

Special Meeting
Monday, August 26, 2024 4:00 PM

Franklin Public Schools Superintendent's
Office
1001 M St
Franklin, NE 68939

Agenda

1. Call the Meeting to Order
2. Pledge of Allegiance
3. Roll Call
4. Verification of Open Meetings Act Notice
5. Verification of Publication of Meeting Notice
6. Action Items
 - 6.1. Consent Agenda
 - 6.1.1. End of Fiscal Year Claims
 - 6.2. Consider, discuss and approve the General Fund replenishing the Activity Fund negative sub accounts to a zero dollar balance. The transfer would be approximately \$20,052 as shown in the attachment plus the expense/income transactions that occur after this special meeting through August 31st.
 - 6.3. Consider, discuss and approve transferring \$45,000.00 from the General Fund to the Lunch Fund.
 - 6.4. Consider, discuss and approve transferring \$50,000.00 from the General Fund to the Depreciation Fund.
 - 6.5. Consider, discuss and approve the purchase of a bus(es) per the recommendation of the transportation committee and the attachments as shown.
 - 6.6. Consider, discuss and approve an investment opportunity as shown in the attachments.
7. Budget Update
8. Review and Discuss the Superintendent Search Proposals
9. Adjournment

Invoice Number	Description	Amount
1C7R-J6X6-3NQJ	(1) AIR MOUSE LIGHT PRESENTER	32.99
1FG3-3CXT-XLJL	SPOT MARKERS AND BLACK SPRAY PAINT	57.59
1HH3-FM4C-HJLN	SPED: MUSIC SENSORY SUPPLIES	31.64
1K3X-QHHL-37X6	(2) 100PK BADGE LANYARDS	49.38
1KPY-377P-4M41	FAA ID MODULE FOR DRONE	39.99
1LJM-F6TJ-L3G7	MOP HANDLES,BULBS,SPRAY HD,SWIFR,3OUTLET	363.82
Vendor Name	AMAZON CAPITAL SERVICES	575.41
20240830	UTILITIES: JULY 15 - AUGUST 15	8,164.11
Vendor Name	CITY OF FRANKLIN	8,164.11
13518a	SSS:OPENPATH ACCESS CONTROL DOOR READERS	16,670.00
Vendor Name	DIODE TECHNOLOGIES	16,670.00
COOP002832	SWANK MOVIE SITE LICENSE (330)	330.00
Vendor Name	ESU COORDINATING COUNCIL	330.00
5776-269410	BUSES: 55 GAL DEF	210.38
Vendor Name	FRANKLIN AUTO PARTS	210.38
3849	FB FIELD: SPRINKLER REPAIR	140.00
Vendor Name	HOMETOWN LAWN CARE	140.00
324359	WELD CLASS: ER70S6 .035 WIRE 11LB SPOOL	177.00
Vendor Name	ISLAND SUPPLY WELDING COMPANY	177.00
082024	LODGING: INTERIM SUPERINTENDENT AUGUST	1,000.00
Vendor Name	JACOBSEN, RHN	1,000.00
133461638001	CURRICULUM: (1) ADDL WORLD HIST GEOG DGT	98.55
Vendor Name	MCGRAW-HILL SCHOOL EDUCATION HOLDINGS LLC	98.55
0827504-IN	(2) MICROFIBER DUST MOP, (6) DEODORIZER	511.13
Vendor Name	MID-AMERICAN RESEARCH CHEMICAL	511.13
20242025MEMBERSHIP	2024-2025 NAEA MEMBERSHIP: B JORGENSON	68.00
Vendor Name	NATIONAL ART EDUCATION ASSOCIATION	68.00
18D6E754-0001	2024 NATA FALL CONFERENCE: B JORGENSON	150.00
Vendor Name	NEBRASKA ART TEACHERS ASSOCIATION	150.00
03147943455	2024 FALL NATM CONFERENCE REGIS: M HAACK	60.00
Vendor Name	NEBRASKA ASSOCIATION OF TEACHERS OF MATHEMATICS	60.00
000012	TEACHER IN-SERVICE (4) DZ CINNAMON ROLLS	112.00
Vendor Name	SMILEY SWEET CAKES	112.00
272563698	RESTART NOVEL STUDY	9.00
Vendor Name	TEACHER SYNERGY LLC	9.00
716044	17" SNARE,MULTI-TENOR STICK,SD1R	85.94
716150	PITCH PIPE	36.95
Vendor Name	YANDA'S MUSIC & PRO AUDIO	122.89

Invoice Number	Description	Amount
Fund Number 01		<hr/> 28,398.47
Checking Account ID 1		<hr/> 28,398.47
13518	OPENPATH ACCESS CONTROL DOOR READERS	18,295.73
Vendor Name	DIODE TECHNOLOGIES	<hr/> 18,295.73
Fund Number 02		<hr/> 18,295.73
Checking Account ID 2		<hr/> 18,295.73
1666-1963-1PRT	(5) 64PK GRANOLA BARS	144.75
Vendor Name	AMAZON CAPITAL SERVICES	<hr/> 144.75
14306559	MEAL ITEMS	1,495.35
14315389	MEAL ITEMS \$ SUPPLIES	2,180.08
Vendor Name	CASH-WA DISTRIBUTING CO. OF KEARNEY, INC.	<hr/> 3,675.43
1118608	(227) MILKS	110.31
1118703	(900) MILKS	390.09
1118810	(650) MILKS	282.91
1118811	CREDIT: (100) CHOCOLATE MILKS	(43.68)
Vendor Name	HILAND DAIRY FOODS COMPANY LLC	<hr/> 739.63
4503113	MEAL ITEMS AND SUPPLIES	2,672.13
Vendor Name	US FOODS	<hr/> 2,672.13
Fund Number 06		<hr/> 7,231.94
Checking Account ID 6		<hr/> 7,231.94

Invoice Number	Description	Amount
16XQ-3FYM-YPQC	(6) 12OZ MATTE SPRAY PAINT	49.43
1N73-WFVH-9JMM	CENTRAL SUPPLY ROOM SUPPLIES	138.68
Vendor Name	AMAZON CAPITAL SERVICES	<u>188.11</u>

INV-1083745	SPED: UNIQUE LEARN,NEWS2YOU,SYMBOLSTIX	1,179.97
Vendor Name	N2Y LLC	<u>1,179.97</u>

2024-2025ALICAPINS	2024-2025 ALICAP INSURANCE	58,004.00
2024-2025ALICAPWCGF	2024-2025 ALICAP WORKERS COMPENSATION	11,577.15
Vendor Name	NASB ALICAP	<u>69,581.15</u>

25-802680	2024-2025 MUSIC K-8 SUBSCRIPTION	150.45
Vendor Name	PLANK ROAD PUBLISHING INC.	<u>150.45</u>

717004	(32) ESSENTIAL ELEMENTS MUSIC BOOKS	405.61
717027	(2) ESSENTIAL ELEMENTS MUSIC BOOKS	35.98
Vendor Name	YANDA'S MUSIC & PRO AUDIO	<u>441.59</u>

Fund Number	01	<u>71,541.27</u>
Checking Account ID	1	71,541.27
2024-2025ALICAPWCLF	2024-2025 ALICAP WORKERS COMPENSATION	1,571.85
Vendor Name	NASB ALICAP	<u>1,571.85</u>

Fund Number	06	<u>1,571.85</u>
Checking Account ID	6	1,571.85

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0001	ACTIVITIES	6,812.25	25,186.12	50.00	0.00	(18,323.87)
05 704 0003	CROSS COUNTRY	1,293.77	0.00	0.00	0.00	1,293.77
05 704 0004	BASKETBALL BOYS	2,117.68	0.00	0.00	0.00	2,117.68
05 704 0005	BASKETBALL GIRLS	2,354.94	0.00	0.00	0.00	2,354.94
05 704 0006	FOOTBALL	5,009.26	0.00	200.00	0.00	5,209.26
05 704 0007	GOLF	4,603.35	0.00	20.00	0.00	4,623.35
05 704 0008	TRACK	1,030.77	0.00	0.00	0.00	1,030.77
05 704 0010	VOLLEYBALL	3,428.31	0.00	142.00	0.00	3,570.31
05 704 0011	WRESTLING	3,510.81	0.00	0.00	0.00	3,510.81
05 704 0012	FPS SIGNWORX	221.19	0.00	0.00	0.00	221.19
05 704 0013	E-SPORTS	126.26	0.00	0.00	0.00	126.26
05 704 0015	YEARBOOK	5,184.95	2,089.00	0.00	0.00	3,095.95
05 704 0016	BAND / FLAGS	11,591.11	51.90	40.00	0.00	11,579.21
05 704 0017	CHEERLEADERS	8,249.46	10,213.01	3,730.00	0.00	1,766.45
05 704 0018	FPS COFFEE CART	176.60	0.00	0.00	0.00	176.60
05 704 0019	CONCESSIONS	8,663.28	1,781.80	0.00	0.00	6,881.48
05 704 0020	FCCLA	11,033.60	439.32	8.90	0.00	10,603.18
05 704 0021	FFA	5,611.31	97.70	6,200.00	0.00	11,713.61
05 704 0022	FOREIGN LANGUAGE	369.61	0.00	0.00	0.00	369.61
05 704 0023	CLASS OF 2029	378.20	0.00	0.00	0.00	378.20
05 704 0024	CLASS OF 2027	1,529.01	0.00	0.00	0.00	1,529.01
05 704 0025	SENIOR BANNERS	0.00	0.00	0.00	0.00	0.00
05 704 0026	NHS	3,246.83	0.00	0.00	0.00	3,246.83
05 704 0028	SCIENCE CLUB	653.43	0.00	0.00	0.00	653.43
05 704 0029	CLASS OF 2026	2,724.49	0.00	0.00	0.00	2,724.49
05 704 0030	CLASS OF 2028	1,025.35	0.00	0.00	0.00	1,025.35
05 704 0031	STUDENT COUNCIL	1,110.63	0.00	0.00	0.00	1,110.63
05 704 0032	VOCAL	1,179.55	0.00	0.00	0.00	1,179.55
05 704 0035	SKILLS USA	1,276.32	0.00	0.00	0.00	1,276.32
05 704 0036	BACKPACK PROGRAM	4,186.47	0.00	0.00	0.00	4,186.47
05 704 0037	GREENHOUSE	23,736.51	73.25	35.00	0.00	23,698.26
05 704 0038	COURTESY	1,313.78	57.99	0.00	0.00	1,255.79
05 704 0039	ELEMENTARY TEACHERS	1,990.93	96.00	0.00	0.00	1,894.93
05 704 0040	INDUSTRIAL ARTS STUDENT PROJECTS	(1,322.28)	405.79	0.00	0.00	(1,728.07)
05 704 0041	INVESTMENTS	23,438.57	0.00	0.00	0.00	23,438.57
05 704 0042	CLASS OF 2025	2,786.00	0.00	0.00	0.00	2,786.00
05 704 0043	LIBRARY	306.21	0.00	0.00	0.00	306.21
05 704 0044	SPEECH	176.60	0.00	0.00	0.00	176.60

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0045	CLASS OF 2024	2,465.75	0.00	0.00	(2,465.75)	0.00
05 704 0046	SPECIAL PROJECTS	4,192.01	0.00	0.00	2,465.75	6,657.76
05 704 0047	ONE ACTS	1,356.95	0.00	0.00	0.00	1,356.95
05 704 0048	FPS LASER CREATIONS	137.59	0.00	0.00	0.00	137.59
05 704 0049	ACE, 40 DEV ASSETS	537.50	0.00	0.00	0.00	537.50
05 704 0051	QUIZ BOWL	999.35	0.00	0.00	0.00	999.35
05 704 0052	WEIGHTROOM PROJECT	3,790.87	0.00	0.00	0.00	3,790.87
05 704 0053	EHA WELLNESS PROGRAM	3,453.93	0.00	0.00	0.00	3,453.93
Fund Total: 05		168,059.06	40,491.88	10,425.90	0.00	137,993.08



Customer Quotation

Prepared For:
14 PASSENGER WITH ICS
TRUCK CENTER COMPANIES
OMAHA, NE 68138

Prepared By :
COREY SUNDBERG
TRUCK CENTER COMPANIES
308-379-1446

Quote Number:
404523

Quote Date:
8/14/2024

Customer Order No:
14 PASSENGER

Model Profile: Chevrolet – Minotour 14 Passenger School Bus

Product Type:	School Transportation
Year:	2024
Chassis Model:	CG33803
Chassis MFG:	CHEVROLET
GVWR:	14,200
Passenger Capacity:	14
Headroom:	73
Wheelbase:	159
Brake Type:	HYDRAULIC
Engine Type:	GM V8 GASOLINE, 8 Cyl, 401 HP, 6.6 LITER
Fuel Type:	GASOLINE
Fuel Tank Capacity:	33
Transmission Type:	AUTOMATIC
Axle, Front:	4600-lb Capacity
Axle, Rear:	9600-lb Capacity
Tires, Front:	LT225/75R16E
Tires, Rear:	LT225/75R16E
Suspension Front:	SPRING
Suspension Rear :	SPRING

Total for 1 complete unit.....	\$97,750.00
GM Incentive.....	<\$1400.00>

TOTAL PURCHASE PRICE.....\$96,350.00

Two (2) Available

Estimated Delivery: March/April, 2025
Subject to prior sale

Customer Signature:

Date:

Dealer Signature:

Date:

Includes the Following Equipment:

BODY

ACCESSORIES

- 1 ACCESSORY COMPT LOCATED OVER WDSHLD W/GLASS
- 1 PROP ROD - ACCESS DOOR ABOVE WINDSHIELD

CERTIFICATION/SAFETY

- 1 FIRE EXTINGUISHER - 5 LB.
- 1 KIT - FIRST AID, 24 UNIT, COMPLIES W/NEBRASKA STATE SPECS
- 1 KIT - BODY FLUID CLEAN-UP, COMPLIES W/NEBRASKA STATE SPECS
- 1 REFLECTORIZED TRIANGLES-(3) IN OVERHEAD STORAGE COMPARTMENT
- 1 INTERIOR REAR SURVEILLANCE MIRROR
- 1 ACCUSTYLE - DRW, HEATED, REMOTE - GM
- 1 GM-SRW/DRW, HEATED, EYEMAX LP
- 1 SIGN-STOP,ELECTRIC LED FRONT SE1-7980
- 1 HIGH WIND GUARD-FRONT ELECTRIC STOP ARM
- 1 RF HATCH-TRANSPEC,LO PRO"TRIPLE VALUE" W/STAT VENT
- 1 LABEL - U.S. CERTIFICATION
- 1 APPLICATION - SCHOOL

DOORS

- 1 MANUAL DOOR CONTROL - MINOTOUR
- 1 DOOR HANDLE - NICKEL-PLATED
- 1 MANUAL ENTRANCE DOOR-W/VANDALOCK
- 1 VANDALOCK - REAR EMERGENCY DOOR WITH INTERLOCK & BARREL BOLT

ELECTRICAL - BODY

- 1 DEFROSTER FAN-MOUNTED ON ENTRANCE DOOR CONTROL BASE
- 1 BACKING ALARM - HEAVY DUTY - 97DB
- 1 PRE-WIRE FOR CUSTOMER INSTALLED 2-WAY RADIO/VIDEO CAMERA
- 1 AM/FM RADIO
- 1 PREMIUM SPEAKERS - TWO (2), 4TH WINDOW SECTION
- 1 LED LIGHT MONITOR-16 LIGHT SYSTEM
- 1 DRIVERS DOME LIGHT - MINOTOUR
- 1 RHEOSTAT SWITCH
- 1 STEP LIGHT SWITCH
- 1 LAMPS-STOP/TAIL/DIRECTIONAL AMBER/REVERSE LED
- 1 SIDE DIRECTIONAL-PIN AMBER TURN,FRONT,FLOOR LINE
- 1 STROBE LGT(S) OPERATIONS W/IGNITION&SWITCH
- 1 HALOGEN 8-LIGHT WARNING SYSTEM
- 1 MARKER/ID LAMPS - LED PIN TYPE
- 1 STROBE LIGHT CLEAR, 2ND SECTION FROM REAR, CENTERED
- 1 NOISE SUPPRESSION SWITCH

EXTERIOR

- 1 EXTERNAL STEP DRIVER'S SIDE
- 1 FUEL FILL IDENTIFICATION DECAL
- 1 BOTTOM RAIL
- 1 MUD FLAPS - REAR (MINOTOUR)
- 1 TOW HOOKS - TWO (2)

HVAC

- 1 HEATER SHUT-OFF VALVES - 1ST WINDOW SECTION,LS
- 1 50,000 BTU HEATER - AGAINST REAR WALL LEFT SIDE
- 1 50,000 BTU HEATER - RIGHT SIDE
- 1 PARALLEL HEATER CONNECTION - REAR HEATERS TWO(2)
- 1 CARRIER AC-5W13 MAX 68K BTU SYSTEM GM IN WALL
- 1 AIR CONDITIONER COMPRESSOR-SINGLE,MAX, GM 6.6L GAS,MINOTOUR

INTERIOR

- 1 BLACK KOROSEAL FLOOR COVERING WITH 13" CENTER AISLE
- 1 PLYWOOD FLOOR 5/8" THICKNESS
- 1 PADDED RAILS - BLACK FIRE BLOCK UPHOLSTERY

PAINT/LETTERING

- 1 DECAL-REFLECTIVE FRONT CAP "SCHOOL BUS"
- 1 DECAL-REFLECTIVE REAR CAP "SCHOOL BUS"
- 1 BLACK REFLEXITE - FRONT BUMPER

- 1 BLACK REFLEXITE - REAR BUMPER
- 1 YELLOW REFLEXITE - 2", PERIMETER OF REAR BUS BODY
- 2 YELLOW REFLEXITE-PERIMETER OF PUSHOUT SASH
- 1 YELLOW REFLEXITE - PERIMETER OF REAR EMERGENCY DOOR
- 1 YELLOW REFLEXITE - 2", FLOOR LINE - BOTH SIDES OF BUS BODY
- 1 PAINT-EXT WDO AREA SAME AS BODY
- 1 PAINT-EXT GRD RAIL @ WINDOW BLACK
- 1 PAINT-EXT GRD RAIL @ SEAT BLACK
- 1 PAINT-EXT GRD RAIL @ FLOOR BLACK
- 1 PAINT-EXT GRD RAIL @ SKRT BLACK
- 1 PAINT-EXT BUMPERS FRT/RR BLACK
- 1 PAINT-SOLID COLOR YELLOW

SEATS

- 1 SEAT BELT CUTTER - TIE TECH
- 1 KICK PLATE/MODESTY PANEL-36"VERT, WALL-MTD BARRIER,RT SIDE
- 1 ASSIST RAIL (ADA)
- 1 36" BARR-VERT,WALL MT 45"H RS 2009
- 1 36"8DEG BARR-REV. WALL-MT 45"H 2009
- 2 PROFORM BLUE UPHOLSTERY-45"HIGH RECESSED BARRIER
- 7 FIREBLOCK BLUE UPHOLSTERY - S3C PASSENGER SEAT
- 3 S3C 36"LS 2-PASSENGER WALL MOUNT WITH ICS & SHOULDER/LAP
- 4 S3C 36"RS 2-PASS WALL MOUNT WITH ICS & SHOULDER/LAP BELT
- 7 S3C WALL MOUNT HARDWARE - MINOTOUR

WINDOWS/GLASS

- 1 STANDARD SASH MILL FINISH
- 1 TINTED TEMPERED GLASS - COMPLETE
- 1 TINTED TEMPERED PUSHOUT-LEFT SIDE,VERTICAL HINGE
- 1 TINTED TEMPERED PUSHOUT-RIGHT SIDE,VERTICAL HINGE
- 1 GLASS-ENTRANCE DOOR, CLEAR TEMPERED,UPPER & LOWER
- 6 TINT TEMP GLASS-COMP (28.5")
- 2 TINT TEMP GLASS-COMP(28.5")+10
- 1 WINDOW STOPS (12")

OTHER

- 1 SURCHARGE-RAW MATERIAL (STEEL)
- 1 BLACK SNAP-IN AISLE STRIP
- 1 POWER OUTLET - (2) USB MINO
- 1 MY23 GM radio to speaker connection with noise suppression
- 1 FLUSH MTD EXTERIOR LED LIGHT-ENT DOOR
- 1 LIGHT-LED STEPWELL - MINO
- 1 HEATER HOSE - BLUE STRIPE, UNDER FLOOR, RR WALL
- 1 MINOT DRW 14,200 GVWR(GMC/CHEVY)6.6L GASOLINE 159"WB
- 1 BODY ADJUSTMENT - MY2024 GM DRW- GAS

CHASSIS

- 2024 CHEVROLET
- TILT STEERING WHEEL
- CRUISE CONTROL
- 14,200 LB. GVWR
- 6.6 LITER GASOLINE ENGINE
- 159" WHEELBASE
- DUAL REAR WHEELS
- DASH AIR CONDITIONING
- 220 AMP ALTERNATOR
- LT225/75R16E ALL SEASON TIRES
- DUAL 770 CCA BATTERIES
- 6 SPEED AUTOMATIC TRANSMISSION
- 3 YEAR/36,000 MILE BUMPER TO BUMPER CHASSIS WARRANTY PER GENERAL MOTORS GUIDELINES
- 5 YEAR/60,000 MILE POWER TRAIN WARRANTY PER GENERAL MOTORS GUIDELINES

Standard Equipment - Body:

Accessory Switch	100 amp continuous duty solenoid relay
Assist Rail	Stainless steel step rail at entrance door, left side* * Other types optional
Body Panels	Exterior - 16 gauge smooth aluminum Interior Sidewalls - 22 gauge stucco patterned aluminum from window line to floor Interior Roof Headlining - 18 gauge aluminum
Bumper	Front - chassis supplied Rear - full width of body and wraps around
Circuit Protectors	Fuses* * Breakers optional
Color	Exterior - high solids polyurethane Interior - high-baked enamel with flat black trim
Dimensions	Exterior - 108" high (empty), 96" wide Interior - 73" high at aisle center, 90" wide at belt line
Door - Driver's	Standard van door supplied by chassis manufacturer
Door - Emergency	Two (2) glass type located in center rear with slide bar lock, buzzer signal and recessed handle. Includes 4" header pad upholstered with Proform fire block material
Door - Entrance	Manually operated outward opening* Includes padded door header * Other types optional
Driver's Seat	Adjustable bucket-type seat and lap/shoulder belt with retractor supplied by chassis manufacturer
Driveshaft Guards	Three (3) driveshaft guards - one (1) at rear axle location; two (2) rear of transmission
Fenderettes - Rear	16 gauge aluminum flush-mounted with body side sheet
Floor	16 gauge aluminum corrugated floor sheets over 16 gauge C-channel joists. Includes 1/2" exterior grade plywood
Floor Covering	1/8" smooth rubber with 3/16" ribbed aisle. Steps ribbed with white nosing
Fuel Tank Opening	Exterior - supplied by chassis manufacturer
Guard Rails	One 4 1/4" 16-gauge applied below window One 4 1/4" 16-gauge applied at seat cushion level and extends around rear corners One 4 1/4" 16-gauge applied at floor level and extends around rear corners Two 2 15/16" 16-gauge applied at roof extending length of passenger compartment
Heater	In-dash heater/defroster supplied by chassis manufacturer
Insulation	2" thick thermalbonded polyester fiber in headlining, side and rear walls. R-value is 6 (nominal)
Interior Mirror	2" x 10" supplied by chassis manufacturer
Lettering	Vinyl block style letters
Lights	Back-up - two (2) with clear lens Cluster Three (3) amber lights with metal protective shields mounted on upper front body hood Three (3) red lights without shields mounted on upper rear body hood Directional Front - chassis supplied Rear - 7" round plain amber - one (1) right and one (1) left* * Other types optional Dome Three (3) interior dome lights One (1) in center of vestibule headliner On 040 and 041 body, two (2) over seats in 3rd window section On 050 and 051 body, two (2) over seats in 4th window section Marker Front - One (1) amber per side on top corners Rear - One (1) red per side on top corners Stepwell - quantity one (1) Stop/Tail - 7" plain red dual element and 4" plain red mounted one (1) left and one (1) right* * Other types optional Switch Cabinet - One (1) in cabinet upper left of driver
Maintenance Manual	Owner/operator maintenance manual
Reflectors	Four (4) round red, one (1) per side on side rear corners and one (1) per corner on rear
Rustproofing	Primer applied to both side of all painted metal panels prior to assembly
Stepwell	Two (2) steps
Storage	Compartment located over windshield with quick release latches
Sun Visor	Supplied by chassis manufacturer
Switches	Rocker type, LED back-lighting with international symbols
Undercoating	Floor, skirts, rear wheelhouses, chassis frame risers and rear bumper mounting brackets and braces
Ventilator	Static exhaust located in roof
Windows - Side	Split aluminum sash with tempered glass* * Other types optional
Windshield	Supplied by chassis manufacturer
Windshield Washers	Supplied by chassis manufacturer
Windshield Wipers	Supplied by chassis manufacturer
Wiring	Color coded and numbered



2025 Ford Micro Bird School Bus

14 passengers

DETAILED COST OF THE VEHICLE

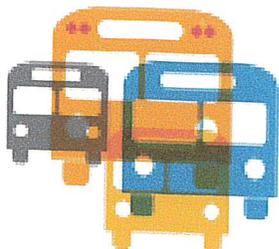
Price	\$106,928.00
School Bus Package	
Driver's Entrance Step, Heated/Remote Mirrors, Standard Bench Seating w/Lap Belts	
Ford 7.3 Liter Engine, 5 Speed Transmission	
GRAND TOTAL	\$106,928.00

6-months

Thank you for your interest in Micro Bird School Bus.

Jamie Egger GM

308-381-2473



**NEBRASKA / CENTRAL
EQUIPMENT, INC.**

bus sales & service

2025 Ford Micro Bird

14 passengers

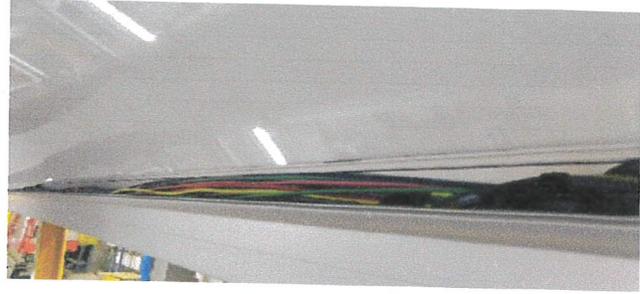
Safe-Durable-Quality Construction



MICRO BIRD STANDARD FEATURES

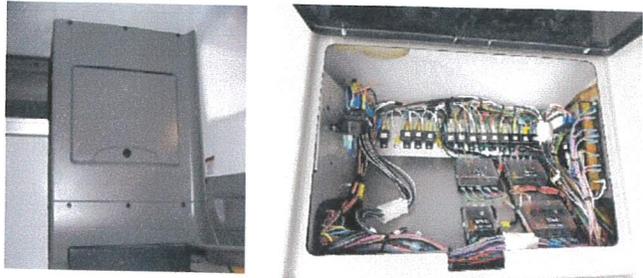
Electrical wiring system

- Color coded and numbered SXL wires ;
- Completely loomed color coded continuous wiring harness isolated from the chassis system;
- Body wiring fixed inside above windows; *(protected from the elements)*
- Easy access facilitates maintenance and electrical upgrades such as TV/DVD.



Body electrical control panel

- The body electrical control panel is located in the front LH upper section in the driver's area;
- Every circuit is protected by ATO® type fuses;
- Electrical diagram supplied at delivery.



Thermoplastic olefin "elastomer" shields

- Thermoplastic fenders on rear wheels to increase durability.
- Integrated front gravel shields to protect the front body section from road debris.



L.E.D. lights

- Clearance, Directional and Stop lights.
- Recessed weatherproof light pods *(prevents water infiltration of sockets)*
- Licence plate LED light
- Standard LED dome lights



Water infiltration test

A positive pressure water infiltration test shall be performed to ensure proper water seal of joints, fasteners, and gaskets found on vehicle.



Floor structure

- 14-gauge floor C CHANNELS (steel or aluminum); (Cross members)
- 14-gauge galvanized steel subfloor.
- Completely sealed 5-layer floor (Sound deadening & rust proofing sealant)
- 1/2" plywood screwed to floor with stainless steel self tapping screws.



Galvanized steel body structure

- 16-gauge galvanized, (zinc coated) insulated one-piece hat shaped steel roof bow construction. (roll over protection)
- (2) 18-gauge roll formed longitudinal structural beams & aluminum extrusions run the full length of the body.
- Mechanically assembled structure with stainless steel huck-bolts and fasteners
- Butyl tape and membrane installed between different metals to prevent galvanic corrosion.
- Superior body structure construction



Galvanized steel side impact barriers

Acts as a protective cocoon for the occupants.

- Superior 16-gauge steel interior side panels for maximum protection against side impacts;
- 3/16" L shaped incorporated seat rail, full body length.



Superior quality bus body insulation (R6 Value)

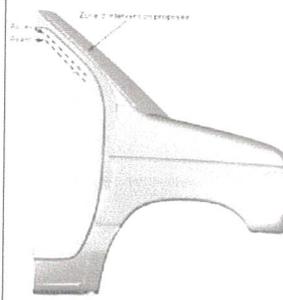
- 1 1/2 in. fibreglass throughout entire body structure
- 1 1/2 in. fibreglass insulation inside of roof bows to prevent condensation.
- 1 1/2 in. behind electrical panel and in roof caps.
- Reduces road noise and vibrations.
- Prevents rust within roof bows



- 76 in. interior headroom
- 113 in. Exterior height
- Electrical 32 in. outward opening door with full pane glass low step
- Exterior locking keyed entry.
- ERGO handrails in entrance area, RH/LH
- 76 in. Modesty panel in entrance area, RH/LH
- MORE VIEW window (*blind spot window*)
- Interior width at floor level, 93 in.
- Exterior width, 96 in.
- Interior body length, 176 in.
- 1/2 in. Plywood- galvanized steel subfloor
- Anti-skid grey rubber fully sealed flooring w/o metal covings
- Body undercoating
- 6 X 16 in. Inside mirror
- Grey head pads above all doors
- Glove compartment
- Body color: Yellow
- Exterior covering: Aluminum and Fiberglass
- Static roof vent
- 2 push out emergency windows, tinted w. buzzers
- Extended wrap around rear bumper for additional protection
- Interlock rear emergency door with gas shock retainers and ajar buzzer
- Emergency decals



Double-action rubber mounting blocks for maximum comfort. The body mounting blocks absorb road vibration while offering a quiet and comfortable passenger ride.



More Visibility
A larger More-View 411 in² glass minimizes the A-pillar blind spot while improving visibility of the loading area.

Exterior locking keyed entry



32" wide door with anti slip steps

LED step well light



Mirrors, power remote with heated convex and flat glass, 7 X 10 in. / 7 X 6 in. (*black brackets*)



Side emergency exits push out windows



Ergonomically designed and integrated control panel.

CHASSIS

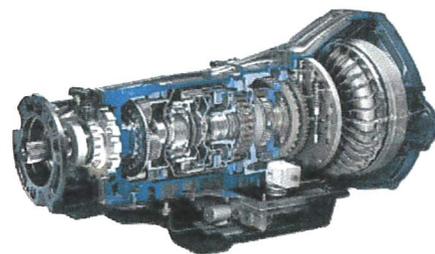
- **E350 Ford school bus package**
- Front black bumper and grill package
- Front and rear stabilizer bars
- Dual rear wheels
- 158 in. Wheelbase
- 7.3L Gas V8 engine
 - Engine block heater
 - Engine oil cooler
 - Integrated transmission oil cooler
 - Cooling package
 - Alternator 210 amps
 - Dual batteries (78 amp 750 CCA)
- G.V.W.R. 14,600 lb.
- Front GAWR 5,000 lb.
- Heavy duty front springs
- Rear axle ratio 4.56
- Rear GAWR 9,600 lb.
- Additional rear leaf spring for specialized transport.
- Front and rear gas-filled shock absorbers 1-3/8 in.
- 6-SPD auto-overdrive electronic transmission
- Front and rear disc brakes, ABS
- Parking brake, transmission mounted drum
- 6 all-season radial tires LT225/75RX16E
- Wheel alignment
- Power steering
- Tinted glass
- 40-gallon fuel tank
- 50-state emissions
- Tilt steering / Cruise control
- AM/FM/Bluetooth/USB
- Intermittent wipers
- Front Dash Air conditioning
- Front floor vinyl
- Hill Start Assist
- License plate bracket
- Dual bin stowage & 2 cup holders
- Electronic Stability Control



E350 FORD Chassis



7.3L FORD Gas Engine V8



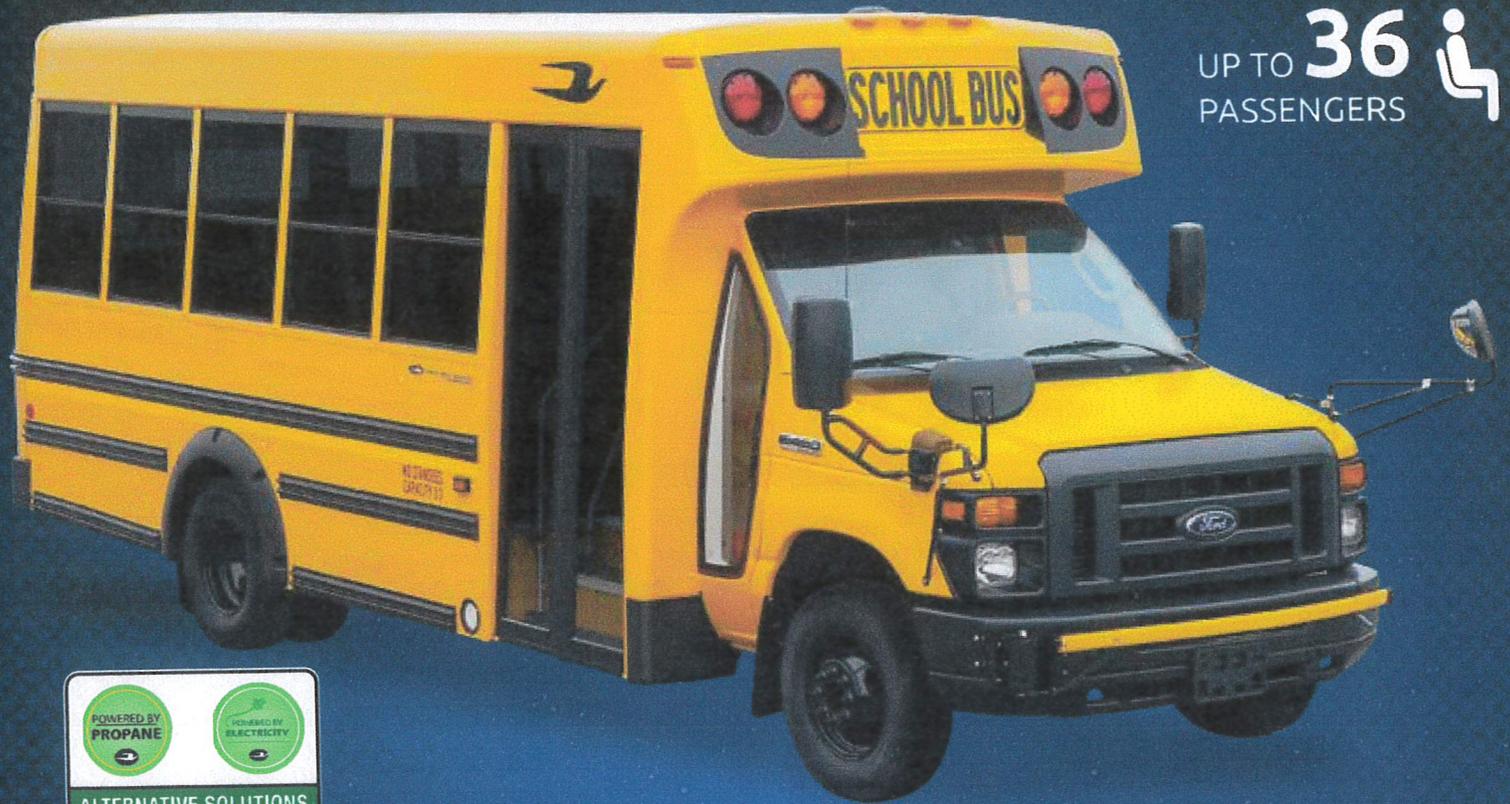
Torq shift 6-speed Automatic Transmission

BODY

Micro Bird G5 SCHOOL BUS



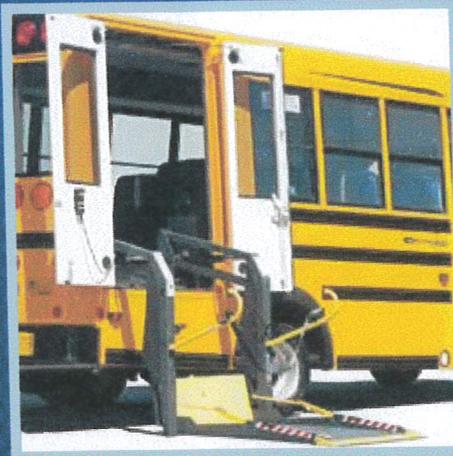
MICRO BIRD
by *GIRARDIN*



UP TO **36** 
PASSENGERS



Integrated child seats and 3-point lap and shoulder seat belts are available for enhanced safety and versatility.



Special needs Micro Bird with double-leaf wheelchair doors offer protection on both sides of the lift, thus adding to passenger safety, while offering superior weather seal and door strength.



Maximum visibility of loading zone is provided by fully-glassed entrance door and unobstructed "More-View" window. Standard 32" electric double-opening door.

THE INDUSTRY LEADER

www.microbird.com



MICRO BIRD
by *GIRARDIN*

Micro Bird G5

SCHOOL BUS



MICRO BIRD
by **GIRARDIN**



ENHANCED SAFETY

All our vehicles are reinforced by the heavy-gauge steel side impact barriers that incorporate the seat rail into the design for extra protection.



BUILT TO LAST STRUCTURE

At Micro Bird, safety and durability work as one. Our one-piece galvanized steel roof bows and aluminum side body panels bring longevity.



TOTAL COST OF OWNERSHIP

Our buses are built with the best quality materials which reduce maintenance costs and save you money in the long run.

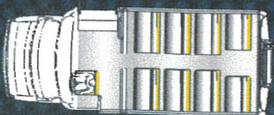
BODY DIMENSION	CHEVY/GMC					FORD		
	100	200	200C	300	300C	100	200	200C
Model	100	200	200C	300	300C	100	200	200C
Max passenger capacity	20/24	30	24	36	27	22	30	24
Number of rows	3/4	5	5	6	6	4	5	5
Exterior length overall	243"/263"	289"	289"	305"	320"	257"	283"	283"
Exterior width overall	96"	96"	96"	96"	96"	96"	96"	96"
Exterior height overall	110"	112"	118"	113"	118"	111"	113"	118"
Interior floor length	135"/151.25"	177.25"	177.25"	191.5"	208.25"	151.25"	177.25"	177.25"
Interior width at hip	93"	93"	93"	93"	93"	93"	93"	93"
Interior height at center line	76"	76"	76"	76"	76"	76"	76"	76"
Entrance door	32" x 77"	32" x 77"	32" x 82"	32" x 77"	32" x 82"	32" x 77"	32" x 77"	32" x 82"
Side windows	30" x 35"	30" x 35"	30" x 35"	30" x 35"	30" x 35"	30" x 35"	30" x 35"	30" x 35"
Rear bumper	3/16" x 9.5" with 12" wrap around					3/16" x 9.5" with 12" wrap around		
CHASSIS	CHEVY/GMC					FORD		
	100	200	200C	300	300C	100	200	200C
Wheelbase	139"	159"	159"	177"	177"	138"	158"	158"
Engine	6.6L gas					7.3L Gas Economy or Premium		
Transmission	6-Speed automatic HD overdrive					6-Speed overdrive		
GVWR	12,300 lbs / 14,200 lbs					11,500 lbs / 12,500 lbs / 14,000 lbs / 14,500 lbs		
Fuel tank	32 gallons					40 gallons		
Brakes	4-wheel anti-lock, 4-wheel disc					4-wheel disc with Traction Control		
Tires	LT225/75R16E all-season, blackwall					LT225/75RX16E BSW all-season		
Alternator	220 amp.					210 amp. HD		
Battery	Dual 770 CCA					78 amp.		

OPTIONS

- Aluminum bumper
 - Back-up sensors
 - Child Check System
 - Driver side auxiliary step
 - Entrance door grab handle on right
 - Floor plywood 5/8" & marine grade
 - Skirt-level rub rail
 - Window-level rub rail
 - Vandal lock system
 - Wheelchair and occupant restraint system
 - Wheelchair lift with interlock device
- And many more...

Seat Plans

A wide range of configurations to better accommodate your needs.



Specifications shown in this brochure were in effect at the time of printing. In keeping with its policy of continual improvement Micro Bird Inc. reserves the right to change specifications without incurring obligations.

THE INDUSTRY LEADER

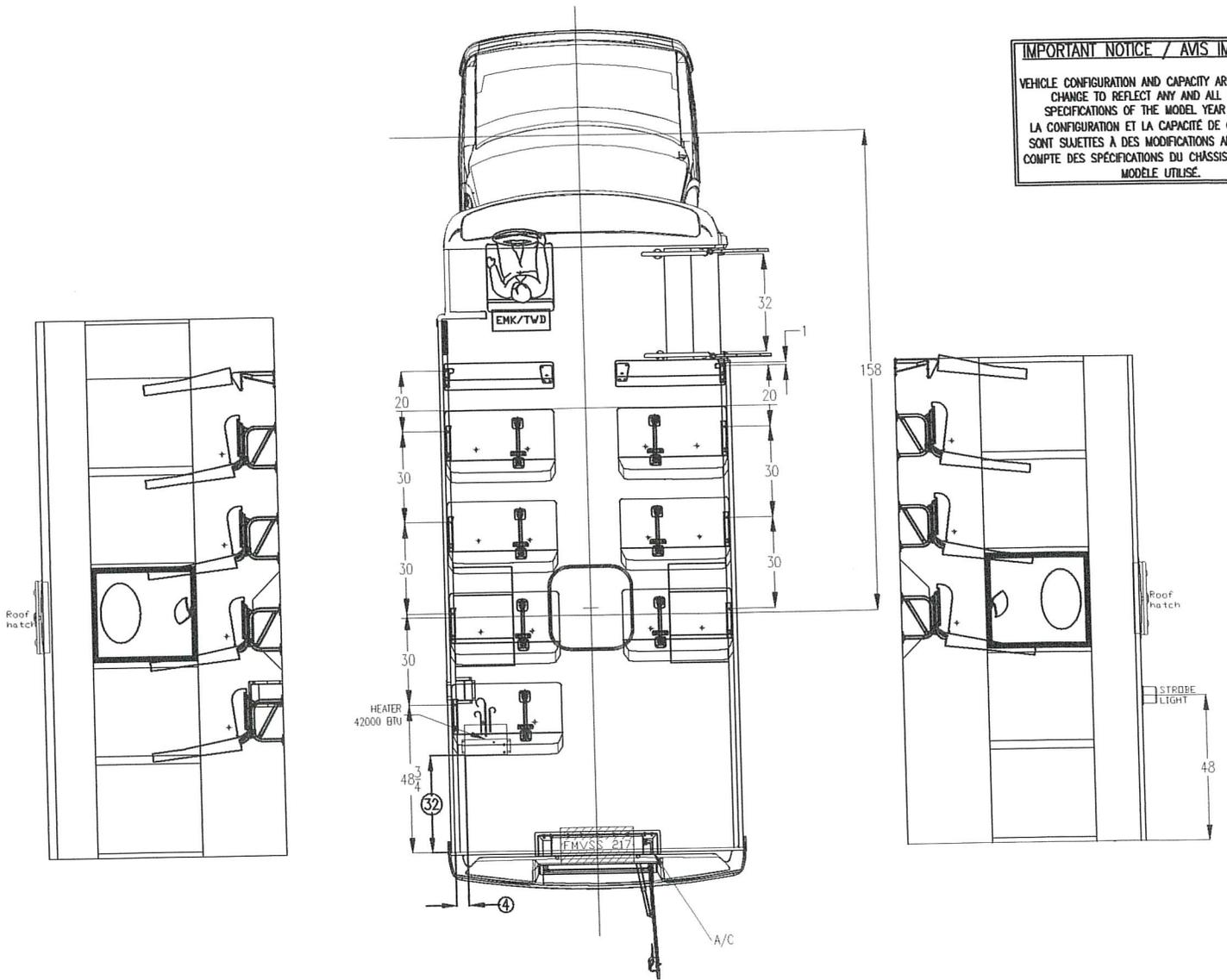
www.microbird.com



MICRO BIRD

IMPORTANT NOTICE / AVIS IMPORTANT

VEHICLE CONFIGURATION AND CAPACITY ARE SUBJECT TO CHANGE TO REFLECT ANY AND ALL CHASSIS SPECIFICATIONS OF THE MODEL YEAR UTILIZED.
 LA CONFIGURATION ET LA CAPACITE DE CE VEHICULE SONT SUJETTES A DES MODIFICATIONS AFIN DE TENIR COMPTE DES SPECIFICATIONS DU CHASSIS DE L'ANNEE MODELE UTILISE.



SEAT	DIM.	SIDE	QTY
SH	36	LH	4
SH	36	RH	3

Seat spacing = See drawing D.O.D.: 32"

APPROVED CONFIGURATIONS

Total ambulatory passengers : 14 Total wheel chair passengers : 0

A 2024/07/16 DRAWING CREATION

REV. YYYY/MM/DD BY DESCRIPTION

Stock Number: _____

Customer Approval: _____ Date: _____

Drawn by : CAMILLE BAUCHET

MODEL: UFH5 2NH WSV

UNIT = INCHES Drawing no. F06328A

SCALE = DO NOT SCALE
 NOTE: Any option added to this floorplan shall be approved



Galen Boldt <galen.boldt@fpsflyers.org>

Current Deposit Rates

Connie Kahrs <CKahrs@cornerstoneconnect.com>
To: Galen Boldt <galen.boldt@fpsflyers.org>

Tue, Aug 20, 2024 at 11:23 AM

Galen:

I have 3 options for you with a \$500,000.00 investment.

- #1 6 month term @ 5.10% annual percentage yield
- #2 12 month term @ 4.75% annual percentage yield with no penalty for early withdrawal.
- #3 A Money Market account at 3.06% annual percentage yield. 6 withdrawals per month. Unlimited deposits.
Rate will be re-evaluated at end of 2024. This is like a checking account and it will earn interest monthly.
You can deposit more than the \$500,000.

I am going to lunch at 11:30, but will be available with any questions you may have after 12:15.

I look forward to talking with you!

Connie J. Kahrs

Loan Officer
Cornerstone Bank, 1502 M Street, Franklin, NE 68939
Phone: 308-425-6225, Ext. 6108 Fax: 308-425-3421,
ckahrs@cornerstoneconnect.com



NOTE: The information in this e-mail is confidential and may be legally privileged. It is intended solely for the addressee. Access to this e-mail by anyone else is unauthorized.

From: Galen Boldt <galen.boldt@fpsflyers.org>
Sent: Tuesday, August 20, 2024 10:16 AM
To: Connie Kahrs <CKahrs@cornerstoneconnect.com>
Subject: [EXTERNAL] Re: Current Deposit Rates

⚠ CAUTION: EXTERNAL MESSAGE - DO NOT CLICK links or open attachments unless you recognize the sender and know the content is safe.

[Quoted text hidden]



Cornerstone Bank Offices:
Main Bank: York (402) 363-7411

Albion 402-395-2151	Franklin 308-425-6225	Monroe 402-495-2305
Ashton 308-738-2282	Geneva 402-759-4421	Murray 402-235-2351
Aurora 402-694-6151	Glenvil 402-771-2281	North Loup 308-496-4401
Bartlett 308-654-3231	Grand Island 308-382-9059	Polk 402-765-2191
Beaver Lake 402-296-8002	Guide Rock 402-257-2165	Rising City 402-542-2442
Bradshaw 402-736-4331	Hampton 402-725-3577	St. Edward 402-678-2244
Central City 308-946-3862	Harvard 402-772-2151	Shelton 308-647-5131
Clay Center 402-762-3518	Henderson 402-723-4786	Stromsburg 402-764-2511
Clearwater 402-485-2216	Hildroth 308-938-2155	Sutton 402-773-5521
Columbus 402-563-1070	Malmo 402-642-5246	Tilden 402-368-5361
Creighton 402-358-3726	Marquette 402-854-2221	Waco 402-728-5282
Davenport 402-364-2165	McCool Junction 402-724-2121	Wilcox 308-478-5241
Edgar 402-224-3205		

**Investment Options At
CORNERSTONE BANK...**

Certificate of Deposit Rates

<u>TERM</u>	<u>INTEREST RATE</u>	<u>ANNUAL PERCENTAGE YIELD (APY)</u>
3 Month *NO PENALTY*	1.49	1.50
6 Month	1.70	1.71
7 Month - Special	4.71	4.80
11 Month - Special	4.23	4.30
12 Month	2.15	2.17
18 Month	2.29	2.31
24 Month	2.34	2.36
30 Month	2.40	2.42
36 Month	2.50	2.52
48 Month	2.59	2.62

No Penalty feature available on 3 month COD only.

Interest on all COD's is compounded quarterly. Minimum deposit is \$500.00. Substantial penalty for early withdrawal. The Annual Percentage Yield assumes interest will remain on deposit until maturity. A withdrawal of interest will reduce earnings. Call Cornerstone Bank for effective rates after the quoted date.

.....QUOTED RATES GOOD THROUGH 08/20/2024.....

Visit our website cornerstoneconnect.com

Premier Money Market Account

<u>INTEREST RATE</u>	<u>APY</u>	<u>BALANCE RANGE</u>	
0.00%	0.00%	\$ 0 - 999.99	Daily access to your money by check.
1.09%	1.10%	\$ 1,000 - 49,999.99	You may have up to 6 debits per statement cycle.
1.14%	1.15%	\$ 50,000 - 99,999.99	\$1,000 minimum required to open a Premier Account.
1.39%	1.40%	\$ 100,000 - 249,999.99	Rates may change and fees may reduce earnings.
1.59%	1.60%	\$ 250,000 - 499,999.99	Interest is compounded and credited every month.
1.99%	2.01%	\$ 500,000 & Over	Annual Percentage Yield (APY) effective 08/02/2023.

Member FDIC



CD SPECIALS

5.00% APY*

6 MONTH - RENEWABLE

\$1,000 MINIMUM DEPOSIT

*THE ANNUAL PERCENTAGE YIELD IS EFFECTIVE AS OF THE PUBLICATION DATE. INTEREST ON ALL CERTIFICATES OF DEPOSIT ARE BASED ON QUARTERLY COMPOUNDING. MINIMUM DEPOSIT. SUBSTANTIAL PENALTY FOR EARLY WITHDRAWAL. THE ANNUAL PERCENTAGE YIELD (APY) ASSUMES INTEREST WILL REMAIN ON DEPOSIT UNTIL MATURITY. A WITHDRAWAL OF INTEREST WILL REDUCE EARNINGS. RATES ARE SUBJECT TO CHANGE.

MEMBER FDIC

CAMPBELL - FRANKLIN - OXFORD - BLUE HILL - RED CLOUD

www.southcentralstatebank.com



Version: 4.03.087

CIF

Customer Information File



TIN 47-6000665
 FRANKLIN PUBLIC SCHOOLS DISTRICT #506
 GENERAL FUND
 1001 M STREET
 FRANKLIN NE 68939

Phone Numbers:
 (308)425-6283

Branch SOUTH CENTRAL STATE BANK-FRANKLIN
 Date Of Birth
 Pass Phrase
 Answer
 Mother's Maiden
 Photo ID On File?

CD

Account	Amount	Last Interest	Accrued Interest	Anticipated Interest	YTD Interest	Maturity Term	Maturity Date	Next Pay Date	Rate
405513	\$141,329.44	\$1,727.70	\$209.13	\$1,749.08	\$3,397.62	6 MONTHS	02/08/25	11/08/24	4.9100
405514	\$85,094.57	\$1,040.25	\$125.92	\$1,053.12	\$2,045.71	6 MONTHS	02/08/25	11/08/24	4.9100
405564	\$23,438.57	\$274.73	\$253.28	\$284.17	\$274.73	9 MONTHS	11/29/24	08/29/24	4.8100
405565	\$71,634.99	\$839.65	\$774.09	\$868.49	\$839.65	9 MONTHS	11/29/24	08/29/24	4.8100
405566	\$71,634.99	\$839.65	\$774.09	\$868.49	\$839.65	9 MONTHS	11/29/24	08/29/24	4.8100
405567	\$71,634.99	\$839.65	\$774.09	\$868.49	\$839.65	9 MONTHS	11/29/24	08/29/24	4.8100
405568	\$71,634.99	\$839.65	\$774.09	\$868.49	\$839.65	9 MONTHS	11/29/24	08/29/24	4.8100
405337	\$0.00	\$80.63	\$0.00	\$0.00	\$325.28	13 MONTHS	02/29/24	02/29/24	4.2500
405338	\$0.00	\$496.09	\$0.00	\$0.00	\$1,952.74	13 MONTHS	02/08/24	02/08/24	4.2500
405339	\$0.00	\$298.69	\$0.00	\$0.00	\$1,175.74	13 MONTHS	02/08/24	02/08/24	4.2500
405340	\$0.00	\$246.44	\$0.00	\$0.00	\$994.17	13 MONTHS	02/29/24	02/29/24	4.2500
405341	\$0.00	\$246.44	\$0.00	\$0.00	\$994.17	13 MONTHS	02/29/24	02/29/24	4.2500
405342	\$0.00	\$246.44	\$0.00	\$0.00	\$994.17	13 MONTHS	02/29/24	02/29/24	4.2500
405343	\$0.00	\$246.44	\$0.00	\$0.00	\$994.17	13 MONTHS	02/29/24	02/29/24	4.2500
TOTAL	\$536,402.54	\$8,262.45	\$3,684.69	\$6,560.33	\$16,507.10				

TRUTH IN SAVINGS
Public Funds Management Account

SOUTH CENTRAL STATE BANK
PO BOX 173
FRANKLIN NE 68939
(308) 425-6215
www.southcentralstatebank.com

ELIGIBILITY REQUIREMENTS. Only Public Funds Entities are eligible for this account (ex. School Districts, City and County Governments, etc.). Deposit balances will be limited to available qualified pledges and subject to bank discretion.

RATE INFORMATION. The interest rate listed in each tier will be paid on the entire balance in your account.

Tier	Average Daily Balance Range	Rate	Annual Percentage Yield (APY)
1	Equal to or greater than \$50,000.00 but less than \$150,000.00	1.3000%	1.31 %
2	Equal to or greater than \$150,000.00 but less than \$250,000.00	1.5500%	1.56 %
3	Equal to or greater than \$250,000.00	3.0500%	3.09 %
4	Equal to or greater than \$5,000,000.00	3.25%	3.30%

Your interest rate and annual percentage yield may change.

Determination of Rate. At our discretion, we may change the interest rate on your account.

Frequency of Rate Changes. We may change the interest rate on your account at any time.

Limitations on Rate Changes. There are no maximum or minimum interest rate limits for this account.

COMPOUNDING AND CREDITING. Interest will be compounded monthly and will be credited to your account monthly. If you close your account before interest is credited, you will not receive the accrued interest.

MINIMUM BALANCE REQUIREMENTS. You must deposit \$5,000.00 to open this account.

A Monthly Maintenance Fee (Service Char) of \$7.50 will be imposed every month if the average collected balance falls below \$5,000.00 during the month.

DORMANT/INACTIVE ACCOUNT INFORMATION. A Dormant Account Fee (Fee for Dormant Account-Service Char) of \$2.00 per month will be charged after 365 days of inactivity.

PROCESSING ORDER. All credit transactions are processed first. Debits, or withdrawals, from your account will be processed as follows: electronic items such as ATM and Preauthorized transactions then checks. The items are processed from lowest to highest within each category. The processing order of these items is important because if there is not enough money in the account to pay for the items in the order they are processed in accordance with the processing order, there may be an overdraft on your account which may result in overdraft or non-sufficient funds fees or an increase in the amount of these fees.

BALANCE COMPUTATION METHOD. We use the average daily balance method to calculate interest on your account. This method applies a periodic rate to the average daily balance in the account for the period. The average daily balance is calculated by adding the principal in the account for each day of the period and dividing that figure by the number of days in the period.

The average daily balance that we use when calculating interest is the collected balance. That means we only include those funds for which we have actually received payment when we determine the average daily balance on which interest is paid.

ACCRUAL ON NONCASH DEPOSITS. Interest begins to accrue no later than the business day we receive credit for the deposit of noncash items (for example, checks).

TRANSACTION LIMITATIONS. No transaction limitations apply to this account.

ADDITIONAL INFORMATION REGARDING YOUR ACCOUNT. By regulation, South Central State Bank may at any time require the depositor to give written notice of an intended withdrawal not less than seven (7) days before withdrawal is made, and that is not payable on a specific date or at the expiration of a specified time after the date of deposit.

OVERDRAFT LIMITS:

South Central State Bank will limit overdraft fees charged to your account to four (4) items per day. We will waive an overdraft fee for an item that causes an overdraft of a de minimis amount, which means an amount that is less than \$5.00.

CURRENT RATE INFORMATION. The rate(s) and annual percentage yield(s) disclosed above were offered within the most recent seven calendar days, and were accurate as of 08/19/2024. To obtain the current rate(s) and annual percentage yield information, please call your local branch.

FEES AND CHARGES. Please refer to the separate fee schedule provided to you with this disclosure for information about fees and charges associated with this account. A fee schedule will be provided to you at the time you open an account, periodically when fees or charges change, and upon request.

Notice of Special Hearing To Set Final Tax Request

Franklin Public Schools (31-0506-000) in Franklin County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1632, that the governing body will meet on the 9th day of, September 2024 at 7:10 o'clock P.M., at Franklin Media Center for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to setting the final tax request.

	2023-2024	2024-2025	Change
Property Valuations	492,385,952	523,934,798	6%

2023-2024 Budget Information

2024-2025 Budget Information

	2023-2024 Operating Budget	2023-2024 Property Tax Request	2023 Tax Rate	Property Tax Rate (2023-2024 Request Divided By 2023 Valuation)	2024-2025 Operating Budget	2024-2025 Proposed Property Tax Request	Proposed 2024 Tax Rate	Change in Tax Rate	Change in Operating Budget
General Fund	7,309,798.00	4,311,227.00	0.875579	0.822856	7,471,208.00	3,738,374.00	0.713519	-19%	2%
Special Building Fund	694,677.00	350,288.00	0.071141	0.066857	1,200,000.00	706,854.00	0.134913	90%	73%
Total	8,004,475.00	4,661,515.00	0.946720	0.889713	8,671,208.00	4,445,228.00	0.848432	-10%	8%

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

Franklin Public Schools (31-0506-000) in Franklin County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 9 th day of September, 2024 at 7:00 o'clock, P.M., at Franklin Media Center for the purpose of hearing support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed budget and to consider amendments relative thereto. The budget detail is available at the office of the Clerk/Secretary during regular business hours. For more information on statewide receipts and expenditures, and to compare cost per pupil and performance to other school districts, go to: <https://nep.education.ne.gov>

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers	Necessary Cash Reserve	Total Available Resources Before Property Taxes	Total Personal and Real Property Tax Requirement
	2022-2023 (1)	2023-2024 (2)	2024-2025 (3)			
General	\$ 5,207,156.00	\$ 5,506,000.00	\$ 7,471,208.00	\$ 1,300,000.00	\$ 5,070,218.00	\$ 3,738,374.00
Depreciation	\$ 57,918.00	\$ 75,000.00	\$ 300,000.00		\$ 300,000.00	
Employee Benefit	\$ -	\$ -	\$ 7,627.00	\$ -	\$ 7,627.00	
Contingency	\$ -	\$ -	\$ -		\$ -	
Activities	\$ 221,849.00	\$ 230,000.00	\$ 430,000.00	\$ -	\$ 430,000.00	
School Nutrition	\$ 220,911.00	\$ 247,000.00	\$ 305,631.00	\$ -	\$ 305,631.00	
Bond	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Special Building	\$ 118,455.00	\$ 150,000.00	\$ 1,200,000.00		\$ 500,215.00	\$ 706,854.00
Qualified Capital Purpose Undertaking	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Cooperative	\$ -	\$ -	\$ -	\$ -	\$ -	
Student Fee	\$ -	\$ -	\$ -	\$ -	\$ -	
	\$ -	\$ -	\$ -	\$ -	\$ -	
TOTALS	\$ 5,826,289.00	\$ 6,208,000.00	\$ 9,714,466.00	\$ 1,300,000.00	\$ 6,613,691.00	\$ 4,445,228.00

	Bond Purposes	Non-Bond Purposes	Total
Breakdown of Property Tax	\$ -	\$ 4,445,228.00	\$ 4,445,228.00

Franklin Public Schools

2024-2025 ALLOWABLE GROWTH PERCENTAGE COMPUTATION FORM

CALCULATION OF ALLOWABLE GROWTH PERCENTAGE

Prior Year Non-Bond Property Tax Request (1) \$ 4,661,515.00
*(Total Personal and Real Property Tax Required for All Other Purposes from **prior year** budget - Cover Page)*

Base Limitation Percentage Increase (2%) 2.00 % (2)

Real Growth Percentage Increase

$$\frac{0.00}{2024 \text{ Real Growth Value per Assessor}} \div \frac{492,385,953.00}{\text{Prior Year Total Real Property Valuation per Assessor}} = \underline{0.00} \% (3)$$

Total Allowable Growth Percentage Increase (Line 2 + Line 3) (4) 2.00 %

Allowable Dollar Amount of Increase to Property Tax Request (Line 1 x Line 4) (5) \$ 93,230.30

TOTAL PROPERTY TAX REQUEST (Line 1 + Line 5) (6) \$ 4,754,745.30
(Without needing to attend Joint Public Hearing, or be included on postcard notification)

ACTUAL PROPERTY TAX REQUEST

2024-2025 ACTUAL Non-Bond Property Tax Request (7) \$ 4,445,228.00
(Total Personal and Real Property Tax Required for All Other Purposes from Cover Page)

Property Tax Request is within allowable growth percentage. Political subdivision is NOT required to complete postcard notification requirements, or participate in the joint public hearing.

If line (7) is **greater than** line (6), your political subdivision **is required** to participate in the joint public hearing, and complete the postcard notification requirements of §77-1633. You must provide the required information to the County Assessor electronically by September 4th. You are not required to hold the Special Hearing to Set the Final Tax Request outlined in §77-1632. The joint public hearing is completed in lieu of this hearing.

If line (7) is **less than** line (6), your political subdivision **is not required** to participate in the joint public hearing, or complete the postcard notification requirements of §77-1633. You are required to hold the Special Hearing to Set the Final Tax Request outlined in §77-1632.

NDE 03-056
Revised 6/2024

District Number: 31-0506-000
 District Name: FRANKLIN PUBLIC SCHOOLS
 District Phone: (308)425-6283

- Instructions (https://cdn.education.ne.gov/wp-content/uploads/2021/06/2122_LC2Instructions.pdf)
- Checklist (/Budget_Document_Checklist.pdf)

2024/25 Section A: Calculation of Total Allowable Budget Authority	
Certified Budget Authority	A-101 <input style="width: 100px;" type="text" value="5,788,700"/>
Access to Prior Year's Unused Budget Authority [Maximum Amount: \$6,098]	A-355 <input style="width: 100px;" type="text" value="6,098"/>
Total Adjusted Budget Authority	A-361 <input style="width: 100px;" type="text" value="5,794,798"/>
Total Allowable Budget Authority	A-780 <input style="width: 100px;" type="text" value="5,794,798"/>

The School District Budget Spreadsheet provided by the Auditor of Public Accounts is uploaded here.
MAKE SURE THE SPREADSHEET IS CLOSED BEFORE YOU UPLOAD.

Choose File

Excel file ONLY - 20MB limit

Update the budget data any time a change is made to the Budget Spreadsheet.

2024/25 Section B: General Fund Budget of Disbursements & Transfers and Unused Budget Authority	
2024/25 General Fund Budget of Disbursements & Transfers	B-100 <input style="width: 100px;" type="text" value="7,471,208"/>
2024/25 Special Grant Funds	B-110 <input style="width: 100px;" type="text" value="207,000"/>
2024/25 Special Education Budget of Disbursements & Transfers	B-120 <input style="width: 100px;" type="text" value="1,400,000"/>
2024/25 General Fund Lid Exclusions	B-130 <input style="width: 100px;" type="text" value="69,410"/>
Total Adjusted General Fund Budget of Disbursements & Transfers	B-140 <input style="width: 100px;" type="text" value="5,794,798"/>
2024/25 Unused Budget Authority	B-150 <input style="width: 100px;" type="text" value="0"/>

Update the LC2 System budget data any time a change is made to your School District Budget Spreadsheet.

Total Unused Budget Authority	
2023/24 Total Unused Budget Authority	B-160 <input style="width: 100px;" type="text" value="6,098"/>
2024/25 General Fund Expenditure Growth	B-162 <input style="width: 100px;" type="text" value="6,098"/>
Adjusted Unused Budget Authority	B-165 <input style="width: 100px;" type="text" value="0"/>
2024/25 Unused Budget Authority	B-170 <input style="width: 100px;" type="text" value="0"/>

Total Unused Budget Authority (Carries forward into future school fiscal years)	B-175	<input type="text" value="0"/>
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Additional Budget Authority Approved by Patron		
Did you hold a successful special election for additional BUDGET Authority? (Not a levy override)	B-180	<input type="radio"/> Yes <input checked="" type="radio"/> No

2024/25 Section C: Allowable Reserves and Total Reserves		
2024/25 Applicable Allowable Reserve Percentage	C-170	<input type="text" value="45.00"/>
2024/25 Total Allowable Reserves	C-180	<input type="text" value="3,362,044"/>
2024/25 General Fund Necessary Cash Reserve	C-300	<input type="text" value="1,300,000"/>
2024/25 Depreciation Fund Total Requirements	C-310	<input type="text" value="300,000"/>
2024/25 Employee Benefit Fund Necessary Cash Reserve	C-320	<input type="text" value="0"/>
Total Reserves	C-340	<input type="text" value="1,600,000"/>

Levy Override Approved by Patron		
Did you hold a successful election of your patrons for a levy override that applies to the current year?	B-400	<input type="radio"/> Yes <input checked="" type="radio"/> No

Certified Assessed Valuation	B-490	<input type="text" value="523,934,798"/>
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2024/25 Section D: Property Tax Request Authority		
2024/25 Property Tax Request Authority	D-110	<input type="text" value="4,943,660"/>
Did 70% of the School Board approve to exceed the Certified Property Tax Request Authority?	D-120	<input type="radio"/> Yes <input checked="" type="radio"/> No
Was a successful election of the patrons held to exceed the Property Tax Request Authority?	D-150	<input type="radio"/> Yes <input checked="" type="radio"/> No
Additional Property Tax Authority due to successful levy override (Calculation of B-420 multiplied by Certified Assessed Valuation listed above)	D-170	<input type="text" value="0"/>
Total Property Tax Authority Allowed	D-180	<input type="text" value="4,943,660"/>

2024/25 Property Tax Request General Fund	D-210	<input type="text" value="3,738,374"/>
2024/25 Property Tax Request Special Building Fund	D-220	<input type="text" value="706,854"/>
2024/25 Total Property Tax Request	D-230	<input type="text" value="4,445,228"/>
2024/25 Unused Property Tax Request Authority	D-240	<input type="text" value="498,432"/>

Total Property Tax Reduced as a result of increased SPED & Foundation Aid	D-310	<input type="text" value="350,000"/>
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Recalculate LC-2 after making changes to individual lines <i>(Form not saved)</i>	<input type="button" value="Recalculate LC-2"/>
---	---

Save a copy of the LC-2 without submitting to NDE <i>(Save before moving to another page)</i>	<input type="button" value="Save LC-2"/>
---	--

Submit completed LC-2 to NDE. You can upload your Budget Documentation on the next screen. Mailed or emailed budgets will not be accepted by NDE.	<input type="button" value="District Approval"/>
---	--

Log Out of LC-2 system <i>(If you log out without saving and/or submitting your data, changes will be lost.)</i>	<input type="button" value="Log Out"/>
--	--



NASB Superintendent Search Proposal Prepared for
Franklin Public Schools

The Mission Statement of Franklin Public Schools
is to equip all students with the skills and competencies
needed to meet the challenges of the twenty-first century.

Through Leadership, Innovation, Vision and Engagement, the Nebraska Association of School Boards provides programs, services, and advocacy to strengthen public education for all Nebraskans.





August 16, 2024

Franklin Board of Education,

We appreciate the opportunity to share information on the NASB Superintendent Search Service with the Board of Education. The Nebraska Association of School Boards provides a multitude of services to our members, including superintendent search services.

My name is Shari Becker, and I am the Director of the Nebraska Association of School Boards Education Leadership Search Service. I have been the Director of the Search Service since April of 2013 and worked for the Service for six years prior to becoming the Director.

Hiring a superintendent is one of the most important decisions a school board will make. The NASB Search Service looks at the process through the eyes of a board member. We ensure a highly professional search process that will attract quality applicants but will also bring credit to the board for the manner in which the search is conducted.

The NASB search process is a cost conscious, comprehensive package which covers all details of the search process including the opportunity for NASB to continue to support the superintendent, board and district after the hire is made.

Please contact me at the number below if you have any questions. The team at NASB would value the opportunity to work with the Franklin board through the search process.

Respectfully submitted,

Shari L. Becker

Shari L. Becker
Director of NASB Education Leadership Search Services
402.416.4483 Cell

Search Service Protocol

In the following section, you will see a detailed outline of the NASB Search Protocol. We typically conduct two meetings during the search process. These can be with the full board or a combination of a committee and the board.

NASB Preliminary Work

- Distribute board survey to learn about district strengths and challenges from the board perspective
- Begin creation of marketing brochure
- Advertise vacancy on NASB and other applicable sites

Board Work Session

- Collaborate with the board to design a timeline to guide the search process
- Review and discuss board survey results and Leadership Profile document

NOTE: Leadership Profile is developed from input directly from board members. The Board will review the Profile and NASB will alter, as necessary. The Profile is then used to guide the Board in selecting interview questions, selecting interview candidates, and assessing the interview process. The Profile will ultimately guide a board retreat once the superintendent begins.

- Discuss NASB Statewide Superintendent Salary Survey and compensation package
- Discuss interview questions and procedures
- Discuss interview schedule structure including participants and logistics
- Review and discuss superintendent related documents: job description, evaluation tool, and contract

Note: The Association stipulates in the Search agreement that, following discussion of the contract, the board will communicate and work with the district's school attorney to authorize any and all changes as the Board deems appropriate to the contract

NASB Duties

- Recruit to identify quality applicants
- Receive, process, and screen all completed online applications and supporting documentation
- Conduct comprehensive professional and personal reference checks including internet search, criminal background search, adult/child abuse check and credit check

District Staff and Education Partners Survey

- Engage staff, students, parents, patrons and community leaders through an electronic survey
- Compile survey comments and provide for board review prior to final meeting

Final Special Meeting

- NASB presents all applicant names and screening results to the Board of Education for review and consideration (unless board requests otherwise)
- NASB provides a Candidate Assessment document for the board's use during the interview and deliberation process to compare candidate materials and candidate interview
- Finalize interview schedule and questions
- Discuss final interview details and protocol
- Discuss candidate selection and negotiations protocol

Board Final Duties

- Interview candidates for the position
- Negotiate with the candidate of choice (NASB will assist at the board's request)
- Ratify the contract at an advertised meeting of the board

NASB Final Duties

- Handle communications with all applicants and interview candidates
- Coordinate travel arrangements for candidates
- Attend interviews at the request of the board
- Conduct post-interview conference with interview candidates and communicate information to the board

Transition

- Continue communications with board president and incoming superintendent to ensure a smooth transition
- Provide transition document to incoming superintendent to prepare for role
- Arrange mentoring for new superintendent if needed
- Conduct Board Retreat with the board once the new superintendent begins
 - This session fee is included in the search fee except for travel to the district
- Provide a two-year guarantee for boards who complete the Retreat by December of the first contract year
 - If the superintendent leaves during the first year of their contract, NASB will do the search again with no fee. Expenses will be billed back to the district for travel, background checks, and any fee-based advertising.
 - If the superintendent leaves at the end of the 2nd year of their contract, the guarantee is considered fulfilled. NASB will conduct a new search at a negotiated fee.

Engaging District Staff and Education Partners

The Association will engage district staff and education partners in a variety of ways throughout the search process. An electronic survey link will be distributed to staff, administration, community and parents. The participants will be asked to provide feedback through the electronic survey, regarding strengths, challenges and preferred attributes for the new superintendent.

In addition to eliciting feedback through the electronic survey, the board may also want to engage staff and education partners in the interview process. During our planning session with the board, we will discuss the specifics of the interview schedule. Each interview schedule is unique to the needs of the district. Generally, boards invite a small number of staff members, administrators and community members to meet with the interview candidates. NASB will provide interview questions and training for these interview team members. The groups will then provide feedback to the board, in written format, as to the strengths and potential weak areas of the interview candidates. The board will review the feedback as they deliberate about the candidates.

Applicant Screening Process

It is essential the board understands the experience and qualities each applicant brings to the position. NASB will process and screen all completed applications and supporting documentation. The Association protocol for applicant reference checks and background screenings are qualities that set us apart from competing search consultants.

Our typical screening process involves contacting numerous individuals who have worked with the applicant in their current and past positions. This is in addition to the references provided on the application materials. Our screeners will personally contact these individuals.

We will complete an internet search for each applicant, a check of their certificate with NDE, and a OneSource background check for finalists, as time allows. The OneSource background check includes adult/child abuse, criminal and credit history.

NASB will take their direction from the board regarding what manner the board would like applicants presented. Consultants will lead the board through a verbal summary of strengths of the candidates and any areas of growth. We will utilize both open and closed session for this process.

Summary of Screening Process

- Screen all completed applications/supporting documentation
- Contact numerous references per applicant for verbal questionnaire
- Provide verbal summary of all applicant information to the board
- Share strengths and areas of growth
- Utilize open and closed session for this process
- OneSource background check

Consultant Details

The search for a Superintendent for Franklin Public Schools will be managed by Director of Search Services, Shari Becker as well as Consultants and staff members that specialize in searches and open meetings law.



Shari Becker started with the Association Search Service in 2007 as a Field Consultant and has served as the Director of the Search Service since April 2013. Shari handles recruiting quality educators, facilitating district engagement and board work sessions, and screening applicants. Shari is knowledgeable in Open Meetings Law and tracks all superintendent openings in Nebraska. Shari is active with the National Affiliation of Superintendent Searches (NASS). She is the current Past Chair of the group.

Shari brings a wide range of background experience to her role with the Association. Prior to her employment with NASB she provided recruitment, hiring and training services to a local financial/management company for 13 years. She has her Bachelor's degree in Administrative Resource Management as well as a Post-Baccalaureate in Education. Shari is also a Gallup Certified Strengths Coach and an ODR Approved Mediator.



John Neal is currently serving as an adjunct professor for Doane University in its Education Specialist program, preparing current school leaders to be Nebraska's next generation of public-school superintendents. Dr. Neal retired from his position as Associate Superintendent for Civic Engagement with Lincoln Public Schools in July 2024. He held this role in LPS for the last 12 of his 37 years in public education.

Dr. Neal's career in Lincoln Public Schools included extensive work with its school board members. Dr. Neal served as LPS's first Director of Secondary Education. Other previous work included serving in various roles in three different school districts as a high school associate principal and principal, middle school principal, and elementary school administrator.

Dr. Neal is originally from Lincoln. He graduated from Lincoln Northeast High School. He received his bachelor's degree from the University of Nebraska-Lincoln, his master's degree from the University of Nebraska at Omaha, and his educational specialist's and doctorate degrees from Doane University.



Rex Pfeil recently joined the NASB Leadership Search team as a Search Consultant and has served as a teacher, coach, assistant principal, principal, and superintendent for 35 years. Rex served as Superintendent of Blair Community Schools until his retirement in July 2018. Since that time, he has served as an Interim Superintendent at Nebraska City, Shickley, and Yutan. Rex has worked with a wide variety of school boards and focuses on developing positive superintendent-board relationships, open communication strategies, and leadership development.

Board Member References

Ainsworth Community Schools, Brad Wilkins, Board President, (402) 760-1278

Hemingford Public Schools, Justin Ansley, Board President, (308) 760-7004

HTRS Public Schools, Neal Kanel, Board President, (402) 239-7164

North Platte Public Schools, Skip Altig, Search Committee Chair, (308) 530-1170

NASB Search Fee

\$6,000

Included in the Search Fee

- All details described in the Search Service Protocol including but not limited to
 - Marketing brochure
 - Advertising options with no fee
 - Recruiting quality candidates
 - Creation of Leadership Profile
 - Interview questions, schedule, procedures and support
 - Engagement of district staff and education partners
 - Review of superintendent personnel documents
 - Collection and screening of all application materials
 - OneSource background checks
 - Interview assessment document
 - Two in person meetings and attendance at interview process if requested by board
 - Negotiations support if requested
 - Communication with board and applicants throughout the process
- Board Retreat after the new superintendent starts
 - To be held prior to December 31 of the first year of the contract
- Two-year Guarantee on the hire
 - If the board follows through with a board retreat with NASB prior to December 31 of the first year of the contract
- Superintendent transition document
- Superintendent transition assistance/mentor (with a minimal additional fee)
- Ongoing support for the board and superintendent

Expenses to be billed back to the district

Travel expenses for NASB Consultants to include mileage and meals (mileage billed at the standard IRS mileage rate i.e. \$.67 for 2024)

NOTE: If additional planning discussion is required during the search process, NASB may arrange for a virtual meeting with the board, or the board may appoint a committee to work through logistical questions that arise.

NOTE: If the board would like to conduct the planning meetings virtually to save travel expenses, this may be arranged after discussion with NASB.

Superintendent

Search Services Proposal for

Franklin Public Schools Franklin, Nebraska

July 2024



Phone: 888-375-4814
Email: mail@macnjake.com
Website: www.macnjake.com





MCPHERSON *MJ* JACOBSON, LLC

EXECUTIVE RECRUITMENT & DEVELOPMENT

11725 ARBOR STREET, SUITE 220 ♦ OMAHA, NEBRASKA 68144 ♦ 402-991-7031/888-375-4814
FAX: 402-991-7168 ♦ EMAIL: MAIL@MACNJAKE.COM ♦ WEBSITE: WWW.MACNJAKE.COM

July 15, 2024

Board of Education
Franklin Public Schools
1001 M Street
Franklin, Nebraska 68939

Thank you for the opportunity to present our services to your board. The enclosed proposal describes the professional services McPherson & Jacobson, L.L.C. will provide Franklin Public Schools in ensuring your superintendent search secures quality leadership for the district.

As a nationally recognized leader in superintendent searches, McPherson & Jacobson will work with the board to design a search that meets the unique needs of your school district. Our firm's protocol allows the board to concentrate on the most important segments: the interview and selection of the successful candidate.

At the core of our firm's work is the belief that every student is entitled to high quality education and that this is dependent upon quality leadership. We understand that students have diverse needs, thus, we focus on the intentional recruitment of a diverse candidate pool that includes ethnic and cultural identity as well as experience in culturally proficient practices that have proven successful in addressing educational equity gaps.

McPherson & Jacobson has been conducting searches for boards of education since 1991. Our consultants will ensure your search results in quality leadership for your district.

We welcome the opportunity to meet with your board to present our proposal and discuss our proven search process.

Sincerely,

Dr. Norm Ridder

Owner, McPherson & Jacobson L.L.C.

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Executive Summary

McPherson & Jacobson L.L.C. provides a comprehensive search process. Below are some of the highlights of our process:

- Our process is comprehensive and provides critical support for the most time-consuming aspects of recruiting and screening the candidates, so the board can focus on interviewing and selection.
- Our team of consultants, working in conjunction with the board and diverse stakeholder groups you identify, will implement a systematic, comprehensive process culminating in the hiring of the most qualified candidate for your district.
- We take the entire board through a consensus decision-making process to identify the top criteria for the selection of the new superintendent.
- Transparency is a hallmark of our protocol. Stakeholder participation emphasizes the transparency of our process. We meet with groups to ensure broad-based stakeholder input in the selection process. In addition, we provide an online survey to reach out to anyone who cannot attend a stakeholder meeting. The consultants will present a comprehensive written report to the board, which includes all of the comments recorded during the input sessions.
- McPherson & Jacobson's consultants actively recruit candidates that meet the selection criteria. If desired, we will recruit non-traditional candidates.
- Applicant confidentiality is important to attract top candidates. Names remain confidential until the board selects their finalists.
- The consultants will read all of the completed files submitted by applicants and evaluate them against the selection criteria.
- The consultants will conduct reference checks until they have complete knowledge of the applicant's strengths and weaknesses. The consultants will pre-interview applicants to be submitted on the shortlist. In-depth background checks (criminal, financial, and educational degree verification) are conducted on the candidates selected by the board to be interviewed.
- We will continue to work with your school district until a superintendent is hired and in place.
- Phase V provides a continued commitment to work with your board and new superintendent for one year. We will help you collaboratively establish annual performance objectives for the new superintendent's first year. Evidence from previous searches shows this phase to be very positive as it fosters a good transition.
- We are so confident of our ability to identify the district's criteria, recruit, and screen applicants against those criteria, and assist during the transition period, that we guarantee our service.

Our mission is to ensure your search results in quality leadership for education excellence.

About McPherson & Jacobson

The McPherson & Jacobson Difference

“Your students, staff, and community deserve the best.”

- *WE BELIEVE every student is entitled to a high-quality education. We strongly believe quality education is dependent upon quality leadership.*
- *OUR MISSION is to ensure your search results in quality leadership for education excellence.*

McPherson & Jacobson has developed a protocol that provides for high involvement of stakeholders, while keeping the board in complete control of the process.

One of the hallmarks of McPherson & Jacobson, L.L.C. is the belief that the search for a public executive should be conducted with as much transparency as possible. We have designed a process, which keeps the board in complete control of the search, while inviting various stakeholder groups to provide input and become meaningfully involved in the process.

At the core of our firm’s work is the belief that every student is entitled to high quality education and that this is dependent upon quality leadership. We understand that students have diverse needs, thus, we focus on the intentional recruitment of a diverse candidate pool that includes ethnic and cultural identity as well as experience in culturally proficient practices that have proven successful in addressing educational equity gaps. This unique approach is made possible through the diverse and extensive network of our consultants who have various levels of expertise in the school system from superintendents to school board members to educational equity experts. We believe this has contributed to our successful placement of qualified candidates around the state and nation who have met extensive equity focused criteria and continue to make an impact in the districts they serve.

Qualifications and Background of McPherson & Jacobson, L.L.C.

- **Leading National Search Firm**

McPherson & Jacobson, L.L.C. has been conducting national searches for governing boards since 1991. The firm has placed **over 1,000 superintendents** and other officials in public and non-profit organizations across the United

States. **McPherson & Jacobson is one of the leading national superintendent search firms.**

- **Nationwide Network of Experienced Consultants**

McPherson & Jacobson has **over 120 consultants** across the nation. Over one-fourth of McPherson & Jacobson consultants are minorities or female. Our diverse group of consultants has extensive backgrounds in education and public service including current and former superintendents, assistant superintendents, university professors, and school board members. Over fifty percent have a doctorate degree. Their diversity and expertise ensure your search results in quality leadership for education excellence.

- **Sustainability in Leadership**

Waters and Marzano review of 3.4 million students' achievement scores found that Superintendents' tenure is positively correlated with student achievement.

Organizations using the McPherson & Jacobson protocol have enjoyed sustainability of leadership. Over the last five years, **almost eighty-five percent** of administrators are in the position for which they were hired. **Over fifty-five percent** of administrators are still in the position for which they were hired within the past ten years. **Over forty percent** of the administrators selected by governing boards within the past 15 years continue in the position for which they were hired.

McPherson & Jacobson, L.L.C. Non-Discrimination Policy

McPherson & Jacobson, L.L.C. is dedicated to serving school districts by supporting all candidates regardless of cultural and ethnic diversity.

As an organization, we are committed to equitable practices that will ensure equal access for all candidates. This commitment means that success will not be predicted nor predetermined by race, ethnicity, socioeconomic status, cognitive/physical ability, language, marital status, gender, sexual orientation, gender identity, disability, or religion.

Every decision McPherson & Jacobson, L.L.C. makes will be committed to the following foundational beliefs:

1. Consultants share the moral imperative and collective ownership to identify and eliminate disparities to ensure all candidates have an equal opportunity regardless of their race, ethnicity, socioeconomic status, cognitive/physical ability, language, marital status, gender, sexual orientation, gender identity, disability, or religion;

2. Eliminate barriers in recruitment, hiring, retention, and internal processes;
3. Utilize culturally relevant practices that do not discriminate based upon language, marital status, gender, sexual orientation, gender identity, cognitive/physical ability, or religion;
4. Promote catalytic leadership for educational and community partners;
5. Support the continuing development of all personnel with a focus on their mindset, beliefs, knowledge, and skills, including an understanding of implicit bias and racial identity;
6. Incorporate the voices, cultures, and perspectives of diverse students, families, and communities into decision making to create a sense of belonging for all;
7. Support and comply with State and District policies.

Applicant Diversity

While McPherson & Jacobson does not represent candidates, we keep a data bank of quality candidates. Once a board identifies the characteristics it desires in its new superintendent, the consultants from McPherson & Jacobson, L.L.C. will identify and aggressively recruit, on a national level, candidates who match the board's identified criteria.

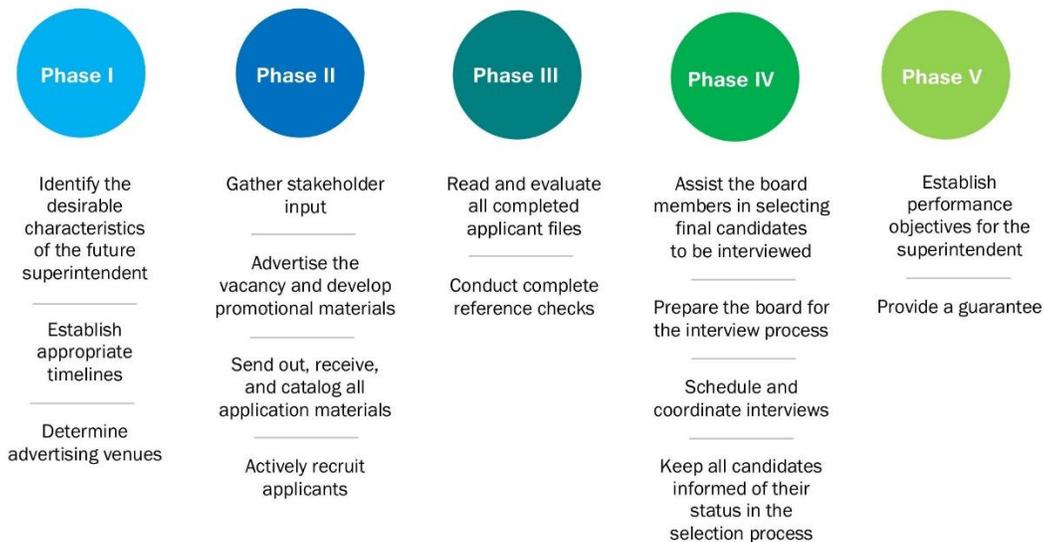
We use our nationwide consultant network to track the careers of successful administrators. We also work closely with universities, colleges, and professional organizations that represent and promote minority and female applicants.

For the past five years, approximately **one-third** of our applicants have been female and almost **one-fourth** of our applicants have been ethnically diverse.

In the past ten years, **one-third** of the boards we have represented have placed women or ethnically diverse candidates.

Search Process

Five Phases of a Superintendent Search



Phase I—Initiating the Search Process

- **Using a group process with the board, identify the most important characteristics of the future superintendent.**

The consultants will assist the board in identifying the most important characteristics the board would like the new superintendent to possess. These characteristics will be used as a template for recruiting and selecting candidates.

- **Establish appropriate timelines and target dates for the selection process.**

The consultants will prepare a proposed calendar for the search process. Dates for advertising the announcement of vacancy, closing date, dates for interviewing, a target date for selecting the new superintendent, and a date for the new superintendent to begin will be determined.

- **Determine, with the board, appropriate advertising venues.**

The consultants will assist the board in determining the scope of the search. Appropriate media venues (professional journals, trade papers, newspapers, and websites) and associated costs will be presented for consideration.

- **Identify appropriate stakeholder groups.**

The board will identify the various stakeholder groups that they want McPherson & Jacobson’s consultants to meet with to solicit input into the process.

- **Assist the board in determining compensation parameters.**

In order to recruit and select top candidates, compensation packages need to be competitive. Our consultants will present data indicating what districts in the same geographic region and similar size are paying superintendents. Whenever possible, they will also present compensation information for districts that recently hired a superintendent. This information is provided for the board’s consideration of compensation parameters.

Final compensation decisions will be determined by the board and the selected candidate.

- **Identify the point of contact for the district.**

The board will identify an appropriate staff person to work with the consultants to coordinate the logistics of the search. This includes tasks such as assisting with information for the promotional brochure and coordinating details for stakeholder input and other meetings within the district.

Phase II—Stakeholder Input, Advertising the Position, Recruiting Applicants

- **Work with the district to schedule the stakeholder input meetings.**

The consultants will work with the district’s point of contact to determine the stakeholder input schedule and coordinate notifying the stakeholders about the meetings.

- **Meet with groups identified by the board to provide stakeholder input into the selection process.**

The consultants will meet with the stakeholder groups identified by the board and solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the issues facing the new superintendent, and the characteristics they would like to see the new superintendent possess.

The board chooses which groups it would like the consultants to meet with, but the most common groups include central office administrators, building administrators, teachers, classified staff, students, and community and business groups. The consultants will assist the board in choosing which groups it wishes to include.

For any unable to attend a stakeholder meeting, we provide an online version of the questions we ask the groups. At the request of the district, the survey can be available in multiple languages.

The results of the stakeholder meetings and online stakeholder input are summarized by the consultants and presented to the board.

- **Develop promotional literature and brochures announcing the vacancy (optional—there is an additional fee for a full-color brochure).**

In order to attract quality applicants, it is important to promote your school system and community. With on-site assistance from the district, the consultants will assist in preparing an announcement of vacancy that highlights the strengths of your school system and community. Our graphic artist will prepare a professional color brochure that highlights the school district and community, including the board's selection criteria, the board members, and the application procedures and timelines.

- **Prepare and place announcement of vacancy.**

McPherson & Jacobson's staff will prepare and place the announcement of vacancy. It will be sent to the state school board and administrator associations, as well as media venues selected by the board. Additionally, McPherson & Jacobson maintains an interactive website (www.macnjake.com) that allows applicants to access all the application materials and apply online. The website averages over 225,000 hits per month.

- **Develop an application unique to your vacancy that reflects the selection criteria determined by the board.**

McPherson & Jacobson's staff will create an application form requiring applicants to describe their strengths and experiences relating to each criterion identified by the board. This will be one of the preliminary screening devices used by the consultants when assessing potential candidates.

- **Post application information and notify interested applicants.**

McPherson & Jacobson's staff contacts potential applicants and manages all the application materials using our online application software. Our office staff handles this task without assistance from your district.

- **Actively recruit applicants who meet the district's needs.**

While McPherson & Jacobson does not represent candidates, we actively maintain a data bank of quality candidates. Once the board has chosen its selection criteria, we will send the information to all of our consultants across the United States, asking them to nominate candidates who would be a good match. We will encourage those candidates to apply. Some of the best candidates may not be actively seeking another position and will need to be recruited.

McPherson & Jacobson stays current with trends in educational leadership by being an active participant and presenter at national and state education conferences. We participate in Job Central at the American Association of School Administrators conference, the National School Boards Association annual conference, and others such as the AASA Women's Leadership Conference.

- **Confidentiality of Applicants**

McPherson & Jacobson proposes an open process for the search. We believe public business should be done in public with transparency. We also understand the need for applicants' confidentiality. Our process keeps the names of all applicants confidential until they are named a finalist for the position, at which time the names of the finalists are made public.

If the board believes that the names of the finalists should be kept confidential until they make their selection, we can do that. This is your search, and we will adapt our process to fit your unique needs.

- **Keep all applicants informed of their status in the selection process.**

During the application process, McPherson & Jacobson's staff monitors applicants and notifies them of what is still needed to complete the process.

- **Communicate with all Board Members in a timely manner.**

The consultants will communicate with all board members keeping them informed of the status of the search throughout the process.

Phase III—Applicant Screening

- **Evaluate each applicant against the selection criteria.**

The consultants will read and evaluate all of the completed files submitted by applicants. They will read the application form and all of the additional materials in each applicant file and begin reviewing against the selection criteria.

- **Conduct reference checks.**

We understand that applicants do not submit references who will not speak highly of them. We begin with the references given and ask them a list of questions relevant to the selection criteria. After asking those questions, we ask each reference to give us the names of other people who can speak of the applicant's qualifications. We then call those individuals and ask them the same set of questions, including asking them to give us the names of other people who can speak of the applicant's qualifications. We go a minimum of three people removed from the primary references. What we are looking for is consistency of answers that will verify the applicant's strengths and weaknesses.

In addition to contacting references, the consultants conduct an extensive Internet search of the applicants.

- **Pre-Interview and Video of Shortlist Applicants.**

The consultants will pre-interview applicants to be submitted on the shortlist. We will have these applicants submit a video which the consultants can share with the board.

- **Assist the board in developing a set of interview questions that reflect the identified selection criteria and characteristics.**

The consultants will present an extensive list of potential interview questions that reflect the selection criteria and characteristics desired by the board. The board members choose interview questions that reflect their criteria and priorities.

If the board chooses to conduct two rounds of interviews, the consultants will assist in developing interview questions for both rounds of interviews.

Phase IV—Reviewing Candidates with the Board, Interviews

- **Review candidates with the board and assist board members in determining which candidates they will interview.**

The consultants will provide a complete list of applicants who completed the application process to the board for its review. We do not eliminate any applicants; however, a short list will be submitted of those applicants who we found most closely met the district’s criteria. The consultants will present a reference profile demonstrating the consistent feedback for each short list applicant.

Upon reviewing the recommendations, the consultants will assist the board members in identifying which applicants they wish to consider as candidates for interviews.

- **Conduct background checks.**

Included in the expenses are a criminal/financial/degree verification background checks for the candidates selected to be interviewed.

- **Assist the board in determining interview procedures.**

After the board selects their final candidates to interview, the names of these candidates will be made public upon confirming the interviews (if the board chooses to release the names). During the interview process, the stakeholder groups will have an opportunity to meet the individual candidates.

If the board chooses to conduct semi-finalist interviews, the candidates will only meet with the board. The names of the semi-finalist candidates will remain confidential (in states where an executive session is allowed), and stakeholders will not meet the semi-finalists. The finalist interviews will be conducted as described in the paragraph above.

- **Coordinate interview and visitation procedures.**

If the board chooses, McPherson & Jacobson will schedule semi-finalist interviews. Semi-finalist interviews are typically conducted with the board only. After the semi-finalist interviews, the board will select their finalists.

If the board chooses to involve stakeholder groups in the interview process, the consultants will assist in establishing the finalist interview schedule that includes district staff, students, and community groups. A typical interview day will include a tour of the district and community, meeting with stakeholder groups, and a formal interview with the board.

- **Assist the groups identified by the board in planning for meeting each candidate and providing feedback to the board.**

If the board chooses to involve stakeholder groups in the interview process, representatives will be selected from the stakeholder groups identified by the board. The purpose of these groups is two-fold: 1) to promote the school district and community to the candidate; and 2) to form an impression of each candidate, which they will share with the board. The board will identify chairpersons for each stakeholder group. The consultants will meet with the chairpersons to discuss their roles and responsibilities. The consultants will also provide the chairpersons with a form to record the group's consensus impressions of each candidate's strengths and any concerns or questions the group may have. Each form will be sealed in an envelope and turned in to the district contact person.

- **Coordinate visitation procedures for the candidate's spouse/significant other.**

We encourage boards to invite spouse/significant others to attend the interview day. The consultants will coordinate, with the point of contact, a portion of the interview day for the spouse/significant other to have an expanded visitation of the community. Tours typically include available housing, medical facilities, churches, recreational opportunities, and areas of interest unique to your community.

- **Assist the board in making final arrangements for each candidate's visit.**

It is common practice for the district to pay interview expenses for the candidates and their spouse/significant others. To ensure that expenses stay within established guidelines, the consultants will assist the point of contact in making lodging and travel arrangements for each candidate.

- **Contact all finalists and schedule their interview dates.**

The consultants will contact the final candidates, notifying them they are finalists for the position and scheduling their interview dates. The consultants will be the contact for answering any questions and coordinating the candidates' visits to the district.

- **Notify all applicants not selected for an interview.**

Once the board has selected its final candidates, all other applicants will receive, on behalf of the board, a personalized notification thanking them for taking the time to complete the application materials and notifying them that they are not a finalist.

- **Personally contact each finalist who was not offered the position.**

Once a contract has been offered by the board and accepted, the consultants will call each of the other final candidates and thank them on behalf of the board for interviewing for the position. *These candidates are not notified until an offer has been accepted.* If by chance you lose your top candidate, we want to keep viable candidates available.

Phase V—Transition with Success

- **Establish performance objectives for new superintendent.**

Working with the board and new superintendent, the consultant will assist in establishing two or three performance objectives the board wants the superintendent to focus on during the first year. These objectives are beyond the day-to-day school district operations.

Once the performance objectives have been identified, board members will be asked what they will accept as evidence of progress towards the accomplishment of the identified objectives.

The superintendent will take the information generated from this session and develop an action plan for achieving the performance objectives.

- **Provide a guarantee.**

If the board chooses to use our complete service, we will guarantee our process for **two (2) years**. If the person selected leaves the position, **FOR WHATEVER REASON**, within the guarantee period, we will repeat the process at no charge except actual expenses.

We are convinced that our process of identifying your most important selection criteria, meaningfully involving stakeholders, screening candidates against the criteria, and working with you during the critical first year, will ensure your search results in quality leadership for education excellence.

Timeline

The timeline for the search process is established when we meet with the board, so we can address the unique needs of the district. However, the time from our first meeting with the board until the finalist is selected is typically a minimum of two to three months.

Search sequence:

- At the beginning of the search
 - The qualities for the new superintendent are identified
 - A formal timeline is established
 - Advertising decisions are made
 - Application information is posted
 - Promotional materials are created to advertise the district and the vacancy
- At the time designated by the board
 - Stakeholder group meetings are held, and online stakeholder input is gathered
 - A summary of stakeholder input is presented to the board
- As applications arrive in our office
 - Applications are monitored and applicants are notified of the deadlines to submit their materials
- After the closing date
 - All the completed applicant files are forwarded to the consultants
 - The consultants begin the review and pre-interview process
- Approximately two to four weeks after the closing date
 - Consultants provide information to the board on all applicants who completed the process
 - Consultants present summary profiles and video interviews of qualified candidates to the board
 - The board selects the candidates it wants to interview
 - Criminal/financial/degree verification background checks are conducted on the candidates selected to be interviewed
 - McPherson & Jacobson notifies each applicant not selected for an interview
- Soon after the board selects their candidates
 - Semi-finalist interviews are conducted (if chosen by the board)
 - The board interviews its final candidates
 - The board selects their new superintendent
 - McPherson & Jacobson's consultants contact each candidate who was interviewed to notify them of their status

Consultants for Search

Darren Tobey

Broken Bow, Nebraska, 68822
Email: d_tobey@macnjake.com
Phone: (308) 920-0651

Educational Background

	2016	Wayne State College, Wayne, NE	Ed. Specialists
	2011	Chadron State College, Chadron, NE	K-12 Education Admin.
B.S.	2005	Peru State College, Peru, NE	

Professional Experience

Dates		Title	District	Location	Enrollment
2019	to Present	Consultant	McPherson & Jacobson, LLC	Omaha, NE	
2018	to Present	Superintendent	Broken Bow Public Schools	Broken Bow, NE	822
2014	to 2018	Superintendent	Southern Valley Schools	Oxford, NE	380
2011	to 2016	7-12 Principal	Southern Valley Schools	Oxford, NE	380
2010	to 2014	Activities Director	Southern Valley Schools	Oxford, NE	380
2006	to 2010	Title I/K-12 P.E./Activities Director	Brady Public Schools	Brady, NE	225

Professional Recognition/Awards

Date	Name of Award	Awarding Organization, Committee, etc.
2019	Closing Achievement Gap ACT - Broken Bow Spring 2019	NRCSA
2017	Awards and Scholarships	NRCSA Board Member
2016	Cornerstone Award	Nebraska FFA
2016	Elected	School Masters Member
2014	Administrator of the Year	District V

Community/Service/Fraternal Organizations

Name of Organization

Oxford Baseball/Softball Association

Board Member Chamber of Commerce – Broken Bow

Board Member Capable – Broken Bow

Economic Development

Implemented Teammates mentoring program that serves 5th – 12th grade students

Dr. Mike Lucas
Omaha, NE 68124

Email: m_lucas@macnjake.com

Phone: 402-366-6491

Educational Background

Ed. D	2007	University of Nebraska-Lincoln	Education Administration
M.A.	1998	Benedictine College	Education Administration
B.A.	1994	Benedictine College	Elementary Education

Professional Experience

Dates	Title	District	Location
2019 to Present	Superintendent	Westside Community Schools	Omaha, NE
2009 to 2019	Superintendent	York Public Schools	York, NE
2007 to Present	Consultant	McPherson & Jacobson, L.L.C	Omaha, NE
2003 to 2009	Superintendent	Franklin Public Schools	Franklin, NE
	Adjunct faculty member	Benedictine College	Atchison, KS
	Adjunct faculty member	University of Nebraska - Kearney	Kearney, NE
	Adjunct faculty member	Concordia University	Seward, NE
2000 to 2003	Principal	West Point Public Schools	West Point, NE
1998 to 2000	Principal	Labette County USD 506	Bartlett, KS
1994 to 1998	Teacher	Ft. Leavenworth USD 207	Ft. Leavenworth, KS

Professional Organization Memberships

Name of Organization

Nebraska Council of School Administrators
Nebraska Association of Secondary School Principals
National Association of Elementary School Principals

Professional Involvements

Organization, Committee, etc.

Central Conference Leadership Committee

Southeast Community College “Career Academy” Advisory Board

Twin Valley Conference Sportsmanship Committee

ESU 11 Advisory Committee Vice-President

NSAA District Track Host

NCSA Bulletin Contributor

On-Line Assessment Leadership Panel

ESU 2 Facilitator for “Principal Sharing Sessions on Curriculum and Assessment

Curriculum Leadership Institute Leader

QPA Site Team Member for Hutchinson, KS Schools

Multiple Intelligence Research Study Group

Community/Service/Fraternal Organizations

Name of Organization

Leadership Consultant for Key Concepts

Leadership Consultant for McPherson & Jacobson, L.L.C.

Presenter for NCSA “Emerging Administrators’ Workshops”

Presenter for NASB Annual Conference

Responsibilities of Franklin Public Schools and McPherson & Jacobson, L.L.C.

Event	McPherson & Jacobson's Tasks	School District's Tasks
1 st board meeting	<ul style="list-style-type: none"> <input type="checkbox"/> The consultant guides the board in determining the following items <ul style="list-style-type: none"> o Characteristics for the new superintendent o The search calendar o Compensation parameters o Identify the appropriate constituent groups for stakeholder input o Advertising venues <input type="checkbox"/> The consultant works with the Point of Contact to compile: <ul style="list-style-type: none"> o Information to create the brochure announcing the vacancy (optional) o The list of names to be invited to the community input meetings 	<ul style="list-style-type: none"> <input type="checkbox"/> Provides consultant with the necessary information to create the brochure (optional); the name of the Point of Contact; and the Board Contact List <input type="checkbox"/> Reviews and approves the brochure
After 1 st meeting	<ul style="list-style-type: none"> <input type="checkbox"/> Application link is posted online <input type="checkbox"/> Brochure announcing the vacancy is created (add-on item) <input type="checkbox"/> Advertising is started <input type="checkbox"/> Vacancy announcements are sent out <input type="checkbox"/> E-mails are sent to applicants registered with McPherson & Jacobson notifying them about the opening <input type="checkbox"/> E-mails are sent to consultants regarding the opening, requesting they invite candidates to apply for the position <input type="checkbox"/> Opening is posted on social media and additional venues 	<ul style="list-style-type: none"> <input type="checkbox"/> Edit the brochure (if district chooses to have a brochure created)
During application period	<ul style="list-style-type: none"> <input type="checkbox"/> Consultants recruit candidates that fit the position <input type="checkbox"/> Monitors applicants and where they are in the application process <input type="checkbox"/> Notifies applicants of the closing date for submitting their materials <input type="checkbox"/> Lead consultant keeps the board up to date on the search 	<ul style="list-style-type: none"> <input type="checkbox"/> Posts a link to the McPherson & Jacobson website <input type="checkbox"/> Posts the brochure (announcement of vacancy) on their website (if chosen) <input type="checkbox"/> Advertises the opening on the district's social media platforms

Event	McPherson & Jacobson's Tasks	School District's Tasks
Stakeholder meetings are scheduled	<ul style="list-style-type: none"> <input type="checkbox"/> Home Office sends out invitations to the community stakeholder meeting(s) after receiving the information from the consultant and the district 	<ul style="list-style-type: none"> <input type="checkbox"/> Assists in organizing stakeholder focus groups and meeting schedule <input type="checkbox"/> Names and addresses are sent to Home Office for community meeting invitations <input type="checkbox"/> Posts meeting dates, times, and locations as open public forum <input type="checkbox"/> Assists in translating stakeholder input survey into the additional language(s) requested by the school district
Stakeholder meetings	<ul style="list-style-type: none"> <input type="checkbox"/> Consultants facilitate the stakeholder meetings, recording the input <input type="checkbox"/> An online stakeholder input survey is created, the link is posted on the McPherson & Jacobson website and also provided to the district to post 	<ul style="list-style-type: none"> <input type="checkbox"/> Link to online stakeholder input form(s) is (are) posted on the school district website
Stakeholder meetings completed	<ul style="list-style-type: none"> <input type="checkbox"/> Consultant summarizes key themes and is sent to Home Office <input type="checkbox"/> The stakeholder input summary report is created 	<ul style="list-style-type: none"> <input type="checkbox"/> "Stakeholder Input Report" is posted on the school district website
2 nd board meeting	<ul style="list-style-type: none"> <input type="checkbox"/> Review stakeholder input summary report and provide copies to the district <input type="checkbox"/> The consultant guides the board in determining the following items <ul style="list-style-type: none"> o Interview questions o Length of contract, moving and interview expenses o Spouse/significant other's involvement in interview process o District Interview Schedule o Candidate Daily Interview Schedule <input type="checkbox"/> Interview questions are sent to Home Office to be formatted 	
Prior to 3 rd board meeting	<ul style="list-style-type: none"> <input type="checkbox"/> Applicant packets are reviewed by the consultants and reference checks are performed <input type="checkbox"/> Contact candidates on short list and verify their interest in the position <input type="checkbox"/> Meet with stakeholder group chairs to review schedule, procedures, and screen questions 	

Event	McPherson & Jacobson's Tasks	School District's Tasks
3 rd board meeting	<ul style="list-style-type: none"> <input type="checkbox"/> The consultant facilitates the board's <ul style="list-style-type: none"> <input type="checkbox"/> Review of the list of all applicants <input type="checkbox"/> Overview of candidates on short list <input type="checkbox"/> Selection of finalists <input type="checkbox"/> Finalizing of interview dates & schedule <input type="checkbox"/> Review of interview questions & procedures <input type="checkbox"/> Finalizing candidate & spouse/significant other arrangements <input type="checkbox"/> Contact finalists and schedule interview dates, review schedule, discuss compensation and contractual issues <input type="checkbox"/> Work with Point of Contact to coordinate interviews (transportation, lodging, interview locations, etc.) <input type="checkbox"/> Send Candidate Daily Interview Schedule to each finalist <input type="checkbox"/> Conduct criminal/financial/educational degree verification checks on finalists selected to be interviewed <input type="checkbox"/> Notify the applicants who were not selected to be interviewed 	<ul style="list-style-type: none"> <input type="checkbox"/> Assist with lodging arrangements and welcome gifts <input type="checkbox"/> Arrange for spouse/significant other tour
Interviews	<ul style="list-style-type: none"> <input type="checkbox"/> Call Point of Contact after 1st interview to learn how it went <input type="checkbox"/> Call 1st candidate to learn their perspective and how the interview went <input type="checkbox"/> Suggest any possible improvements <input type="checkbox"/> Be available for questions <input type="checkbox"/> Be present at interviews if request is made by school district (additional fee for this service) 	<ul style="list-style-type: none"> <input type="checkbox"/> One candidate per day <input type="checkbox"/> Board member greets each candidate upon arrival to district <input type="checkbox"/> Informal interview-social setting <input type="checkbox"/> Formal interview <input type="checkbox"/> Spouse/significant other's visitation is coordinated
Finalist selected and accepted	<ul style="list-style-type: none"> <input type="checkbox"/> Call and make offer to candidate <input type="checkbox"/> Verify acceptance <input type="checkbox"/> Call other finalists <input type="checkbox"/> Sends out letter of congratulations to candidate who was chosen 	<ul style="list-style-type: none"> <input type="checkbox"/> Board meets and discusses each candidate individually <input type="checkbox"/> Read input forms submitted by stakeholder input groups <input type="checkbox"/> Have each board member rank order candidates <input type="checkbox"/> Select minimum of #1 and #2 candidate <input type="checkbox"/> Call and make offer to candidate <input type="checkbox"/> Send interview forms and files to the Home Office <input type="checkbox"/> Board evaluates our services
Phase V	<ul style="list-style-type: none"> <input type="checkbox"/> Facilitate board and superintendent's identification of 2-3 performance objectives and evidence of progress the board will accept <input type="checkbox"/> Consultant reviews superintendent's plan 	<ul style="list-style-type: none"> <input type="checkbox"/> Superintendent creates plan with target objectives and timelines <input type="checkbox"/> Plan is sent to consultant to be reviewed <input type="checkbox"/> Board adopts plan

Stakeholder Involvement

Obtaining stakeholder input is an integral part of McPherson & Jacobson's search process. Since 1991, McPherson & Jacobson has conducted over 1,000 superintendent searches for school districts ranging from 10 to over 300,000 students. For each search, we have coordinated stakeholder input sessions. Besides meeting with stakeholder groups designated by the board, an online input survey is also available for those who cannot attend the meetings. After the meetings have been completed, the board will receive a written report with the findings of the meetings and online input.

Initial stakeholder input sessions

The consultants will meet with groups identified by the board to solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the characteristics they would like to see the new superintendent possess, and the issues facing the new superintendent. The results of these meetings are summarized by the consultants and presented to the board. The board chooses which groups it would like the consultants to meet with, but the most common groups include central office administrators, building administrators, teachers, classified staff, students, and community and business groups. The consultants will assist the board in choosing which groups it wishes to include. An online survey option will be provided to stakeholders who are unable to attend the scheduled meetings.

Meeting the candidates

A representative group of eight to twelve people will be selected to represent each of the groups identified by the board. The consultants will meet with a chairperson for each group to discuss their roles and responsibilities. The purposes of these groups are two-fold: one, to promote the school district and community to the candidate; and two, to form an impression of each candidate, which they will share with the board. The consultants will coach each group on how to conduct the meeting with each candidate and what questions they can or cannot ask. The consultants will also provide the chairpersons with a form in which, using group consensus, they will record their impressions of each candidate. The forms will be sealed in an envelope after meeting with each candidate and turned in to the district contact person. Upon completing the interview process with all candidates, the board will receive and open the forms from each group.

Process for Obtaining Staff Input

The consultants will meet with central office administrators, building administrators, teachers, classified staff, and students, to solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the

characteristics they would like to see the new superintendent possess, and the issues facing the new superintendent. The results of these meetings are summarized by the consultants and presented to the board.

Our normal protocol is to host meetings for the teachers and classified staff in the afternoon, right after school dismissal, to give the maximum opportunity for the staff to participate. Central office and building administrator meetings are scheduled at multiple locations to maximize the opportunities for their input. Student input sessions are not scheduled during class time, they are normally held during lunch breaks.

Process for Obtaining Parent and Community Input

The consultants will meet with parents and community stakeholders, to solicit their input into the selection process. Each group is asked to identify the strengths of the school district and community, the characteristics they would like to see the new superintendent possess, and the issues facing the new superintendent. The results of these meetings are summarized by the consultants and presented to the board.

Our normal protocol is to host meetings for the parents and community stakeholders in the evenings at multiple locations to allow as many stakeholders as possible to give their input.

Process for Including Ethnically Diverse Communities

McPherson & Jacobson will work with the district to determine the best practices to obtain input from ethnically diverse communities in the district. If in-person meetings are required, McPherson & Jacobson will work with the district to obtain the necessary translators.

At the request of the district, online surveys for multiple languages can be developed and posted.

Process for Obtaining Online Stakeholder Input

McPherson & Jacobson will create an online input survey to allow stakeholders unable to attend scheduled meetings to submit their input. At the request of the district, surveys for multiple languages can be developed and posted.

Cost Proposal for Franklin Public Schools

Investment for the Search

The fee for conducting the superintendent search is \$6,800 for Phases I-V.

Estimated Expenses \$3,080

- **Advertising**
 - *Posting on Nebraska Council of School Administrators*
 - *Posting on Teach in Nebraska*
 - *Expenses may increase if additional advertising or alternative advertising venues are chosen.*
- **Stakeholder Meetings**
 - One (1) day of in-person stakeholder meetings
 - Online stakeholder input surveys
 - Final report delivered to the board by email and one hard copy per board member, if requested
 - *If the district requests additional stakeholder input days, there will be an additional fee (negotiated between the district and the consultants) and additional expenses.*
 - *Depending on the languages selected for the surveys, there may be an additional fee charged for translating the results of the survey.*
- **Candidate Reviews/Information**
 - Video interviews of candidates (five (5) video interviews are included in the not to exceed amount)
 - Criminal/financial/degree verification background check for candidates chosen by the board for interviews (four (4) background checks are included in the not to exceed amount)
 - Assist in scheduling an on-site visitation to the finalist's home district (at the district's request).
- **Consultant Travel**
 - Travel expenses for consultant for scheduled trips to the school district (initial meeting with the board, stakeholder meetings, meeting to discuss the stakeholder input, meeting to present candidates to the board).
 - *Consultant travel expenses can be reduced if the district requests online meetings.*
- **Office Expenses**

The total not to exceed amount including expenses is \$9,880.

Interview expenses for the candidates are not included in this amount.

Additional Services Available

- **Attending Candidate Interviews**

If the board requests, McPherson & Jacobson's consultants will attend the candidate interview sessions for an additional fee (negotiated between the district and the consultant) plus expenses.

- **Creating a Brochure for the Vacancy**

If the board requests, McPherson & Jacobson will prepare a full-color two or four-page brochure to advertise the vacancy. The fees are \$250 for a two-page brochure and \$500 for a four-page brochure. The information for the brochure needs to be provided to the firm no later than three weeks prior to the closing date for applications.

- **Personality/Strengths Assessments Option**

If the board requests, personality strength tests can be completed for the candidates.

Birkman International Signature Reports can be obtained for the candidates the district chooses to interview. The estimated fee for this service is \$700 per candidate. The report received will

- Show the traits most expressed by a potential candidate.
- Provide insight into work styles and environmental preferences.
- Help you understand the projects and initiatives a candidate will likely prioritize.

- **Assistance in Hiring the Selected Candidate**

The fee will be based on an hourly negotiated rate.

- Assist the board in revising and updating the superintendent's job description.
- Assist the board in developing an effective contract.
- Provide assistance in negotiating the contract with the finalist.

- **Searches for Other Leadership Positions**

The fee will be based upon services selected.

McPherson & Jacobson can assist the district in filling additional leadership positions in your district (principals, central office, etc.). For these searches, we offer either a full search process, or we can assist the district with selected parts

of the search. Our consultants would be pleased to discuss the options with you. For some districts we have a blanket contract to assist the district with their leadership openings as they occur.

- **Leadership Team Resources**

The fee will be based upon services selected.

In addition to our Phase V, Establishing Superintendent Objectives, we can assist the district leadership team through additional services and workshops.

- Creating Board Operating Principles
- Goal Setting/Long-Range Planning
- Executive Coaching
- Meaningful Superintendent Evaluations

- **Strategic Planning**

The fee will be based upon services selected.

McPherson & Jacobson has partnered with Innovate K12 to offer districts a dynamic, comprehensive, Strategic Planning service.

InnovateK12 will utilize its suite of consultative, engagement, and analytics services to drive the Strategic Planning process in conjunction with District Leadership.

- InnovateK12 serves as the engine for district leadership and their internal and external outreach, offering an array of services—spanning the beginning to completion of the process, including using the new Strategic Plan as a dynamic resource for Continuous Improvement.
 - SWOT Analysis involving both internal and stakeholders.
 - Internal: Staff (classified/certified), students, leadership.
 - External: Parents, Residents, Business Community, Community Partners.
 - Evaluating previous/current Strategic Plan: Pre-Strategic Planning.
 - What worked and what didn't and why?
 - Challenges and barriers to successful implementation.
 - Data Analytics Reporting identifies the priorities as shared by internal and external stakeholders to pair with future strategic planning committee work.
 - Integration of Continuous Improvement processes.
 - Defining strategic priorities/challenges/objectives.
 - Crafting the Strategic Plan

McPherson & Jacobson Guarantees

Client Satisfaction

McPherson & Jacobson is committed to working with the school district until a superintendent is identified and hired. If a second round of candidate selection is necessary, the only cost to the district would be the additional expenses; there is not an additional fee.

If the board chooses to use our complete service, we will guarantee our process for **two (2) years**. If the person selected leaves the position, for whatever reason, within the guarantee period, we will repeat the process at no charge except actual expenses. *The guarantee is valid only if the board is comprised of a majority of the members who hired the superintendent (exceptions would be considered in situations of a placement's personal or family reasons for leaving).*

We are convinced that our process of identifying your most important selection criteria, meaningfully involving stakeholders, screening candidates against the criteria, and working with you during the critical first year, will ensure your search results in quality leadership for education excellence.

Price Match

McPherson & Jacobson, L.L.C. will match the search fee for a comparable level of services provided by the competitive bid.

Recruiting the Selected Candidate

McPherson & Jacobson consultants do not actively recruit administrators that have been placed in our searches. We would not have the retention rates for our placements if we recruited the administrators from our searches. Over the last five years, **almost eighty-five percent** of administrators are in the position for which they were hired. **Almost sixty percent** of administrators are still in the position for which they were hired within the past ten years. **Forty percent** of the administrators selected by governing boards within the past 15 years continue in the position for which they were hired.

Additional Information

McPherson & Jacobson, L.L.C. Nebraska Consultants

Dr. David Barker, Assistant Professor, Columbus

Dr. Jerry Ehlers, Consultant Emeritus, Retired Superintendent, Ainsworth

Dr. Paul Gausman, Superintendent, Lincoln

Dr. Randall Gilson, Superintendent, Blair

Dr. Derrick Joel, Assistant Superintendent, Norris School District, Firth

Dr. Steve Joel, National Recruiter, Retired Superintendent, Lincoln

Mr. Brandon Lavaley, Superintendent, Wahoo

Dr. Mike Lucas, Superintendent, Westside Comm. Schools, Omaha

Dr. Aaron Plas, Superintendent, Bennington

Mr. Darren Tobey, Superintendent, Broken Bow

Mr. Antwan Wilson, Professor/Educational Consultant, Lincoln

Mrs. Jennifer Worthington, Retired Administrator, Grand Island

Dr. Rob Winter, Retired Superintendent, Grand Island

Nebraska Searches Conducted by McPherson & Jacobson, L.L.C.

Year	District	City	Enrollment
2022/23	Nebraska Commissioner of Education	Lincoln	
2000/01	Adams Central Jr.-Sr. High School	Hastings	452
2003/04	Ainsworth Community Schools	Ainsworth	548
1997/98	Ainsworth Community Schools	Ainsworth	
2001/02	Allen Consolidated School District	Allen	225
2012/13	Alliance Public Schools	Alliance	1,700
2008/09	Alliance Public Schools	Alliance	1,737
1997/98	Alliance Public Schools	Alliance	2,300
2000/01	Alma Public Schools	Alma	371
2006/07	Anselmo-Merna Public Schools	Merna	257
1994/95	Anselmo-Merna Public Schools	Merna	170
2018/19	Arlington Public Schools	Arlington	660
1999/00	Arlington Public Schools	Arlington	597
1994/95	Arnold Public Schools	Arnold	
1997/98	Auburn Public Schools	Auburn	1,028
2016/17	Axtell Community School	Axtell	264
2011/12	Axtell Community School	Axtell	301
2003/04	Banner County Public School District	Harrisburg	168
1994/95	Banner County Public School District	Harrisburg	209
1997/98	Battle Creek Public Schools	Battle Creek	461
2012/13	Beatrice Public Schools	Beatrice	2,200
1999/00	Beatrice Public Schools	Beatrice	2,320
2011/12	Blair Community Schools	Blair	2,400
2008/09	Blair Community Schools	Blair	2,416
1994/95	Bloomfield Community Schools	Bloomfield	435
2004/05	Boone Central Schools	Albion	654
2013/14	Bridgeport Public Schools	Bridgeport	500
2007/08	Bridgeport Public Schools	Bridgeport	510
2003/04	Bridgeport Public Schools	Bridgeport	533
1998/99	Bridgeport Public Schools	Bridgeport	580
2014/15	Broken Bow Public Schools	Broken Bow	810
2001/02	Brunning-Davenport Unified School District	Davenport	208
2013/14	Central City Public Schools	Central City	690
2001/02	Central City Public Schools	Central City	800
2006/07	Centura Public School	Cairo	550
2017/18	Centura Public Schools	Cairo	486
2022/23	Centura Public Schools	Cairo	500

Year	District	City	Enrollment
2003/04	Chadron Public Schools	Chadron	866
2009/10	Chambers Public School	Chambers	203
2004/05	Chambers Public School	Chambers	203
2017/18	Chase County Schools	Imperial	620
1994/95	Clarks Public Schools	Clarks	
2023/24	Columbus Public Schools	Columbus	4,159
2009/10	Columbus Public Schools	Columbus	3,600
1997/98	Crawford Public Schools	Crawford	270
2014/15	Creek Valley Public Schools	Chappell	252
2015/16	Crete Public Schools	Crete	1,800
2005/06	Crete Public Schools	Crete	1,465
1998/99	David City Public Schools	David City	597
1996/97	Doniphan Public Schools	Doniphan	
2020/21	Doniphan-Trumbull Public School	Doniphan	426
2017/18	Doniphan-Trumbull Public School	Doniphan	465
2005/06	Doniphan-Trumbull Public School	Doniphan	517
2004/05	Dorchester Public Schools	Dorchester	218
1994/95	Dorchester Public Schools	Dorchester	251
2004/05	Douglas County West Community Schools	Waterloo	720
2011/12	Dundy County Stratton Public Schools	Benkelman	403
1992/93	Elba Public Schools	Elba	141
1998/99	Elkhorn Valley School District No. 80	Tilden	483
1997/98	Elm Creek Public Schools	Elm Creek	358
1997/98	ESU #11--Executive Director	Holdrege	
2007/08	ESU #13--Executive Director	Scottsbluff	14,400
2001/02	ESU #6--Executive Director	Milford	12,850
2011/12	ESU #8--Executive Director	Neligh	
1998/99	ESU #9--Executive Director	Hastings	
2003/04	Eustis-Farnam School District	Eustis	252
2014/15	Fairbury Public Schools	Fairbury	901
1997/98	Fairbury Public Schools	Fairbury	1,068
1994/95	Fairmont Public Schools	Fairmont	
2009/10	Franklin Public Schools	Franklin	350
2002/03	Franklin Public Schools	Franklin	350
1999/00	Franklin Public Schools	Franklin	350
2000/01	Fremont High School (principal)	Fremont	1,350
2005/06	Garden County Public Schools	Oshkosh	289
1994/95	Geneva Public Schools	Geneva	
2000/01	Gering Public Schools	Gering	1,828
2016/17	Gibbon Public Schools	Gibbon	598
2003/04	Gibbon Public Schools	Gibbon	545

Year	District	City	Enrollment
2000/01	Gothenburg Public Schools	Gothenburg	860
2015/16	Grand Island Public Schools	Grand Island	9,607
2010/11	Grand Island Public Schools	Grand Island	8,820
1996/97	Guide Rock Public Schools		
2018/19	Hastings Public Schools	Hastings	3,740
2000/01	Hastings Public Schools	Hastings	3,327
1994/95	Hemingford Public Schools	Hemingford	475
1998/99	Hershey Public Schools	Hershey	476
2004/05	Holdrege Public Schools	Holdrege	943
1999/00	Humboldt Public Schools	Humboldt	
2002/03	Humphrey Public Schools	Humphrey	222
2000/01	Kearney Public Schools	Kearney	4,526
2012/13	Kimball Public Schools	Kimball	543
2008/09	Lakeview Community Schools	Columbus	200
2008/09	Lakeview Community Schools	Columbus	750
2008/09	Laurel-Concord Public Schools	Laurel	351
2015/16	Learning Community of Douglas and Sarpy Counties	Omaha	
2000/01	Leigh Community Schools	Leigh	288
2005/06	Lexington Public Schools	Lexington	2,762
2000/01	Lexington Public Schools	Lexington	2,519
2000/01	Lodgepole Public Schools	Lodgepole	163
2011/12	Logan View Public Schools	Hooper	527
2003/04	Logan View Public Schools	Hooper	634
2004/05	Madison Public Schools	Madison	566
1998/99	Madison Public Schools	Madison	584
2001/02	McCook Public Schools	McCook	1,401
1997/98	McCook Public Schools	McCook	1,597
2013/14	Meridian Public Schools	Daykin	200
2010/11	Meridian Public Schools	Daykin	200
2006/07	Meridian Public Schools	Daykin	200
2003/04	Morrill Public Schools	Morrill	457
2010/11	Mount Michael Benedictine--Head of Schools	Elkhorn	200
1998/99	Mullen Public Schools	Mullen	194
2022/23	Nebraska Commissioner of Education	Lincoln	
1996/97	Neligh-Oakdale, NE	Neligh	538
2002/03	Newcastle Public Schools	Newcastle	175
2009/10	Norris School District 160	Firth	2,040
2011/12	North Platte Public Schools	North Platte	4,100
1997/98	Ord Public Schools	Ord	622
2019/20	Palmyra Bennet District OR-1 Schools	Palmyra	581

Year	District	City	Enrollment
1997/98	Palmyra District OR 1	Palmyra	244
2015/16	Pawnee City Public Schools	Pawnee City	297
2008/09	Pawnee City Public Schools	Pawnee City	280
1996/97	Paxton Consolidated Schools	Paxton	
2004/05	Pender Public Schools	Pender	353
2001/02	Plattsmouth Community School District	Plattsmouth	1,678
2014/15	Potter-Dix Public Schools	Potter	191
2022/23	Ralston Public Schools	Ralston	4,000
1997/98	Ralston Public Schools	Ralston	3,000
1997/98	Randolph Public Schools	Randolph	
1996/97	Red Cloud Community Schools	Red Cloud	
1992/93	Rising City Public Schools	Rising City	120
1999/00	Rushville Public Schools--District I & VI	Rushville	273
1996/97	Sandy Creek Public Schools		500
1999/00	Schuyler Central Public Schools	Schuyler	
2003/04	Scottsbluff Public Schools	Scottsbluff	2,700
1992/93	Scribner-Synder Community Schools	Scribner	382
2016/17	Seward Public Schools	Seward	1,406
2019/20	Shelton Public Schools	Shelton	300
2015/16	Shelton Public Schools	Shelton	300
2010/11	Shelton Public Schools	Shelton	300
1994/95	Shelton Public Schools	Shelton	362
2006/07	Silver Lake Public Schools	Roseland	254
2017/18	South Central Nebraska Unified #5	Fairfield	681
2000/01	South Central Nebraska Unified School District #5	Fairfield	1,249
2009/10	South Sioux City Community Schools	South Sioux City	3,800
1998/99	South Sioux City Community Schools	South Sioux City	3,130
2016/17	Southern Public Schools	Wymore	395
2000/01	Stanton Community Schools	Stanton	454
2020/21	Summerland Public Schools	Ewing	402
1994/95	Sumner-Eddyville-Miller Public School	Sumner	201
2017/18	Superior Public Schools	Superior	435
1995/96	Superior Public Schools	Superior	
2010/11	Tekamah-Herman Community Schools	Tekamah	579
2002/03	Tri County Public Schools	DeWitt	480
2013/14	Twin River Public Schools	Genoa	480
1999/00	Valentine Rural High School	Valentine	280
1997/98	Wahoo Public Schools District #39	Wahoo	865
1997/98	Wakefield Community Schools	Wakefield	467

Year	District	City	Enrollment
2016/17	Waverly School District 145	Waverly	1,920
1997/98	Wayne Community Schools	Wayne	934
1999/00	Weeping Water Public Schools	Weeping Water	435
2003/04	West Point Public Schools	West Point	694
2010/11	Westside Community Schools	Omaha	5,990
1997/98	Wheeler Central Schools	Bartlett	
2023/24	Wilber Clatonia Public Schools	Wilber	624
2009/10	Wilber Clatonia Public Schools	Wilber	553
2002/03	Wilber-Clatonia Public Schools	Wilber	548
2000/01	Wisner-Pilger Public Schools	Wisner	518
2013/14	Wood River Rural Schools	Wood River	549
1999/00	York Public Schools	York	1,400
2014/15	Yutan Public Schools	Yutan	477

What Board Members Say About the Services of McPherson & Jacobson, L.L.C.

July 2018

McPherson & Jacobson was always reachable and responsive. They took the time to acclimate themselves with our culture, and take the time to understand the needs of our school district as well as our community and teachers. This resulted in their ability to connect us with candidates who met our needs. By the number of highly qualified candidates they presented, it was clear that they took the time to listen and really understand what we were looking for.

Their partnership in this process was greatly appreciated, I personally would highly recommend them as your next partner when embarking on a superintendent search.

Teresa Grabowski
Centura Public School
Cairo, Nebraska

From: Zweiback, Rose [<mailto:zweibackr@unmc.edu>]
Sent: Monday, November 05, 2012 8:25 AM
To: Thomas Jacobson, Ph.D.
Subject: Testimonial

Working with McPherson & Jacobson made our superintendent search a smooth and organized process. Our consultants were our partners. We set the parameters and the goals and they provided the expertise. We wanted the search to invite input from our stakeholders and involve them as much as possible. At the same time, the board had full responsibility for the selection.

I found the consultants from McPherson & Jacobson to be outstanding professionals who provided services of the highest quality. They presented our board with a slate of excellent candidates and then let us do the work of interviewing and selecting the best choice for our district. We appreciated their work, especially the follow-up services in setting evaluation goals for our new superintendent.

I heartily endorse McPherson & Jacobson.

Rosie Zweiback

Vice President

Westside Community Schools Board of Education

Rzweiback@weatside66.org

FRANKLIN PUBLIC SCHOOLS

Franklin, Nebraska
Superintendent Search

EXAMPLE SEARCH CALENDAR #1

****Prior to Thanksgiving****

<u>Date</u>	<u>Time</u>	<u>Event</u>
September (Week of 9th)		Board of Education Meeting #1 ** establish search criteria, advertising plan, create press release, finalize timeline, inside/out communication, community/staff involvement, etc.
September 16 – October 28		Advertise the Position
October (Week of 14th)		School/Community Input Meetings
October (Week of 14th)		Board of Education Meeting #2 <ul style="list-style-type: none">● Review School/Community Input Meetings● Interview Questions, Schedule, & Procedures<ul style="list-style-type: none">○ Two interviews per day? Meals? Etc.○ Mileage/lodging for interviews?● Salary Array/Contract/Housing● Spouses/families on interviews?
October 28th		Application Deadline – Closing Date
November (Week of 11th)		Board of Education Meeting #3 (SELECT FINALISTS)
November (Week of 18th)		Interviews (2 per day)
November 21/22		Special meeting to approve new hire

FRANKLIN PUBLIC SCHOOLS

Franklin, Nebraska
Superintendent Search

EXAMPLE SEARCH CALENDAR #2

****Prior to Christmas****

<u>Date</u>	<u>Time</u>	<u>Event</u>
October (Week of 8th)		Board of Education Meeting #1 ** establish search criteria, advertising plan, create press release, finalize timeline, inside/out communication, community/staff involvement, etc.
October 17 – November 20		Advertise the Position
October (Week of 28th)		School/Community Input Meetings
November (Week of 6th)		Board of Education Meeting #2 Review School/Community Input Meetings <ul style="list-style-type: none">● Interview Questions, Schedule, & Procedures<ul style="list-style-type: none">○ Two interviews per day? Meals? Etc.○ Mileage/lodging for interviews?● Salary Array/Contract/Housing● Spouses/families on interviews?
November 20 th		Application Deadline – Closing Date
December (Week of 9th)		Board of Education Meeting #3 (SELECT FINALISTS)
December (Week of 16th)		Interviews (2 per day)
December 19th/20th		Special meeting to approve new hire