

***Proposed agenda items received 24 hours before the scheduled meeting will be added to the agenda at the meeting.**

**TENTATIVE
REGULAR MEETING
BOARD AGENDA**

**December 8, 2025
7:30 PM**

1. Call Meeting to Order
2. Public Comment
3. American Civics Committee Report - Public Testimony
4. Reports and Information from Administration
 - 4.A. Superintendent's Report
 - 4.B. Principal Report
5. Action Items (Discuss, Consider, May take action on the following)
 - 5.A. Routine Business - Consent Agenda
 - 5.A.1. Excuse Absent Board Members (as necessary)
 - 5.A.2. Minutes
 - 5.A.3. Treasurers Report
 - 5.A.4. Claims
 - 5.B. Superintendent Contract
 - 5.C. Approve the resignation of the head cook/hot lunch director, effective at the end of the school year.
 - 5.D. Approve the teaching contract for Mr. Bruce Knaak for the 2nd semester of the 2025-26 school year.
 - 5.E. To accept the resignation of Mrs. Liz Okereke at the end of the 25-26 school year.
6. Future Meeting Dates
7. Adjournment

NEBRASKA OPEN MEETINGS ACT

84-1407. Act, how cited. Sections 84-1407 to 84-1414 shall be known and may be cited as the Open Meetings Act.

84-1408. Declaration of intent; meetings open to public. It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret.

Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

84-1409. Terms, defined. For purposes of the Open Meetings Act, unless the context otherwise requires:

(1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and

(b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders, and (iii) the Judicial Resources Commission or subcommittees or subgroups of the commission;

(2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and

(3) Virtual conferencing means conducting or participating in a meeting electronically or telephonically with interaction among the participants subject to subsection (2) of section 84-1412.

84-1410. Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.

(1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as:

(a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;

(b) Discussion regarding deployment of security personnel or devices;

(c) Investigative proceedings regarding allegations of criminal misconduct;

(d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;

(e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or

(f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

(2) The vote to hold a closed session shall be taken in open session. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The public body holding such a closed session shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken. For purposes of this section, formal action shall mean a collective decision or a collective commitment or promise to make a decision on any question, motion, proposal, resolution, order, or ordinance or formation of a position or policy but shall not include negotiating guidance given by members of the public body to legal counsel or other negotiators in closed sessions authorized under subdivision (1) (a) of this section.

(3) Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

(4) Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting, and no public body shall designate itself a subcommittee of the whole body for the purpose of circumventing the Open Meetings Act. No closed session, informal meeting, chance meeting, social gathering, email, fax, or other electronic communication shall be used for the purpose of circumventing the requirements of the act.

(5) The act does not apply to chance meetings or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened, if there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; virtual conferencing authorized; requirements; emergency meeting without notice; appearance before public body.

(1) Until January 1, 2025:

(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committee, such notice shall be published in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website.

(ii) In the case of the governing body of a city of the second class or village or such body's advisory committee or the governing body of a rural or suburban fire protection district, such notice shall be published by:

(A) Publication in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website; or

(B) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted in the same three places for each meeting.

(iii) In the case of a public body not described in subdivision (1) (b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

(iv) In case of refusal, neglect, or inability of the newspaper to timely publish the notice, the public body shall (A) post such notice on its website, if available, and (B) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(c) In addition to a method of notice required by subdivision (1)(b) (i) or (ii) of this section, such notice may also be provided by any other appropriate method designated by such public body or such advisory committee.

(d) Each public body shall record the methods and dates of such notice in its minutes.

(e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2) Beginning January 1, 2025:

(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (2)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committees, such notice shall be given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

(B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper.

(ii) In the case of the governing body of a city of the second class or village, any advisory committee of such governing body, or the governing body of a rural or suburban fire protection district, such notice shall be given by:

(A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper;

(B)(I) Posting to the newspaper's website, if available, and (II) posting on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

(C)(III) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted by the public body in the same three places for each meeting.

(iii) In the case of a public body not described in subdivision (2) (b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

(iv) In case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (A) post such notice on its website, if available, (B) submit a post on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (C) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(3)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (3)(b) of this section are met:

(i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;

(ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;

(iii) The governing body of a public power district having a chartered territory of more than one county in this state;

(iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

(vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority; and

(xiii) A natural resources district.

(b) The requirements for holding a meeting by means of virtual conferencing are as follows:

(i) Reasonable advance publicized notice is given as provided in subsections (1) and (2) of this section, including providing access to a dial-in number or link to the virtual conference;

(ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used;

(iii) At least one copy of all documents being considered at the meeting is available at any physical site open to the public where individuals may attend the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act; and

(iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of (a) an organization created under the Interlocal Cooperation Act that sells electricity or natural gas, (b) an organization created under the Municipal Cooperative Financing Act, (C) a governing body of a risk management pool and any advisory committee of such governing body, or (D) any advisory committee of any state entity created in response to the Opioid Prevention and Treatment Act, such organization, governing body, or committee may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing.

(4) Virtual conferencing, emails, faxes, or other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(5) The secretary or other designee of each public body shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to them of the time and place of each meeting and the subjects to be discussed at that meeting.

(6) When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by virtual conferencing. The provisions of subsection (5) of this section shall be complied with in conducting emergency meetings. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public by no later than the end of the next regular business day.

(7) A public body may allow a member of the public or any other witness to appear before the public body by means of virtual conferencing.

(8)(a) Notwithstanding subsections (3) and (6) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsections (1) and (2) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (5) of this section shall be complied with in conducting such meetings.

(c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsection (5) of section

84-1413.

(9) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (3)(a) of this section may hold a meeting by virtual conferencing if:

(a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body;

(b) No action is taken by the public body at the virtual meeting; and

(c) The public body complies with subdivisions (3)(b)(i) and (ii) of this section.

84-1412. Meetings of public body; rights of public; public body; powers and duties.

(1) Subject to the Open Meetings Act, the public has the right to attend and the right to speak at meetings of public bodies, and all or any part of a meeting of a public body, except for closed sessions called pursuant to section 84-1410, may be videotaped, televised, photographed, broadcast, or recorded by any person in attendance by means of a tape recorder, a camera, video equipment, or any other means of pictorial or sonic reproduction or in writing. Except for closed sessions called pursuant to section 84-1410, a public body shall allow members of the public an opportunity to speak at each meeting.

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings, including meetings held by virtual conferencing.

(3) No public body shall require members of the public to identify themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body shall require any member of the public desiring to address the body to identify himself or herself, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

(4) No public body shall, for the purpose of circumventing the Open Meetings Act, hold a meeting in a place known by the body to be too small to accommodate the anticipated audience.

(5) No public body shall be deemed in violation of this section if it holds its meeting in its traditional meeting place which is located in this state.

(6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if:

(a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;

(b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;

(c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an in-state location to members, the public, or the press, if requested twenty-four hours in advance;

(d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;

(e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and

(f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

(7) Each public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at a meeting.

(8) Public bodies shall make available at the meeting or the in-state location for virtual conferencing as required by subdivision (6)(c) of this section, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting, either in paper or electronic form. Public bodies shall make 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. At the beginning of the meeting, the public shall be informed about the location of the posted information.

84-1413. Meetings; minutes; roll call vote; secret ballot; when; agenda and minutes; required on website; when.

(1) Each public body shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed.

(2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public.

(3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.

(4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours.

(5) Minutes shall be written or kept as an electronic record and shall be available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing or keeping the minutes is absent due to a serious illness or emergency.

(6) Beginning July 31, 2022, the governing body of a natural resources district, the city council of a city of the metropolitan class, the city council of a city of the primary class, the city council of a city of the first class, the county board of a county with a population greater than twenty-five thousand inhabitants, and the school board of a school district shall make available on such entity's public website the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the website at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the website at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public website for at least six months.

84-1414. Unlawful action by public body; declared void or voidable by district court; when; duty to enforce open meeting laws; citizen's suit; procedure; violations; penalties.

(1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action.

(2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.

(3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section.

(4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.

Revised 07/2024


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November 10, 2025

American Civics Meeting Agenda

School Board Members Present: Jim Vlach(Chair), April Archer, Chad Brehmer, Jolene Troutman

Supt: Lindsey Beaudette

Principals: Weston Swanson, Brenda Totten

- Discuss the alignment of our social studies curriculum to Nebraska state standards.
 - *Resources adopted in 2019-2020 are being used in the K-6th grade.*
 - *6th-8th has adjusted its curriculum to match standards.*
 - **8th grade purchased a new U.S. History Resource this year.**
 - *The curriculum review cycle for Social Studies will be in 2026-27.*
- Confirm that the District's social studies curriculum stresses the required patriotic themes.
 - (i) complete a written test; - *8th and 12th grade take a civics test*
 - (ii) attend a public meeting; or - *We take 9th-12th to various public meetings*
 - (iii) *present or write a paper on an appropriate topic-10th and 11th grade write papers in Mr. Burton's classes on multiple different topics.*
- Confirm that the social studies curriculum is available for public viewing.
 - *They can stop to view it anytime.*
- Confirm that the District's social studies curriculum includes all required components, in accordance with state law and NDE standards, including:
 - (a) one hour per week of patriotic instruction for grade levels below sixth grade;
 - *Daily pledge of allegiance and instruction on proper conduct of presentation of flag.*
 - *Historical background, memorization, and singing of patriotic songs such as the Star-Spangled Banner and America the Beautiful in music classes*
 - *Instruction and stories of American Heroes*
 - (b) a set amount of time to teach American history for grade levels from fifth grade to eighth grade; and
 - *5th and 8th grade teach U.S. History*
 - (c) at least two courses in high school that teach American civics.
 - *US History 11th - American Government 12th*
- K-12 Curriculum in google drive.
- Confirm that the District will conduct appropriate patriotic exercises for the following holidays:
 - George Washington's birthday
 - *Elementary - Library/Media Specialist presents lessons*
 - *High School - Lesson Plans*
 - Abraham Lincoln's birthday
 - *Elementary - Library/Media Specialist presents lessons*
 - *High School- Lesson Plans*

- Dr. Martin Luther King Jr.'s birthday
 - *Elementary - Library/Media Specialist presents lessons*
 - *High School - Lesson Plans*
- Native American Heritage Day
 - *Elementary - Library/Media Specialist presents lessons,*
 - *High School. - Lesson Plans*
- Constitution Day
 - *Elementary - Library/Media Specialist presents lessons*
 - *School Wide - Classroom/ Social Studies Teachers include in lesson plans,*
 - *High School - WSC Constitution Day*
- Memorial Day
 - *School Wide - Participation in local Memorial Day Activities*
- Veterans Day
 - *Elementary - Library/Media Specialist presents lessons*
 - *School Wide - FFA plans Veterans Day program*
- Thanksgiving Day
 - *Elementary - Library/Media Specialist presents lessons*
 - *School Wide -Classroom/ Social Studies Teachers include in Lesson Plans*
- Review American Civics Checklist– Listed below

COMMITTEE ON AMERICAN CIVICS CHECKLIST

___ For the calendar year 2025-2026, the Board appointed the following four members to serve on the Committee on American Civics: **Jim Vlach,(Chair) April Archer, Chad Brehmer, Jolene Troutman.**

The Committee on American Civics met on the following dates: **November 10th** and **December 8th.** *(At least two meetings per year are required.)* The Committee accepted public testimony on the following date: December 8, 2025.

The Committee completed the following tasks *(check when completed)*:

___ Minutes of the Committee on American Civics' meetings have been kept and show the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed.

___ Confirmed the District's social studies curriculum is aligned with NDE standards.

___ Confirmed that the District's social studies curriculum stresses the required patriotic themes.

___ Confirmed that the District's social studies curriculum includes a requirement, in accordance with state law, that high school students (i) complete a written test; (ii) attend a public meeting; or (iii) present or write a paper on an appropriate topic.

___ Confirmed that the curriculum approved by the Committee is available for public inspection.

___ Confirmed that the District's social studies curriculum includes all required components, in accordance with state law and NDE standards, including (a) one hour per week of patriotic instruction for grade levels below sixth grade; (b) a set amount of time to teach American history for grade levels from fifth grade to eighth grade; and (c) at least two courses in high school that teach American civics.

___ Confirmed that the District will conduct appropriate patriotic exercises for the following holidays: George Washington's birthday, Abraham Lincoln's birthday, Dr. Martin Luther King, Jr.'s birthday, Native American Heritage Day, Constitution Day, Memorial Day, Veterans Day, and Thanksgiving Day.

Lyons-Decatur Northeast

Annual Report Card 2024-2025

The mission of the district is to “Empower all students to achieve.”

We Believe:

- ...all people have strengths.
- ...all people can learn.
- ...education must adapt to societal needs.
- ...learning is a lifelong process.
- ...all people benefit from a safe, positive, and respectful environment.
- ...education is a cooperative responsibility of students, families, school, and community.
- ...all people need to develop foundational skills.



AQUESTT RATING:
EXCELLENT

Transportation:

Avg. Number of students transported: 58
Number of families paid for transportation: 26
Transportation Costs: \$200,222

Faculty:

Number of Professional Staff: 33
Professional staff with masters degree: 17
Professional staff with hours past BA: 14
Professional staff with BA: 2
Average years of experience in this system: 18
Number of teaching days: 173
Number of PD days: 12
Average Salary: \$65,249

Financial:

Total 24-25 General Fund Expenditures:
\$6,275,849
on Instruction: 60%
on SPED Instruction: 18%
on Support Services: 6%
on Operations/Maintenance: 8%
for Transportation: 4%
for State/Federal Programs: 4%
Revenue Sources:
from Local/County: 5%
from the State: 45%
from the Federal Govt.: 9%
from Property Taxes: 41%

Demographic: LDNE is classified as a Class III accredited school by the NDE. The school district is comprised of 143.0 square miles; 115.7 in Burt Co., 24.1 in Thurston Co., and 3.2 in Cuming Co. We have one PS - 12th grade building located in Lyons.

Curriculum: The district curriculum is evaluated and updated annually by school staff. IEPs are developed and written by the team. We utilize a variety of assessments tools including Dibels, NSCAS, MAP, and the ACT.

All students have access to technology throughout the school day.

Required Credits for graduation - 230. Including English 40, Math 30, Science 30, Social Studies 30 Careers 10, PE/Health 10, Personal Finance 5, and Speech 5.

College Credit Offerings:

The students at LDNE have a variety of opportunities to take dual and college credit courses while enrolled in our HS. We offer courses through P2T (in computer science, construction, education, health science, CDL, and welding), dual credit English & Science, and a variety of online courses through WSC, UNL, Dakota Wesleyan, Northeast, etc.

For more information, visit: <https://nep.education.ne.gov/>

Elementary Students

Grade:	PS	K	1st	2nd	3rd	4th	5th	6th
Enrollment:	39	15	22	16	17	15	19	22

Secondary Students

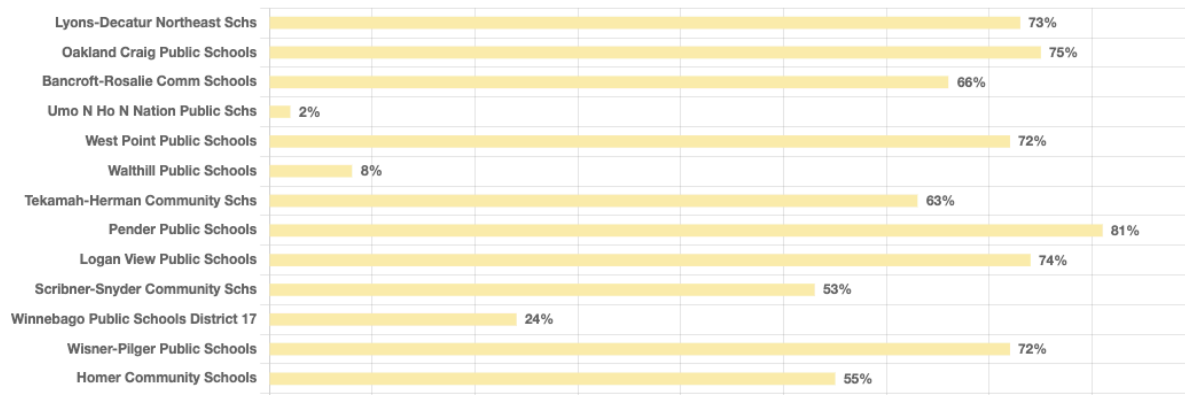
Grade:	7th	8th	9th	10th	11th	12th
Enrollment:	11	27	22	23	23	24

ACT Data - Class of 2026

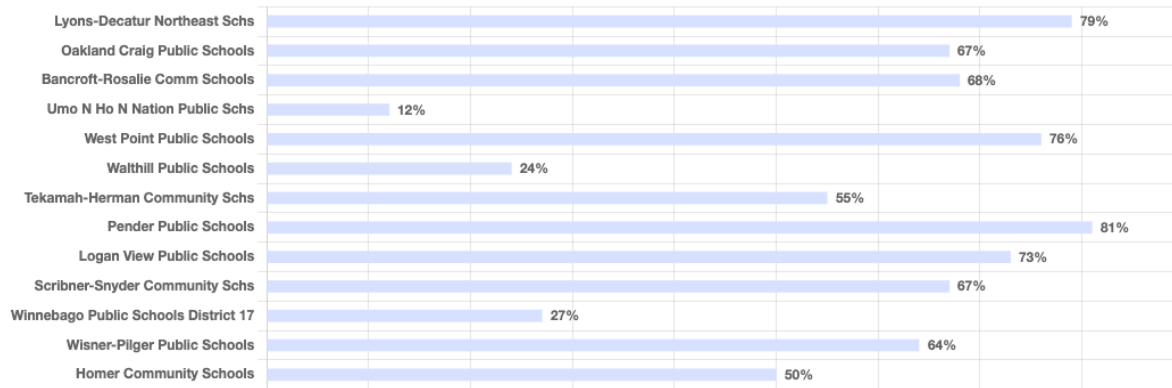
	ELA	Math	Science
LDNE	18.08	17.92	17.92
State	16.31	17.63	18.08

	State	LDNE
Free/Reduced Meals	50%	40%
Special Education	17%	22%
Attendance	93%	96%
Gifted/HAL	13%	20%

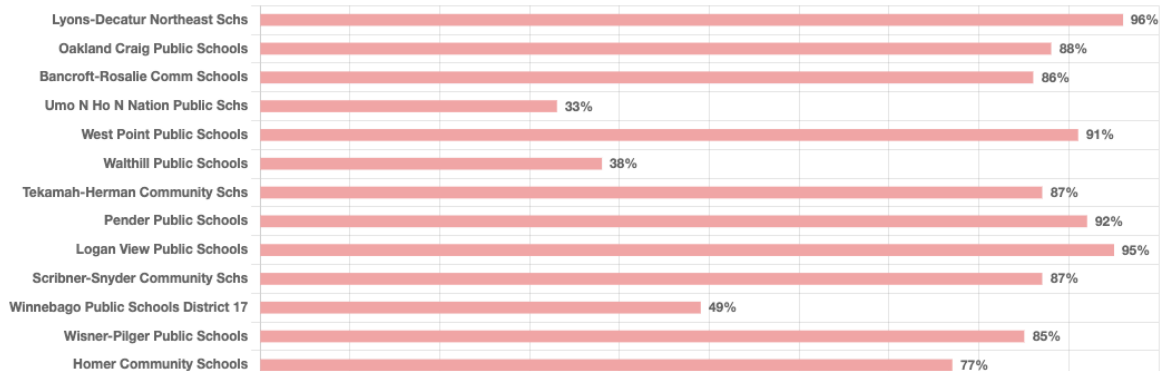
ELA



Math



Science





Lyons-Decatur Northeast Schools

400 S. 5th Street PO Box 526

Lyons, NE 68038-0526

Phone Number: 402-687-2363

Superintendent Board Report

December 8, 2025

1. The 2026 Bill Review List is attached.
2. Mrs. Mace and I attended a Northeast Community College round table discussion on Thursday, November 13th to discuss the next strategic plan for the college and offer input from the districts perspective.
3. Lisa Christiansen, Leah Miller, Evan Myers, Corey Petersen, Jolene Troutman, and Jim Vlach attended the NASB conference on November 19th – 21st in Omaha. There were a lot of great sessions to gain information and a variety of opportunities to network with other board members.
4. Congratulations to Mr. Vlach being honored as the Nebraska school board member of the year.
5. April, Jaime, Chad, Evan, and Jim are up for re-election in 2026.
6. Mr. Timm has shared some interesting and engaging news about his science research program. Kaylin met with a Nuclear Physicist, head of Oregon State's Nuclear Physics Department and on the National Nuclear Regulatory Commission for the government, to discuss her research and future endeavors/interests after high school. Carysn Miller met with Dr. Cassman out of Stanford, past UNL Agronomist to discuss his corn research. Kellyn and Caroline met with Dr. Nalley with the Algae Foundation to discuss their research and seek collaboration through them and their work/collaboration with the University of Texas. The connections he is making and opportunities he is opening for our students is quite impressive.
7. The 2024-2025 District Annual Report is attached. Please note our fantastic AQuESTT Rating!

Bill Review: Jaime is scheduled for January and Lisa is scheduled for February.

Board Bill Review List**2026**

January	Jaime
February	Lisa
March	Chad
April	Jim
May	Jaime
June	April
July	Evan
August	Lisa
August (Year-End)	Jolene
September	Leah
October	Jim
November	Corey
December	Evan

Suggested List of Motions

December 8, 2025

(Open Meetings Act rules posted on the west wall of the library)

1. _____ opened the meeting at _____ P.M.
2. Public Comment
3. American Civics Committee Report & Public testimony
4. It was moved by _____, seconded by _____
To approve the Consent Agenda items:
 1. Excuse Absent Board Members (if necessary)
 2. Minutes
 3. Treasurers Report
 4. General Fund Claims
 5. Lunch Fund Claims
 6. Special Building ClaimsRoll Call: Aye: _____ Nay: _____
5. Superintendent Contract
6. It was moved by _____, seconded by _____
Approve the resignation of the head cook/hot lunch director, effective at the end of the school year.
Roll Call: Aye: _____ Nay: _____
7. It was moved by _____, seconded by _____
Approve the teaching contract for Mr. Bruce Knaak for the 2nd semester of the 2025-26 school year.
Roll Call: Aye: _____ Nay: _____
8. It was moved by _____, seconded by _____
To accept the resignation of Mrs. Liz Okereke, with regrets, at the end of the 25-26 school year.
Roll Call: Aye: _____ Nay: _____
9. _____ adjourned the meeting at _____ P.M.

Principal Report - December 2025

A. Calendar - Upcoming Events

2:00 Dismissal, Inservice-----Wednesday, December 10th
12:00 Dismissal for ALL Students-----Thursday, December 18th
Secondary Winter Music Program-----Thursday,December 18th
Secondary Incentive Day-----Friday, December 19th
Elementary Staff Inservice-----Friday, December 19th
Winter Moratorium-----Dec 24th - Dec 28th
Staff Inservice-----Monday, January 5th
Students Return-----Tuesday, January 6th

B. Professional Development

- **November 11th-** Kendra Boden and Ruth Weiland attended the monthly online meeting for the 21st Century Afterschool Program
- **November 12th-** Mr. Totten attended New Teacher Academy
- **November 19th-** Shannon Dmoski attended the ESU2 Art/ SEL workshop
- **November 20-21 -** Mrs. Stuhr attended the NMEA Conference and took two elementary students (Chloe Boden and Zadia Menard) to all-state music.
- **August-November** -All new paraprofessionals (Courtney Petersen, Lanie Frahm, Alyssa Brown,Kaylina Schuster, Kayli Wheaten, Kristal Hayes)that do not hold a current para certificate or have an associates degree have completed the required training and assessments.

C. Activities

- 1st Grade Teacher Brittney Moody held a Thanksgiving Parade in the hallways for the students and staff.
- Chloe Boden and Zadia Menard qualified for and attended all-state music.
- The 4th-5th Grade Quiz Bowls team participated in and won their first competition vs St Paul West Point.
- The 6th Grade Quiz Bowl team participated in their first competition vs Bancroft-Rosalie's 6th-8th Grade team. They were tied at the end and lost in sudden death.
- November 10th- We had an LDNE Movie Night
- November 13th- Battle of the Pep bands
- Alex Anderson was voted to be secretary of her Educators Rising Chapter. Alex is one of our P2T students who has chosen the Educational Pathway
- LDNE Students will be raising rainbow trout with the Nebraska Game and Parks as part of the National Trout in the Classroom Program.

- Student Council Veterans Drive was a huge success!
- EHC- Honorable Mention Volleyball- Tavyanna Parker
- All-District Football
 - 1st team- Brady Hayes, Kaden Knaak, Kwyntin Kampa
 - Honorable Mention- Ryan Tuttle, Eric Hart, Brayden tolle, Aiden Fisher, Joseph Findlay
- One-ACT- “The Penny Dreadfuls”
 - EHC Conference Runners-up
 - Best Overall Lead Actor: Aubrey Laurtisen
 - Outstanding supporting actor: Kaden Knaak
 - District Play Production Runners-up
 - Best Tech Crew Award
- Congratulations to the FFA members at Leadership Development Events.
 - District Champion Parliamentary Procedure Team- (Alizabeth, Linden, Eric, Bennett, Kwyntin and Cameron)
 - State qualifying CCM team (Ryanna, Hoss, Blake, Caroline, Bryannda, Carsyn, and Dakotta).
 - Linden Anderosn was a district finalist and other purples included Carsyn, Dakotta, Eric, Caroline.

D. Fall Sports End of Year Reports

- Attached

Board of Education Report Form

Year: 2025-2026

Sport/Organization: Junior High Volleyball

Coach/Sponsor: Kendra Boden & Bren Shatto

Number Out: 11

Class Breakdown:

8th Grade - 6

7th Grade - 5

Season Record: A: (3-14)

B: (5-4)

Strengths of the team:

Positive Attitudes/Teamwork

Setting the ball up/Three hits

Weaknesses of the team and how they were addressed:

Playing at a faster pace

Consistency from all players

Board of Education Report Form

Year: 2025-2026

Sport/Organization: Jr High Football - Fall 2025 (Co-op with Oakland-Craig)

Coach/Sponsor: Robin Burton

Number Out: 13 total - 3 from 8th grade, 10 from 7th grade

Letterman: N/A

Class Breakdown:

Seniors:

Juniors:

Sophomores:

Freshman:

Season Record: Varsity- Junior Varsity-

JH football played 5 games, going 4-1

Strengths of the team:

LD students: willingness to learn, good attitude, supportive parents

Weaknesses of the team and how they were addressed:

Size and specialized skills.

**Board of Education Report Form
Ending Form**

Year: 2025

Sport/Organization: Cross Country

Coach/Sponsor: Paul Timm

Number Out: 4

Letterman: Belen Estrada, Adonai Isabelle, Kaylin Miller

Class Breakdown:

Seniors: Belen Estrada, Adonai Isabelle, Kaylin Miller

Freshman: Mia Larson

Female Results:

Meet	Mia Larson	Kaylin Miller	Belen Estrada Lujan	Adonai Salazar
Logan View	34:01.69	29:13.50	31:35.96	41:09.67
WP at Indian Hills west of Beemer	36:13.60	30:05.00	Timing system did not time correctly	Timing system did not time correctly
Laurel-Concord -Coleridge		28:54.10	29:49.50	Injured
Districts Twin Creeks Golf Course Pender		27:37:00	28:28:00	Injured
Crofton Invite (Weigand)		29:39:00	29:47:00	42:28:00
Stanton		25:00.0	30:07.1	Injured
EHC Tekemah		30:19	30:42	Injured
Districts, Norfolk Skyview Lake	38:23.29	29:53.99	30:16.72	39:10.16

Strengths of the team:

The team had a lot of experience coming into the season being composed of incoming seniors. They were supportive of each other as they experienced challenges throughout the season and did an excellent job of encouraging junior high runners.

Weaknesses of the team and how they were addressed:

The general enthusiasm for Cross Country seems strong by the high school athletes on the team; however, I am continuing to be concerned about the number of older individuals soon to be aging out and the few coming up through the ranks to replace them. Team members and coaches have worked together for brainstorming/recruiting potential runners from the junior high that are currently not out for sports as well as planned team/culture building activities throughout the offseason (such as Trunk or Treat and our Christmas Party) to encourage elementary and junior high students in considering cross country as an exciting and inviting option to consider. We had 8 junior high students complete at least 1 race during the season, with 5 athletes who completed multiple races, 2 athletes completing both volleyball and cross country practices and 1 (Cassidy Miller) who exclusively practiced cross country and competed in every race.

**Board of Education Report Form
Ending Form**

Year: 2025-2026

Sport/Organization: Football

Coach/Sponsor: Ryan Miller

Number Out: 22

Letterman: 22

Class Breakdown:

Seniors: 4

Juniors: 7

Sophomores: 8

Freshman: 3

Season Record: Varsity- 4-5 Made playoffs Junior Varsity- 1-5

Strengths of the team: The team played hard, they understood the playbook and were able to make adjustments. We created a lot of turnovers and had great team chemistry. Another strength was the ability to play multiple kids at multiple spots. The defense was improved from last year, we were fundamentally sound.

Weaknesses of the team and how they were addressed: One weakness was a decrease in the number of seniors. We are a young team. We had meetings to try to coach the kids on leadership and teach football knowledge and situational awareness. This was probably the biggest weakness of the team, they didn't know what a team might run in situations or what we needed to look for on 3rd and short. We had meetings and watched film to try and teach this, as well as added scenarios into practice.

**Board of Education Report Form
Ending Form**

Year: 2025-2026

Sport/Organization: Volleyball

Coach/Sponsor: Emma Kwikkel

Number Out: 19

Letterman: 12

Class Breakdown:

Seniors: 5

Juniors: 3

Sophomores: 5

Freshman: 6

Season Record: Varsity- 12-21 Junior Varsity- 5-9

Strengths of the team: This team fought through so much adversity. We lost two of our starters from varsity to injuries, but we were resilient and never gave up. We had to learn how to work together to fill those positions, and everyone had to be flexible with their roles. Tavyanna Parker made Honorable Mention All Conference, and we were super proud of her accomplishments.

Weaknesses of the team and how they were addressed: Because we were missing some players from varsity, the girls had to compete to fill those positions. At times, players got upset about playing time, but we talked about how our mindset needs to be "We before Me".

The Board of Education of the Lyons-Decatur School District No. 20 met in regular session on Monday, November 10, 2025, in the Media Center. Notice of the meeting was given in advance thereof by publishing notice in the Burt County Independent, designated method for giving notice. Meeting notices were also posted at the Superintendent's office and on the school website. Notice of the meeting was given in advance to all members and agenda was communicated in the notice to the board of this meeting. All proceedings hereinafter were taken while the convened meeting was open to the attendance of the public. Present were Archer, Bacon, Brehmer, Christiansen, Miller, Myers, Petersen, Troutman, and Vlach. The open meeting laws are posted on the west wall of the Media Center.

Posted Locations: Burt County Independent, lyonsdecaturschools.org, and the front door of the school

Posted Date: 10/30/25

President Lisa Christiansen opened the meeting at 7:30 p.m.

Superintendent Report: The EHA board of directors approved an overall rate increase of 7.25% for the insurance premiums for the 2026-27 school year. We received notification from JAG Nebraska that due to the challenges with federal funding, they are going to be increasing the local contribution required to sustain the program. The bill sign up was distributed for 2026.

Principal Report: Professional development over the last month focused on the after-school program, literacy, co-teaching, standard alignment, safety, and early childhood. Activities and events are happening throughout the district – please check the website and social media sites for the latest happenings.

It was moved by James Vlach, seconded by Evan Myers, to approve the consent agenda. Roll Call. Archer: Aye, Bacon: Aye, Brehmer: Aye, Christiansen: Aye, Miller: Aye, Myers: Aye, Petersen: Aye, Troutman: Aye, Vlach: Aye
Aye: 9, Nay: 0

It was moved by Corey Petersen, seconded by Leah Miller, to approve the 2024-25 audit. Roll Call. Archer: Aye, Bacon: Aye, Brehmer: Aye, Christiansen: Aye, Miller: Aye, Myers: Aye, Petersen: Aye, Troutman: Aye, Vlach: Aye
Aye: 9, Nay: 0

It was moved by James Vlach, seconded by Evan Myers, to approve the sale and disposal of excess tangible personal property. Roll Call. Archer: Aye, Bacon: Aye, Brehmer: Aye, Christiansen: Aye, Miller: Aye, Myers: Aye, Petersen: Aye, Troutman: Aye, Vlach: Aye
Aye: 9, Nay: 0

Discussion was held on the Superintendent Evaluation and Contract.

The next regular board meeting will be Monday, December 8th at 7:30 p.m.

President Christiansen closed the meeting at 7:47 p.m.

I the undersigned, secretary of the School District of Lyons-Decatur Northeast, in the County of Burt, in the State of Nebraska, hereby certify that all of the subjects included in the foregoing proceedings were contained in the agenda for the meeting, kept continually current and available for inspection at the office of the secretary, located in the main office of the school, Lyons Center, except those items of an emergency nature added at the meeting by motion and roll call vote, that such subjects were contained in said agenda for at least 24 hours prior to said meeting that said minutes of the Board of Education of the School District of Lyons-Decatur Northeast in the County of Burt, State of Nebraska were in written form and available for inspection by the public within 24 hours and prior to the next convened meeting of said body; that all news media requesting notification concerning meeting of said body were provided advance notification of the time and place of said meeting and subjects to be discussed at said meeting.

Secretary, Board of Education

ATTEST:

President, Board of Education

Treasurer's Report

At the close of business November 28, 2025

Cash Balance on October 31, 2025 972.23

Receipts for November 2025

Burt County	\$	36,617.28
Other County	\$	2,729.27
State of NE - NDE	\$	200.00
Wesleyan - Honors program	\$	500.00
PK Tuition	\$	400.00
Village of Decatur	\$	500.00
Interest	\$	2.78

Total Receipts \$ 40,949.33

Account Transfers \$ 450,000.00

Disbursements \$ 493,053.99

Cash Balance as of November 28, 2025 -1,132.43

Outstanding Checks/deposits \$ 2,625.24

Ending Bank Balance as of November 28, 2025 \$ 1,492.81

SAVINGS BALANCE Beginning: \$ 1,976,392.80 ENDING BALANCE \$1,829,589.79

Beth Doht

Treasurer

COMBINED ACCOUNT BALANCES
Depreciation, Employee Benefit Fund, Bond, Special Building, and Student Fee
Fund
As of November 28, 2025

DEPRECIATION FUND

Balance \$220,593.76

EMPLOYEE BENEFIT FUND

Balance \$19,087.75

BOND FUND

Balance \$98,991.12

SPECIAL BUILDING FUND

Balance \$1,250,643.82

NE Liquid Assets Balance \$ 569,580.25

STUDENT FEE FUND

Balance 0

TOTAL OF COMBINED ACCOUNTS \$2,158,896.70

GENERAL REIMBURSEMENT FUND

Checking account \$6,733.43

ACTIVITY FUND

Balance \$136,715.47

Treasurer's Report
LUNCH FUND
At the close of Business November 28, 2025

Cash Balance October 31, 2025	\$69,730.65
Receipts for November 2025	\$27,855.63
Disbursements for November 2025	\$27,484.38
Cash Balance November 28, 2025	\$70,101.90
Outstanding Checks	\$ 20.75
Ending Bank Balance November 28, 2025	\$70,122.65
December 2025 Expenditures	\$20,248.76
December 2025 Payroll	\$ 9,110.18
Total	\$29,358.94

Check #	Vendor Name	Invoice	Description	Amount
Checking	1			
Checking	1 Fund: 01	GENERAL FUND		
29287	A/C DEPT BLUE CROSS BLUE SHIELD OF NE	2025DEC1BCBS	BENEFITS	1,200.84
			Vendor Total:	1,200.84
29288	AMAZON CAPITAL SERVICES	1433-KDMR-QH6G	LAMINATING FILM	35.00
29288	AMAZON CAPITAL SERVICES	16RF-JWKW-WMH4	MTSS SUPPLIES	104.97
29288	AMAZON CAPITAL SERVICES	1GTF-W7WY-QHDK	AUDIO CABLES	57.08
29288	AMAZON CAPITAL SERVICES	1L6N-L9NX-RGK4	SCREEN CLEANER	41.78
29288	AMAZON CAPITAL SERVICES	1LML-DNR9-HNDQ	STEP UP GRANT-PK	254.99
29288	AMAZON CAPITAL SERVICES	1LWJ-4HQW-H4CW	THERMAL COFFEE CARAFES	75.96
29288	AMAZON CAPITAL SERVICES	1MDC-CG44-G44J	BATTERY	49.99
29288	AMAZON CAPITAL SERVICES	1MDC-CG44-PHGX	3D PRINTER FILIMENT	255.81
29288	AMAZON CAPITAL SERVICES	1V96-VPCG-WF61	GARAGE DOOR OPENER	26.93
29288	AMAZON CAPITAL SERVICES	1VVR-7G96-X7VQ	CLEANING SUPPLIES	90.45
			Vendor Total:	992.96
29289	ANDERSEN, JENS	20250926ANDE	FB CLOCK	90.00
			Vendor Total:	90.00
29290	APPEARA	1135237	SUPPLIES	374.27
			Vendor Total:	374.27
29291	BARBER, BEN	20251010BARB	FB CLOCK	90.00
			Vendor Total:	90.00
29292	BEAUDETTE, LINDSEY	20251130BEAU	TRAVEL EXP	447.20
			Vendor Total:	447.20
29293	BRINK, KYLE	20251010BRIN	ANNOUNCER	120.00
			Vendor Total:	120.00
29294	BROKAW, CRAIG	20251010BROK	CHAINS	120.00
			Vendor Total:	120.00
29295	BURT COUNTY INDEPENDENT	302684	NOTICES	66.36
29295	BURT COUNTY INDEPENDENT	303101	NOTICES	14.09
			Vendor Total:	80.45
29296	CITY OF LYONS	20251103CITY	UTILITIES	5,111.65
			Vendor Total:	5,111.65
29297	CLEARFLY	INV770097	PHONE SERVICE	133.95
			Vendor Total:	133.95
29298	CNA AUTO SERVICES	72659	INSPECTIONS	1,425.00
29298	CNA AUTO SERVICES	72761	BUS 20 ACTUATOR	270.05
29298	CNA AUTO SERVICES	72810	VAN 5 SERVICE	207.30
29298	CNA AUTO SERVICES	72812	GRAY VAN SERVICE/STARTER	668.21
29298	CNA AUTO SERVICES	72813	VAN 2 BATTERY	278.40
29298	CNA AUTO SERVICES	72814	BLUE MINI BRAKES	434.51
29298	CNA AUTO SERVICES	72815	VAN 3 SERVICE	135.45
29298	CNA AUTO SERVICES	72820	RED MINI SERVICE	116.31
29298	CNA AUTO SERVICES	72835	DIESEL ADDITIVE	30.22
29298	CNA AUTO SERVICES	72838	BUS 22 DEF	55.20
29298	CNA AUTO SERVICES	72839	DEF	110.40
29298	CNA AUTO SERVICES	72848	BUS 15 BATTERY	1,270.34
29298	CNA AUTO SERVICES	728509	BUS 20 SERVICE	707.92
			Vendor Total:	5,709.31

Check #	Vendor Name	Invoice	Description	Amount
29299	CORNHUSKER MARRIOTT HOTEL, THE	20251125CORN	NMEA ROOM	299.50
			Vendor Total:	299.50
29300	DECKER EQUIPMENT	639584A	CUST SUPPLIES	181.64
			Vendor Total:	181.64
29301	FIRST NATIONAL BANK OMAHA	20251130FNBO	TRAVEL EXP, GOOGLE VOICE,	2,597.03
			Vendor Total:	2,597.03
29302	FRANCISCAN HEALTHCARE	66000045537	DRUG SCREENS	90.00
			Vendor Total:	90.00
29303	HEGGE, DEVIN	20251024HEGG E	LINES	150.00
			Vendor Total:	150.00
29304	HILTON GARDEN INN	LDN11212025	NASB CONF ROOMS	586.60
			Vendor Total:	586.60
29305	HIRERIGHT LLC	P1300234	DRUG SCREEN TESTING	79.80
			Vendor Total:	79.80
29306	HOLIDAY INN-KEARNEY	111152	AD CONF ROOM	249.90
			Vendor Total:	249.90
29307	HOMETOWN LEASING	20251201HTL	COPIER LEASE	691.87
			Vendor Total:	691.87
29308	JAMES, ADAM	20251112JAME S	AD MILEAGE	373.80
			Vendor Total:	373.80
29309	JENSEN PLUMBING & HEATING	20251119JENS	CLEAN SEWER	160.00
			Vendor Total:	160.00
29310	KB'S MINI MART, INC.	20251130KBS	GAS/FUEL	3,008.31
			Vendor Total:	3,008.31
29311	LAURITSEN, AUBREY	20251024LAUR	SCOREBOARD/BOOK	110.00
			Vendor Total:	110.00
29312	LORENSEN LUMBER & GRAIN	109743	FILL SAND	249.04
			Vendor Total:	249.04
29313	MARYOTT, JOHN	20251010MARY	CHAINS	120.00
			Vendor Total:	120.00
29314	MIDWEST SOUND AND LIGHTING	234010	SOUND MIXER	801.30
			Vendor Total:	801.30
29315	MOODY, JORDAN	20251010MOOD	CLOCK	110.00
			Vendor Total:	110.00
29316	MOSAIC OF FREMONT	NOV-25	TRANSITION SERVICES	8,255.00
			Vendor Total:	8,255.00
29317	MYERS, EVAN	20251010MYER	CHAINS	120.00
			Vendor Total:	120.00
29318	N A S B	N-54617	STATE ED CONF	852.00
29318	N A S B	N-54742	STATE ED CONF	520.00
29318	N A S B	N-54780	STATE CONF	1,278.00
29318	N A S B	N54604	STATE ED CONF	426.00
			Vendor Total:	3,076.00
29319	OKEREKE, ELIZABETH	20251103OKER	TRAVEL EXP	189.00
			Vendor Total:	189.00
29320	OMNIFY BENEFITS	1433099	FSA FEE	40.00
			Vendor Total:	40.00
29321	PITNEY BOWES INC	20251201PIT	POSTAGE	300.00
			Vendor Total:	300.00
29322	PLUNKETT'S PEST CONTROL	10248034	PEST CONTROL	62.44
			Vendor Total:	62.44
29323	PRESTON, TREVOR	20251010PRES T	CHAINS	120.00
			Vendor Total:	120.00
29324	QUILL CORPORATION	46171476	LAMINATING FILM	182.69

Check #	Vendor Name	Invoice	Description	Amount
			Vendor Total:	182.69
29325	ROMANS WIEMER & ASSOCIATES	20251117ROMA N	AUDIT	10,200.00
			Vendor Total:	10,200.00
29326	SAVEMORE MARKET	20251130SAVE M	SUPPLIES	223.06
			Vendor Total:	223.06
29327	SCHOLASTIC INC	M7667476	1ST GR NEWS	123.75
			Vendor Total:	123.75
29328	SCHOOLSPLP, LLC	3276	CREDIT RECOVERY SOFTWARE	1,350.00
			Vendor Total:	1,350.00
29329	STEINY'S GENERAL STORE	20251201STEI N	SUPPLIES	249.02
			Vendor Total:	249.02
29330	TIME MANAGEMENT SYSTEMS, INC	351322	NOV OVERAGES	19.50
			Vendor Total:	19.50
29331	VERIZON WIRELESS	6128719639	JET PACKS	45.08
			Vendor Total:	45.08
29332	WAKELEY, JEFF	20250912WAKE	FB CLOCK	30.00
			Vendor Total:	30.00
29333	WEST POINT TRUE VALUE	160068	FENCE POST	104.39
29333	WEST POINT TRUE VALUE	160105	SHELVING	104.99
			Vendor Total:	209.38
29334	WESTSIDE COMMUNITY SCHOOLS	CLARK25- 26QTR1	HOMEBOUND SERVICES	1,417.50
			Vendor Total:	1,417.50
29335	WINNELSON	427378 01	REPAIR KIT	19.80
			Vendor Total:	19.80
			Fund Total:	50,561.64
			Checking Account Total:	50,561.64

<u>Checking</u>		2			
Checking	2	Fund: 08	SPECIAL BUILDING FUND		
1418	B & D DIAMOND PRO, INC.	2857	SHOT PUT MATERIALS	6,600.00	
			Vendor Total:	6,600.00	
1419	CHRISTENSEN ELECTRIC LLC	7302	PARKING LOT LIGHTS	12,970.30	
			Vendor Total:	12,970.30	
1420	LITANIA SPORTS GROUP	722859	VAULT BOX	3,093.00	
			Vendor Total:	3,093.00	
1421	PHILLIPS FLOORS, INC.	PF-202103	NORTH GYM FLOORS	9,835.00	
			Vendor Total:	9,835.00	
			Fund Total:	32,498.30	
			Checking Account Total:	32,498.30	

<u>Checking</u>		6			
Checking	6	Fund: 06	SCHOOL LUNCH FUND		
9874	AMAZON CAPITAL SERVICES	1J3P-NXRQ- CVJ4	SUPPLIES	41.17	
9874	AMAZON CAPITAL SERVICES	1J3P-NXRQ- GYFY	FOOD	29.42	
			Vendor Total:	70.59	
9875	CASH-WA DISTRIBUTING	14885489	FOOD	239.73	
9875	CASH-WA DISTRIBUTING	14885491	FOOD	431.93	
9875	CASH-WA DISTRIBUTING	14885802	FOOD	41.40	
9875	CASH-WA DISTRIBUTING	14885937	FOOD	58.95	
9875	CASH-WA DISTRIBUTING	14893260	FOOD	557.99	
9875	CASH-WA DISTRIBUTING	14901533	FOOD	511.12	
9875	CASH-WA DISTRIBUTING	14901534HLF	FOOD	83.83	
9875	CASH-WA DISTRIBUTING	CM3921457	FOOD	(142.10)	

<u>Check #</u>	<u>Vendor Name</u>	<u>Invoice</u>	<u>Description</u>	<u>Amount</u>
			Vendor Total:	1,782.85
9876	HILAND DAIRY FOODS COMPANY LLC	0447196	FOOD	569.21
9876	HILAND DAIRY FOODS COMPANY LLC	0447260	FOOD	390.42
9876	HILAND DAIRY FOODS COMPANY LLC	0447330	FOOD	602.94
9876	HILAND DAIRY FOODS COMPANY LLC	0447401	FOOD	420.22
9876	HILAND DAIRY FOODS COMPANY LLC	0447476	FOOD	615.53
9876	HILAND DAIRY FOODS COMPANY LLC	0447550	FOOD	407.44
9876	HILAND DAIRY FOODS COMPANY LLC	0447629	FOOD	602.94
			Vendor Total:	3,608.70
9877	OAKLAND PROCESSING PLANT	OAKPRO111420	FOOD	2,099.50
		25HLF		
			Vendor Total:	2,099.50
9878	SAVEMORE MARKET	11302025HLF	FOOD	712.27
			Vendor Total:	712.27
9879	SYSKO FOOD SERVICES	661636471	FOOD	2,611.93
9879	SYSKO FOOD SERVICES	661636472	FOOD	67.53
9879	SYSKO FOOD SERVICES	661636473	FOOD	57.28
9879	SYSKO FOOD SERVICES	661648106	FOOD	3,543.79
9879	SYSKO FOOD SERVICES	661648108	FOOD	57.81
9879	SYSKO FOOD SERVICES	661659810	FOOD	2,337.23
9879	SYSKO FOOD SERVICES	661659811	FOOD	57.28
9879	SYSKO FOOD SERVICES	661671670	FOOD	3,172.41
9879	SYSKO FOOD SERVICES	661671671	FOOD	33.60
			Vendor Total:	11,938.86
9880	WEST POINT TRUE VALUE	WPTV11302025	SUPPLIES	35.99
		HLF		
			Vendor Total:	35.99
			Fund Total:	20,248.76
			Checking Account Total:	20,248.76

Net Payroll	223,330.07
Employee Deductions	89,117.14
District SS/Medicare	23,482.13
District Health/Life/HSA	69,449.63
District Retirement	<u>23,892.32</u>
PAYROLL	\$ 429,271.29
ACCOUNTS PAYABLE	<u>\$ 50,561.64</u>
TOTAL GENERAL FUND EXPENDITURES	\$ 479,832.93
SPECIAL BUILDING EXPENDITURES	\$ 32,498.30
LUNCH FUND	\$ 20,248.76

Secretary, Board of Education

ATTEST:

President, Board of Education

**SUPERINTENDENT'S CONTRACT OF EMPLOYMENT
LYONS-DECATUR NORTHEAST SCHOOLS**

THIS CONTRACT is made by and between the **Board of Education of Lyons-Decatur Northeast Schools**, legally known as **Burt County School District #20**, and referred to as "the Board" and "the School District" respectively, and **Mrs. Lindsey Beaudette**, referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Superintendent shall be employed for a period of two year(s) beginning on July 1, 2025, and expiring on June 30, 2027. References to "contract year" shall mean the period from July 1st through June 30th and shall consist of all days except Saturdays and Sundays and any holidays or leave days listed in Section 11.

Section 2. Renewal of Contract. If a Board representative does not inform the Superintendent in writing on or before **the seventh day after the regular December board meeting** of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of **two years** from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision no later than **its regular November meeting** of each year of this contract and shall make the renewal of his employment contract an agenda item for the regular **December** board meeting during each year of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to insure that the district has complied with the Superintendent Pay Transparency Act.

Section 3. Salary. The Superintendent's salary for the contract year shall be \$174,155 which shall be paid in 12 equal monthly installments beginning in the month of July 2025. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation. The Superintendent authorizes the District to deduct or withhold from each and every period of pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or money have not properly been returned to the District. The school district shall withhold other deductions as the Superintendent and Board may agree.

Section 5. Professional Status. The Superintendent affirms that she is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, she will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which she will register and maintain on file in the school district's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that she registers his certificate. The Superintendent represents that: (1) all information he provided in connection with his application for employment with the District was true and

accurate at the time of application, and if there is or has been a material change in such information, she will advise the Board immediately; (2) she has never been convicted of or plead no contest to, a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) she has not had any professional licenses or certificates suspended or revoked.

Section 6. Superintendent's Duties. The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations and directives. The Superintendent agrees to devote her time, skill, labor and attention to her duties throughout the contract term. She shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns to her. By agreement with the Board, she may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out her duties and obligations to the school district.

Section 7. Board-Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the district and shall be responsible for implementing Board policy. She shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. She is responsible for administering the instruction of students and the business affairs of the school district. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of her duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under Neb. Rev. Stat. Section 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying school district records or documents; (p) misrepresentation of fact to the district and its personnel in the conduct of the district's official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the district except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with her duties under Section 2 (Renewal of Contract) or Section 15 (Evaluation) shall constitute a material breach of this contract.

Section 9. Disability. If the Superintendent is unable to perform her duties by reason of illness, accident or other disability beyond his control, and the disability continues for a period of more than sixty (60) days or if the disability is permanent, irreparable, or of such a

nature as to make performance of her duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the district.

Section 10. Transportation. The Board shall provide the Superintendent with transportation or reimburse her for mileage required in the performance of her official duties at the rate approved by the Board.

Section 11. Fringe Benefits. The Board shall provide the Superintendent with the following fringe benefits:

- a. **Health Insurance.** Single health insurance that is provided to certificated staff through the District's health insurance carrier.
- b. **Dental Insurance.** Single dental insurance that is available to certificated staff through the District's health insurance carrier.
- c. **Life Insurance.** Term life insurance with a total death benefit of Fifty-Thousand Dollars (\$50,000).
- d. **Sick Leave.** The Superintendent shall be entitled to ten (10) days of sick leave per year which may accumulate to a total of 45 days. Sick leave may only be used for personal illness or as otherwise provided in District policy. If the Superintendent qualifies for disability pay under the long-term disability policy, she shall be required to take the disability pay instead of sick leave pay. The Superintendent shall keep complete and accurate records of her sick days and shall provide the Board of Education with a report of his accumulated sick days at least quarterly. The Superintendent shall not be compensated for unused days of sick leave upon the ending of his employment with the District.
- e. **Disability Insurance.** The Superintendent shall purchase long-term disability insurance from the school district's carrier at her own expense. The Board will increase her salary by the amount of the premium cost.
- f. **Vacation.** The Superintendent shall have twenty five (25) vacation days for the 2025-2026 contract year which she may use at times she chooses so long as her absence does not interfere with the proper performance of her duties. Any extended vacation period while school is in session will require advance approval by the Board, and the parties will cooperate in arranging vacation time so as to cause the least inconvenience to the normal operation of the District. After the 2025-2026 contract year, the Board shall give the Superintendent the number of days necessary to restore her total to twenty five (25) days. For example, if she uses 12 days of vacation one year, the board will provide her with 12 days the following year to bring her total to 25 days. The Superintendent shall develop a system for recording her use of vacation days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of her vacation days and shall provide the Board of Education with a report of her accumulated vacation days at least quarterly. The Board may require her to use her vacation days and shall compensate her for unused vacation days upon the conclusion of her employment at \$200 per day.

- g. Professional Development.** The Superintendent is expected to continue her professional development and to participate in relevant learning experiences. With the approval of the Board, she may attend appropriate professional meetings at the local, state, regional and national level; and the Board will pay for valid expenses of attendance. If the Superintendent attends a national convention and does not return following the initial year of employment as Superintendent, the Superintendent agrees to repay the District in full for national convention expenses paid by the District.
- h. Professional Dues.** The school district will pay the annual dues for the Superintendent's membership in the following organizations: NCSA and NASB.
- i. Physical Examination.** The Superintendent may voluntarily undergo a physical examination. The Superintendent agrees that she will authorize the physician performing each such examination to provide the Board with all records, results and medical judgments of the examination. Up to \$150 of the cost of such physical examination and physician's reports which are not paid for by the Superintendent's insurance coverage shall be paid by the District.
- j. Bereavement Leave.** The Superintendent shall be permitted bereavement leave as provided in District policy. In the event that the District does not have a bereavement leave policy, the Superintendent will be allowed up to three days of paid bereavement leave per year.
- k. Holidays.** The Superintendent shall receive the following paid holidays: New Year's Day, Good Friday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day.
- l. Cell Phone.** The Superintendent shall be required to purchase and maintain a cellular phone so that she can be reached at all times for work-related emergencies or while away from school grounds during the work day. The School District will reimburse the Superintendent up to a maximum of \$75 per month for the actual cost of a cellular phone service plan.
- m. Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (Neb. Rev. Stat. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$600.00 or more.

Section 12. Residence/Domicile in School District. Unless agreed otherwise by the parties in writing, the Superintendent shall have her domicile and principal residence within the boundaries of the District as they exist on the first duty day for the Superintendent under the terms of this contract; and, the Superintendent shall maintain her domicile and residence within the boundaries of the District during the term of this agreement, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. If the Superintendent is in her first year of employment with the District and does not have her domicile and principal place of residence within the District at the time of his employment, the Superintendent shall move her domicile and principal place of residence into the corporate limits of the District before the expiration of the first six months from the Superintendent's first duty day under this contract. It is the purpose of this paragraph to require the Superintendent to, at all times during such employment, live and maintain her domicile and principal place of residence in the District to encourage the Superintendent: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the district as a legal voter of the school district; (3) to be involved in school and community activities bringing her in contact with parents and community leaders and be committed to the future of the district and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Superintendent; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children of the school community and are thus less likely to be considered isolated from the community in which she is the educational leader. (Hired with permission to reside outside of the district).

Section 13. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 14. Compensation Upon Termination and Credit for Accrued Vacation. Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary she was paid but had not earned prior to the date of termination of this contract. She shall be paid for any unused vacation days at the daily compensation rate then in effect at the termination of employment.

Section 15. Evaluation. The Board shall evaluate the Superintendent twice during her first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the **regular December meeting**. The Superintendent shall: remind the Board members in writing of this provision no later than its **regular November meeting**; make her evaluation an agenda item for the regular **December** board meeting during each year of this contract; and provide them with the written evaluation instrument that is on file with the Nebraska Department of Education.

Section 16. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by her carrying out her duties properly. If a legal action, including a

professional practice complaint, is threatened or filed against the Superintendent as a result of her performance of her duties or her position as Superintendent of the district, the Board will provide her with a legal defense to the maximum extent permitted by law so long as she acted in good faith and in a manner which she reasonably believes to be in or not opposed to the best interests of the district and, with respect to any criminal action or proceeding, had no reasonable cause to believe that her conduct was unlawful.

Section 17. Physical or Mental Examination. The Superintendent agrees that, at the request of the Board, she will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this Contract. In deference to the requirements of the Americans with Disabilities Act and HIPAA, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of her position.

Section 18. Disciplinary Action. The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the school district to do so. The paid leave shall continue unless and until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising her of the alleged reasons for the proposed action and provided the opportunity to present her version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a formal due process hearing under section 79-832. If such a request is not delivered within such time, the action of the Board shall become final.

Section 19. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

Section 20. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 21. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this 9 day of December 2024
Lisa Christiansen Jessie Black
President, Board of Education Secretary, Board of Education

Executed by the Superintendent this 9th day of December, 2024.
Lisbey Beaudette
Superintendent



Lindsey Beaudette <lbeaudette@ldne.org>

Resignation Letter

1 message

Krissy Tompkins <ktompkins@ldne.org>
To: Lindsey Beaudette <lbeaudette@ldne.org>

Tue, Nov 18, 2025 at 1:41 PM

Cynthia (Krissy) Tompkins
Date: November 18, 2025

Lindsey Beaudette
Lyons-Decatur Northeast School

Dear Lindsey,

I am writing to formally resign from my position as School Cook at Lyons-Decatur Northeast School, with my last working day being June 19, 2026. Working here has meant a great deal to me, and I am truly grateful for the opportunity to serve the students and staff each day. I have appreciated the support, teamwork, and kindness shown to me during my time here. This decision comes after careful thought. I will be relocating to New Mexico to be closer to my daughter and granddaughter, and I feel this move is the best step for me. I am committed to helping make this transition as smooth as possible. Please let me know how I can support the kitchen team, organize materials, or assist with training before my departure to ensure a successful start to the next school year. Thank you again for the opportunity to be part of such a wonderful school community. I will always cherish the memories and the people I have worked with.

Sincerely, Cynthia (Krissy) Tompkins

Krissy Tompkins
Lyons-Decatur School
Kitchen/Cook

Confidentiality Notice:

This email and any attachments to it may contain confidential or privileged information intended solely for the use of the individual or entity to whom it is addressed. If you are not the intended recipient, please notify the sender immediately, delete this email, and refrain from distributing or copying its contents. Federal Regulations and the policies of Lyons-Decatur Northeast Schools strictly prohibit unauthorized use and/or distribution of this communication.

Public Records Disclaimer:

Please be advised that any communication sent or received by this email address may be subject to public records disclosure under applicable laws.

Elizabeth Okereke
PO Box 58
Lyons, NE 68038
eokereke@ldne.org
December 7, 2025

Lyons-Decatur Northeast Board of Education
400 S. 5th Street
Lyons, NE 68038

Dear Members of the Lyons-Decatur Northeast Board of Education and Administration,

Please accept this letter as my formal notice of resignation from my teaching position at Lyons-Decatur Northeast, effective at the end of the current school year. This decision is *incredibly* difficult, and it comes after much reflection, because my time at LDNE continues to be one of the most fulfilling experiences of my career.

I am especially grateful for the leadership shown by our superintendent, Mrs. Lindsey Beaudette, and our principal, Mr. Weston Swanson. I appreciate the trust they place in teachers—allowing us the flexibility, freedom, and ownership to teach in ways that reflect our strengths and individual styles. That trust truly supports my growth as an educator. I always feel that I can come to either of them with anything—whether it's sharing a funny classroom moment or coming to them on an overwhelming day just needing to be heard. They consistently provide a safe, supportive space, and that is something I will never forget. The confidence they have placed in me makes a tremendous difference in my experience here.

The relationships I have formed with my students are something I treasure. Their eagerness to learn and their ability to bring joy into the classroom make teaching here extraordinary. Each day feels purposeful because of them. I cherish the small moments—the conversations, the breakthroughs, the laughs—that make the classroom feel like a family, especially those classes that have been with me for multiple years. Whether we are celebrating their successes or working through challenges, these connections shape me as much as I hope I help shape them. Leaving these students is THE HARDEST part of this decision. And even though I am sharing my resignation now, I will continue to give my very best to serve them, support them, and finish this school year with the same commitment and care they deserve.

I am also deeply thankful for the relationships I continue to build with staff and colleagues. Coming from a Class A district to a Class D district, I quickly learned how many hats staff wear here. Because our school is so small, many teachers are preparing up to seven different lesson plans a day, and on top of that, they coach, sponsor activities, and step in wherever they are needed. I have seen some of the hardest-working and most dedicated staff here—staff driving buses, running morning practices, leading events after school, and still showing up each day with so much heart. The level of commitment the staff pours into this school and its students is remarkable, and it is something that continues to leave me in awe.

As I get older, I am realizing just how quickly time is passing. The opportunity to teach in the same building as Cora and multiple nieces and nephews is something I want to take full advantage of while I have the chance. I am incredibly happy here at LDNE, which is why this decision is so difficult, but I also know I would regret not embracing this rare privilege. In addition to being close to Cora, being on the same school calendar would help with daily logistics. I have no other reason to leave such a great experience here at LDNE except to make the most of the few years I have to be in the same school community as my daughter and the rest of my family.

I want to thank the school board for the care and thoughtful leadership you bring to this community. Your support plays an important role in creating a school where students and staff feel valued and supported, and I appreciate everything you do to make LDNE the school it is.

Thank you again for everything—for the support you've shown me, the leadership you provide, and the caring community you work so hard to maintain. LDNE has been an incredible place to teach, and it will always hold a special place in my heart. I am grateful for the years I've spent here, the relationships I've built, and the experiences that have shaped me both personally and professionally.

With sincere appreciation,
Elizabeth Okereke