

Centura Board of Education Regular Meeting
Monday, January 12, 2026 6:00 PM
Centura Public Schools: District Board Room
201 N. Hwy 11
Cairo, NE 68824

Agenda

1. Opening The Meeting:
 - 1.1. Call to order: The regular January Meeting of the Centura Public Schools' Board of Education is called to order on Monday January 12, 2026, at _____ P.M. in the Board Room 201 Highway 11, Cairo, NE 68824.
 - 1.2. Pledge of Allegiance and Recognition of Nebraska Open Meetings Act.
 - 1.3. Roll Call of Board Members:
 - 1.3.1. Motion to excuse or not excuse absent Board Members.
 - 1.4. Centura Vision Statement: A Community About Students, Excellence and Innovation!
 - 1.5. Centura Mission Statement: Centura and its collaborative partners are an innovative community empowering all students to be successful today and in the future.
2. Approval of the Agenda.
3. Election of Board President.
4. Election of Board Vice President.
5. Election of Board Secretary.
6. Election of Board Treasurer.
7. Appointment of Board Recording Secretary.
8. Recognition of visitors and public comment per Centura Public Schools Policy No. 2009.
9. Discuss, consider and take all necessary action to appoint members to standing committees.
 - 9.1. Appoint members to the Facility, Finance and Transportation Committee.
 - 9.2. Appoint members to the Staff and Community Relations Committee.
 - 9.3. Appoint of members to the Curriculum, Instruction, Assessment and Americanism Committee.
 - 9.4. Appoint members to the Negotiations Committee.
10. Annual Review of Policy:
 - 10.1. Policy 2002 Organization of the Board, Board Officers, Check Signing and Committees
 - 10.2. Policy 2005 Conflict of Interest
 - 10.3. Policy 2006 Complaint Procedure
 - 10.4. Policy 2012 Board Code of Ethics
 - 10.5. Policy 2013 Violation of Board Ethics
11. Discuss monthly financial reports:
12. Approval of Consent Agenda:
 - 12.1. Minutes from previous month's meeting(s):
 - 12.2. General Fund Claims Total: \$659,167.65 (Payables = \$112,995.14; Payroll = \$546,172.51)
 - 12.3. Building Fund Claims Total: \$3,400.00
 - 12.4. Depreciation Fund Claims Total: \$0.00
13. Information Items: Reports
 - 13.1. Building Principals & Dean/AD Collaborative Written Report.

- 13.2. Superintendent Report:
- 13.3. Board President Report:
- 13.4. Board Committee Reports:
 - 13.4.1. Facilities, Finance and Transportation Committee:
 - 13.4.2. Negotiations Committee:
14. Action Items:
 - 14.1. Human Resources:
 - 14.1.1. Approval of certified staff resignation(s).
 - 14.1.2. Approval of certified staff contract(s).
 - 14.2. Discuss, consider and take all necessary action to appoint Dr. Kaela Heneger as an authorized representative for management of federal and state programs for Centura Public Schools.
 - 14.3. Discuss, consider and take all necessary action to appoint Dr. Kaela Henger as the Centura School District's Title IX Coordinator and Title IX Compliance Coordinator, as per Board Policy 3057.
 - 14.4. Discuss, consider and take all necessary action to designate all Centura Public School District Depository Banks.
 - 14.5. Discuss, consider, and take all necessary action to designate the newspaper(s) of general circulation for legal notices.
 - 14.6. Discuss, consider and take all necessary action on the purchase of new goal posts in preparation for 8-man football starting in the fall of 2026.
 - 14.7. Discuss, consider and take all necessary action on a mid-school year activity fund money transfer.
 - 14.8. Discuss, consider and take all necessary action on Activity Bus #16 repairs.
 - 14.9. Discuss, consider and take all necessary action regarding the adoption of the 2026/2027 district calendar.
 - 14.10. Discuss, consider, and take all necessary action on the 2026/2027 Negotiated Agreement between the Centura Public School District and the Centura Education Association.
15. Discussion/Information Items:
 - 15.1. Discussion of Notice of Non-Compliance with Title 92 NAC Rule 10 letter.
 - 15.2. Update on Spanish Language teacher staffing.
16. Advanced Planning:
 - 16.1. Next Meeting date and time:
 - January 21, 2026 Board Work Session 5:30pm
 - January 29, 2026 Steering Committee Meeting 7:30pm
 - February 9, 2026 Committee of the Whole (Policy Review) 5pm
 - February 9, 2026 Regular Monthly Board Meeting 6pm
17. Meeting Adjournment.

2002
Organization of the Board, Board Officers, Check Signing, and
Committees

1. Membership, Term and Election

- a. The Board of Education shall be comprised of six members who will be elected at large.
- b. Those who wish to serve on the board shall file, be elected, and serve terms of office on the board according to law.

2. Internal Organization and Officers

a. President

- i. At the regular January meeting, the board shall elect from among its members a president who shall serve in that capacity for one year.
- ii. The president shall preside at all board meetings, and shall perform such other duties as may be prescribed by law or by action of the board.

b. Vice President

- i. At the regular January meeting, the board shall elect from among its members a vice president who shall serve in that capacity for one year.
- ii. The vice president shall preside in the absence of the president, and shall perform such other duties as are assigned by the board.

c. Secretary

- i. At the regular January meeting, the board shall elect a secretary who need not be a member of the board. The secretary shall serve in that capacity for one year. If the secretary is a member of the board, a Board Appointed Recording secretary will be named and his or her duties set by the board (see d).

- ii. The secretary shall see that an accurate record of the proceedings of the board is kept, that a copy of the proceedings is provided to each board member and to the superintendent, and that a concise summary of each month's meeting is published along with a list of all approved claims. The secretary shall perform such other duties as are prescribed by law and assigned by the board.

d. Board Appointed Recording Secretary

- i. The Board Recording Secretary may be appointed from employees, usually the Business Manager or administrative assistant to the superintendent.

- ii. It shall be the responsibility of the Board Recording Secretary, as custodian of school district records, to preserve and maintain the records and documents pertaining to the business of the board; to keep complete minutes of special and regular board meetings; to cause the meeting minutes and a list of all approved claims to be published; to keep a record of the results of regular and special elections; to keep an accurate account of school funds; and to complete and maintain the annual school census. The secretary will maintain the board electronic copies of policies and administrative regulations in current status and advise the board of policies previously adopted which affect items on the agenda requiring policy consideration. The board secretary is also responsible for filing the required reports with the Nebraska Department of Education.

- iii. It shall also be the responsibility of the Board Recording Secretary and Superintendent to receive the funds collected for the district by the county treasurer, to pay out the funds for expenses approved by the board, to maintain accurate accounting records for each fund, and to manage district's investments for the maximum benefit to the district, to report monthly and annually the status of all district funds and investments, and to file required reports with the appropriate state agencies and other entities.

e. Treasurer

- i. At the regular January meeting, the board shall elect, employ, or appoint a treasurer who need not be a member

of the board if permitted by law. The treasurer shall serve in that capacity for one year, unless the board designates a longer term for the treasurer.

- ii. The treasurer may be designated to sign checks and certain other documents. The treasurer is the custodian of the monies of the district.
- iii. The treasurer shall give bond or equivalent insurance coverage payable to the district as prescribed by law with the cost of the bond being paid by the district.
- iv. The treasurer shall issue no warrant of payment of claim against the district until such claim has been duly authorized.

3. Signing and Authorizing Checks, Warrants, and other Instruments.

- a. Unless otherwise delegated by the board, the president and secretary of the board shall sign checks, warrants, and other instruments of the district.
- b. The board may delegate another person to sign and validate any checks, warrants, and other instruments. Facsimile signatures of board members may be used.
- c. The board delegates that the vice president or treasurer may sign any warrant in the absence of either the president or the secretary.

4. Board Officer Voting and Tie Breakers

- a. The vote to elect board officers may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.
- b. In the event any officer cannot be elected by a majority after 10 votes; no votes occur after ten motions fail for lack of a "second,"; or no member volunteers to serve as an officer for a particular position, the tie will be broken by the applicable method:

- i. If the board is split between two members, the officer will be determined by coin flip. The winning member will be the officer for the upcoming year unless the position changes by action of the board.
- ii. If the board is split between more than two members who wish to serve as the officer, any member wanting to serve as the officer will put his or her name into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.
- iii. If no member is willing to serve as an officer for a position which is required to be a member of the board, all non-officers' names will be put into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.

5. Committees

- a. The board shall authorize such special committees as it deems necessary. The board president shall appoint members to the committee, and designate its function, tasks it is to perform, and a completion date for its work.
- b. On or before the beginning of each calendar year, the board shall appoint three members to form a Committee on American Civics. The committee's duties shall be those prescribed by Nebraska statutes, which include:
 - i. Hold no fewer than two public meetings annually, at least one when public testimony is accepted;
 - ii. Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
 - iii. Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted pursuant to section 79-760.01 and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
 - iv. Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who

played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education as set forth in sections 79-719 to 79-723 in order to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;

- v. Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;
- vi. Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted pursuant to section 79-760.01;
- vii. Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
 - 1. Administration of a written test that is identical to the entire civics portion of the naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or
 - 2. Attendance or participation between the commencement of eighth grade and completion of twelfth grade in a meeting of a public body as defined by section 84-1409 followed by the completion of a project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or
 - 3. Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event commemorated by a holiday listed in section 79-724(6) or on a topic related to such person or persons or event;

- viii. Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

6. Vacancies

- a. A vacancy on the board of education shall exist when any one of the following occurs:
 - i. A member submits his or her formal resignation from the board.
 - ii. A member removes himself or herself from the district or is absent from the district for a continuous period of sixty days.
 - iii. A member misses more than two consecutive regular board meetings unless excused by a majority of the remaining members.
 - iv. Such other reasons as are set forth in Nebraska statutes.
- b. The board shall make note the vacancy in its minutes and shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term to (1) the election commissioner or county clerk, and (2) the public by published notice in a newspaper of general circulation in the district.
- c. Vacancies shall be filled in the manner set forth in Nebraska statutes.

Adopted on: June 17, 2024

Revised on: _____

Reviewed on: January 13, 2025

2005 Conflict of Interest

Any member of the board of education who meets the conditions set forth in this policy shall be deemed to have a business or financial conflict of interest.

1. Definitions. For purposes of this policy:
 - a. Business with which a board member is associated shall include the following:
 - (1) A business in which the board member or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.
 - (2) A business in which the board member or a member of his or her immediate family is a stockholder in a closed corporation with stock worth one thousand dollars or more, or the board member or his or her immediate family owns more than a five percent equity interest or is a stockholder of publicly traded stock worth more than ten thousand dollars or more at fair market value, or which represents more than ten percent equity interest. This shall not apply to publicly traded stock under a trading account if the board member reports the name and address of the company and stockbroker.
 - b. A business association shall be defined to include an individual as a partner, limited liability company member, director or officer, or a business in which the individual or member of the immediate family is a stockholder.
 - c. Immediate family member or member of the immediate family shall mean a child residing in an individual's household, a spouse of an individual, or an individual claimed by that individual or that individual's spouse as a dependent for federal income tax purposes.
2. Contracts with the School District.
 - a. No board member or member of his or her immediate family shall enter into a contract valued at two thousand dollars or more, in

any one year, with this school district unless the contract is awarded through an open and public process that (1) includes prior public notice and (2) allows the public to inspect during the school district's regular office hours the proposals considered and the contract awarded. Board members who enter into employment contracts with the school district must also comply with the board's policy on the employment of board members.

- b. The existence of any conflict of interest in any contract in which the board member has an interest and in which the school district is a party, or the failure to make public the board member's interest known, may render a contract null and void.
- c. The prohibition of a conflict of interest or requirement for the board member to make public notice shall apply when the board member, or his or her parent, spouse, or child has a business association with the business involved in the contract or will receive a payment, fee, or commission as a result of the contract.
- d. The prohibition in this section does not apply if the contract is an agenda item approved at a board meeting and the board member:
 - (1) Makes a declaration on the record to the school board regarding the nature and extent of his or her interest prior to official consideration of the contract;
 - (2) Does not vote on the matters of granting the contract, making payments pursuant to the contract, or accepting performance of work under the contract, or similar matters relating to the contract, except that if the number of members of the school board declaring an interest in the contract would prevent the board with all members present from securing a quorum on the issue, then all members may vote on the matters; and
 - (3) Does not act for the school board as to inspection or performance under the contract in which he or she has an interest.

3. Contracts with Board Member's Immediate Family.

- a. If a person in a board member's immediate family is an employee of this school district, the board member may vote on all issues of a contract which are generally applicable to:
 - (1) All district employees.
 - (2) All employees within a specific classification but which does not single out the member of his or her immediate family.

4. Employing Members of the Immediate Family.

- a. A board member may recommend for employment or supervise the employment of an immediate family member if:
 - (1) The board member does not abuse his or her position.
 - (2) Abuse of official position shall include, but not be limited to, employing an immediate family member:
 - (i) who is not qualified for and able to perform the duties of the position;
 - (ii) for any unreasonably high salary;
 - (iii) who is not required to perform the duties of the position.
 - (3) The board makes a reasonable solicitation and consideration of applications for employment.
 - (4) The board member makes a full disclosure on the record to the governing body of the school district and to the secretary of the board. If the secretary of the board of education would be the individual filing the disclosure statement, the statement shall be filed with the president of the board of education.
 - (5) The board approves the employment or supervisory position.

b. The board has not terminated the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.

5. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment

a. No board member shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:

(1) a public official, public employee, or candidate.

(2) a member of the immediate family of an individual listed in Subparagraph 'a' above.

(3) a business with which an individual listed in Subparagraph (1) or (2) above is associated.

b. No board member shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the board member would thereby be influenced.

c. A board member shall not use or authorize the use of his or her public office or any confidential information received through the holding of a public office to obtain financial gain, other than compensation provided by law, for himself or herself, a member of his or her immediate family, or a business with which he or she is associated.

d. A board member shall not use personnel, resources, property, or funds under his or her official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items, other than compensation provided by law, for personal financial gain.

6. Conflict of Interest Relating to Campaigning or Political Issues

a. Except as provided below, the board shall not authorize the use of personnel, property, resources, or funds under its jurisdiction for the purpose of campaigning for or against the nomination or

election of a candidate or the qualification, passage, or defeat of a ballot question.

- b. This does not prohibit the board from making school district facilities available to a person for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions for use.
- c. This does not prohibit the board from discussing and voting upon a resolution supporting or opposing a ballot question.
- d. This does not prohibit the board, while legally seated as a body, from responding to specific inquiries by the press or the public as to the board's opinion regarding a ballot question or from providing information in response to a request for information.
 - (1) The President will speak on behalf of the Board or may designate one or more members of its body, or one or more of its school administrators, to speak on behalf of the board on specific occasions such as public meetings, legislative hearings, or concerns of patrons.
 - (2) Any member of the board may present his or her personal opinion regarding a ballot question or respond to a request for information related to a ballot question; but in so doing, the person should clearly state that the information being presented is his or her personal opinion and is not to be considered as the official position or opinion of the board. However, this shall not be done during a time that the individual is engaged in his or her official duties.

7. Conflict of Interest Statement

- a. Any board member who would be required to take any action or make any decision in the discharge of his or her official duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of

such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

- (1) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;
- (2) Deliver a copy of the statement to the school board secretary who shall enter the statement onto the school district's public records; and
- (3) Abstain from participating or voting on the matter in which he or she has a conflict of interest.

b. If the board member would like a formal opinion from the NADC as to whether there is an actual conflict of interest, he/she shall deliver a copy of the statement to the NADC.

8. Recordkeeping

a. The board appointed recording secretary shall maintain a separate record of the following information for every contract entered into by the school board in which a board member has an interest and for which disclosure was made pursuant to section 2d of this policy:

- (1) The names of the contracting parties.
- (2) The nature of the interest of the board member in question.
- (3) The date that the contract was approved.
- (4) The amount of the contract.
- (5) The basic terms of the contract.

b. The information supplied relative to the contract shall be provided no later than ten (10) days after the contract has been signed by both parties. The ledger kept by the board appointed recording secretary shall be available for public inspection during normal working hours of the office in which it is kept.

9. Conflict. To the extent that there is a conflict between this policy

and the Nebraska Political Accountability and Disclosure Act ("Act"),
the Act shall control.

Adopted on: June 17, 2024

Revised on: _____

Reviewed on: January 13, 2025

2006 Complaint Procedure

Good communication helps to resolve many misunderstandings and disagreements. This complaint procedure applies to complaints unless the complaint is subject to a different procedure required by law, policy or contract. Individuals who have a complaint should discuss their concerns with appropriate school personnel in an effort to resolve problems at the lowest level of the chain of command. When those efforts do not resolve matters satisfactorily, including matters involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age, a complainant should follow the procedures set forth in any specific policy addressing those areas or the procedures set forth below. Allegations of sex discrimination covered by Title IX will be addressed through the board's Title IX policy.

References to "coordinator" in this policy refer to the board-designated coordinator for the applicable area, such as the Section 504 Coordinator for allegations of disability-based discrimination.

Under this policy, factual conclusions will be based on a preponderance of the evidence.

Complaint and Appeal Process.

1. The first step is for the complainant to speak directly to the person(s) with whom the complainant has a concern. For example, a parent who is unhappy with a classroom teacher should initially discuss the matter with the teacher. However, the complainant should skip the first step if complainant reasonably believes speaking directly to the person would subject complainant or complainant's student to discrimination or harassment.
2. The second step is for the complainant to speak to the building principal, coordinator, superintendent, or president of the board of education, as set forth below. Anyone with questions about the appropriate person to speak with may request clarification from the superintendent.
 - a) Complaints about the operation, decisions, or personnel within a building should be submitted to the principal of the building.

- b) Complaints about the operations of the school district or a building principal should be submitted in writing to the superintendent of schools.
 - c) Complaints about the superintendent of schools should be submitted in writing to the president of the board of education.
 - d) Complaints involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age may be submitted to the applicable coordinator. Complaints involving discrimination or harassment may also be submitted at any time to the Office for Civil Rights, U.S. Department of Education: by email at OCR.KansasCity@ed.gov; by telephone at (816) 268-0550; or by fax at (816) 268-0599.
3. When a complainant submits a complaint to an administrator or coordinator, the administrator or coordinator shall first determine whether another applicable procedure is required by policy or law and if so, direct the complaint to the appropriate person to follow that procedure. If not, the administrator or coordinator will promptly and thoroughly investigate the complaint, and shall:
- a) Determine whether the complainant has discussed the matter with the respondent.
 - 1) If the complainant has not, urge the complainant to discuss the matter directly with the respondent, if appropriate.
 - 2) If the complainant refuses to discuss the matter with the respondent, the administrator or coordinator shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.
 - b) Strongly encourage the complainant to reduce his or her concerns to writing.
 - c) Interview the complainant and, if necessary, the respondent against whom the complaint is filed, to determine:
 - 1) All relevant details of the complaint;

- 2) All witnesses and documents which the complainant believes support the complaint;
 - 3) The action or solution which the complainant seeks.
 - d) Respond to the complainant. If the complaint involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the administrator or coordinator receives the complaint.
4. If either the complainant or the respondent is not satisfied with the decision, he or she may appeal the decision to the superintendent. The superintendent may assign a qualified designee to hear any appeal.
 - a) The appeal must be in writing.
 - b) This appeal must be received by the superintendent no later than three (3) calendar days from the date of the decision.
 - c) For complaints addressed through other applicable procedures that do not include a separate investigatory process, the superintendent will investigate as he or she deems appropriate.
 - d) The superintendent will prepare a written decision and provide it to the complainant and any other person entitled by law to receive the appeal decision. For complaints involving discrimination or harassment, the superintendent shall submit the decision within 180 calendar days after the superintendent received complainant's written appeal. Appeals to the superintendent from complaints involving discrimination or harassment are final once the superintendent delivers the written decision, as are all other appeals/complaints to the superintendent unless the complaint can be appealed on the limited grounds to appeal to the board below.
5. The board's role is to set policy, establish and implement a budget, and evaluate the superintendent. The board does not manage the daily operations of the school district entrusted to its administration unless required by law or policy. Because of the board's statutory roles, it does not hear complaints or appeals that

may involve oversight or discipline of students, staff, or others, unless those involve allegations against the superintendent as discussed below. The board does not hear complaints or appeals based on allegations of discrimination or harassment unless otherwise required by law. The board will hear appeals only in the following circumstances:

- a) When the complaint is about a board policy, not implementation of the policy;
- b) When the complaint involves the budget or school expenditures that have been or must be approved by the board; or
- c) When the board is required by law, policy, or contract to hear a complaint or appeal.

If a complaint involves those limited grounds and a party is not satisfied with the superintendent's decision regarding the complaint or appeal, he or she may appeal the decision to the board.

- d) This appeal must be in writing.
- e) This appeal must be received by the board president no later than ten (10) calendar days from the date the superintendent communicated the decision to the complainant.
- f) This policy allows, but does not require the board to receive statements from interested parties and witnesses relevant to the complaint or appeal. However, all matters involving discrimination or harassment allegations against the superintendent shall be promptly and thoroughly investigated by the board president or a designee.
- g) The board president will notify the complainant and any other person legally required to receive the decision in writing of the decision. If the complaint involves discrimination or harassment allegations against the Superintendent, the board president shall submit the decision within 180 calendar days after receiving the written appeal.
- h) There is no appeal from any decision of the board unless authorized by law.

6. Formal complaints about the superintendent shall be filed with the president of the board. However, complaints about the superintendent do not include disagreement with the superintendent's decision on appeal based on a complaint of discrimination, harassment, or action of any other employee who is not the superintendent. Upon receipt of a complaint, the board president or his or her designee shall promptly and thoroughly investigate the complaint, and shall:
 - a) Coordinate with school district staff, other than the superintendent, to determine if another procedure in policy or law requires the complaint against the superintendent to follow another procedure. If so, the board president will coordinate handling the complaint through that procedure. If another procedure applies, such as in the case of allegations of sex discrimination against the superintendent, the board president or, at his or her discretion, the full board will serve only to hear any appeal by a party to the complaint.
 - b) Determine whether the complainant has discussed the matter with the superintendent.
 - 1) If the complainant has not, the board president or designee will urge or require the complainant to discuss the matter directly with the superintendent, if appropriate or required.
 - 2) If the complainant refuses to discuss the matter with the superintendent, the board president shall, in his or her sole discretion, determine whether the complaint should or must be pursued further.
 - c) Determine, in his or her sole discretion, whether to place the matter on the board agenda for consideration at a regular or special meeting by the full board.
 - d) Respond to the complainant or appeal. If the complaint or appeal involves discrimination or harassment, the response shall be in writing and shall be submitted within 180 calendar days after the president received the complaint.

- e) Appoint or contract with other individuals qualified to assist the board through this process or any other applicable procedure used to address allegations against the superintendent.

No Retaliation. The school district prohibits retaliation against any person for filing a complaint or for participating in the complaint procedure in good faith.

Special Rules Regarding Educational Services and Related Services to Students with Disabilities. Students with disabilities and their families have specific rights outlined in state and federal law, including administrative processes by which they may challenge the educational services being provided by the school district. Therefore, the appeal process contained in this policy may not be used to challenge decisions made by a student's individualized education plan (IEP) team or 504 team.

Complaints about the educational services provided a student with a disability, including but not limited to services provided to a student with an IEP, access to curricular and extracurricular activities, and educational placement must be submitted to the school district's Director of Special Education. The Director of Special Education will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of IDEA Parental Rights promulgated by the Nebraska Department of Education.

Complaints about the educational services provided a student with a disability pursuant to a Section 504 plan must be submitted to the school district's 504 Coordinator. The 504 Coordinator will address the complaint in a manner that he/she deems appropriate and will provide the complainant with a copy of the Notice of Section 504 Parental Rights adopted by the board of education.

Complaints about the educational services provided to a student who is suspected of having a disability must be submitted in writing to the school district's Director of Special Education or to the district's 504 Coordinator. The Director of Special Education or 504 Coordinator will either refer the student for possible verification as a student with a disability or will provide prior written notice of the district's refusal to do so.

Bad Faith or Serial Filings. The purpose of the complaint procedure is to resolve complaints at the lowest level possible within the chain of

command. Individuals who file complaints (a) without a good faith intention to attempt to resolve the issues raised; (b) for the purpose of adding administrative burden; (c) at a volume unreasonable to expect satisfactory resolution; or (d) for purposes inconsistent with the efficient operations of the district may be dismissed by the superintendent or board president without providing final resolution other than noting the dismissal. There is no appeal from dismissals made pursuant to this section.

Adopted on: June 9, 2025

Revised on: _____

Reviewed on: _____

2012 Board Code of Ethics

The board recognizes that collectively and individually, all members of the board must adhere to an accepted code of ethics in order to improve public education. Board members must conduct themselves professionally and in a manner fitting of their position.

Each board member shall:

1. Attend all regularly scheduled board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings;
2. Endeavor to make policy decisions only after full discussion at publicly held board meetings;
3. Render all decisions based on the available facts and his or her independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
4. Encourage the free expression of opinion by all board members, and seek systematic communication between the board and students, staff and all elements of the community;
5. Work with other board members to establish effective board policies and to delegate authority to the superintendent to administer the school district;
6. Communicate expressions of public reaction to the board policies and school program to other board members and the superintendent;
7. Learn about current educational issues by individual study and through participation in seminars and programs, such as those sponsored by the state and national school board associations;
8. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff;
9. Avoid being placed in a position of conflict of interest, and refrain from using the board member's position on the board for personal or political gain;

10. Refrain from discussing the confidential business of the board in any setting except a board meeting;
11. Refrain from micro-managing the affairs of the school district;
12. Recognize the superintendent as the executive officer of the board;
13. Work constructively and collegially with the other members of the board, students, staff and patrons.
14. Refer complaints to the superintendent or building principal, as appropriate;
15. Always be mindful of his/her fiduciary obligation to the school district, including duties of loyalty and care, by placing the interests of the district above the board member's personal interests.
16. Remember that a board member's first and greatest concern must be the educational welfare of the students attending this district's schools.

Adopted on: June 17, 2024

Revised on: _____

Reviewed on: January 13, 2025

2013 Violation of Board Ethics

The board of education is responsible for enforcing the code of ethics of its members. If any member of the board commits a serious or repeated violation of the code, the board may take any of the following steps:

1. The board president may confer with the board member who has violated the code of ethics in order to:
 - a. Identify the provision of the code that the member has violated;
 - b. Propose how the member can remedy the violation;
 - c. If the board member who violated the code is the board president, the vice president is empowered to confer with the president about the violation.
2. The board may discuss the violation as an agenda item at a meeting to confront the offending board member. However, the board will not enter closed session to hold the discussion of the ethics violation unless the Open Meetings Act authorizes a closed session.
3. The board may vote to publicly censure any board member who commits a serious or repeated violation of the code. The board will pass a censure motion to inform the community that an individual member of the board is not fulfilling the responsibilities for which he or she was elected.

Adopted on: June 17, 2024

Revised on: _____

Reviewed on: January 13, 2025

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Outstanding AP</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0101	ACTIVITIES	(35,104.62)	6,117.40	16,850.00	0.00	0.00	(24,372.02)
05 704 0102	SPIRIT SQUAD	(671.21)	0.00	418.00	0.00	0.00	(253.21)
05 704 0103	FOOTBALL	3,201.84	0.00	0.00	0.00	0.00	3,201.84
05 704 0104	GIRLS BASKETBALL	4,803.67	390.28	209.80	0.00	0.00	4,623.19
05 704 0105	BOYS BASKETBALL	3,421.87	35.99	4,982.00	0.00	0.00	8,367.88
05 704 0106	VOLLEYBALL	(386.37)	0.00	0.00	0.00	0.00	(386.37)
05 704 0107	CROSS COUNTRY / TRACK	1,408.88	0.00	0.00	0.00	0.00	1,408.88
05 704 0109	GOLF	(210.81)	0.00	74.40	0.00	0.00	(136.41)
05 704 0110	WRESTLING	786.38	0.00	0.00	0.00	0.00	786.38
05 704 0111	Girls Softball	9,473.89	14.88	0.00	0.00	0.00	9,459.01
05 704 0112	BOYS BASEBALL	803.66	0.00	0.00	0.00	0.00	803.66
05 704 0113	Girls Wrestling	170.47	0.00	0.00	0.00	0.00	170.47
05 704 0225	Class of 2025	1,280.86	0.00	0.00	0.00	0.00	1,280.86
05 704 0226	Class of 2026	1,406.42	0.00	602.00	0.00	0.00	2,008.42
05 704 0227	Class of 2027	1,030.30	0.00	0.00	0.00	0.00	1,030.30
05 704 0228	Class of 2028	160.00	0.00	0.00	0.00	0.00	160.00
05 704 0229	Class of 2029	295.00	0.00	0.00	0.00	0.00	295.00
05 704 0230	Class of 2030	176.57	0.00	0.00	0.00	0.00	176.57
05 704 0231	Class of 2031	118.20	0.00	0.00	0.00	0.00	118.20
05 704 0301	ACCELERATED READER	265.80	0.00	0.00	0.00	0.00	265.80
05 704 0302	ART	212.05	0.00	0.00	0.00	0.00	212.05
05 704 0303	BOOKFAIR	818.24	0.00	0.00	0.00	0.00	818.24
05 704 0304	DUNLAP GRANTS	(64,478.86)	1,034.79	0.00	0.00	0.00	(65,513.65)
05 704 0306	GREENHOUSE	10,510.44	0.00	0.00	0.00	0.00	10,510.44
05 704 0307	COURTESY FUND	579.34	0.00	0.00	0.00	0.00	579.34
05 704 0308	BAND	6,659.31	1,931.07	2,612.54	0.00	0.00	7,340.78
05 704 0309	PRESCHOOL	(4,225.00)	0.00	0.00	0.00	0.00	(4,225.00)
05 704 0310	REVOLVING FUND	1,580.86	0.00	1,671.76	0.00	0.00	3,252.62
05 704 0311	SHOP	3,250.86	0.00	0.00	0.00	0.00	3,250.86
05 704 0313	GENERAL CONCESSIONS	3,674.89	1,982.12	8,205.70	0.00	0.00	9,898.47
05 704 0314	WOODS	1,470.07	0.00	0.00	0.00	0.00	1,470.07
05 704 0315	HELPING HANDS - ELEM	1,640.91	0.00	0.00	0.00	0.00	1,640.91
05 704 0316	FACULTY FUND	(250.76)	0.00	50.00	0.00	0.00	(200.76)
05 704 0317	ELEM COURTESY	540.00	0.00	0.00	0.00	0.00	540.00
05 704 0318	SPANISH CLUB	41.14	0.00	0.00	0.00	0.00	41.14
05 704 0319	Robotics	1,745.46	874.22	0.00	0.00	0.00	871.24
05 704 0320	Strength & Conditioning	915.73	0.00	0.00	0.00	0.00	915.73
05 704 0321	Centura Wellness	2,710.03	0.00	0.00	0.00	0.00	2,710.03
05 704 0322	Computer Fee	17,783.00	0.00	0.00	0.00	0.00	17,783.00
05 704 0323	Library	1,000.00	0.00	0.00	0.00	0.00	1,000.00

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Outstanding AP</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0324	Elementary Playground	2,694.00	0.00	0.00	0.00	0.00	2,694.00
05 704 0325	BACK PACK PROGRAM	17,101.21	0.00	0.00	0.00	0.00	17,101.21
05 704 0328	Prom Committee	1,313.93	0.00	0.00	0.00	0.00	1,313.93
05 704 0400	FFA	54,088.88	2,652.03	2,367.00	0.00	0.00	53,803.85
05 704 0401	YEARBOOK	(1,878.00)	0.00	60.00	0.00	0.00	(1,818.00)
05 704 0403	ALUMNI	24.00	0.00	0.00	0.00	0.00	24.00
05 704 0404	CBI	4,819.87	0.00	0.00	0.00	0.00	4,819.87
05 704 0405	SPEECH	616.96	0.00	0.00	0.00	0.00	616.96
05 704 0406	DRAMA - One Act	3,283.58	287.72	814.00	0.00	0.00	3,809.86
05 704 0407	CHARACTER COUNCIL - ELEMENTARY	764.98	0.00	0.00	0.00	0.00	764.98
05 704 0408	FBLA	1,212.81	92.70	278.53	0.00	0.00	1,398.64
05 704 0410	MEDIA CLASS	1,756.52	0.00	0.00	0.00	0.00	1,756.52
05 704 0411	FFA SCHOLARSHIPS	4,444.00	0.00	0.00	0.00	0.00	4,444.00
05 704 0412	MIXED CHORUS	6,856.68	0.00	0.00	0.00	0.00	6,856.68
05 704 0413	NHS	808.64	0.00	330.40	0.00	0.00	1,139.04
05 704 0415	STUDENT COUNCIL	2,284.59	76.41	536.90	0.00	0.00	2,745.08
05 704 0502	INTEREST	31,170.67	0.00	37.40	0.00	0.00	31,208.07
05 704 0503	MONEY MARKET	673.08	0.00	12.78	0.00	0.00	685.86
05 704 0600	24/7 Student Insurance	8,964.41	0.00	0.00	0.00	0.00	8,964.41
Fund Total: 05		119,609.32	15,489.61	40,113.21	0.00	0.00	144,232.92

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	General Fund	
AKRS Equipment	4348170	Oil and Filters	138.50
Total AKRS Equipment			<u>138.50</u>
Amazon Capital Services	11XQ-9Q1G-FPND	Maintenance Parts	38.18
Amazon Capital Services	14VL-4NNX-6VD1	ELM Supplies	202.73
Amazon Capital Services	17HT-MRY6-6RRN	Supt Supplies	7.99
Amazon Capital Services	1C43-KHL3-9FGH	Custodial Supplies	39.99
Amazon Capital Services	1CH7-PX1V-F9CC	Maintenance Parts	25.64
Amazon Capital Services	1H66-1DH4-FGH6	Bus Supplies	58.55
Amazon Capital Services	1MCQ-H17V-7QPT	Office Supplies	69.07
Amazon Capital Services	1QGR-61CV-DLJ7	Maintenance Supplies	370.63
Amazon Capital Services	1W1G-9W73-RGDM	CTE Voigts Shop Class	81.49
Amazon Capital Services	1WW7-GLCP-DRVP	Maintenance Supplies	28.99
Amazon Capital Services	1WXJ-MF9K-PCD6	Special Education Supports	22.97
Amazon Capital Services	1X64-JKX6-9J76	Custodial Supplies	119.97
Total Amazon Capital Services			<u>1,066.20</u>
Arnold Motor Supply	77NV154618	Bus Parts Blue Bird 2015	26.61
Arnold Motor Supply	77NV154678	Bus Parts Blue Bird 2015	112.95
Arnold Motor Supply	77NV154690	Bus Parts Blue Bird 2015	112.95
Total Arnold Motor Supply			<u>252.51</u>
AS Central Services	1505185	Distance Education Services	317.87
Total AS Central Services			<u>317.87</u>
Aurora Coop	7,106,831	Diesel	2,066.40
Total Aurora Coop			<u>2,066.40</u>
Baasch & Sons	C155153	Trailer Repair	50.00
Total Baasch & Sons			<u>50.00</u>
Black Hills Energy	Nov 2025-0001	Natural Gas	3,951.84
Total Black Hills Energy			<u>3,951.84</u>
Blacktop Chiropractic	122	DOT Physical C. Pedersen	80.00
Total Blacktop Chiropractic			<u>80.00</u>
BLUE CROSS BLUE SHIELD OF NE	2025 Correction	Sept & Oct 2025 Premium Correction	7,290.22
Total BLUE CROSS BLUE SHIELD OF NE			<u>7,290.22</u>
Bomgaars	43192250 43194809	25-26 Blanket PO for Voigts Class	84.41
Total Bomgaars			<u>84.41</u>
Boys Town	CINV-00018004	SPED Tuition Boys Town Nov 2025	4,420.00
Total Boys Town			<u>4,420.00</u>
Capital One Public Funding	0015988827	Johnson Control Energy Management Lease	71,013.00
Total Capital One Public Funding			<u>71,013.00</u>
Centurylink	Nov 2025	Communications	77.72
Total Centurylink			<u>77.72</u>

Vendor Name	Invoice Number	Description	Amount
Column Software PBC	6409CE87-0061	BOE Notices	48.00
Column Software PBC	6409CE87-0062	BOE Notices	42.80
Column Software PBC	6409CE87-0063	BOE Notices	29.60
Column Software PBC	6409CE87-0064	BOE Notices	136.40
Column Software PBC	6409CE87-0065	BOE Notices	208.80
Column Software PBC	6409CE87-0066	BOE Notices	38.80
Column Software PBC	6409CE87-0067	BOE Notices	6.80
Column Software PBC	6409CE87-0068	BOE Notices	6.40
Column Software PBC	6409CE87-0069	BOE Notices	6.40
Total Column Software PBC			<u>524.00</u>
Copycat Printing	221712	Community Flyer	1,214.87
Total Copycat Printing			<u>1,214.87</u>
County Line Striping LLC	4514	String and Stripe Parking Lot	2,350.00
Total County Line Striping LLC			<u>2,350.00</u>
Eakes Office Solutions	9242436-0	Custodial Supplies	533.94
Eakes Office Solutions	INV706561	Copiers - Contract	37.99
Eakes Office Solutions	INV708559	Copiers - Contract	1,494.65
Eakes Office Solutions	INV711700	PM on Floor Cleaning Machine	122.90
Total Eakes Office Solutions			<u>2,189.48</u>
Ecolab	9528582-0001	Service-Pest Control	121.02
Total Ecolab			<u>121.02</u>
ESU #10	Nov 2025-0001	ESU10 SPED Services	18,027.56
Total ESU #10			<u>18,027.56</u>
GO Physical Therapy	NOV 25	SPED OT/PT/SLP Services	7,845.80
Total GO Physical Therapy			<u>7,845.80</u>
GOLD NUGGET	75897	Board/CEA Meal Negation Meeting	122.90
Total GOLD NUGGET			<u>122.90</u>
Hamilton	11112028	Communications	32.06
Total Hamilton			<u>32.06</u>
HD Supply	900135674	Custodial Supplies	1,364.48
Total HD Supply			<u>1,364.48</u>
HD Supply	9243267118	Custodial Supplies	912.93
Total HD Supply			<u>912.93</u>
Heartland Disposal	249898-0001	Service-garbage disposal	869.25
Total Heartland Disposal			<u>869.25</u>
Howard Greely RPPD	460 NOV 2025	Service-Electricity	4,879.41
Total Howard Greely RPPD			<u>4,879.41</u>
J&D Automotive	236882	1 Oil Change in Suburban	169.94
J&D Automotive	236883	Maintenance Supplies	15.99
J&D Automotive	236910	Maintenance Supplies	27.99

Vendor Name	Invoice Number	Description	Amount
J&D Automotive	237175	Bus Batteries	680.97
J&D Automotive	237263	Maintenance Supplies	34.98
Total J&D Automotive			<u>929.87</u>
Jackson Services, Inc.	5690971-0001	Rug Service	283.19
Total Jackson Services, Inc.			<u>283.19</u>
Johnny's Lock & Key Shop	92740	Re-Keying all outside doors & new locks	1,387.50
Total Johnny's Lock & Key Shop			<u>1,387.50</u>
Jostens, Inc.	38015629	Diplomas	257.75
Jostens, Inc.	38053617	Diploma Covers	344.45
Total Jostens, Inc.			<u>602.20</u>
JW Pepper & Sons	367698694	music for JH fall concert	250.99
JW Pepper & Sons	368016672	Choir Music	32.00
Total JW Pepper & Sons			<u>282.99</u>
Kansas City Life Insurance Co.	2025 Correction	2025 LTD Correction due to error	355.04
Total Kansas City Life Insurance Co.			<u>355.04</u>
Kelly Supply Company	S1429173-0	Maintenance Parts	56.00
Total Kelly Supply Company			<u>56.00</u>
KSB School Law	20182-0001	Legal Services	385.00
Total KSB School Law			<u>385.00</u>
Level Data, LLC	INV02372	State Data Validation	675.00
Total Level Data, LLC			<u>675.00</u>
Matheson Tri-Gas	0032349355	Voigt Shop Supplies	53.21
Matheson Tri-Gas	0032349356	Voigt Shop Supplies	18.79
Matheson Tri-Gas	0032351102	Voigt Shop Supplies	82.12
Matheson Tri-Gas	0032372642	Voigt Welder Repair	1,167.81
Total Matheson Tri-Gas			<u>1,321.93</u>
Menards	14720	Nott Class Supplies	59.80
Menards	14801	Nott Class Supplies	23.74
Menards	14819	Bus Supplies	160.16
Menards	14970	Bus Supplies	44.97
Menards	15237	Maintenance Supplies	3.79
Menards	15437	Maintenance Supplies	99.00
Menards	15529	Nott Class Supplies	18.79
Menards	15565	Maintenance Supplies	43.93
Menards	15716	Bus Supplies	150.44
Menards	15764	Nott Class Supplies	8.93
Menards	15980	Maintenance Supplies	179.88
Menards	15991	Maintenance Supplies	263.90
Total Menards			<u>1,057.33</u>
Miller Tire	126909	Front Bus Tires for Blue Bird 2021	1,214.99
Total Miller Tire			<u>1,214.99</u>
NE ASSOC OF SCHOOL BOARDS	N-54381	Board Leadership Retreat	581.20

Vendor Name	Invoice Number	Description	Amount
NE ASSOC OF SCHOOL BOARDS	N-54534	2025 State Education Conference	3,148.00
NE ASSOC OF SCHOOL BOARDS	N-54620	2025 State Education Conference	458.00
Total NE ASSOC OF SCHOOL BOARDS			4,187.20
OnToCollege	6643	ACT Prep	2,780.00
Total OnToCollege			2,780.00
Opaa! Food Mgt. of NE, LLC	NE00067895	HS - PTC Cookies	120.00
Opaa! Food Mgt. of NE, LLC	NE00067896	ELM - PTC Cookies	150.00
Opaa! Food Mgt. of NE, LLC	NE00067898	Community Engagement	62.00
Opaa! Food Mgt. of NE, LLC	NE00068796	Cookies Bond/BOE Meeting	30.00
Opaa! Food Mgt. of NE, LLC	NE00068800	Cookies for Bond Meeting 11/9	12.00
Total Opaa! Food Mgt. of NE, LLC			374.00
Pathway Insurance	Nov 2025-0001	Property Insurance/Work Comp	15,500.04
Total Pathway Insurance			15,500.04
Phonograph-Herald	29852	Board Vacancy Advertisement	75.00
Total Phonograph-Herald			75.00
Platte Valley Communications	Nov 2025-0001	Service-Bus repeater	30.00
Total Platte Valley Communications			30.00
Prairie Hills Wireless LLC	174831-0001	Backup Internet	49.95
Total Prairie Hills Wireless LLC			49.95
Protex Central, Inc.	166024	Fire Alarm Service	1,187.12
Total Protex Central, Inc.			1,187.12
Robinson, Bev	Nov 2025-0001	SPED Transportation Mileage Reimburse.	1,030.40
Total Robinson, Bev			1,030.40
Robinson, Lanny	Nov 2025-0001	SPED Transportation Mileage Reimburse	1,829.80
Total Robinson, Lanny			1,829.80
S.E. Smith & Sons	648405	25-26 Blanket PO for Voigts Class	16.99
Total S.E. Smith & Sons			16.99
Scenario Learning, LLC	INV124931	All Staff Vector Training	1,150.00
Total Scenario Learning, LLC			1,150.00
Servi-Tech, Inc.	H-994629	Wastewater Analysis	96.00
Servi-Tech, Inc.	H-994632	Sampler Rental	200.00
Total Servi-Tech, Inc.			296.00
Sport Safe Testing Service, Inc.	14422	Student Random Drug Testing	611.00
Total Sport Safe Testing Service, Inc.			611.00
US Bank	107453	Overhead Door Maintenance Part	13.08
US Bank	2116466	Registration Science Olympiad	300.00
US Bank	Easy Timeclock Nov	Easy Timeclock Nov 2025	51.00
US Bank	Ebay 11/12	Maintenance Lift Repair Parts	305.95
US Bank	Hilton 11/19	Board of Education Conf. Meal	250.18

Board Report - Board

Vendor Name	Invoice Number	Description	Amount
US Bank	Hilton 11/21	Board of Edu Conference C. Schweitzer	293.30
US Bank	Howard Co Trea	A. Pedersen CDL License	61.49
US Bank	Marriott 11/19	Board of Edu Conference S. Davis	219.54
US Bank	Menards 11/13	Maintenance Supplies	93.59
US Bank	Mouser 87208362	Voigt Shop Supplies	216.57
US Bank	Nov 2025 ESI	Nov 2025 ESI Telephone Bill	1,167.48
US Bank	Rockler 11/3	Voigt Shop Supplies	105.97
US Bank	Sams 10/27	Envelopes	14.88
US Bank	Spezia	Board of Education Conf. Meal	330.50
US Bank	Stop Saw 201421	Voigt Shop Supplies	196.81
US Bank	USI25-06095979	Job Advertisement	165.51
US Bank	USPS	Postage	9.16
US Bank	Walmart 11/24	Food Science Supplies	36.12
Total US Bank			<hr/> 3,831.13
US POSTAL SERVICE	20251204	2026 Rental: PO Box	446.00
Total US POSTAL SERVICE			<hr/> 446.00
Village of Cairo	Nov 2025-0001	Service-water	290.40
Total Village of Cairo			<hr/> 290.40
Wex Bank	109033514-0001	Monthly Transportation Fuel	750.42
Total Wex Bank			<hr/> 750.42
Wilkins Architecture Design Planning	7057	Facilities Planning/Re-Engagement Fees	309.70
Total Wilkins Architecture Design Planning			<hr/> 309.70
Fund Number 01			<hr/> 174,558.62
Checking Account ID 1			<hr/> 174,558.62

Expenditure Report by Function/Object -
Summary

01/09/2026 09:44 AM

User ID: STUBANDR

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
01	General Fund								
1100	REGULAR INSTRUCTIONAL PROGRAMS	0.00	261,524.71	1,017,266.06	0.00	(1,017,266.06)	0.00	4,210.28	(1,021,476.34)
1150	LIMITED ENGLISH PROF PROGRAMS	0.00	2,615.30	10,406.51	0.00	(10,406.51)	0.00	0.00	(10,406.51)
1160	PROVERTY PROGRAMS	0.00	67,942.48	269,973.03	0.00	(269,973.03)	0.00	0.00	(269,973.03)
1190	EARLY CHILDHOOD ED PROGRAMS	0.00	11,092.00	45,236.13	0.00	(45,236.13)	0.00	0.00	(45,236.13)
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	0.00	62,132.82	229,173.75	0.00	(229,173.75)	0.00	291.98	(229,465.73)
1291	SPED Instructional Programs-Ages 3-5	0.00	533.20	1,599.60	0.00	(1,599.60)	0.00	0.00	(1,599.60)
1292	SPED Instructional 0-2	0.00	533.20	1,599.60	0.00	(1,599.60)	0.00	0.00	(1,599.60)
2110	ATTENDANCE AND SOCIAL WORK SERVICES	0.00	0.00	10,345.85	0.00	(10,345.85)	0.00	0.00	(10,345.85)
2120	GUIDANCE SERVICES	0.00	17,425.41	60,875.81	0.00	(60,875.81)	0.00	0.00	(60,875.81)
2141	Psychological Serv SPED School Age	0.00	0.00	9,934.68	0.00	(9,934.68)	0.00	0.00	(9,934.68)
2151	Speech Path SPED School Age	0.00	15,583.30	59,899.06	0.00	(59,899.06)	0.00	0.00	(59,899.06)
2152	Speech Pathology SPED-Age 3-5	0.00	781.49	2,648.97	0.00	(2,648.97)	0.00	0.00	(2,648.97)
2153	SPED Speech Path 0-2	0.00	593.75	2,293.68	0.00	(2,293.68)	0.00	0.00	(2,293.68)
2161	Occupational Therapy SPED School Age	0.00	1,851.90	6,383.90	0.00	(6,383.90)	0.00	0.00	(6,383.90)
2162	Occ Therapy SPED Age 3-5	0.00	82.00	697.00	0.00	(697.00)	0.00	0.00	(697.00)
2163	Occ Therapy SPED Age 0-2	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2171	Physical Therapy SPED School Age	0.00	856.40	3,875.60	0.00	(3,875.60)	0.00	0.00	(3,875.60)
2172	Physical Therapy SPED Age 3-5	0.00	246.00	697.00	0.00	(697.00)	0.00	0.00	(697.00)
2173	PT SPED 0-2	0.00	0.00	886.30	0.00	(886.30)	0.00	0.00	(886.30)
2181	Vision Services SPED School Age	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2182	Vision Services SPED 3-4	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2190	OTHER PUPIL SUPPORT SERVICES	0.00	422.31	1,699.31	0.00	(1,699.31)	0.00	0.00	(1,699.31)
2211	School Improvement	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2212	Instruction and Curriculum Dev	0.00	0.00	14,914.67	0.00	(14,914.67)	0.00	2,813.20	(17,727.87)
2213	Instructional Staff Training	0.00	151.08	2,001.80	0.00	(2,001.80)	0.00	40.00	(2,041.80)
2220	Library/Media Sevices	0.00	10,684.30	46,599.59	0.00	(46,599.59)	0.00	993.18	(47,592.77)
2230	Instruction-Related Technology	0.00	6,712.14	128,005.81	0.00	(128,005.81)	0.00	379.94	(128,385.75)
2240	Academic Student Assessment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2310	BOARD OF EDUCATION	0.00	6,763.49	7,786.89	0.00	(7,786.89)	0.00	0.00	(7,786.89)
2320	EXECUTIVE ADMINISTRATION	0.00	18,817.31	69,845.95	0.00	(69,845.95)	0.00	0.00	(69,845.95)
2330	District Legal Services	0.00	385.00	2,851.50	0.00	(2,851.50)	0.00	0.00	(2,851.50)
2410	Office of Principal	0.00	57,961.78	236,217.45	0.00	(236,217.45)	0.00	0.00	(236,217.45)
2510	GENERAL ADMIN-BUSINESS SERVICE	0.00	4,669.41	18,430.79	0.00	(18,430.79)	0.00	1,230.77	(19,661.56)
2580	Admin Technology Services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2610	Operation of Buildings	0.00	98,846.33	179,495.30	0.00	(179,495.30)	(1,003.64)	227.00	(178,718.66)
2620	Maintenance of Buildings	0.00	30,080.61	136,103.11	0.00	(136,103.11)	0.00	3,175.00	(139,278.11)
2630	Care and Upkeep of Grounds	0.00	2,784.50	3,927.19	0.00	(3,927.19)	0.00	2,350.00	(6,277.19)
2650	Vehicle Acquisition and Maintenance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2660	Safety & Security	0.00	1,387.50	1,528.38	0.00	(1,528.38)	0.00	0.00	(1,528.38)
2670	Safety	0.00	1,187.12	2,292.12	0.00	(2,292.12)	0.00	0.00	(2,292.12)
2710	Vehicle Operation-Regular Educ	0.00	19,439.26	106,869.77	0.00	(106,869.77)	0.00	0.00	(106,869.77)
2712	Vehicle Operation-School Age SPED	0.00	2,891.18	12,473.60	0.00	(12,473.60)	0.00	0.00	(12,473.60)
3300	COMMUNITY SERVICES	0.00	1,126.30	4,608.83	0.00	(4,608.83)	0.00	0.00	(4,608.83)
3535	High Ability Leaners	0.00	300.00	1,647.62	0.00	(1,647.62)	0.00	147.76	(1,795.38)
3551	CTE Grant	0.00	81.49	5,902.33	0.00	(5,902.33)	0.00	0.00	(5,902.33)
3599	Safety Grant	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4700	Building Improvements	0.00	309.70	2,227.84	0.00	(2,227.84)	0.00	0.00	(2,227.84)
6200	Title I, Part A ESSA	0.00	6,102.36	24,281.70	0.00	(24,281.70)	0.00	0.00	(24,281.70)
6406	IDEA Preschool (619) Base	0.00	1,033.21	5,638.38	0.00	(5,638.38)	0.00	0.00	(5,638.38)
6408	IDEA Part B - Base/EP	0.00	13,089.18	53,021.98	0.00	(53,021.98)	0.00	0.00	(53,021.98)
6412	IDEA Part B Proportionate Share	0.00	804.48	3,196.02	0.00	(3,196.02)	0.00	0.00	(3,196.02)
6700	Fed Voc & Applied Tech Ed (Carl Perkins)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6992	REAP	0.00	3,360.87	13,406.73	0.00	(13,406.73)	0.00	0.00	(13,406.73)

**Expenditure Report by Function/Object -
Summary**

01/09/2026 09:44 AM

User ID: STUBANDR

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
6994	Homeless	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6998	ESSER III Cares Act	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8000	TRANSFERS (OUTGOING)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01	General Fund	0.00	733,184.87	2,818,767.19	0.00	(2,818,767.19)	(1,003.64)	15,859.11	(2,833,622.66)

**Expenditure Report by Function/Object -
Summary**

01/09/2026 09:44 AM

User ID: STUBANDR

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
Grand Total:	0.00	733,184.87	2,818,767.19	0.00	(2,818,767.19)	(1,003.64)	15,859.11	(2,833,622.66)

Expenditure Report by Function/Object - Detail

Account Number	Account Description	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
06	Hot Lunch Fund								
3100	Food Service Operations								
06 3100 110 001	Salaries Non-Instructional Staff	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 110 002	Salaries Non-Instructional Staff	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
110	Salaries Non-Instructional Staff	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 130 001	Overtime Non-Instructional	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 130 002	Overtime Non-Instructional	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
130	Overtime Non-Instructional	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 150 001	Addtl Compensation Non-Instructional	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
150	Addtl Compensation Non-Instructional	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 210 001	Group Insurance Non-Instructional	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 210 002	Group Insurance Non-Instructional	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
210	Group Insurance Non-Instructional	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 220 001	Social Security Non-Instructional	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 220 002	Social Security Non-Instructional	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
220	Social Security Non-Instructional	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 230 001	Retirement Non-Instructional	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 230 002	Retirement Non-Instructional	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
230	Retirement Non-Instructional	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 237 001	Increased Retirement Contributions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 237 002	Increased Retirement Contributions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
237	Increased Retirement Contributions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 350 001	Technical Services	0.00	75.00	529.65	0.00	(529.65)	0.00	0.00	(529.65)
06 3100 350 002	Technical Services	0.00	75.00	529.65	0.00	(529.65)	0.00	0.00	(529.65)
350	Technical Services	0.00	150.00	1,059.30	0.00	(1,059.30)	0.00	0.00	(1,059.30)
06 3100 431 001	Non Tech Repairs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 431 002	Non Tech Repairs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
431	NON-TECHNOLOGY RELATED REPAIRS & MAINTEN	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 570 001	Food Service Management	0.00	12,824.04	54,799.20	0.00	(54,799.20)	0.00	0.00	(54,799.20)
06 3100 570 002	Food Service Management	0.00	12,824.05	54,799.23	0.00	(54,799.23)	0.00	0.00	(54,799.23)
570	Food Service Management	0.00	25,648.09	109,598.43	0.00	(109,598.43)	0.00	0.00	(109,598.43)
06 3100 610 001	General Supplies	0.00	626.31	890.33	0.00	(890.33)	0.00	0.00	(890.33)
06 3100 610 002	General Supplies	0.00	626.33	890.33	0.00	(890.33)	0.00	0.00	(890.33)
610	General Supplies	0.00	1,252.64	1,780.66	0.00	(1,780.66)	0.00	0.00	(1,780.66)
06 3100 733 001	Furniture and Fixtures	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 733 002	Furniture and Fixtures	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
733	Furniture and Fixtures	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 739 001	Other Equipment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 739 002	Other Equipment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
739	Other Equipment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 810 001	Dues and Fees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 810 002	Dues and Fees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
810	Dues and Fees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06 3100 890 001	Miscellaneous Expenses	0.00	0.00	15.85	0.00	(15.85)	0.00	0.00	(15.85)
06 3100 890 002	Miscellaneous Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
890	Miscellaneous Expenses	0.00	0.00	15.85	0.00	(15.85)	0.00	0.00	(15.85)
3100	Food Service Operations	0.00	27,050.73	112,454.24	0.00	(112,454.24)	0.00	0.00	(112,454.24)
06	Hot Lunch Fund	0.00	27,050.73	112,454.24	0.00	(112,454.24)	0.00	0.00	(112,454.24)

Expenditure Report by Function/Object - Detail

Account Number	Account Description	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
Grand Total:		0.00	27,050.73	112,454.24	0.00	(112,454.24)	0.00	0.00	(112,454.24)

Fund: 01 General Fund

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
01 1100	Taxes Levied by School District	0.00	17,607.21	1,238,200.56	0.00	(1,238,200.56)
01 1115	Carline Taxes	0.00	0.00	1,231.70	0.00	(1,231.70)
01 1125	Motor Vehicle Taxes	0.00	16,747.57	78,832.79	0.00	(78,832.79)
01 1140	PENALTIES & INTEREST ON TAXES	0.00	678.49	2,256.86	0.00	(2,256.86)
01 1510	Interest on Investments	0.00	998.60	5,707.34	0.00	(5,707.34)
01 1740	Student Fees	0.00	0.00	2,571.65	0.00	(2,571.65)
01 1800	REVENUE FROM COMMUNITY SERVICES ACTIVITIES	0.00	1,000.00	4,625.00	0.00	(4,625.00)
01 1911	Local License Fees	0.00	0.00	700.00	0.00	(700.00)
01 1990	Miscellaneous Local Revenue	0.00	0.00	478.94	0.00	(478.94)
	Subtotal: LOCAL RECIEPTS	0.00	37,031.87	1,334,604.84	0.00	(1,334,604.84)
01 2110	County Fines and License Fees	0.00	2,522.11	10,922.35	0.00	(10,922.35)
	Subtotal: COUNTY AND ESU RECEIPTS	0.00	2,522.11	10,922.35	0.00	(10,922.35)
01 3110	State Aid	0.00	181,954.00	363,908.00	0.00	(363,908.00)
01 3120	Special Education-School Age	0.00	95,770.00	95,770.00	0.00	(95,770.00)
01 3131	Property Tax Credit	0.00	0.00	(3,244.20)	0.00	3,244.20
01 3180	Pro-Rate Motor Vehicle	0.00	0.00	1,413.31	0.00	(1,413.31)
01 3535	High Ability Learners	0.00	0.00	3,501.00	0.00	(3,501.00)
01 3551	Career Education (CTE)	0.00	0.00	7,500.00	0.00	(7,500.00)
	Subtotal: STATE RECEIPTS	0.00	277,724.00	468,848.11	0.00	(468,848.11)
01 4505	Title I-Part A ESSA	0.00	0.00	36,768.00	0.00	(36,768.00)
01 4516	IDEA PART B PRESCHOOL	0.00	805.00	805.00	0.00	(805.00)
01 4518	IDEA Part B (611) Base/EP	0.00	69,827.00	69,827.00	0.00	(69,827.00)
01 4521	IDEA Non-Public	0.00	3,392.00	3,392.00	0.00	(3,392.00)
01 4708	MEDICAID IN PUBLIC SCHOOLS	0.00	1,737.49	7,755.34	0.00	(7,755.34)
	Subtotal: FEDERAL RECEIPTS	0.00	75,761.49	118,547.34	0.00	(118,547.34)
	Fund Total:	0.00	393,039.47	1,932,922.64	0.00	(1,932,922.64)

Revenue Summary Report

Processing Month: 12/2025

User ID: STUBANDR

	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
Grand Total:	0.00	393,039.47	1,932,922.64	0.00	(1,932,922.64)

**Treasurer's Report for the 2025-26 School Year
as of December 31, 2025**

General Fund

Beginning Balance		<u>\$1,744,842.35</u>	
December	Income	\$393,039.47	
December	Expenses	(\$733,184.87) <	\$0.00 Dec expenditures
December	Adjustments		<u>\$0.00</u> Dec Pre-pay
Ending Balance		<u>\$1,404,696.95</u>	<u>\$0.00</u>

Cash Found In: Balance Per Bank	\$1,468,506.52	
Outstanding Checks	(\$63,979.44)	
Adjustments	<u>\$169.87</u>	<i>Ret Correction will balance out next month</i>
Total	<u>\$1,404,696.95</u>	

General Fund CD's

#202828	\$196,161.02	Western National	3.941%. Matures 04-11-2026
#15608	\$158,916.36	Pathway Bank	3.9% Matures 04-19-2026
#45419	\$108,769.44	Pathway Bank	3.75% Matures 01-23-2026
#45435	\$108,769.45	Pathway Bank	3.75% Matures 01-23-2026
#118240	\$178,246.58	Pathway Bank	3.84% Matures 04-11-2026
#881244 (MM)	<u>\$272,310.30</u>	Pathway Bank	1.66% Money Market
Total	<u>\$1,023,173.15</u>		

Building Fund

Beginning Balance		\$824,246.24	
December	Income	\$1,427.76	
December	Expenses	(\$3,400.00)	
December	Adjustments	\$0.00	
Ending Balance		<u>\$822,274.00</u>	

Cash Found In:		
Checking Acct.	\$822,274.00	
Outstanding Checks	(\$527.94)	<i>Tax Correction will balance out next month</i>
Total	<u>\$821,746.06</u>	

Depreciation Fund

Beginning Balance		\$241,066.31	
December	Income	\$245.69	
December	Expenses	\$0.00	
Ending Balance		<u>\$241,312.00</u>	

Cash Found In: Checking Acct.	\$241,312.00	
Outstanding Checks	\$0.00	
Total	<u>\$241,312.00</u>	

Unemployment Fund

Beginning Balance		\$15,622.39	
December	Income	\$0.00	
December	Expenses	\$0.00	
Ending Balance		<u>\$15,622.39</u>	

Cash Found In:		
Checking Acct	\$15,622.39	
Outstanding Checks	\$0.00	
Total	<u>\$15,622.39</u>	

Student Fees

Beginning Balance		\$0.00
December	Income	\$0.00
December	Expenses	\$0.00
Ending Balance		<u>\$0.00</u>

Cash Found In:		
	Checking Acct.	<u>\$0.00</u>
	Total	<u>\$0.00</u>

Activity Accounts

Beginning Balance		\$119,609.32	
December	Income	\$40,145.21	
December	Expenses	(\$15,489.61)	
December	Adjustments	(\$32.00)	<i>Manual Journal Entry for NSF Check</i>
Ending Balance		<u>\$144,232.92</u>	

Cash Found In:		
	Checking Acct.	\$65,349.25
	Outstanding Checks	(\$6,677.29)

Activity Fund CDS

#118	\$10,000.00	Boelus State Ban 1.5%. Matures 03/4/26
#259	\$20,000.00	Boelus State Ban 4% Matures 03/25/2026
#427	\$20,000.00	Boelus State Ban 1% Matures 12/18/25
#1229	\$23,009.06	Boelus State Ban 1.50% Matures 07/19/26
Money Market	\$12,551.90	Boelus State Bank
	<u>\$144,232.92</u>	

Lunch Account

Beginning Balance		\$47,805.88	
December	Income	\$61,589.92	
December	Expenses	(\$27,050.73)	
December	Adjustments	(\$50.00)	<i>Manual Journal Entry for NSF Check</i>
Ending Balance		<u>\$82,295.07</u>	

Cash Found In:		
	Checking Acct.	\$82,346.55
	Outstanding Checks	(\$51.48)
	Total	<u>\$82,295.07</u>

Centura Public Schools

MONTHLY FINANCIAL REPORT TO THE BOARD

January 2026

General Fund Expenses for December		
	2024-2025	2025-2026
GF Payable	\$102,562.15	\$112,995.14
GF Payroll	\$533,327.14	\$546,172.51
Total	\$635,889.29	\$659,167.65

General Fund Receipts for December		
	2024-2025	2025-2026
State Aid	\$218,250.00	\$181,954.00
SPED State Pmt	\$74,006.00	\$95,770.00
Buffalo County	\$1,007.15	\$499.88
Hall County	\$17,081.24	\$20,078.82
Howard County	\$20,665.00	\$16,061.49
Sherman County	\$923.54	\$915.19
Other Receipts	\$42,509.77	\$77,760.09
Total	\$374,442.70	\$393,039.47

GENERAL FUND			
Three Year Comparison			
EXPENSES			
MONTH	2023-24	2024-2025	2025-2026
September	\$739,055	\$728,156	\$755,284.37
October	\$663,668	\$667,145	\$655,756.03
November	\$655,628	\$648,094	\$648,054.11
December	\$715,008	\$729,498	\$714,464.92
January	\$632,011	\$635,889	\$659,167.65
YTD Total	\$7,058,797	\$8,474,326	\$3,432,727
Annual Budget	\$8,282,000	\$9,145,550	\$10,003,717
Budget % Spent	85.23%	92.66%	34.31%

GENERAL FUND			
Three Year Comparison			
REVENUE			
MONTH	2023-24	2024-25	2025-26
September	\$1,527,019.03	\$1,429,688.29	\$1,025,216.95
October	\$365,893.40	\$524,689.88	\$411,806.30
November	\$195,581.90	\$193,179.68	\$102,859.92
December	\$392,528.41	\$374,442.70	\$393,039.47
YTD Total	\$8,553,696.26	\$9,293,137.78	\$1,932,922.64

Items to Note:

**Centura School Board Committee of the Whole Minutes
District #47-0100 – Howard County Nebraska
Monday, December 8, 2025 5:00 PM
Centura High School; Cairo, NE**

Attendance Taken at 5:00 PM. Present: Sandra Davis, Teresa Grabowski, Mark Johnson, Todd Nitsch, Brooke Schmitt, Chelsea Schweitzer.

1. Opening The Meeting:

1.1. Call to order: The Committee of the Whole Meeting of the Centura Public Schools' Board of Education is called to order on Monday, December 8, 2025, at 5:00 P.M. in the Board Room 201 Highway 11, Cairo, NE 68824.

1.2. Roll Call of Board Members:

All board members are present.

1.2.1. Motion to excuse or not excuse Board Members not in attendance.

No action needed.

2. Approval of the Agenda.

I move to approve the agenda as presented. Passed with a motion by Mark Johnson and a second by Todd Nitsch.

Sandra Davis: Yea, Teresa Grabowski: Yea, Mark Johnson: Yea, Todd Nitsch: Yea, Brooke Schmitt: Yea, Chelsea Schweitzer: Yea

Yea: 6, Nay: 0

3. Recognition of visitors and public comment per Centura Public Schools Policy No. 2009.

No visitors wished to address the board.

4. Committee of the Whole Discussion/Information Items:

4.1. Follow Up Review of Policy 3040

Dr. Heneger researched the options for Policy 3040 and discovered there are 2 options to this policy and the board had elected option 1, which is the current policy. After board discussion, the policy will continue with the current option 1 election. No action is needed.

4.2. Review Of Policies:

The following policies were reviewed: 4002 Drug Free Workplace - policy changed to include consistent terminology, no content/context changes; 4003 Drug Policy Regarding Drivers; 4004 Employment of Relatives, Domestic Partners and Significant Others; 4005 Communication Between the Board and District Employees; 4006 Insurance; 4007 Personnel Records; 4008 Outside Employment; 4009 Restrictions on Employees Receiving Gratuities; 4010 Inclement Weather; 4011 Family Medical Leave Act; 4011.1 Nebraska Family Military Leave Act; 4012 Staff Internet and Computer Use; 4013 Grievance Procedure; 4015 Prohibition Against Employment of Board Members Not Allowing...; 4016 Jury Duty Service as a Witness in Court; 4017 Relations with Employee Collective Bargaining Associations; 4018 Corporal Punishment; 4019 Workplace Injury Prevention and Safety Committee; 4020 Ownership of Copyrighted Works

5. Meeting Adjournment.

I move to adjourn this meeting at 5:49 p.m. Passed with a motion by Todd Nitsch and a second by Brooke Schmitt.

Sandra Davis: Yea, Teresa Grabowski: Yea, Mark Johnson: Yea, Todd Nitsch: Yea, Brooke Schmitt: Yea, Chelsea Schweitzer: Yea

Yea: 6, Nay: 0

**Centura Board of Education Regular Meeting Minutes
District #47-0100 – Howard County Nebraska
Monday, December 8, 2025 6:00 PM
Centura High School; Cairo, NE**

Attendance Taken at 6:00 PM. Present: Sandra Davis, Teresa Grabowski, Mark Johnson, Todd Nitsch, Brooke Schmitt, Chelsea Schweitzer.

1. Opening The Meeting:

1.1. Call to order: The regular December Meeting of the Centura Public Schools' Board of Education is called to order on Monday, December 8, 2025, at 6:00 P.M. in the Board Room 201 Highway 11, Cairo, NE 68824.

Notice of the meeting was given in advance thereof, according to law, by proper publication, a designated method for giving notice to the School District, a copy of the proof of publication is available upon request. Notice of this meeting was given in advance to all members of the Board of Education. Availability of the agenda was communicated in this meeting. All proceeds of the Board of Education were taken while the convened meeting was open to the attendance of the public.

1.2. Pledge of Allegiance and Recognition of Nebraska Open Meetings Act.

Board President Davis led in the Pledge of Allegiance. Then recognized the location of where the current Nebraska Open Meetings Act information was displayed.

1.3. Roll Call of Board Members:

All board members are present.

1.3.1. Motion to excuse or not excuse absent Board Members.

No action needed.

1.4. Centura Vision Statement: A Community About Students, Excellence and Innovation!

1.5. Centura Mission Statement: Centura and its collaborative partners are an innovative community empowering all students to be successful today and in the future.

2. Approval of the Agenda.

I move to approve the agenda as presented. Passed with a motion by Todd Nitsch and a second by Mark Johnson.

Sandra Davis: Yea, Teresa Grabowski: Yea, Mark Johnson: Yea, Todd Nitsch: Yea, Brooke Schmitt: Yea, Chelsea Schweitzer: Yea

Yea: 6, Nay: 0

3. Recognition of visitors and public comment per Centura Public Schools Policy No. 2009.

No patrons wished to address the board.

4. Celebration of Excellence: Award winning Art Students.

Art teacher Geoff Cyboron recognized the 4 students that participated in the 2025 Hastings Mural Competition in October. Ethan F., Shiloh S., and Lily L., and Kehannah S. Ethan, Shiloh and Lily were in attendance to share with the board and guests what the rules were, how the day progressed, and their excitement about receiving 3rd place. It was the first time Centura students

participated. The board members acknowledged these students with an "Achieving Excellence" which will be displayed in the Art Room.

5. Discuss monthly financial reports:

6. Approval of Consent Agenda:

I move to approve the consent agenda as presented. Passed with a motion by Brooke Schmitt and a second by Teresa Grabowski.

Sandra Davis: Yea, Teresa Grabowski: Yea, Mark Johnson: Yea, Todd Nitsch: Yea, Brooke Schmitt: Yea, Chelsea Schweitzer: Yea

Yea: 6, Nay: 0

6.1. Minutes from previous month's meeting(s):

6.2. General Fund Claims Total: \$714,464.92 (Payables = \$155,838.67; Payroll = \$558,626.25)

Amazon Capital Services 1,560.96, AS Central Services 317.87, Aurora Coop 5,457.40, Berger, Garret 62.95, Black Hills Energy 1,490.15, Bomgaars 5.98, Boys Town 5,720.00, CAROLINA BIOLOGICAL SUPPLY CO 114.89, Central Nebraska Community Action Partnership, Inc 2,649.33, CENTURA FFA 700.00, Centurylink 77.72, Clipper Publishing 120.00, Colorado/West Equipment, Inc. 110.60, Column Software PBC 188.40, COPYCAT PRINTING & SIGNS 207.15, Eakes Office Solutions 1,675.34, Ecolab 121.02, ESU #10 20,094.82, GO Physical Therapy 9,410.80, Hamilton 36.33, Heartland Disposal 866.00, HIRERIGHT LLC 283.20, HOLIDAY EXPRESS 8,485.16, Howard Greely RPPD 7,199.02, Indeed 165.51, Intelligent Marking USA, Inc. dba Turf Tank 810.00, INTERSTATE ALL BATTERY CENTER 388.61, J&D Automotive 275.25, Jackson Services, Inc. 283.04, Johnson Controls, Inc. 2,497.27, JW Pepper & Sons 841.87, Kelly Supply Company 78.71, KSB School Law 192.50, Matheson Tri-Gas 4,341.95, Menards 301.62, OneSource 36.45, Pathway Insurance 15,500.04, Platte Valley Communications 30.00, Prairie Hills Wireless LLC 49.95, Quadient 0.00, Robinson, Bev 1,119.30, Robinson, Lanny 2,284.80, S.E. Smith & Sons 425.59, Servi-Tech, Inc. 295.55, University of Nebraska Lincoln 231.25, US Bank 2,274.47, Village of Cairo 736.65, Wex Bank 772.19, Wilkins Architecture Design Planning 1,427.53

6.3. Building Fund Claims Total: \$0.00

6.4. Depreciation Fund Claims Total: \$0.00

7. Information Items: Reports

7.1. Activities Director Report:

Dean of Students/Activities Director Laethion Brown presented the Activities Director Report. He reported that there are over 50 students involved in activities in grades 9 through 12. One Act competition has wrapped up with our students competing in the Class A bracket this year. FFA LDE's have concluded, and we have multiple students that qualified for state competition. Mr. Brown gave a shout-out to the Centura students, stating that after competitions at Centura, many students stay and assist in cleaning up the bleachers and gym.

7.2. Elementary Principal Report:

Elementary Principal Janet Brown presented the Elementary Principal's Report. She reported that the HAL (High Ability Learner) students participated in the Science Olympiad at ESU 10. The

winter concert was a great success and preschool family fun night is planned for 12-9-25. She also reported that currently in grades K-5, the attendance average is 97.7%.

7.3. Secondary Principal Report:

Secondary Principal Melissa Beberniss presented the Secondary Principal's Report. She reported that the FBLA group toured Bryan College in Lincoln, the Sophomore class participated in the "Connecting the Dots" career fair in Ord. She stated there is a first semester positive that deserves celebration, with there being on average 10 fewer students on the ineligibility list each week when compared to last year. She also indicated the winter concert will be held on December 17th, MAPs testing will be taking place over the next couple of weeks and Centura will be hosting the ASVAB test on January 7th. The ASVAB will be available to interested 10th-12th graders. The test provides instant results and career exploration tools. This test is commonly linked to military service. However, taking this test does not commit you to the military but is the first step if students are considering military service for their future. Mrs. Beberniss shared that the Climate Boosters team will be brainstorming creative and fun ways to celebrate student successes.

7.4. Superintendent Report:

Dr. Kaela Heneger presented the Superintendent's report. Dr. Heneger reported updates on her goals, which include: Cultural and Transitional leadership, Academic Success and Continuous Improvement, Community and Stakeholder Engagement and Facilities. She also provided an update on the Safety Committee training staff have participated in.

7.5. Board President Report:

Sandra Davis presented the Board President's Report. She reported that all board members attended the NASB (Nebraska Association of School Boards) Annual Convention held in Omaha. She also reported that community engagement meetings continue as there is forward movement with the building modernization planning.

7.6. Board Committee Reports:

7.6.1. Facilities, Finance and Transportation Committee:

Board Member Mark Johnson provided a recap of the Finance, Facilities, and Transportation Committee meeting held on December 2, 2025. He stated there is consideration of moving money to the activity fund throughout the year rather than only once a year. This will be an agenda item at the January board meeting. An internal insurance audit was completed, and it was discovered that the new/updated insurance premiums were not entered into the accounts payable system. Thus, there was an amount due in addition to the normal monthly payment, which makes up for the new premiums that started in September. The amount owed was the districts responsibility, not the employee. He also reported that committee members reviewed the Fire Marshal's report that was provided after a facility-wide inspection.

7.6.2. Staff and Community Relations Committee:

Board Member Teresa Grabowski provided an update that there is a community meeting scheduled for December 10, 2025 at 7:30pm.

7.6.3. Curriculum, Instruction, and Assessment Committee:

- **Americanism Committee**

The Americanism Committee will be meeting immediately after tonight's board meeting.

7.6.4. Negotiations Committee:

Meetings have been taking place.

8. Action Items:

8.1. Human Resources:

8.1.1. Approval of certified staff resignation(s).

No action required.

8.1.2. Approval of certified staff contract(s).

No action required.

8.2. Review, consider and take all necessary action regarding Policy 3040 School Safety and Security.

No action is required. Dr. Heneger reported that it was reviewed in the Committee of the Whole meeting that happened prior to the board meeting and there were no recommendations to change the policy.

9. Discussion/Information Items:

9.1. Update on negotiations.

As of the time of this meeting, no agreement has been reached.

9.2. Review of draft copy of the 2026/2027 district school calendar.

Dr. Heneger provided the board members with an overview of the progress of creating the 26/27 District calendar. The final proposed calendar will be presented at the January board meeting.

9.3. Review Superintendent evaluation.

Board President Sandra Davis shared that Dr. Heneger's evaluation has been completed with the guidance of NASB. The evaluation process includes a self evaluation and each board member completing an evaluation. The information from the board member evaluations were compiled and compared to Dr. Heneger's self evaluation. The noted positives from the board include transparency and community engagement and the growth areas include budget knowledge, policy and educational leadership. President Davis stated that in the 6 months of Dr. Heneger's leadership, she feels things are going very well.

9.4. Discussion on the recently released AQuESTT (Accountability for a Quality Education System Today and Tomorrow) school classifications.

Dr. Heneger explained that the school ratings were released recently and the Centura District, and both the elementary and secondary school continue to be classified as "great".

10. Advanced Planning:

- **December 10th: Steering Committee Meeting 7:30pm**
- **December 22nd: Winter Break begins**
- **January 5th: Staff return from break**
- **January 6th: Students return for 2nd Semester**
- **January 12th: Committee of the Whole and Regular Board Meeting**
- **January 25th & 26th: Legislative Issues Conference (Lincoln)**

After discussion, the board decided not to have a Committee of the Whole meeting in January.

10.1. Next Meeting date and time: December 12, 2025 at 6pm.

Next Regular Board Meeting: January 12, 2026 at 6pm. It was noted that the agenda item has an incorrect date.

11. Meeting Adjournment.

I move to adjourn this meeting at 7:05 p.m. Passed with a motion by Teresa Grabowski and a second by Mark Johnson.

Sandra Davis: Yea, Teresa Grabowski: Yea, Mark Johnson: Yea, Todd Nitsch: Yea, Brooke Schmitt: Yea, Chelsea Schweitzer: Yea

Yea: 6, Nay: 0

**Centura Public Schools: Board of Education Work Session Minutes
District #47-0100 – Howard County Nebraska
Wednesday, December 10, 2025 7:30 PM
Centura High School; Cairo, NE**

Attendance Taken at 7:30 PM. Present: Sandra Davis, Teresa Grabowski, Mark Johnson, Todd Nitsch, Brooke Schmitt, Chelsea Schweitzer.

1. Opening The Meeting:

1.1. Call to order: The Work Session of the Centura Public Schools' Board of Education is called to order on (Day, Date), at 7:30 P.M. in the Board Room 201 Highway 11, Cairo, NE 68824.

Notice of the work session was given in advance thereof, according to law, by proper publication, a designated method for giving notice to the School District, a copy of the proof of publication is available upon request. Notice of this work session was given in advance to all members of the Board of Education. Availability of the agenda was communicated in this meeting. All proceeds of the Board of Education were taken while the convened work session was open to the attendance of the public.

1.2. Pledge of Allegiance and Recognition of Nebraska Open Meetings Act.

Board President Davis led in the Pledge of Allegiance. Then recognized the location of where the current Nebraska Open Meetings Act information was displayed.

1.3. Roll Call of Board Members:

All members are present.

1.3.1. Motion to excuse or not excuse Board Members not in attendance.

No action needed.

1.4. Centura Vision Statement: A Community About Students, Excellence and Innovation!

1.5. Centura Mission Statement: Centura and its collaborative partners are an innovative community empowering all students to be successful today and in the future.

2. Approval of the Agenda.

I move to approve the agenda as presented. Passed with a motion by Brooke Schmitt and a second by Mark Johnson.

Sandra Davis: Yea, Teresa Grabowski: Yea, Mark Johnson: Yea, Todd Nitsch: Yea, Brooke Schmitt: Yea, Chelsea Schweitzer: Yea

Yea: 6, Nay: 0

3. Recognition of visitors and public comment per Centura Public Schools Policy No. 2009.

No visitors wished to address the board.

4. Work Session Discussion/Information Items:

4.1.

- **Review Updated Feedback**
- **Review Renderings**

- **Discuss Possible Scope**
- **Discuss Possible Bond Request Amount**
- **Community Engagement Meetings for 2nd Semester**
- **Communication Planning**

Dr. Heneger and guests Jacob Sertich (Wilkins Architecture), Tobin Buchanan (Northland Securities), Mark Lewis (BD Construction), and Jeff Schneider (Northland Securities) provided information to the group regarding building renovation feedback. Conversation evolved to discussing any alternatives to the Conceptual Plan presented by Jacob Sertich. Tobin Buchanan provided information on the financial impact of a bond and discussed alternative funding such as QCPUF (Qualified Capital Purpose Undertaking Fund) funding.

5. Meeting Adjournment.

I move to adjourn this work session at 9:06 p.m. Passed with a motion by Teresa Grabowski and a second by Chelsea Schweitzer.

Sandra Davis: Yea, Teresa Grabowski: Yea, Mark Johnson: Yea, Todd Nitsch: Yea, Brooke Schmitt: Yea, Chelsea Schweitzer: Yea

Yea: 6, Nay: 0

Finance, Facilities, and Transportation Committee Meeting Agendas

December 7, 2026

Members Present: Sandra Davis, Todd Nitsch, Mark Johnson

Members Absent: none

Agenda and Notes:

Topic: Football goal post quotes
<ul style="list-style-type: none">• Moving to 8-man football, we will need to replace the 40+ year-old goal posts.• We received three quotes.<ul style="list-style-type: none">○ Rogers-\$8,680○ Bison- \$13,526○ SportsField Specialties - \$17,698

Additional Information Needed or Questions:

Place on Board Agenda:	Yes	No
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Recommendation: Ground Sleeves? Yes
Check size

Topic: We have been approached by Central Valley to co-op in Softball again. We would be the lead school.
<ul style="list-style-type: none">• We have a bit of time to think about this.• Centura would be the head school.• Possible agreement could be a portion of officials' and field maintenance costs.• Coaches are in support.

Additional Information Needed or Questions: Is the plan for this to be a long term partnership? Are we OK either way?
We need to have broader conversation
additional conversations about the pros & cons
-Is this where we need the COOP?
What is commitment?

Place on Board Agenda:	Yes	No
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Recommendation: Continue to gather information

Finance, Facilities, and Transportation Committee Meeting Agendas

Topic: Activities Account

- 2nd time we discussed
- Over the last couple of years Centura has made a transfer of \$40,000 to \$45,000 from the general to the activities. This usually happens in June or July.
- Mid-year Transfer to Activity Account \$20,000
- Cost have gone up for everything. This is to add a little more security as funds go in and out of this account. We will also be able to reassess this summer about how much more needs to be transfered

Additional Information Needed or Questions:

Place on Board Agenda:	Yes	No
Recommendation:	Mid-year Transfer from general to Activity Account \$20,000	

Topic: Update WWTP Planning ([Policy 3003](#))

- We are soliciting proposals for engineers:
 - Olsson-who did the study
 - W-Design-form Hastings
 - Andrew is working on two others
- Once we have selected an engineer, we will start the formal bid process
This person will help lead the Bid Process

Additional Information Needed or Questions:

Place on Board Agenda:	Yes-In February	No
Recommendation:	Bring the proposals to the FFT & regular Feburary board Meeting.	

Topic: Annual Report 24-25

- Follow conversation from July. We did the 23-24 in house.
- At this time Dr. Heneger and staff will collaborate to put the 2024-2025 Annual Report Out. Look at getting students involved.
- It will go out before the end of the school year.

Additional Information

Finance, Facilities, and Transportation Committee Meeting Agendas

Needed or Questions:

Place on Board Agenda:	Yes	No
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Recommendation:



528 Pioneer Parkway
 Clare, MI 48617
 Phone: 800-248-0270
 Fax: 888-549-9659
 www.rogersathletic.com

Quote for Centura Public Schools
 Quote: 53204
 Revision: 1
 Offer Valid Through: 12/21/25
 Proposed by: Jeff Butler
 Phone:
 Email: jbutler@rogersathletic.com

Quote Reference Number: 53204

Address Information

Bill To:

Centura Public Schools
 201 North State Highway 11
 PO Box 430
 Cairo, Nebraska 68824
 United States

Contact Buying: Timothy Dvorak
Phone: 308-379-4118
Email: tdvorak@centuraps.org

Ship To:

Centura Public Schools
 201 North State Highway 11
 PO Box 430
 Cairo, NE 68824
 United States

Contact Shipping: Timothy Dvorak
Phone: 308-379-4118
Email: tdvorak@centuraps.org

Terms and Conditions

Payment Terms: Net 30 Days

Centura Public Schools - Football Equipment - Goal Posts & Pads - 112125

Products

Description	Part Number	Qty	Price	Ext Price
Stadium Goal Post, 23'4" Crossbar 6' Offset 20' Upright (Pair) Yellow	411507OY	1	\$6,675.00 USD	\$6,675.00 USD
Gared Ground Sleeves, Gared Sports, FGP600GS	purch-3755	1	\$0.00 USD	\$0.00 USD
6' High Goal Post Pad Black	410438BK	2	\$415.00 USD	\$830.00 USD
Goal Post Pad Name and Logo Screen-printing	purch	1	\$125.00 USD	\$125.00 USD

Services

Description	Qty	Price	Ext Price
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Additional Charges/Credits

Description	Qty	Price	Ext Price
Shipping & Freight	1	\$1,050.00 USD	\$1,050.00 USD

Alternates

Description	Part Number	Qty	Price	Ext Price
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Products Total: \$7,630.00 USD
 Services Total: \$0.00 USD
 Additional Charges/Credits Total: \$1,050.00 USD
 Alternates Total: \$0.00 USD

*Net Total: \$8,680.00 USD

Quote Comments

Specific Terms

Assembly required on Sleds/Chutes.

Quoted price does not include any State and/or Local Taxes unless specified in the quotation.

*Quoted Net Total does not include Alternate Items; Ask for a quote revision after approving or rejecting Alternates to see an updated Net Total.

Lead time is estimated and varies based on manufacturing capacity. Actual ship date will be determined at placement of order. Shipping rates are subject to change. Freight Terms: FOB Clare – MI.

Rogers Athletic collects tax in the following states: AL AR CA CO FL GA HI IL IN MI NJ PA TX WA.

A tax-exempt certificate must be provided at time of order placement or sales tax will be added to the order. These can be forwarded to the following email address: taxexemptions@rogersgrp.com

All Labor and costs associated with docking, unloading, transferring or set up of the equipment and removal of debris are not included unless specified in the quotation.

Configured parts or part numbers ending in '-Custom' will have a production suffix added to the part number upon sales order creation and may appear different on invoices.

Visa – Mastercard – American and Discover Accepted (\$50,000 limit)

Remit payments to:
528 Pioneer Parkway
Clare, MI 48617

Material Price Escalation – The Contract price has been calculated based on the current prices for the component materials. However, the market for the materials is considered to be volatile, and sudden price increases could occur. Seller agrees to use its best efforts to obtain the lowest possible prices from available material suppliers. However, if there are increases in the prices of these materials that are purchased after execution of this Contract for use in this Project, Owner agrees to pay for a material cost increase to the seller. Any such increases will be documented in writing either in a revised quote or change order.

Order Authorization

Date

All rights reserved. Copyright Rogers Group, Inc.

Fwd: Thanks for Your Quote Request!

1 message

Tim Dvorak <tdvorak@centuraps.org>
 To: Laethion Brown <lbrown@centuraps.org>

Fri, Nov 21, 2025 at 12:51 PM

Quote from Bison

----- Forwarded message -----

From: **bisoninc** <no-reply@samita.io>
 Date: Fri, Nov 21, 2025 at 10:44 AM
 Subject: Thanks for Your Quote Request!
 To: <tdvorak@centuraps.org>

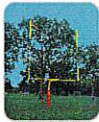



Quote #4625

Thank you for your quote request!

Our goal is to respond within 24 hours. We'll be in touch shortly. If you have questions, contact a Bison dealer using the online dealer referral, contact a product specialist at 800-247-7668, or send an e-mail to orderdesk@bisoninc.com. Please note that prices shown in this e-mail are Manufacturer's Suggested Retail Prices and do not include shipping or applicable taxes.

Quote summary

PRODUCT	PRICE
 5-9/16" Gooseneck Football Goalposts x 2 72" / High School / Safety Yellow FB55HS-SY	\$12,462.00
 Full-Color Graphic Football Goalpost Padding x 2 FBCPPG	\$1,064.00

More information

First name

Timothy

Last name

Dvorak

Email

tdvorak@centuraps.org

Phone

308-379-4118

Town / City

Cairo

State

Nebraska

Zip or Postal Code

68824

Message

Looking for Goalposts with Sleeves.

If you have any questions, reply to this email or contact us at orderdesk@bisoninc.com.

[Click here to unsubscribe](#)

This will also need freight to
be added, TBD



Remit To:
Sportsfield Specialties
PO Box 231
Delhi, NY 13753

Quote Number: 124993

QUOTE

Page: 1 of 3

Quote To: Centura Public School 201 N Hwy 11 Cairo NE 68824 US	Ship To: Centura Public School 201 N Hwy 11 Cairo, NE 68824 US	Date: 11/21/2025 Expires: 12/21/2025 PO Num: Centura Public Schools - Goalposts Sales Person: Jay Hayes Cell: 720-202-3937 Email: jhayes@sportsfield.com
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USD

Line	Part	Description	Qty /	Sales UoM	Unit Price	Line Total
1	GP620HS-Y		2.00	EA	\$5,625.00	\$11,250.00
		AdjustRight® High School Football Goal Post, Aluminum, 6' Offset with 20' Uprights, Hardware Kit and Directional Flags, Powder Coated Yellow Finish, GPGS Ground Sleeve Sold Separately				
2	GPGS		2.00	EA	\$605.00	\$1,210.00
		Ground Sleeve for Football Goal Post, 8" Sch. 40 Steel Pipe (8.625" O.D.), 60"L				
3	GPPRDG		2.00	EA	\$920.00	\$1,840.00
		Round Football Goal Post Pad with Custom Digitally Printed Lettering and/or Graphics, 7" I.D., 6'H, 5.5" Thick High Impact Polyurethane Foam, 18 oz. UV Resistant Outdoor Vinyl, Factory Sewn Hook and Loop Attachment, Various Standard Vinyl Colors Available				

QUOTE - Miscellaneous Charge -	
Description	Ext. Price
1.) Freight-NY1-Direct-Goalposts	\$2,820.00
2.) Freight-NC-Direct-Pads	\$578.00

Lines Total	\$14,300.00
Total Taxes	\$0.00
Line Miscellaneous	\$0.00
Quote Miscellaneous	\$3,398.00
Quote Total	\$17,698.00



Remit To:
Sportsfield Specialties
PO Box 231
Delhi, NY 13753

Quote Number: 124993

QUOTE

Page: 2 of 3

1. Customer is responsible for material take-off, quantities and specification compliance and/or equivalency of quoted products.
2. All prices listed are in US Dollars
3. Lead times vary by product and begin after receipt of purchase order, credit approval, and acceptance of color, material(s) and design. Please reach out to your team at Sportsfield Specialties for specific product lead times.
4. All freight is FOB Origin. **Freight rates are estimates provided at the time of quotation. Actual freight rates, include shipping & handling, will be billed at the time of shipment. The customer is responsible for any difference between the quoted freight rate and the actual freight rate at the time of shipment.** The actual freight rates may differ from the estimates as a result of variable factors, such as the change in product quantity and/or material order, state of national economy, fuel costs, capacity and/or rate levels at the time of shipment. Split orders will require additional freight charges. Freight quoted does not include additional equipment to unload or unloading services, assembly or installation.
5. Applicable State and Local Sales Tax will be added to the final invoice unless a tax exempt or Resale Certificate is provided prior to order shipment.
6. Wire transfers, by check and established credit terms are accepted payment methods. Accepted credit cards are VISA, Mastercard and American Express.
7. Pricing assumes any electrical connections and wiring are supplied by others unless otherwise indicated.
8. Customer is responsible for approval and associated cost of any applicable local and state codes.
9. Due to the increase of steel and aluminum raw material pricing caused by increased demand, coupled with market instability and uncertainty due to the implementation of international trade tariffs, Sportsfield Specialties, Inc. will no longer be able to guarantee current product pricing after this quotation has expired in thirty (30) days. To avoid a potential product price increase, customers will need to provide Sportsfield Specialties, Inc. with a fully executed purchase order or letter of intent before this quotation expires to guarantee this product pricing. Sportsfield Specialties, Inc reserves the right to requote product pricing as necessary based on current steel and aluminum raw material pricing once this quotation has expired in thirty (30) days.
10. If your quote includes custom and/or make-to-order item(s), the item(s) will not be fully released into production until all order information is verified. This information includes color choices, bench configurations, field dimensions and any necessary engineering. Custom items and items with digital graphics require a signed rendering prior to release into production. Once color selections are made and material has been ordered for custom or make-to-order items, the order cannot be canceled. Custom and make-to-order items cannot be returned.
11. Shipments outside of the US— Import Duties, Taxes, and Customs Clearance:
The buyer is solely responsible for all applicable import duties, tariffs, customs fees, taxes, and any other related charges upon entry into the destination country. Seller assumes no responsibility for these costs.
It is the buyer's responsibility to ensure compliance with all import regulations and to provide a licensed customs broker to facilitate clearance of the goods. The seller will not be held liable for delays, additional charges, or penalties resulting from the buyer's failure to arrange proper customs brokerage services

Large Item Shipping

Please be aware that due to our limited storage capacity, we do not have much flexibility to extend ship dates for certain products. Please let us know Immediately If you need to adjust your shipment date.

RAW Material Volatility

DISCLAIMER: Due to the ongoing Increase of steel and aluminum raw material pricing caused by Increased demand, coupled with market instability and uncertainty due to the Implementation of International trade tariffs, Sportsfield Specialties, Inc. will no longer be able to guarantee current product pricing after this quotation has expired In sixty (60) days. To avoid a potential product price Increase, customers will need to provide Sportsfield Specialties, Inc. with a fully executed purchase order or letter of Intent before this quotation expires to guarantee this product pricing. Sportsfield Specialties, Inc. reserves the right to requote product pricing as necessary based on current steel and aluminum raw material pricing once this quotation has expired In sixty (60) days.



Remit To:
Sportsfield Specialties
PO Box 231
Delhi, NY 13753

Quote Number: 124993

QUOTE

Page: 3 of 3

Date

Signature

Printed Name/Title

**NEGOTIATED AGREEMENT BETWEEN
HOWARD COUNTY SCHOOL DISTRICT NO. 47-0100
A/K/A CENTURA PUBLIC SCHOOLS
AND THE CENTURA EDUCATION ASSOCIATION
FOR THE 2026-2027 SCHOOL YEAR**

THIS AGREEMENT is made this 12th day of January, 2026, by and between the Board of Education of Howard County School District No. 47-0100, in the State of Nebraska (hereinafter referred to as the “Board” or “District” as the context may require) and the Centura Education Association (hereinafter referred to as the “Association”).

The base salary for the 2026-2027 school year shall be \$40,650, payable on a 4% x 5% step index salary schedule as attached hereto as Appendix “A”.

1. The Board shall provide Educator’s Health Alliance Blue Cross/Blue Shield Preferred \$1,450 Deductible Dual Option with \$3,800 High Deductible Health Plans (HDHPs) option.

Option 1: Select 1 of the following 4-tier plans: single employee health insurance, employee and spouse health insurance, employee and children health insurance, or a family health insurance, with a single employee dental coverage (Coverage A, 75% of B and 50% of C).

Or

Option 2: \$3,800 High Deductible Health Plans (HDHPs) paired with a Health Savings Account (HSA) that aligns to the selected PPO Plan. The district will contribute the difference between PPO and HDHP premiums to the employee’s HSA. Single employee dental coverage (Coverage A, 75% of B and 50% of C).

Any married couple employed by the district will be awarded a proportionate amount of dental premiums (the district will pay the equivalent cost of two single policies toward the coverage selected within the district’s dental plan). The District will pay for \$20,000 Term Life Insurance policy for the employee, with the district-selected provider.

2. Resignations will be accepted until April 15th.
3. The Board shall grant the number of years of experience that a teacher brings into the Centura Public Schools system up to a maximum of fifty (50) years. In no case shall the years of experience given to a teacher exceed the teacher’s actual years of experience.

A maximum of two (2) years of military experience may be applied as experience on the salary schedule, unless otherwise required by law.

4. BA, BA+36, or MA: Hours must be in a major field, an approved graduate course of study or approved by the Board or designee, and taken from an accredited institution.

MA, MA+9, MA+18, MA+27, MA+36: Hours must be graduate hours in the subject area taught or approved by the Board or designee, and taken from an accredited institution.

There shall be both horizontal and vertical movement, limited to one (1) step down and one (1) step across per contract year, if the certified teacher employee qualifies for movement. The only exception to the step movement is in the case of a staff member who acquires their Master’s degree. In that case, the staff member will be moved to the

MA column in the contract year following successful completion of their program.

5. A teacher shall receive, without a deduction in salary, seven (7) days of sick leave per year. Sick leave not used each year shall accumulate but not exceed fifty (50) days. After an illness of three (3) consecutive days, a teacher must see a doctor and receive a signed statement indicating the nature and status of the illness.
6. Six (6) days of personal leave will be allowed each year without loss of pay, except if requested on the last student day before a school break or the first day following a school break. Except in cases of emergency, personal days shall not be taken the day prior to or following a regularly scheduled holiday. If requested on the last student day before a break or the first student day after a break, personal leave may be granted, but would result in a dock day.

All personal and professional day use, except in the case of emergency, is subject to substitute availability. Except in cases of emergency or at the discretion of administration for professional leave in alignment to the strategic plan, no more than two (2) elementary and two (2) secondary teachers may be gone on combined personal and professional leave on any given day.

Application(s) for personal leave must be submitted to the teacher's supervisory principal as early as possible for approval, but at least 48 hours prior to the start of the leave, except in cases of emergency. Failure to comply with the submission process will result in the denial of the requested leave. Application(s) for professional leave must be submitted to the teacher's supervisory principal as early as possible for approval, but at least one week prior to the start of the leave. Failure to comply with the submission process will result in the denial of the requested leave.

Three remaining unused personal days can either be bought back by the district at the substitute pay rate or added to the staff member's sick leave bank. All remaining unused personal days must be added to the sick leave bank unless the teacher has already accumulated 50 days of sick leave. In that case, the remaining unused personal days shall be bought back by the district at the substitute pay rate.

An "emergency" is a situation where under no circumstances can an absence be avoided or the situation be addressed outside of expected duty time.

7. Bereavement Leave shall also be granted up to five (5) days plus reasonable travel time for the death of a spouse, brother, sister, father, mother, son, son-in-law, daughter, daughter-in-law, grandchild or grandparent of the employee or spouse. Teachers may attend the funeral for other persons by using a personal day. Teachers may be allowed to attend a funeral of other persons if they have no additional bereavement days beyond those listed above by using sick leave. The teacher must make the request in writing to the superintendent, and the superintendent may grant the use of additional sick leave days up to 10 (ten) or as many as the employee has remaining for bereavement.
8. A scholarship of up to \$500 is available to those teachers who take approved graduate courses. These scholarships would be paid upon successful completion of course(s) and receipt of the transcript. Prior approval must be obtained from the Superintendent before the course is eligible for the scholarship. A maximum of one (1) scholarship per budget year per teacher will be available. Pending second-semester scholarship stipends are not payable to an employee upon receipt of a resignation. Scholarships are only available to staff who were under contract with Centura Public Schools during the time the courses were taken.

An exception will be made for teachers obtaining dual credit certification in content areas that will provide additional courses for college credit to students. Teachers working towards dual credit certification will be eligible to receive a scholarship up to the cost of 9 credit hours (not to exceed \$1,125) as long as all other provisions related to graduate scholarships listed above are met.

9. Certified Staff Members will sign up to take tickets for home events. Number of events staff needs to sign up for each year will be announced in August. This number is determined by number of staff not already assigned to event tasks and number of home events in the given school year. Staff Members will be paid \$20.00 per event.
10. For the entire term of this agreement, mileage will be reimbursed at the current IRS rate. Reimbursement for mileage must be approved by the administration.
11. Grievance Procedure (Policy 4013 Appendix 3)

Definition of Grievance: A grievance is an allegation by an employee or group of employees that there has been a violation of a provision of the negotiated agreement or a policy of the board of education.

12. All compensation and benefits will be paid on a percentage basis consistent with the teacher's percentage of full-time-equivalency. For example, a .5 FTE teacher will receive 50% salary and 50% of the sick leave allotment.
13. The Board and Association shall not discriminate against any employee or applicant who is to be employed for performance of this Agreement with respect to his or her hire, tenure, terms, conditions, or privileges of employment, because of his or her race, color, religion, sex, disability, or national origin.
14. The Superintendent may appoint members of the staff to serve on the safety committee as appropriate and as required by law.
15. Except as expressly modified or restricted by a specific provision of this Agreement, all statutory and inherent managerial rights, prerogatives, and functions are retained and vested exclusively in the District, including, but not limited to, the rights, in accordance with its sole and exclusive judgment and discretion: to reprimand, suspend, discharge, or otherwise discipline employees; to determine the number of employees to be employed; to hire employees, determine their qualifications and assign and direct their work; to promote, demote, transfer, lay off, recall to work, and retire employees; to set the standards of productivity and the services to be rendered; to determine the amount and forms of compensation for employees; to maintain the efficiency of operations; to determine the personnel, methods, means, and facilities by which operations are conducted; to set the starting and quitting time and the number of hours and shifts to be worked; to use independent contractors to perform work or services; to subcontract, contract out, close down, or relocate the District's operations or any part thereof; to expand, reduce, alter, combine, transfer, assign, or cease any job, department, operation, or service; to control and regulate the use of machinery, facilities, equipment, and other property of the District; to introduce new or improved research, production, service, distribution, and maintenance methods, materials, machinery and equipment; to determine the number, location and operation of departments, divisions, and all other units of the District; to issue, amend and revise policies, rules, regulations, and practices; and to take whatever action is either necessary or advisable to determine, manage, and fulfill the mission of the District and to direct the District's employees. The District's failure to exercise any right, prerogative, or function hereby reserved to it, or the District's exercise of any such right, prerogative, or function in a particular way,

shall not be considered a waiver of the District's right to exercise such right, prerogative, or function or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

16. During the negotiations resulting in this Agreement, the District and the Association each had the unlimited right and opportunity to make demands and proposals with respect to any subject matter on which any state or federal law imposes an obligation to bargain, including but not necessarily limited to, the Industrial Relations Act (Neb. Rev. Stat. §§ 48-801 through 48-839). Except as specifically set forth elsewhere in this Agreement, the District expressly waives its right to require the Association to negotiate, and the Association expressly waives its right to require the District to negotiate over all matter as to which state or federal law imposes an obligation to bargain, whether or not: (a) such matters are specifically referred to in this Agreement; (b) such matters were discussed between the District and the Association during the negotiations which resulted in this Agreement; or (c) such matters were within the contemplation or knowledge of the District or the Association at the time this Agreement was negotiated and executed. This Agreement contains the entire understanding, undertaking, and agreement of the District and the Association, after the exercise of the right and opportunity referred to in the first sentence of this section, and finally determines all matters of collective bargaining for its terms. Changes to this Agreement, whether by addition, waiver, deletion, amendment, or modification, must be reduced to writing and executed by both the District and the Association.
17. This Negotiated Agreement is the product of a collectively-bargained negotiation, and all parties have cooperated in the drafting and preparation of the Agreement. Thus, this Negotiated Agreement should not be construed for or against any party.

This Agreement was adopted by the Centura Education Association on the ___ day of _____, _____, and adopted by the Board of Education of the School District on the ___ day of _____, _____.

President, Centura Board of Education Date

Head Negotiator, Centura Education Association Date

Appendix 1
Certified Staff Salary Schedule

**Centura Public Schools
Certified Salary Index Schedule
2026-2027**

Base: \$40,650

	BA	BA+9	BA+18	BA+27	MA/BA+36	MA+9	MA+18	MA +27	MA +36
	A	B	C	D	E	F	G	H	I
0	1.00 40,650.00	1.05 42,682.50	1.10 44,715.00	1.15 46,747.50	1.20 48,780.00	1.25 50,812.50	1.30 52,845.00	1.35 54,877.50	1.40 56,910.00
1	1.04 42,276.00	1.09 44,308.50	1.14 46,341.00	1.19 48,373.50	1.24 50,406.00	1.29 52,438.50	1.34 54,471.00	1.39 56,503.50	1.44 58,536.00
2	1.08 43,902.00	1.13 45,934.50	1.18 47,967.00	1.23 49,999.50	1.28 52,032.00	1.33 54,064.50	1.38 56,097.00	1.43 58,129.50	1.48 60,162.00
3	1.12 45,528.00	1.17 47,560.50	1.22 49,593.00	1.27 51,625.50	1.32 53,658.00	1.37 55,690.50	1.42 57,723.00	1.47 59,755.50	1.52 61,788.00
4	1.16 47,154.00	1.21 49,186.50	1.26 51,219.00	1.31 53,251.50	1.36 55,284.00	1.41 57,316.50	1.46 59,349.00	1.51 61,381.50	1.56 63,414.00
5	1.20 48,780.00	1.25 50,812.50	1.30 52,845.00	1.35 54,877.50	1.40 56,910.00	1.45 58,942.50	1.50 60,975.00	1.55 63,007.50	1.60 65,040.00
6		1.29 52,438.50	1.34 54,471.00	1.39 56,503.50	1.44 58,536.00	1.49 60,568.50	1.54 62,601.00	1.59 64,633.50	1.64 66,666.00
7		1.33 54,064.50	1.38 56,097.00	1.43 58,129.50	1.48 60,162.00	1.53 62,194.50	1.58 64,227.00	1.63 66,259.50	1.68 68,292.00
8			1.42 57,723.00	1.47 59,755.50	1.52 61,788.00	1.57 63,820.50	1.62 65,853.00	1.67 67,885.50	1.72 69,918.00
9			1.46 59,349.00	1.51 61,381.50	1.56 63,414.00	1.61 65,446.50	1.66 67,479.00	1.71 69,511.50	1.76 71,544.00
10				1.55 63,007.50	1.60 65,040.00	1.65 67,072.50	1.70 69,105.00	1.75 71,137.50	1.80 73,170.00
11				1.59 64,633.50	1.64 66,666.00	1.69 68,698.50	1.74 70,731.00	1.79 72,763.50	1.84 74,796.00
12					1.68 68,292.00	1.73 70,324.50	1.78 72,357.00	1.83 74,389.50	1.88 76,422.00
13						1.77 71,950.50	1.82 73,983.00	1.87 76,015.50	1.92 78,048.00
14							1.86 75,609.00	1.91 77,641.50	1.96 79,674.00
15									2.00 81,300.00

**Red shaded areas are no longer in existence beginning with the 2012-13 school year. They are grandfathered for certified staff within the salary and step. Movement must be within the green (existing) and yellow (new as of 2012-13) shaded areas.

Appendix 2
Extra Duty Salary Schedule

**Centura Public Schools
Extra Duty Salary Schedule**

2026-2027

Base	\$40,650						
Years Exp.	Cat. I	Cat. II	Cat. III	Cat. IV	Cat. V	Cat. VI	Cat. VII
Years 0-1	0.80%	2.30%	4.30%	6.30%	8.30%	10.30%	12.30%
	\$325.20	\$934.95	\$1,747.95	\$2,560.95	\$3,373.95	\$4,186.95	\$4,999.95
Years 2-3	1.70%	3.20%	5.20%	7.20%	9.20%	11.20%	13.20%
	\$691.05	\$1,300.80	\$2,113.80	\$2,926.80	\$3,739.80	\$4,552.80	\$5,365.80
Years 4-5	2.60%	4.10%	6.10%	8.10%	10.10%	12.10%	14.10%
	\$1,056.90	\$1,666.65	\$2,479.65	\$3,292.65	\$4,105.65	\$4,918.65	\$5,731.65
6+ Years	3.50%	5.00%	7.00%	9.00%	11.00%	13.00%	15.00%
	\$1,422.75	\$2,032.50	\$2,845.50	\$3,658.50	\$4,471.50	\$5,284.50	\$6,097.50

Longevity

5th Year	\$250.00
10th Year	\$500.00
15th Year	\$750.00
20th Year	\$1,000.00

Any coach or activity sponsor listed on the extra-duty document, with five years of continuous service in the same program at Centura Public Schools is eligible for longevity pay. Longevity Pay will be paid in August following the qualifying year.

**Centura Public Schools
Extra Duty Salary Schedule**

<p>Category I</p> <p>JH Academic Quiz Bowl HS Academic Quiz Bowl JH Science Olympiad HS Science Olympiad</p> <p>Category II</p> <p>EL Character Council Sponsor ES Yearbook HS Student Council Sponsor Prom Sponsor Robotics Vocal Music Vocal Music National Honor Society</p> <p>Category III</p> <p>HS Yearbook One-Act Technical Coach Speech Assistant Coach Summer Weights - Assistant Centura Score Vision #2 JH Assistant Football JH Assistant Wrestling JH Assistant Boys Basketball JH Assistant Boys & Girls Track JH Assistant Boys & Girls Track JH Assistant Volleyball JH Assistant Girls Basketball</p> <p>Category IV</p> <p>Centura Score Vision #1 HS Assistant Baseball #1 HS Assistant Softball #1 HS Assistant Softball #2 HS Assistant Track #1 HS Assistant Track #2 HS Assistant Track #3 HS Assistant Track #4 JH Head Boys Basketball JH Head Football JH Head Girls Basketball JH Head Volleyball JH Head Wrestling JH Head Track</p>	<p>Category V</p> <p>HS Assistant Boys Basketball #1 HS Assistant Boys Basketball #2 HS Assistant Boys Wrestling HS Assistant Football #1 HS Assistant Football #2 HS Assistant Football #3 HS Assistant Girls Basketball #1 HS Assistant Girls Basketball #2 HS Assistant Girls Wrestling HS Assistant Volleyball #1 HS Assistant Volleyball #2 HS Cross Country-Boys & Girls HS Golf - Boys HS Golf - Girls Cheer Sponsor Band Sponsor One-Act Coach Speech Coach Summer Weights - Head</p> <p>Category VI</p> <p>HS Head Softball HS Head Track - Boys & Girls *HS Assistant Baseball (CHS Lead) FBLA Sponsor ^Concessions</p> <p>Category VII</p> <p>HS Head Football HS Head Volleyball HS Head Boys Basketball HS Head Girls Basketball HS Head Boys Wrestling HS Head Girls Wrestling</p> <p>Other</p> <p>Athletic Director FFA Sponsor Dual Credit Elem Integration Support Elem Integration Support</p>
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* Indicates part of a cooperative team, **lead** indicates that this position requires additional responsibilities of communication, transportation, and planning practice at times.

^ Is locked in at Cat. IV Experience I