

**MALCOLM PUBLIC SCHOOLS, DISTRICT #148**  
**BOARD OF EDUCATION REGULAR MEETING AGENDA**  
**Monday, February 16, 2026 7:00 PM**  
**SCHOOL DISTRICT BOARD ROOM**

{{Name: Agenda Item Name}}

1. **Call Regular Board Meeting to Order - Roll Call**
2. **Pledge of Allegiance**
3. **Consent Agenda**
4. **Communication From the Public: Communications in general or about a specific agenda item.**
5. **Unfinished Business**
6. **New Business**
  - 6.1. Discuss, Consider and Take All Necessary Action in Approving The 2024-2025 Annual Report
  
  - 6.2. Discuss, Consider and Take All Necessary Action in Offering the Assistant Tech Director's Position to Matthew McKay.  
  
Mr. McKay will also fill the open Assistant Activity Director's Position due to Mr. Pritchett's retirement.
  - 6.3. Discuss, Consider and Take All Necessary Action in Offering the 6th-8th English/Language Arts Position to Miranda McKay
  - 6.4. Discuss, Consider and Take All Necessary Action in Approving the Memorandum of Understanding for Catastrophic Sick Leave for Certified Staff.
  - 6.5. Discuss, Consider and Take All Necessary Action in Setting a Date for a Board Work Session to Work on the Superintendent's Evaluation Tool.
  - 6.6. Discuss, Consider and Take All Necessary Action in Setting a Date(s) and Time(s) for the Spring Work Session(s)
  - 6.7. Discuss, Consider and Take All Necessary Action in Authorizing Investment in the Nebraska Liquid Asset Fund, by Resolution.
  - 6.8. Discuss the Dual Credit/SENCAP Report
7. **Reports and Discussion Topics**
  - 7.1. Administration Reports and Discussion Topics
    - 7.1.A. Principals
    - 7.1.B. Superintendent
      - 7.1.B.1. Reports and Discussion Topics:  
Village of Malcolm: possible land annexation  
Code of Conduct  
Weight Room  
Environmental Graphics  
NASB Membership Guides  
Inclement Weather Decisions  
2025-2026 Academic Calendar Notification  
FBI Agent Andrew Crawford

Softball Program Consideration  
Turning Point USA--Club America  
Legislative Update

7.1.B.2. Stacy Lostroh has accepted the position of Business Manager

8. **Enter into Executive Session if needed**

**(This item will be on the monthly agenda in case something comes up that we need to discuss in an executive session)**

9. **Adjournment**

**NOTICES:**

**COPY OF OPEN MEETINGS ACT:** The Board of Education makes available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. The Act is posted on the Bulletin Board on the North wall of the meeting room.

**INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM:**

**Getting Started:** The Board of Education will receive public comment on individual agenda items or communication from any district patron on any issue. When it is your turn to speak during the “Communications from the Public” portion of the agenda, please come forward to the table situated immediately in front of the Board, sign your name and address on the sign-in sheet and state your name to the Board of Education.

**Time Limit:** You may speak one time, but please limit comments to 5 minutes or less.

**Personnel or Student Topic:** If you are planning to speak about a personnel or student matter involving an individual, please understand that our policies require that such concerns initially be directed to the administration for consideration. Board members will generally not respond to any questions you ask or comments you may make about individual staff members or students. You are cautioned that slanderous comments are not protected just because they are made at a Board of Education meeting.

**General Rules:** Please remember that this is a public meeting for the conduct of the business of the Board of Education. Offensive language, personal attacks and hostile conduct will not be tolerated.

SCHOOLS

BY: MALCOLM PUBLIC

BOARD OF EDUCATION

**Financial Summary  
1-31-2026**

<b>School Accounts</b>	<b>General</b>	<b>Lunch</b>	<b>Activity</b>	<b>Bus Deprec</b>	<b>Student Fees</b>
Previous Bal 1/01/2026	\$2,479,444.42	\$16,459.08	\$212,301.75	\$212,081.43	\$28,511.95
Receipts - January 2026	\$811,892.74	\$40,917.55	\$20,819.46	\$545.23	\$1,068.09
Disbursements- January 2026	\$798,993.01	\$31,406.98	\$52,008.27	\$65,820.00	\$0.00
Cash in Cking 1/31/2026	\$479,933.61	\$14,614.79	-\$18,608.50	\$10,446.08	\$29,580.04
Invested: January 2026	\$2,012,410.54	\$11,354.86	\$199,721.44	\$136,360.58	

<b>Lanc. Co. Treasurer:</b>	<b>General</b>	<b>Bond</b>	<b>Spc Bldg</b>
Previous Bal 1/01/2026	\$237,728.07	\$16,008.89	\$24,077.95
Receipts - January 2026	\$878,373.17	\$20,562.98	\$102,097.88
Disbursements - Jan 2026	\$238,766.54	\$16,096.86	\$24,204.51
Cash on Hand 1/31/2026	\$877,334.70	\$20,475.01	\$101,971.32

<b>NSDLAF (Investment)</b>	<b>Spc Bldg</b>	<b>Bond Fund</b>
Previous Bal 1/1/2026	\$2,722,389.45	\$226,275.07
Receipts January 2026	\$33,597.97	\$17,631.68
Disbursements Jan 2026	\$0.00	\$0.00
Cash on Hand 1/31/2026	\$2,755,987.42	\$243,906.75

\$1,078,255.05		
	\$40.00	
\$24,000.00	\$230.00	
\$95,000.00	\$780.00	
\$252,000.00	\$2,244.00	
\$1,000.00	\$4,197.50	
\$1,000.00	\$6,365.96	
\$16,000.00	\$230.00	
\$2,000.00	\$20,030.99	
\$6,000.00	\$230.00	
\$11,000.00	\$230.00	
\$27,000.00	\$80.00	
\$435,000.00	\$230.00	
	\$230.00	
\$643,255.05	\$172,276.00	
	\$549.22	
	\$200.00	
	\$11,624.38	
	\$10.00	
	\$383,689.00	
	\$39,788.00	
	\$643,255.05	\$0.00

# Lancaster County School District #148

## Cash Receipts Item Report

[Cycle Name]: "FY25-26"; Created On: 2/13/2026 2:03:45 PM

Receipt Number	Customer Name	Description	Date Received	Receipt Amount	Account Code
Jan26Int	NDSLAF Bond Fund	Interest	01/31/2026	\$695.18	07-1-01510-000-000-0000
Jan26LancBond	Lancaster County Treasurer	Local Collections	01/15/2026	\$16,008.89	07-1-01100-000-000-0000
Jan26SewBond	Seward County Treasurer	Local Collections	01/14/2026	\$927.61	07-1-01100-000-000-0000
				<b>\$17,631.68</b>	

# Lancaster County School District #148

## Cash Receipts Item Report

[Cycle Name]: "FY25-26"; Created On: 2/13/2026 2:23:40 PM

Receipt Number	Customer Name	Description	Date Received	Receipt Amount	Account Code
Jan26DepCk	Union Bank Interest	Checking Interest	01/31/2026	\$6.59	02-1-01510-000-000-0000
Jan26DepSTFIT	Union Bank Interest	STFIT Interest	01/31/2026	\$538.64	02-1-01510-000-000-0000
				<b>\$545.23</b>	

# Lancaster County School District #148

## Cash Receipts Item Report

[Cycle Name]: "FY25-26"; Created On: 2/13/2026 4:00:21 PM

Receipt Number	Customer Name	Description	Date Received	Receipt Amount	Account Code
Jan26GFEFund	Patrons/Students	Pre-School Tuition	01/31/2026	\$1,000.00	01-1-01370-000-000-0000
Jan26StAid	State of Nebraska	State Aid	01/31/2026	\$302,532.13	01-1-03110-000-000-0000
Jan26STFITInt	Union Bank Interest	STFIT Interest	01/31/2026	\$5,786.11	01-1-01510-000-000-0000
reVision/ApportionJan26	State of Nebraska	reVision Grant/Apportionment	01/27/2026	\$133,891.19	Multiple
Jan26SPED	State of Nebraska	SPED AFR 23-24	01/23/2026	\$108,549.00	01-1-03120-000-000-0000
25-023	Malcolm Mateys, LLC	Before/After School Rental	01/23/2026	\$662.15	01-1-01910-000-000-0000
25-024	Sadoff & Rudoy	Recycled Metal	01/23/2026	\$677.58	01-1-05690-000-000-0000
25-025	Patrons/Students	Book Damage Fine	01/23/2026	\$17.99	01-1-05690-000-000-0000
25-026	Patrons/Students	Option Bus Transportation	01/23/2026	\$600.00	01-1-01410-000-000-0000
25-027	Farmers Co-op	2016 Equity	01/23/2026	\$88.35	01-1-05690-000-000-0000
25-028	Patrons/Students	Pre-School Tuition/Fees	01/23/2026	\$2,046.00	01-1-01370-000-000-0000
25-029	Malcolm Lunch Fund	January Lunch PR Taxes	01/23/2026	\$4,074.30	01-1-09000-000-000-0000
Jan26Lanc	Lancaster County Treasurer	Local Collections	01/15/2026	\$237,728.07	01-1-01100-000-000-0000
Jan26Sew	Seward County Treasurer	Local Collections	01/14/2026	\$13,924.42	01-1-01100-000-000-0000
Jan26MIPS	State of Nebraska	MIPS Reimbursement	01/06/2026	\$305.80	01-1-04708-000-000-0000
				<b>\$811,883.09</b>	

# Lancaster County School District #148

## Cash Receipts Item Report

[Cycle Name]: "FY25-26"; Created On: 2/13/2026 2:55:22 PM

Receipt Number	Customer Name	Description	Date Received	Receipt Amount	Account Code
Jan26LunchInt	Union Bank Interest	STFIT Interest	01/31/2026	\$31.95	06-1-01510-000-000-0000
Jan26EFunds	Patrons/Students	Student Lunches	01/31/2026	\$17,285.55	06-1-01611-000-000-0000
24-106	Patrons/Students	Student Lunches	01/29/2026	\$8,758.42	06-1-01611-000-000-0000
Jan26Feds	State of Nebraska	Federal Reimbursement	01/21/2026	\$7,771.02	06-1-04210-000-000-0000
24-105	Patrons/Students	Student Lunches	01/15/2026	\$7,070.00	06-1-01611-000-000-0000
				<b>\$40,916.94</b>	

# Lancaster County School District #148

## Cash Receipts Item Report

[Cycle Name]: "FY25-26"; Created On: 2/13/2026 1:50:11 PM

Receipt Number	Customer Name	Description	Date Received	Receipt Amount	Account Code
Jan26SBFInt	NDSLAF Special Bldg	Interest	01/31/2026	\$8,076.11	08-1-01510-000-000-0000
Jan26LancSBF	Lancaster County Treasurer	Local Collections	01/15/2026	\$24,077.95	08-1-01100-000-000-0000
Jan26SBFSew	Seward County Treasurer	Local Collections	01/14/2026	\$1,443.91	08-1-01100-000-000-0000
				<b>\$33,597.97</b>	

**Minutes – Board of Education – Unofficial Until Board Approval  
January 19, 2026**

The Board of Education, School District #148, Lancaster County, Nebraska, met on Monday, January 19, 2026 at 7:00PM in open and public session at 10004 NW 112<sup>th</sup> St., Malcolm, Nebraska. The notice of the meeting was published in the minutes of the December 15, 2025 meeting of the Board, in the January 2026 issue of *“The Clipper”* and the *Seward Independent* of January 14, 2026. Board members present were: William England, Tera Heidtbrink, Lucas Mitchell, Tony Nutter, Ed Swotek. Amy Spellman was absent. Administrators present were Ryan Terwilliger, Amber Dolliver, Simon Wiedel, Dallas Sweet. Chairman Nutter called the meeting to order at 7:01PM and noted that the Open Meetings Act is posted on the north wall of the meeting room. The Board recited the Pledge of Allegiance.

Ms. Lostroh called for nominations for the office of President of the Board of Education. England nominated Tony Nutter. After hearing and seeing no further nominations, she declared the nominations closed. Hearing no objection, Ms. Lostroh declared Tony Nutter elected President of the Board of Education by acclamation, and turned the Chair over to Mr. Nutter.

Chairman Nutter called for nominations for the office of Vice-President of the Board of Education. Heidtbrink nominated Amy Spellman. Nutter nominated William England. After hearing and seeing no further nominations, he declared the nominations closed. Voting by written ballot – England 3 votes, Spellman 2 votes. Seeing and hearing no objections, Chairman Nutter declared William England, Vice-President of the Board of Education.

Chairman Nutter called for nominations for the office of Secretary of the Board of Education. Swotek nominated Tera Heidtbrink. After hearing and seeing no further nominations, he declared the nominations closed. Hearing no objection, Chairman Nutter declared Tera Heidtbrink elected Secretary of the Board of Education by acclamation.

Chairman Nutter called for nominations for the office of Treasurer of the Board of Education. Heidtbrink nominated Ed Swotek. Nutter nominated Amy Spellman. After hearing and seeing no further nominations, he declared the nominations closed. Voting by written ballot – Swotek 3 votes, Spellman 2 votes. Seeing and hearing no objections, Chairman Nutter declared Ed Swotek, Treasurer of the Board of Education.

Chairman Nutter asked for volunteers for the list of existing committees and made the following committee appointments, with no objections: Negotiation Committee – Nutter, Mitchell, Heidtbrink; Committee on American Civics – Mitchell, Spellman, Swotek; Facilities & Transportation Committee – Swotek, England, Spellman. (First member listed is the Chair)

The Board Member Code of Conduct was presented and all members were invited to sign the Code. It will be posted in the Board Room on the north wall.

England moved, seconded by Heidtbrink, to approve the Consent Agenda. Ms. Lostroh reviewed the updated list of bills and answered questions. Voting by roll call: AYES – Heidtbrink, Mitchell, Nutter, Swotek, England. NAYS – None. ABSENT – Spellman. Motion passed.

<b>Financial Summary</b>					
<b>12-31-2025</b>					
<b>School Accounts</b>	<b>General</b>	<b>Lunch</b>	<b>Activity</b>	<b>Bus Deprec</b>	<b>Student Fees</b>
Previous Bal 12/01/2025	\$2,420,021.02	\$17,609.15	\$205,015.65	\$211,391.30	\$28,346.95
Receipts - December 2025	\$793,449.59	\$36,962.60	\$26,346.83	\$690.13	\$165.00
Disbursements- December 2025	\$734,026.19	\$38,112.67	\$19,060.73	\$0.00	\$0.00
Cash in Cking 12/31/2025	\$487,819.99	\$5,136.17	-\$7,925.99	\$10,259.49	\$28,511.95
Invested: December 2025	\$1,991,624.43	\$11,322.91	\$220,227.74	\$201,821.94	
<b>Lanc. Co. Treasurer:</b>	<b>General</b>		<b>Bond</b>		<b>Spc Bldg</b>
Previous Bal 12/01/2025	\$48,717.79		\$1,845.68		\$3,636.67
Receipts - December 2025	\$239,686.10		\$16,169.54		\$24,318.98
Disbursements - Dec 2025	\$50,675.82		\$2,006.33		\$3,877.70
Cash on Hand 12/31/2025	\$237,728.07		\$16,008.89		\$24,077.95
<b>NSDLAF (Investment)</b>	<b>Spc Bldg</b>	<b>Bond Fund</b>			
Previous Bal 12/1/2025	\$2,716,294.19	\$223,722.26			
Receipts December 2025	\$11,935.26	\$2,552.81			
Disbursements Dec 2025	\$5,840.00	\$0.00			
Cash on Hand 12/31/2025	\$2,722,389.45	\$226,275.07			

## **Communications From The Public – None**

### **Unfinished Business –**

Heidtbrink moved, seconded by England, to approve Policy 6216 – Competency-Based Credit for World Language. Voting by roll call: AYES – Mitchell, Nutter, Swotek, England, Heidtbrink. NAYS – None. ABSENT – Spellman. Motion passed.

### **New Business –**

England moved, seconded by Mitchell, to designate the *Seward County Independent* as the official publication of Malcolm Public Schools during the 2026 calendar year. Voting by roll call: AYES – Nutter, Swotek, England, Heidtbrink, Mitchell. NAYS – None. ABSENT – Spellman. Motion passed.

Swotek moved, seconded by Heidtbrink, to designate Perry, Guthery, Haase, Gessford Law Firm as the official legal counsel for the school district during the 2026 calendar year. Voting by roll call: AYES – Swotek, England, Heidtbrink, Mitchell, Nutter. NAYS – None. ABSENT – Spellman. Motion passed.

Swotek moved, seconded by England, to approve the resolution, as read, declaring Union Bank & Trust Company of Lincoln the depository for the 2026 calendar year. Voting by roll call: AYES – England, Heidtbrink, Mitchell, Nutter, Swotek. NAYS – None. ABSENT – Spellman. Motion passed.

Mitchell moved, seconded by Swotek, to approve Malcolm coaches/sponsors the use of School Vehicles, Buildings and Grounds for the 2026 summer activities. Voting by roll call: AYES – Heidtbrink, Mitchell, Nutter, Swotek, England. NAYS – None. ABSENT – Spellman. Motion passed.

Mitchell moved, seconded by England, to approve the Academic Calendar for 2026 – 2027 as presented. The Board asked questions of the Administration. Voting by roll call: AYES – Mitchell, Nutter, Swotek, England, Heidtbrink. NAYS – None. ABSENT – Spellman. Motion passed.

Swotek moved, seconded by Mitchell, to accept the Transportation and Facilities Committee Report. Mr. Swotek reviewed the report. Voting by roll call: AYES – Nutter, Swotek, England, Heidtbrink, Mitchell. NAYS – None. ABSENT – Spellman. Motion passed.

### **Administrative Reports –**

Mr. Simon Wiedel, Jr/Sr High School Principal

- Reviewed the status and schedule of the Washington Trip and District Speech Contest. Explained that we will host the event and the students will still be able to attend the Washington Trip, as planned.

- [Mr. Wiedel January 2026 Board Report](#)

Mrs. Amber Dolliver, Westfall Elementary Principal

- [Mrs. Dolliver January 2026 Board Report](#)

Superintendent Ryan Terwilliger

- [Superintendent Terwilliger January 2026 Board Report](#)

Chairman Tony Nutter

- Reported on a note he received from a local area School Board Member congratulating Malcolm on the positive reports concerning testing results.

With no further business before the Board, Heidtbrink moved, seconded by England, to adjourn. Chairman Nutter declared the meeting adjourned by acclamation at 8:25PM.

Respectfully submitted,

Julia Lostroh

Recording Secretary

The next regular meeting of the Board of Education will be held on Monday, February 16, 2026 at 7:00PM in the District Board Room, 10004 NW 112<sup>th</sup> St., Malcolm, NE. Agendas are available as they develop at: [SparqsData](#)

<b>February 16, 2026</b>		
Payroll	\$629,983.77	Payroll Expenses/Benefits
AAF International	\$1,228.92	Heat Pump Pleated Filters
AliCap/NASB	\$1,411.00	Work Comp Salary Premium Adjustment
Amazon	\$1,016.09	Tech/Maint/HS Ofc/SPED/Vehicle Kits Supplies
A-Tec Recycling Inc.	\$284.86	Fluorescent Lights Recycle
Baker, Brett	\$1,394.25	Asst. HS Speech Coach Stipend
Bauer Built	\$2,313.69	Repair Tires #15/Replace Tires #17
Behrends, Ashley	\$99.00	Reimbursement for Speech Course Bundle
Children's Nebraska	\$1,030.00	SPED Contracted Nursing Service
Culligan	\$2,150.00	Water Softener Install Labor
DAS State ACCTG	\$317.87	Internet Service - January
Dolliver, Jon	\$1,072.50	Asst. JH GBB Coach Stipend
Duncan Enterprises, Inc.	\$1,365.00	Sprinkler System Service Agreement
ESU #6	\$359.77	Tech Hosting/Student Services Workshop
Eakes Office Solutions	\$36.29	EGold Fax
EduTrak	\$3,522.90	Wordware Lunch System Software
Electrical Engineering & Equipment	\$567.81	Gel LED's
First Concord	\$90.00	Flex 125 Adm Fees
Go Physical Therapy	\$1,241.83	Vision SPED Services
Heffelfinger Psychotherapy	\$2,482.75	Mental Health Services
Hillyard	\$2,528.67	Custodial Supplies
HomeTown Leasing	\$1,417.01	Copier/Printer Leases
Integrated Controls	\$7,480.00	Software Upgrade Heat Pumps/Hot Water System
Interstate All Battery Center	\$551.85	Bus# 12 Batteries
Kidwell	\$1,575.26	Garbage Disposal/Heat Pump Coils
Leffers, Bryson	\$1,072.50	Asst. HS Speech Coach Stipend
Matheson	\$56.50	IT Cylinder Rentals
Menards	\$260.75	Maintenance Supplies
Meyer Truck Repair	\$3,876.65	#17/#15 Radiator Tanks/Brake Shoes #8 Water Pump /Alternator
Mill Road Auto, Inc.	\$679.24	DOT Inspections Vans/Starter and Battery
NE Association of School Boards	\$100.00	Legislative Issues Conference
Nebraska Landscape Solutions	\$681.59	Lawn/Field Fertilizer
Norris Public Power	\$9,183.33	January 2026 Electricity
One Source	\$95.00	Background Checks
Otte Oil & Propane	\$2,867.32	Propane
Paragon Sanitation, Inc.	\$448.00	Trash Service
Prichard, Dennis	\$3,432.00	Head HS GBB Coach Stipend
Quill	\$42.31	Packaging Tape
Robotham, Evaline	\$225.04	Mileage Reimbursement
Shaffer Communications Inc.	\$1,827.15	Bus#25 and #24 Radios/Intercom
Sterling Computers Corp	\$13,348.03	Camera System Server
Super Saver	\$59.58	SPED Groceries
Sweet, Dallas	\$1,707.25	AD Mlg 12-18-25 thru 2-12-26
TSA/Omni	\$83.33	403b TPA
Unite Private Network	\$538.10	Distance Learning Cable
Verizon	\$130.68	Cellphone Service
Village of Malcolm	\$1,368.27	4th Quarter Field Maintenance
Village of Malcolm	\$6,183.93	Water/Sewer Service/Ball Field Water/Sewer
VISA	\$1,611.80	Welding/FCS/Math Supplies/Survey Monkey Subscription
Westside Community Schools	\$1,417.50	HomeBound SPED Services
Wex	\$2,752.15	School Vehicle Fuel
Windstream	\$834.74	Phone Service

<b>Out of Cycle</b>			
US Post Office	\$370.73	Clipper/Brd Minute Postage	
Whisenhunt, Darryl	\$99.00	Reimburse DOT Bus Physical	
Lancaster County Treasurer	\$30.00	License Mazda CX-90's	
Menards	\$486.00	Maintenance Supplies - Old Invoices	
ASHA	\$250.00	Speech Pathology Association Dues	
Sun Valley Lanes	\$486.00	Unified Bowling Games - SPED	
	<b>\$722,125.56</b>	<b>Total</b>	
<b>School Lunch Fund</b>			
Payroll	\$16,887.06	Payroll Expenses	
Bernard Food Industries	\$952.80	Food Supplies	
Broughton, Danni	\$62.51	Food Handlers Permit/Special Student Diet Food	
CashWa	\$19,426.54	Lunch Food/Disposable Supplies	
Hiland Dairy	\$3,312.52	Milk Supplies	
Pepsi Cola	\$93.72	Breakfast Water	
School Nutrition Assoc	\$62.50	Annual Dues	
Super Saver	\$32.96	Olive Oil	
Sysco	\$5,887.38	Food/Custodial Supplies	
US Foods	\$3,274.99	Food/Custodial Supplies	
	<b>\$49,992.98</b>	<b>Total</b>	
<b>Special Building Fund</b>			
Kidwell Inc	\$17,477.50	1/2 Payment Environmental Sensors	
	<b>\$17,477.50</b>		

# MALCOLM PUBLIC SCHOOLS

## 2025 ANNUAL REPORT

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### **District Mission Statement:**

In partnership with our community, we will provide an educational experience that maximizes the potential of each student to become a productive and responsible citizen.

### **District Vision Statement:**

We strive to become the most admired school district in Nebraska.

### **Board of Education**

Tony Nutter, President  
Amy Spellman, Vice-President  
Tera Heidtbrink, Secretary  
Lucas Mitchell, Treasurer  
Bill England, Member  
Ed Swotek, Member

### **Administration**

Ryan Terwilliger, Superintendent  
Simon Wiedel, JH/SH Principal  
Amber Dolliver, Elementary Principal  
Dallas Sweet, Asst. Prin./Act. Dir.  
Jon Squier, Student Services Dir.  
Troy Pritchett, Dir. Of Technology

## **GOVERNING VALUES / BELIEFS**

**The mission of the Malcolm Public Schools is based upon the belief that:**

- Students are our first priority
- Each student is unique and has infinite value
- Education is dynamic and evolving
- A positive learning environment enhances learning
- High expectations promote higher achievement
- Honesty and integrity are essential to building trust
- Individuals are responsible for their own actions
- Our school is accountable to the community
- Education is a shared responsibility of the individual, family, school and community
- Excellence is worth the investment

TO: MALCOLM PUBLIC SCHOOL PARENTS AND PATRONS:

## **Preparing a Child to Become a Productive and Responsible Citizen**

This report is submitted to the patrons of Malcolm School District #148 as an annual report in accord with accreditation rules of the Nebraska Department of Education. This Annual Report is a data collection intended to provide parents and patrons of Malcolm Schools with information on student achievement, school system performance, district resource allocation and financial standing. We are very proud of the accomplishments and achievements of our students, and firmly believe that Malcolm Public Schools is a quality school system. This would not be possible without our fantastic students, high quality staff, engaged parents, supportive community and a committed Board of Education. We are very thankful for each individual in this uniquely dynamic and productive partnership.

As evidence to the strength of the partnership at Malcolm Public Schools, our original mission statement and governing values were first developed in 1995/96 by a group of 28 district patrons and additional school district personnel. In 2002 and 2007, the original mission and values were affirmed during the required Nebraska Department of Education school improvement review. In 2012, MPS moved past simple affirmation of the mission and values, and committed to creating its first strategic plan. During this process, our partners worked together in developing a new mission, vision and set of governing values (seen on page 1), as well as improvement goals and strategies. Most recently, MPS completed its second strategic planning process, and formally adopted the “new” plan in June of 2022. Although it did not change the mission, vision or governing values, the new plan refocused our efforts and generated new guiding principles and updated strategies.

With the exception of the brief history lesson, this report is meant to provide a variety of information about Malcolm Public Schools’ operations, enrollment, financial status, district demographics, and achievement highlights. It includes examples of how we fared in giving our students the critical skills they need to be productive citizens in society. While this report has been prepared as a comprehensive picture of education in this district, we realize that the total picture cannot be accurately represented in percentages, numbers, and charts. I encourage you to read the report, and if any questions arise, please feel free to contact the superintendent’s office at 402-796-2151.

This is an interesting time in education as we are experiencing many changes in local, state and national education requirements. Local, state, national, and now international challenges face us each day as we prepare our students for the world of tomorrow. There are, and will continue to be, many opportunities for you to become involved in your school and/or the district. You and your participation are always welcomed at Malcolm Public School.

Sincerely,

Ryan Terwilliger  
Superintendent of Schools

## DISTRICT DESCRIPTION

The Malcolm School District #148 (MPS) comprises approximately 85.3 square miles in Lancaster and 2.6 square miles in Seward County. The District is made up of the communities of Emerald, Malcolm, and the surrounding rural areas. The District is organized as a PK-6, 7-12 educational institution in one building located on the north side of the Village of Malcolm.

Malcolm Public Schools is classified as a Class II (PK-12) district by the Nebraska Department of Education, and a Class "C" district by the Nebraska School Activities Association, for purposes of student activities and athletic competition. In addition, Malcolm Public Schools is a member of the Trailblazer Conference—member schools include: Ashland-Greenwood, Beatrice, Malcolm, Nebraska City, Plattsmouth, Platteview, Ralston and Wahoo.

A six member, at-large Board governs the School District. Each member is elected for a four-year term and serve without compensation. The Board of Education generally meets on the third Monday of each month, with a standard starting time of 7:00 P.M. The meetings, which are open to the public, are traditionally held in the District boardroom located in the Central Administration Office at 10004 NW 112<sup>th</sup>. Current members of the Board of Education are: President Tony Nutter, Vice-President Amy Spellman, Secretary Tera Heidtbrink, Treasurer Lucas Mitchell, member Bill England and member Ed Swotek.

The Malcolm Public Schools Educational Foundation is a non-profit organization that operates separately but as an extension of the schools. The foundation was formed to provide for acceptance of tax-deductible donations from interested supporters of education. Donations in the form of cash, acceptable equipment and other donations have been accepted since the foundation was formed in the fall of 1991. The foundation also donates to worthwhile school projects from time-to-time.

Each year, to assist graduates in furthering their education, scholarships are awarded to graduating seniors from the Malcolm Public Schools perpetual scholarship fund as well as local businesses, community groups and individuals.

### **Student Transportation Information:**

**Student Transportation:** The transportation department currently includes eight buses (5 route buses and 3 spare/activity buses), 3 vans, 2 special education vehicles, and one pick-up truck. The numbers for 24-25 follow:

Route miles for year: 38,514

Average miles driven per day: 335

Average miles driven per bus/per day: 67

Activity trip miles including field trips: 40,079

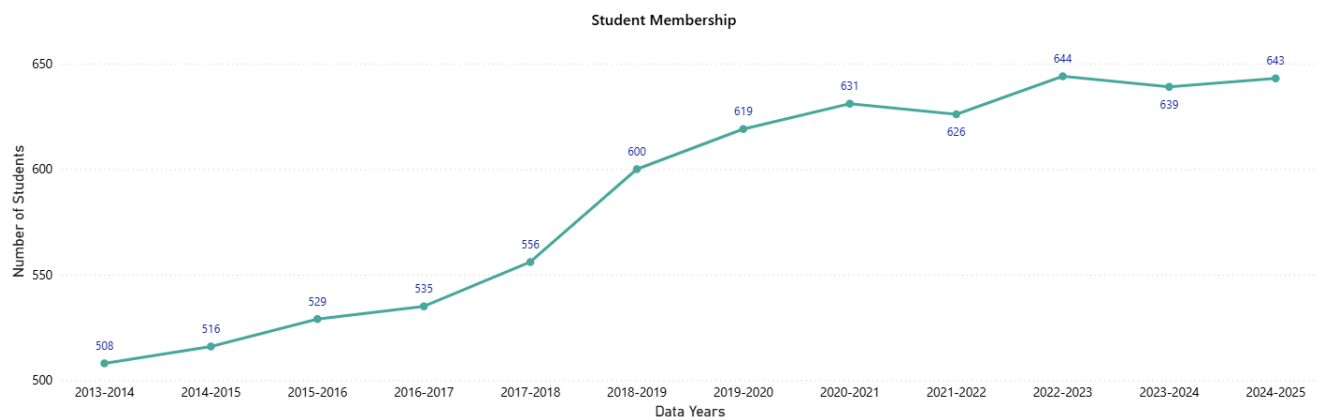
Students transported daily by this district: 205

Special Education Miles: 20,089

## Student Enrollment Data

Data Years	PK	KG	G01	G02	G03	G04	G05	G06	G07	G08	G09	G10	G11	G12	Total
2024-2025	19	44	34	48	50	47	52	47	49	49	46	53	52	53	643
2023-2024	23	32	46	48	45	49	41	50	49	46	52	54	52	52	639
2022-2023	20	48	47	45	44	38	46	48	46	54	52	52	52	52	644
2021-2022	22	44	40	40	38	38	46	44	52	53	55	52	51	51	626
2020-2021	22	38	42	36	38	42	44	51	51	57	53	54	47	56	631
2019-2020	24	42	35	37	42	39	48	48	55	52	53	47	56	41	619
2018-2019	25	38	41	42	36	46	48	51	43	48	47	54	38	43	600
2017-2018	8	40	41	34	42	46	44	39	40	40	54	39	41	48	556
2016-2017	9	40	32	41	42	43	39	39	38	49	36	42	48	37	535
2015-2016	7	32	40	40	38	37	40	38	49	40	41	48	37	42	529
2014-2015	9	39	37	39	34	40	32	48	39	41	46	34	40	38	516
2013-2014	5	30	36	31	42	32	42	39	41	41	42	40	39	48	508

\*2018-2019 was the first school year that MPS offered pre-kindergarten to non-special education students



## Faculty and Support Staffing:

Malcolm Public Schools (MPS) is extremely fortunate to employ an outstanding faculty. Embedded below you will find three charts:

- 1) Average Years of Teaching Experience (complete with a column for State of Nebraska comparison)

Data Years	State	District
2024-2025	14	17
2023-2024	14	18
2022-2023	14	17
2021-2022	14	16
2020-2021	14	15

- 2) Malcolm Certified Staff (Master's Degrees)

Level Data Years	State			District		
	Total Teacher FTE	Total Teacher FTE with Master's Degree	% of Teacher FTE with Master's Degree	Total Teacher FTE	Total Teacher FTE with Master's Degree	% of Teacher FTE with Master's Degree
2024-2025	23,952	14,027	59%	43	34	79%
2023-2024	23,792	13,929	59%	41	33	81%
2022-2023	23,758	13,839	58%	43	28	65%
2021-2022	23,962	13,831	58%	43	26	61%
2020-2021	23,985	13,635	57%	43	27	64%

### 3) MPS Non-Certified Staff Count

	24-25	23-24	22-23	21-22	20-21	19-20
Non-Certified Staff	FTE	FTE	FTE	FTE	FTE	FTE
Administrative Support Staff	3.00	3.00	3.00	2.00	2.00	2.00
District Administrative Support Staff	2.00	2.00	2.00	2.00	2.00	2.00
Clerical Assistants	1.00	1.00	1.00	1.00	1.00	1.00
Para-Educators	14.50	13.25	13.80	12.75	12.80	13.56
Maintenance/Custodial	6.00	5.50	6.50	5.50	6.50	5.50
Bus Drivers	5.00	5.00	5.00	5.00	5.00	5.00
Food Service Personnel	6.00	6.00	6.50	6.00	5.00	5.00
Library Aide	1.00	1.00	1.00	1.00	1.00	1.00
Other Personnel	1.00	1.00	1.00	1.00	1.00	1.00
Total Non-Certified	40.50	37.75	39.80	36.25	36.30	36.06

### District Financial Information:

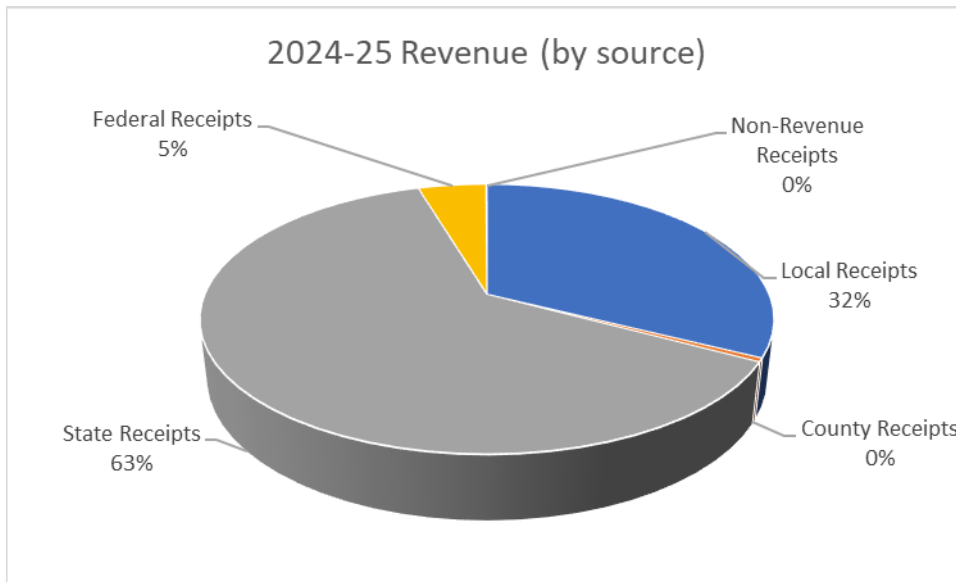
The financial information prepared for this portion of the report covers information from three data sources. The first section shows our valuations and tax levy history, by fund, over the last 10 years. Section two contains a graph and chart displaying our general fund revenue sources—recorded in dollar amounts and percentages. The final section presents our general fund disbursements—recorded in dollar amounts and percentages.

### Property Valuations & Tax Levies by Fund

HISTORY OF LEVIES & VALUATIONS								
Year	General Fund	Bond Fund	QCPUF	Special Bldg.	Total Levy	Change per \$100	Gen. Fund Valuation	Bond Fund Valuation
2015-16	0.888068	0.075758	0.044427	0.139986	1.148239	-.00805 cents	\$323,835,768	\$545,270,553
2016-17	0.907194	0.05423	0.029468	0.138385	1.129277	-.018962 cents	\$342,261,084	\$566,095,493
2017-18	0.802882	0.021812		0.10101	0.925704	-.02036 cents	\$370,482,085	No Bond
2018-19	0.842182	0.092342		0.067055	1.00158	0.07587 cents	\$376,596,112	\$377,314,312
2019-20	0.859661	0.045407		0.10331	1.008378	0.006798 cents	\$391,093,719	\$396,117,894
2020-21	0.808436	0.080808		0.121212	1.010456	.002078 cents	\$394,180,966	\$404,893,953
2021-22	0.825091	0.063169		0.121212	1.009472	-.000984 cents	\$431,888,791	\$450,588,874
2022-23	0.785352	0.061895		0.138889	0.986163	-.023309 cents	\$444,255,962	\$473,265,962
2023-24	0.703504	0.04908		0.10101	0.853594	-.132569 cents	\$531,922,053	\$576,263,553
2024-25	0.692243	0.042031		0.10992	0.844194	-.00940 cents	\$551,364,490	\$600,811,090

### General Fund Revenue Sources

Revenue		
Local Receipts	\$ 2,938,708.95	32.42%
County Receipts	\$ 40,809.82	0.45%
State Receipts	\$ 5,666,060.44	62.51%
Federal Receipts	\$ 413,298.65	4.56%
Non-Revenue Receipts	\$ 5,810.00	0.06%
<b>Total</b>	<b>\$ 9,064,687.86</b>	



<b>2024-2025 District Audit</b>		
<b>General Fund Revenue</b>		
<b>Year Ending August 31, 2025</b>		
<u>1000 Local Receipts</u>		
1100	Property Taxes	2,370,598.55
1115	Carline Tax	2,160.17
1120	Public Power District Sales Tax	7,647.73
1125	Motor Vehicle Taxes	349,809.43
1140	Penalties & Interest on Taxes	12,522.51
1370	Preschool Tuition & Fees	22,750.00
1410	Transportation from Individuals	4,920.00
1510	Interest	117,971.85
1740	Fees	602.70
1910	Rental Income	46,221.00
1911	Local License Fees	200.00
1920	Donations	300.00
1955	Postsecondary Receipts	2,837.63
1990	Other Local Receipts	167.38
		<b>\$ 2,938,708.95</b>
<u>2000 County Receipts</u>		
2110	County Fines and Licenses	37,556.39
2210	Educational Service Unit	3,253.43
		<b>\$ 40,809.82</b>
<u>3000 State Receipts</u>		
3110	State Aid	3,235,375.00
3120	Special Education Programs	714,811.00
3125	Special Education Transportation	23,099.00
3130	Homestead Exemption	136,210.62
3131	Property Tax Credit	1,335,781.38
3133	Nameplate Capacity Tax	6,765.36
3180	Pro-Rate Motor Vehicle	6,664.12
3400	State Apportionment	154,192.96
3535	High Ability Learners	2,342.00
3540	State Early Childhood	46,843.00
3551	Career Education	3,976.00
		<b>\$ 5,666,060.44</b>
<u>4000 Federal Sources Receipts</u>		
4305	Title 8 Impact Aid	\$ 40,797.00
4310	REAP	\$ 40,265.00
4505	Title I	\$ 26,456.00
4509	Title 11 Part A	\$ 5,814.00
4516	IDEA Preschool (619) Base Allocation	\$ 3,280.00
4518	IDEA Part B (611) Base & Enrollment Poverty	\$ 112,191.00
4527	Title III, Part A	\$ 161.48
4708	Medicaid In Public School	\$ 1,022.07
4709	Medicaid Administration Outreach	\$ 3,456.10
4969	Title IV Part A	\$ 10,000.00
4998	Elem. & Sec. School Emergency Relief (ESSER III)	\$ 169,856.00
		<b>\$ 413,298.65</b>
<u>5000 Non-Revenue Receipts</u>		
5300	Sale of Property	\$ 991.79
5690	Other Non-Revenue Receipts	\$ 4,818.23
		<b>\$ 5,810.02</b>
	<b>Total</b>	<b>\$ 9,064,687.88</b>

## General Fund Disbursements

1100 Regular Instruction	3,846,007.08
1190 Early Childhood Educational Programs	86,203.93
1200 Special Education Instruction	937,866.73
1291 Special Education Instructional Programs Ages 3-5	76,020.08
1292 Special Education Instructional Programs Ages 0-2	325.79
1295 Special Education Instructional Programs - Unified Sports	2,965.13
2120 Guidance Services	214,326.26
2130 Health Services	56,037.21
2131 Health Services: SPED School Age	13,125.51
2140 Psychological Services	10,788.46
2141 Psychological Services: SPED School Age	61,461.33
2151 Speech Pathology & Audiology Services: SPED School Age	117,311.38
2152 Speech Pathology & Audiology Services: SPED Ages 3-5	9,052.30
2153 Speech Pathology & Audiology Services: SPED Ages 0-2	1,642.33
2161 Occupational Therapy - Related Services: SPED School Age	10,097.01
2162 Occupational Therapy - Related Services: SPED Ages 3-5	542.10
2171 Physical Therapy - Related Services: SPED School Age	1,914.55
2173 Physical Therapy - Related Services: SPED Ages 0-2	1,120.30
2181 Visually Impaired - Related Services: SPED School Age	8,932.97
2182 Visually Impaired - Related Services: Ages 3-5	170.50
2190 Support Services - Other	375,907.28
2213 Instructional Staff Training	5,822.67
2220 Library/Media Services	112,995.31
2230 Instruction-Related Technology	224,246.24
2240 Academic Student Assessment	6,608.00
2310 Board of Education	15,974.39
2320 Executive Administration Services	229,574.13
2330 District Legal Services	4,466.35
2410 Office of Principal	611,627.09
2510 Fiscal Services	217,847.98
2570 Personnel Services	359.85
2610 Operation of Buildings	418,848.10
2620 Maintenance of Buildings	371,869.53
2630 Care & Upkeep of Grounds	1,300.00
2640 Care and Upkeep of Equipment	36,294.55
2650 Vehicle Operation, Maintenance & Purchasing	3,914.99
2660 Security	24,665.16
2710 Vehicle Operation & Purchasing - Regular Education	273,625.20
2712 Vehicle Operation & Purchasing - School Age SPED	30,375.18
2713 Vehicle Operation & Purchasing - Ages 3-5 SPED	9,052.06
2730 Vehicle Servicing & Maintenance - Regular Education	34,906.55
2733 Vehicle Servicing & Maintenance - Ages 3-5 SPED	316.96
3535 High Ability Learners	2,342.00
3540 State Early Childhood	73.32
3551 Career Education	7,514.98
6200 Title I	45,478.49
6406 IDEA Preschool (619) Base Allocation	3,280.00
6408 IDEA Part B (611) Base & Enrollment Poverty Allocation	
Birth Through Age Twenty-One	133,636.74
6700 Federal Vocational & Applied Technolgy	26,354.56
6992 REAP	37,235.00
6998 Elementary & Secondary School Emergency Relief (ESSER III)	2,232.60
8000 Transfers	94,049.31
Total Disbursements	<u>\$ 8,818,705.52</u>

## **School Improvement:**

Throughout Nebraska, schools are using a variety of approaches for school improvement. For the last several years, Malcolm Public Schools has utilized the Nebraska Research Based School Improvement Process. This process uses a framework developed by curriculum specialists of Nebraska's Educational Service Units. The end product is our "school improvement plan". Simply put, the school improvement plan is an action plan for the improvement of learning and academic performance over a three to five-year time period. However, our school improvement plan is designed to be continually evolving, extending and expanding. There is no end, only brief interruptions for evaluation of progress on the action plans.

## **Malcolm—School Improvement Process:**

In February 2022, the District hosted an external team of educators to review our school improvement processes and data. The overall purpose of an external team visit is to add an outside, objective view of the progress of the work accomplished by the District.

During the past few years, the School District has focused its energies and resources on the development/implementation of curriculum maps for each grade level and subject area, improving skills in reading comprehension and skill development and performance in mathematics. Several commendations were given to the MPS team and teachers, but more importantly, we received great feedback as well as recommendations and ideas that will assist us in accomplishing our goals.

The school improvement process is always evolving and changing relative to our data. Following several years of analyzing the District data, the school improvement teams felt we had made acceptable gains toward our goals, but did not want to surrender the emphasis or focus on the two curricular (math and reading) goals. After a short review, data analysis and some professional dialog with staff members, our team agreed upon the following goals for the next school improvement cycle.

1. All students will improve reading skills (progress displayed in "Student Performance Data")
2. All students will improve math skills (progress displayed in "Student Performance Data")
3. All personnel will work toward the successful execution of the district-wide strategic plan.

## **Student Achievement:**

As a way to evaluate the effectiveness of our plan, we use three main tools for assessment; 1) independent classroom assessments, 2) norm-referenced assessment—NWEA-MAP, and 3) state assessment—NSCAS. We believe the (combined) data from these sources give us a very comprehensive and accurate illustration of each student in the areas of aptitude, achievement and performance.

## **Independent Classroom Assessment**

Although reporting the classroom data is nearly impossible on a district-wide scale, all of our teachers have had extensive training in educational methods, the Marzano instructional model, as well as training within our physical curriculum. They are all well equipped to design and modify their independent classroom assessments to meet state standards and learning objectives.

## **Norm-Referenced Testing: NWEA MAP TEST – (3rd-8th Grades):**

The Northwest Evaluation Association (NWEA) MAP test is a norm-referenced assessment that we have selected to measure the academic performance levels of our students. Unlike other norm-referenced tests, NWEA is a dynamic and adaptive test that uses interactive technologies which adjust the difficulty of the questions (in real-time) to match the students' current performance levels. We feel that this test reflects our philosophy of challenging students without overwhelming them. In addition, we feel that this

test eliminates a couple of testing variables that can have a negative effect on performance and data accuracy due to frustration and/or boredom. As a result, we are confident that we are getting the most accurate data available from a norm-referenced test.

Moreover, the NWEA-MAP TEST allows us to assess the students three times per year. We use the testing data to adjust instruction in real-time, at a class or individual student level. That type of agility is far superior in utility to other, one-time high-stakes tests.

## **State Standards and State Assessments**

Narratives from: *“Standards, Assessment, & Accountability Manual—Nebraska Department of Education”*

### **English Language Arts**

The State Board of Education approved the Nebraska Standards for English Language Arts on September 2, 2021. Nebraska English Language Arts standards encompass a wide range of essential skills in the areas of reading, writing, speaking, and listening. The standards, both individually and as an integrated whole, describe not only expectations for college, career, and civic readiness, but the 21st century literacies necessary for critical and innovative thinking and problem solving. The progression of skills within each strand are research and evidence-based and designed to prepare Nebraska’s students for post-secondary and workforce demands. For implementation frameworks and supports, visit the English Language Arts Webpage.

### **Mathematics Standards**

The State Board of Education approved the Nebraska Standards for Mathematics. The standards are designed to ensure all students have access to grade-level mathematics content centered on deep learning of concepts while actively building new knowledge from their experiences. The revised mathematics standards encompass a wide range of essential skills across the strands of Number, Algebra, Geometry, and Data. The standards, both individually and as an integrated whole, describe not only expectations for college and career readiness, but the 21st century mathematical literacies for critical and innovative thinking and problem solving. The progression of skills within each strand are research and evidence-based and designed to prepare Nebraska’s students for postsecondary and workforce demands. For implementation frameworks and supports, visit the Mathematics Education Webpage.

### **Science Standards**

The State Board of Education approved the Nebraska’s College and Career Ready Standards for Science (NCCRS-S) on September 8, 2017. The development of Nebraska’s College and Career Ready Standards for Science were guided by The National Research Council’s A Framework for K-12 Science Education. Science is a systematic sense-making process, aimed at figuring out the physical and natural world through observation and investigation. These 3-dimensional standards promote scientific literacy, by engaging students in gathering, analyzing and communicating information from multiple sources, engaging in authentic and relevant learning experiences, and making sense of phenomena. For implementation guidance and supports, visit the Science Education Webpage and the NE Materials Matter site for science.

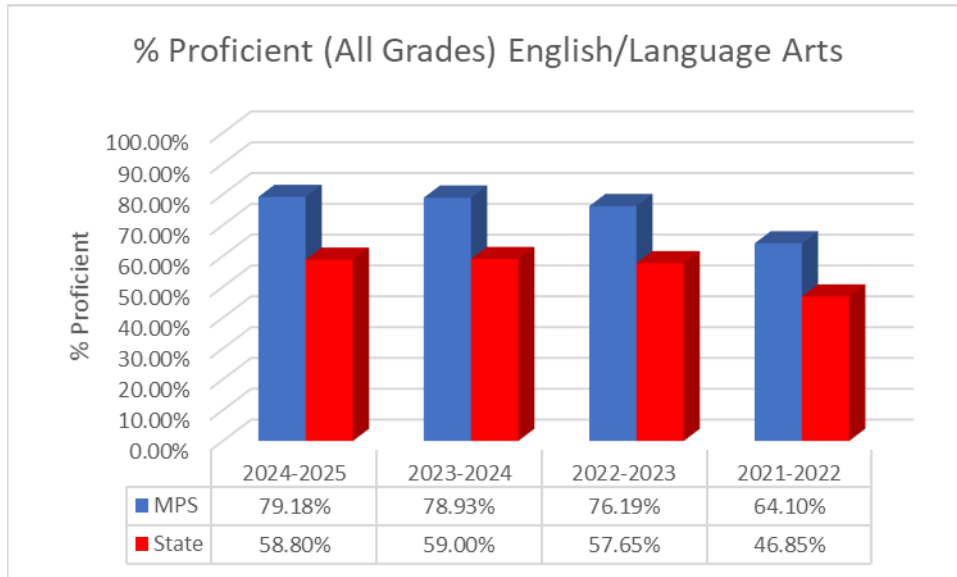
### **NSCAS State Tests**

As required in the amended Quality Education Accountability Act, 79-760, the Nebraska Department of Education has built NSCAS state tests for the purposes of comparative accountability with the help of its partners, Data Recognition Corporation (DRC) and NWEA. The ACT will be the standard, off-the-shelf ACT test.

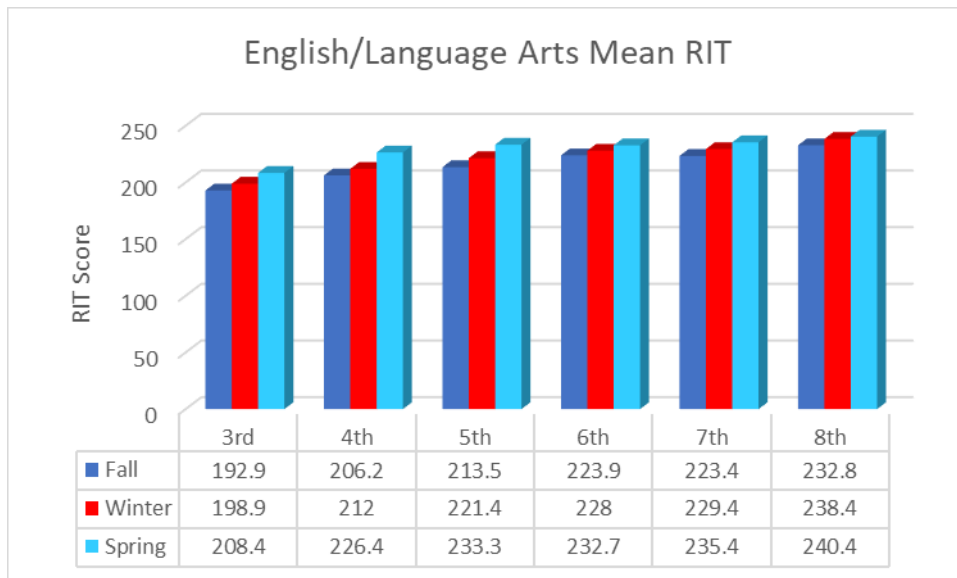
## Student Performance Data:

### Malcolm Public Schools: English Language Arts

#### NSCAS

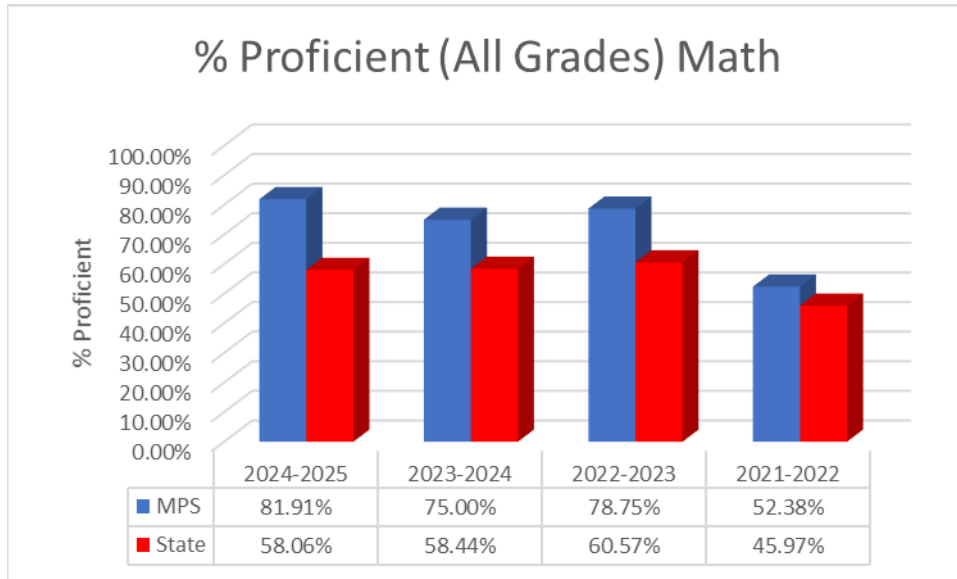


#### NWEA

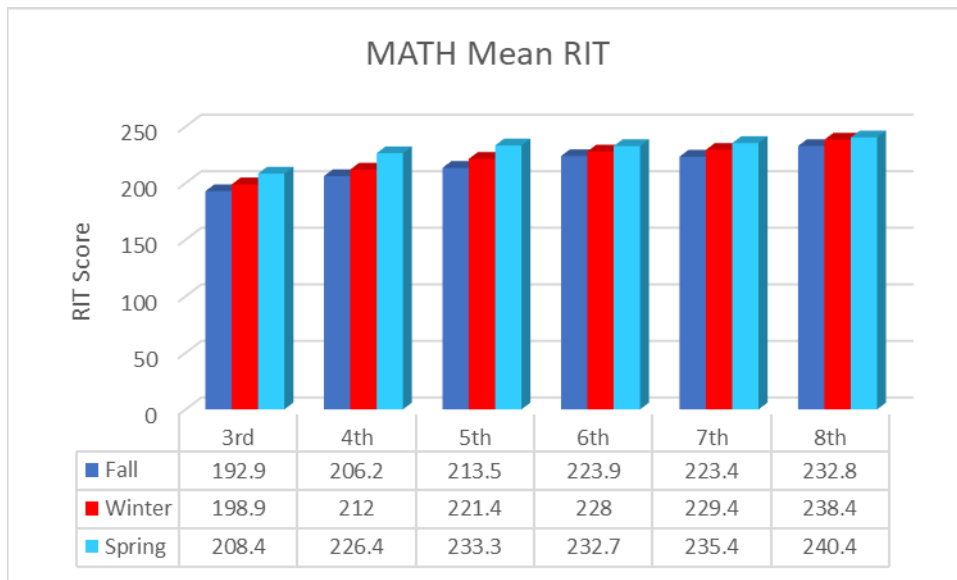


# Malcolm Public Schools: Math

## NSCAS

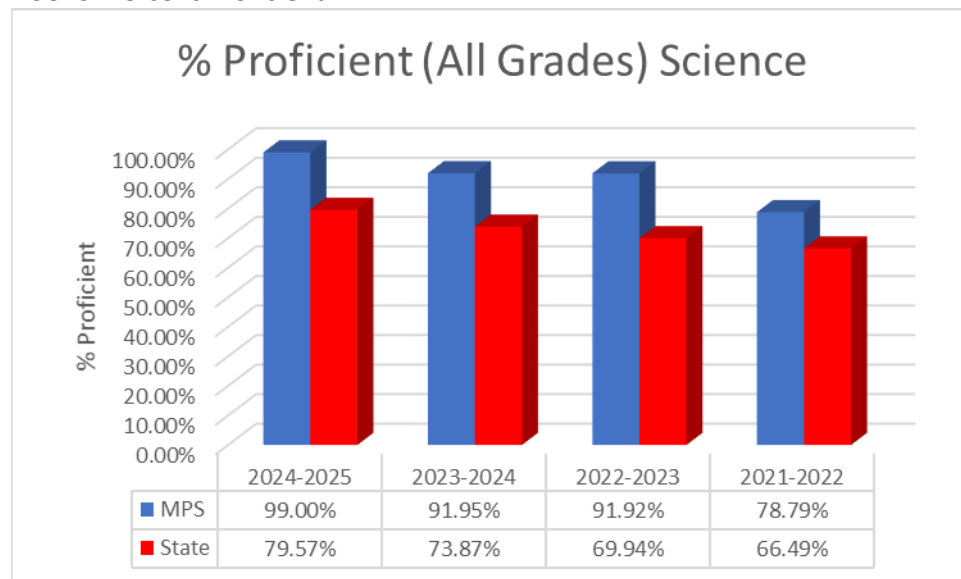


## NWEA



## Malcolm Public Schools: Science Scores

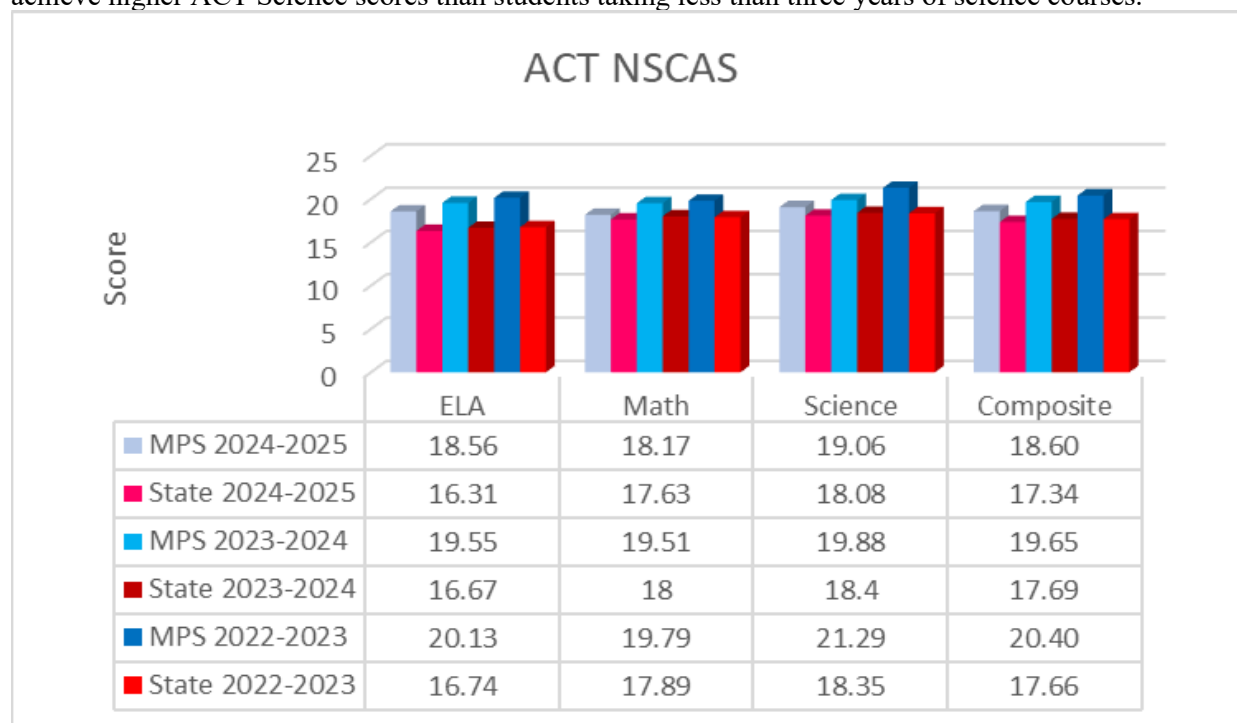
### NSCAS: Percent Proficient



### NSCAS ACT: State administered test given to all 11<sup>th</sup> Graders:

The ACT is the most common college entrance exam used in the Midwest. The **NON-NSCAS** administered test, is not required of all students, but it is available to be taken by any student and it may be taken multiple times by the same student. We no longer receive composite data from ACT on the **NON-NSCAS** test.

For both the **NSCAS-ACT** and the **NON-NSCAS ACT**, the scoring range runs from 0-36. Students who take a minimum of Algebra 1, Algebra 2, and Geometry typically achieve higher ACT Math scores than students who take less than three years of math. In addition, students who take more advanced math courses substantially increase their ACT math score. Students taking Biology and Chemistry in combination with Physics typically achieve higher ACT Science scores than students taking less than three years of science courses.



**Malcolm Public Schools AQUESTT Designation:**

Excellent

\*MPS has received an “Excellent” (the highest designation) for all six years that it has been reported

**Malcolm Public Schools Student Metrics:**

	State	District
Graduation Rate	88%	100%
Attendance Rate	93%	95%
Free & Reduced Lunch	50%	17%
Special Education	17%	11%
Highly Mobile	4%	1%

**Malcolm Public Schools Activities’ Achievements:**

Class “C” State Champions—Baseball (Defending State Champions)

Band: Unanimous Superior Rating at District Music Contest

Choir: Unanimous Superior Rating at District Music Contest

**Malcolm Public Schools Strategic Plan (overview):**Six Guiding Principles and *Priority Strategies (italics)*:

- Student Achievement, Opportunities and Programming
  - a. *Challenge and engage students in learning experiences that promote personal growth and learning success (Five Tactics)*
  - b. *Assess, maintain or modify the processes used when working with curriculum, assessments and data. (Four Tactics)*
- Whole Child Focus
  - a. *Further strengthen school district culture and improve student behavior by using the MTSS model to provide positive behavior supports and improve social-emotional skills.(Four Tactics)*
- Communication and Stakeholder Engagement
  - a. *Develop, implement, and employ a comprehensive communications plan. (Two Tactics)*
- Personnel Effectiveness
  - a. *Assess, maintain and cultivate (where necessary), a culture of professional collaboration, with a sense of a shared responsibility for improving the quality of instruction for all students. (Five Tactics)*
- District Resources
  - a. *Create a comprehensive facilities plan to address both short-term and long-term goals, including but not limited to, new construction, renovation of existing facilities, maintenance of current facilities, and acquiring property to meet the future needs of the District. (Three Tactics)*
- Board Governance

Strategies: 15 non-priority strategies

(To view the entire strategic plan, please visit the District website: <https://www.malcolmschools.org>)

## **SO WHAT DOES IT ALL MEAN?**

This annual report is submitted to the patrons of this community to help them understand and evaluate their school system. It is through this understanding that we as a school district can take pride in our accomplishments and identify areas where we need to improve. We also realize the total school picture can't be told in just percentages and numbers. The District will be constantly reviewing and evaluating the processes and results we are receiving from our student body. The Malcolm School District will be continually striving to improve our educational programs and instructional delivery. Our goal as a school district is to give every child an opportunity to reach their fullest potential. If you have questions or concerns, please feel free to contact school administration or any school personnel.

# MEMORANDUM OF UNDERSTANDING

Between Malcolm Public Schools and the Malcolm Education Association (MEA)

## Regarding: Voluntary Leave Transfer Program for Catastrophic Illness

This Memorandum of Understanding (“MOU”) is entered into by and between the **Malcolm Public Schools** (“District”) and the **Malcolm Education Association** (“Association”) for the purpose of establishing a Voluntary Leave Transfer Program for certified staff members experiencing a catastrophic illness.

### 1. Purpose

The purpose of this MOU is to allow certified staff members to voluntarily donate accrued leave to another eligible certified staff member who is experiencing a catastrophic illness or injury and has exhausted, or is expected to exhaust, their available paid leave.

### 2. Definition of Catastrophic Illness

For the purposes of this MOU, a *catastrophic illness or injury* is defined as a severe medical condition or injury that:

- Requires prolonged medical treatment or recovery, and
- Results in the employee being unable to perform their job duties for an extended period of time.

The District may require medical certification to verify eligibility, consistent with applicable laws and confidentiality requirements.

### 3. Eligibility

- **Donors:** Any certified staff member employed by the District who has accrued leave may voluntarily donate leave, provided they retain a minimum balance of **10** days after donation.
- **Recipients:** Any certified staff member employed by the District who is experiencing a catastrophic illness and has exhausted, or is anticipated to exhaust, their available paid leave. The maximum days to be received cannot exceed 55 days (the number any teacher can have in one year).

### 4. Voluntary Nature of Donations

All leave donations are strictly voluntary.

- No employee shall be coerced, pressured, or incentivized to donate leave.
- Any unused donated leave will be returned to contributing members in proportion to the number of days they donated.

### 5. Administration of the Program

- Requests for donated leave shall be submitted using the Catastrophic Donation Leave Form.
- The District shall administer the program and determine eligibility consistent with this MOU.
- The identity of donors shall remain confidential to the extent permitted by law.

## 6. Use of Donated Leave

- Donated leave shall be used only during the period of approved catastrophic illness.
- Donated leave may not be cashed out or converted to any other form of compensation.
- Donated leave shall not be used to extend employment beyond resignation, retirement, or termination.

## 7. Compliance With Law

This program shall be administered in compliance with all applicable federal and state laws, including but not limited to wage and hour laws, tax regulations, and leave-related statutes.

## 8. Term of the MOU

This MOU shall be effective on January 26, 2026 and shall remain in effect until May 30, 2026, unless modified by mutual written agreement of the parties.

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## Signatures

**For the School District:**

Name: \_\_\_\_\_ Title: \_\_\_\_\_ Date: \_\_\_\_\_

**For the Education Association:**

Name: \_\_\_\_\_ Title: \_\_\_\_\_ Date: \_\_\_\_\_

# Catastrophic Sick Leave Donation Form

Malcolm Public School

## Donor Employee Information

- **Full Name:** \_\_\_\_\_

## Donation Details

I wish to voluntarily donate the following number of days from my accrued sick leave balance:

- **Number of Days to Donate:** \_\_\_\_\_

**Note:** Please ensure your remaining balance of your sick bank is at 10 days or more after this donation is processed.

## III. Terms and Acknowledgments

By signing below, I acknowledge and agree to the following:

1. **Irrevocability:** I understand that this donation is permanent and irrevocable. Once the hours are transferred, they cannot be returned to my personal leave balance. However, unused days in the bank will be prorated back at the end of the semester to those who donated.
2. **Voluntary Nature:** I am making this donation of my own free will and have not received any compensation or been coerced into this action.
3. **Eligibility:** I certify that I currently meet the district's eligibility requirements to donate leave (e.g., minimum accrued balance).

**Donor Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

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# PRINCIPAL REPORT

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In partnership with our community, we will provide an educational experience that maximizes the potential of each student to become a productive and responsible citizen.



February 2026  
Board Meeting

We are proud of our partnership with Southeast Community College (SCC) and how much our students benefit from the SENCAP program. Below are a few statistics from this year's fall and spring semesters.

As we are doing in each of our subject areas through the work of our Curriculum Dock, we are continuing to evaluate and seek out ways that we can enhance this experience for our kids. Our goal is to provide students with meaningful college-level opportunities while they are still in high school, reducing future costs, allowing them to pursue interests, and increasing confidence as they transition to their next step after graduation.

