

SANDHILLS PUBLIC SCHOOLS
Regular May Regular Board of Education Meeting
Monday, May 12, 2025
7:00 PM

Sandhills High School Lecture Hall, 107 Gandy Avenue, Dunning, NE 68833

Opening Statement:

Welcome to the Sandhills Public Schools Board of Education Meeting. The agenda sequence is provided as a courtesy only. The board reserves the right to consider each item in any sequence it deems appropriate. Therefore, we encourage visitors to attend the meeting from the beginning.

The Board of Education reserves the right to enter into Executive Session for the protection of the public interest; or the prevention of needless injury to the reputation of an individual, and if the individual has not requested a public meeting.

{{Name: Agenda Item Name}} {{Rationale: Agenda Item Rationale}}

Regular Board Meeting:

1. **Call to order** The regular monthly meeting of the Sandhills Public Schools Board of Education was called to order on _____ at ____ p.m. in the Sandhills High School Lecture Hall.
2. **Mission Statement**
3. **Nebraska Open Meetings Law** Posted in meeting room
4. **Publication of Meetings** Per Policy 204.07-reasonable advanced notification was made of the meeting. Verification of Publication on minutes in the Thomas County Herald
5. **Roll Call**
6. **Pledge of Allegiance**
7. **Approval of Agenda**
8. **Public Comment** *Thank you for attending the board meeting. Comments from the public should be made during this time. Please introduce yourself and refrain from defamatory or personal comments. Comments should be limited to three minutes.*
9. **Consent Agenda**
 - 9.a. Approve the minutes of the April 14, 2025 regular board meeting
 - 9.b. Approve the Financial Report
 - 9.c. Approve the payment of bills
10. **Administrative and Informational Reports**
 - 10.a. Activities Director's Report
 - 10.b. Principal's Report
 - 10.c. Superintendent's Report
 - 10.d. Committee Reports Policy Committee
 - Building/Facilities/Planning
 - Coop
 - American Civics
 - Negotiations
 - Transportation
 - Hiring
11. **Discussion Items**
 - 11.a. Transportation

- 11.b. Report on facilities
- 12. **Action Items**
 - 12.a. Consideration and approval of Reading/Language Arts series to be purchased from Heggerty and CKLA
 - 12.b. Review and approve Board Policies Section 300 Administration
 - 12.c. Review Board Policy for Dress Code and Grooming
 - 12.d. Approve 2025-2026 Spanish Program Consortium Agreement
- 13. **Adjourn Official Meetings Notice:** The next regular board meeting will be held in the high school lecture hall at Dunning, NE and will begin at June 9, 2025. The meeting will be open to the public and agendas are kept continually current and available for public inspection in the Superintendent's office during regular business hours with reasonable notice.

NEBRASKA OPEN MEETINGS ACT

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

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

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

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

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

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

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

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

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

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

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

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

(c) Investigative proceedings regarding allegations of criminal misconduct;

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

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

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

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

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

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

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

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

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

(1) Until January 1, 2025:

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

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

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

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

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

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

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

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

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

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

(2) Beginning January 1, 2025:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

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

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority; and

(xiii) A natural resources district.

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

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

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

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

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

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

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

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

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

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

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

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

84-1413.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Revised 07/2024


Nebraska Council
of School Administrators
455 South 11th Street, Suite A
Lincoln, NE 68508
(402) 476-8050
ncsa.org


PERRY, GUTHERY, HAASE & GESSFORD, P.C., L.L.O.
233 South 13th Street, Suite 1400,
Lincoln, NE 68508
(402) 476-9200
perrylawfirm.com

PROOF OF PUBLICATION

State of Nebraska)
) ss.
County of Thomas)

Kendra L. Cutler, being first duly sworn, deposes and says she is the Editor of the Thomas County Herald a weekly legal newspaper having a bona fide circulation of more than 300 copies published in Thedford, Nebraska; and said newspaper has been published for at least 52 consecutive weeks prior to publication of attached notice; that said publication is of general circulation; that attached notice was published 1 time(s) on

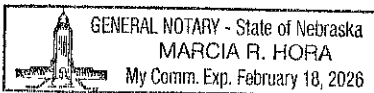
April 3, 2025

Kendra L. Cutler

Subscribed to in my presence and Sworn to before me this 23rd day of April, 2024

Marcia R. Hora
Notary Public

Publication Fee \$ 12.45



Sandhills Schools
Board
Public Notice
The Board of Education of Sandhills Public Schools will meet Monday, April 14, 2025 at 6:00 p.m. in the Lecture Hall at the high school in Dunning, Nebraska. All meetings are open to the public. Agendas are kept continually current and available for public inspection in the Superintendent's Office during regular business hours with reasonable notice.
Publish: April 3, 2025.
ZNEZ

PROOF OF PUBLICATION

State of Nebraska)
) ss.
County of Thomas)

Kendra L. Cutler, being first duly sworn, deposes and says she is the Editor of the Thomas County Herald a weekly legal newspaper having a bona fide circulation of more than 300 copies published in Thedford, Nebraska; and said newspaper has been published for at least 52 consecutive weeks prior to publication of attached notice; that said publication is of general circulation; that attached notice was published 1 time(s) on

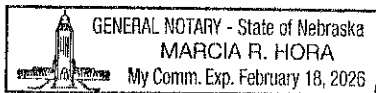
April 24, 2025

Kendra L Cutler

Subscribed to in my presence and Sworn to before me this 23rd day of April, 2024

Marcia R. Hora
Notary Public

Publication Fee \$ 211.84



Sandhills Public Of Education

SANDHILLS PUBLIC SCHOOLS

Regular Board of Education Meeting Minutes

Monday, April 14, 2025
7:00 PM

Sandhills High School
Lecture Hall

Regular Board Meeting:

1. Call to order

The regular monthly meeting of the Sandhills Public Schools Board of Education is call to order on April 14, 2025 at 7:02 p.m. in the Sandhills High School Lecture Hall by President Rory Zutavern.

2. Mission Statement

"To develop KNIGHTS" Knowledgeable, Noble, Independent, Grateful, Honest, Tenacious, and Successful citizens for an ever-changing world." (Approved 11/11/24)

3. Nebraska Open Meetings Law - Posted in the meeting room. The location of the poster was noted.

4. Publication of Meetings

a. Per Policy 204.7 - reasonable advanced notification was made of the meeting. Verification of Publication of minutes in the *Thomas County Herald*, March 27, 2025.

5. Roll Call

Board Members Present: Dillon Simonson, Jeff Martindale, Michelle Milleson, Rory Zutavern, Jill Thompson, and Reed Larsen. Absent: none. Also present were Superintendent Jamie Isom, Principal Patrick Recoy, and Jaylee Simonson, bookkeeper.

6. Pledge of Allegiance - The pledge of Allegiance was recited by the Board and others in attendance.

7. Approval of Agenda

A motion made by Michelle Milleson, seconded by Jill Thompson to approve the agenda. Voting Yea: Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Voting Nay: None. Motion passed 6-0.

8. Public Comment

The Board sets aside time to hear comments or concerns from pa-

trons. No public comments were made.

9. Consent Agenda

A motion to approve the consent agenda was made by Jeff Martindale, seconded by Reed Larsen. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Voting Nay: None. Motion passed 6-0.

9a. Approve the minutes of the March 10, 2025 regular board meeting

9b. Approve the Financial Report

9c. Approve the payment of bills.

10. Administrative Reports

10a. Activities Director's Report - Spring activities are underway

with students participating in track meets. FFA recently attended the state conference. The FFA Banquet will be April 15 at the Community building. FBLA students also recently attended the state convention. They received six ribbons in total while attending. FBLA students placed second on a statewide level for March of Dimes fundraising with \$507.74. Three students qualified for State Speech. Recent changes with NSAA include adding a D3 class for football (2026), highest seed will host District final in Volleyball and Basketball (2025) with several other changes coming.

10b. Principal's Report - Junior High and High School students have recently participated in many activities and many academic events. The schedule for the 2025-2026 year will include a 14-minute home room. To do this, each class period will be reduced by 2 minutes. This time will be used for checking in with students about grades, general housekeeping events, and provide an opportunity for social emotional learning activities. Spanish courses are going to be moved down a grade to offer Spanish 1 to sophomores, followed by Spanish 2 offering to Juniors.

The district will be working to improve the MTSS process. MTSS stands for Multi-Tiered System of Supports, a framework that helps staff identify and address students' needs, including academic, behavioral, and social-emotional, through a tiered system of interventions. This approach aims to provide differentiated support for students based on their individual needs, moving from less to more intensive interventions as needed. ESU 10 will help provide appropriate training and support.

Mr. Recoy recently visited schools in the Omaha Public Schools and Papillion Public Schools as part of his graduate coursework. He was able to visit classrooms and provided an opportunity to network with other principals to learn and grow in the principal role.

10c. Superintendent-Certificated staff members have all returned contracts for the 2025-2026 school year. Unfilled coaching positions remain. Information about possible repairs in the Science area at the high school is being gathered as there are some plumbing concerns. Work on the activity gym floor is nearing completion.

11. Discussion Items

11a. Presentation by

Mr. Marten and Students regarding Cell Phone Use Policy - Mr. Marten and junior high and high school students have been working on a potential cell phone use policy. They made a presentation to the board suggesting that cell phone usage be more limited with the assistance of staff.

11b. Report on facilities

1. Flooring in the activity building is progressing and nearing completion. Transitions and final finish remain, along with adding holes for volleyball standards.

2. Two proposals for the ESCO were received by the April 11, 2025, 2:00 p.m. deadline. The facilities committee reviewed

these prior to the regular board meeting, making the recommendation to contract with Facility Advocates as the Energy Services Company (ESCO) to help provide planning and expertise relating to building and energy needs.

12. Action Items

12a. Following the RFQ process for selecting an Energy Services Company (ESCO), the Board of Education authorizes the Superintendent to sign a Letter of Intent with Facility Advocates (the ESCO) to finalize the agreement based upon the Scope of Work, within the established proposed budget for the project of \$93,000 for replacement of the heat exchanger in one unit at the high school building.

Motion made by Jeff Martindale, seconded by Reed Larsen to authorize the superintendent to sign a Letter of Intent with Facility Advocates to finalize the agreement based upon the Scope of Work within the established proposed budget of \$93,000 for replacement of the heat exchanger in one rooftop unit at the high school. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Voting nay - none. Motion passed 6-0.

1b. Consider and approve Planned Maintenance Service Agreement Renewal for Sandhills High School with Waldinger's

Motion made by Jeff Martindale, seconded by Michelle Milleson to approve Planned Maintenance Service Agreement Renewal with Waldinger's. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Voting nay: none. Motion passed 6-0.

12c. Consideration and approval of Reading/Language Arts series to be purchased from Heggerty and CKLA.

Mr. Recoy described the process used in the selection of the recommended Reading/Language Arts series. Questions arose

about the quotes received so no action was taken. The board will be revisit this as part of the regular May Board of Education meeting.

12d. Consider and approve lease agreement with Apple Inc. for replacement computers for 7-12 students and certified staff.

A motion made by Michelle Milleson, seconded by Dillon Simonson to approve lease agreement with Apple, Inc. for upgrading student computers grades 7-12 and certified staff computer. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Voting nay: none. Motion passed 6-0.

12e. Consider and approve wage and benefit for classified staff for the 2025-2026 school year

A motion made by Jeff Martindale, seconded by Jill Thompson to approve wage and benefit for classified staff for the 2025-2026 school year as presented, including a 3% wage increase an increased cost of health and dental benefits for those who qualify.

Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Voting nay: None. Motion passed 6-0.

12f. Accept resignation of Melissa Freeman as cook effective at the end of the school year

A motion made by Reed Larsen, seconded by Michelle Milleson to accept the resignation of Melissa Freeman effective at the end of the 2024-2025 school year. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Voting nay: none. Motion passed 6-0.

12g. Final reading and approval of Board Policy 802.05 Free or Reduced Cost Meals Eligibility and Meal Charges

A motion made by Michelle Milleson, seconded by Dillon Simonson to approve the final reading and approve

Board Policy 802.5 Free or Reduced Cost Meals Eligibility and Meal Charges.

Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Voting nay: None. Motion passed 6-0.

12h. Review and approve Board Policies 204.01-204.12, 205.01-205.07, and 206.01-206.04.

A motion made by Dillon Simonson, seconded by Jill Thompson to review and approve Board Policies 204.01-204.12, 205.01-205.07, and 206.01-206.04. Voting: Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Voting nay: none. Motion passed 6-0.

12i. Second evaluation of the superintendent for the 2024-2025 year was completed by the Board of Education and shared with the superintendent.

13. Adjourn

The regular Board of Education April 14, 2025 meeting was adjourned at 10:02 by President Rory Zutavern.

Official Meeting Notice: The next regular meeting of the Sandhills Board of Education will be held at the high school lecture hall in Dunning, NE and will begin at 7:00 p.m. on May 12, 2025. The meeting will be open to the public. Agendas are kept continually current and available for public inspection in the Superintendent's office during regular business hours with reasonable notice.

CLAIMS

Activity Fund.....100.00
Consolidated Telephone482.14
Corporate Payment Systems.....348.71
Creative Printers.....324.02
Custer Public Power District.....2,846.96
DAS State Accounting - Central Finance.....396.67

Dismal Trucking LLC.....1,511.56
Duda Plumbing....895.00
Dunning Water.....365.00
Eakes Office Solutions119.13
Educational Development Corporation79.92
ESU 106,556.78
Ganoung, Kristin ..99.00
Hometown Leasing532.28
KCNI-AM240.00
Lunch Fund.....10,000.00
MARC1249.59
Matheson Tri-Gas Inc.....50.80
MCI.....57.78
NASSP385.00
Nebraska Public Health Environmental Laboratory247.00
NIBC.....275.00
Norms Auto.....3,453.50
Presto X Company231.79
Quill43.98
Rapid Fire Protection.....482.90
Sandhill Oil Company6,766.85
Scholastic Inc.....79.64
Staples157.53
Teahon, Tyler1,700.00
TEAM Physical Therapy482.76
Trosper, Jakob244.00
Trotter's Tire Pros-Broken Bow 447.00
Village of Thedford.....456.75
Waldinger Corporation, The2,346.00
Payroll & Liabilities.....190,282.86
Total.....244,237.70
Publish: April 27, 2025

ZNEZ

SANDHILLS PUBLIC SCHOOLS
Regular Board of Education Meeting Minutes
Monday, April 14, 2025
7:00 PM
Sandhills High School Lecture Hall

Regular Board Meeting:

1. **Call to order**

The regular monthly meeting of the Sandhills Public Schools Board of Education is call to order on April 14, 2025 at 7:02 p.m. in the Sandhills High School Lecture Hall by President Rory Zutavern.

2. **Mission Statement**

"**To develop KNIGHTS**" **K**nowledgeable, **N**oble, **I**ndependent, **G**rateful, **H**onest, **T**enacious, and **S**uccessful citizens for an ever-changing world." (Approved 11/11/24)

3. **Nebraska Open Meetings Law** – Posted in the meeting room. The location of the poster was noted.

4. **Publication of Meetings**

- a. Per Policy 204.7 – reasonable advanced notification was made of the meeting. Verification of Publication of minutes in the Thomas County Herald, March 27, 2025.

5. **Roll Call**

Board Members Present: Dillon Simonson, Jeff Martindale, Michelle Milleson, Rory Zutavern, Jill Thompson, and Reed Larsen. Absent: none. Also present were Superintendent Jamie Isom, Principal Patrick Recoy, and Jaylee Simonson, bookkeeper.

6. **Pledge of Allegiance** - The pledge of Allegiance was recited by the Board and others in attendance.

7. **Approval of Agenda**

A motion made by Michelle Milleson, seconded by Jill Thompson to approve the agenda. Voting Yea: Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Voting Nay: None. Motion passed 6-0.

8. **Public Comment**

The Board sets aside time to hear comments or concerns from patrons. No public comments were made.

9. **Consent Agenda**

A motion to approve the consent agenda was made by Jeff Martindale, seconded by Reed

Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Voting Nay: None. Motion passed 6-0.

- 9.a. Approve the minutes of the March 10, 2025 regular board meeting
- 9.b. Approve the Financial Report
- 9.c. Approve the payment of bills

10. **Administrative Reports**

10.a. Activities Director's Report – Spring activities are underway with students participating in track meets. FFA recently attended the state conference. The FFA Banquet will be April 15 at the Community building. FBLA students also recently attended the state convention. They received six ribbons in total while attending. FBLA students placed second on a statewide level for March of Dimes fundraising with \$507.74. Three students qualified for State Speech. Recent changes with NSAA include adding a D3 class for football (2026), highest seed will host District final in Volleyball and Basketball (2025) with several other changes coming.

10.b. Principal's Report – Junior High and High School students have recently participated in many activities and many academic events. The schedule for the 2025-2026 year will include a 14-minute home room. To do this, each class period will be reduced by 2 minutes. This time will be used for checking in with students about grades, general housekeeping events, and provide an opportunity for social emotional learning activities. Spanish courses are going to be moved down a grade to offer Spanish 1 to sophomores, followed by Spanish 2 offering to Juniors.

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Mr. Recoy recently visited schools in the Omaha Public Schools and Papillion Public Schools as part of his graduate coursework. He was able to visit classrooms and provided an opportunity to network with other principals to learn and grow in the principal role.

10.c. Superintendent – Certificated staff members have all returned contracts for the 2025-2026 school year. Unfilled coaching positions remain. Information about possible repairs in the Science area at the high school is being gathered as there are some plumbing concerns. Work on the activity gym floor is nearing completion.

11. Discussion Items

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- 12.b. Consider and approve Planned Maintenance Service Agreement Renewal for Sandhills High School with Waldinger's
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- 12.e. Consider and approve wage and benefit for classified staff for the 2025-2026 school year

A motion made by Jeff Martindale, seconded by Jill Thompson to approve wage and benefit for classified staff for the 2025-2026 school year as presented, including a 3% wage increase an increased cost of health and dental benefits for those who qualify.

Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Voting nay: None. Motion passed 6-0.

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A motion made by Reed Larsen, seconded by Michelle Milleson to accept the resignation of Melissa Freeman effective at the end of the 2024-2025 school year.

Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Voting nay: none. Motion passed 6-0.

- 12.g. Final reading and approval of Board Policy 802.05 Free or Reduced Cost Meals Eligibility and Meal Charges

A motion made by Michelle Milleson, seconded by Dillon Simonson to approve the final reading and approve Board Policy 802.5 Free or Reduced Cost Meals Eligibility and Meal Charges.

Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Voting nay: None. Motion passed 6-0.

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A motion made by Dillon Simonson, seconded by Jill Thompson to review and approve Board Policies 204.01-204.12, 205.01-205.07, and 206.01-206.04. Voting:

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- 12.i. Second evaluation of the superintendent for the 2024-2025 year was completed by the Board of Education and shared with the superintendent.

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Payroll Register - Totals Combined

	<u>PIK/Gross</u>	<u>Amount</u>	<u>Expense/ Employer</u>	<u>Adjustment Amount</u>	<u>Check Total</u>	<u>Payee ID</u>	<u>Payee Name</u>
Processing Month: 05/2025							
Batch Description: May 2025 Payroll							
Status: Calculated Successfully							
ADD							
BUSREG Bus Driver			415.00				
BUSROUTESU Bus Route Supplement			1,646.19				
BUSSIT Bus Sit Time			294.00				
CUSTODIAN Custodian			8,934.50				
EXTRADUTY Extra Duty			70.00				
OT Overtime			998.52				
SECRETARY Secretary			2,383.43				
SPEDPARA SPED-Para			2,921.74				
SUBMISC Sub Misc			455.00				
SUBWORET Sub w/o RET			1,552.50				
			<u>19,670.88</u>				
CONTRACT							
BSNSMGR Business Mgr			3,750.00				
COACH Coach			1,783.68				
COACH1 Coach			2,117.44				
COACH2 Coach			360.59				
COACH3 Coach			162.12				
COOK Cook			1,768.17				
KITCHENMGR Kitchen Mgr			2,121.83				
MORNINGSUP Morning Supervisor			113.87				
PRINCIPAL Principal			6,000.00				
SPONSOR Sponsor			1,275.33				
SUPERINT Superintendent			5,416.67				
TEACHER Teacher			88,380.50				
			<u>113,250.20</u>				
DEDUCTION							
403B 403B		100.00			100.00	MGTRUSTCOM	Matrix Trust A
403BROTH 403BROTH		300.00			300.00	MGTRUSTCOM	Matrix Trust A
AFLACLAT AFLACLAT		73.84			73.84	AFLAC	Aflac
COLONIALLI Colonial Life		928.00			928.00	COLONIALLI	Colonial Life and Accident Insurance
COLONLIFE Col Life		443.47			443.47	COLONIALLI	Colonial Life and Accident Insurance
DENTAL DENTAL		659.92	802.63		1,462.55	BLUECROSSB	Blue Cross Blue Shield of Nebraska
DISABILITY DISABILITY		42.95	556.80		599.75	MADISONNA1	Madison National Life
HEALTH HEALTH			35,254.00		35,254.00	BLUECROSSB	Blue Cross Blue Shield of Nebraska
NPERSADJUS NPERS ADJUST	3,857.84	114.05			114.05	SPS	Sandhills Public Schools
SUPPINS SUPPINS		821.92			821.92	AFLAC	Aflac
VSP VSP		475.69			475.69	VISONSERVI	Vison Service Plan
		<u>3,959.84</u>	<u>36,613.43</u>	<u>0.00</u>	<u>40,573.27</u>		
RET DEDUCTION							
NPERS RETIREMENT	126,481.59	12,369.88	12,493.59		24,863.47	SANDHILLSP	Sandhills Public School
		<u>12,369.88</u>	<u>12,493.59</u>	<u>0.00</u>	<u>24,863.47</u>		
TAX							
FIT FIT	118,111.54	6,661.70			6,661.70	SANDHILLSP	Sandhills Public School
FUTA FUTA	120,988.28					SANDHILLSP	Sandhills Public School
MEDICARE MEDICARE	126,443.24	1,833.46	1,833.46		3,666.92	SANDHILLSP	Sandhills Public School
SITNE SIT NE	118,111.54	3,917.01			3,917.01	SANDHILLSP	Sandhills Public School
SOCSEC SOC SEC	126,443.24	7,839.48	7,839.48		15,678.96	SANDHILLSP	Sandhills Public School
SUTANE SUTA NE	123,885.29					SANDHILLSP	Sandhills Public School
WCNE WORK COMP NE	125,306.22					SANDHILLSP	Sandhills Public School
		<u>20,251.65</u>	<u>9,672.94</u>	<u>0.00</u>	<u>29,924.59</u>		

Net Pay: 96,339.71

Cash Total: 191,701.04

Payroll Register - Totals Combined

<u>PIK/Gross</u>	<u>Amount</u>	<u>Expense/ Employer</u>	<u>Adjustment Amount</u>	<u>Check Total</u>	<u>Payee ID</u>	<u>Payee Name</u>
Non - SIT Taxable Deductions	14,809.54					
Non - SOC SEC Taxable Deductions	2,225.61					
Non - MEDICARE Taxable Deductions	2,225.61					
Direct Deposits	96,339.71					
Automatic Payments	400.00					
Adds + Contracts + Deduction Adds	132,921.08					

Cash Receipt Listing by Fund

Fund: 01 GENERAL FUND

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
	THOMASCOUN Thomas County Treasure	04/09/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	6,136.63
	LOGANCOUNT Logan Country Treasure	04/09/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	676.34
	CUSTERCOUN Custer County Treasure	04/15/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	82.35
	BLAINECOUN Blaine County Treasure	04/11/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	25,221.99
	BROWNCOUNT Brown County Treasure	04/29/2025	Taxes	01 1100	LOCAL DISTRICT TAXES	2,811.63
Account Number Total: 01 1100					LOCAL DISTRICT TAXES	34,928.94
	BLAINECOUN Blaine County Treasure	04/11/2025	Taxes	01 1115	CARLINE TAX	3,522.21
Account Number Total: 01 1115					CARLINE TAX	3,522.21
	WESTERNNEB Western Nebraska Bank	04/30/2025	Interest	01 1510	INTEREST	285.47
Account Number Total: 01 1510					INTEREST	285.47
	NCSA1 NCSA	04/09/2025	Beef in Schools Donation	01 1920	CONTRIBUTIONS & DONATIONS	500.00
	GENERALFUN General Fund	04/15/2025	Miller Retirement	01 1920	CONTRIBUTIONS & DONATIONS	114.05
	STKBOOSTER STK Booster Club	04/29/2025	Donation	01 1920	CONTRIBUTIONS & DONATIONS	2,500.00
Account Number Total: 01 1920					CONTRIBUTIONS & DONATIONS	3,114.05
	THOMASCOUN Thomas County Treasure	04/09/2025	Taxes	01 2110	COUNTY FINES/LICENSE FEES	50.20
	CUSTERCOUN Custer County Treasure	04/15/2025	Taxes	01 2110	COUNTY FINES/LICENSE FEES	8.08
	CUSTERCOUN Custer County Treasure	04/15/2025	Taxes	01 2110	COUNTY FINES/LICENSE FEES	0.96
	BLAINECOUN Blaine County Treasure	04/11/2025	Taxes	01 2110	COUNTY FINES/LICENSE FEES	1,025.00
Account Number Total: 01 2110					COUNTY FINES/LICENSE FEES	1,084.24
	STATEOFNEB State of Nebraska	04/30/2025	State Aid	01 3110	STATE AID	18,938.00
Account Number Total: 01 3110					STATE AID	18,938.00
	STATEOFNEB State of Nebraska	04/24/2025	SPED Reimbursement 23-24	01 3120	SPECIAL EDUCATION SCHOOL AGE	18,598.00
Account Number Total: 01 3120					SPECIAL EDUCATION SCHOOL AGE	18,598.00

Cash Receipt Listing by Fund

Fund: 01 GENERAL FUND

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
	THOMASCOUN Thomas County Treasure	04/09/2025	Taxes	01 3130	HOMESTEAD EXEMPION	476.84
	CUSTERCOUN Custer County Treasure	04/15/2025	Taxes	01 3130	HOMESTEAD EXEMPION	30.93
	BLAINECOUN Blaine County Treasure	04/11/2025	Taxes	01 3130	HOMESTEAD EXEMPION	618.45
Account Number Total: 01 3130					HOMESTEAD EXEMPION	1,126.22
	BROWNCOUNT Brown County Treasure	04/29/2025	Taxes	01 3131	PROPERTY TAX CREDIT	7,113.44
	BROWNCOUNT Brown County Treasure	04/29/2025	Taxes	01 3131	PROPERTY TAX CREDIT	13,174.22
Account Number Total: 01 3131					PROPERTY TAX CREDIT	20,287.66
	THOMASCOUN Thomas County Treasure	04/09/2025	Taxes	01 3180	PRO-RATED MOTOR VEHICLE	268.55
	CUSTERCOUN Custer County Treasure	04/15/2025	Taxes	01 3180	PRO-RATED MOTOR VEHICLE	123.18
	BLAINECOUN Blaine County Treasure	04/11/2025	Taxes	01 3180	PRO-RATED MOTOR VEHICLE	1,222.27
	BROWNCOUNT Brown County Treasure	04/29/2025	Taxes	01 3180	PRO-RATED MOTOR VEHICLE	96.19
	LOUPCOUNTY Loup County Treasure	04/29/2025	Taxes	01 3180	PRO-RATED MOTOR VEHICLE	53.43
Account Number Total: 01 3180					PRO-RATED MOTOR VEHICLE	1,763.62
	STATEOFNEB State of Nebraska	04/10/2025	MAC - Sept-Nov 2024	01 4708	MEDICAIDE IN PUBLIC SCHOOLS	456.31
Account Number Total: 01 4708					MEDICAIDE IN PUBLIC SCHOOLS	456.31
	NASB N A S B	04/09/2025	Reimbursement for Cancelled Conference	01 5690	OTHER NON-REVENUE RECEIPTS	120.00
Account Number Total: 01 5690					OTHER NON-REVENUE RECEIPTS	120.00
Fund Total: 01						104,224.72

Summary Totals

<u>Account Type</u>		<u>Cash Accounts</u>		<u>Receivable Accounts</u>
Subtotal Revenue	104,224.72	01 101		104,224.72
Subtotal Expense			Total:	104,224.72
Subtotal General Ledger				
Total:	104,224.72			

Cash Receipt Listing by Fund

Fund: 06 LUNCH FUND

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
	PATRONS Patrons	04/15/2025	Daily Lunch Sales	06 1611	DAILY SALES LUNCH	800.00
	PATRONS Patrons	04/29/2025	Daily Lunch Sales	06 1611	DAILY SALES LUNCH	675.00
	PATRONS Patrons	04/09/2025	Daily Lunch Sales	06 1611	DAILY SALES LUNCH	793.60
				Account Number Total: 06 1611	DAILY SALES LUNCH	<u>2,268.60</u>
	STATEOFNEB State of Nebraska	04/18/2025	free/reduced	06 4210	FEDERAL REIMBURSEMENT(OF NUTRIT PRGMS)	4,999.85
				Account Number Total: 06 4210	FEDERAL REIMBURSEMENT(OF NUTRIT PRGMS)	<u>4,999.85</u>
	GENERALFUN General Fund	04/15/2025	Transfer to Lunch	06 5200	TRANSFER FROM GENERAL	10,000.00
				Account Number Total: 06 5200	TRANSFER FROM GENERAL	<u>10,000.00</u>
					Fund Total: 06	<u>17,268.45</u>

Summary Totals

Account Type

Subtotal Revenue	17,268.45
Subtotal Expense	
Subtotal General Ledger	
Total:	<u>17,268.45</u>

Cash Accounts

06 101	17,268.45
Total:	<u>17,268.45</u>

Receivable Accounts

Cash Receipt Listing by Fund

Fund: 08 BUILDING FUND

Receipt Number	Received From	Receipt Date	Cash Receipt Description	Chart of Account Number	Detail Description	Amount
	LOGANCOUNT Logan Country Treasure	04/09/2025	Taxes	08 1100	TAXES	32.51
	THOMASCOUN Thomas County Treasure	04/09/2025	Taxes	08 1100	TAXES	264.78
	CUSTERCOUN Custer County Treasure	04/15/2025	Taxes	08 1100	TAXES	3.96
	BLAINECOUN Blaine County Treasure	04/11/2025	Taxes	08 1100	TAXES	1,066.66
	BROWNCOUNT Brown County Treasure	04/29/2025	Taxes	08 1100	TAXES	135.15
				Account Number Total: 08 1100	TAXES	1,503.06
	WESTERNNEB Western Nebraska Bank	04/30/2025	Interest	08 1510	INTEREST	35.74
				Account Number Total: 08 1510	INTEREST	35.74
	THOMASCOUN Thomas County Treasure	04/09/2025	Taxes	08 3130	HOMESTEAD EXEMPTION	22.93
	CUSTERCOUN Custer County Treasure	04/15/2025	Taxes	08 3130	HOMESTEAD EXEMPTION	1.48
	BLAINECOUN Blaine County Treasure	04/11/2025	Taxes	08 3130	HOMESTEAD EXEMPTION	29.73
				Account Number Total: 08 3130	HOMESTEAD EXEMPTION	54.14
	BROWNCOUNT Brown County Treasure	04/29/2025	Taxes	08 3131	PROPERTY TAX CREDIT	341.99
	BROWNCOUNT Brown County Treasure	04/29/2025	Taxes	08 3131	PROPERTY TAX CREDIT	633.38
				Account Number Total: 08 3131	PROPERTY TAX CREDIT	975.37
	THOMASCOUN Thomas County Treasure	04/09/2025	Taxes	08 3180	PRO-RATE MOTOR VEHICLE	12.91
	CUSTERCOUN Custer County Treasure	04/15/2025	Taxes	08 3180	PRO-RATE MOTOR VEHICLE	5.92
	BLAINECOUN Blaine County Treasure	04/11/2025	Taxes	08 3180	PRO-RATE MOTOR VEHICLE	58.76
	LOUPCOUNTY Loup County Treasure	04/29/2025	Taxes	08 3180	PRO-RATE MOTOR VEHICLE	2.57
	BROWNCOUNT Brown County Treasure	04/29/2025	Taxes	08 3180	PRO-RATE MOTOR VEHICLE	4.62
				Account Number Total: 08 3180	PRO-RATE MOTOR VEHICLE	84.78
	BLAINECOUN Blaine County Treasure	04/11/2025	Taxes	08 3800	IN-LIEU-OF SCHOOL LAND TAX	169.34
				Account Number Total: 08 3800	IN-LIEU-OF SCHOOL LAND TAX	169.34

Cash Receipt Listing by Fund

Fund: 08 BUILDING FUND

<u>Receipt Number</u>	<u>Received From</u>	<u>Receipt Date</u>	<u>Cash Receipt Description</u>	<u>Chart of Account Number</u>	<u>Detail Description</u>	<u>Amount</u>
	FIRSTNAT11 First National Bank of Nebraska	04/17/2025	Loan Proceeds Gym Floor	08 5400	LOAN PROCEEDS	82,150.00
Account Number Total: 08 5400					LOAN PROCEEDS	82,150.00
					Fund Total: 08	84,972.43

Summary Totals

<u>Account Type</u>		<u>Cash Accounts</u>		<u>Receivable Accounts</u>
Subtotal Revenue	84,972.43	08 101	84,972.43	
Subtotal Expense		Total:	84,972.43	
Subtotal General Ledger				
Total:	84,972.43			

District Financial Statement

April 30, 2025
Financial Statement

		General	Lunch	Operational	Building	Activity
Beginning Balance	4/1/2025	\$924,037.07	\$13,050.88	\$6,000.00	\$72,143.88	\$39,182.27
Revenue Received		\$104,224.72	\$17,268.45	\$54,130.77	\$84,972.43	\$14,372.28
Expenditures		\$239,685.62	\$15,367.20	\$54,130.77	\$0.00	\$16,818.73
Ending Balance	4/30/2025	\$788,576.17	\$14,952.13	\$6,000.00	\$157,116.31	\$36,735.82

		Depreciation Fund	Activity Building Loan
Beginning Balance	4/1/2025	\$152,390.51	\$534,510.00
Revenue Received		\$50.08	
Expenditures		\$0.00	
Ending Balance	4/30/2025	\$152,440.59	\$534,510.00

		CD #0114	CD #9867
Ending Balance	4/30/2025	\$116,046.41	\$108,847.33

4/30/2025

FUND	Budget Amount	YTD \$ spent	% of Budget
General	5,203,060.00	2,127,294.19	40.89%
Lunch	178,912.00	116,643.79	65.20%
Building	351,000.00	182,731.47	52.06%
Depreciation	235,307.00	0.00	0.00%
Activities	180,893.00	83,186.76	45.99%
		2,509,856.21	

District Financial Statement

<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>Outstanding PO</u>	<u>Balance Change</u>	<u>Balance</u>
05 704	FUND BALANCE	0.00	0.00	0.00	0.00	0.00	0.00	0.00
05 704 0101	ANNUAL	1,249.92	0.00	0.00	0.00	0.00	0.00	1,249.92
05 704 0104	ACTIVITIES	2,774.72	338.38	0.00	0.00	0.00	0.00	2,436.34
05 704 0111	CLASS OF 2024	82.65	0.00	0.00	0.00	0.00	0.00	82.65
05 704 0112	CLASS OF 2025	980.60	13.20	0.00	0.00	0.00	0.00	967.40
05 704 0116	CLASS OF 2026	1,419.04	14.97	0.00	0.00	0.00	0.00	1,404.07
05 704 0120	DRAMA	384.03	0.00	0.00	0.00	0.00	0.00	384.03
05 704 0122	ELEMENTARY	957.48	0.00	0.00	0.00	0.00	0.00	957.48
05 704 0123	FBLA	1,858.95	203.76	0.00	0.00	0.00	0.00	1,655.19
05 704 0125	FFA	4,749.43	342.32	0.00	0.00	0.00	0.00	4,407.11
05 704 0128	CONCESSION STAND	771.82	0.00	0.00	0.00	0.00	0.00	771.82
05 704 0129	HONOR SOCIETY	504.33	0.00	0.00	0.00	0.00	0.00	504.33
05 704 0130	MUSIC	2,193.91	0.00	0.00	0.00	0.00	0.00	2,193.91
05 704 0133	SCHOLARSHIPS	3,156.47	0.00	0.00	0.00	0.00	0.00	3,156.47
05 704 0135	SIXTH GRADE TRIP	5,792.90	0.00	0.00	0.00	0.00	0.00	5,792.90
05 704 0136	SPEECH	159.11	0.00	0.00	0.00	0.00	0.00	159.11
05 704 0139	ST FOOTBALL	3,086.99	0.00	0.00	0.00	0.00	0.00	3,086.99
05 704 0141	ST VOLLEYBALL	6,252.47	0.00	0.00	0.00	0.00	0.00	6,252.47
05 704 0145	DIGITAL DESIGN	361.00	0.00	0.00	0.00	0.00	0.00	361.00
Fund Total: 05		36,735.82	912.63	0.00	0.00	0.00	0.00	35,823.19

Regular: Beginning Month 09/2024; Processing Month 04/2025; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 STUDENT ACTIVITIES FUND

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
05 704 0001	KNIGHTS 3D PRINTING	(30.66)	116.83	0.00	0.00	(147.49)
05 704 0002	STREAMING ADS FUND BALANCE	620.66	0.00	650.00	0.00	1,270.66
05 704 0003	ATHLETICS/ACTIVITIES FUND BALANCE	1,515.11	778.59	0.00	0.00	736.52
05 704 0004	ANNUAL FUND BALANCE	1,290.28	2,659.39	1,150.00	0.00	(219.11)
05 704 0005	CLASS OF 2026 FUND BALANCE	2,525.42	2,503.96	607.40	0.00	628.86
05 704 0006	GENERAL FUND BALANCE	5,808.77	1,672.12	1,443.52	0.00	5,580.17
05 704 0007	JH GIRLS BB BALANCE	0.00	526.05	931.75	0.00	405.70
05 704 0008	CLASS OF 2027 FUND BALANCE	2,118.89	0.00	0.00	0.00	2,118.89
05 704 0009	CLASS OF 2028 FUND BALANCE	2,341.51	0.00	331.50	0.00	2,673.01
05 704 0010	ELEMENTARY BOX TOPS FUND BALANCE	326.10	326.10	0.00	0.00	0.00
05 704 0011	CLASS OF 2025 FUND BALANCE	632.78	184.16	604.91	0.00	1,053.53
05 704 0012	FFA FUND BALANCE	26,594.57	9,529.78	9,008.72	0.00	26,073.51
05 704 0013	CONCESSION STAND FUND BALANCE	(8,469.84)	14,206.50	16,892.27	0.00	(5,784.07)
05 704 0014	ONE-ACT FUND BALANCE	1,887.64	1,077.59	400.93	0.00	1,210.98
05 704 0015	T-CLUB FUND BALANCE	1,246.45	0.00	0.00	0.00	1,246.45
05 704 0016	NATIONAL HONOR SOCIETY BALANCE	270.76	412.92	1,174.55	0.00	1,032.39
05 704 0017	SKILLS USA FUND BALANCE	3,383.36	3,915.88	4,969.75	0.00	4,437.23
05 704 0018	MUSIC FUND BALANCE	2,538.46	2,555.38	279.00	0.00	262.08
05 704 0019	FOCLA FUND BALANCE	1,436.65	5,893.46	3,939.36	0.00	(517.45)
05 704 0020	GRADUATION PANELS FUND BALANCE	873.90	0.00	0.00	0.00	873.90
05 704 0021	STAFF FUND BALANCE	2,145.96	142.92	438.50	0.00	2,441.54
05 704 0022	BOYS BASKETBALL BALANCE	148.47	0.00	40.00	0.00	188.47
05 704 0023	STUDENT COUNCIL FUND BALANCE	1,518.85	0.00	173.25	0.00	1,692.10
05 704 0024	CLASS OF 2030 FUND BALANCE	0.00	12.96	973.25	0.00	960.29
05 704 0025	ACADEMIC DECATHLON FUND BALANCE	(1,312.37)	0.00	0.00	0.00	(1,312.37)
05 704 0026	CROSS COUNTRY FUND BALANCE	0.00	449.50	2,635.14	0.00	2,185.64
05 704 0027	STK ARMOR STORE FUND BALANCE	21.05	0.00	0.00	0.00	21.05
05 704 0028	SUPERHEROES OF THE SANDHILLS FUND BALANCE	8,642.74	1,000.00	0.00	0.00	7,642.74
05 704 0029	CLASS OF 2029 FUND BALANCE	0.00	199.73	1,442.25	0.00	1,242.52
05 704 0030	TRACK FUND BALANCE	3,772.28	1,886.14	49.89	0.00	1,936.03
05 704 0032	GIRLS BASKETBALL FUND BALANCE	3,383.24	2,909.44	1,373.70	0.00	1,847.50
05 704 0033	FOOTBALL SCOREBOARD	(1,056.60)	13,635.36	15,450.00	0.00	758.04
05 704 0034	GOLF BALANCE	756.75	196.45	21.59	0.00	581.89
05 704 0035	MEAN MACHINE CNC BALANCE	2,638.49	1,092.87	716.75	0.00	2,262.37
05 704 0036	BEEF IN SCHOOLS BALANCE	(326.60)	0.00	500.00	0.00	173.40
05 704 0037	SANDHILLS/THEDFORD CO-OP BALANCE	(4,952.68)	63,914.90	63,232.76	0.00	(5,634.82)

485.18

(5,634.82) +10,000

2705.08

Regular, Beginning Month 09/2024; Processing Month 04/2025; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 STUDENT ACTIVITIES FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Fund Total:</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
		05	62,290.39	131,798.98	129,430.74	0.00	59,922.15

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
Ace Hardware	20250502	Custodial Supplies	10.57
Total Ace Hardware			10.57
Ace Industrial Supply, Inc	20250424	Teaching Supplies Ag Classroom	339.40
Total Ace Industrial Supply, Inc			339.40
Arrow Seed	20250416	Fertilizer Elementary & HS	1,331.96
Arrow Seed	20250502	Grounds supplies	143.98
Total Arrow Seed			1,475.94
Calls Garage Inc	20250505	Mower Service	450.66
Total Calls Garage Inc			450.66
Cash-Wa Distributing	20250505	Food/Custodial Supplies	443.16
Total Cash-Wa Distributing			443.16
Consolidated Telephone	20250422	Consolidated Telephone	304.45
Total Consolidated Telephone			304.45
Corporate Payment Systems	20250505	Credit Card Charges	2,651.76
Total Corporate Payment Systems			2,651.76
Creative Printers, INC	20250428	Board Advertising	224.29
Total Creative Printers, INC			224.29
Custer Public Power District	20250422	Utilities	3,068.33
Total Custer Public Power District			3,068.33
DAS State Accounting - Central Finance	20250416	Internet	396.67
Total DAS State Accounting - Central Finance			396.67
Discount School Supply	20250424	Teaching Supplies	10.58
Total Discount School Supply			10.58
Dunning Water	20250502	Utilities	365.00
Total Dunning Water			365.00
Eakes Office Solutions	20250422	Copier Readings Jan-April	1,688.38
Total Eakes Office Solutions			1,688.38
ESU 10	20250502	Services	6,139.61
Total ESU 10			6,139.61
Flinn Scientific Inc.	20250422	Teaching Supplies	45.66
Total Flinn Scientific Inc.			45.66
Ganoung, Kristin	20250410	Employee Registration	125.00
Total Ganoung, Kristin			125.00
Glowforge, INC	20250502	Glowforge filters	498.00
Total Glowforge, INC			498.00

Vendor Name	Invoice Number	Description	Amount
HireRight Solutions Inc.	20250423	Background Screening Services Subscript	306.60
Total HireRight Solutions Inc.			<u>306.60</u>
Hometown Leasing	20250505	Copier Lease	532.28
Total Hometown Leasing			<u>532.28</u>
Ingram Library Services	20250502	Library Elementary	50.44
Total Ingram Library Services			<u>50.44</u>
Innovative Office Solutions LLC	20250428	Teaching Supplies	85.54
Total Innovative Office Solutions LLC			<u>85.54</u>
MARC	20250505	Elementary Custodial Supplies	1,738.17
Total MARC			<u>1,738.17</u>
Matheson Tri- Gas Inc	20250410	Ag Shop	50.80
Total Matheson Tri- Gas Inc			<u>50.80</u>
MCI	20250422	Telephone	55.81
Total MCI			<u>55.81</u>
NIBC,	20250505	Ice Machine Rental	275.00
Total NIBC,			<u>275.00</u>
Norms Auto	20250505	Oil for #19 Sub	13.98
Total Norms Auto			<u>13.98</u>
Presto X Company	20250410	Pest Control	231.79
Total Presto X Company			<u>231.79</u>
Quill	20250416	Office Supplies Elementary	114.45
Quill	20250424	Teaching Supplies	110.54
Quill	20250428	Toner/Office Supplies	345.61
Quill	20250428-0001	Office Supplies	37.22
Total Quill			<u>607.82</u>
Sandhill Oil Company	20250428	Fuel/Propane	9,950.29
Total Sandhill Oil Company			<u>9,950.29</u>
School Specialty, Inc.	20250422	Teaching Supplies HS	70.31
Total School Specialty, Inc.			<u>70.31</u>
Spur, The	20250428	Fuel/Food	529.00
Total Spur, The			<u>529.00</u>
Staples	20250422	Teaching Supplies Elementary	51.92
Staples	20250428	Elementary Teaching Supplies	7.11
Total Staples			<u>59.03</u>
TEAM Physical Therapy	20250505	Physical Therapy	482.76
Total TEAM Physical Therapy			<u>482.76</u>

Vendor Name	Invoice Number	Description	Amount
Theford Lumber and Supply	20250430	Custodial grounds supplies	217.98
Total Theford Lumber and Supply			<hr/> 217.98
V Bar Trailer Sales	20250430	Teaching Supplies Ag Shop	194.43
Total V Bar Trailer Sales			<hr/> 194.43
Voss Lighting	20250410	Light Bulbs	135.00
Total Voss Lighting			<hr/> 135.00
Waldinger Corporation, The	20250506	HVAC Maintence	1,060.00
Total Waldinger Corporation, The			<hr/> 1,060.00
Wenquist	20250506	Shop supplies	68.47
Total Wenquist			<hr/> 68.47
Western Nebraska Bank	20250430	Postage	200.00
Total Western Nebraska Bank			<hr/> 200.00
Fund Number 01			<hr/> 35,152.96
Checking Account ID 1			<hr/> 35,152.96

Board Report - Board

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 08	Fund Number 08	BUILDING FUND	
H2I Group	20250430	Gym Floor Addition	79,610.00
Total H2I Group			<hr/> 79,610.00
Fund Number 08			<hr/> 79,610.00
Checking Account ID 08			<hr/> 79,610.00

Board Report - Board

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 6	Fund Number 06	LUNCH FUND	
Cash-Wa Distributing	20250505	Food/Custodial Supplies	5,746.85
Total Cash-Wa Distributing			<u>5,746.85</u>
Eakes Office Solutions	20250422	Copier Readings Jan-April	41.28
Total Eakes Office Solutions			<u>41.28</u>
Ewoldts Grocery	20250505	Food	1,301.66
Total Ewoldts Grocery			<u>1,301.66</u>
Nebraska Food Distribution Program	20250422	Food	36.25
Total Nebraska Food Distribution Program			<u>36.25</u>
Spur, The	20250428	Fuel/Food	2.99
Total Spur, The			<u>2.99</u>
US. Foods	20250502	Food	1,147.43
Total US. Foods			<u>1,147.43</u>
Fund Number 06			<u>8,276.46</u>
Checking Account ID 6			<u>8,276.46</u>

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

05/06/2025 04:02 PM

User ID: JJS

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	127,810.82	1,192,399.77	0.00	(1,192,399.77)	0.00	0.00	(1,192,399.77)
1115	CAREER ACADEMY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	0.00	10,243.62	90,718.32	0.00	(90,718.32)	0.00	0.00	(90,718.32)
1291	SPED PROGRAM AGE 3-5	0.00	59.17	562.67	0.00	(562.67)	0.00	0.00	(562.67)
1292	SPED PROGRAM AGE B-2	0.00	59.17	562.67	0.00	(562.67)	0.00	0.00	(562.67)
2120	GUIDANCE SERVICES	0.00	3,987.91	36,863.30	0.00	(36,863.30)	0.00	0.00	(36,863.30)
2130	HEALTH SERVICES	0.00	0.00	10,483.26	0.00	(10,483.26)	0.00	0.00	(10,483.26)
2141	PSYCHOLOGICAL SERVICES SPED SCHOOL AGE	0.00	1,047.50	9,800.54	0.00	(9,800.54)	0.00	0.00	(9,800.54)
2142	PSYCHOLOGICAL SERVICES SPED AGE 3-5	0.00	130.94	1,290.72	0.00	(1,290.72)	0.00	0.00	(1,290.72)
2143	PSYCHOLOGICAL SERVICES SPED B-2	0.00	130.94	1,290.72	0.00	(1,290.72)	0.00	0.00	(1,290.72)
2151	SPEECH PATH & AUDIO SPED SCHOOL AGE	0.00	3,523.78	35,832.54	0.00	(35,832.54)	0.00	0.00	(35,832.54)
2152	SPEECH PATH & AUDIO SERVICES SPED 3-5	0.00	3.48	36.30	0.00	(36.30)	0.00	0.00	(36.30)
2153	SPEECH PATH & AUDIO SERVICES SPED B-2	0.00	3.48	36.30	0.00	(36.30)	0.00	0.00	(36.30)
2161	OCCUPAITIONAL THERAPY SPED SCHOOL AGE	0.00	502.82	4,946.26	0.00	(4,946.26)	0.00	0.00	(4,946.26)
2162	OCCUPATIONAL THERAPY SPED AGE 3-5	0.00	62.85	510.00	0.00	(510.00)	0.00	0.00	(510.00)
2163	OCCUPATIONAL THERAPY SPED B-2	0.00	62.85	510.00	0.00	(510.00)	0.00	0.00	(510.00)
2171	PHYSICAL THERAPY SPED SCHOOL AGE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2172	PHYSICAL THERAPY SPED 3-5	0.00	482.76	3,939.24	0.00	(3,939.24)	0.00	0.00	(3,939.24)
2173	PHYSICAL THERAPY SPED B-2	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2210	IMPROVEMENT OF INSTRUCTION	0.00	0.00	655.00	0.00	(655.00)	0.00	0.00	(655.00)
2211	SCHOOL IMPROVEMENT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2212	INSTRUCTION/CURR DEV	0.00	0.00	400.00	0.00	(400.00)	0.00	0.00	(400.00)
2213	INSTRUCTIONAL STAFF TRAINING	0.00	135.00	2,636.91	0.00	(2,636.91)	0.00	0.00	(2,636.91)
2220	LIBRARY/MEDIA SERVICES	0.00	3,126.05	29,416.05	0.00	(29,416.05)	0.00	0.00	(29,416.05)
2224	EDUCATIONAL TELEVISION SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2230	INSTRUCTION RELATED TECHNOLOGY	0.00	4,916.84	65,059.19	0.00	(65,059.19)	0.00	0.00	(65,059.19)
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	2,124.29	12,188.66	0.00	(12,188.66)	0.00	0.00	(12,188.66)
2320	EXECUTIVE ADMINISTRATION	0.00	12,351.52	110,206.27	0.00	(110,206.27)	0.00	0.00	(110,206.27)
2330	DISTRICT LEGAL SERVICES	0.00	0.00	1,579.50	0.00	(1,579.50)	0.00	0.00	(1,579.50)
2410	OFFICE OF PRINCIPAL	0.00	10,634.08	93,009.53	0.00	(93,009.53)	0.00	0.00	(93,009.53)
2510	FISCAL SERVICES	0.00	2,323.93	25,106.46	0.00	(25,106.46)	0.00	0.00	(25,106.46)
2520	PURCHASING & WAREHOUSE SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2560	PUBLIC INFORMATION SERVICES	0.00	0.00	8,950.00	0.00	(8,950.00)	0.00	0.00	(8,950.00)
2570	PERSONNEL SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2580	ADMINISTRATIVE TECHNOLOGY SERVICE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2600	OPERATION & MAINTENANCE OF PLANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2610	OPERATON OF BUILDING	0.00	27,677.31	292,866.96	0.00	(292,866.96)	0.00	0.00	(292,866.96)
2620	MAINTENACE OF BUILDING	0.00	231.79	9,135.46	0.00	(9,135.46)	0.00	0.00	(9,135.46)
2630	CARE AND UPKEEP OF GROUNDS	0.00	1,674.93	20,484.86	0.00	(20,484.86)	0.00	0.00	(20,484.86)
2640	CARE AND UPKEEP OF EQUIPMENT	0.00	450.66	129,025.66	0.00	(129,025.66)	0.00	0.00	(129,025.66)
2650	VEHICLE ACQUISITION AND MAINTENANCE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2660	SECURITY	0.00	0.00	3,809.73	0.00	(3,809.73)	0.00	0.00	(3,809.73)
2670	SAFETY	0.00	0.00	5,886.50	0.00	(5,886.50)	0.00	0.00	(5,886.50)
2680	OPERATION & MAINTENANCE OF PLAN-OTHER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2710	REGULAR EDUCATION TRANPORTATION	0.00	8,147.82	56,735.74	0.00	(56,735.74)	0.00	0.00	(56,735.74)
2713	TRANSPORTATION SPED AGE 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2730	VEHICLE SERVICE/MAINTENACE	0.00	13.98	13,376.13	0.00	(13,376.13)	0.00	0.00	(13,376.13)
3300	COMMUNITY SERVICES OPERATIONS	0.00	0.00	10.90	0.00	(10.90)	0.00	0.00	(10.90)
3512	DISTANCE EDUCATION INCENTIVE PAYMENTS	0.00	0.00	1,649.12	0.00	(1,649.12)	0.00	0.00	(1,649.12)
3535	HIGH ABILITY LEARNERS	0.00	95.28	1,242.52	0.00	(1,242.52)	0.00	0.00	(1,242.52)
3551	CAREER EDUCATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4300	ARCHITECTURE & ENGINEERING	0.00	0.00	7,500.00	0.00	(7,500.00)	0.00	0.00	(7,500.00)

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

05/06/2025 04:02 PM

User ID: JJS

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
6200	TITLE I, PART A NCLB IMPROV THE ACADEM	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6210	TITLE I NCLB IMPROVING BSC PRGRMS ACCNT	0.00	0.00	596.00	0.00	(596.00)	0.00	0.00	(596.00)
6403	IDEA PART B(611) BASE ALLOC-SCHOOL AGE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6404	IDEA PART B(611) BASE ALLOC BIRTH TO 4	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6406	IDEA PRESCHOOL(619) BASE ALLOC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6408	IDEA Part B	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6410	IDEA ENROLLMENT/POVERTY(611)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6421	IDEA ARP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6422	IDEA PRESCHOOL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6700	FED VOC & APP TECH ED (CARL PERKINS)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6967	TITLE IV PART A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6969	TITLE IV - A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6992	REAP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6996	CARES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6997	ESSERII	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6998	ESSER III	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8000	TRANSFERS (OUTGOING)	0.00	0.00	68,000.00	0.00	(68,000.00)	0.00	0.00	(68,000.00)
01	GFNFRAI FUND	0.00	222,015.57	2,349,309.76	0.00	(2,349,309.76)	0.00	0.00	(2,349,309.76)

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

05/06/2025 04:02 PM

User ID: JJS

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	222,015.57	2,349,309.76	0.00	(2,349,309.76)	0.00	0.00	(2,349,309.76)

April 2025 Charges	
Amount	Description

15.81	Apple - Teaching Supplies Social Studies
85.8	Parkway Lanes - FFA Expense
64.88	Murphy Walmart - Fuel
73.00	Murphy Walmart - Fuel
256.52	El Mexcal - Lunch FFA Expense
155.82	Fiesta Brava - Lunch FBLA
27.12	USPS -postage for books
94.43	Vertimax - Weight Room Teaching Expense
175.50	Sandhills Corral - MNAC Meeting Meal
27.00	Nebraska Secretary of State - office expense
24.40	UPS - ACT postage
23.77	UPS - ACT postage
47.94	Amazon - Granduation Cords FBLA
168.15	Oriental Trading - Teachings Read-In Supplies
13.70	Amazon - Teaching Supplies Read In
74.95	Amazon - Custodial Supplies
1,900.00	CET Management - Program English Teacher
23.52	Amazon - Teaching Supplies Read In
121.03	Amazon - Teaching Supplies Read In

3,373.34	TOTAL DUE
	Activity

Activity/Athletic Director's Report - Jake Trospen

5/12/25

Junior high has ended their track season for the year. The junior high track and field team had a strong year with the girls placing as a team at all of the meets along with multiple personal records set throughout each week from the boys and girls.

The high school track and field team is coming close to the end. District track is on Wednesday (5/14) in Sutherland at 11:00 AM. High school track and field has had a very great year with multiple personal records set throughout the season. Best of the Midwest last Tuesday (%) the high school track and field team qualified four athletes to compete. Haylee got second in shot-put, Lindsey got eighth in the shot-put, Connor eighth in the four hundred meter and the eight hundred meter.

On May 16th there will be a FBLA officer induction ceremony during 8th period. FFA will have a highway clean up day on May 19th at 4:00 PM.

Connor and Rylyn went to district music in Burwell on April 24th and received a superior rating for their percussion duet. Connor also received a superior rating for his trumpet solo.

The Sandhills-Thedford sports banquet will be on Tuesday (5/13) at 6:15 PM at the Halsey gym.

Adam Kuntz was hired as our new Head Volleyball Coach for Sandhills-Thedford athletics.

Principal's Report
Monday, May 12, 2025

Winding down the year we have had several celebrations including FFA, academic awards, fine arts, and graduation. We've had so many successes to celebrate this year. Kindergarten round-up included 6 future kindergartners who were really engaged and seemed ready for next year.

End of the year testing is complete. The MAPS results show significant growth at the elementary and growth at the junior high/high school level as well. The elementary had 87th percentile growth in Math, and 72nd percentile of growth in Reading.

The 7th-10th grade students posted a 60th percentile growth in Math, 58th percentile growth in Reading, 48th percentile growth in Language usage, and 61st percentile growth in Science. NSCAS testing which consists of 3rd through 8th graders also showed very positive results in the elementary and in the middle school. We posted higher than the state average in all tests in all classes except two. There are a couple of areas we want to investigate. Reminder with our very small classes our growth percentages can be influenced easily.

We have an upcoming elementary field day, athletic banquet, district track, and the closeout of school. The students last day will be May 20th with the teachers last day as the 21st. We will also conduct our final safety drills this week as well.



Knights Boosters

April 16, 2025

Dear Sandhills Public Schools,

At the beginning of the 2024-2025 school year, the Thedford Booster Club made the decision to combine with Sandhills Public Schools. We are now known as Sandhills/Thedford Knights Booster Club! Over the school year, we were able to provide student athletes, club members, and coaching staff with items of appreciation for their dedication and hard work to their particular sport/club. This was made possible with the help of some generous booster donors and various fundraising activities done throughout the year. Our fundraising efforts were so successful that we will be able to provide 2 graduating seniors from each school with a \$250 scholarship totaling \$1000! We are so grateful and excited to continue this in future years.

With that being said, Knights Boosters would like to present you with this check for \$2,500 to be used toward a need for your school! This need **MUST** benefit all students and staff. We'd ask that you show recognition to the Knights Booster Club for the item/items purchased.

We would like to thank the administrations from both schools for their support in our mission to provide support and recognition to our students, staff, and communities! We look forward to continue working with you for years to come.

Sincerely,

Sandhills/Thedford Knights Booster Club



P.O. Box 267 Thedford NE 69166

Superintendents Report

May 12, 2025

1. Nate with Facility Advocates was here and double-checked measurements for the new heat exchanger. He also began work on the facility audit that should be available sometime later this summer. While he was here, he was able to spend some time with Jody and reworked some things in the system management side of things which was very helpful with just day to day operation
2. This month, review of the 300 Admin section of board policy is included. There are very few changes with these, with only a few 'tweaks' intended to make things more flexible in defining what the admin staff looks like. I also have added a version of the Dress Code and Grooming policy that is mandated to be in place by July 1. So far, NASB doesn't have a suggested policy, but NDE has a model policy, so what is attached is essentially the model policy. By adding it to this agenda, it gives the opportunity to get the policy approval process started so that the board can still approve in June and meet the July 1 deadline.
3. I have talked with Tobin with Northland and let him know that at least for now, the district likely won't be pursuing the QCPUF. The resolution is good for a year should something change. The Certificates of Deposit were issued and the funds have been deposited in the building fund.
4. Staffing – All classified staff except Melissa have returned their contracts for the 2025-2026 year. The Head Cook position has been advertised on the website and Facebook. I am thinking that we will run an ad in the paper too. As of today, three applications have been submitted.
5. I talked with Duda Plumbing and he is going to stop and take a look, probably the week after Memorial Day and get a plan together to repair/replace water shut offs and see what can be done with the eye wash station in the high school science room. We are still working on the electrical.
6. We were planning for handbook review for the 2025-2026 year as part of May meeting, but we are still waiting on a couple of things, so will plan to do that in June.
7. Work is nearing completion in the activity building. However, there are a couple of places where the newly installed floor has raised. I have talked with H2I and a field rep was here and looked at it. I got a call back last Wednesday, and their determination is that moisture has gotten in somewhere, they thought perhaps under the wall. My understanding is that they will fix the floor, but it is up to the district to determine if moisture is getting in somewhere, as that is their belief, and remedy that situation first. There is a plan for getting the mechanical room doors to work with the floor but I am still waiting for an estimate for that. Mr. Recoy sent pictures to the fire marshal of the things that he had requested, such as adding fire extinguishers, so should be hearing from him soon too.
8. I received an email from the accreditation department at NDE regarding the number of instructional hours offered so Mr. Recoy, Jaylee, and Mrs. Zimmerman worked through what was quite a few reporting codes that needed to be updated. All things are as they should be and we appreciate the opportunity to learn how that works and the opportunity to update and correct where needed.



Price Quote

Amplify

55 Washington Street, Suite 800
 Brooklyn, NY 11201
 Phone: (800) 823-1969
 Fax: (646) 403-4700

Quote #: Q-507564-1
 Date: 4/14/2025
 Expires On: 5/14/2025
 Delivery Service Level: Enhanced

Customer Contact Information

Delite Zutavern
 Sandhills School District 71
 308-533-2203
 delite.zutavern@sandhillsknights.org

Amplify Contact Information

Vanessa Scott
 Lead Inside Account Executive
 vascott@amplify.com

Grade K

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL DISCOUNT	TOTAL PRICE
mCLASS DIBELS 8th Ed with Dyslexia Screening - 6yr (2025-2031)	\$89.40	0	8	\$139.20	\$576.00
Amplify CKLA 3rd Ed GK Uvl Knowledge Teacher License Presidents/Seasons - 6yr (2025-2031)	\$656.25	1	0	\$656.25	\$0.00
Amplify CKLA 3rd Ed GK Uvl Knowledge Student License Presidents/Seasons - 6yr (2025-2031)	\$105.00	8	0	\$840.00	\$0.00
Amplify CKLA 3rd Ed GK Knowledge Student Consumables Presidents/Seasons Total Qty over 6yrs (2025-2031)	\$18.00	0	48	\$108.00	\$756.00
Amplify CKLA 3rd Ed GK Uvl Knowledge Classroom Kit Presidents/Seasons	\$1,450.00	0	1	\$0.00	\$1,450.00
TOTAL				\$1,743.45	\$2,782.00

Grade 1

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL DISCOUNT	TOTAL PRICE
mCLASS DIBELS 8th Ed with Dyslexia Screening - 6yr (2025-2031)	\$89.40	0	8	\$139.20	\$576.00
Amplify CKLA 3rd Ed G1 Knowledge Uvl Teacher License Fairy Tales/Early Americas - 6yr (2025-2031)	\$656.25	1	0	\$656.25	\$0.00
Amplify CKLA 3rd Ed G1 Knowledge Uvl Student License Fairy Tales/Early Americas - 6yr (2025-2031)	\$105.00	8	0	\$840.00	\$0.00
Amplify CKLA 3rd Ed G1 Knowledge Student Consumables Fairy Tales/Early Americas Total Qty over 6yrs (2025-2031)	\$18.00	0	48	\$108.00	\$756.00

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL DISCOUNT	TOTAL PRICE
Amplify CKLA 3rd Ed G1 Uvl Knowledge Classroom Kit Fairy Tales/Early Americas	\$1,500.00	0	1	\$0.00	\$1,500.00
TOTAL				\$1,743.45	\$2,832.00

Grade 2

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL DISCOUNT	TOTAL PRICE
mCLASS DIBELS 8th Ed with Dyslexia Screening - 6yr (2025-2031)	\$89.40	0	8	\$139.20	\$576.00
Amplify CKLA 3rd Ed G2 Knowledge Uvl Teacher License Immigration/Nutrition - 6yr (2025-2031)	\$656.25	1	0	\$656.25	\$0.00
Amplify CKLA 3rd Ed G2 Knowledge Uvl Student License Immigration/Nutrition - 6yr (2025-2031)	\$105.00	8	0	\$840.00	\$0.00
Amplify CKLA 3rd Ed G2 Knowledge Student Consumables Immigration/Nutrition Total Qty over 6yrs (2025-2031)	\$18.00	0	48	\$108.00	\$756.00
Amplify CKLA 3rd Ed G2 Uvl Knowledge Classroom Kit Immigration/Nutrition	\$1,400.00	0	1	\$0.00	\$1,400.00
TOTAL				\$1,743.45	\$2,732.00

Grade 3

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL DISCOUNT	TOTAL PRICE
Amplify CKLA 3rd Ed G3 Uvl Teacher License Charlotte's Web/Light & Sound - 6yr (2025-2031)	\$1,050.00	1	0	\$1,050.00	\$0.00
Amplify CKLA 3rd Ed G3 Uvl Student License Charlotte's Web/Light & Sound - 6yr (2025-2031)	\$157.50	8	0	\$1,260.00	\$0.00
mCLASS DIBELS 8th Ed with Dyslexia Screening - 6yr (2025-2031)	\$89.40	0	8	\$139.20	\$576.00
Amplify CKLA 3rd Ed G3 Student Consumable Set Charlotte's Web/Light and Sound Total Qty over 6yrs (2025-2031)	\$32.00	0	48	\$192.00	\$1,344.00
Amplify CKLA 3rd Ed G3 Uvl Complete Classroom Kit Charlotte's Web/Light & Sound	\$1,900.00	0	1	\$0.00	\$1,900.00
TOTAL				\$2,641.20	\$3,820.00

Grade 4

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL DISCOUNT	TOTAL PRICE
Amplify CKLA 3rd Ed G4 Uvl Teacher License Mixed-Up Files/Treasure Island - 6yr (2025-2031)	\$1,050.00	1	0	\$1,050.00	\$0.00
Amplify CKLA 3rd Ed G4 Uvl Student License Mixed-Up Files/Treasure Island - 6yr (2025-2031)	\$157.50	8	0	\$1,260.00	\$0.00

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL DISCOUNT	TOTAL PRICE
mCLASS DIBELS 8th Ed with Dyslexia Screening - 6yr (2025-2031)	\$89.40	0	8	\$139.20	\$576.00
Amplify CKLA 3rd Ed G4 Student Consumable Set Mixed-Up Files/Treasure Island Total Qty over 6yrs (2025-2031)	\$32.00	0	48	\$192.00	\$1,344.00
Amplify CKLA 3rd Ed G4 Uvl Complete Classroom Kit Mixed-Up Files/Treasure Island	\$1,400.00	0	1	\$0.00	\$1,400.00
TOTAL				\$2,641.20	\$3,320.00

Grade 5

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL DISCOUNT	TOTAL PRICE
Amplify CKLA 3rd Ed G5 Uvl Teacher License Tollbooth/Renaissance - 6yr (2025-2031)	\$1,050.00	1	0	\$1,050.00	\$0.00
Amplify CKLA 3rd Ed G5 Uvl Student License Tollbooth/Renaissance - 6yr (2025-2031)	\$157.50	8	0	\$1,260.00	\$0.00
mCLASS DIBELS 8th Ed with Dyslexia Screening - 6yr (2025-2031)	\$89.40	0	8	\$139.20	\$576.00
Amplify CKLA 3rd Ed G5 Student Consumable Set Tollbooth/Renaissance Total Qty over 6yrs (2025-2031)	\$32.00	0	48	\$192.00	\$1,344.00
Amplify CKLA 3rd Ed G5 Uvl Complete Classroom KitTollbooth/Renaissance	\$1,400.00	0	1	\$0.00	\$1,400.00
TOTAL				\$2,641.20	\$3,320.00

Grade 6

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL DISCOUNT	TOTAL PRICE
Amplify ELA Uvl G6 Teacher Blended Package_NS (6yr license 2025-2031)	\$211.00	0	1	\$0.00	\$211.00
Amplify ELA G6 Student Blended Package_NS (6yr license 2025-2031)	\$150.00	0	8	\$0.00	\$1,200.00
TOTAL				\$0.00	\$1,411.00

Grade 6 mCLASS

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL DISCOUNT	TOTAL PRICE
mCLASS DIBELS 8th Ed with Dyslexia Screening - 6yr (2025-2031)	\$89.40	0	8	\$139.20	\$576.00
TOTAL				\$139.20	\$576.00

Grade 7

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL DISCOUNT	TOTAL PRICE
Amplify ELA Uvl G7 Teacher Blended Package (6yr license 2025-2031)	\$211.00	0	1	\$0.00	\$211.00
Amplify ELA G7 Student Blended Package (6yr license 2025-2031)	\$150.00	0	8	\$0.00	\$1,200.00
TOTAL				\$0.00	\$1,411.00

Grade 8

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL DISCOUNT	TOTAL PRICE
Amplify ELA Uvl G8 Teacher Blended Package (6yr license 2025-2031)	\$211.00	0	1	\$0.00	\$211.00
Amplify ELA G8 Student Blended Package (6yr license 2025-2031)	\$150.00	0	8	\$0.00	\$1,200.00
TOTAL				\$0.00	\$1,411.00

INTERVENTION

PRODUCT	PRICE	QUANTITY FREE	QUANTITY CHARGE	TOTAL DISCOUNT	TOTAL PRICE
mCLASS Intervention - School Site License - 6yr (2025-2031)	\$23,100.00	0	1	\$5,775.00	\$17,325.00
mCLASS Intervention Kit Grades K-3	\$265.00	0	1	\$0.00	\$265.00
mCLASS Intervention Kit Grades 4-6	\$245.00	0	1	\$0.00	\$245.00
TOTAL				\$5,775.00	\$17,835.00

Professional Development

PROFESSIONAL DEVELOPMENT	QUANTITY	PRICE	TOTAL DISCOUNT	TOTAL PRICE
Amplify CKLA 3rd Ed Coaching Session (1 Day Onsite)	1.00	\$3,200.00	\$0.00	\$3,200.00
Amplify ELA Year 1 Virtual	1.00	\$1,850.00	\$0.00	\$1,850.00
Amplify CKLA 3rd Ed K-2 OR 3-5 Year 1 Virtual	2.00	\$1,850.00	\$0.00	\$3,700.00
mCLASS DIBELS 8th Ed Adm. & Instr. Ess. for Teachers (Self-Paced Online Course)	1.00	\$49.00	\$0.00	\$49.00
TOTAL		\$6,949.00	\$0.00	\$8,799.00

Shipping and Handling

SHIPPING AND HANDLING	DELIVERY SERVICE LEVEL	SHIPPING COST	TOTAL DISCOUNT	TOTAL PRICE
Amplify Shipping and Handling	Enhanced	\$2,896.95	\$0.00	\$2,896.95

TOTAL DISCOUNT
GRAND TOTAL

\$19,068.15
\$53,145.95

Scope and Duration

Payment Terms:

- This Price Quote (including all pricing and other terms) is valid through Quote Expiration Date stated above.
- Payment terms: net 30 days.
- Prices do not include sales tax, if applicable.
- Pricing terms in the Price Quote are based on the scope of purchase and other terms herein.
- The Federal Tax ID # for Amplify Education, Inc. is 13-4125483. A copy of Amplify's W-9 can be found at: <http://www.amplify.com/w-9.pdf>

License and Services Term:

- Licenses: 07/01/2025 until 06/30/2031.
- Services: 18 months from order date. Unless otherwise stated above, all training and other services purchased must be scheduled and delivered within such term or will be forfeited.

Special Terms:

- FOR SHIPPED MATERIALS:
 - Expedited shipping is available at extra charge.
 - Print materials and kits are non-returnable and non-refundable, except in the case of defective or missing materials reported by Customer within 60 days of receipt.
- FOR SERVICES:
 - Training and professional development sessions cancelled with less than one week notice will be deemed delivered.

Quote Special Terms

CKLA Dig Exp Included with Consumables

Please note that the above pricing reflects the receipt of one Student Digital Experience License included with every purchase of a student print consumable set for CKLA products.

Free-with-Order Teacher Digital Experience License with Kit

Please note that the above pricing reflects the receipt of one Elementary Teacher Digital Experience License free-with-order with the purchase of a Classroom Kit for the duration of the adoption. License duration shown appended to Classroom Kits.

Multi Year Discount Applied

Please note that the pricing above includes multi year discounts for an upfront purchase. List prices on a single year purchase may reflect a different pricing structure. For additional information on the multi year pricing structure, please contact your Account Executive.

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Amplify would like to process your order as quickly as possible. Please visit amplify.com/ordering-support to find all the information you need for submitting your order. We accept the following forms of payment: purchase orders, checks, and credit card payments (Visa, MasterCard, Discover and American Express). In order for us to assist you, please help us by following these instructions:

Please include these three documents with your order:

- Authorized purchase order or check
- A copy of your Price Quote

- A copy of your Tax-Exemption Certificate

If submitting a purchase order:

To expedite your order, please visit amplify.com/ordering-support where you can submit your signed purchase order. You can also email a purchase order to IncomingPO@amplify.com or fax it to (646) 403-4700. Purchase Orders can also be mailed to our Order Management Department at the address below.

If submitting your order via credit card:

- Please email Accountsreceivable@amplify.com to request a secure credit card payment link

If submitting your order via sending a check:

- Please mail your documents directly to our Order Management Department and notify your sales representative of the check number and check amount.
- Please note that mailing a check can add up to two weeks of processing time for your order. For faster processing of your order, please submit your order via Purchase Order or Credit Card Authorization Form.

The information requested above is essential to ensure the smooth completion of your order with Amplify. Failure to submit documents will prevent your order from processing.

Our Order Management Department is located at 55 Washington Street, Suite 800, Brooklyn, NY 11201. Please note that mailing any documents can result in delays of up to two weeks. **For faster processing of your order, we recommend you submit a purchase order via our website: amplify.com/ordering-support.**

This Price Quote is subject to the Customer Terms & Conditions of Amplify Education, Inc. attached and available at amplify.com/customer-terms. Issuance of a purchase order or payment pursuant to this Price Quote, or usage of the products specified herein, shall be deemed acceptance of such Terms & Conditions.

Terms & Conditions

1. **Scope.** These Terms and Conditions (the "Customer Terms") are a legal agreement between Amplify Education, Inc. ("Amplify") and your school, district, state agency, or other educational organization ("you" or "Customer") for the license and use of one or more of Amplify products or services (the "Products"), as specified in the receipt, price quote, proposal, renewal letter, or other ordering document containing the details of this purchase (the "Quote"). Unless otherwise specified in the Quote, these Customer Terms and the Quote constitute the entire agreement between Amplify and Customer regarding the license and use of the Products (the "Agreement"). This Agreement becomes effective at the earliest of the following: (i) issuing a purchase order, shipment request, or payment against the Quote; (ii) accessing, downloading, or using the Products; or (iii) otherwise accepting this Agreement. You represent and warrant that: (1) you are of legal age to accept this Agreement; (2) you are authorized to accept this Agreement and to access and use the Products; and (3) your use of the Products will comply at all times with Amplify's [Acceptable Use Policy](https://amplify.com/acceptable-use) available at amplify.com/acceptable-use ("AUP"). If you do not agree to this Agreement, do not access, download, or use the Products.

2. **License.** Subject to the terms and conditions of the Agreement, Amplify grants to Customer a non-exclusive, non-transferable, non-sublicensable license to access and use, and permit Authorized School Users, as defined below, to access and use the Products in accordance with the AUP, for the duration specified in the Quote (the "Term"), and for the number of Authorized School Users specified in the Quote for whom Customer has paid the applicable fees to Amplify. "Authorized School User" means an individual teacher or other personnel employed by Customer, or an individual student registered or authorized for instruction with Customer, who Customer permits to access and use the Products subject to the terms and conditions of the Agreement, solely while such individual is so employed or so registered. Each Authorized School User's access and use of the Products will be subject to Amplify's AUP in addition to the terms and conditions of the Agreement. Violations of this Agreement or the AUP may result in suspension or termination of the applicable account.

3. **Restrictions.** Customer may access and use the Products solely for non-commercial instructional and administrative purposes. Guidelines for such purposes may be detailed in materials associated with the Product you are accessing. Further, Customer may not, except as expressly authorized or directed by Amplify: (a) copy, modify, translate, distribute, disclose, or create derivative works based on the contents of, sell, or otherwise exploit, the Products, or any part thereof; (b) decompile, disassemble, reverse engineer the Products, or otherwise use the Products to develop functionally similar products or services; (c) modify, alter, or delete any of the

copyright, trademark, or other proprietary notices in or on the Products; (d) rent, lease, or lend the Products or use the Products for the benefit of any third party; (e) avoid, circumvent, or disable any security or digital rights management device, procedure, protocol, or mechanism in the Products; or (f) permit any Authorized User or third party to do any of the foregoing. Customer also agrees that any works created in violation of this section are derivative works, and, as such, Customer agrees to assign, and hereby assigns, all right, title, and interest in such works to Amplify. The Products and derivatives thereof may be subject to export control laws, restrictions, regulations, and orders of the U.S. and other jurisdictions (together, "Export Laws"). Customer agrees to comply with all applicable Export Laws, and will not, and will not permit Authorized School Users to, export, or transfer for the purpose of re-export, any Product to any prohibited or embargoed country in violation of any U.S. export law or regulation. Further, Customer represents that it is not a party subject to sanctions by the U.S. Office of Foreign Assets Control or included on any restricted party list maintained by the U.S. Bureau of Industry and Security. The software and associated documentation portions of the Products are "commercial items" (as defined at 48 CFR 2.101), comprising "commercial computer software" and "commercial computer software documentation," as those terms are used in 48 CFR 12.212. Accordingly, if Customer is the U.S. Government or its contractor, Customer will receive only those rights set forth in this Agreement in accordance with 48 CFR 227.7201-227.7204 (for Department of Defense and their contractors) or 48 CFR 12.212 (for other U.S. Government licensees and their contractors).

4. **Reservation of Rights. SUBSCRIPTION PRODUCTS ARE LICENSED, NOT SOLD.** Subject to the limited rights expressly granted hereunder, all rights, title, and interest in and to all Products, including all related IP Rights, are and will remain the sole and exclusive property of Amplify or its third-party licensors. "IP Rights" means, collectively, rights under patent, trademark, copyright, and trade secret laws, and any other intellectual property or proprietary rights recognized in any country or jurisdiction worldwide. Customer must promptly notify Amplify of any violation of Amplify's IP Rights in the Products, and will reasonably assist Amplify as necessary to remedy any such violation. Amplify Products are protected by patents (see [amplify.com/virtual-patent-marking](https://www.amplify.com/virtual-patent-marking)).

5. **Payments.** In consideration of the Products, Customer will pay to Amplify (or other party designated on the Quote) the fees specified in the Quote in full within 30 days of the date of invoice, except as otherwise agreed by the parties or for those amounts that are subject to a good faith dispute of which Customer has notified Amplify in writing. Customer will be responsible for all state or local sales, use or gross receipts taxes, and federal excise taxes unless Customer provides a then-current tax exemption certificate in advance of the delivery, license, or performance of any Product, as applicable.

6. **Shipments.** Unless otherwise specified on the Quote, physical Products will be shipped FOB origin in the US (Incoterms 2010 EXW outside of the US) and are deemed accepted by Customer upon receipt. Upon acceptance of such Products, orders are non-refundable, non-returnable, and non-exchangeable, except in the case of defective or missing materials reported to Amplify by Customer within 60 days of receipt. In such case, Customer may not return Products without Amplify's written authorization.

7. **Account Information.** For subscription Products, the authentication of Authorized School Users is based in part upon information supplied by Customer or Authorized School Users, as applicable. Customer will and will cause its Authorized School Users to (a) provide accurate information to Amplify or a third-party service as applicable, and promptly report any changes to such information, (b) not share login credentials or otherwise allow others to use their account, (c) maintain the confidentiality and security of their account information, and (d) use the Products solely via such authorized accounts. Customer agrees to notify Amplify immediately of any unauthorized use of its or its Authorized School Users' accounts or related authentication information. Amplify will not be responsible for any losses arising out of the unauthorized use of accounts created by or for Customer and its Authorized School Users.

8. **Confidentiality.** Customer acknowledges that, in connection with this Agreement, Amplify has provided or will provide to Customer and its Authorized School Users certain sensitive or proprietary information, including software, source code, assessment instruments, research, designs, methods, processes, customer lists, training materials, product documentation, know-how, or trade secrets, in whatever form ("Confidential Information"). Customer agrees (a) not to use Confidential Information for any purpose other than use of the Products in accordance with this Agreement and (b) to take all steps reasonably necessary to maintain and protect the Confidential Information of Amplify in strict confidence. Confidential Information shall not include information that, as evidenced by Customer's contemporaneous written records: (i) is or becomes publicly available through no fault of Customer; (ii) is rightfully known to Customer prior to the time of its disclosure; (iii) has been independently developed by Customer without any use of the Confidential Information; or (iv) is subsequently learned from a third party not under any confidentiality obligation.

9. **Student Data.** The parties acknowledge and agree that in the course of providing the Products to the Customer, Amplify may collect, receive, or generate information that directly relates to an identifiable current or former student of Customer ("Student Data"). Student Data may include personal information from a student's "educational records," as defined by the Family Educational Rights and Privacy Act of 1974 ("FERPA"). Student Data is owned and controlled by the Customer and Amplify receives Student Data as a "school official" under Section 99.31 of FERPA for the purpose of providing the Products hereunder. Individually and collectively, Amplify and Customer agree to uphold our obligations, as applicable, under FERPA, the Children's Online Privacy Protection Act ("COPPA"), the Protection of Pupil Rights Amendment ("PPRA"), and applicable state laws relating to student data privacy. Amplify's [Privacy Policy](#)

at amplify.com/customer-privacy ("Privacy Policy") will govern collection, use, and disclosure of Student Data collected or stored on behalf of Customer under this Agreement. Customer is responsible for providing notice and obtaining appropriate consents under applicable laws to authorize Authorized School Users' use of the Products, including making a copy of the [Privacy Policy](#) available to the parents or guardians of users who are under the age of 13. In addition, Amplify has entered into the Data Privacy Agreements listed at amplify.com/privacy-security aligned with state and national templates to facilitate compliance with applicable state laws and help expedite Customer's student data privacy documentation process.

10. Customer Materials and Requirements. Customer represents, warrants, and covenants that it has all the necessary rights, including consents and IP Rights, in connection with any data, information, content, and other materials provided to or collected by Amplify on behalf of Customer or its Authorized School Users using the Products or otherwise in connection with this Agreement ("Customer Materials"), and that Amplify has the right to use such Customer Materials as contemplated hereunder or for any other purposes required by Customer. Customer is solely responsible for the accuracy, integrity, completeness, quality, legality, and safety of such Customer Materials. Customer is responsible for meeting hardware, software, telecommunications, and other requirements listed at amplify.com/customer-requirements.

11. Warranty Disclaimer. PRODUCTS ARE PROVIDED "AS IS" AND WITHOUT WARRANTY OF ANY KIND BY AMPLIFY. AMPLIFY EXPRESSLY DISCLAIMS ALL WARRANTIES, EXPRESS OR IMPLIED, INCLUDING ANY WARRANTY AS TO TITLE, NON-INFRINGEMENT, MERCHANTABILITY, OR FITNESS FOR A PARTICULAR PURPOSE OR USE. CUSTOMER ASSUMES RESPONSIBILITY FOR SELECTING THE PRODUCTS TO ACHIEVE CUSTOMER'S INTENDED RESULTS AND FOR THE ACCESS AND USE OF THE PRODUCTS, INCLUDING THE RESULTS OBTAINED FROM THE PRODUCTS. WITHOUT LIMITING THE FOREGOING, AMPLIFY MAKES NO WARRANTY THAT THE PRODUCTS WILL BE ERROR-FREE OR FREE FROM INTERRUPTIONS OR OTHER FAILURES OR WILL MEET CUSTOMER'S REQUIREMENTS. AMPLIFY IS NEITHER RESPONSIBLE NOR LIABLE FOR ANY THIRD-PARTY CONTENT OR SOFTWARE INCLUDED IN PRODUCTS, INCLUDING THE ACCURACY, INTEGRITY, COMPLETENESS, QUALITY, LEGALITY, USEFULNESS, OR SAFETY OF, OR IP RIGHTS RELATING TO, SUCH THIRD-PARTY CONTENT AND SOFTWARE. ANY ACCESS TO OR USE OF SUCH THIRD-PARTY CONTENT AND SOFTWARE MAY BE SUBJECT TO THE TERMS AND CONDITIONS AND INFORMATION COLLECTION, USAGE, AND DISCLOSURE PRACTICES OF THIRD PARTIES.

12. Limitation of Liability. IN NO EVENT WILL AMPLIFY BE LIABLE TO CUSTOMER OR TO ANY AUTHORIZED USER FOR ANY INCIDENTAL, SPECIAL, CONSEQUENTIAL, PUNITIVE, RELIANCE, OR COVER DAMAGES, DAMAGES FOR LOST PROFITS, LOST DATA OR LOST BUSINESS, OR ANY OTHER INDIRECT DAMAGES, EVEN IF AMPLIFY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. TO THE EXTENT PERMITTED BY APPLICABLE LAW, AMPLIFY'S ENTIRE LIABILITY TO CUSTOMER OR ANY AUTHORIZED USER ARISING OUT OF PERFORMANCE OR NONPERFORMANCE BY AMPLIFY OR IN ANY WAY RELATED TO THE SUBJECT MATTER OF THIS AGREEMENT, REGARDLESS OF WHETHER THE CLAIM FOR SUCH DAMAGES IS BASED IN CONTRACT, TORT, STRICT LIABILITY, OR OTHERWISE, MAY NOT EXCEED THE AGGREGATE OF CUSTOMER'S OR ANY AUTHORIZED USER'S DIRECT DAMAGES UP TO THE FEES PAID BY CUSTOMER TO AMPLIFY FOR THE AFFECTED PORTION OF THE PRODUCTS IN THE PRIOR 12-MONTH PERIOD. UNDER NO CIRCUMSTANCES WILL AMPLIFY BE LIABLE FOR ANY CONSEQUENCES OF ANY UNAUTHORIZED USE OF THE PRODUCTS THAT VIOLATES THIS AGREEMENT OR ANY APPLICABLE LAW OR REGULATION.

13. Term/Termination. This Agreement will be in effect for the Term and may be renewed or extended by mutual agreement of the parties. Without prejudice to any rights either party may have under this Agreement, in law, equity, or otherwise, a party will have the right to terminate this Agreement if the other party (or in the case of Amplify, an Authorized School User) materially breaches any term, provision, warranty, or representation under this Agreement and fails to correct the breach within 30 days of its receipt of written notice thereof. Upon termination, Customer will: (a) cease using the Products, (b) return, purge, or destroy (as directed by Amplify) all copies of any Products and, if so requested, certify to Amplify in writing that such surrender or destruction has occurred, (c) pay any fees due and owing hereunder, and (d) not be entitled to a refund of any fees previously paid, unless otherwise specified in the Quote. Customer will be responsible for the cost of any continued use of the Products following termination. Upon termination, Amplify will return or destroy any Student Data provided to Amplify hereunder. Notwithstanding the foregoing, nothing will require Amplify to return or destroy any data that does not include Student Data, including de-identified information or data that is derived from access to Student Data but which does not contain Student Data. Sections 3–14 will survive the termination of this Agreement.

14. Miscellaneous. This Agreement, including all addenda, attachments, and the Quote, as applicable, constitutes the entire agreement between the parties relating to the subject matter hereof. The provisions of this Agreement will supersede any conflicting terms and conditions in any Customer purchase order, other correspondence or verbal communication, and will supersede and cancel all prior agreements, written or oral, between the parties relating to the subject matter hereof. This Agreement may not be modified except in writing signed by both parties. All defined terms in this Agreement will apply to their singular and plural forms, as applicable. The word "including" means "including without limitation." This Agreement will be governed by and construed and enforced

in accordance with the laws of the U.S., state of New York, without giving effect to the choice of law rules thereof. This Agreement will be binding upon and inure to the benefit of the parties and their respective successors and assigns. The parties expressly understand and agree that their relationship is that of independent contractors. Nothing in this Agreement will constitute one party as an employee, agent, joint venture partner, or servant of another. Each party is solely responsible for all of its employees and agents and its labor costs and expenses arising in connection herewith. Neither this Agreement nor any of the rights, interests or obligations hereunder may be assigned or delegated by Customer or any Authorized School User without the prior written consent of Amplify. If one or more of the provisions contained in this Agreement will for any reason be held to be unenforceable at law, such provisions will be construed by the appropriate judicial body to limit or reduce such provision or provisions so as to be enforceable to the maximum extent compatible with applicable law. Amplify will have no liability to Customer or to third parties for any failure or delay in performing any obligation under this Agreement due to circumstances beyond its reasonable control, including acts of God or nature, fire, earthquake, flood, epidemic, pandemic, strikes, labor stoppages or slowdowns, civil disturbances or terrorism, national or regional emergencies, supply shortages or delays, action by any governmental authority, or interruptions in power, communications, satellites, the Internet, or any other network. Each party represents and warrants that it has all necessary right, power, and authority to enter into this Agreement and to comply with the obligations hereunder.

We are delighted to work with you and we thank you for your order!

Amplify Education, Inc. - Confidential Information



Heggerty
 805 Lake Street, #293
 Oak Park, IL 60301
 708-366-5947 (phone)
 orders@heggerty.org
 www.heggerty.org

Send Purchase Order to: Melinda Geffert, melinda.geffert@heggerty.org

Quote Number 00108271
 ERP Quote # 721235

Name Patrick Recoy Email patrick.recoy@sandhillsknights.org
 Quote Date 5/1/2025

Bill To Name Sandhills Public Schools Ship To Name Sandhills Public Schools
 Bill To PO BOX 29 Ship To 107 Gandy Ave
 DUNNING, NE 68833-0029 Dunning, NE 68833
 USA USA

Quote Product Name	Quote Price	Quantity	Quote Total Price
- Bridge to Reading Foundational Skills for Kindergarten, Classroom Kit	\$0.00	1.00	\$0.00
Bridge to Reading Kindergarten Subscription - 1 Year	\$1,699.00	1.00	\$1,699.00
Heggerty Library—Kindergarten, Series 2 (Classroom Set)	\$499.00	1.00	\$499.00
- Bridge to Writing for Kindergarten, Classroom Kit	\$0.00	1.00	\$0.00
Bridge to Writing Kindergarten Subscription - 1 Year	\$699.00	1.00	\$699.00
- Bridge to Reading Foundational Skills for First Grade, Classroom Kit	\$0.00	1.00	\$0.00
Bridge to Reading First Grade Subscription - 1 Year	\$1,699.00	1.00	\$1,699.00
Heggerty Library—Grade 1, Series 2 (Classroom Set)	\$499.00	1.00	\$499.00
- Bridge to Writing for First Grade, Classroom Kit	\$0.00	1.00	\$0.00
Bridge to Writing First Grade Subscription - 1 Year	\$799.00	1.00	\$799.00
- Bridge to Reading Foundational Skills for Second Grade, Classroom Kit	\$0.00	1.00	\$0.00
Bridge to Reading Second Grade Subscription - 1 Year	\$1,699.00	1.00	\$1,699.00
- Bridge to Writing for Second Grade, Classroom Kit	\$0.00	1.00	\$0.00

Vendor Information
 Literacy Resources, LLC
 FEIN: 84-4218337
 District Vendor #: N/A

Quote Terms:

1. This quote does not constitute an order. To place an order, login to your account at www.myheggerty.org and complete payment, or submit an official district Purchase Order by email to your Educational Sales Consultant's email address listed below the logo at the top of the page.
2. All contents of the Phonemic Awareness curricula and supplementary materials are fully copyright protected. The reproduction by any means, resale, and/or redistribution of this curriculum is strictly prohibited.
3. LRL is only required to collect sales tax for orders shipped within Illinois. Districts outside of Illinois that are not tax exempt must submit any required sales tax directly to their state.
4. The shipping charge on this quote is only valid if the order is shipping to one single location. If the order is being shipped to multiple locations, or if multiple Purchase Orders are submitted based on this quote, additional shipping fees will apply.
5. For orders shipping outside of the United States: Payment must be made in US funds. Shipping fee does not include customs duty and taxes. Customs duty and taxes must be paid by the recipient to UPS Brokerage prior to delivery.
6. Professional Development scheduling is subject to availability. Please work with your Heggerty contact to request PD dates.

Bridge to Writing Second Grade Subscription - 1 Year	\$799.00	1.00	\$799.00
Bridge the Gap: Intervention Complete Bundle 2025	\$379.00	1.00	\$379.00
- 4119 myHeggerty 1 year	\$0.00	1.00	\$0.00

Total Price	\$8,771.00
Tax	\$0.00
Shipping and Handling	\$694.56
Grand Total	\$9,465.56

Vendor Information

Literacy Resources, LLC
 FEIN: 84-4218337
 District Vendor #: N/A

Quote Terms:

1. This quote does not constitute an order. To place an order, login to your account at www.myheggerty.org and complete payment, or submit an official district Purchase Order by email to your Educational Sales Consultant's email address listed below the logo at the top of the page.
2. All contents of the Phonemic Awareness curricula and supplementary materials are fully copyright protected. The reproduction by any means, resale, and/or redistribution of this curriculum is strictly prohibited.
3. LRL is only required to collect sales tax for orders shipped within Illinois. Districts outside of Illinois that are not tax exempt must submit any required sales tax directly to their state.
4. The shipping charge on this quote is only valid if the order is shipping to one single location. If the order is being shipped to multiple locations, or if multiple Purchase Orders are submitted based on this quote, additional shipping fees will apply.
5. For orders shipping outside of the United States: Payment must be made in US funds. Shipping fee does not include customs duty and taxes. Customs duty and taxes must be paid by the recipient to UPS Brokerage prior to delivery.
6. Professional Development scheduling is subject to availability. Please work with your Heggerty contact to request PD dates.

ROLE OF ADMINISTRATION

In this series of the board policy manual, the board defines the role and the employment of school district administrators. Policies in the 400 Series, "Employees," also apply to administrators unless a more specific policy exists in the 300 Series, "Administration."

School district administrators have been given a great opportunity and responsibility to manage the school district, to provide educational leadership, and to implement the educational philosophy of the school district. They are responsible for the day-to-day operations of the school district. In carrying out these operations, the administrators are guided by board policies, the law, the needs of the students, and the wishes of the citizens in the school district community.

It shall be the responsibility of the administrators to implement and enforce the policies of the board, to oversee employees, to monitor educational issues confronting the school district, and to inform the board about school district operations.

While the board holds the superintendent ultimately responsible for these duties, the principal(s) are more directly responsible for educational results, for the administration of the school facilities and for the employees.

The board and the administration shall work together to share information and decisions under the management team concept.

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

STRUCTURE OF MANAGEMENT

The board and the administrators shall work together in making decisions and setting goals for the school district. This effort is designed to obtain, share, and use information to solve problems, make decisions, and formulate school district policies and regulations.

It shall be the responsibility of each administrator to fully participate in the management of the school district by investigating, analyzing, and expressing their views on issues. Those board members or administrators with special expertise or knowledge of an issue may be called upon to provide information. Each board member and administrator shall support the decisions reached on the issues confronting the school district.

The board shall be responsible for making the final decision in matters pertaining to the school district.

It shall be the responsibility of the superintendent to develop guidelines for cooperative decision-making.

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

MANAGEMENT TEAM

The board considers all those who have a role in the recruitment or release of employees to be part of the management team. The management team shall be headed by the superintendent. The superintendent shall convene meetings to discuss school district policies, administrative procedures and other business brought to the superintendent's attention.

The management team shall meet with the board upon the board's request or superintendent's recommendation to review overall operations of the school district and conditions affecting the management team. The management team shall have no relationship to the formal negotiating unit. In the event a member or members of the management team are unable to resolve a problem, a committee of one board member, one management team member, and the superintendent shall investigate the circumstances and make a recommendation. If the recommendation does not settle the matter, the board and the management team shall meet to resolve the matter. The board may seek the advice of outside management consultants to assist in resolving the matter.

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

SUCCESSION OF AUTHORITY TO THE SUPERINTENDENT

In the absence of the superintendent, it shall be the responsibility of the other administrators to assume the superintendent's duties. The succession of authority to the superintendent shall be in this order:

1. *Principal*
2. *Guidance Counselor*
3. *Teachers Assigned Admin Duties (Lead Teachers, etc)*

If the absence of the superintendent is temporary, the successor shall assume only those duties and responsibilities of the superintendent that require immediate action. If the board determines the absence of the superintendent will be a lengthy one, the board shall appoint an acting superintendent to assume the responsibilities of the superintendent. The successor shall assume the duties when the successor learns of the superintendent's absence or when assigned by the superintendent or the board.

All references to "superintendent" in this policy manual shall mean the "superintendent or the superintendent's designee" unless otherwise stated in the board policy.

Cross Reference: 302 Superintendent

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

COMMUNICATION CHANNELS

Questions and problems shall be resolved at the lowest organizational level nearest to the complaint. School employees shall be responsible for conferring with their immediate supervisor on questions and concerns. Students and other members of the school district community shall confer with a certificated employee and then with the principal on questions and concerns. Policies referenced at the end of this page shall serve as guidelines for additional resolution of conflicts.

It shall first be the responsibility of the administrators to resolve questions and problems raised by the employees and the students they supervise and by other members of the school district community.

Legal Reference: Nebraska Statute 79-254 et seq.

Cross Reference: 204.12 Public Participation in Board Meetings
402.05 Employee Grievances
504.01 Student Due Process Rights
506.06 *Student Publications*
1005.01 Public Complaints

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

SUPERINTENDENT QUALIFICATIONS, RECRUITMENT, APPOINTMENT

The board shall employ a superintendent to serve as the chief executive officer of the board, to conduct the daily operations of the school district, and to implement board policy with the power and duties prescribed by the board and the law.

The board shall consider applicants that meet or exceed the standards set by the Nebraska Department of Education and the qualifications established in the job description for the superintendent position. In employing a superintendent, the board shall consider the qualifications, credentials and records of the applicants without regard to race, color, religion, sex, national origin, age, or disability. The board will look closely at the training, experience, skill and demonstrated competence of qualified applicants in making its final decision.

In choosing a superintendent, the board shall also consider the school district's educational philosophy, financial situation, organizational structure, education programs, and other factors deemed relevant by the board.

The board may contract for assistance in the search for a superintendent.

Legal Reference: 29 U.S.C. §§ 621-634 (1994).
42 U.S.C. §§ 2000e et seq. (1994).

Cross Reference: 201.01 Board Powers and Responsibilities
301 Administrative Structure

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

SUPERINTENDENT CONTRACT AND CONTRACT NONRENEWAL

It shall be the responsibility of the board to provide the contract for the position of superintendent. The length of the contract for employment between the superintendent and the board shall be determined by the board, but shall not exceed three years. The contract will begin on July 1 and end on June 30. The contract shall state the terms of employment.

Before the board approves a proposed contract for superintendent services, or any proposed amendment to an existing contract, the board shall publish a copy of the contract or amendment, and a reasonable estimate and description of all current and future costs to the district if the proposed contract or amendment were to be approved, at least three days before the board meeting at which it will be considered. This publication shall also specify the date, time, and place of this public meeting. Electronic publication on the web site of the district shall satisfy this publication requirement if it is prominently displayed and allows public access to the entire proposed contract or amendment. *The board is not required to publish the contract of a newly hired superintendent prior to board approval of the contract.*

After the board approves the contract or contract amendments the board shall publish a copy of the contract, and a reasonable estimate and description of all current and future costs to the district that will be incurred as a result of the contract, within two days after the board meeting at which it was approved. Electronic publication on the web site must be prominently displayed as described above.

After approval of the contract or contract amendments, the board shall file a copy of the contract or amendments with the State Department of Education on or before August 1.

The superintendent serves the board as a probationary certificated employee, regardless of length of service. The superintendent's contract shall be deemed renewed and will remain in full force unless it is amended or not renewed. The superintendent and board may mutually agree to terminate the superintendent's contract at any time.

In the event of nonrenewal, termination or amendment of a contract, the board shall *give the superintendent notice of its intent by April 15.* ~~afford the superintendent appropriate due process, including notice of its intent by December 15.~~ Unless continued by mutual written agreement according to statutory procedures, the board shall take final action on the contract by May 15.

If the superintendent wishes to resign, to be released from a contract, or to retire, the superintendent must comply with board policies dealing with retirement, release or resignation.

Legal Reference: Neb. Statute 79-822 et. seq.
 ~~Neb. Statute 79-824 to 842~~

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised May 12, 2025

SUPERINTENDENT SALARY AND OTHER COMPENSATION

The board has complete discretion to set the salary of the superintendent. It shall be the responsibility of the board to set the salary and benefits of the superintendent at a level that will include consideration of, but not be limited to, the economic condition of the school district and the training, experience, skill, and demonstrated competence of the superintendent. The salary shall be set at the beginning of each contract term.

In addition to the salary and benefits, the superintendent's actual and necessary expenses shall be paid by the school district when the superintendent is performing work-related duties. It shall be within the discretion of the board to pay dues to professional organizations for the superintendent. The information and professional relationships offered by these organizations are an important component in assisting the superintendent with the successful completion of his or her duties.

The board may approve the payment of dues and other benefits or compensation over and above the superintendent's contract. Approval of dues and other benefits or compensation shall be included in the records of the board in accordance with board policy.

Cross Reference: 302 Superintendent

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

SUPERINTENDENT DUTIES

The board employs a superintendent of schools to serve as the chief executive officer of the board. The board delegates to the superintendent the authority to implement board policy and to execute decisions made by the board concerning the internal operations of the school district, unless specifically stated otherwise.

The superintendent shall be responsible for the implementation and execution of board policy and the observance of board policy by employees and students. The superintendent shall be responsible for overall supervision and discipline of employees and the education program.

In executing the above-stated duties, the superintendent shall consider the financial situation of the school district as well as the needs of the students. Specifically the superintendent:

- Interprets and implements all board policies and all state and federal laws relevant to education;
- Supervises, either directly or through delegation, all activities of the school system according to, and consistent with, the policies of the board;
- Represents the board as a liaison between the school district and the community;
- Establishes and maintains a program of public relations to keep the public well-informed of the activities and needs of the school district, effecting a wholesome and cooperative working relationship between the school district and the community;
- Attends and participates in all meetings of the board, except when the superintendent's employment or salary is under consideration when the superintendent has been excused, and makes recommendations affecting the school district;
- Reports to the board on such matters as deemed material to the understanding and proper management of the school district or as the board may request;
- Assumes responsibility for the overall financial planning of the district and for the preparation of the annual budget, and submits it to the board for review and approval;
- Establishes and maintains efficient procedures and effective controls for all expenditures of school district funds in accordance with the adopted budget, subject to the direction and approval of the board;
- Files, or causes to be filed, all reports required by law;
- Makes recommendations to the board for the selection of employees for the school district;
- Makes and records assignments and transfers of all employees pursuant to their qualifications;
- Employs such employees as may be necessary, within the limits of budgetary provisions and subject to the board's approval;
- Recommends to the board, for final action, the promotion, salary change, demotion, or dismissal of any employee;

- Prescribes rules for the classification and advancement of students, and for the transfer of students from one building to another in accordance with board policies;
- Summons employees of the school district to attend such regular and occasional meetings as are necessary to carry out the education program of the school district;
- Supervises methods of teaching, supervision, and administration in effect in the schools;
- Attends such conventions and conferences as are necessary to keep informed of the latest educational trends;
- Accepts responsibility for the general efficiency of the school system, for the development of the employees, and for the educational growth and welfare of the students;
- Defines educational needs and formulates policies and plans for recommendation to the board;
- Makes administrative decisions necessary for the proper functioning of the school district;
- Responsible for scheduling the use of buildings and grounds by all groups and/or organizations;
- Acts as the purchasing agent for the board, and establishes procedures for the purchase of books, materials and supplies;
- Approves vacation schedules for employees;
- Conducts periodic district administration meetings; and,
- Performs other duties as may be assigned by the board.
- Supervises the establishment or modification of the boundaries of school attendance and transportation areas subject to approval of the board.
- Directs studies of buildings and sites, taking into consideration population trends and the educational and cultural needs of the district in order to ensure timely decisions by the board and the electorate regarding construction and renovation projects.

This list of duties shall not act to limit the board's authority and responsibility over the superintendent. In executing these duties and others the board may delegate, the superintendent shall consider the school district's financial condition as well as the needs of the students in the school district.

Cross Reference: 205 School Board Policy Process
 301 Administrative Structure

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

SUPERINTENDENT EVALUATION

The board will conduct an ongoing evaluation of the superintendent's skills, abilities, and competence. At a minimum, the board will formally evaluate the superintendent twice in the first year and annually thereafter. The goal of the superintendent's formal evaluation is to ensure the education program for the students is carried out, promote growth in effective administrative leadership, clarify the superintendent's role, clarify the immediate priorities of the board, and develop a working relationship between the board and the superintendent.

The formal evaluation will be based upon the following principles:

1. The evaluation criteria shall be in writing, clearly stated and mutually agreed upon by the board and the superintendent. The criteria will be related to the job description and the school district's goals;
2. At a minimum, the evaluation process will be conducted annually at a time agreed upon;
3. Each board member shall have an opportunity to individually evaluate the superintendent, and these individual evaluations will be compiled into an overall evaluation by the entire board;
4. The board as a whole shall discuss its evaluation with the superintendent in closed session; and
5. The board will complete the evaluation process by reaching consensus on goals or priorities for the superintendent for the next period of evaluation.

Any thorough evaluation of the Superintendent will likely have both positive and negative comments interspersed throughout the discussion. If the board enters into closed session it must clearly be to prevent needless harm to the reputation of an individual or for the protection of the public interest. Policy 204.06 Closed Session should be followed in all respects when going into or coming out of closed session.

The board president will develop a written summary of the individual evaluations, including both the strengths and the weaknesses of the superintendent, and place it in the superintendent's personnel file to be incorporated into the next cycle of evaluations.

This policy supports and does not preclude the ongoing, informal evaluation of the superintendent's skills, abilities and competence.

Legal Reference: Neb. Statute 79-828

Cross Reference: 202.03 Board Self-Evaluation
~~204.06 Closed Sessions~~
302.01 Superintendent Qualifications, Recruitment, Appointment

Approved June 10, 2003

Reviewed January 13th, 2020, May 12 2025

Revised November 14, 2011, May 12, 2025

SUPERINTENDENT PROFESSIONAL DEVELOPMENT

The board encourages the superintendent to continue professional growth by being involved in professional organizations, attending conferences, continuing education, and participating in other professional activities.

It shall be the responsibility of the superintendent to arrange the superintendent's schedule in order to enable attendance at various conferences and events. If a conference or event requires the superintendent to be absent from the office for more than three days, requires overnight travel, or involves unusual expense, the superintendent shall bring it to the attention of the board president prior to attending the event.

The superintendent shall report to the board after an event.

Cross Reference: 303.07 Administrator Professional Development
 402.08 Employee Travel Compensation

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

SUPERINTENDENT PROFESSIONAL DEVELOPMENT

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The superintendent shall report to the board after an event.

Cross Reference: 303.07 Administrator Professional Development
 402.08 Employee Travel Compensation

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

SUPERINTENDENT CIVIC ACTIVITIES

The board encourages the superintendent to be involved in the school district community by belonging to school district community organizations and attending and participating in school district community activities.

It shall be the responsibility of the superintendent to become involved in school district community activities and events. The board may include a lump sum amount as part of the superintendent's compensation to be used specifically for paying the annual fees of the superintendent for school district community activities and events if, in the board's judgment, the superintendent's participation will further the public purpose of promoting and deriving support for the school district and public education in general.

Cross Reference: 302.03 Superintendent Salary and Other Compensation
 303.08 Administrator Civic Activities

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

SUPERINTENDENT CONSULTING/OUTSIDE EMPLOYMENT

The superintendent's position is considered full-time *or part time* employment, *or in combination with other duties as determined by the board*. The board expects the superintendent to give the responsibilities of the position precedence over other employment. The superintendent may accept consulting or outside employment for pay as long as, in the judgment of the board, the work is conducted on the superintendent's personal time and it does not interfere with the performance of the superintendent's duties.

The board reserves the right, however, to request that the superintendent cease the outside employment as a condition of continued employment. The board shall give the superintendent thirty days notice to cease outside employment.

Nothing in this policy shall contradict the language of the superintendent contract in force.

Cross Reference: 302.02 Superintendent Contract and Contract Nonrenewal
 302.04 Superintendent Duties

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised May 12, 2025

ADMINISTRATIVE POSITIONS

The school district shall have, in addition to the superintendent, the following administrative positions:

~~None at this time. The superintendent assumes all of the responsibilities of the K-12 Principal.~~

1. Principal

These administrators shall work closely with the superintendent in the day-to-day operations of the school district.

It shall be the responsibility of these administrators to uphold board policy, to instill a positive, cooperative environment with employees, and to share their expertise with each other and the board under the management team concept.

Cross Reference: 301 Administrative Structure

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised May 12, 2025

ADMINISTRATOR QUALIFICATIONS, RECRUITMENT, APPOINTMENT

The board ~~shall~~ *may* employ building principals and other administrators, in addition to the superintendent, to assist in the daily operations of the school district.

The board shall consider applicants who meet or exceed the standards set by the Nebraska Department of Education and the qualifications established in the job description for the position. In employing an administrator, the board shall consider the qualifications, credentials and records of the applicants without regard to race, color, religion, sex, national origin, age, or disability. The board will look closely at the training, experience, skill and demonstrated competence of qualified applicants in making its final decision.

In choosing an administrator, the board shall also consider the school district's educational philosophy, financial condition, organizational structure, education programs, and other factors deemed relevant by the board.

It shall be the responsibility of the superintendent to make a recommendation to the board for filling an administrative position, based on the requirements stated in this policy. The board shall act only on the superintendent's recommendation.

The board may contract for assistance in the search for administrators.

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised May 12, 2025

ADMINISTRATOR CONTRACT AND CONTRACT NONRENEWAL

The length of the contract for employment between an administrator and the board shall be determined by the board and stated in the contract, but shall not exceed three years. The contract shall also state the terms of the employment.

The first three years of a contract issued to a newly employed administrator shall be considered a probationary period. In the event of termination of a probationary or nonprobationary contract, the board shall ~~afford the administrator appropriate due process.~~ *follow applicable state statutes.*

Administrators whose contracts will be recommended for termination, amendment or nonrenewal by the board will receive notice prior to April 15. The superintendent shall make a recommendation to the board for the termination of the administrator's contract.

It shall be the responsibility of the superintendent to create a contract for each administrative position.

Administrators who wish to resign, to be released from a contract, or to retire, must comply with board personnel policies regarding the areas of resignation, release or retirement.

Legal Reference: Neb. Statute [79-831](#)

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised May 12, 2025

ADMINISTRATOR SALARY AND OTHER COMPENSATION

The board has complete discretion to set the salary of the administrators. It shall be the responsibility of the board to set the salary and benefits of the administrators at a level that will include consideration of, but not be limited to, the economic condition of the school district and the training, experience, skill, and demonstrated competence of the administrators. The salary shall be set at the beginning of each contract period.

In addition to the salary and benefits agreed upon, the administrator's actual and necessary expenses shall be paid by the school district when the administrator is performing work-related duties. The board shall approve the payment of other benefits or compensation over and above the administrator's contract. Approval of other benefits or items of an administrator's compensation shall be included in the records of the board in accordance with board policy.

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

ADMINISTRATOR DUTIES

Administrators shall be hired by the board to assist the superintendent in the day-to-day operations of the school district.

Each attendance center shall have a building principal responsible for the administration and operation of the attendance center. Each building principal, as chief administrator of the assigned attendance center, shall be responsible for the building and grounds, for the students and employees assigned to the attendance center, for school activities at the attendance center, for the education program offered in the attendance center, and the budget for the attendance center. The principal shall be considered the professional advisor to the superintendent in matters pertaining to the attendance center supervised by the principal. Although the principals serve under the direction of the superintendent, duties of the principal may include, but not be limited to the following:

- Cooperate in the general organization and plan of procedure in the school under the superintendent's supervision;
- Supervision of the teachers in the principal's attendance center;
- Maintain the necessary records for carrying out delegated duties;
- Work with the superintendent in rating, recommending and selecting supervised employees whenever possible;
- Work with the superintendent in determining the education program to be offered and in arranging the schedules. As much of the schedule as possible should be made before school closes for summer vacation. In the matter of courses offered, the final approval rests with the superintendent who is in turn responsible to the board;
- Ensure that proper care is taken of all school books, supplies, materials, equipment, furniture and facilities;
- Instruct teachers to make a complete annual inventory of all school property contained in their individual rooms. This inventory shall be reviewed and filed with the board secretary;
- Investigate excessive cases of absence or tardiness of students and notify the parents or guardians of unexcused absence or tardiness. All such cases should be reported to the superintendent;
- Make such reports from time to time as the superintendent may require;
- Maintain the regular schedule of school hours established by the board and make no temporary changes in the schedule without the consent of the superintendent;
- Promptly notify the superintendent whenever ventilation, sanitation or heating of the building is unsatisfactory;
- Contribute to the formation and implementation of general policies and procedures of the school;
- Perform such other duties as may be assigned by the superintendent of schools.

This list of duties shall not act to limit the board's authority and responsibility over the position of the administrators. In executing these duties and others the board may delegate, the administrators shall consider the school district's financial condition as well as the needs of the students in the school district.

Cross Reference: 301 Administrative Structure

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

ADMINISTRATOR EVALUATION

The superintendent shall conduct an ongoing process of evaluating the administrators on their skills, abilities, and competence. At a minimum, the administrators will be evaluated annually. Administrators who are new or probationary certificated employees shall be evaluated at least once each semester. The goal of the formal evaluation process is to ensure that the educational program for the students is carried out, promote growth in effective administrative leadership for the school district, clarify the administrator's role as defined by the board and the superintendent, determine areas in need of improvement, clarify the immediate priorities of the responsibilities listed in the job description, and develop a working relationship between the superintendent and the administrator.

The superintendent is responsible for designing an administrator evaluation instrument. The formal evaluation shall include written criteria related to the job description. The superintendent, after receiving input from the administrators, shall present the formal evaluation instrument to the board for approval.

The formal evaluation shall also include an opportunity for the administrator and the superintendent to discuss the evaluation, the past year's performance and the future areas of growth. The evaluation shall be completed by the superintendent, signed by the administrator and filed in the administrator's personnel file.

It shall be the responsibility of the superintendent to conduct a formal evaluation of all administrators prior to April 15.

This policy supports and does not preclude the ongoing informal evaluation of the administrator's skills, abilities and competence.

Legal Reference: Neb. Statute 79-828
 NDE Rule 10-007.06

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

ADMINISTRATOR PROFESSIONAL DEVELOPMENT

The board encourages the administrators to continue their professional growth by becoming involved in professional organizations, attending conferences, continuing their education, and participating in other professional activities.

It shall be the responsibility of the administrators to arrange their schedules in order to attend various conferences and events in which they are involved. Prior to attendance at an event, the administrator must receive approval from the superintendent. In the case where overnight travel or unusual expense is involved, the superintendent shall bring it to the attention of the board prior to the administrator attending the event.

The administrator shall report to the superintendent after an event.

Cross Reference: 302.06 Superintendent Professional Development
 402.08 Employee Travel Compensation

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

ADMINISTRATOR CIVIC ACTIVITIES

The board encourages the administrators to be involved in the school district community by belonging to community organizations, and by attending and participating in school district community activities.

It shall be the responsibility of the administrators to become involved in school district community activities and events. The board may include a lump sum amount as part of the administrator's compensation to be used specifically for paying the annual fees of the administrator for school district community activities and events if, in the board's judgment, the administrator's participation will further the public purpose of promoting and deriving support for the school district and public education in general. It shall be within the discretion of the board to pay annual fees for professional organizations and activities.

Cross Reference: 303.07 Superintendent Civic Activities

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

ADMINISTRATOR CONSULTING/OUTSIDE EMPLOYMENT

An administrative position is considered full-time employment. The board expects administrators to give the responsibilities of their positions in the school district precedence over other employment. An administrator may accept consulting or outside employment for pay as long as, in the judgment of the board and the superintendent, the work is conducted on the administrator's personal time and it does not interfere with the performance of the administrative duties contracted by the board.

The board reserves the right, however, to request the administrator cease the outside employment as a condition of continued employment. The board shall give the administrator thirty days notice to cease outside employment.

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

DEVELOPMENT AND ENFORCEMENT OF ADMINISTRATIVE REGULATIONS

Administrative regulations may be necessary to implement board policy. It shall be the responsibility of the superintendent to develop administrative regulations.

In developing the administrative regulations, the superintendent may consult with administrators or others likely to be affected by the regulations. Once the regulations are developed, employees, students and other members of the school district community shall be informed in a manner determined by the superintendent.

The board shall be kept informed of the administrative regulations utilized and their revisions. The board may review and recommend change of administrative regulations prior to their use in the school district if they are contrary to the intent of board policy.

It shall be the responsibility of the superintendent to enforce administrative regulations.

Cross Reference: 205 School board Policy Process

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

MONITORING OF ADMINISTRATIVE REGULATIONS

The administrative regulations shall be monitored and revised when necessary. It is the responsibility of the superintendent to monitor and revise the administrative regulations.

The superintendent may rely on the board, administrators, employees, students, and other members of the school district community to inform the superintendent about the effect of and possible changes in the administrative regulations.

Cross Reference: 205 School Board Policy Process

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

HANDBOOKS AND DIRECTIVES

In order that the necessary board policies, regulations, school rules and procedures may be known by all staff members, patrons, students and parents affected, district administrators and principals are granted authority to issue staff and student/parent handbooks.

It is essential that the contents of all handbooks conform with district policies and regulations. It is also important that all handbooks bearing the name of the district or one of its schools be of a quality that reflects favorably on the district. The board, therefore, expects all handbooks to be approved by the board and/or superintendent or designee before publication.

The board will review and approve district personnel handbooks in order that the contents may be accorded the legal status of board-approved policy and regulation. The superintendent will use his/her judgment as to whether other specific handbooks need board approval. However, all handbooks published are to be made available to the board for informational purposes.

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

ADMINISTRATOR CODE OF ETHICS

Administrators, as part of the educational leadership in the school district community, represent the views of the school district. Their actions, verbal and nonverbal, reflect the attitude and the beliefs of the school district. Therefore, administrators shall conduct themselves professionally and in a manner fitting to their position.

Each administrator shall follow the code of ethics stated in this policy. Failure to act in accordance with this code of ethics or in a professional manner, in the judgment of the board, shall be grounds for discipline up to, and including, discharge.

The professional school administrator:

- Upholds the honor and dignity of the profession in actions and relations with students, colleagues, board members and the public;
- Obeys local, state and national laws; holds to high ethical and moral standards; and gives loyalty to this country and to the cause of democracy and liberty;
- Accepts the responsibility to master and contribute to the growing body of specialized knowledge, concepts, and skills which characterize school administration as a profession;
- Strives to provide the finest possible educational experiences and opportunities to the members of the school district community;
- Seeks to preserve and enhance the prestige and status of the profession when applying for a position or entering into contractual agreements;
- Carries out in good faith the policies duly adopted by the local board and the regulations of state authorities and renders professional service;
- Disallows consideration of private gain or personal economic interest to affect the discharge of professional responsibilities;
- Recognizes public schools are the public's business and seeks to keep the public informed about their schools; and,
- Supports and practices the management team concept.

Cross Reference: 405 Employee Conduct and Appearance

Approved June 10, 2003

Reviewed January 13th, 2020, May 12, 2025

Revised _____

I. PURPOSE

The Sandhills Schools District is dedicated to celebrating the diverse racial and religious backgrounds of our students. The school district champions students' rights to express themselves through their attire practically when associated with race, religion, sex, disability, or national origin, including tribal regalia, nature and protective hairstyles and adornments. The purpose of this policy is to facilitate and encourage an inclusive and positive learning environment while complying with an applicable health and safety law, rule, regulations or ordinance.

II. GENERAL PRINCIPLES/STANDARDS

- a. Non-Discrimination: The Sandhills School District dress code and grooming policy prohibits discrimination against students based on race, religion, sex, disability, or national origin.
- b. Respect for Individuality: Students are allowed to wear religious attire, adornments, and other attire associated with race, national origin or religion, or tribal regalia. Additionally, students' hair should not be permanently or temporarily altered by school personnel. Altering a student's appearance or removing or altering a student's attire without consent from their parent, guardian, or caregiver is not allowed. Additionally, students are permitted to wear natural and protective hairstyles including but are not limited to braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, weaves, wigs, or head wraps.
- c. Cultural and Religious Attire: Students are allowed to wear religious attire and tribal regalia in accordance with their race, national origin, or religion.
- d. Bullying Policy Alignment: The school bullying policy remains in effect and should be consulted where clothing or attire may be an issue.
- e. Prohibited Attire: Attire should not promote violence, drugs, alcohol, profanity, or hate speech. The Sandhills Public School District reserves the right to request immediate attire changes from student.

III. HEALTH AND SAFETY CONSIDERATION:

In school environments where the use of certain chemicals or equipment poses a direct safety hazard, students may be required to wear protective gear, such as lab coats and safety goggles, which could cover clothing and hairstyles. Similarly, in physical education classes or during sports activities, students may need to modify their attire or secure their hair to ensure the safety of themselves and others. In such cases, a good faith effort to reasonably accommodate students will be made to ensure safety without compromising religious beliefs, grooming practices, or requiring students to permanently alter their appearance. Such accommodations must be applied equally and adopted for nondiscriminatory reasons.

- a. Proven Need: Any health and safety standard based on characteristics associated with race, religion, sex, disability or national origin must demonstrate that without implementation of such standard, it is reasonably certain that the health and safety of the student or another individual will be impaired.
- b. Least Restrictive Means: Health and safety standards should use the least restrictive means necessary to address the identified health and safety concern. Alternative measures that do not discriminate based on these characteristics associate with race, religion, sex, disability, or national origin should be explored and implemented.

IV. ENFORCEMENT:

Enforcement of violations of this dress code and grooming policy should be consistent with our district's overall discipline plan and applied in a consistent manner. Enforcement of this dress code and grooming policy should not target, disproportionately impact, discriminate, or be applied in a discriminatory manner against any students on the basis of race, religion, sex, disability, or national origin.

V. TRAINING AND AWARENESS:

The district will communicate the guidelines and expectations in this dress code and grooming policy with students and families in their preferred language(s). While adopting and/or adopting this dress code and grooming policy, school districts should consult a variety of stakeholders, including a diverse group of parents, guardians, and caregivers. School staff may receive training and guidance on this policy to ensure that they are aware of their responsibilities in accommodating students and communicating effectively with parents, guardians, or caregivers.

VI. CONFIDENTIALITY:

The school will handle all information related to students' race, sex, disability, national origin, or religious characteristics in accordance with the Family Educational Rights and Privacy Act (FERPA). Parental consent must be obtained before sharing any information related to the student's appearance or attire with school staff or outside parties involved in an accommodation process related to this policy.

VII. PARENT CONSENT:

The Sandhills Public School District is required to make a good faith effort to obtain informed consent from a student's parents, guardians, and/or caregivers in their preferred language, in the case a health and safety stand accommodation is needed. To respect individual identity and parental authority, our process includes the following steps.

- a. Initiate Contact: Make a good faith effort to contact the parent/guardian/caregiver using their preferred communication method (phone, email, or in person), explaining clearly and consistently why adjustments to the

student's attire and/or grooming may be necessary to meet health and safety standards.

- b. Collaborative Solutions: Work collaboratively with the student and parent/guardian/caregiver to find accommodation options in accordance with the student's race, religion, sex, disability or national origin while adhering to health and safety standards. Discuss the potential impact of each accommodation option on the student's well-being and educational experience.
- c. Parental Consideration: Allow the parent/guardian/caregiver time to privately discuss the situation with their student and/or family members and make an informed decision.
- d. Obtain Consent: Once an accommodation is agreed upon, obtain written consent through a signed document or email exchange, clearly stating the accommodation and health and safety standard that required the accommodation. A copy of this written consent should be provided to the parent/guardian/caregiver.
- e. Documentation & Follow Up: Keep written records of all communication and decisions made with the parent/guardian/caregiver for transparency and accountability. This record should be treated in accordance with the Family Educational Rights and Privacy Act (FERPA) and added to the student's confidential file for future reference. After implementation, follow up with the parent/guardian/caregiver within 1-2 weeks to ensure the accommodation was implemented in a satisfactory manner.

VIII. RECORD KEEPING:

The Sandhill Public School District establishes a clear and organized process to record efforts made to reasonably accommodate a student's appearance, attire, hairstyle, adornment, or other characteristics associated with race, religion, sex, disability or national origin. Each record must include:

- a. The student's name,
- b. Federally identified demographic characteristics,
- c. Date of occurrence,
- d. The health and safety standard relating to the accommodation,
- e. Nature of the accommodation requested
- f. Staff involved
- g. Communication with parent/guardians/caregivers, and
- h. The outcome of the effort

Our district regularly reviews the accumulated records to analyze trends, patterns, and the effectiveness of the accommodation process to identify any areas that may require improvement or adjustments to policies.

Definitions:

Grooming: the care of a body and its physical appearance, such as personal hygiene routine of brushing one's teeth or combing one's hair

National origin: includes characteristics associated with actual or perceived place of birth, ancestry, or ethnicity including but not limited to, skin color, nature and protective hairstyles, headdress, tribal regalia, and attire.

National and protective hairstyles: include, but are not limited to, braids, locks, twists, right coils or curls, cornrows, Bantu knots, afros, weaves, wigs, or head wraps.

Race: includes characteristics associated with actual or perceived race, ancestry, or ethnicity including but not limited to, skin color, natural and protective hairstyles, tribal regalia, and attire.

Religious attire and characteristics associated with religion: includes, but is not limited to, natural and protective hairstyles, tribal regalia, burka's hijabs, head wraps, Yakama, cross or other headdress, adornments, and clothing garments used to express or observe one's religious beliefs.

Tribal regalia: includes natural and protective hairstyles and traditional garments, jewelry, or other adornments or similar objects of cultural significance worn by members of an indigenous tribe of the United States or another country. Tribal regalia does not include any dangerous weapon or, except in compliance with an appropriate federal permit, any object that is otherwise prohibited by federal law.

Approved: _____

Reviewed: May 12, 2025

Revised: _____

INTERLOCAL COOPERATION ACT AGREEMENT

THIS AGREEMENT is made and entered into as of this ____ day of _____, 2025, by and between the undersigned School Districts, Educational Service Units or other Educational Institutions, all being bodies politic and corporate, hereinafter sometimes referred to collectively as the “Spanish Program Consortium” or the “Consortium,” and hereinafter sometimes referred to individually or collectively as “Members” or “Parties”. School Districts or other Educational Institutions with students may also sometimes hereafter be referred to individually or collectively as “District Members,” and in reference to students who reside in each of their individual district boundaries as the “Home District” for such students.

WITNESSETH: WHEREAS, the Parties hereto desire to enter into an Agreement pursuant to the Nebraska Interlocal Cooperation Act, Neb. Rev. Stat. 13-801 et seq. (Reissue 1997), as now existing or hereinafter amended, and other laws, to establish, maintain, and operate a Spanish Program (“Program”) for students of District Members or for other lawful purposes, as applicable by, through and as a part of this Consortium; and,

WHEREAS, the members have agreed to cooperatively provide such Program, and desire to reduce the terms and conditions of such Agreement to writing;

NOW THEREFORE, in consideration of the foregoing recitals and the terms and conditions hereinafter set forth, the Parties covenant and agree as follows:

1. INTERLOCAL AGREEMENT. The parties hereto agree, under Neb. Rev. Stat. 13-801, et seq. (Reissue 1997), and other Nebraska Laws to create and provide the Program as set forth herein, for use by Consortium Members or others as agreed. The Program shall be managed and controlled in accordance with the terms of this Agreement. As deemed necessary and appropriate, the governing body of each Member, hereinafter referred to as the “Member Governing Body” shall approve this Agreement by resolution, and provide a copy to each Member.

2. GOVERNANCE AND PROGRAM ADMINISTRATION. The Members agree that Dr. Joel Bohlken, whose office and business is at 202 Commercial Street, Palmer, Nebraska (or at such other business office and address as otherwise designated by Consortium Members), in addition to being a Member, shall also be the program Administrator (“Administrator”) or Managing Agent (“Managing Agent”). The Administrator shall perform such duties as provided in this Agreement or as assigned and agreed to from time to time. The Administrator shall have the following duties and in the performance thereof, shall seek input and advice from the Members:

1. To develop policy and procedural recommendations for the Program, including, but not limited to capacity, eligibility criteria, structure, and content, etc;

2. To administer, obtain and complete any required governmental approvals or contractual Agreement in order to conduct the Program; and,
3. To establish and make member assessment and billing to fund the program budget, and to perform such other and further administrative or management functions as necessary or appropriate to transact all business of the Consortium under this Agreement or as agreed to and assigned from time to time. The undersigned signatory for each Member represents and warrants that the Members Governing Body has agreed to and shall make all payments, and pay all costs, fees, bills, assessments, and expenses for services rendered, or as otherwise required by this Agreement to the Administrator.

3. **DURATION.** The term of this Agreement shall commence on the date the Agreement is entered into as shown above, and shall continue for a period of one (1) year through the 2025-26 school year, and shall end by mutual agreement of the Parties on June 1, 2026; provided, however, the term of this Agreement may be extended by further Member agreement. This Agreement shall be effective for all Members who have executed this instrument or a counterpart thereof.

4. **LOCATION & STAFFING OF THE PROGRAM, ETC.** The Program shall be located and staffed as determined by the Members and the Administrator. Certificated and other staff employed for the Program shall be compensated according to the negotiated agreement of the Managing District, employing Member or as otherwise determined and agreed. Unless otherwise agreed, the Administrator or Managing District shall set up, administer the Program, provide the staff, and shall adopt a plan for other necessary items, supplies and equipment for the Program.

5. **PROGRAM PAYMENT.** Unless otherwise agreed, the District Members shall pay to the Managing District for the 2025-26 school year as follows: **\$600.00** per student; first payment of **\$300.00** per student due on October 15, 2025, second payment of **\$300.00** per student due on February 15, 2026.

6. **NOT FOR PROFIT.** It is expressly understood that the Consortium is to be operated not for profit. No separate entity is created by this agreement.

7. **EXPANSION OR DECREASE OF MEMBERSHIP.** Participation in the Consortium is open to all schools in the Network Nebraska system but deference in scheduling and enrollment shall be granted to the preceding year's member schools. The managing district shall limit total program enrollment to approximately that which is estimated and determined for calculation of fees.

8. **AMENDMENT OF AGREEMENT.** Unless otherwise provided herein, the Agreement may only be amended by consent of the Members.

9. **GOVERNING LAW.** The Agreement shall be construed in accordance with and governed by the laws of the State of Nebraska.

10. **COUNTERPARTS.** This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall be one and the same instrument.

IN WITNESS WHEREOF the Parties have executed this Agreement as of the day and year first above written.

Palmer Public School
(Managing District Name)

(Member District Name)

By: 

Authorized Official

By: _____
Authorized Official

RESOLUTION

A motion was made by _____ and seconded by _____ that _____ Public School District enter into a Spanish Program Consortium interlocal agreement in the form attached hereto with other school districts and educational institutions which program will provide substantial benefits for the instruction of students or other substantial benefits for this institution; and does hereby approve the interlocal agreement which is attached to this motion and resolution, agrees that it will be bound thereby, and directs _____, as an authorized official, to sign, execute and deliver the agreement on behalf of the undersigned school district or educational institution.

After discussion, the following Governing Body Members voted for the motion and resolution:

_____;
the following Governing Body Members voted against the same:
_____ the following Governing Body Members were absent or not voting: _____.

This motion and resolution was duly adopted at a meeting of the Governing Body on the _____ day of _____, 2025, which meeting was duly called and held in compliance with the public meeting law and at which a quorum was present.

CERTIFICATION The undersigned, being an authorized official of the educational agency, which adopted the above motion and resolution, hereby certifies that the same is accurate and is a true and accurate copy as contained in the official records and minutes of such educational agency.

(School District or Member Name)

By: _____
Authorized Official