00
Total Grandpa Dan's Popcorn			1,232.00
Hefner Hardware	64817	Ag Shop Supplies	111.10
Hefner Hardware	65127	Popcorn Oil	28.79
Hefner Hardware	65246	Supplies	13.12
Total Hefner Hardware			153.01
Heithoff, Todd	25 BB vs OsmondPonca	GBB vs Osmond BJVBB vs Ponca	155.00
Total Heithoff, Todd			155.00
J.W. Pepper & Son, Inc	368055649	Battle of the Bands & Elem Honor Choir	209.95
Total J.W. Pepper & Son, Inc			209.95
Legendary Graphics LLC	2895	Boys Basketball Shirts	214.00
Total Legendary Graphics LLC			214.00
Lenton, Cory	25 BB vs OsmondPonca	GBB vs Osmond BJVBB vs Ponca	155.00
Total Lenton, Cory			155.00
Mastalir, Thomas	25 Boys JV vs N/V	25 Boys JV vs N/V	40.00
Mastalir, Thomas	25 Boys JV vs Ponca	Boys JV vs. Ponca	40.00
Mastalir, Thomas	25 Dec 16 G/B BB	G/B JV/V BB vs Wakefield	80.00
Mastalir, Thomas	25 Dec 18 B JV BB	Boys JV BB vs Ponca	40.00
Mastalir, Thomas	25 Dec 4 BB	G/B JV BB vs. Wymot	80.00
Mastalir, Thomas	25 JV/V BB Wakefield	G/B JV/V vs. Wakefield	80.00
Mastalir, Thomas	V*25 Dec 16 G/B BB	G/B JV/V BB vs Wakefield	(80.00)
Mastalir, Thomas	V*25 Dec 18 B JV BB	Boys JV BB vs Ponca	(40.00)

Vendor Name	Invoice Number	Description	Amount
Total Mastalir, Thomas			<u>240.00</u>
NCA	25-26 Membership	25-26 Membership TS SD	110.00
Total NCA			<u>110.00</u>
Rentschler, Jared	25 Dec 16 G/B BB	G/B JV/V BB vs Wakefield	155.00
Total Rentschler, Jared			<u>155.00</u>
Rich, Destiny	25 Yearbook Basket	Yearbook Silent Auction Reimbursement	40.52
Total Rich, Destiny			<u>40.52</u>
Stadium Sports	70305	Boys Basketball Travel Gear	2,251.00
Stadium Sports	70325	Coaches Apparel	230.00
Stadium Sports	70326	Boys Basketball Beanies	204.00
Total Stadium Sports			<u>2,685.00</u>
Tomka, Steve	25 G/B BB vs N/V	G/B BB vs Niobrara-Verdigre	155.00
Total Tomka, Steve			<u>155.00</u>
Wausa Public School	25 Conf Play	2025 Conference One Acts	49.92
Total Wausa Public School			<u>49.92</u>
Westring, Derek	25 G/B BB vs N/V	G/B BB vs Niobrara-Verdigre	155.00
Total Westring, Derek			<u>155.00</u>
Wolf, Jon	25 Dec 16 G/B BB	G/B JV/V BB vs Wakefield	155.00
Total Wolf, Jon			<u>155.00</u>
Wyhe's Choice Fundraising LLC	125112408 R1	FFA Fundraiser Butterbraids	4,104.00
Total Wyhe's Choice Fundraising LLC			<u>4,104.00</u>
Zemlicka, Jason	25 BB vs OsmondPonca	GBB vs Osmond BJVBB vs Ponca	155.00
Total Zemlicka, Jason			<u>155.00</u>
Fund Number 05			<u>39,645.48</u>
Checking Account ID 3			<u>39,645.48</u>

Check Register by Checking Account

Checking Account ID: 1

Check Type: Automatic Payment

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
201587	12/20/2025				ARTSGARB	Arts Garbage Service	984.75
201588	12/20/2025				GREAPLAIC	Great Plains Communications	744.27
201589	12/30/2025				NPPD	Nebraska Public Power District	3,566.33
201590	12/25/2025				HOMELEAS	Hometown Leasing	1,575.25
201591	12/26/2025				BLACHILL	Black Hills Energy	5,101.45
201597	12/24/2025				ATT	AT&T	174.92
Check Type Total:					Automatic Payment	Void Total:	0.00
						Total without Voids:	12,146.97

Checking Account ID: 1

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
45336	12/08/2025				MAJORREF	Major Refrigeration Co Inc	250.00
45347	12/11/2025				AMABUS	Amazon Business	462.36
45348	12/11/2025				AOXWELD	A-OX Welding Supply Co., Inc	34.95
45349	12/11/2025				ATT	AT&T	150.30
45350	12/11/2025				BLOOAUTO	Bloomfield Auto Parts	98.15
45351	12/11/2025				BLMFSCHL	Bloomfield Community Schools	125.05
45352	12/11/2025				BRATDEE	Dee Bratetic	34.54
45353	12/11/2025				CANDLEWOOD	Candlewood Suites	149.00
45354	12/11/2025				CAPITALONE	Capital One	4,143.13
45355	12/11/2025				CARHARTL	Carhart Lumber Co	24.00
45356	12/11/2025				CASH	Cash	23.00
45357	12/11/2025				CITYBLOO	City Of Bloomfield, Nebraska	859.98
45358	12/11/2025				CORNHUSKER	The Cornhusker Marriott Hotel	708.00
45359	12/11/2025				COUNMARK	Country Market	853.50
45360	12/11/2025				DAKOASSE	Dakota Assemblies	500.00
45361	12/11/2025				DANACOLE	Dana F Cole & Company, LLP	5,995.00
45362	12/11/2025				DOERINGT	Doering Trenching & Plumbing	50.00
45363	12/11/2025				ESU1	E.S.U. ONE	48,930.61
45364	12/11/2025				EAKESOFF	Eakes Office Solutions	711.03
45365	12/11/2025				ELECTRNC	Electronic Systems Inc	613.00
45366	12/11/2025				ENVIRSERV	Environmental Services, Inc.	100.00
45367	12/11/2025				ESUCOORD	ESU Coordinating Council	258.30
45368	12/11/2025				FARMPRID	Farmers Pride	2,100.76
45369	12/11/2025				FEHRSAMA	Samantha Fehringer	4.47
45370	12/11/2025				HAMPOMAHA	Hampton Inn & Suites Omaha Downtown	514.84
45371	12/11/2025				HARTNEWCAS	Hartington-Newcastle School	2,944.30
45372	12/11/2025				HEARCOUNS	Heartland Counseling Services Inc.	5,000.00
45373	12/11/2025				HEFNHRD	Hefner Hardware	89.33
45374	12/11/2025				HILTONOFOM	Hilton of Omaha	356.00
45375	12/11/2025				JWPEPSON	J.W. Pepper & Son, Inc	155.48
45376	12/11/2025				JOHNDEEREF	John Deere Financial	24.40
45377	12/11/2025				MENFORD	Menford Electric LLC	502.00
45378	12/11/2025				NAESP	NAESP Region III	25.00
45379	12/11/2025				NCSA	NCSA	410.00
45380	12/11/2025				NEDOLBOIL	NE State Fire Marshal/Boiler Div	360.00
45381	12/11/2025				NASB	Nebraska Assoc School Boards	3,096.00
45382	12/11/2025				NEXTGENPT	NextGen Physical Therapy & Wellness	1,400.00
45383	12/11/2025				NORFDAIL	Norfolk Daily News	26.28
45384	12/11/2025				NORTHSTAR	Northstar Services	2,013.90
45385	12/11/2025				OLSONSP	Olson's Pest Technicians Inc	99.00
45386	12/11/2025				OMAHAMARR	Omaha Marriott Downtown	748.00
45387	12/11/2025				ONESOUR	One Source	26.00
45388	12/11/2025				PITZDIG	Pitzer Digital	264.41
45389	12/11/2025				QUILLCOR	Quill Corporation	92.32
45390	12/11/2025				RASMMECH	Rasmussen Mechanical Services, Inc	1,845.67
45391	12/11/2025				SCHMCASE	Casey Schmeckpeper	22.73
45392	12/11/2025				SCHOSPEC1	School Specialty LLC	181.50
45393	12/11/2025				STAPL	Staples Business Advantage	697.78
45394	12/11/2025				TEACHCRETR	Teacher Created Resource	43.97

Check Register by Checking Account

Checking Account ID: 1

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
45395	12/11/2025				TRISTATEWI	Tri State Windshield Repair	500.00
45396	12/11/2025				TRUCCENTCO	Truck Center Companies	80.84
45397	12/11/2025				WRAGDEBO	Deborah Wragge	20.00
45398	12/15/2025				ARAUNISERV	Aramark Uniform Services	1,097.53
45399	12/15/2025				JAYBUSIFOR	Jaymar Business Forms, Inc	231.76
45400	12/15/2025				SPARQDATA	Sparg Data Solutions	4,500.00
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Checking Account Total:		1			Void Total:	0.00	Total without Voids: 106,695.14

Checking Account ID: 2

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
6842	12/11/2025				AMABUS	Amazon Business	219.90
6843	12/11/2025				BERNARD	Bernard Food Industries Inc	1,139.44
6844	12/11/2025				CASHWAD	Cash-Wa Distributing	5,014.43
6845	12/11/2025				COUNMARK	Country Market	137.99
6846	12/11/2025				APPEARA	Dudley Laundry Co	216.83
6847	12/11/2025				HILAND	Hiland Dairy	1,653.98
6848	12/11/2025				USFOODS	The Thompson Co. Inc	5,762.96
Check Type Total:			Check		Void Total:	0.00	Total without Voids: 14,145.53
Checking Account Total:		2			Void Total:	0.00	Total without Voids: 14,145.53

Checking Account ID: 3

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
31748	12/01/2025				WAUSPUBL	Wausa Public School	49.92
31749	12/01/2025				WYHSCHOC	Wyhe's Choice Fundraising LLC	4,104.00
31750	12/01/2025				DIMODAIRPR	Dimock Dairy Products Co	2,810.20
31751	12/01/2025				HEITODD	Todd Heithoff	155.00
31752	12/01/2025				LENTCORY	Cory Lenton	155.00
31753	12/01/2025				ZEMLJASO	Jason Zemlicka	155.00
31754	12/04/2025				MASTTHO	Thomas Mastalir	80.00
31755	12/08/2025		X	12/08/2025	DEKABARR	Barry DeKay	155.00
31756	12/08/2025				MASTTHO	Thomas Mastalir	40.00
31757	12/08/2025				TOMKSTEV	Steve Tomka	155.00
31758	12/08/2025				WESTDERE	Derek Westring	155.00
31759	12/08/2025				HUDL	Agile Sports Technologies, Inc.	9,809.37
31760	12/08/2025				BARTJIM	James Bartee	155.00
31761	12/08/2025				DOUGKUBI	Doug Kubik	155.00
31762	12/08/2025				NCA	NCA	110.00
31763	12/08/2025				RENTJARED	Jared Rentschler	155.00
31764	12/08/2025				WOLFJON	Jon Wolf	155.00
31765	12/11/2025				AMABUS	Amazon Business	731.52
31766	12/11/2025				AOXWELD	A-OX Welding Supply Co., Inc	4,947.63
31767	12/11/2025				BEEBOOS	Bloomfield Bee Boosters	84.10
31768	12/11/2025				CANDLEWOOD	Candlewood Suites	149.00
31769	12/11/2025				CAPITALONE	Capital One	2,721.52
31770	12/11/2025				CHESCOMP	Chesterman Co	336.00
31771	12/11/2025				CLASSOF26	Class of 2026	2,000.00
31772	12/11/2025				COUNMARK	Country Market	201.59
31773	12/11/2025				CUSTSPOR	Custom Sports	713.00
31774	12/11/2025				HEFNHRD	Hefner Hardware	153.01
31775	12/11/2025				JWPEPSON	J.W. Pepper & Son, Inc	209.95
31776	12/11/2025				LEGENGRA	Legendary Graphics LLC	214.00
31777	12/11/2025				RICHDEST	Destiny Rich	40.52
31778	12/11/2025				STADSPORW	Stadium Sports	2,685.00
31779	12/12/2025				4SEASONS	4Seasons	4,521.15
31780	12/12/2025				CHAR	Chartwells	187.00
31781	12/12/2025				GRANDAN	Grandpa Dan's Popcorn	1,232.00
31782	12/15/2025		X	12/15/2025	MASTTHO	Thomas Mastalir	120.00

Check Register by Checking Account

Checking Account ID: 3

Check Type: Check

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
31783	12/15/2025				MASTTHO	Thomas Mastalir	120.00
Check Type Total:			Check			Void Total: 275.00	Total without Voids: 39,645.48
Checking Account Total:		3				Void Total: 275.00	Total without Voids: 39,645.48
Grand Total:						Void Total: 275.00	Total without Voids: 160,486.15



Bloomfield Community Schools Superintendent Leadership Evaluation

Fall 2025

with Spring 2025 Comparisons



Superintendent

Todd Strom

Board of Education

Deb Wragge, President

Dee Bratetic

Brady Folck

Justin Jindra

Casey Schmeckpeper

Hally Ziegler

Board Evaluation Standard Averages

(listed highest to lowest)

Fall 2025

- 5.80 - Standard VII: Professional Leadership
- 5.76 - Standard III: Budget Planning & Management
- 5.60 - Standard I: District & Board Operations
- 5.54 - Standard VI: Community Relations
- 5.50 - Standard V: Organizational & Cultural Leadership
- 5.28 - Standard IV: Educational Leadership
- 5.08 - Standard II: Board Policy

Spring 2025

- 5.70 - Standard V: Organizational & Cultural Leadership
- 5.68 - Standard III: Budget Planning & Management
- 5.65 - Standard VII: Professional Leadership
- 5.64 - Standard VI: Community Relations
- 5.62 - Standard IV: Educational Leadership
- 5.61 - Standard I: District & Board Operations
- 5.48 - Standard II: Board Policy

*Averages range from 1.00-6.00 with averages closer to 6.00 indicating strengths and averages closer to 1.00 indicating areas for growth.
Scale: Excellent (6.00); Good (5.00); Average (4.00); Unsure (3.00); Fair (2.00); Poor (1.00)*

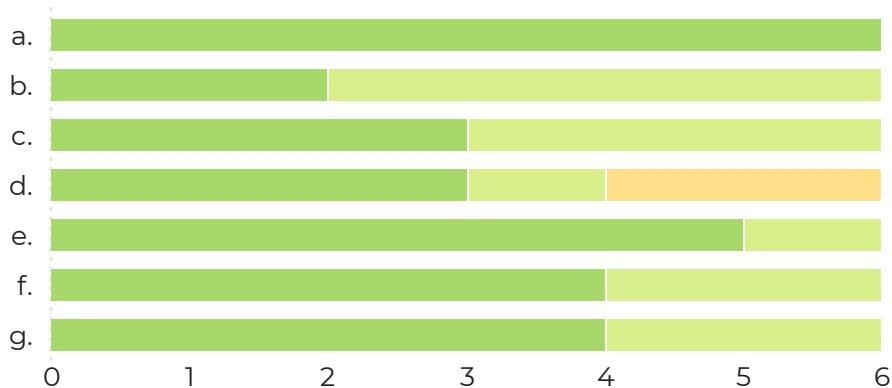
I. District & Board Operations

Please indicate what you feel is the most accurate descriptor to the following statements.

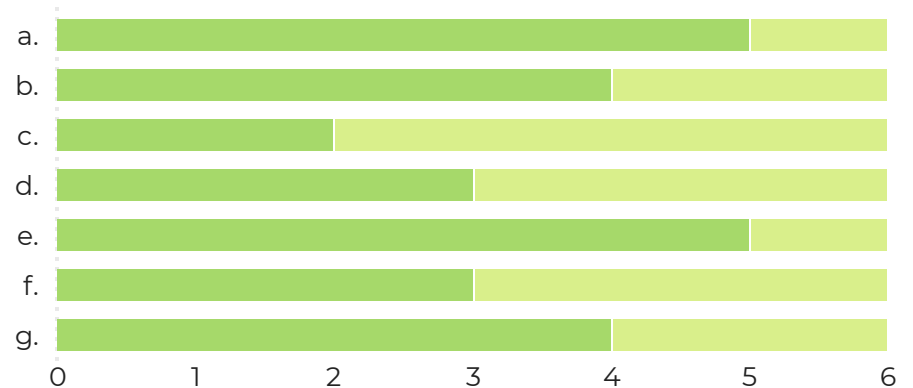
The Superintendent . . .

Indicator	Fall 2025 Avg.	Indicator	Spring 2025 Avg.
a. Oversees district business according to policy, the district's compliance and reporting requirements within all NDE rules and regulations, accreditation requirements, and state and federal law.	6.0	a.	5.8
b. Represents the district in its dealings with other school districts, NDE, ESU, community organizations, the media, and all legal matters.	5.3	b.	5.7
c. Demonstrates collaborative problem solving and decision-making.	5.5	c.	5.3
d. Informs and seeks input from the board as appropriate.	5.2	d.	5.5
e. Provides notice of meetings, attends, and monitors compliance with the Nebraska Open Meetings Act.	5.8	e.	5.8
f. Works collaboratively with board president to develop the board agenda, and to the greatest extent possible, ensures that the board has adequate information to support purposeful and informed decision-making.	5.7	f.	5.5
g. Supports board committee work as part of effective board decision-making.	5.7	g.	5.7

Fall 2025



Spring 2025



■ Excellent
 ■ Good
 ■ Average
 ■ Fair
 ■ Poor
 ■ Unsure

I. District & Board Operations

Provide evidence to support your choices above.

Mr. Strom consults with the BOE President in the creation of the agendas. He suggests items and topics, reminds us of upcoming events and learning opportunities for the BOE, and encourages all BOE members to participate and attend. BOE meeting announcements are through and posted on time. He strongly supports and participates in the Committee of the Whole structure as selected and utilized by the BOE. He represents the district system strongly in all educational circles. He seeks counsel of the district school attorney for clarification, lawfulness, and guidance for his position and the BOE.

Aside from the lack of communication on the football suspensions (from a standpoint of being blindsided by community members over it not from a I wanted involved in the decision). I have been happy with how Mr. Strom represents the district and communicates with us including some topics past administration wouldn't have wanted our opinions on.

Mr. Strom does an excellent job representing our school district and making sure we are in compliance. He has found several issues from previous administrations and has worked to resolve them. When necessary, relevant issues are brought to the board for input.

Mr. Strom consistently meets all reporting deadlines and keeps the board informed about current legislation. He works closely with the board president to ensure that the district remains organized and on track.

Mr. Strom does a competent job overseeing all administrative and operational aspects, including but not limited to implementing and upholding board policies, managing all staff, maintaining and overseeing the facilities/buildings, and making sure Bloomfield continues with a high-quality education for all students. Mr. Strom provides recommendations to the board on operational matters, carries out the policies approved by the board and maintains a professional working relationship with the board.

Our Superintendent is always in communication with our Board President putting together our agenda for our meetings. He always keeps the whole board up to date on all decisions going on with the district.

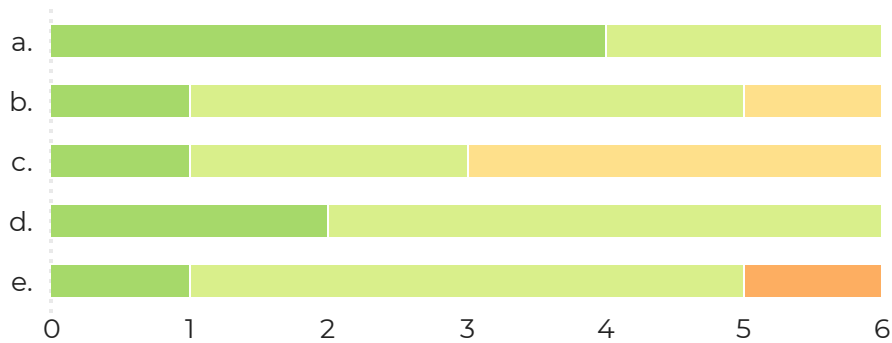
II. Board Policy

Please indicate what you feel is the most accurate descriptor to the following statements.

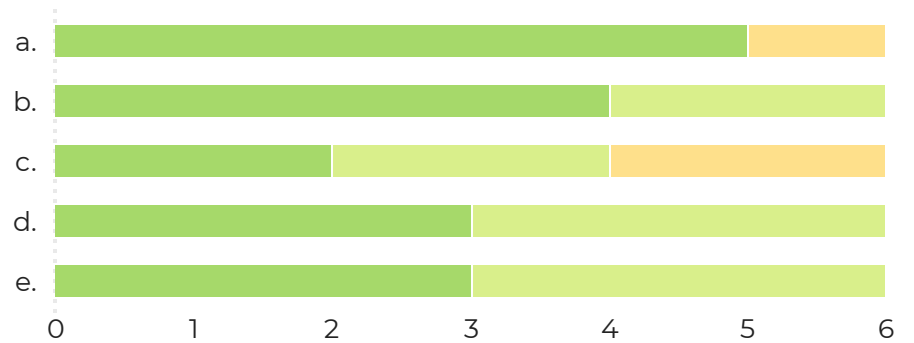
The Superintendent . . .

Indicator	Fall 2025 Avg.	Indicator	Spring 2025 Avg.
a. Works with the board to maintain effective and purposeful district policy.	5.7	a.	5.7
b. Governs consistently through board policy and administrative protocol and procedures.	5.0	b.	5.7
c. Ensures student discipline is implemented with integrity and consistency.	4.7	c.	5.0
d. Personnel policies are clear and implemented consistently.	5.3	d.	5.5
e. Monitors administrators' implementation of policy and procedures.	4.7	e.	5.5

Fall 2025



Spring 2025



■ Excellent
 ■ Good
 ■ Average
 ■ Fair
 ■ Poor
 ■ Unsure

II. Board Policy

Provide evidence to support your choices above.

Beginning in October 2024 and culminating in November 2025, Mr. Strom has served as a partner, mentor, and clarifier as the BOE reviewed, discussed, clarified, and revised the nine sections of the BCS BOE Policy alongside the BOE. He and his administrators, along with the Leadership Team, strive to be as fair and consistent as possible, given the varying circumstances of each incident.

This fall, it would have been to Mr. Strom's advantage to have alerted the BOE to issues, needs, and his awareness of topics "on the streets" of Bloomfield before stakeholders and patrons contacted BOE members. We do recognize and implement the "Chain of Command" in our district. We are steadfast in keeping the chain alive and active; however, in some cases, the basic knowledge provided in real-time could have assisted the BOE sooner in defusing challenging situations and misinformation.

District policies have been front and center for a year now. With Mr. Strom's leadership we have a strong foundation of policies to lean on. The administrative team has implemented these policies in an effort to change the school culture. I would say that this has been done successfully, even with some pushback. Doing what is right is not always popular.

One concern I have is that disciplinary policies are not being carried out by all administrators. When given reports we are mostly painted a rosy picture of how things are going, but community members and support staff have told stories of the lack of discipline. It sounds like several young students are acting up, but the admin doesn't have the stomach to punish them. In reality it is punishing all those students wanting to learn and willing to be on task. Don't forget them! Be an advocate for those that want to learn by shutting down disruptive behaviors. Disciplining students is uncomfortable, but failing to hold them accountable is unacceptable. Our vision includes empowering students to be responsible citizens and a large part of that is character development.

MR. Strom has done a good job of monitoring and implementing the above items.

Mr. Strom manages the day-to-day operations and implements the board's vision and policies, focusing on achieving the district's goals all while trying to provide thorough, honest, and transparent information to the board, keeping them informed of district conditions, challenges, and progress. Understandably, the board must recognize that while not all patrons of the district will be pleased with the outcome of all policies, Mr. Strom and his administration team, try their hardest to be as fair and consistent as possible for the benefit of the students and staff.

The Superintendent always follows the Policies that we the board have put in place. He always implements the policies with consistency.

We have faced a few issues recently that have challenged existing policies, and we have identified and hopefully closed several loopholes. I believe it is important that we continue to monitor these areas closely to maintain balance and fairness for all students.

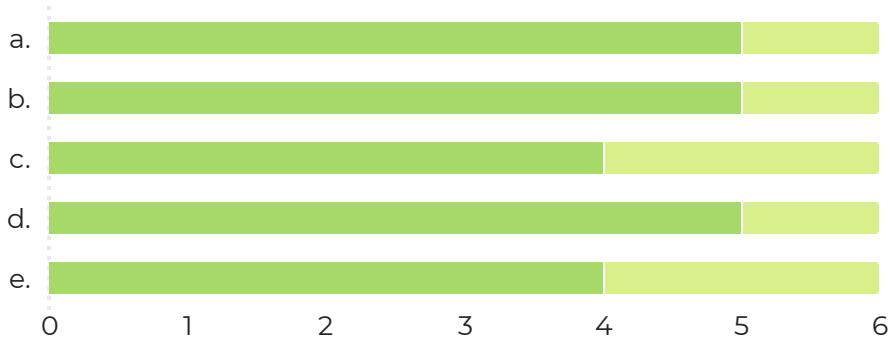
III: Budget Planning & Management

Please indicate what you feel is the most accurate descriptor to the following statements.

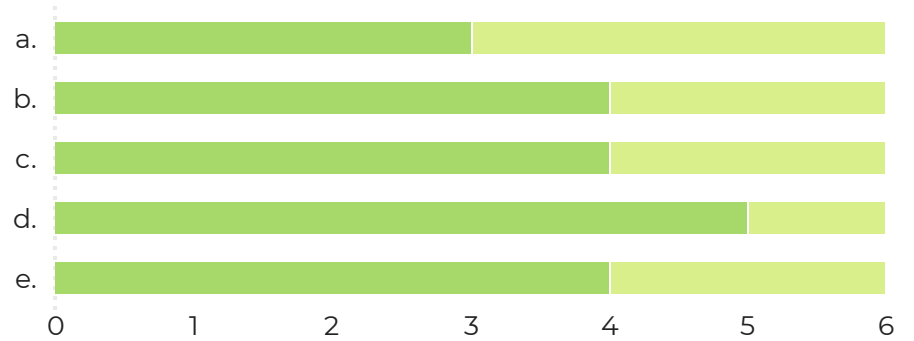
The Superintendent . . .

Indicator	Fall 2025 Avg.	Indicator	Spring 2025 Avg.
a. Upholds fiscal responsibility and accountability.	5.8	a.	5.5
b. Leads a collaborative board and administrative budget planning process to align resources with the district needs and priorities.	5.8	b.	5.7
c. Updates board with historical and current budget data to monitor revenue and expenditures.	5.7	c.	5.7
d. Ensures that the district completes an annual audit and discloses findings to the finance committee and board.	5.8	d.	5.8
e. Oversees current building projects (if applicable) and the maintenance and upkeep of district facilities and grounds.	5.7	e.	5.7

Fall 2025



Spring 2025



■ Excellent
 ■ Good
 ■ Average
 ■ Fair
 ■ Poor
 ■ Unsure

III: Budget Planning & Management

Provide evidence to support your choices above.

Our Superintendent does a Great job with putting together a budget and presents it to the whole board. He always is looking at how we can upgrade our building for the future and safety for our students. He is always bringing to every board meeting the budget and financial report for every month. He always keeps the board up to date with changing state regulations for our building and transportation vehicles.

A useful superintendent must guide and oversee the budget, carefully think and plan big expenditures, and manage the schools budget by creating a workable budget that aligns with the district's goals. This board has made it abundantly clear we do not want pesky pink post cards. I think Mr. Strom needs to carefully budget the next few years' finances to ensure this does not happen again. With the help from our financial assistant Carl, I hope we will be on the corrective path we so desperately need and were so blatantly lied to about in the past administrations. I hope, and I think that of the board too, wants Mr. Strom to be able to manage financial resources transparently to the board and develop comprehensive long-term plans that are adaptable to changing circumstances of state and federal aid as well.

We have successfully avoided the pink postcard this year, and I believe we are working toward the best possible outcome for our district. Mr. Strom ensures that we have the tools and information needed to make the most informed decisions.

Mr. Strom has excelled in this area. From being handed a financial mess 15 months ago he has educated himself and surrounded himself with a strong team of people to get the district on good footing. Working closely with Carl Deets and Mrs. Fehringer has helped to put the district on a path for financial success in the future, even with the legislature throwing more curveballs every session.

There is still work to do and probably always will be but Mr. Strom Has done a great job of keeping things afloat as far as the budget goes along with actively trying to educate the board.

When Mr. Strom interviewed for the superintendent position in February 2024, he was forthright and upright in acknowledging that he had little experience in the area of Budget Planning and Implementation. He was more than willing to seek outside counsel and guidance in this area of his administrative position. He researched possible such organizations and recommended to the BOE that Northland Securities' Carl Dietz would be a positive match for his support and creation of district budgeting. Employing Carl Ditez as Mr. Strom's guide-by-the-side was a stellar decision.

We all knew, including Carl Dietz, that the district's budget and budget planning systems were in dire need of education, guidance, and support. Utilizing multiple sessions with Carl, Mr. Strom and he were able to decipher the past budgeting, request funds which the district had not claimed, create and implement a report that offers the BOE with real-time past and present revenues and expenditures, and build a budget for the current year that meets the needs of the current budget year. Another positive step was taken when the Business Manager suddenly exited the system at mid-term. He was able to advertise and recruit, interview, and select candidates. From this pool, he was able to secure the position and find our present Business Manager, who complements his leadership style.

Overall, Mr. Strom has taken this administrative task very seriously. As a visible result, he has excelled, accepted the learning curve, and possesses a strong background and knowledge base in district budgeting and the monitoring of revenues and expenditures. At this point, it is one of Mr. Strom's most notable strengths.

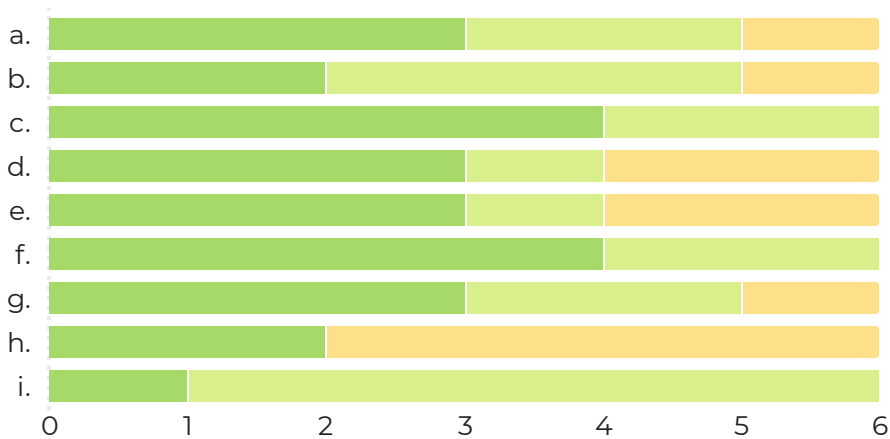
IV. Educational Leadership

Please indicate what you feel is the most accurate descriptor to the following statements.

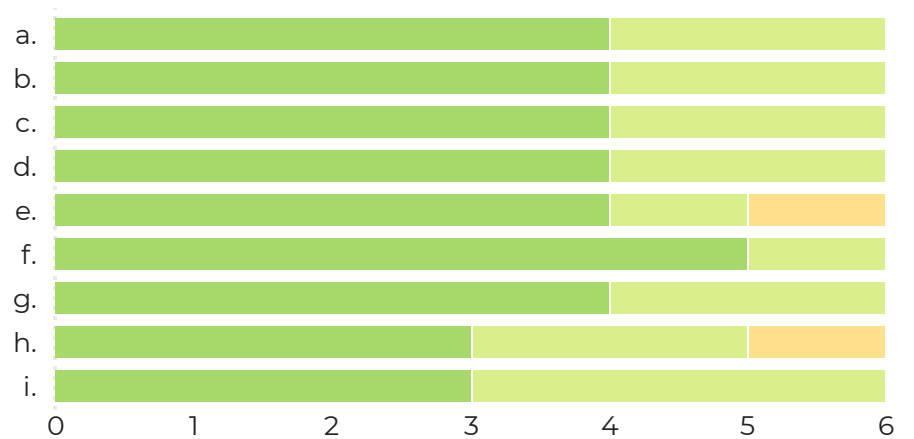
The Superintendent . . .

Indicator	Fall 2025 Avg.	Indicator	Spring 2025 Avg.
a. Advocates for the learning needs of all students.	5.3	a.	5.7
b. Advocates for the engagement of parents/families as partners in the education of students.	5.2	b.	5.7
c. Provides comprehensive coursework and opportunities to ensure college/career readiness for every student.	5.7	c.	5.7
d. Optimizes alignment of resources, curriculum, and assessments to support student success.	5.2	d.	5.7
e. Provides integrated technology curriculum and resources.	5.2	e.	5.5
f. Ensures curriculum is reviewed and updated per board policy.	5.7	f.	5.8
g. Assumes the key leadership role and responsibility for growth and improved student learning.	5.3	g.	5.7
h. Engages internal stakeholders (i.e. administration, staff, students) and external stakeholders (i.e. parents, community) in the discussion of long-term plans and goals.	4.7	h.	5.3
i. Effectively utilizes data to guide and monitor progress of district goals.	5.2	i.	5.5

Fall 2025



Spring 2025



■ Excellent
 ■ Good
 ■ Average
 ■ Fair
 ■ Poor
 ■ Unsure

IV. Educational Leadership

Provide evidence to support your choices above.

Our Superintendent is always looking at how we can always bringing ideas to the board on different ideas and plans. He's always talking with our stakeholders on his ideas.

I feel like Mr. Strom has student success and equity as one of his main objectives. I do feel there is so much emphasis on getting a CTE program in the school. While, the CTE programs can be beneficial, I feel it is one sided. There are big gender gaps by subject area in the CTE programs that have been discussed in our board meetings. I also think it has been addressed, but not taken as a serious issue, is the lack of support for the high achievers in the junior and senior high. If we are embracing and pushing our under achievers with programs and study maps to help them be more successful, the same effort should be put into those that exceed our standards and help them achieve high goals.

Mr. Strom works diligently to ensure that every student achieves to the best of their abilities. He takes his responsibility to be available and supportive of students, staff, the community, and stakeholders very seriously.

Mr. Strom has a great vision for where he wants BCS to be in the future. By building a strong framework of academics and CTE experiences he hopes to give all students the opportunity to be successful after graduation. Curriculum, college credit, and extracurricular activities have all been discussed over the last year to further our structuring of a well-rounded educational experience.

Part of advocating for the learning needs of all students is doing a thorough inventory of staffing needs. Do we have enough SPED capacity with the number of high needs students? Are we providing enough paraprofessional support to account for highly variable student academic abilities? Are teacher evaluations being done at a high standard to provide students with the best learning opportunities? One thing that has been requested in the past is for staff and para surveys to be completed to better understand the needs of the district. The administration shouldn't view this as a bad thing but instead should embrace it. Ninety-nine complaints still might lead to one good idea worth implementing.

I feel like our students are in a good place educationally under Mr. Strom's leadership

In a recent conversation with district teachers, these teachers expressed not only knowledge but also a shared value of Mr. Strom's about the need to continue developing their knowledge and skills within education, as well as his strong message about connecting that learning to the needs and wants of the student population. Mr. Strom is actively seeking additional "partnerships" with nearby districts not only to expand and enhance course offerings, but to be able to employ these offerings to students economically and with fidelity.

Communication with all stakeholders and patrons of the district is an area that needs growth. There are ongoing conversations with the BOE regarding this need, but a plan or solution is stalling. Implementing a calendar or timeline would address the need and create a clear goal that benefits all affected parties.

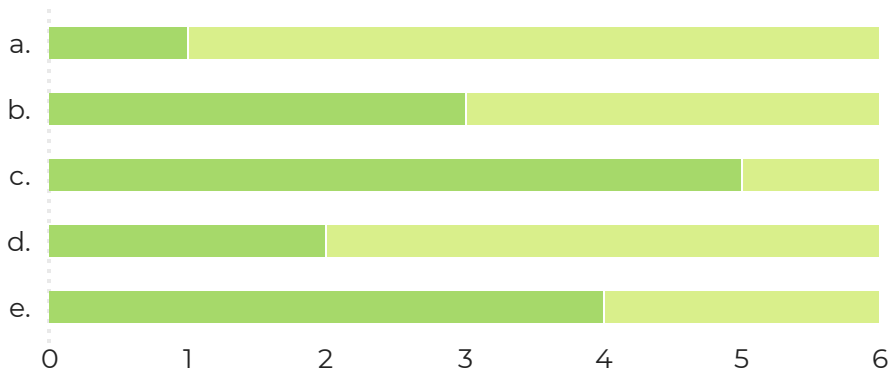
V. Organizational & Cultural Leadership

Please indicate what you feel is the most accurate descriptor to the following statements.

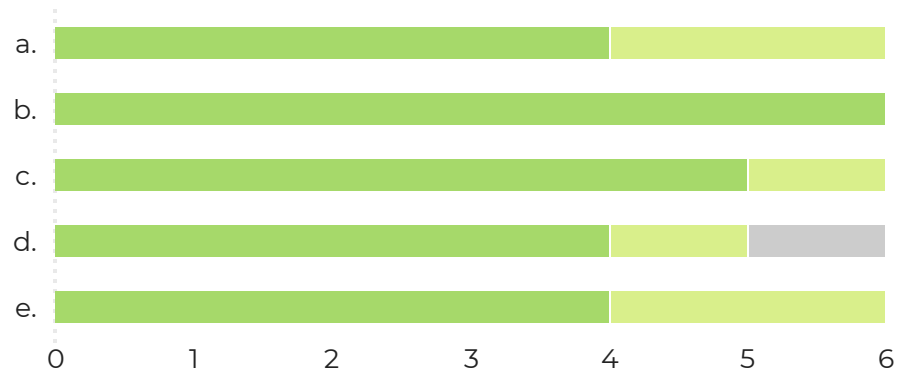
The Superintendent . . .

Indicator	Fall 2025 Avg.	Indicator	Spring 2025 Avg.
a. Contributes to a unified school environment of trust and respect among students, staff, families, and community members.	5.2	a.	5.7
b. Provides leadership and oversight to the administrative team through regular communication, supervision, and evaluation.	5.5	b.	6.0
c. Ensures that district personnel and all staff are evaluated regularly according to board policy and applicable laws.	5.8	c.	5.8
d. Integrates an effective conflict resolution process to address matters in a purposeful and timely manner.	5.3	d.	5.3
e. Handles personnel matters in a forthright, objective, and professional manner.	5.7	e.	5.7

Fall 2025



Spring 2025



■ Excellent
 ■ Good
 ■ Average
 ■ Fair
 ■ Poor
 ■ Unsure

V. Organizational & Cultural Leadership

What evidence can the board identify to validate the superintendent is implementing and monitoring progress of the strategic plan priorities?

Culture and Cohesion is the top guiding principle on the Strategic Plan. I believe that the administration has made a strong effort to implement policies to shift the culture of the district in a positive way. Holding students to a high standard is not easy, but commendable. I believe they are making an effort to discipline fairly and consistently so all students have the opportunity to learn and grow in a supportive environment.

He is always conducting the High School Principal and elementary principal to ensure that they are conducting evaluation of the teachers and staff. Then reporting back to the board.

I feel Mr. Strom does a good job at building strong relationships with staff, students, parents, and the community. He strives for clear communication and transparency. We as a board see how Mr. Strom strives to attain this in spite of (a very few) stakeholders saying and implying otherwise. As far as the Strategic planning process, it unfortunately has not been a priority the last half a year to year. Roadblocks have come up, and it has been too easy to say- we will get back to it in the next couple of weeks, months and I do fear it will be years.

Mr. Strom demonstrates strong and effective leadership, consistently dedicated to advancing the district's success while prioritizing the well-being of students, staff, and stakeholders.

Strategic plan has been put on the back burner. Seems like we run into a new problem everytime we try to advance it. Mr. Strom isn't causing these problems though.

The district's Strategic Plan is currently in a holding pattern. The district is in the final stages of preparation for an external visit from an NDE-assigned Team Leader and a Team of peer educators. While this current holding pattern can be viewed as typical, it hampers the creation of the Strategic Plan, which will guide the whole system. In all other areas, Mr. Strom's efforts to maintain organizational and cultural leadership are skillful and can defuse situations.

V. Organizational & Cultural Leadership

Provide evidence to support your choices above.

He is always giving presentations to the student body

I feel that the whole strategic plan has become derailed and I fear it wont get back on the tracks anytime soon.

It is wonderful to recognize the positive impact Mr. Strom has had on the district. He has proactively addressed challenges and worked collaboratively with various stakeholders to enhance the overall functioning of the school system. Mr. Strom consistently engages with students, encouraging both them and their parents to take an active role in their education. When conflicts arise at school, he responds promptly and handles each situation with the utmost professionalism, always adhering to board policies.

Mr. Strom is a strong leader for the district. He holds the staff and students to a high standard, which hopefully leads to a better overall school culture. I do believe that the Superintendent could build a better rapport with the students to get them to buy in to the changes, although this may come with time. Regarding regular communication, how about "Friday Updates?" Send the BOE a short synopsis of the week to keep us in the loop. Include the good and the bad so we can both advocate and be the first line of defense if needed. Send the "ugly" in a message as soon as it is practical, so the board is not blindsided.

District personnel and staff are evaluated regularly. Is there enough oversight here where nepotism and one person's judgement can't affect the learning opportunities of all students? Staff should be held at a high standard because they are on the front lines teaching our students. An unbiased review of their performance is the only tool we have to hold that education standard where it needs to be for BCS.

MR. Strom has done a great job of making sure the evaluations are actually getting done and updating the board regarding them. He has also been able to bring in some really quality staff additions

Recently, a discussion was held between the BOE President and Mr. Strom, determining that once the External Visit is complete and the visit report is completed and returned to the district, this might be the optimum time to involve the whole staff and the BOE in the drafting, accepting, and implementation of a Strategic Plan. It will be up to the superintendent and the BOE President to see this plan to fruition.

Recent BOE Meeting Public Comment participants' messages to the BOE have centered on the idea that not all students receive equitable treatment when infractions of District Policy occur or have occurred. Mr. Strom has followed policy and supported his fellow administrators in their application of the district's policies. He has maintained open communication with parents and students and has facilitated problem-solving efforts with individual parents and students.

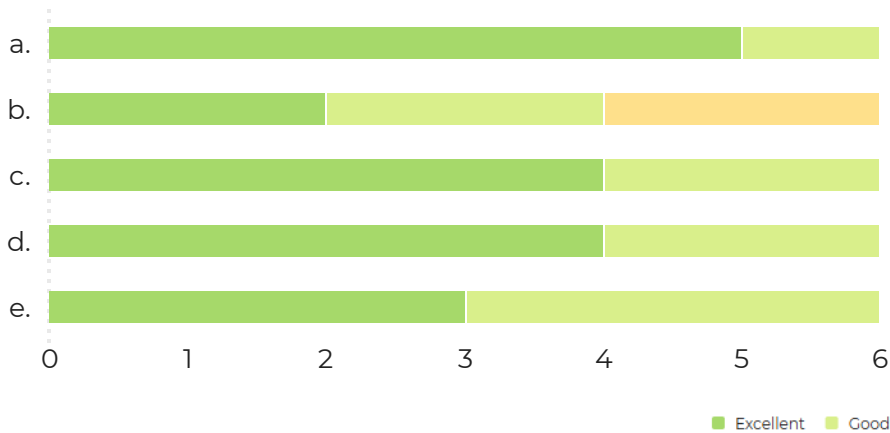
VI. Community Relations

Please indicate what you feel is the most accurate descriptor to the following statements.

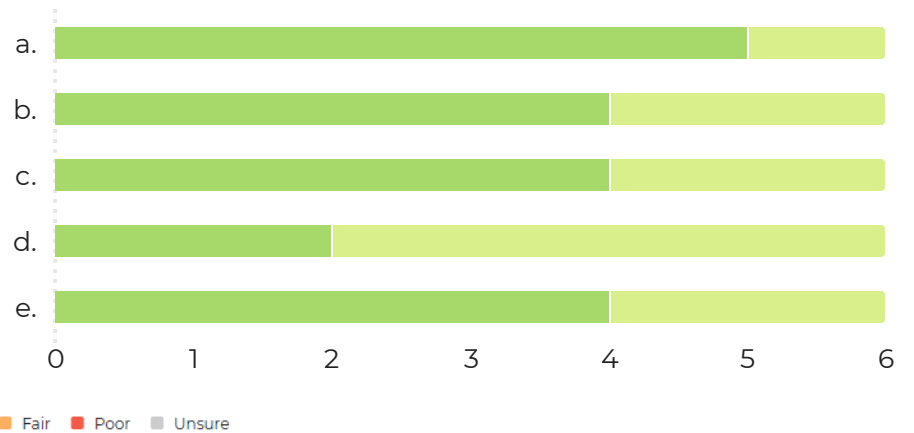
The Superintendent . . .

Indicator	Fall 2025 Avg.	Indicator	Spring 2025 Avg.
a. Establishes a visible presence in the district and community and is accessible to both internal and external stakeholders.	5.8	a.	5.8
b. Effectively communicates key public information in a timely manner.	5.0	b.	5.7
c. Acts as a unifying leader within and on behalf of the district, presents a positive image, and strives to reconcile divergent viewpoints in the interest of what is best for students.	5.7	c.	5.7
d. Understands and is respectful of the political, economic, and social aspects of the community.	5.7	d.	5.3
e. Seeks to engage external stakeholders, build cohesive and positive relationships, while promoting involvement and support of the school district.	5.5	e.	5.7

Fall 2025



Spring 2025



VI. Community Relations

Provide evidence to support your choices above.

Visibility in, and of, the district is a priority of Mr. Strom's. He has set the tone; it is also essential for all Leadership Team members to be visible. To enhance visibility, he has developed a schedule of student events, both within and outside the district. He then has assigned those members to serve as "hosts" and administrators on duty to spread out not only the load, but to assure that, whether at home or in another district, the district is represented.

There is room for growth in effectively communicating key public information. While there is some movement, more frequent press releases and "Notes from the Supt" on our website, etc., have potential promise.

Mr. Strom is very knowledgeable about the social, political, and socioeconomic situation of the district.

Mr. Strom is very active in the community, and he is almost always engaging with someone from the public. Communication throughout the district also seems to have improved under his leadership. Mr. Strom's involvement in the community and his approachable nature make it easy for stakeholders to reach out with questions or concerns.

Mr. Strom has been present and seen at a variety of events. He is proud of his roots of being a Bee and it shows. Being visible in the community builds connections with stakeholders, parents, students and staff all around.

Mr. Strom had done a good job with community involvement and visibility. His community service idea for homecoming had been a big hit and I enjoy seeing him at a multitude of different events.

It is concerning the amount of leadership activity's he is doing for other entity's outside of BCS during the school year however. I felt the sentiment was that after his first year these leadership secondary jobs would be done outside of the BHS school year when we hired him.

He is always communicating with our stake holders in the community around town at local businesses to get their feed back. Gives us reports on how the local share holders are feeling

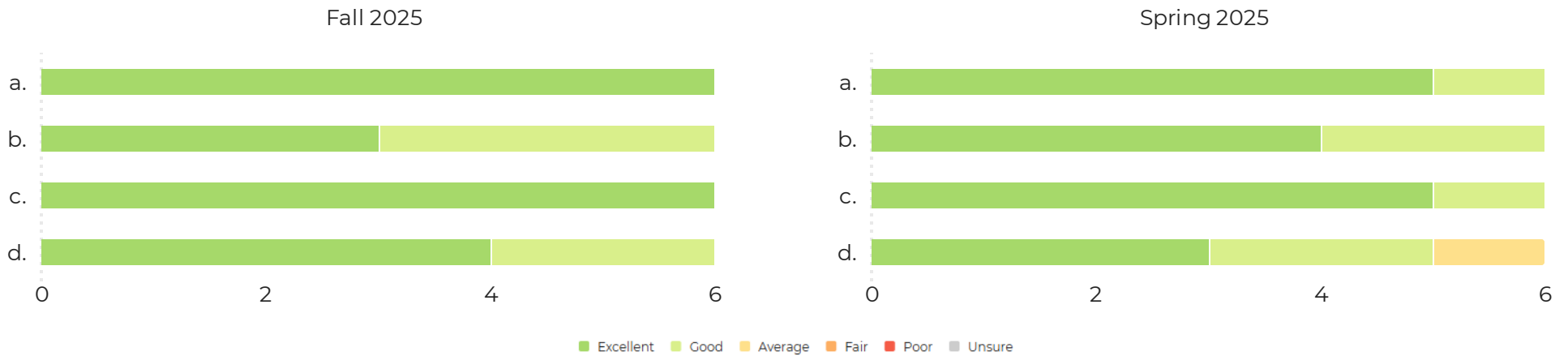
Before Mr. Strom came aboard, there was a lot of "stop, drop, and roll" because there was always a fire. With his help and some administrative changes, we now practice being Smokey the Bear and preventing wildfires. Some fires still happen, and they have been handled appropriately, but they occur much less frequently. Let's continue to have an eye on the future and prevent the fires before they happen. Examples include student numbers for sports cooperations, the split preschool class when they get to upper elementary, and student safety with increased mental health issues. These aren't just internal issues, but big picture community issues so let's keep them on the front burner, so the community knows we are trying to plan. "Failing to plan is planning to fail."

VII. Professional Leadership

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

Indicator	Fall 2025 Avg.	Indicator	Spring 2025 Avg.
a. Models positive and professional leadership based upon ethics, trust, integrity, and respect.	6.0	a.	5.8
b. Addresses concerns and opinions with respect and confidence.	5.5	b.	5.7
c. Demonstrates values and an attitude that inspires others to attain a higher level of performance.	6.0	c.	5.8
d. Demonstrates knowledge of current evidence-based practices for teaching and learning and seeks to develop others in this area.	5.7	d.	5.3



VII. Professional Leadership

Provide evidence to support your choices above.

He is always pushing our district to stay ahead of the new advance learning technology that keeps advancing everyday. Constantly going to Superintends meetings to get different inputs.

Collaboration, adaptability, and a commitment to continuous educational improvement are vital as a superintendent and Mr. Strom strives to accomplish this.

Mr. Strom is a strong leader who prioritizes excellence and continuous improvement within the educational system. His character and ethics are exceptional, aligning his actions with his values. Mr. Strom's positivity and energy have had a noticeable positive effect on everyone around him.

Mr. Strom always has a very positive attitude and willingness to listen to any concerns. He maintains a very professional demeanor in front of staff and students as well as in the community. As a leader he willingly shares his knowledge and expertise, but accepts advice and feedback as needed.

"A leader is one who knows the way, goes the way, and shows the way." If staff have blackout days to start and end the school year, why doesn't the Superintendent? Does this look like professional leadership to pour so much time and effort into getting a school year off on the right foot and then not being there to see it through?

Mr. Stroms positive leadership skills are one of his best attributes.

This standard is Mr. Strom's strongest.

Additional Comments (Optional):

The position Mr. Strom assumed in Fall 2024 and continues into this school year has caused a strong learning curve for students, teachers, staff, and parents. Past administrative leadership held a reputation for being lax and inconsistent in the areas of policy and operations. Mr. Strom has addressed these shortcomings and is, from time to time, experiencing resistance and cries of unfairness in application. That being said, this school year does exhibit growth across all groups. He has built strong, consistent messages and supports that are making a difference in the tone and tenor of the campus and district. His training in the area of conflict resolution and positive relationships among the various audiences he manages is creating a viable, growing, nurturing district and community.

It is very easy to support and back Mr. Strom when he is using his time off to camp, fish, or spend time with his kids. It is tougher to do when he's doing his leadership training for various entities outside of Bloomfield Community School during the school year.

Overall, I think things have been going great at BCS with Mr. Strom at the helm. I think everyone would feel more at ease if we were updated weekly about what is going on, even if nothing major.

I am happy with the job Mr. Strom has done so far and I hope to continue to see it grow and improve with our district and with the staff and students.

Looking back on additional comments from the last evaluation, I do still see some issues with the amount of time he spends off campus with his side business. For example, while the auditor was there, Mr. Strom was not present for the entire visit which doesn't look the best to the auditor esp. if there were any questions that came up that only Mr. Strom could address. As a whole, I am very pleased with the work that Mr. Strom has done for our district and grateful for his dedication to BCS.

Board-Identified Top 3 Standards

Standard VII | Standard Avg. 5.80

Standard III | Standard Avg. 5.76

Standard I | Standard Avg. 5.60

Board-Identified Bottom 3 Standards

Standard II | Standard Avg. 5.08

Standard IV | Standard Avg. 5.28

Standard V | Standard Avg. 5.50

The Bloomfield Community Schools is very pleased to have you as a leader and part of our administration. Your first year with us was challenging and rewarding. It spanned the full range of what your job entailed. Your leadership has led this district from despair to hope in the knowing and doing of finance and policy, and in looking beyond to our future as a district.

The 2025-26 superintendent's evaluation results were strong and consistent in their values and observations, as reflected by the Board of Education. In our conversations and observations, we consistently observed growth and understanding, perhaps with a bit of resistance at first, in your top three areas. Certified and Non-certified Employees echo the importance of being lifelong learners in their work and craft. We are especially thankful for your "full dive" into the workings and learnings of district finance and planning. The Board of Education thanks you for allowing us to "take our voice back" as elected officials of the district. Working together is far easier and less stressful than being "talked to."

However, in the spirit of seeking further growth for yourself and the Board of Education, we ask that you:

1. Undertake additional study and application, perhaps through documentation, of the use of District Policy, especially in the areas of the Student Policies 5000s and the Instruction Policies 6000s.
2. Continue implementing the Educational Leadership strategies. The tide is turning, and we wish it to continue. The district is a living, breathing organism that works best and more smoothly when all the "oars" are rowing in the same direction.
3. Create a vehicle or mechanism to ensure timely, accurate communication with ALL our publics. These communications include, but are not limited to, weekly reports of actions/happenings to the Board of Education, public communications to stakeholders and patrons from your office using all media resources of "The Scoop from the Supt," large and small group forums (Meet & Greets, i.e., Coffees in the Commons, Tours while school is in session to showcase our classes and programs - "A period in the Life of our School," and others, the Board of Education included, are willing to brainstorm, assist, and implement.

The Board of Education desires you to implement these actions immediately, with communications of these actions reported to them using the weekly update and the bi-monthly reports. The Board of Education Presidents will record documentation of the weekly reports, and the bi-monthly reports will be documented in the minutes of the monthly COW and Regular meetings. As to the implementation of 5000 and 6000 policies, we suggest you "team" with the principals as to their encounters with these policies regarding our students.

Based on the findings of this evaluation and the Board of Education's conversations, we offer you an extension of your current contract and ask that you remain as our Superintendent for the 2026-27 school year.

Superintendent’s Response

I have read the board’s Superintendent Evaluation Report. In response, I will continue to work with our administrative team on leadership development through creation and support of goals. I will also provide effective feedback through daily and weekly feedback and evaluations. I have done a Friday Focus for school board members in the past. I can resurrect that tool in an effort to increase weekly communications. The administrative team also meets weekly, we can add the district policy piece to our meeting to discuss how those policies are being implemented and will take action as needed.

Superintendent Evaluation Summary

The superintendent should identify no more than four performance areas on which to focus their growth professionally. Note: Targeting in excess of four performance areas will make it difficult for the individual to address the areas adequately. When his/her performance is at a high-level, sustaining, refining, and replicating the performance is the goal. Follow through will ensure the success of the superintendent and the board.

The Performance Plan should consist of:

- goals (**what** must he/she do to achieve the objective or what is the intended result)
- performance indicators (**how** will the board measure progress and/or success)
- timeline (**when** will progress/success be assessed or completion date)
- signature (once the Performance Plan has been completed and reviewed the board president and superintendent will both sign and date placing a copy in the superintendent’s personnel file and a copy will be retained by the board president)

Note: The Performance Plan should be reviewed and updated throughout the year to assess progress and success. Modifications should only be made if the board/superintendent discuss and agree upon appropriate changes.

(Signature of Superintendent)

(Date)

(Signature of Board President)

(Date)

Letter from Superintendent Todd Strom

After thoughtful consideration, I have made the decision to retire at the end of this school year and will not seek renewal of my Superintendent contract with Bloomfield Community Schools. This choice comes with deep gratitude for the opportunity to serve the students, staff, board, and community of Bloomfield. It has been an honor to serve alongside so many dedicated individuals who care deeply about the success and future of Bloomfield Community Schools.

When I agreed to lead my great alma mater Bloomfield Community Schools, I sensed a school district and community ready for positive leadership, stability, transparency, and renewed confidence. Together, we pursued those goals and faced challenges directly. As Superintendent, I feel those goals have been attained. A strong, positive foundation exists that will serve students and educators well into the future.

Over the past two years, the Board of Education and I have worked collaboratively to strengthen district operations and adhere to our fiscal responsibility. We eliminated deficit spending and have been able to avoid practices such as borrowing funds to meet payroll. By stabilizing financial systems, seeking expert support, making strong, professional personnel hires and implementing transparent reporting structures, we have rebuilt the district's financial footing. Today, Bloomfield has the lowest district tax levy in Knox County. We will continually strive to invest taxpayer money responsibly in our students and staff while maintaining high academic expectations and offerings.

This progress was made possible through a strong partnership with the Board of Education. Board leadership and development was a noted area of needed growth and a shared goal when I became Superintendent. I have been blessed with a school board that is highly invested, hard working and reliable. They are hungry to learn and strive to be the best. I am proud to say the current board has earned the Nebraska School Board Association's award for excellence this past year for their efforts. I have extreme confidence they will continue to develop professionally. Board leadership and support has helped greatly with the leadership transitions, increased expectations, work and made my goals as Superintendent not only achievable but sustainable for my successor.

In addition to fiscal renewal, we continue to have great pride in our schools. Positive leadership, increased community engagement, and deeper alumni involvement have helped grow the shared sense of ownership and celebration in what it means to be a Bloomfield Bee. As your Superintendent, I have made a diligent effort to be visible in our schools, classrooms, at district events, and in the community, strengthening relationships, celebrating traditions and reinforcing the belief that students come first and together we are Bee Nation.

A major focus of our administrative team and board work has been improving consistency, clarity, and fairness within the district. The past two years, together, we completed a comprehensive review of all sections of our Board policy—a significant undertaking that modernized and aligned our practices with state expectations. We

implemented a complete teacher and principal evaluation system based on the Nebraska Department of Education model for effective practice. Every employee—certified and non-certified—now has a clear job description and receives an annual performance evaluation from their immediate supervisor. These steps have improved accountability, supported professional growth, and ensured a more equitable experience for our students.

We also took important steps to strengthen teaching and learning. We expanded academic and career opportunities, continue to explore partnerships with neighboring districts, support teacher professional development, and ensure that student needs—whether academic, behavioral, or social—are addressed with greater consistency. While there is always more work to do, particularly in strengthening communication systems and continuing strategic planning, I am confident that the district is on a positive path for our incoming leadership.

I want to acknowledge the school board's thoughtful, professional feedback over the past two years. My annual evaluation summaries reflected the board's strong support for the district's direction as well as constructive insights that helped guide my work and goals. Our shared focus on communication, culture, policy fidelity, and fairness has moved the district forward, even when the work was challenging. I am grateful for your trust and partnership.

The progress we see today is the direct result of the extraordinary staff who serve this district. Teachers, support personnel, administrators, and coaches have embraced new expectations, adapted to changes, and continued to devote themselves to students with heart and professionalism. Through resignations and openings, we have added talented, experienced staff who complement an already stellar faculty team, strengthening the district even further.

To our students—you are the reason we do this work. Your accomplishments, resilience, kindness, and growth have made every challenge worthwhile. I have enjoyed watching you learn, compete, perform, lead, and support one another in the same hallways and classrooms I graduated from. It warms my heart. This district is fortunate to have such incredible young people at its core. May God lead you all in your continued educational journeys and into your adult lives.

And to the community of Bloomfield—thank you. Bloomfield is and always will be our family home. There was initially hesitation in accepting the Superintendency as I knew tough decisions would be mine to make. You have welcomed my leadership, supported your schools, voiced concerns when needed, and stood behind our mission. Your engagement, pride, and commitment to the next generation are what make the Bloomfield district special.

As I prepare to close this chapter, I do so with gratitude, pride, and confidence. The foundation of Bloomfield Community Schools is strong. The board and leadership team are capable. The staff is dedicated. And the students are exceptional.

It has been a privilege to serve as your superintendent. I look forward to finishing the school year strong and watching Bloomfield Community Schools continue to grow, succeed, and thrive in the years ahead.

Thank you for the honor of serving this district and community.

Blessings always, truly grateful and Proud to be a Bee!

Mr. Todd Strom

Business Operations

Procurement Plan – School Food Authorities

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

Procurement Policy

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

- When the annual total for food service program related items is less than ~~\$250,000~~ \$350,000 (simplified acquisition threshold) per procurement event or in aggregate purchases this organization will follow the informal simplified acquisition threshold procedures.
- When the annual total for food service program related items is greater than ~~\$250,000~~ \$350,000 (simplified acquisition threshold) per year per procurement event or in aggregate purchases this organization will follow the Formal Competitive Solicitation Procedures.

Micro-Purchase Procedures

Micro-Purchases may be used for single purchases under ~~\$1015,000~~ \$15,000 made with a vendor [2 CFR 200.320(a)].

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

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

Simplified Acquisition Threshold Procedures

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

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

Formal Competitive Solicitation Procedures

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

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

(Note: If the simplified acquisition threshold established in the sponsor’s procurement policy statement is less than \$~~250~~350,000, the smaller bid threshold will govern.)

Procurement Summary

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

- A. Competition: We shall demonstrate our goods and services are procured in an openly competitive manner. Competition will not be unreasonably restricted. [7 CFR 210.21(c)(1)] [2 CFR Part 200.319(a)(1-7)]
- B. Comparability: We recognize for true competition to take place, we must maintain reasonable product specifications to adequately describe the products to be purchased and the volume of planned purchases based upon pre-planned menu cycles. [2 CFR 200.319(d)(2)]
- C. Documentation: We shall maintain for the current year and the preceding three years all significant materials that will serve to document our policies and procedures. [2 CFR 200.318(i)]

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

Date of Adoption: [Insert Date]

Business Operations

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5. Retain all records pertaining to the formal competitive bid process for a period of five years plus the current year

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

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- B. Comparability: We recognize for true competition to take place, we must maintain reasonable product specifications to adequately describe the products to be purchased and the volume of planned purchases based upon pre-planned menu cycles. [2 CFR 200.319(d)(2)]
- C. Documentation: We shall maintain for the current year and the preceding three years all significant materials that will serve to document our policies and procedures. [2 CFR 200.318(i)]

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

Date of Adoption: [Insert Date]

Business OperationsInternal Controls

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

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

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

Legal Reference: 2 C.F.R. § 200.303.

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

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

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

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

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

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

- 1) A procedure for micro-purchases (Under ~~\$1015~~,000);
- 2) A procedure for simplified acquisition thresholds (between ~~\$1015~~,000 to ~~\$250350~~,000);
- 3) A procedure for sealed bids (over ~~\$250350~~,000);
- 4) A procedure for competitive proposals (with an explanation for why sealed bids were not accepted if over ~~\$250350~~,000); and
- 5) A procedure for noncompetitive bids.

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

Cross-Reference: Policies 3130 & 3131.

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

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

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

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

Legal Reference: 2 CFR §§ 200.310-200.313.

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

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

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

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

Legal Reference: 2 C.F.R. § 200.213.

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

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

Legal Reference: 2 C.F.R. § 200.302.

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

Legal Reference: 2 C.F.R. § 200.307.

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

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

Legal Reference: 2 C.F.R. § 200.306.

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

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

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

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

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

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

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

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

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

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

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

- 7) Any depreciation will be computed, charged, and recorded in a manner consistent with federal regulations and any requirements of the federal awarding agency.

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

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

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

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

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

Date of Adoption: [Insert Date]

Business OperationsInternal Controls

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

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

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

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- 3) A procedure for sealed bids (over \$350,000);
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- 4) Ensuring effective controls over accountability and safeguards for all funds, property, and other assets;
- 5) Comparing actual expenditures with budget amounts for each federal award;
- 6) Ensuring payments of federal funds are made in accordance with applicable law, including 2 CFR § 200.305; and
- 7) Determining the allowability of costs in accordance with applicable law and the conditions of the federal award.

Legal Reference: 2 C.F.R. § 200.302.

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

Legal Reference: 2 C.F.R. § 200.306.

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

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

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

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

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

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

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

- 7) Any depreciation will be computed, charged, and recorded in a manner consistent with federal regulations and any requirements of the federal awarding agency.

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

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

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

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

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

Date of Adoption: [Insert Date]

Supt Report Dec 15 2025

- Regional Supts Group has tested our messaging. We are connected and ready for “Snow Patrol”.
- Both Mrs. Gilsdorf and Mr. Conroy have completed their first semester self-evaluation instrument. I will meet with them this week to review my feedback and set goals for second semester. They both did a nice job with the 12 days of Christmas Staff Activities, helps greatly with morale this time of year!
- Facilities and vehicles are in good working order for winter. We are waiting on a window replacement in West Lobby of the HS. Darrel and crew are to be commended for all the setup for events lately. Mr. Thiele is officially retired, Mr. Jarrick Isom has the custodial “reins” at the Elementary.
- Mrs. Lange and her students, along with much cooperation from staff, gave some outstanding performances in the HS and Elementary concerts recently.
- Our student council advisor, Mrs. Osten, and her students have done a great job of leading activities throughout the year, but especially lately with all of the holiday themed events. It makes our school an enjoyable and welcoming place for kids.
- The principals have completed their first semester self assessment and I have completed their formal evaluations with several of the standards in the effective or highly effective areas. There are a few areas rated as developing which we will set collaborative goals around. We have solid leadership from our principals.
- Jan 5 @ 8:30 am - District Wide Staff Meeting in MPR - Board Update and CIP Update
- Friendly reminder of the holiday gathering at our home this Friday, Dec 19.

Technology Report

Date: December 12th, 2025

Hudl

- 3 year contract renewed. Added an extra camera that will go on the baseline on our home side and will be primarily used for volleyball rotations. This angle and camera will be accessible for our streaming ability if we have someone manually running it like in football.

E-Sports

- Starts back up again in January with the first week of competition Feb. 2nd
 - Main titles I expect us to play are Mario Kart and Fortnite
 - Last years Fortnite team medaled 7th at state but graduated 3/4 players

LAN Managers Meeting (Dec 12th)

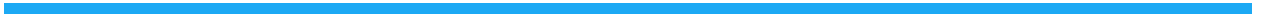
- Lots of discussions around AI for both students and teachers and how many districts are discussing policies which is a goal of mine for next year

Social Media

- We have some students getting more involved especially on the basketball side of things making graphics that will be posting during events.
- The goal for next semester is for all teachers/sponsors to have the ability to post to social media/website and then the posts will be held for admin approval to go out
- Plan to go over this during January PD

Streaming

- Veterans day and the HS christmas concert streams were not good due to audio issues and resorting to use the hudl camera or iPad recording.
 - It turned out to be a software issue not a hardware issue and has since been resolved and things went well for the Elementary Christmas Program
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December



BEE'S School Counselor Report
Building Excellence Encouraging Success
12/15/2025

1. NECC 8th Grade Career Day

On December 11th I took the eighth graders to NECC for career exploration. They took a career interest inventory before attending the event and were able to review the results at NECC. Several of them found out about careers that they were interested in, the education required, the rate rise and demand of their chosen career, and future wages they could earn. Other activities were meeting the expectation of a budget, eating lunch on campus, and taking a campus tour. The kids were amazing, respectful, and engaged. A big thank you to Miss Koch for assisting and Kevin for driving.

2. Good News

We have one senior that applied for the RHOP or Rural Health Scholarship through Wayne State for his interest in becoming a physician's assistant. We just received notification from WSC last week that he has been chosen as a finalist to interview at WSC in January. Congratulations and best wishes for Beau Eisenhauer as he competes for this honor next month.

3. Elementary Guidance

Elementary guidance lessons have been focusing on emotion management for K-5 this past month. They have learned how to stop, name their feeling, take a deep breath, and think about what to do next before acting on their emotions. The 6th graders have continued with career exploration and today posed three questions that they would like to ask themselves as seniors. We are going to video them asking their future selves those questions when we come back from break- and store the videos to answer as seniors. It was a good exercise for them to keep thinking forward.

4. January

I have asked some of our current college alumni to come and speak with our seniors while they are home for Christmas break-when we return in January. This is an exercise that we completed last year as well and I am excited to see how this panel engages with our current seniors. They share what their surprises are at college, what is going well, which classes they enjoy, and those that maybe they wish they would have spent more time on, etc.

5. Wishing you all a Very Merry Christmas! I'm excited for another New Year of educating and inspiring our Bees!