

SANDHILLS PUBLIC SCHOOLS
Regular Regular Board of Education Meeting

Monday, July 13, 2026

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.

Regular Board Meeting:

1. **Call to order** The regular monthly meeting of the Sandhills Public Schools Board of Education was called to order on July 13, 2026 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 board Policy, 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. Informational Item - Annual Library Report
10. **Consent Agenda**
 - 10.a. Approve the minutes of the June 2026 regular board meeting
 - 10.b. Approve the Financial Report
 - 10.c. Approve the payment of bills
11. **Administrative Reports**
 - 11.a. Activities Director's Report
 - 11.b. Principal's Report
 - 11.c. Superintendent
 - 11.d. Board Committee Reports
12. **Discussion Items**
 - 12.a. Transportation
 - 12.b. Report on facilities
13. **Action Items**
 - 13.a. Consider and adopt new Board Policy based on NASB and Perry Law Firm policies.
 - 13.b. Approve Staff Handbook for 2026-2027
 - 13.c. Review and consider fuel bids for the 2025-2026 school year

- 13.d. Review and Award Propane Bids for 2025-2026
 - 13.e. Finalize bus routes for the 2026-2027 school year
 - 13.f. Consider and approve bus driver pay beginning with the 2026-2027 year
 - 13.g. Consider and approve the agreement with Kucirek Engineering Incorporated for consulting services
14. **Adjourn Official Meeting Notice:** The next regular board meeting will be held in the high school lecture hall in Dunning, NE on August 10, 2026, and will begin at 7:00 p.m. 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.

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; applicability of section.

(1)(a) Except as provided in subsection (9) of this section, each public body shall give reasonable advance publicized notice of the time and place of each meeting by a method designated by each public body and recorded in its minutes. 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 committees, notice shall be given at least four times each year of the regular meeting schedule, the location, and the method designated by the public body to provide reasonable advance publicized notice. Such notice shall be given by publication in a legal newspaper of general circulation within the public body's jurisdiction.

(ii) Subdivision (1)(b)(i) of this section shall not apply in the case of the governing body of a city of the second class or village, any advisory committee of such governing body, the governing body of a rural or suburban fire protection district, or any public body that only meets intermittently and is not required to hold regular meetings.

(iii) Failure to comply with subdivision (1)(b)(i) of this section shall not cause any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken at a meeting of the public body to be void or voidable.

(c) For a public body that decides to publish notice in a newspaper of general circulation within the public body's jurisdiction to meet the notice requirement in subdivision (1)(a) of this section, in case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (i) post such notice on its website, if available, (ii) request the newspaper submit a post on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (iii) 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 pursuant to subdivision (1)(c)(i) and (iii) of this section and a written record of the request to the newspaper pursuant to subdivision (1)(c)(ii) of this section. 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.

(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)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(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 subsection (1) 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, subsection (1) of section 70-1014, subsection (2) of section 70-1014.02, 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, (D) any advisory committee of any state entity created in response to the Opioid Prevention and Treatment Act, (E) the Semiquincentennial Commission, (F) the board of trustees of the Nebraska State Historical Society, or (G) any local foster care review board, 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.

(3) 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.

(4) 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.

(5) 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 (4) 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.

(6) 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.

(7)(a) Notwithstanding subsections (2) and (5) 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 subsection (1) 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 (4) 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.

(8) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (2)(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 (2)(b)(i) and (ii) of this section.

(9) This section does not apply to a meeting of the Nebraska Power Review Board or a public power district, a public power and irrigation district, an electric membership association, an electric cooperative company, a municipality having a generation and distribution system, or a registered group of municipalities if such meeting is subject to section 70-1034.

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 instate 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 instate 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 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 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.

84-1415. Open Meetings Act; requirements; waiver; validity of action.

No motion, resolution, rule, regulation, ordinance, or formal action made, adopted, passed, or taken at a meeting as defined in section 84-1409 of a public body as defined in such section shall be invalidated because such motion, resolution, rule, regulation, ordinance, or formal action was made, adopted, passed, or taken at a meeting or meetings on or after March 17, 2020, and on or before April 30, 2021, pursuant to a Governor's Executive Order which waived certain requirements of the Open Meetings Act.

Revised 07/18/2026

NEBRASKA OPEN MEETINGS ACT

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(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.

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(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 web-site; 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

PROOF OF PUBLICATION

State of Nebraska)
County of Thomas) ss.

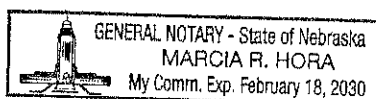
Kendra L. Cutler, being first duly sworn, deposes and says she is the Editor of the Thomas County Herald a weekly legal newspaper having a bona fide circulation of more than 300 copies published in Thedford, Nebraska; and said newspaper has been published for at least 52 consecutive weeks prior to publication of attached notice; that said publication is of general circulation; that attached notice was published 1 time(s) on June 4, 2026

Kendra L. Cutler

Subscribed to in my presence and Sworn to before me this 27th day of June, 2026

Marcia R. Hora
Notary Public

Publication Fee 181.72



Sandhills Public Schools Board Of Education Proceedings

SANDHILLS PUBLIC SCHOOLS
Regular Board of Education May Meeting Minutes

Monday, May 11, 2026
7:00 P.M.

Sandhills High School
Lecture Hall

1. Call to order

The regular monthly meeting of the Sandhills Public Schools Board of Education was called to order on May 11, 2026 at 7:00 p.m. in the Lecture Hall of Sandhills High School by President Rory Zutavern.

2. Mission Statement

"To Develop KNIGHTS" Knowledgeable, Noble, Independent, Grateful, Honest, Tenacious, and Successful citizens for an ever-changing world."

3. Nebraska Open Meetings Law

The Nebraska Open Meetings Law was posted in the meeting room.

4. Publication of Meetings

Per Board Policy 204.7, reasonable advance notification was made of the meeting. Verification of Publication in the *Thomas County Herald* April 28, 2026.

5. Roll Call

Board members present: Rory Zutavern, Jeff Martindale, Reed Larsen, Jill Thompson, Dillon Simonson, and Michelle Milleson. All members present.

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 Dillon Simonson to approve the agenda: Yea: Nay: Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

8. Public Comment

Marcia Wales, wished to address the board during public comment. President Zutavern read the

10. Administrative Reports

10.a. Activities Director Report

NSAA has announced Multi-Activity Student Award recipients. The award is given to students in grades 9-12 that take part in at least three NSAA sanctioned activities during the school year. Thirteen Sandhills students were recipients of the award. All State Honorable Mention for girls basketball from the Omaha World Herald went to four students representing Sandhills/Thedford. Raif Ruppert has been hired as an assistant football coach for the 2026-2027 year. Sandhills/Thedford had a strong showing at the MNAC Championship Track meet with junior high girls winning the conference title, the junior high boys placed fourth, the high school boys finished sixth, and the high school girls placed fourth. The Sandhills Knights Athletic Banquet will be held May 12 at 6:00 p.m. in Halsey. District track will be May 13 in Paxton and District golf will be May 18 in Ainsworth.

10.b. Principal's Report

Mr. Recoy reported that all testing of students K-10 has been completed. Grades 3-8 competed the Nebraska Student-Centered Assessment System (NSCAS) tests as directed by the state. Grades K-2 and Grades 9 and 10 completed the Measures of Academic Progress (MAPS) assessments. NSCAS scores are made public in the fall. Juniors completed the ACT test in April, which reviews math and language arts for students based on grade level. The April Knights Award was won by Piper Hanson. Five seniors graduated on May 9. Salutatorian was HayLynn Glidden and Valedictorian was Connor Sutton. The last day for K-11 will be May 19.

10.c. Superintendent's Report

Dr. Isom reported that electricians have been at

Environment and Energy (NDEE) for updates HVAC, ventilation systems and potentially windows.

- Hiring
- Transportation
- Finance
- Negotiations
- Policy

11. Discussion Items
11.a. Transportation
The 2024 van will need to go to Kansas City for the conversion approval in April. Dates are yet to be determined.

11.b. Report on facilities

Electrical updates are in process with two of the boxes being updated far with the others to be completed once school is out. There was discussion about window coverings in the activity gym.

12 Action Items

12.a. Review and approve an option for Board Policies Service with NASB

NASB offers two options for their policy service. Option 1 includes SPARC online publishing, NASB Policy Manual (Perry Law Firm), ongoing legal policy updates, and structured policy review support. Option 2 includes the NASB Policy Manual (Perry Law Firm), ongoing legal policy updates, and policy review schedule.

A motion made by Jeff Martindale, seconded by Michelle Milleson to approve Option 1 of the Board Policies Services with NASB. Motion made by Jeff Martindale and second by Michelle Milleson. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

12.b. Planning for Energy Loan with Facility Advocates

The Facility and Strategic Planning committee met with a team from Facility Advocates regarding application for a low interest energy loan through the Nebraska Department of Environment and Energy. Earlier this year, Facility Advocates had identified seven projects in the high school relating to updating heating and cooling, lighting, ventilation, fire

following statement prior to her comments, "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." Ms. Wales shared concerns with the school nutrition program.

9. Consent Agenda

A motion made by Jeff Martindale, seconded by Jill Thompson to approve the consent agenda: Yea: Nay. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

9.a. Approve the minutes of the April 13, 2026 regular board meeting

9.b. Approve the Financial Report

9.c. Approve the payment of bills

the high school and are about half way through the electrical panel upgrades. They will be back after school is out to complete the project. Potential write-in candidates for the board of education for the fall election must file a notarized affidavit with the county prior to October 23. A contract has been offered and accepted for the elementary Title 1 and PE position. It will be finalized as part of the June board meeting.

10.d. Board Committee Reports

Americanism
Sandhills-Thedford Cooperative

Facilities and Strategic Planning - The committee met with representatives of Facility Advocates prior to the regular board meeting, about the possibility of pursuing a low interest loan through the Ne-

sprinklers and panel, sidewalks, windows and renovations of restrooms and locker rooms for ADA compliance. Not all of the seven identified projects would qualify for energy loan support, but four would. If the application is approved, loans funds may be available based on identified projects. The district may choose to move ahead with a project or not at any time through the process.

A motion made by Jeff Martindale, seconded by Dillon Simonson to move forward with planning and application for the low interest Energy Loan through the Nebraska Department of Environment and Energy with technical assistance from Facility Advocates for the applicable identified projects. Larsen: Yea, Martindale: Yea, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed. Motion passed.

12.c. Approve renewed License Agreement with Pepsi-Cola of Western NE, LLC

A motion made by Jeff Martindale and seconded by Reed Larsen to approve the renewed contract with Pepsi-Cola of Western NE, LLC.

Larsen: Yea, Martindale: Nay, Milleson: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Nay. Motion passed. Motion passed.

13. Adjourn

With no further business to come before the Board, the meeting was adjourned at 8:30 p.m. by President Rory Zutavern. The next regular meeting of the Sandhills Board of Education will be Monday, June 15, 2026 at 7:00 p.m.

OFFICIAL MEETING NOTICE

The next regular meeting of the Board of Education of Sandhills Public Schools will be held June 15, 2026 at 7:00 p.m. in the Lecture Hall of Sand-

hills High School. The meeting is 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.

CLAIMS

Consolidated
Telephone370.04
Corporate Payment
Systems.....559.57
Creative Printer...203.37
Custer Public Power
District.....2,970.99
DAS State Accounting -
Central Finance...421.67
Duda
Plumbing.....2,895.16
Dunning Water.....400.00
Eakes Office
Solutions.....2,136.17
ESU 10.....12,528.42
Flinn
Scientific Inc.....140.44
Gumdrop
Books.....806.91
HireRight
Solutions Inc.317.35
Hometown
Leasing.....532.28
Kelly, Bradley678.30
Kris Ganoung184.00
Lunch Fund.....10,000.00
MCI.....57.42
Nebraska Public Health
Environmental
Laboratory.....31.00
NIBC.....275.00
Norms Auto.....176.83
Oper Reimb515.00
Quill97.54
Rod's Body &
Paint, Inc.500.00
Sandhill Oil
Company.....11,107.77
Socks
Garage, LLC153.79
Staples118.47
TEAM Physical
Therapy.....245.75
Thedford Lumber and
Supply8.59
Village of
Thedford940.90
Waldinger Corporation,
The1,763.22
Wards Science.....80.84
Payroll &
Liabilities.....200,818.51
Total
Exp.....252,035.30
Publish: June 4, 2026
ZNEZ

PROOF OF PUBLICATION

State of Nebraska)
County of Thomas) ss.

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 June 4, 2026

Kendra L. Cutler

Subscribed to in my presence and
Sworn to before me this
27th day of June, 2026

Marcia R. Hora
Notary Public

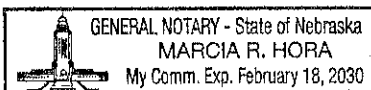
Publication Fee 15.65

Sandhills Public Schools Board Of Education Public Notice

The Board of Education of Sandhills Public Schools will meet Monday, June 15, 2026 at 7:00 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: June 4, 2026

ZNEZ



PROOF OF PUBLICATION

State of Nebraska)
County of Thomas) ss.

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

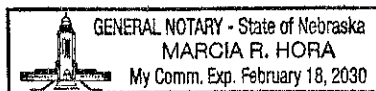
June 25, 2026

Kendra L. Cutler

Subscribed to in my presence and Sworn to before me this 27th day of June, 2026

Marcia R. Hora
Notary Public

Publication Fee \$212.30



Sandhills Public Schools Board Of Education Proceedings

SANDHILLS PUBLIC SCHOOLS

Regular Board of Education Meeting Minutes

Monday, June 15, 2026 7:05 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 called to order on June 15, 2026 at 7:05 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."

3. Nebraska Open Meetings Law

The Nebraska Open Meetings Law was posted in the meeting room.

4. Publication of Meetings

Reasonable advance notice of the meeting was done by publication in the Thomas County Herald.

5. Roll Call

Board members present: Jill Thompson, Dillon Simonson, Reed Larsen, Jeff Martindale and Rory Zutavern. Absent: Michelle Milleson. A motion made by Jill Thompson, seconded by Dillon Simonson to excuse Michelle Milleson absence: Larsen: Yea, Martindale: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

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 Jill Thompson, seconded by Dillon Simonson to approve the agenda: Yea, Nay, Larsen: Yea, Martindale: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

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 made by Reed Larsen, seconded by Jill Thompson to approve the consent agenda: Yea: Nay, Larsen: Yea, Martindale: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

9.a. Approve the minutes of the May 11, 2026 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

Sandhills-Thedford had four competitors qualify for state track with one student placing first in the 800. At the MNAC meeting on June 2, it was determined that in the Speech unified duet will follow the NASA style with awards of golf, silver, and bronze being awarded. For volleyball, the consolation bracket will be held in the morning and split between two gyms. Semi-finals and finals will be played 3 out of 5. In track, MNAC will place the top 8 rather 6 to match NSAA standards. The vocal and instrumental clinic will allow junior high students to participate at the discretion of the director. The wrestling tournament will remain in Dunning for this coming year, with discussions about the future of the tournament being held with wrestling coaches to gather input into possible changes.

10.b. Principal's Report

Mr. Retoy reported that the end of the school year went well. Twelve students received honor roll awards and 12 students received high honor roll awards. Ten high school students had 95% or higher attendance. At the elementary there were 21 students with 95% attendance or better. The district MTSS (Multi-Tiered Systems of Supports) district team met with ESU staff attending. The Nebraska Reads Act has a goal of 75% of 3rd grade students being grade

level proficient in the reading by 2030. This increases the focus of state reporting and teacher training. The language arts curriculum has been aligned with state standards.

10.c. Superintendent

Dr. Isom reported that electrical updates have been completed. Work continues on the process to be able to apply for a low interest loan to update HVAC and other projects at the high school. Completion of a commercial energy audit is the next step. Budget preparations for the 2026-2027 are beginning. Bus routes and driver rates will be reviewed in July. Continued updating of board policy and on-line publishing working with NASB and the Perry Law Firm will be ready to go forward soon.

10.d. Board Committee Reports

No board committee reports in June.

11. Discussion Items

11.a. Transportation

The 2024 van needs to go to Kansas City for the conversion approved in April. Dates are yet to be determined.

11.b. Report on facilities

Electrical upgrades at the high school have been completed. A final

walk-through was held the week of June 8.

12. Action Items

12.a. Review and approve meal prices for the 2026-2027 school year

Meal prices for the 2026-2027 were discussed. The recommended pricing for the 2026-2027 year is as follows: Elementary Breakfast \$2.20, High School Breakfast, \$2.20; Adult breakfast \$3.20, Seconds - \$1.70 and extra milk \$0.35. Elementary Lunch \$3.45, High school lunch \$3.70, and adult lunch \$4.65.

A motion made by Reed Larsen, seconded by Dillon Simonson to approve meal prices for 2026-2027 school year as recommended. Larsen: Yea, Martindale: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

12.b. Review and approval of the snack program for the 2026-2027 school year

The snack program was continued during the 2025-2026 year at no cost to students. After review by NDE services, snacks are to be 'smart' snacks and if not charged to the student, the general fund needs to reimburse the school nutrition fund for that cost. The second semester's cost was just over \$1,000 for the high school. If estimated to include the elementary and both semesters, it would appear that the snack program costs the district an estimated \$4,000 per year.

A motion made by Jeff Martindale, seconded by Dillon Simonson to continue the snack program for the 2026-2027 school year for the elementary and to discontinue the snack program at the high school. Larsen: Yea, Martindale: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

12.c. Approve contract with Emily Martindale for a 1.0 FTE position beginning September 9, 2026

A motion made by Dillon Simonson, seconded

by Reed Larsen to approve a contract with Emily Martindale for a 1.0 FTE position beginning September 9, 2026. Larsen: Yea, Martindale: Abstain (With Conflict), Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

12.d. Consider and adopt new Board Policy based on NASB and Perry Law Firm policies.

The process of moving to the NASB Policy Service, along with the Perry Law Firm is in process. The updated policy manual should be available by mid-June. This will be reviewed again as part of the July agenda for approval. No action taken.

12.e. Review and adopt Student/Parent Handbook for the 2026-2027 school year

A motion made by Jill Thompson, seconded by Reed Larsen to adopt the Student/Parent Handbook for the 2026-2027 school year. Larsen: Yea, Martindale: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

12.f. Review and adopt Sandhills Student Extra-Curricular Participation Handbook for the 2026-2027 school year.

A motion made by Jeff Martindale, seconded by Reed Larsen to adopt the Sandhills Student Extra-Curricular Participation Handbook for the 2026-2027 school year. Larsen: Yea, Martindale: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

13. Adjourn

With no further business to come before the Board, the meeting was adjourned at 9:36 by President Rory Zutavern. The next regular meeting of the Sandhills Board of Education will be Monday, July 13, 2026 at 7:00 p.m. at Sandhills High School in Dunning, NE.

OFFICIAL MEETING NOTICE:

The next regular meeting of the Board of Education of Sandhills Public Schools will be held July 13, 2026 at 7:00 p.m. in the Lecture Hall of Sand-

hills High School in Dunning NE. The meeting is 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.

CLAIMS

Blue Cross Blue Shield of Nebraska.....2,229.84
Consolidated Telephone370.04
Corporate Payment Systems.....323.18
Creative Printers.....15.65
Custer Public Power District.....2,709.91
Department of Health and Human Services.....3.12
Duda Plumbing.....1153.00
Dunning Water.....400.00
Eakes Office Solutions913.45
ESU 106145.05
Flatwater Sales Inc663.95
Ganoung, Kristin ...23.56
Greene, Zeta.....97.45

Hometown

Leasing706.26
KCNI-AM100.00
Kelly, Bradley.....630.42
Lunch Fund1081.02
MCI.....57.26
N A S B1,750.00
NAEA.....275.00
NIBC275.00
Norms Auto.....524.71
OnToCollege1,750.00
Presto
X Company.....261.68
Rapid Fire Protection.....199.95
Retirement Plan Consultants LLC...400.00
Sandhill Oil Company3,469.94
Sock's Garage, LLC153.31
TEAM Physical Therapy245.75
Thedford Lumber and Supply.....2345.97
Thomas County Treasurer100.00
Valley County Health53.00
Waldinger Corporation, The1,113.00
Western Nebraska Bank.....200.00
Payroll & Liabilities.....19,6216.11
Total
Expenditures.22,6957.48
Publish: June 25, 2026
ZNEZ

PROOF OF PUBLICATION

State of Nebraska)
) ss.
County of Thomas)

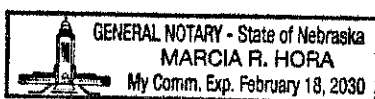
Kendra L. Cutler, being first duly sworn, deposes and says she is the Editor of the Thomas County Herald a weekly legal newspaper having a bona fide circulation of more than 300 copies published in Thedford, Nebraska; and said newspaper has been published for at least 52 consecutive weeks prior to publication of attached notice; that said publication is of general circulation; that attached notice was published 1 time(s) on June 25, 2026

Kendra L. Cutler

Subscribed to in my presence and
Sworn to before me this
27th day of June, 2026

Marcia R. Hora
Notary Public

Publication Fee \$62.50



FUEL BID FOR 2026-27

Sandhills Public Schools is seeking bids for Diesel and Gasoline for the 2026-2027 school year (Sept 2026-August 2027). Delivery of gasoline and diesel, is to be on an as needed basis to the bus barn tanks located at the high school in Dunning.

Interested Vendors are to send or deliver their bid clearly marked "Fuel Bid" by **4:00 p.m. Monday July 13, 2026** to Sandhills High School Business Office. Bids will be opened at the July 13, 2026 regular board meeting starting at 7:00 p.m. in the high school lecture hall. Send or deliver bids to:

Attention: Supt. (Fuel Bid)
107 Gandy Ave, P.O. Box 29
Dunning, NE 68833

The Sandhills Board of Education reserves the right to reject any and all bids and is not automatically restricted to accepting the lowest bid. The Board will consider all factors in choosing a propane vendor in the best interest of the school district. *Contact Jamie Isom, Superintendent, at 308-538-2224 or at <mailto:jamie.isom@sandhillsknights.org>

PUBLISH: JUNE 25, 2026

ZNEZ

PROOF OF PUBLICATION

State of Nebraska)
) ss.
County of Thomas)

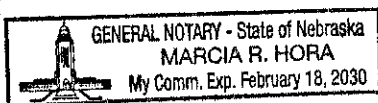
Kendra L. Cutler, being first duly sworn, deposes and says she is the Editor of the Thomas County Herald a weekly legal newspaper having a bona fide circulation of more than 300 copies published in Thedford, Nebraska; and said newspaper has been published for at least 52 consecutive weeks prior to publication of attached notice; that said publication is of general circulation; that attached notice was published 1 time(s) on June 25, 2026



Subscribed to in my presence and
Sworn to before me this
27th day of June, 2026


Notary Public

Publication Fee \$67.50



PROPANE BID FOR 2026-27 HEATING SEASON

Sandhills Public Schools is seeking bids for Propane for the 2026-2027 heating season (Fall 2026-Spring 2027). Sandhills Public Schools will pre-pay 30,000 gallons (Fall 2026) and receive gallons beyond the prepaid 30,000 gallons as needed during the **2026-27 heating season**.

Interested Vendors are to send or deliver their envelope sealed bids, clearly marked "Propane Bid" by **4:00 p.m. Monday July 13, 2026** to Sandhills High School Business Office. Bids will be opened at the July 13, 2026 regular board meeting starting at 7:00 p.m. in the high school lecture hall. Send or deliver bids to:

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PUBLISH: JUNE 25, 2026

ZNEZ

SANDHILLS PUBLIC SCHOOLS
Regular Board of Education Meeting Minutes

Monday, June 15, 2026

7:05 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 called to order on June 15, 2026 at 7:05 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."

3. Nebraska Open Meetings Law

The Nebraska Open Meetings Law was posted in the meeting room.

4. Publication of Meetings

Reasonable advance notice of the meeting was done by publication in the Thomas County Herald.

5. Roll Call

Board members present: Jill Thompson, Dillon Simonson, Reed Larsen, Jeff Martindale and Rory Zutavern. Absent: Michelle Milleson. A motion made by Jill Thompson, seconded by Dillon Simonson to excuse Michelle Milleson absence. Larsen: Yea, Martindale: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

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 Jill Thompson, seconded by Dillon Simonson to approve the agenda: Yea, Nay. Larsen: Yea, Martindale: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

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 made by Reed Larsen, seconded by Jill Thompson to approve the consent agenda: Yea: Nay. Larsen: Yea, Martindale: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

9.a. Approve the minutes of the May 11, 2026 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

Sandhills Thedford had four competitors qualify for state track, with one student placing first in the 800. At the MNAC meeting on June 2, it was determined that in the Speech unified duet will follow the NASA style with awards of gold, silver, and bronze being awarded. For volleyball, the consolation bracket will be held in the morning and split between two gyms. Semi-finals and finals will be played 3 out of 5. In track, MNAC will place the top 8 rather 6 to match NSAA standards. The vocal and instrumental clinic will allow junior high students to participate at the discretion of the director. The wrestling tournament will remain in Dunning for this coming year, with discussions about the future of the tournament being held with wrestling coaches to gather input into possible changes.

10.b. Principal's Report

Mr. Recoy reported that the end of the school year went well. Twelve students received honor roll awards and 12 students received high honor roll awards. Ten high school students had 95% or higher attendance. At the elementary there were 21 students with 95% attendance or better. The district MTSS (Multi-Tiered Systems of Supports) district team met with ESU staff attending. The Nebraska Reads Act has a goal of 75% of 3rd grade students being grade level proficient in the reading by 2030. This increases the focus of state reporting and teacher training. The language arts curriculum has been aligned with state standards.

10.c. Superintendent

Dr. Isom reported that electrical updates have been completed. Work continues on the process to be able to apply for a low interest loan to update HVAC and other projects at the high school. Completion of a commercial energy audit is the next step. Budget preparations for the 2026-2027 are beginning. Bus routes and driver rates will be reviewed in July. Continued updating of board policy and online publishing working with NASB and the Perry Law Firm will be ready to go forward soon.

10.d. Board Committee Reports

No board committee reports in June.

11. Discussion Items

11.a. Transportation

The 2024 van needs to go to Kansas City for the conversion approved in April. Dates are yet to be determined.

11.b. Report on facilities

Electrical upgrades at the high school have been completed. A final walk-through was held the week of June 8.

12. Action Items

- 12.a. Review and approve meal prices for the 2026-2027 school year

Meal prices for the 2026-2027 were discussed. The recommended pricing for the 2026-2027 year is as follow: Elementary Breakfast \$2.20, High School Breakfast, \$2.20; Adult breakfast \$3.20, Seconds - \$1.70 and extra milk \$0.35. Elementary Lunch \$3.45, High school lunch \$3.70, and adult lunch \$4.65.

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A motion made by Jill Thompson, seconded by Reed Larsen to adopt the Student/Parent Handbook for the 2026-2027 school year Larsen: Yea, Martindale: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

- 12.f. Review and adopt Sandhills Student Extra-Curricular Participation Handbook for the 2026-2027 school year.

A motion made by Jeff Martindale, seconded by Reed Larsen to adopt the Sandhills Student Extra-Curricular Participation Handbook for the 2026-2027

school year. Larsen: Yea, Martindale: Yea, Simonson: Yea, Thompson: Yea, Zutavern: Yea. Motion passed.

13. **Adjourn**

With no further business to come before the Board, the meeting was adjourned at 9:36 by President Rory Zutavern. The next regular meeting of the Sandhills Board of Education will be Monday, July 13, 2026 at 7:00 p.m. at Sandhills High School in Dunning, NE.

OFFICIAL MEETING NOTICE:

The next regular meeting of the Board of Education of Sandhills Public Schools will be held July 13, 2026 at 7:00 p.m. in the Lecture Hall of Sandhills High School in Dunning NE. The meeting is 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.

District Financial Statement

June 30, 2026
Financial Statement

		General	Lunch	Operational	Building	Activity
Beginning Balance	6/1/2026	\$1,772,507.98	\$18,357.97	\$6,000.00	\$127,050.31	\$52,867.56
Revenue Received		\$152,352.21	\$3,770.40	\$50,619.09	\$4,932.74	\$410.20
Expenditures		\$222,374.50	\$6,567.33	\$50,619.09	\$0.00	\$4,798.80
Ending Balance	6/30/2026	\$1,702,485.69	\$15,561.04	\$6,000.00	\$131,983.05	\$48,478.96

		Depreciation Fund	STK Co-op	Activity Building Loan	Building Floor Loan
Beginning Balance	6/1/2026	\$44,925.47	\$14,804.75	\$321,875.00	\$83,190
Revenue Received		\$14.76	\$258.00		
Expenditures		\$0.00	\$4,707.03		
Ending Balance	6/30/2026	\$44,940.23	\$10,355.72		

		CD #0114	CD #9867
Ending Balance	6/30/2026	\$119,283.36	\$111,602.68

6/30/2026

FUND	Budget Amount	YTD \$ spent	% of Budget
General	5,419,146.00	2,511,956.32	46.35%
Lunch	204,201.00	150,015.22	73.46%
Building	182,977.00	131,017.00	71.60%
Depreciation	424,137.00	174,449.99	41.13%
Activities	183,200.00	94,002.48	51.31%
STK Co-op	200,000.00	64,524.41	32.26%
		3,125,965.42	

District Financial Statement



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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>
	BLAINECOUN Blaine County Treasure	06/09/2026	Taxes	01 1100	LOCAL DISTRICT TAXES	74,890.43
	CUSTERCOUN Custer County Treasure	06/15/2026	Taxes	01 1100	LOCAL DISTRICT TAXES	6,037.94
	LOGANCOUNT Logan Country Treasure	06/12/2026	Taxes	01 1100	LOCAL DISTRICT TAXES	8,653.86
	LOUPCOUNTY Loup County Treasure	06/12/2026	Taxes	01 1100	LOCAL DISTRICT TAXES	693.80
	THOMASCOUN Thomas County Treasure	06/17/2026	Taxes	01 1100	LOCAL DISTRICT TAXES	12,135.59
Account Number Total: 01 1100					LOCAL DISTRICT TAXES	102,411.62
	CUSTERCOUN Custer County Treasure	06/15/2026	Taxes	01 1115	CARLINE TAX	141.36
Account Number Total: 01 1115					CARLINE TAX	141.36
	BLAINECOUN Blaine County Treasure	06/09/2026	Taxes	01 1125	MOTOR VEHICLE TAX	2,718.67
	THOMASCOUN Thomas County Treasure	06/17/2026	Taxes	01 1125	MOTOR VEHICLE TAX	3,017.26
Account Number Total: 01 1125					MOTOR VEHICLE TAX	5,735.93
	WESTERNNEB Western Nebraska Bank	06/30/2026	Interest	01 1510	INTEREST	586.56
Account Number Total: 01 1510					INTEREST	586.56
	MATHESONLI Matheson Linweld	06/30/2026	Lease payment back from last year	01 1920	CONTRIBUTIONS & DONATIONS	50.80
	NEWYORKLIF New York Life Foundation	06/30/2026	Grief Grant High School	01 1920	CONTRIBUTIONS & DONATIONS	500.00
	NEWYORKLIF New York Life Foundation	06/30/2026	Grief Grant Elementary	01 1920	CONTRIBUTIONS & DONATIONS	500.00
Account Number Total: 01 1920					CONTRIBUTIONS & DONATIONS	1,050.80
	LARSEN1 Larsen Reed	06/24/2026	Insurance Reimbursement	01 1990	OTHER LOCAL RECEIPTS	2,229.84
Account Number Total: 01 1990					OTHER LOCAL RECEIPTS	2,229.84
	BLAINECOUN Blaine County Treasure	06/09/2026	Taxes	01 2110	COUNTY FINES/LICENSE FEES	3,022.50
	CUSTERCOUN Custer County Treasure	06/15/2026	Taxes	01 2110	COUNTY FINES/LICENSE FEES	15.28
	THOMASCOUN Thomas County Treasure	06/17/2026	Taxes	01 2110	COUNTY FINES/LICENSE FEES	177.72
Account Number Total: 01 2110					COUNTY FINES/LICENSE FEES	3,215.50
	STATEOFNEB State of	06/30/2026	State Aid	01 3110	STATE AID	13,852.00

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>
	Nebraska					
				Account Number Total: 01 3110	STATE AID	13,852.00
	STATEOFNEB State of Nebraska	06/26/2026	SPED FFR Reimbursement 24-25	01 3120	SPECIAL EDUCATION SCHOOL AGE	18,535.00
				Account Number Total: 01 3120	SPECIAL EDUCATION SCHOOL AGE	18,535.00
	BLAINECOUN Blaine County Treasure	06/09/2026	Taxes	01 3130	HOMESTEAD EXEMPION	721.56
	CUSTERCOUN Custer County Treasure	06/15/2026	Taxes	01 3130	HOMESTEAD EXEMPION	12.12
	THOMASCOUN Thomas County Treasure	06/17/2026	Taxes	01 3130	HOMESTEAD EXEMPION	501.15
				Account Number Total: 01 3130	HOMESTEAD EXEMPION	1,234.83
	CUSTERCOUN Custer County Treasure	06/15/2026	Taxes	01 3180	PRO-RATED MOTOR VEHICLE	180.07
				Account Number Total: 01 3180	PRO-RATED MOTOR VEHICLE	180.07
	BLAINECOUN Blaine County Treasure	06/09/2026	Taxes	01 4707	FOREST RESERVE	3,168.67
				Account Number Total: 01 4707	FOREST RESERVE	3,168.67
	SELLBACKYO SellbackYour Books	06/12/2026	Sold Books	01 5300	PROCEEDS FROM DISPOSAL	10.03
				Account Number Total: 01 5300	PROCEEDS FROM DISPOSAL	10.03
				Fund Total: 01		152,352.21

Summary TotalsAccount Type

Subtotal Revenue	152,352.21
Subtotal Expense	
Subtotal General Ledger	
Total:	152,352.21

Cash Accounts

01 101	152,352.21
Total:	152,352.21

Receivable Accounts

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>
	CUSTERCOUN Custer County Treasure	06/15/2026	Taxes	08 1100	TAXES	283.98
	BLAINECOUN Blaine County Treasure	06/09/2026	Taxes	08 1100	TAXES	3,522.36
	LOGANCOUNT Logan Country Treasure	06/12/2026	Taxes	08 1100	TAXES	407.02
	LOUPCOUNTY Loup County Treasure	06/12/2026	Taxes	08 1100	TAXES	32.60
	THOMASCOUN Thomas County Treasure	06/17/2026	Taxes	08 1100	TAXES	570.78
				Account Number Total: 08 1100	TAXES	4,816.74
	CUSTERCOUN Custer County Treasure	06/15/2026	Taxes	08 1115	CARLINE TAXES	6.65
				Account Number Total: 08 1115	CARLINE TAXES	6.65
	WESTERNNEB Western Nebraska Bank	06/30/2026	Interest	08 1510	INTEREST	42.78
				Account Number Total: 08 1510	INTEREST	42.78
	CUSTERCOUN Custer County Treasure	06/15/2026	Taxes	08 3130	HOMESTEAD EXEMPTION	0.57
	BLAINECOUN Blaine County Treasure	06/09/2026	Taxes	08 3130	HOMESTEAD EXEMPTION	33.95
	THOMASCOUN Thomas County Treasure	06/17/2026	Taxes	08 3130	HOMESTEAD EXEMPTION	23.58
				Account Number Total: 08 3130	HOMESTEAD EXEMPTION	58.10
	CUSTERCOUN Custer County Treasure	06/15/2026	Taxes	08 3180	PRO-RATE MOTOR VEHICLE	8.47
				Account Number Total: 08 3180	PRO-RATE MOTOR VEHICLE	8.47
				Fund Total: 08		4,932.74

Summary TotalsAccount Type

Subtotal Revenue 4,932.74

Subtotal Expense

Subtotal General Ledger

Total: 4,932.74

Cash Accounts

08 101 4,932.74

Total: 4,932.74

Receivable Accounts

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	06/12/2026	Daily Lunch Sales	06 1611	DAILY SALES LUNCH	5.60
				Account Number Total: 06 1611	DAILY SALES LUNCH	5.60
	STATEOFNEB State of Nebraska	06/25/2026	Free/Reduced Lunch	06 4210	FEDERAL REIMBURSEMENT(OF NUTRIT PRGMS)	2,683.78
				Account Number Total: 06 4210	FEDERAL REIMBURSEMENT(OF NUTRIT PRGMS)	2,683.78
	GENERALFUN General Fund	06/17/2026	Jan-March HS Snacks	06 5200	TRANSFER FROM GENERAL	1,081.02
				Account Number Total: 06 5200	TRANSFER FROM GENERAL	1,081.02
					Fund Total: 06	3,770.40

Summary Totals

Account Type

Subtotal Revenue	3,770.40
Subtotal Expense	
Subtotal General Ledger	
Total:	3,770.40

Cash Accounts

06 101	3,770.40
Total:	3,770.40

Receivable Accounts

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>	
ADD								
BUSACT Bus Activity Rte			270.00					
BUSPRACT Bus Practice			90.00					
BUSSIT Bus Sit Time			150.00					
CUSTODIAN Custodian			6,511.51					
EXTRADUTY Extra Duty			1,706.94					
OT Overtime			174.82					
SECRETARY Secretary			2,390.63					
SPEDPARA SPED-Para			321.30					
SPEDSUM SPED Summer			189.00					
SUMHELP Summer Help			1,230.00					
			13,034.20					
CONTRACT								
BSNSMGR Business Mgr			3,862.50					
COACH Coach			1,405.68					
COACH1 Coach			1,497.16					
COACH2 Coach			450.07					
COACH3 Coach			297.84					
COOK Cook			1,821.21					
KITCHENMGR Kitchen Mgr			2,176.10					
PRINCIPAL Principal			7,500.00					
SPONSOR Sponsor			1,359.31					
SUPERINT Superintendent			5,916.67					
TEACHER Teacher			88,869.33					
			115,155.87					
DEDUCTION								
403B 403B		100.00			100.00	MGTRUSTCOM	Matrix Trust	A
403BROTH 403BROTH		400.00			400.00	MGTRUSTCOM	Matrix Trust	A
AFLACLAT AFLACLAT		73.84			73.84	AFLAC	Aflac	
COLONIALLI Colonial Life		1,192.64			1,192.64	COLONIALLI	Colonial Life and Accident Insurance	
COLONLIFE Col Life		393.05			393.05	COLONIALLI	Colonial Life and Accident Insurance	
DENTAL DENTAL		731.10	814.82		1,545.92	BLUECROSSB	Blue Cross Blue Shield of Nebraska	
DISABILITY DISABILITY		43.95	592.76		636.71	MADISONNA1	Madison National Life	
GARNISHMEN Garnishment		298.92			298.92	CREDITMANA	Credit Management	
HEALTH HEALTH			36,719.07		36,719.07	BLUECROSSB	Blue Cross Blue Shield of Nebraska	
SUPPINS SUPPINS		775.79			775.79	AFLAC	Aflac	
VSP VSP		446.16			446.16	VISONSERVI	Vison Service Plan	
		4,455.45	38,126.65	0.00	42,582.10			
RET DEDUCTION								
NPERS RETIREMENT	121,962.60	8,842.29	8,930.74		17,773.03	SANDHILLSP	Sandhills Public School	
		8,842.29	8,930.74	0.00	17,773.03			
TAX								
FIT FIT	116,833.19	6,332.21			6,332.21	SANDHILLSP	Sandhills Public School	
FUTA FUTA	122,261.52					SANDHILLSP	Sandhills Public School	
MEDICARE MEDICARE	121,142.64	1,756.56	1,756.56		3,513.12	SANDHILLSP	Sandhills Public School	
SITNE SIT NE	116,833.19	3,623.17			3,623.17	SANDHILLSP	Sandhills Public School	
SOCSEC SOC SEC	121,142.64	7,510.85	7,510.85		15,021.70	SANDHILLSP	Sandhills Public School	
SUTANE SUTA NE	122,261.52					SANDHILLSP	Sandhills Public School	
WCNE WORK COMP NE	123,340.82					SANDHILLSP	Sandhills Public School	
		19,222.79	9,267.41	0.00	28,490.20			
							Net Pay:	95,669.54
							Cash Total:	184,514.87
Non - FIT Taxable Deductions		11,356.88						
Non - SIT Taxable Deductions		11,356.88						
Non - SOC SEC Taxable Deductions		2,414.59						
Non - MEDICARE Taxable Deductions		2,414.59						
Direct Deposits		94,561.42						

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>
Automatic Payments		500.00					
Adds + Contracts + Deduction Adds		128,190.07					

	GENERAL FUND DISBURSEMENT			
	MONTH	<u>2024-2025</u>	<u>2025-2026</u>	<u>DIFFERENCE</u>
	SEPTEMBER	\$299,224.94	\$356,110.04	\$56,885.10
	OCTOBER	\$261,816.13	\$269,099.26	\$7,283.13
	NOVEMBER	\$244,381.81	\$241,208.68	-\$3,173.13
	DECEMBER	\$248,084.42	\$235,240.39	-\$12,844.03
	JANUARY	\$250,888.35	\$262,157.31	\$11,268.96
	FEBRUARY	\$320,663.50	\$242,256.68	-\$78,406.82
	MARCH	\$298,167.49	\$232,540.59	-\$65,626.90
	APRIL	\$244,237.70	\$243,462.20	-\$775.50
	MAY	\$226,854.00	\$252,035.30	\$25,181.30
	JUNE	\$213,580.20	\$226,957.48	\$13,377.28
	JULY	\$222,243.15	\$273,942.03	\$51,698.88
	AUGUST	\$601,058.35		
	TOTALS	\$3,431,200.04	\$2,835,009.96	\$4,868.27
	GENERAL FUND RECEIPTS			
	MONTH	<u>2024-2025</u>	<u>2025-2026</u>	<u>DIFFERENCE</u>
	SEPTEMBER	\$561,488.63	\$413,032.66	-\$148,455.97
	OCTOBER	\$214,645.88	\$182,829.00	-\$31,816.88
	NOVEMBER	\$18,837.83	\$31,943.40	\$13,105.57
	DECEMBER	\$161,092.23	\$123,726.96	-\$37,365.27
	JANUARY	\$433,140.49	\$459,201.03	\$26,060.54
	FEBRUARY	\$622,339.43	\$651,171.29	\$28,831.86
	MARCH	\$120,303.27	\$107,187.32	-\$13,115.95
	APRIL	\$104,224.72	\$92,666.12	-\$11,558.60
	MAY	\$998,584.88	\$1,154,242.44	\$155,657.56
	JUNE	\$247,665.12	\$152,352.21	-\$95,312.91
	JULY	\$19,670.24		
	AUGUST	\$33,452.07		
	TOTALS	\$3,535,444.79		-\$113,970.05

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>		<u>Expenses</u>	<u>Revenues</u>	<u>Outstanding AP</u>	<u>Outstanding PO</u>	<u>Balance Change</u>	<u>Balance</u>
10 704	FUND BALANCE	*Previous Balance						14,804.75
10 704	FUND BALANCE		0.00	0.00	0.00	0.00	0.00	
10 1990	OTHER LOCAL RECEIPTS		0.00	258.00	0.00	0.00	0.00	
10 1100 610 000	STK COOP SUPPLIES		1,552.85	0.00	0.00	0.00	0.00	
10 1100 810 000	DUES & FEES		3,154.18	0.00	0.00	0.00	0.00	
10 704	FUND BALANCE	*Current Activity						(4,449.03)
		*Ending Balance:	4,707.03	258.00	0.00	0.00	0.00	10,355.72
		Fund Total: 10	4,707.03	258.00	0.00	0.00	0.00	10,355.72

Board Report - Board

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 10	Fund Number 10	COOPERATIVE FUND	
BSN Sports	20260623	Girls Basketball Jerseys	1,360.95
Total BSN Sports			1,360.95
Dailey, Matthew	20260623	Coaches Clinic Reimbursement	110.00
Total Dailey, Matthew			110.00
Ewoldts Grocery	20260610	Coop Banquet Expense	224.18
Total Ewoldts Grocery			224.18
Kuntz, Adam	20260610	Volleyball Coaches Clinic Reimburse	110.00
Total Kuntz, Adam			110.00
NCA	20260610	Matthew Dailey Coaches Clinic	110.00
NCA	V*20260610	Matthew Dailey Coaches Clinic	(110.00)
Total NCA			0.00
Ray, Rebecca	20260610	Football & AD Coaches Clinic Reimburse	220.00
Ray, Rebecca	20260623	Reimbursement Mouth guard Straps x14	27.86
Total Ray, Rebecca			247.86
Sandhill Oil Company	20260623	Propane for Coop Banquet	24.00
Total Sandhill Oil Company			24.00
Staybridge Suites	20260610	State Track Rooms	2,490.00
Total Staybridge Suites			2,490.00
Western Nebraska Bank	20260701	Checks for Coop Account	140.04
Total Western Nebraska Bank			140.04
Fund Number 10			4,707.03
Checking Account ID 10			4,707.03

Cash Receipt Listing by Fund

Fund: 10 COOPERATIVE 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>
	CUSTOMSPO1 Custom Sports	06/12/2026	Track T-Shirt State Sales	10 1990	OTHER LOCAL RECEIPTS	108.00
	NSAA1 NSAA	06/30/2026	Volleyball Hosting Districts	10 1990	OTHER LOCAL RECEIPTS	100.00
	PATRONS Patrons	06/30/2026	Lost Jersey	10 1990	OTHER LOCAL RECEIPTS	50.00
Account Number Total: 10 1990					OTHER LOCAL RECEIPTS	258.00
					Fund Total: 10	258.00

Summary Totals

Account Type

Subtotal Revenue	258.00
Subtotal Expense	
Subtotal General Ledger	
Total:	258.00

Cash Accounts

10 101	258.00
Total:	258.00

Receivable Accounts

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
Acco Brands	20260629	Office Supplies Elementary	180.00
Total Acco Brands			180.00
Ace Hardware	20260630	Custodial Supplies	47.99
Ace Hardware	20260630-0001	Custodial Supplies HS	234.71
Total Ace Hardware			282.70
Apple Financial Services	20260630	Elementary & Teacher Computers 2nd year	22,521.33
Total Apple Financial Services			22,521.33
Art of Education University, The	20260629	Renewal Art curriculum	785.00
Total Art of Education University, The			785.00
Blick Art Materials	20260622	Teaching Supplies	80.19
Blick Art Materials	20260629	Business Teaching Supplies	59.98
Total Blick Art Materials			140.17
Blue Cross Blue Shield of Nebraska	20260701	Insurance	2,229.84
Total Blue Cross Blue Shield of Nebraska			2,229.84
BSN Sports	20260629	PE Supplies	46.80
Total BSN Sports			46.80
Callaway District Hospital	20260615	DOT Collection Testing	90.00
Total Callaway District Hospital			90.00
CDW Government	20260629	Art Supplies	20.62
Total CDW Government			20.62
CharacterStrong	20260706	Curriculum Counseling	998.95
Total CharacterStrong			998.95
Consolidated Telephone	20260625	Telephone	385.97
Total Consolidated Telephone			385.97
Corporate Payment Systems	20260706	Credit Card	3,942.24
Total Corporate Payment Systems			3,942.24
Creative Printers, INC	20260701	Board Advertising	539.67
Total Creative Printers, INC			539.67
Custer Public Power District	20260708	Utilities	2,975.91
Total Custer Public Power District			2,975.91
DAS State Accounting - Central Finance	20260615	May Charge	843.34
Total DAS State Accounting - Central Finance			843.34
Discount School Supply	20260629	Elementary Supplies	11.24
Total Discount School Supply			11.24
Dunning Water	20260629	Utilities	400.00

Vendor Name	Invoice Number	Description	Amount
Total Dunning Water			400.00
Eakes Office Solutions	20260623	Custodial & Carpet Cleaner Repair	531.53
Total Eakes Office Solutions			531.53
ESU 10	20260706	Services	6,462.41
Total ESU 10			6,462.41
FLR Sanders Inc	20260701	Final Floor Payment	16,060.01
Total FLR Sanders Inc			16,060.01
HireRight Solutions Inc.	20260615	Background Screenings Services	267.27
Total HireRight Solutions Inc.			267.27
Hometown Leasing	20260629	Copier Leases	532.28
Hometown Leasing	20260629-0001	Printers	84.49
Total Hometown Leasing			616.77
Ingram Library Services	20260701	Library Books	736.76
Total Ingram Library Services			736.76
JAMF Software LLC	20260623	Software Renewal	1,320.00
Total JAMF Software LLC			1,320.00
Jeanine Saner	20260701	Met Deductible 1st payment	547.66
Total Jeanine Saner			547.66
Lakeshore Learning Materials	20260706	Art Supplies	3.91
Lakeshore Learning Materials	20260708	Elementary Teaching Supplies	43.67
Lakeshore Learning Materials	20260708-0001	Elementary Teaching Supplies Art	19.59
Lakeshore Learning Materials	20260708-0002	Teaching Supplies Elementary 2nd	45.54
Total Lakeshore Learning Materials			112.71
LaQuinta	20260622	Professional Development Travel Expense	339.90
Total LaQuinta			339.90
Literacy Resources, LLC (dba Heggerty)	20260701	Elementary Curriculum Renewal	1,403.00
Total Literacy Resources, LLC (dba Heggerty)			1,403.00
Logan County Treasure	20260706	Election Costs	100.00
Total Logan County Treasure			100.00
McGraw-Hill	20260629	History Books	1,689.10
Total McGraw-Hill			1,689.10
MCI	20260629	Telephone	58.21
Total MCI			58.21
National Geographic Kids	20260629	Renewal Magazine	49.00
Total National Geographic Kids			49.00
National Geographic	20260629	Renewal Magazine	89.00
Total National Geographic			89.00

Board Report - Board

Vendor Name	Invoice Number	Description	Amount
NE Council of School Administrators	20260701	Admin Days	261.00
Total NE Council of School Administrators			261.00
Nebraska Council of School Administrators	20260615	NE Ag Ed Conference	392.00
Total Nebraska Council of School Administrators			392.00
Nebraska Public Health Environmental Laborato	20260629	Water Testing Kit	7.00
Total Nebraska Public Health Environmental Laborato			7.00
Nebraska Rural Comm Schools Assn	20260707	Annual Renewal	850.00
Total Nebraska Rural Comm Schools Assn			850.00
NIBC,	20260701	Ice Machine	275.00
Total NIBC,			275.00
Parco	20260629	Elementary Teaching Supplies	139.00
Total Parco			139.00
PGH&G Attorneys At Law	20260706	Legal Services	1,254.00
Total PGH&G Attorneys At Law			1,254.00
Presto X Company	20260629	Pest Control	278.42
Total Presto X Company			278.42
Quill	20260630	Teaching Supplies	312.37
Total Quill			312.37
Rapid Fire Protection	20260708	Repair Fire Extinguisher	281.95
Total Rapid Fire Protection			281.95
Redcort Software Inc	20260622	TimeClock System	95.00
Total Redcort Software Inc			95.00
Renaissance	20260706	AR renewal	1,589.40
Total Renaissance			1,589.40
Scholastic Inc	20260629	Library Books	393.91
Total Scholastic Inc			393.91
School Specialty, Inc.	20260629	Teaching Supplies & Office Supplies	213.52
School Specialty, Inc.	20260629-0001	Office Supplies	72.81
School Specialty, Inc.	20260629-0002	HS Teaching Supplies	122.70
School Specialty, Inc.	20260630	ElementaryTeaching Supplies	262.97
School Specialty, Inc.	20260706	Elementary Teaching Supplies	104.91
Total School Specialty, Inc.			776.91
Software Unlimited, Inc.	20260706	Accounting Software	4,850.00
Total Software Unlimited, Inc.			4,850.00
Staples	20260630	Elementary Supplies	28.29
Staples	20260630-0001	Elementary Teaching Supplies	250.39

Vendor Name	Invoice Number	Description	Amount
Staples	20260630-0002	HS Office Supplies	89.35
Staples	20260630-0003	HS Teaching Supplies	129.20
Staples	20260630-0004	Elementary Teaching Supplies	10.37
Staples	20260630-0005	Elementary Teaching Supplies	19.35
Staples	20260630-0006	Office HS Supplies	61.78
Staples	20260630-0007	Elementary Teaching Supplies	81.02
Staples	20260630-0008	Office & Elementary Supplies	821.64
Total Staples			1,491.39
Sutton, Connor	20260706	Detailing Vehicles	1,740.00
Total Sutton, Connor			1,740.00
TEAM Physical Therapy	20260629	PT Services	258.84
Total TEAM Physical Therapy			258.84
Thedford Lumber and Supply	20260623	Custodial Supplies	852.51
Total Thedford Lumber and Supply			852.51
Thompson, Danielle	20260701	SPED Mileage Summer Reimbursement	130.50
Total Thompson, Danielle			130.50
TIME USA LLC	20260629	Magazine Renewal	39.75
Total TIME USA LLC			39.75
University of Nebraska - Lincoln	20260701	Transitional Certification Program Renew	1,750.00
Total University of Nebraska - Lincoln			1,750.00
US. Foods	20260623	Custodial Supplies	1,211.20
Total US. Foods			1,211.20
Village Of Halsey	20260706	Sewer Elementary Annual Payment	750.00
Total Village Of Halsey			750.00
Village of Thedford	20260622	Trash	470.45
Village of Thedford	20260706	Utilities Trash	470.45
Total Village of Thedford			940.90
Waldinger Corporation, The	20260629	HVAC June	1,113.00
Total Waldinger Corporation, The			1,113.00
Zearn	20260630	Student Edition 2026-27	616.00
Total Zearn			616.00
Fund Number 01			89,427.16
Checking Account ID 1			89,427.16

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Board Report - Board

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Vendor Name	Invoice Number	Description	Amount
Checking Account ID 6	Fund Number 06	LUNCH FUND	
Cash-Wa Distributing	20260701	Dishwasher Lease	60.00
Total Cash-Wa Distributing			60.00
Fund Number 06			60.00
Checking Account ID 6			60.00

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Board Report - Board

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Vendor Name	Invoice Number	Description	Amount
Checking Account ID 02	Fund Number 02	DEPRECIATION	
Facility Advocates, LLC	20260701	2nd Payment Electrical Panels	39,000.00
Total Facility Advocates, LLC			39,000.00
Fund Number 02			39,000.00
Checking Account ID 02			39,000.00

June Charges	
Amount	Description

164.1 Teering Yearbooks
 87.81 Sandhills Oil Fuel
 129.99 Amazon - Office Chair Teacher
 32.47 Amazon - PE Supplies
 64.45 Amazon - Computer Cases
 14.60 Amazon - Elementary Supplies 1st Grade
 14.09 Amazon - Elementary Supplies Business
 80.94 Amazon - PE Supplies
 29.34 Amazon - Teaching Supplies 2nd Grade
 89.91 Amazon - 4th Grade Supplies
 27.94 Amazon - 4th Grade Supplies
 227.59 Amazon - 6th Grade Supplies
 583.60 Amazon - Computer Cases New
 57.20 NCA - Coaches Membership
 10.86 Amazon - 4th Grade Supplies
 292.00 Amazon - Art \$149 & 4th Grade \$149
 280.45 Amazon - Safety Supplies
 39.81 Terring Yearbooks
 191.86 Blick Art Supplies - Teaching Supplies Art HS
 88.00 Amazon - Teaching Supplies HS
 52.97 Amazon - Library HS
 49.73 Oriental Trading - Elementary Supplies
 14.99 Amazon - Ag Supplies HS
 296.99 Amazon - HS Teaching Supplies
 120.69 Amazon - Office Supplies havnt received refunded
 399.99 Tractor Supply - Grounds Care Supplies trailer sprayer
 78.87 Menards - Custodial Supplies
 79.73 Amazon - Office Supplies
 128.95 Amazon - Elementary PE/Playground Supplies
 22.10 USPS - Postage for water sample
 451.33 Menards - Grounds/Custodial Supplies

4,203.35

TOTAL DUE
Activity

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0101	ANNUAL	1,561.32	203.91	0.00	0.00	1,357.41
05 704 0104	ACTIVITIES	20,852.64	57.20	0.00	0.00	20,795.44
05 704 0113	ST TRACK	877.87	0.00	0.00	0.00	877.87
05 704 0116	CLASS OF 2026	2,167.73	0.00	0.00	0.00	2,167.73
05 704 0118	CLASS OF 2027	456.25	0.00	0.00	0.00	456.25
05 704 0120	DRAMA	1,012.40	0.00	0.00	0.00	1,012.40
05 704 0122	ELEMENTARY	914.00	0.00	0.00	0.00	914.00
05 704 0123	FBLA	1,832.24	0.00	0.00	0.00	1,832.24
05 704 0125	FFA	5,944.16	0.00	0.00	0.00	5,944.16
05 704 0128	CONCESSION STAND	1,090.38	0.00	0.00	0.00	1,090.38
05 704 0129	HONOR SOCIETY	731.51	0.00	0.00	0.00	731.51
05 704 0130	MUSIC	3,246.25	0.00	0.00	0.00	3,246.25
05 704 0133	SCHOLARSHIPS	3,060.87	0.00	0.00	0.00	3,060.87
05 704 0134	S/T COOP	0.00	0.00	0.00	0.00	0.00
05 704 0135	SIXTH GRADE TRIP	2,923.92	0.00	0.00	0.00	2,923.92
05 704 0136	SPEECH	805.35	0.00	0.00	0.00	805.35
05 704 0137	ST BOYS BASKETBALL	641.07	0.00	0.00	0.00	641.07
05 704 0139	ST FOOTBALL	0.00	0.00	0.00	0.00	0.00
05 704 0145	DIGITAL DESIGN	361.00	0.00	0.00	0.00	361.00
Fund Total: 05		48,478.96	261.11	0.00	0.00	48,217.85

Principals Report
July 13th, 2026

June consisted of training dates and school system rollovers. I attended an Advisor workday where we got the schools data (attendance, discipline, courses, etc.) ready for state reporting and end of the year rollover to the new school year. Bobbi Zimmerman, Jaylee Pokorny, and I prepared data and corrected errors in PowerSchool and have the '26-27' school year ready in the system.

Chantelle Milleson and I completed a 2-day training and became certified instructors for relations and de-escalation in the Mandt system in Kearney at ESU10. I stayed and completed another 2-days for certification as an instructor in technical interactions. We will begin to train all staff in relations and de-escalation techniques this year, and select staff in technical interactions. These certifications last 2 years and staff will retrain annually.

I will be attending New Superintendent Orientation with Dr. Isom on July 21st, held by the Nebraska Department of Education and ESU16 in North Platte. Also Administrator Days July 29-31 in Kearney. School budget, law, and changes in legislation will be my focus for both of these meetings.

We will be sending out information about school supply lists for students, 7th grade orientation day, and agendas for the first days with staff and students.

2026/27 BUDGET AUTHORITY AND ALLOWABLE RESERVE PERCENTAGE CERTIFICATION

COUNTY: BLAINE
COUNTY-DISTRICT NUMBER: 05-0071-000
DISTRICT NAME: SANDHILLS PUBLIC SCHOOLS

Certified Budget Authority	\$4,364,116	Budget Based
Allowable Reserve Percentage	45 %	
Access to Prior Year's Unused Budget Authority	\$0	

Certified Budget Authority:

Certified Budget Authority is calculated three ways. The greater of the Budget Based Calculation, the Student Growth Adjustment Calculation, or the Formula Needs Calculation becomes a district's Certified Budget Authority.

Budget Based Calculation: $((GFBE - SGF - SPED - GFLE) \times 1.025)$

Student Growth Adjustment Calculation: $((GFBE - SGF - SPED - GFLE) + (SGA \pm SGACORR))$

Formula Needs Calculation: $((FN \times 1.10) - (SPED \times 1.025))$

		Data Source
GFBE	2025/26 General Fund Budget	2025/26 LC-2 Line B-100
SGF	2025/26 Special Grant Funds	2025/26 LC-2 Line B-110
SPED	2025/26 Special Education Budget	2025/26 LC-2 Line B-120
GFLE	2025/26 General Fund Lid Exclusions (Schedule A)	2025/26 LC-2 Line B-130
SGA	2026/27 Student Growth Adjustment	2026/27 State Aid
SGACORR	2026/27 Student Growth Correction	2026/27 State Aid
FN	2026/27 Formula Needs	2026/27 State Aid

2026/27 Basic Allowable Growth Rate (BAGR) is 2.5%.

Access to Prior Year's Unused Budget Authority:

This amount is equal to the lesser of 2% of 2025/26 adjusted expenditures (2% of LC-2 Line B-140) or 2025/26 Total Unused Budget Authority (LC-2 Line B-175) *if the district has Unused Budget Authority available.*

Please Note: *To access this additional budget growth, the amount must be manually entered on Line A-355 of the 2026/27 LC-2.*

For further information on how this data was calculated, see the "Budget Text" document available here www.education.ne.gov/fos/budgeting-school-district. For questions, contact School Finance at (402) 540-0649 or (402) 450-1418.

NEBRASKA DEPARTMENT OF EDUCATION
SCHOOL FINANCE & ORGANIZATION SERVICES
2026/27 STATE AID CERTIFICATION

SANDHILLS PUBLIC SCHOOLS (05-0071-000)

FORMULA STUDENTS CALCULATION

(Fall Membership	ADM/FM Ratio	)	+	Contracted Out	=	Formula Students
(81	1.0004467960	)	+	0	=	81.04
KDG Adjustment	(0 students x .5)			times ADM Factor	=	0.00
<i>Total Formula Students</i>						<i>81.04</i>

FORMULA NEEDS CALCULATION

Basic Funding	2,862,124
Poverty Allowance	0
Limited English Proficiency Allowance	0
Focus School & Program Allowance	0
Summer School Allowance	0
Special Receipts Allowance	134,263
Transportation Allowance	97,266
Elementary Site Allowance	0
Distance Education & Telecommunications Allowance	13,552
Averaging Adjustment	0
New School Adjustment	0
Student Growth Adjustment	0
Community Achievement Plan Adjustment	0
Limited English Proficiency Allowance Correction	0
Student Growth Adjustment Correction	0
Poverty Allowance Correction	0
Non Qualified LEP Adjustment	0
Total Calculated Formula Needs	3,107,205
Formula Needs Stabilization	0
Total Formula Needs	3,107,205

FORMULA RESOURCES CALCULATION

Yield From Local Effort Rate	520,660,782 / 100 x 1.0000000000	5,206,608
Net Option Funding		0
Allocated Income Tax Funds		16,275
Other Actual Receipts		284,359
Community Achievement Plan Aid		0
Foundation Aid Included in Resources		72,933
Total Formula Resources		5,580,175

Some numbers may be rounded for presentation. For further information, see the "Tax Equity and Educational Opportunities Support Act" document available on the FOS/State Aid website. For questions, contact (402) 450-0867 or (402) 471-4320.

Due to delayed federal poverty low-income data, prior-year data was used.

NEBRASKA DEPARTMENT OF EDUCATION
SCHOOL FINANCE & ORGANIZATION SERVICES
2026/27 STATE AID CERTIFICATION

SANDHILLS PUBLIC SCHOOLS (05-0071-000)

STATE AID CALCULATION

Equalization Aid	0
Net Option Funding	0
Allocated Income Tax Funds	16,275
Community Achievement Plan Aid	0
Foundation Aid Included in Resources	72,933
Foundation Aid Outside of Resources	48,622
Total State Aid Calculated	137,830
Prior Year (2026/27) State Aid Correction	(746)
Total State Aid	137,084
Carryover Adjustment from years prior to 2026/27	0

Some numbers may be rounded for presentation. For further information, see the "Tax Equity and Educational Opportunities Support Act" document available on the FOS/State Aid website. For questions, contact (402) 450-0867 or (402) 471-4320.

Due to delayed federal poverty low-income data, prior-year data was used.

Nebraska Department of Education
2026/27 PROPERTY TAX REQUEST AUTHORITY
REVISED CERTIFICATION JUNE 26, 2026

SECTION A										SECTION B				SECTION C		SECTION D							SECTION E	SECTION F	SECTION G		
AgencyID	District Name	General Fund Tax Asking (2025/26 LC-2)	Special Bldg Tax Asking (2025/26 LC-2)	2025/26 TOTAL Property Tax Request	General Fund Non-Property Tax Revenue (2023/24 AFR)	Special Bldg Non-Property Tax Revenue (2023/24 AFR)	2023/24 TOTAL Non-Property Tax Revenue	2024/25 SPED Reimbursement (2024/25 FFR June 2025)	2025/26 TEOSOA Certified 2.27.25	TOTAL REVENUE (Total Tax Request + NonProperty 5 + SPED + TEOSOA)	Base Growth 3%	Basic Growth % for Membership	Basic Growth % for LEP	Basic Growth % for Poverty	TOTAL BASE GROWTH RATE %	REVENUE CAP (Total Revenue X Total Base Growth %)	General Fund Non-Property Tax Revenue (2024/25 AFR)	Special Bldg Non-Property Tax Revenue (2024/25 AFR)	2024/25 TOTAL Non-Property Tax Revenue	2025/26 SPED FINAL TO PAY Excludes Flex Funding	2026/27 TEOSOA Certified 2.27.26	Prior Years Unused Property Tax Authority (2025/26 LC-2)	2026/27 PROPERTY TAX AUTHORITY (Section C - Total NonProperty 5 - SPED - TEOSOA + PY Unused PTA Authority)	Additional Base Growth % Allowed with 70% Board Approval	Additional Property Tax Authority Allowed if Board Approved (Section A Total Revenue x Section E)	2026/27 Property Tax Request Authority including Board Approved Amount	
01-0003-000	KENESAW PUBLIC SCHOOLS	4,145,194	212,121	4,357,315	437,514	3,201	440,715	443,649	579,558	5,821,237	3.0000%	3.6975%	0.0000%	0.2521%	6.9496%	6,225,789	365,785	3,717	369,502	433,732	736,408	440,433	5,126,579	7%	407,487	5,534,066	
01-0018-000	HASTINGS PUBLIC SCHOOLS	18,808,522	-	18,808,522	3,399,493	-	3,399,493	6,009,264	21,665,471	49,882,750	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	51,379,233	3,952,719	-	3,952,719	6,261,297	21,452,502	2,793,501	22,506,215	5%	2,494,138	25,000,353	
01-0049-000	ADAMS CENTRAL PUBLIC SCHOOLS	13,500,576	808,081	14,308,657	1,616,400	2,301	1,618,341	1,894,796	2,307,798	20,129,592	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	20,733,480	1,894,496	6,233	1,900,729	1,867,659	2,022,503	1,526,499	16,669,087	6%	1,207,776	17,676,863	
01-0123-000	SILVER LAKE PUBLIC SCHOOLS	4,126,933	62,318	4,189,251	720,560	25,160	745,720	668,317	363,127	5,966,415	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	6,145,407	775,367	16,495	791,862	653,758	344,045	82,320	4,438,062	7%	417,649	4,855,711	
02-0009-000	NEIGH-OKADALE SCHOOLS	4,460,839	571,717	5,032,556	816,218	28,683	844,901	544,276	7,260,323	3.0000%	0.5128%	0.0000%	0.1442%	3.6571%	7,525,837	917,420	31,129	948,549	833,276	536,325	1,296,707	-	6,504,394	7%	508,223	7,012,617	
02-0018-000	ELGIN PUBLIC SCHOOLS	3,628,062	202,020	3,830,082	879,561	37,262	916,823	879,561	430,950	1,347,774	3.0000%	2.4244%	0.1014%	0.0000%	5.5338%	5,964,312	1,112,851	45,238	1,158,089	515,272	504,655	378,833	4,165,129	7%	395,610	4,560,739	
02-0115-000	SUMMERLAND PUBLIC SCHOOLS	6,010,183	155,556	6,165,739	732,712	42,482	775,194	933,285	693,949	8,568,167	3.0000%	0.0000%	0.0714%	0.0000%	3.0714%	8,831,332	997,738	45,326	1,043,064	917,831	768,019	1,014,020	7,116,438	7%	599,772	7,716,210	
03-0500-000	ARTHUR COUNTY SCHOOLS	2,398,993	35,354	2,434,347	113,181	12,319	125,500	191,640	520,817	3,272,304	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	3,370,473	133,585	7,926	141,511	203,923	422,809	9,272	2,611,502	7%	229,061	2,840,563	
04-0001-000	BANNER COUNTY PUBLIC SCHOOLS	3,071,258	69,742	3,141,000	241,732	15,623	257,355	325,274	494,096	4,217,725	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	4,344,257	225,584	18,122	243,706	282,265	496,162	-	3,322,123	7%	295,241	3,617,364	
05-0071-000	SANDHILLS PUBLIC SCHOOLS	2,899,230	136,364	3,035,594	115,042	346	115,388	131,337	138,954	3,421,273	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	3,523,911	144,314	338	144,652	133,768	137,084	141,354	3,559,761	7%	239,489	3,799,250	
06-0001-000	ADAMS CENTRAL SCHOOLS	6,671,717	806,061	7,477,778	1,280,750	60,990	1,341,740	840,459	1,462,548	11,122,525	3.0000%	0.0000%	0.0000%	0.0000%	3.1346%	11,471,177	1,478,740	41,235	1,519,975	830,457	1,483,797	1,149,778	8,786,727	7%	667,352	9,454,079	
06-0017-000	ST EDWARD PUBLIC SCHOOLS	3,345,402	121,212	3,466,614	336,934	748	337,672	523,801	254,572	4,482,659	3.0000%	0.0000%	0.0000%	0.0000%	3.4934%	4,639,257	268,869	452	269,321	482,050	256,839	194,372	3,825,420	6%	313,786	4,139,206	
06-0575-000	RIVERSIDE PUBLIC SCHOOLS	4,898,788	163,434	5,062,222	368,268	1,992	370,260	482,697	376,906	6,292,085	3.0000%	0.0000%	0.0000%	0.0694%	3.0694%	6,485,217	383,683	2,295	385,978	570,546	364,265	165,238	5,329,656	7%	440,446	5,770,102	
07-0006-000	ALLIANCE PUBLIC SCHOOLS	10,838,801	-	10,838,801	1,232,400	8,141	1,240,541	1,931,161	17,119,454	15,729,548	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	16,201,434	1,634,219	6,854	1,641,073	1,781,579	2,237,467	2,724,223	12,905,538	6%	943,773	13,849,311	
07-0010-000	Hemingford Public Schools	6,060,606	752,966	6,813,572	400,859	1,781	402,640	397,208	1,223,985	8,837,405	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	9,102,527	474,924	1,713	476,637	301,348	1,218,761	392,473	7,498,254	7%	618,618	8,116,872	
08-0051-000	BOYD COUNTY SCHOOLS	5,025,454	202,020	5,227,474	393,405	267	393,672	653,185	470,249	6,744,580	3.0000%	0.0000%	0.0538%	0.0000%	3.0538%	6,950,544	456,706	586	457,292	659,399	453,161	599,487	5,920,178	7%	472,121	6,392,299	
09-0010-000	AINSWORTH COMMUNITY SCHOOLS	5,555,192	253,535	5,808,727	713,943	11,129	725,072	876,707	603,037	8,013,543	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	8,253,949	878,851	8,993	887,844	918,004	586,696	1,609,086	7,470,491	7%	560,948	8,031,439	
10-0002-000	GIBBON PUBLIC SCHOOLS	6,851,093	454,431	7,305,524	641,557	5,895	647,452	719,728	869,361	9,542,065	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	9,828,327	762,319	5,784	768,103	833,531	817,223	1,009,975	8,419,445	6%	572,524	8,991,969	
10-0007-000	KEARNEY PUBLIC SCHOOLS	45,353,355	6,008,972	51,362,327	7,906,622	1,952	7,908,574	7,550,291	9,869,846	76,691,218	3.0000%	0.0000%	0.0348%	0.0000%	3.0348%	79,018,626	9,193,175	153,655	9,346,830	8,828,206	9,869,631	3,268,524	54,242,483	5%	3,834,561	58,077,044	
10-0009-000	ELM CREEK PUBLIC SCHOOLS	4,722,243	301,380	5,023,623	358,591	1,164	359,755	404,869	868,725	6,657,052	3.0000%	1.4634%	0.0000%	0.0457%	4.5091%	6,957,228	456,374	1,911	458,285	566,366	880,081	465,705	5,518,201	7%	465,994	5,984,195	
10-0019-000	SHELTON PUBLIC SCHOOLS	4,397,475	69,697	4,467,172	304,099	160	304,259	551,167	413,403	5,736,001	3.0000%	1.9753%	0.4321%	0.0000%	5.4074%	6,046,170	397,715	708	398,423	498,435	498,940	368,382	5,018,754	7%	401,520	5,420,274	
10-0069-000	RAVENNA PUBLIC SCHOOLS	5,835,364	-	5,835,364	578,225	22,146	600,371	1,070,323	610,226	8,116,284	3.0000%	1.0929%	0.0000%	0.0000%	4.0299%	8,448,475	615,312	35,479	651,351	1,219,926	612,239	1,348,549	7,313,508	7%	568,140	7,881,648	
10-0105-000	PLEASANTON PUBLIC SCHOOLS	4,253,959	109,010	4,362,969	415,945	974	416,919	490,714	638,514	5,909,116	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	6,086,389	534,918	269	535,187	477,957	1,479,728	238,620	3,832,138	7%	413,638	4,245,776	
10-0119-000	LAURET PUBLIC SCHOOLS	3,318,182	42,424	3,360,606	409,674	409,674	819,348	580,847	1,621,720	5,886,847	3.0000%	0.0000%	0.0000%	0.0000%	3.1346%	6,081,892	478,852	224	477,076	540,480	1,718,186	425,387	4,183,779	7%	412,797	4,596,576	
10-0141-000	TEKAMAH-HERMAN COMMUNITY SCHS	7,543,112	700,000	8,243,112	654,042	7,643	661,685	1,122,486	808,633	9,051,819	3.0000%	0.0000%	0.4839%	0.0000%	3.4839%	11,241,973	813,113	7,319	820,425	1,162,655	1,162,655	1,851,810	8,617,246	6%	969,056	9,586,302	
11-0014-000	OAKLAND CRAIG PUBLIC SCHOOLS	5,282,859	484,581	5,767,440	542,484	1,477	543,961	828,371	788,087	7,927,859	3.0000%	0.0000%	0.0000%	0.3109%	3.3109%	8,190,341	655,678	2,429	658,107	814,857	625,512	1,242,745	7,334,610	6%	554,950	7,889,560	
11-0020-000	LYONS-DECATUR NORTHEAST SCHS	4,552,020	-	4,552,020	360,844	11	360,855	744,118	442,592	6,099,585	3.0000%	1.7188%	0.0000%	0.0000%	4.7188%	6,387,409	442,481	3	442,484	-	711,935	475,376	712,931	5,673,615	7%	426,971	6,060,586
12-0056-000	DAVID CITY PUBLIC SCHOOLS	10,195,571	1,443,687	11,639,258	1,241,688	8,020	1,249,708	1,791,312	1,116,929	15,797,207	3.0000%	0.0000%	0.0722%	0.0000%	3.0722%	16,282,534	1,408,002	7,544	1,415,546	1,951,004	1,089,606	408,689	12,235,066	6%	947,832	13,182,898	
12-0502-000	EAST BUTLER PUBLIC SCHOOLS	6,608,425	1,437,967	8,046,392	505,816	4,082	509,898	582,160	543,718	9,682,168	3.0000%	5.2560%	0.0000%	0.0000%	8.2560%	10,481,525	634,496	4,369	638,865	531,441	587,773	1,476,389	10,199,836	7%	677,752	10,877,588	
13-0001-000	PLEASANTON COMMUNITY SCHOOLS	11,810,373	788,000	12,598,373	2,023,246	-	2,023,246	2,698,574	4,491,772	21,811,965	3.0000%	0.7879%	0.1250%	0.8295%	4.7424%	22,846,381	2,440,881	-	2,440,881	2,684,645	4,299,572	760,131	14,091,234	6%	1,308,718	15,399,952	
13-0022-000	WEEPING WATER PUBLIC SCHOOLS	4,574,558	10,101	4,584,659	512,745	1,332	514,077	372,189	434,029	5,904,954	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	6,082,103	606,201	902	607,103	419,114	448,531	148,436	4,755,791	7%	413,347	5,169,138	
13-0032-000	LOUISVILLE PUBLIC SCHOOLS	7,251,838	394,121	7,645,959	784,537	2,356	786,893	706,444	1,396,791	10,536,087	3.0000%	0.0000%	0.0236%	0.0945%	3.1181%	10,864,614	972,784	2,241	975,025	1,058,142	1,708,008	315,615	7,439,054	6%	632,165	8,071,219	
13-0056-000	CONESTOGA PUBLIC SCHOOLS	8,436,501	1,010,101	9,446,602	1,004,549	5,714	1,010,263	1,447,741	1,111,893	13,016,499	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	13,406,994	1,243,996	5,516	1,249,512	1,093,684	1,077,495	544	9,986,847	6%	780,990	10,767,837	
13-0097-000	ELMWOOD-MURDOCK PUBLIC SCHOOLS	4,502,238	759,495	5,261,733	579,941	5,749	585,690	792,353	1,396,877	8,036,653	3.0000%	0.0866%	0.0000%	0.0000%	3.0866%	8,284,711	594,963	6,187	601,150	787,123	1,443,270	12	5,453,180	7%	562,566	6,015,746	
14-0008-000	HARTINGTON NEWCASTLE PUBLIC SCHOOLS	4,957,911	1,555,313	6,513,224	808,443	53,274	861,717	1,059,192	667,168																		

Nebraska Department of Education
2026/27 PROPERTY TAX REQUEST AUTHORITY
REVISED CERTIFICATION JUNE 26, 2025

SECTION A										SECTION B					SECTION C		SECTION D					SECTION E	SECTION F	SECTION G		
AgencyID	District Name	General Fund Tax Asking (2025/26 LC-2)	Special Bldg Tax Asking (2025/26 LC-2)	2025/26 TOTAL Property Tax Request	General Fund Non-Property Tax Revenue (2023/24 AFR)	Special Bldg Non-Property Tax Revenue (2023/24 AFR)	2023/24 TOTAL Non-Property Tax Revenue	2024/25 SPED Reimbursement (2024/25 FFR June 2025)	2025/26 TEOSA Certified 2.27.25	TOTAL REVENUE (Total Tax Request + NonProperty 5 + SPED + TEOSA)	Base Growth 3%	Basic Growth % for Membership	Basic Growth % for LEP	Basic Growth % for Poverty	TOTAL BASE GROWTH RATE %	REVENUE CAP Total Revenue (Total Base Growth %)	General Fund Non-Property Tax Revenue (2024/25 AFR)	Special Bldg Non-Property Tax Revenue (2024/25 AFR)	2024/25 TOTAL Non-Property Tax Revenue	2025/26 SPED FINAL TO PAY Excludes Flex Funding	2026/27 TEOSA Certified 2.27.26	Prior Years Unused Property Tax Authority (2025/26 LC-2)	2026/27 PROPERTY TAX AUTHORITY (Section C - Total NonProperty 5 - SPED - TEOSA + PY Unused PTAuthority)	Additional Base Growth % Allowed with 70% Board Approval	Additional Property Tax Authority Allowed if Board Approved (Section A Total Revenue x Section E)	2026/27 Property Tax Request Authority including Board Approved Amount
28-0059-000	BENNINGTON PUBLIC SCHOOLS	30,188,107	774,054	30,962,161	4,650,977	4,113	4,655,090	4,452,128	14,069,664	54,139,043	3.0000%	3.4321%	0.0000%	0.2750%	6.7071%	57,770,202	5,803,408	32,514	5,835,922	5,185,509	16,780,008	3,503,899	33,472,662	5%	2,706,952	36,179,614
28-0066-000	WESTSIDE COMMUNITY SCHOOLS	41,401,789	3,266,529	44,668,318	9,873,323	410,749	10,284,072	13,080,591	29,201,514	97,234,495	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	100,151,530	10,680,501	563,771	11,244,272	13,146,545	30,293,764	17,544,595	63,011,908	5%	4,861,725	67,873,633
29-0117-000	DUNSTON CO STRATTON PUBLIC SCHS	5,628,873	742,424	6,371,297	547,290	6,521	553,811	297,212	436,816	7,658,646	3.0000%	0.3150%	0.0000%	0.0000%	3.3150%	7,912,527	674,871	3,490	678,361	357,184	406,883	6,446	6,432,545	5%	356,105	6,988,650
30-0025-000	FILLMORE CENTRAL PUBLIC SCHS	6,775,789	419,192	7,194,981	1,541,533	20,443	1,561,976	1,507,028	940,926	11,204,911	3.0000%	0.0000%	0.0000%	0.2464%	3.2464%	11,568,662	1,500,519	19,838	1,520,357	1,620,174	920,912	639,437	8,146,655	6%	677,295	8,818,950
30-0054-000	SHICKLEY PUBLIC SCHOOLS	3,924,258	406,596	4,330,854	323,623	797	324,420	429,022	383,341	5,467,637	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	5,631,666	350,423	80,254	430,677	389,712	271,679	238,548	4,778,146	7%	382,735	5,160,881
31-0506-000	FRANKLIN PUBLIC SCHOOLS	4,391,128	167,896	4,559,024	307,379	2,046	309,425	594,486	493,850	5,956,785	3.0000%	0.0000%	0.0000%	0.0598%	3.0598%	6,139,048	379,637	3,958	383,595	693,658	448,234	619,122	5,232,684	7%	416,975	5,649,659
32-0046-000	MAYWOOD PUBLIC SCHOOLS	3,680,161	45,131	3,725,292	211,797	-	211,797	753,898	4,904,727	3,0000%	0.0000%	0.0088%	0.0000%	3.0088%	5,056,222	222,399	117	222,516	254,640	530,118	270,942	4,319,891	7%	343,331	4,663,222	
32-0095-000	EUSTIS-FARNAM PUBLIC SCHOOLS	3,787,789	505,051	4,292,930	215,876	4,608	220,484	300,904	276,333	5,090,651	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	5,243,371	350,198	8,101	358,299	342,105	282,686	15,939	4,276,220	7%	356,346	4,632,566
32-0125-000	MEDICINE VALLEY PUBLIC SCHOOLS	4,046,703	75,758	4,122,461	206,739	2,405	206,984	368,905	560,413	5,258,763	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	5,416,526	230,844	224	231,068	367,838	415,505	315,395	4,717,510	7%	368,113	5,085,623
33-0018-000	ARAPAHOE PUBLIC SCHOOLS	4,109,025	254,813	4,363,838	370,918	567	371,485	500,366	542,769	5,778,458	3.0000%	0.0000%	0.0497%	0.0497%	3.0993%	5,957,552	429,486	24	429,510	501,490	496,706	1	4,530,847	7%	404,492	4,935,339
33-0021-000	CAMBRIDGE PUBLIC SCHOOLS	3,721,337	120,608	3,841,945	311,693	1,132	312,825	464,611	809,853	5,519,234	3.0000%	0.0000%	0.0000%	0.1473%	3.0017%	5,811,937	394,867	1,415	396,282	422,502	496,243	643,743	5,076,965	7%	386,346	5,463,311
33-0540-000	SOUTHERN VALLEY SCHOOLS	6,775,360	230,155	7,005,515	454,889	1,576	456,465	801,075	622,643	8,885,698	3.0000%	0.0000%	0.0000%	0.4213%	3.4213%	9,189,709	560,366	1,422	561,788	803,182	585,790	-	7,238,949	6%	621,999	7,860,948
34-0001-000	SOUTHERN SCHOOL DISTRICT 1	5,089,882	846,186	5,936,068	352,119	1,965	354,084	701,602	1,848,630	8,840,384	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	9,105,596	420,789	2,559	423,348	787,025	43,458	-	7,851,765	7%	618,827	8,470,592
34-0105-000	BEATRICE PUBLIC SCHOOLS	14,682,949	2,222,222	16,905,171	2,675,807	10,892	2,686,579	3,711,635	4,947,581	28,250,366	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	29,097,877	2,908,486	11,872	2,920,358	4,115,603	4,326,912	1,547,197	19,282,201	6%	1,695,022	20,977,223
34-0034-000	FREEMAN PUBLIC SCHOOLS	4,517,339	505,051	5,022,390	561,587	21,847	583,434	417,130	1,739,810	7,762,764	3.0000%	0.5096%	0.0000%	0.4777%	3.9873%	8,072,286	650,842	18,796	669,638	502,159	1,869,319	135,018	5,166,188	7%	543,393	5,709,581
34-0104-000	DILLER-ODELL PUBLIC SCHOOLS	4,049,776	472,727	4,522,503	457,570	32,530	490,100	442,947	603,470	6,059,020	3.0000%	4.7297%	0.0000%	0.0000%	7.7297%	6,527,366	506,305	23,985	530,290	477,016	760,424	1,310,424	5,926,027	7%	424,131	6,350,158
35-0001-000	GARDEN COUNTY SCHOOLS	3,656,554	101,010	3,757,564	359,038	399	359,437	501,228	345,284	4,963,513	3.0000%	4.5960%	0.0000%	0.0000%	7.5960%	5,340,539	398,328	233	398,561	542,084	356,206	311,285	4,354,973	7%	347,446	4,702,419
36-0100-000	BURWELL PUBLIC SCHOOLS	4,861,677	252,525	5,114,202	277,589	1,014	278,603	359,862	587,805	6,340,472	3.0000%	1.0300%	0.0000%	0.0000%	4.0300%	6,595,996	313,352	1,221	314,573	410,860	597,760	609,395	5,882,197	7%	443,833	6,326,030
37-0030-000	ELWOOD PUBLIC SCHOOLS	3,452,162	525,299	3,977,461	447,002	2,017	449,019	287,553	317,962	5,031,995	3.0000%	2.6374%	0.4121%	0.7418%	6.7912%	5,373,728	491,603	16,580	508,183	292,660	355,046	947,589	5,165,428	7%	352,240	5,517,668
38-0101-000	HYANNIS AREA SCHOOLS	2,703,384	161,616	2,865,000	221,655	636	222,291	231,859	381,672	3,700,822	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	3,811,847	252,353	613	252,966	229,989	377,378	28,956	2,980,470	7%	259,058	3,239,528
39-0060-000	CENTRAL VALLEY PUBLIC SCHOOLS	7,265,903	227,946	7,493,849	399,073	560	399,633	970,616	491,230	9,355,328	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	9,635,988	483,413	1,390	484,803	1,045,023	484,882	1,107,905	8,729,185	7%	654,873	9,384,058
40-0002-000	GRAND ISLAND PUBLIC SCHOOLS	41,320,057	7,340,835	48,660,892	8,547,370	3,243	8,550,613	13,202,437	76,485,089	147,259,243	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	151,676,802	10,242,327	4,314	10,246,641	14,226,243	64,871,832	4,658,247	66,990,333	5%	7,362,952	74,353,285
40-0082-000	NORTHWEST PUBLIC SCHOOLS	6,695,264	257,550	6,952,814	960,890	3,767	964,657	1,330,162	10,372,730	19,520,363	3.0000%	0.3397%	0.0000%	0.1380%	3.4777%	20,302,702	1,079,967	5,781	1,085,748	1,600,361	11,526,606	2,280,836	8,730,822	6%	1,177,222	9,908,044
40-0083-000	WOOD RIVER RURAL SCHOOLS	7,777,737	494,940	8,272,677	785,143	3,825	789,440	918,743	749,337	10,730,745	3.0000%	1.0085%	0.2771%	0.9007%	5.2864%	11,297,488	936,777	6,333	943,110	1,051,890	777,848	1,201,438	9,726,078	7%	751,117	10,477,195
40-0126-000	DONIPHAN-TRUMBULL PUBLIC SCHS	6,885,856	465,505	7,351,361	1,726,764	1,364	1,727,898	762,021	934,618	10,575,898	3.0000%	4.6667%	0.0000%	0.1333%	8.8000%	11,506,577	755,429	9,979	759,408	786,953	1,445,467	400,885	8,915,634	7%	740,313	9,655,947
41-0002-000	GILTNER PUBLIC SCHOOLS	2,828,283	232,323	3,060,606	248,809	15,961	264,770	3																		

Nebraska Department of Education 2026/27 PROPERTY TAX REQUEST AUTHORITY **REVISED** CERTIFICATION JUNE 26, 2026																											
SECTION A											SECTION B					SECTION C		SECTION D							SECTION E	SECTION F	SECTION G
AgencyID	District Name	General Fund Tax Asking (2025/26 LC-2)	Special Bldg Tax Asking (2025/26 LC-2)	2025/26 TOTAL Property Tax Request	General Fund Non-Property Tax Revenue (2023/24 AFR)	Special Bldg Non-Property Tax Revenue (2023/24 AFR)	2023/24 TOTAL Non-Property Tax Revenue	2024/25 SPED Reimbursement (2024/25 FFR June 2025)	2025/26 TEEOSA Certified 2.27.25	TOTAL REVENUE (Total Tax Request + NonProperty 5 + SPED + TEEOSA)	Base Growth 3%	Basic Growth % for Membership	Basic Growth % for LEP	Basic Growth % for Poverty	TOTAL BASE GROWTH RATE %	REVENUE CAP (Total Revenue X Total Base Growth %)	General Fund Non-Property Tax Revenue (2024/25 AFR)	Special Bldg Non-Property Tax Revenue (2024/25 AFR)	2024/25 TOTAL Non-Property Tax Revenue	2025/26 SPED FINAL TO PAY Excludes Flex Funding	2026/27 TEEOSA Certified 2.27.26	Prior Years Unused Property Tax Authority (2025/26 LC-2)	2026/27 PROPERTY TAX AUTHORITY (Section C - Total NonProperty 5 - SPED - TEEOSA + PY Unused PTAuthority)	Additional Base Growth % Allowed with 70% Board Approval	Additional Property Tax Authority Allowed if Board Approved (Section A Total Revenue x Section E)	2026/27 Property Tax Request Authority including Board Approved Amount	
64-0029-000	AUBURN PUBLIC SCHOOLS	8,987,266	153,645	9,140,911	957,621	977	958,598	1,492,338	3,828,505	15,420,352	3.0000%	0.5607%	0.0000%	0.0000%	3.5607%	15,969,432	1,155,029	16,047	1,171,076	1,623,762	3,785,332	251,570	-	9,640,832	6%	925,221	10,566,053
65-0005-000	LAWRENCE-NELSON PUBLIC SCHOOLS	4,141,414	548,269	4,689,683	347,328	223	347,551	602,513	362,849	6,002,596	3.0000%	0.0000%	0.2913%	0.0000%	3.2913%	6,200,157	416,809	3	416,812	557,568	346,011	362,177	-	5,241,943	7%	420,182	5,662,125
65-0011-000	SUPERIOR PUBLIC SCHOOLS	5,919,491	235,494	6,154,985	539,231	2,006	541,237	984,306	646,011	8,326,539	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	8,576,335	701,487	1,998	703,485	1,040,854	810,628	1,316,239	-	7,337,607	7%	582,858	7,920,465
66-0027-000	SYRACUSE-DUNBAR-AVOCA SCHOOLS	7,896,551	797,608	8,694,159	908,723	1,667	910,390	1,160,087	1,315,838	12,080,474	3.0000%	1.3532%	0.0203%	0.0000%	4.3735%	12,608,811	1,131,957	2,386	1,134,343	1,272,586	1,308,684	199,495	-	9,092,692	6%	724,828	9,817,520
66-0111-000	NEBRASKA CITY PUBLIC SCHOOLS	11,408,081	348,485	11,756,566	1,489,803	2,094	1,491,897	2,318,442	3,771,117	19,338,022	3.0000%	0.0000%	0.0796%	0.0000%	3.0796%	19,933,557	1,685,327	8,366	1,693,693	2,232,914	2,872,516	2,100,941	-	15,235,375	6%	1,160,281	16,395,656
66-0501-000	PALMYRA DISTRICT O R 1	6,135,825	252,525	6,388,350	708,465	1,024	709,489	915,815	3,074,899	11,088,553	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	11,421,210	1,028,753	1,100	1,029,853	1,047,142	1,831,079	614,910	-	8,128,045	6%	665,313	8,793,358
67-0001-000	PANEEVE CITY PUBLIC SCHOOLS	3,585,859	202,020	3,787,879	360,816	888	361,704	1,004,227	5,755,378	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	5,928,039	374,620	8,267	382,887	547,358	1,142,827	433,906	-	4,288,873	6%	402,876	4,691,749	
67-0069-000	LEWISTON CONSOLIDATED SCHOOLS	2,424,242	782,828	3,207,070	195,934	4,752	200,686	253,813	591,574	4,253,143	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	4,380,737	233,289	4,950	238,239	213,023	644,255	819,778	-	4,104,998	7%	297,720	4,402,718
68-0020-000	PERKINS COUNTY SCHOOLS	6,855,784	414,141	7,269,925	751,693	6,612	758,305	607,557	659,133	9,294,920	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	9,573,768	900,627	5,416	906,043	682,851	614,729	60,836	-	7,430,981	7%	650,644	8,081,625
69-0044-000	HOLDREGE PUBLIC SCHOOLS	11,624,206	250,555	11,874,761	1,561,662	41,441	1,603,103	1,959,428	1,720,406	17,157,698	3.0000%	0.0000%	0.1551%	0.0000%	3.1551%	17,699,044	1,783,546	29,830	1,813,376	1,903,364	1,596,484	596,111	-	12,981,931	6%	1,029,462	14,011,393
69-0054-000	BERTRAND PUBLIC SCHOOLS	4,649,413	606,061	5,255,474	327,512	3,920	331,432	533,203	382,852	6,502,961	3.0000%	0.0000%	0.0000%	0.1357%	3.1357%	6,706,877	387,231	4,278	391,509	563,167	373,686	416,671	-	5,795,187	7%	455,207	6,250,394
69-0055-000	LOMIS PUBLIC SCHOOLS	3,405,559	202,020	3,607,579	241,022	361	241,383	308,797	1,229,054	5,386,813	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	5,548,417	288,259	1,453	289,712	311,896	1,306,486	427,797	-	4,068,120	7%	377,077	4,445,197
70-0002-000	PIERCE PUBLIC SCHOOLS	8,176,008	966,999	9,143,007	779,854	427	780,281	849,212	1,345,311	12,117,811	3.0000%	0.3750%	0.0000%	0.0000%	3.3750%	12,526,787	967,833	3,290	971,123	1,031,200	1,360,093	-	-	9,164,371	6%	727,069	9,891,440
70-0005-000	PLAINVIEW PUBLIC SCHOOLS	5,109,541	451,829	5,561,370	460,716	4,355	465,071	640,911	563,083	7,230,435	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	7,447,348	514,611	2,266	516,877	608,875	551,805	1,194,940	-	6,964,731	7%	506,130	7,470,861
70-0542-000	OSMOND COMMUNITY SCHOOLS	3,436,916	25,253	3,462,169	303,458	286	303,744	640,470	435,402	4,805,425	3.0000%	0.4750%	0.0000%	0.0852%	7,460,22	5,163,921	363,970	626	364,596	553,137	334,672	151,035	-	4,062,551	7%	336,380	4,398,931
71-0001-000	COLUMBUS PUBLIC SCHOOLS	26,894,682	1,947,409	28,841,731	4,757,559	42,953	4,800,512	6,298,731	18,156,653	58,097,627	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	59,840,556	5,759,346	62,782	5,822,128	6,775,967	19,226,146	106,809	-	28,123,115	5%	2,904,881	31,027,996
71-0005-000	LAKEVIEW COMMUNITY SCHOOLS	7,362,556	2,922,293	10,291,849	1,447,583	4,773	1,452,356	1,512,664	2,834,796	16,091,665	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	16,574,415	1,720,732	5,046	1,725,778	1,505,569	2,970,751	416,860	-	10,789,177	6%	965,500	11,754,677
71-0067-000	HUMPHREY PUBLIC SCHOOLS	4,114,141	876,010	4,990,151	737,369	6,469	743,838	764,392	1,081,466	7,579,847	3.0000%	0.0000%	0.1091%	0.0000%	3.1091%	7,815,511	804,875	3,758	808,633	936,359	1,061,027	25	-	5,009,517	7%	530,589	5,540,106
72-0015-000	CROSS COUNTY COMMUNITY SCHOOLS	5,700,000	141,414	5,841,414	456,484	51,473	507,957	605,122	623,551	7,578,044	3.0000%	0.0000%	0.2711%	0.0452%	3.3163%	7,829,352	528,688	4,158	532,946	627,953	800,337	1,067,510	-	6,935,626	7%	530,463	7,466,089
72-0019-000	OSCEOLA PUBLIC SCHOOLS	4,547,472	151,515	4,698,987	338,229	999	339,228	394,964	5,963,289	6,524,26	3.0000%	0.3921%	0.0000%	0.1322%	3.5242%	6,352,348	408,927	1,250	402,037	421,246	575,431	324,239	-	5,277,873	7%	417,430	5,695,303
72-0032-000	SHELBY - RISING CITY PUBLIC SCHOOLS	5,298,381	53,919	5,352,300	509,160	425	509,585	631,704	1,230,348	7,723,937	3.0000%	0.0000%	0.0000%	0.1604%	3.1604%	7,968,064	592,740	461	593,201	775,384	1,162,574	1,013,601	-	6,450,489	7%	540,766	6,991,165
72-0075-000	HIGH PLAINS COMMUNITY SCHOOLS	5,284,666	677,521	5,962,187	389,138	4,858	393,996	417,730	328,151	7,102,064	3.0000%	0.0000%	0.0000%	0.4813%	3.4813%	7,349,307	443,155	4,231	447,386	423,191	298,229	704,139	-	6,884,640	7%	497,144	7,381,784
73-0017-000	ME COOK PUBLIC SCHOOLS	9,710,581	-	9,710,581	1,762,384	6,778	1,769,162	2,510,672	5,466,282	19,456,697	3.0000%	0.3385%	0.0000%	0.0000%	3.3385%	20,106,251	2,133,227	90	2,133,317	2,576,017	5,843,461	2,015,534	-	11,568,990	6%	1,167,402	12,736,392
73-0179-000	SOUTHWEST PUBLIC SCHOOLS	3,974,747	15,152	3,989,899	629,669	455	630,124	443,854	573,504	5,637,381	3.0000%	0.0000%	0.0000%	0.0000%	3.0000%	5,806,502	595,642	103	595,745	408,003	459,723	1,024,339	-	5,367,371	7%	394,617	5,761,988
74-0056-000	FALLS CITY PUBLIC SCHOOLS	8,088,828	665,785	8																							

Explanation of 2026/27 Property Tax Authority Calculation

SECTION A – TOTAL PROPERTY TAX & NON-PROPERTY TAX REVENUE

From the General and Special Building Funds only – Data collected and added together from the following sources:

- Property tax requests from the current budget year (Source 2025-26 LC-2)
- Non-property tax revenue reported in the previous year's Annual Financial Report (2023-24 AFR)
- 2024/25 SPED reimbursement as reported in the final FFR June 2025
- 2025/26 TEEOSA paid, including prior year correction

SECTION B – TOTAL BASE GROWTH %

The sum of the following percentages:

- 3%
- The annual percentage increase in the student enrollment of the school district multiplied by:
 - One if the school district's student enrollment has grown by an average of 3% over the preceding 3 years and 150 students over the 3 years; seven-tenths if the school district's student enrollment has grown by an average of 3% over the preceding 3 years; or four-tenths if the growth average is below 3%
- The percentage obtained by first dividing the annual increase in the total number of limited English proficiency students in the school district by the student enrollment of the school district and then multiplying the quotient by fifteen hundredths
- The percentage obtained by first dividing the annual increase in the total number of poverty students in the school district by the student enrollment of the school district and then multiplying the quotient by fifteen hundredths

SECTION C – REVENUE CAP

Total Property Tax & Non-Property Tax Revenue (Section A) multiplied by Total Base Growth Percentage total (Section B). This amount is the upcoming year's (2025-26) total revenue subject to the property tax cap authority calculation.

SECTION D – PROPERTY TAX REQUEST AUTHORITY

The sum of the Revenue Cap (Section C)

- LESS: Non-property tax revenue reported in the most recent available year's Annual Financial Report (2024-25 AFR) for the General and Special Building Funds. At certification data is updated with amended AFR data.
- LESS: 2025/26 SPED reimbursement amount (model uses estimate from November 2025 SPED FFR, certification is revised with final to pay in 2025/26)
- LESS: TEEOSA to be paid in the upcoming fiscal year including foundation aid and prior year correction

- PLUS: Prior years' unused property tax authority (2025-26 LC-2)

2025-26 Property Tax Request Authority is the maximum amount a district may request between its General and Building fund tax requests without additional Board approval. This amount does not take into account the levy or spending authority requirements, which may limit a district's request to an amount below its property tax request authority.

SECTION E - ADDITIONAL BASE GROWTH PERCENTAGE

With 70% Board approval the following additional percentage will apply:

- 7% with average daily membership of 471 students or less
- 6% with average daily membership of 472-3044 students
- 5% with average daily membership of 3045-10,000 students
- 4% with average daily membership of 10,001 or more students

SECTION F – ADDITIONAL PROPERTY TAX AUTHORITY IF BOARD APPROVED

Total Property Tax & Non-Property Tax Revenue (Section A) from the base year (2025-26) multiplied by the Additional Base Growth Percentage (Section E). This is the amount of additional property taxes for the General and Building fund that may be levied if the district obtains 70% board approval.

SECTION G – PROPERTY TAX REQUEST AUTHORITY Including additional board-approved amount

Sum of Property Tax Request Authority (Section D) and Additional Property Tax Authority (Section F) for the upcoming year (2026-27), which is the maximum amount a district could levy in the General and Special Building funds without obtaining a voter-approved override.

Superintendents Report

July 13, 2026

1. Electrical panel upgrades have been completed, along with updates of wiring in the kitchen area.
2. Work on the low interest energy loan possibility continues. We are working towards a “Commercial Energy Audit” completed by a licensed engineer, Kucirek Engineering, recommended by Facility Advocates. The facility committee met recently with engineers from Kucirek Engineering and engineers from Facility Advocates. The first step to work out a working agreement with Kucirek Engineering to continue the work.
3. To my knowledge, there are still currently no write in candidate for board elections. The potential candidate needs to file a notarized affidavit with the county clerk by October 23, 2026. Write in’s that haven’t filed an affidavit are not included in the count. Should there not be a write-in, the board could appoint after the election.
4. Budget preparations for the 2026-2027 year are gearing up. Most of the information needed for budget preparation is available; valuations aren’t due to the school until August 20. As part of the July board meeting, I plan to go through a very preliminary version. One of the first considerations will be whether or not to access up to a 7% increase of tax authority with a 70% board approval. This was done as part of the 2025-2026 budget. This could be done as part of the August board meeting, with prior notice (publication) that it will be considered.
5. Review of bus routes and bus driver rates for the 2026-2027 year are agenda items as part of the July meeting.
6. There are also several policies that have a required annual review and/or public hearing which will be addressed in August.
7. As was discussed, the plan is to adopt the new policy manual through NASB done by Perry Law Firm as a whole, and then review to make any revisions that may be necessary to have them fit the district over the coming months. At this time, board members should have access to the online policies through SPARQ Publishing.
8. The 2024 Ford Van is tentatively scheduled to go to Kansas City next week and should be back before school starts.

Sandhills Public Schools Staff Handbook

~~2025-2026~~ 2026-2027

~~*Approved July 14th, 2025~~ by the Sandhills Board of Education



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~~2025-2026~~ 2026-2027
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SANDHILLS PUBLIC SCHOOLS
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Sandhills Public Schools Staff Handbook
~~2025-2026~~ 2026-2027 School Year

FOREWORD

Section 1 Intent of Handbook

Welcome to Sandhills Public Schools! This handbook is intended to be used by staff and others to provide general information about Sandhills Public Schools and to serve as a guide to the District's policies, rules, and regulations, benefits of employment, and performance expectations.

References in this handbook to staff are intended to apply to all staff. This includes administrative staff, teachers, and classified staff members, to the extent the handbook deals with expectations and conduct.

Each staff member is responsible for becoming familiar with the handbook and knowing the information contained in it. Although the information found in this handbook is detailed and specific on many topics, the handbook is not intended to be all encompassing so as to cover every situation and circumstance that may arise. This handbook is intended to supplement other documents that deal with your employment, including your employment contract, the negotiated agreement between the Sandhills Public Schools and the Sandhills Education Association, and the policies and regulations of the Board of Education. In reading this handbook, please understand that where a direct conflict exists, state or federal law, the negotiated agreement, and Board policies and regulations will control.

Every staff member is subject to the Policies of the Board of Education. As such, every classified staff member should review the Policies of the Board of Education, available online at: <https://meeting.sparqdata.com/Public/Organization/sandhills>

The administration will be responsible for interpreting the rules contained in the handbook and shall have the right to make decisions and make rule revisions at any time. Should a situation or circumstance arise that is not specifically covered in this handbook, the administration will decide based upon applicable school district policies, state and federal statutes and regulations, and the best interests of the District. In the event that a staff member does not understand a provision of this Handbook, it is the staff member's responsibility to seek the administration's interpretation of such provision.

This handbook will be in effect for the ~~2025-2026~~ 2026-2027 and subsequent school years unless replaced by a later edition.

Section 2 Mission Statement

The Sandhills Public School mission is to develop K.N.I.G.H.T.S. Knowledgeable, noble, independent, grateful, honest, tenacious, successful citizens for an ever-changing world.

Section 3 Belief Statements

- We believe the Sandhills Public Schools exist for the benefit of all students and the community and shall work toward meeting the needs of each while encouraging and challenging all students to achieve their greatest potential.
- We believe the students of the Sandhills Public Schools should develop problem-solving and critical thinking skills leading them to become lifelong learners.
- We believe the students of Sandhills Public Schools should understand the importance of uniqueness in both themselves and others, becoming informed citizens who function as useful and productive members of society.
- We believe the students of the Sandhills Public Schools shall understand the operation, application, and function of current and developing technology in a changing society.

Article 1 – CONTRACT DAYS

Section 1 Contract Days

Teachers are contracted for 185 contract days for the school year. Contract days shall be serviced by individual teachers on varying schedules as established by the Superintendent or Superintendent's designee. Classified staff schedules are determined by administration, and/or their supervisor.

Section 2 Make-Up Days

In the event teachers are not required to report for duty due to inclement weather conditions or other circumstances whereby a duty day is canceled, such days shall not be credited as a contract day served. Make-up days will be scheduled by the administration during the contract year as needed to allow all teaching staff to serve the full number of contract days.

Article 2 – EMPLOYMENT, COMPENSATION AND BENEFITS

Section 1 Employment of Certified Teachers

On or after March 15 of each school year teachers may be requested to accept employment for the next school year. It is important for teachers to respond to the request to signify acceptance as a failure to signify acceptance of employment by the designated date shall constitute cause for amendment of termination of the teacher's contract.

Should a teacher wish to resign from employment the teacher must give written notice of resignation to the Superintendent. The request to resign may be acted upon by the Board of Education. Mid-year resignations and resignations given late in the spring for the following school year can present significant planning problems for the District. If a mid-year resignation is submitted, or a resignation for the following school year is submitted after April 15 or after the teacher has signified acceptance of employment for the next school year, the Board of Education may act to not accept the resignation unless a suitable replacement can be found.

Section 2 Assignments

The duties to be performed by a teacher or classified staff member with the District shall be subject to assignment by the Superintendent or designee. All employees will be expected to devote full time during days of school to the employees position and to perform the assigned

duties diligently and faithfully to the best of the employees ability. Job descriptions, where available, may provide additional information about the position duties.

In addition to the normal duties traditionally required of teachers, a teacher may be assigned such “extra duty” assignments to support the extra-curricular programs of the District, which shall be upon such terms and conditions and at such additional rate of compensation as the Teacher and the District may agree upon or as set forth in the negotiated agreement. The extra-curricular program of the District is an integral part of the overall educational program of the District. As such, a teacher shall not unreasonably refuse to accept such extra-duty assignments.

Section 3 Personnel File

The District will follow the requirements of state and federal law and regulation with regard to a teacher’s personnel file.

Section 4 Grievances and Complaints

Grievances regarding wages, hours, and conditions of employment set forth in the negotiated agreement, referring to Board Policy. All other employment related grievances or complaints shall be addressed through the administrative chain of command, including the process set forth in board policy.

Section 5 Compensation

Regular Salary and Extra-Duty Compensation. Compensation is paid only as authorized by the Board of Education. Teachers are paid a salary based on placement on the salary schedule set forth in the collectively bargained negotiated agreement between the District and the collective bargaining agent for the certificated teaching staff, and the extra-duty salary schedule also incorporated into the negotiated agreement. Classified Staff will be paid based on wages as determined by the Board of Education and/or administration.

Salary Payments. Salary is payable over twelve equal installments. Teachers will be paid on the payroll date each month. In no event shall the Board advance more than one month's salary to any staff member. Upon separation of a teacher’s employment, or upon fulfillment of the contract, the teacher may, at the option of the Board, be paid all salary due in one lump sum.

Section 6 Benefits

Teachers are provided benefits in accordance with the negotiated agreement. Classified staff will be provided benefits, based on their employment status and determination by the Board of Education.

Continued health insurance benefits are available through COBRA subject to certain qualifying requirements. A Notice of COBRA Continuation Coverage Rights is available in the Superintendent’s Office.

Section 7 Payroll and Payroll Deductions

Payroll deductions shall be made in accordance with law, the negotiated agreement, and/or consent of the teacher or staff member.

Section 8 Expense Reimbursement

Reimbursement for authorized mileage will be paid to teachers required to drive their own vehicles during their regularly scheduled working hours between two or more work sites. Teachers shall receive approval from their supervisor before incurring any mileage. Claims for reimbursement should be submitted to the appropriate supervisor. The allowable rate shall be governed by Board policy, unless otherwise required by law. The District is not liable for physical damage to employee vehicles. A request for reimbursement shall be accurate. Any teacher who falsifies a reimbursement request may be terminated from employment. District provided transportation shall be the first option, and mileage will only be paid if no such District transportation is available and only with prior authorization either by administration.

Materials necessary for instruction are provided by the District. If teachers and/or staff members need additional materials for instruction or school-related purposes, the request should be made to the Principal and/or Superintendent.

Reimbursement for purchase of materials or for meals or other expenses related to travel must be submitted to and approved by either the Principal or, if the expense relates to an activity, by the Athletic Director. The request for reimbursement should include an itemized receipt sufficient to establish that the expense was actually incurred and that the expense was reasonable and related to a school-purpose. There is no guarantee that staff will be reimbursed for the purchase of materials or meals. Therefore, staff should obtain prior authorization from the Principal and/or Superintendent before making such purchases.

Section 9 Injuries at Work

Accidents

Every accident which results in a personal injury must be reported to the Administration immediately. In the event the injury involves a student, the teacher responsible for the student either as teacher, coach or sponsor is responsible for making the report. If the injury occurs in the presence of the teacher and/or classified staff members, all persons present are also responsible for making a report.

Workers Compensation

Staff are required to immediately report any work-related injury and/or work-related medical condition to their supervisor and complete all appropriate paperwork.

Article 3 – ABSENCES FROM WORK

Section 1 Paid Leaves

All leaves (paid or unpaid) are identified in the Negotiated Agreement. If any teacher has a question about their availability or access to leaves, the teacher must contact the business office for verification. Classified staff leaves are identified according to position and the employee must contact the business office prior to the absence, or as soon as possible. **All employees will document all leaves in the current district provided software program, “Odie”. Administration will review for accuracy of reporting.**

Section 2 Payroll Deductions for Absences in Excess of Paid Leave

Should a teacher be absent from work in excess of the teacher's accumulated sick leave or other paid leaves called for in the negotiated agreement, the teacher's salary and fringe benefits (including the cost of premiums for group health insurance) may be reduced by the day or days of work missed on a per diem basis calculated using the number of days missed as the numerator, and the number of total contract days for the school years as the denominator.

Section 3 Jury Duty Leave

A teacher who is summoned for jury service must promptly notify the Principal. The teacher will be allowed time off for jury duty, pursuant to law.

There will be no loss of salary or deduction to the teacher for time spent in jury service. The District may, at its discretion, reduce the teacher's salary by an amount equal to any compensation, other than expenses, paid by the court for jury duty service.

If a teacher reports for jury duty in the morning and is then dismissed from jury duty for the remainder of the day, the employee is to report for work and resume duties for the balance of the day, except as may be otherwise arranged by the Principal.

Section 4 Family and Medical Leave Act

Employee Rights and Responsibilities under the Family and Medical Leave Act

Family and medical leave will be allowed under the terms and conditions of the Family and Medical Leave Act of 1993, as amended (FMLA).

Basic Leave Entitlement. FMLA provides up to 12 weeks of unpaid, job-protected leave to eligible employees for the following reasons:

- For incapacity due to pregnancy, prenatal medical care or childbirth;
- To care for your child after birth, or placement for adoption or foster care;
- To care for your spouse, son or daughter, or parent, who has a serious health condition; or
- For a serious health condition that makes you unable to perform your job.

The "leave year" for purposes of the FMLA is a "rolling" 12-month period, measured backward from the date of any FMLA leave usage.

Military Leave Entitlement. Eligible employees with a spouse, son, daughter, or parent on active duty or call to active-duty status in the National Guard or Reserves in support of a contingency operation may use their 12-week leave entitlement to address certain qualifying exigencies. Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered service member during a 12-month period. A covered

servicemember is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty that may render the servicemember medically unfit to perform his or her duties for which the servicemember is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list.

Benefits and Protections. During FMLA leave, a teacher's health coverage under a "group health plan" will be maintained on the same terms as if the teacher had continued to work. Upon return from FMLA leave, most employees must be restored to their original or an equivalent position with equivalent pay, benefits, and other employment terms.

An employee's use of FMLA leave will not result in the loss of any employment benefit that accrued prior to the start of the FMLA leave.

Eligibility Requirements. An employee is eligible if he or she has been employed with Sandhills Public Schools for at least one year, for 1,250 hours over the previous 12 months, and if there are at least 50 employees of Sandhills Public Schools within 75 miles of your work location.

Definition of Serious Health Condition. A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the teacher from performing the functions of his or her job or prevents the qualified family member from participating in school or other daily activities.

Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than three consecutive calendar days combined with at least two visits to a health care provider or one visit and a regiment of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

Use of Leave. An employee does not need to use FMLA leave entitlement in one block. Leave can be taken intermittently or on a reduced leave schedule when medically necessary. The teacher must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the District's operations. Leave due to qualifying exigencies may also be taken on an intermittent basis.

Substitution of Paid Leave for Unpaid Leave. The employee may choose, or the District may require use of accrued paid leave while taking FMLA leave. To use paid leave for FMLA leave, the teacher must comply with the District's normal paid leave policies.

Employee Responsibilities. The employee must provide sufficient information for the District to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Sufficient information may include that the person is unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care provider, or circumstances supporting the need for military family leave. The employee also must inform the District if the requested leave is for a reason for

which FMLA leave was previously taken or certified. The person also may be required to provide a certification and periodic recertification supporting the need for leave.

Employer Responsibilities. The District will inform employees requesting leave whether they are eligible under FMLA. If they are, the notice will specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, the District will provide a reason for the ineligibility.

The District will inform employees if leave will be designated as FMLA-protected and the amount of leave counted against the employee's leave entitlement. If the District determines that the leave is not FMLA-protected, the District will notify the employee.

Enforcement. An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer.

For additional information you may refer to FMLA posters on employee bulletin boards or contact the U.S. Wage and Hour Division at:

1-866-4US-WAGE (1-866-487-9243) TTY: 1-877-889-5627

www.wagehour.dol.gov

To submit a request for use of FMLA, or to plan for payment of benefits while on an FMLA leave, contact the Superintendent at (308) 538-2224.

Section 5 Military and Family Military Leave

Military leave and family military leave will be granted to the extent required by state and federal law and in accordance with Board Policy.

Staff requesting to take military leave or family military leave under the Nebraska statutes must notify the Superintendent at least 14 days in advance of taking such a leave if the leave will be for 5 or more consecutive days and consult with their Principal to schedule the leave to not unduly disrupt operations of the District. For leaves of less than 5 days, the teacher is to notify the Superintendent of the leave request as soon as practicable. Staff are to attach a copy of their orders to a leave request form when they prepare the request for military leave.

Section 6 Adoption Leave

Adoption leave will be permitted to be taken by an adoptive parent for the same time and on the same terms as the employee is permitted to take a leave of absence upon the birth of the staff child.

The adoptive parent leave of absence begins following the commencement of the parent-child relationship. The parent-child relationship commences, for purposes of adoption leave, when the child is placed with the teacher for purposes of adoption. The staff member shall be deemed to have waived any adoptive leave days not taken following the commencement of the parent-child relationship, except as the Superintendent and the teacher may otherwise agree. Advance notice of an anticipated adoption shall be provided by the teacher to the Superintendent as early as possible.

Section 7 Subpoena to Testify Leave

A staff member must promptly notify the Principal when the teacher receives a lawfully issued subpoena to testify in court or to give a deposition that may require an absence from duty.

In the event the subpoena involves a job-related matter in which the staff member is testifying on behalf of the District, the absence will be treated like a jury duty leave.

In the event the subpoena involves a personal matter, the staff member will be required to use available leave days. The Superintendent shall make the final determination as to whether a matter is personal to the staff member.

Section 8 Voting Leave

Staff members will be allowed paid time off to vote in an election if the staff member: (a) is a registered voter; (b) does not have 2 consecutive hours between the time of the opening and closing of the polls during which the teacher is not required to be present at work; and (c) applies for voting leave prior to or on election day with the Principal.

When voting leave is available, a staff member will be entitled to be absent from work on election day for such a period as will, when considering the employee's non-working time, total 2 consecutive hours between the time of the opening and closing of the polls. When voting leave is used, no deduction shall be made from the staff members salary on account of such absence. The Building Principal may specify the hours during which the employee may be absent for voting leave.

Article 4 – DUTIES AND RESPONSIBILITIES

Section 1 Hours of Work & Meetings

Regular, dependable, in-person attendance at work is an essential function of a teacher's employment position.

Certificated employees are required to serve at the playground, lunchroom and hall supervision as designated by the Principal.

Teachers shall attend meetings assigned by the Superintendent of Schools, principals, department heads and team leaders.

Section 2 Arrival to Duty Assignments

The duty day begins at 7:45 am and ends at 3:55 pm. This time frame represents the standard amount of time teachers must be available, and in the building, performing instructive duties. As professionals, teachers are fully aware it requires significantly more time, than the standard duty day hours, to successfully fulfill the requirements of their position. It is essential to be on time for the start of the school day in order to assist students or attend short notice meetings called by the administration. In the event a teacher is running late, they are to contact the main office to ensure their students are properly supervised until their arrival.

The Elementary School at Halsey will be opened at 7:35 a.m. and closed at 4:00 p.m. Monday through Thursday. However, parents are to stay informed regarding schedule changes which are communicated by messages, notes, or the school calendar. It is the responsibility of the parent to make certain their student is properly cared for outside of school supervised hours. On Friday school will be dismissed at 2:30 p.m., so the building will only be opened until 3:00 p.m. Children arriving before 7:35 a.m. should remain outside the building unless arrangements have been made with their teacher, or until the Purdum bus arrives at school. Supervision will be provided for students riding the Purdum bus after school until the bus returns to pick up students. Because the safety of your child is paramount to us, the supervisor will have a list of students staying after school. If you pick your child up early, please let the office know. Also, if your child does not usually stay after school and you would like them to, please contact the school secretary in advance in order to accommodate your needs. Students not riding the Purdum bus after school are to leave the school grounds immediately after school unless other arrangements have been made.

At the High School at Dunning, students are expected to arrive at school no more than 20 minutes prior to the first class or school program in which they are participating. Prior to that time, the school is not responsible for supervision of the students. Upon dismissal, students must leave the school grounds and proceed home or to a previously designated location unless participating in a school-sponsored activity. Teachers, coaches, and staff are welcome to make arrangements to have students arrive early or stay late under their direct supervision.

Classified staff members will arrive at the appointed time by the Superintendent or their designee ready for duty.

Section 3 Leaving School

Teachers and other staff members are to be always on duty during the school day. Teachers are considered on duty even during designated planning periods. An uninterrupted lunch period of not less than 30-minutes each day is provided to teachers during which they are not assigned teaching, supervisory, or other duties.

Teachers may not leave school during duty hours without the approval of the Principal. If the absence has been approved, the teacher must check out with the Principal's office when leaving and check back in with the Principal's office upon return. Teachers who need to leave during the school day for reasons of illness or emergency are to check out with the Principal's office and make sure that a responsible person has been notified of their unexpected absence so student coverage may be provided.

Classified staff members leaving the building for non-school reasons, should notify the business office prior to their departure and should clock out until they resume school duties. In the event a teacher is running late, they are to contact the main office to ensure their students are properly supervised until their arrival.

Section 4 Lesson Plans

Teachers are expected to maintain weekly lesson plans, which identify standards, daily objectives, instructional activities, tasks, etc. Teachers are required to turn in lesson plans on a weekly basis to the Superintendent/Principal unless otherwise directed. The preferred method of turning in lesson plans is electronically. The plans must be in a format accessible to the Principal or substitute teacher if the teacher is absent from school. The lesson plans must be sufficiently clear in establishing objectives and related activities so that they are easily used by a substitute teacher or other staff member not familiar with previous classroom activities or progress. The lesson plans must give specific reference to other instructional sources immediately available which will enhance the instructional lesson. Further, all teachers will incorporate a web-based program or platform related to class plans, assignments, and communication management as appropriate for their grade level and teaching assignments.

Section 5 Daily Class Records

Every teacher is required to keep a complete and easily understandable written or electronic record of the attendance and achievement of every student.

Upon request, a student's individual record in the teacher's class record shall be made available for review or copying. Information relating to other students should not be allowed to be seen by other students or parents.

Section 6 Classroom and School Procedures

Teachers are expected to adhere to the following classroom and school procedure in the performance of their duties:

1. Use of Cell Phones

Teachers shall not use personal cell phones during duty time unless the teacher is using a District-issued application or website that directly relates to their teaching duties.

Teachers are not to use cell phones or otherwise engage in distracted driving while transporting students. This rule applies to the driver regardless of whether the vehicle is in motion. The only exception to these rules is in the case of emergencies. Teachers will abide by all rules of the road and any applicable rules of the Nebraska Department of Education and the District relating to driving a motor vehicle. Seat belts and child restraint systems will be utilized by all occupants.

2. Use of Teacher Aides

Teacher aides provide valuable assistance in the educational process and allow teachers to carry out their responsibilities in a more efficient and effective manner. A teacher aide must not, however, assume teaching responsibilities. The teacher must maintain the role of leadership and responsibility for the students, with the teacher aide in a supportive role. Teachers ultimately bear responsibility for the actions that occur in the classroom. A teacher aide is not a sufficient substitute for a teacher's duties. Teacher aides may be used to assist the teacher by, among other

tasks, assisting with instructional activities under the direction of the teacher, helping to supervise students, copying tests and other written material, organizing class materials, preparing bulletin boards, grading tests or class work, and calculating grades and recording grades. Teacher aides are to work only on their assigned workdays and within their assigned workday. If the teacher desires the aide to work hours other than the assigned work hours or assigned workday, contact the administration for approval.

3. Classroom Environment

At all times, teachers are expected to organize, maintain, and ensure that their classroom is in a safe, orderly, and clean condition for student learning. Classrooms should be free from distractions (such as inappropriate or unprofessional posters or other displays) and other apparatus that may cause student health problems (such as essential oils and/or essential oil diffusers). Teachers who are uncertain as to whether their classroom meets this requirement are encouraged to consult with their building principal in a proactive manner.

Section 7 Supervision of Students

Proper supervision of students is necessary for teachers and other adults responsible for students. Teachers and other adults responsible for student supervision are expected to meet the four “P’s” for student supervision and safety.

1. Proper Supervision

- Report to all duty assignments on time.
- Circulate through your duty area. Pay particular attention to areas and activities that pose an increased risk of injury.
- Be vigilant while supervising students. Never leave the classroom unattended; the need to make a copy is not greater than the need to supervise students. If an emergency requires that a teacher leave the classroom, request that another nearby staff member cover the class, or notify the office so someone can help. If the teacher is on recess duty, the teacher’s responsibility is to supervise the students in the assigned area. When talking with other adults or students, the primary duty is supervision, and the teacher is to be aware of what all students are doing.
- Students are not to be in the buildings after school hours unless they are directly supervised by a teacher or staff member assigned specific supervision duties by the Principal or Superintendent. Coaches are required to supervise their athletes until the last one leaves the locker room / building for the evening.
- Be responsible for your own classroom and or hallway area lights. If you are the last one in the building, please help to ensure all lights are out and the doors are locked.
- If the teacher has seen or has been informed that a particular student has a propensity to act dangerously or in an unpredictable manner, the teacher’s supervision of that student must increase with the known risk of injury.

(Remember, though, that this type of information may be confidential—do not share confidential information about students except with other staff who need to know the information to perform their jobs).

- Be careful with touching students. Use of corporal punishment is prohibited. Touching students should be limited to that necessary to protect the student from harm (e.g., falling from playground equipment) and that which professional educators determine appropriate for purposes of proper student relationships.
- Be careful with language. Profanity or abusive language may not be used. Teachers must be good role models for students. If a student uses such language, the teacher should correct the student and take such disciplinary action as is appropriate, which may include making a report to administration.

2. Proper Instructions

- Proper instructions are important to reduce the risk of injury when students undertake an activity, especially an activity that has an increased risk of harm to students.
- Repeat the instructions on how to complete a task that has a heightened risk of danger, as often as needed. Do not assume because students heard the directions once they will be remembered.

3. Proper Maintenance of Buildings, Grounds, and Equipment

- Conduct periodic inspections of equipment under your control or in your area of supervision.
- If equipment is broken and presents a risk of injury, immediately take it out of service (if it can't be moved, tape a "Do Not Use" sign) and notify the Principal immediately so repairs may be undertaken.

4. Proper Warnings

- If you have knowledge of a hazard that can likely cause injury, take steps to warn other staff and students. Tell the Principal immediately so additional warnings may be given.

Contact the Principal for Assistance

The Principal should be contacted immediately when a situation exists which could cause injury to students or others. Examples include:

- student fight
- student health problem (fainting, bleeding, high temperature, difficulty breathing, etc.); if the Principal cannot be immediately located, call 911 if the problem appears to be of immediate and serious concern
- a report or a suspicion that a student has a weapon or other dangerous item or drugs, alcohol, or other illegal substances
- presence of an intruder (a non-student or staff member who refuses to go to the office)

Student Searches

The Principal should also be contacted before performing searches of students or their belongings. A student suspected of having an item in violation of school rules should be directed to wait until an administrator or law enforcement is present. Do not use physical force to detain the student or to make the student accompany you except as reasonably necessary to protect the student or others.

Student Rights

Students should be treated fairly and given the same treatment without consideration of race (including skin color, hair texture and protective hairstyles), color, religion, gender, or disability. Students who need reasonable special accommodation should be given those accommodations as needed for them to participate in school and school activities. Further, students have the right to have their school records kept confidential. Such information should be shared only with other school staff with a need to know the information to perform their duties.

Section 8 Managing Student Conduct

Discipline is everyone's responsibility. It begins with the student being responsible for his/her own behavior and understanding the consequences it may cause. The teacher is responsible for articulating classroom expectations at the beginning of the school year, implementing the classroom expectations on a consistent basis, and being familiar with the student handbook. All staff are responsible for all students in the hallways, in the restrooms, at assemblies, at pep rallies, in other open spaces and during lunch. Consequences for inappropriate behavior may include students making up time before or after school, a student or a parent conference, or a referral to an administrator.

Read the student-parent handbook and work to incorporate its policies and guidelines into your personal teaching style and classroom management strategies. Do not create rules or procedures that are in conflict with the legal board approved student-parent handbook. Any questions regarding such rules or procedures are to be directed to the Superintendent/Principal.

The following guidelines will assist in maintaining appropriate student conduct and complying with the process required for student discipline.

1. On the first day of class, students must be made aware of classroom expectations.
2. It is important to document student behavior in your classroom, calls to parents, referrals, and/or communications with a student.
3. If, after attempts to improve student behavior, problems continue, talk to the Principal about possible alternatives in discipline procedures. Be attentive and respond to “bullying.”
4. If a student continues to cause problems, inform the Principal. Be sure to state the problem clearly and expectations in terms of assistance, as, at times, the student’s and teacher’s stories are different. Be prepared to provide documentation.

4. Follow up on any referral. The student may not go to the Principal or the counselor when sent.
5. Refer students with continued and significant behavioral problems to the student assistance team for a determination of whether the student needs special services. Contact the counselor if you have questions as to the procedure.
6. Talk with other teachers about the classroom management techniques they use to establish an atmosphere conducive to learning in their classroom. A large repertoire of classroom management techniques always enhances learning.
7. Read and understand the student handbook and the student conduct rules of the District.
8. Use good judgment when dealing with difficult situations involving students. Physical confrontation generally escalates tense situations. Corporal punishment is prohibited in the District and is not to be used. Physical force may only be used to the extent reasonably necessary to protect the student, yourself, and others, and to protect property as may be reasonable.
9. Violations of student rules which are also violations of state law are required to be reported to law enforcement. Make a report of such conduct to the Principal so this law may be followed.

Section 9 Dispensing Medication

Teachers are not permitted to give any medication to students unless trained under the Medication Aid Act. Students who need to take prescription medicine must have a signed parent release form on file in the office. Medications are to be taken in the presence of the office staff, the nurse, or medication aide and are to be stored in the nurse's office; except for students who have a diabetes self-management or asthma self-management plan. Medical procedures are not to be administered in the classroom except in accordance with the District's Safety and Security Management Plan and the District's Emergency Protocol. Any questions about these rules are to be addressed to the Principal.

Section 10 Reporting Child Abuse

Teachers are to promptly report to the appropriate law enforcement agency and the Principal when they have reasonable cause to believe that a child has been subjected to abuse or neglect, including sexual abuse, or circumstances which reasonably would result in abuse or neglect. Administrative staff may sometimes choose to make a report for a teacher. However, simply informing a Principal or supervisor does not end the teacher's responsibility; teachers are obligated by law to make certain a report was made if they do not do it themselves.

Article 5 – PERSONAL AND PROFESSIONAL CONDUCT

Section 1 Professional Ethics Standards

The School District expects its certificated employees to adhere to the professional ethics standards established by the Nebraska Department of Education as such standards may be modified from time to time. The professional ethics standards which certificated employees are expected to adhere include those set forth below. References to “educator” shall include all certificated employees of the District.

Preamble

The educator shall believe in the worth and dignity of human beings. Recognizing the supreme importance of the pursuit of truth, the devotion to excellence and the nurture of democratic citizenship, the educator shall regard as essential to these goals the protection of the freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator shall accept the responsibility to practice the profession to these ethical standards.

The educator shall recognize the magnitude of the responsibility he or she has accepted in choosing a career in education, and engages, individually and collectively with other educators, to judge his or her colleagues, and to be judged by them, in accordance with the provisions of this code of ethics.

The standards listed in this section are held to be generally accepted minimal standards for public school certificate holders in the State of Nebraska and for all educators, including administrators, with respect to ethical and professional conduct.

Principle I - Commitment as a Professional Educator:

Fundamental to the pursuit of high educational standards is the maintenance of a profession possessed of individuals with high skills, intellect, integrity, wisdom, and compassion. The educator shall exhibit good moral character, maintain high standards of performance, and promote equality of opportunity.

In fulfillment of the educator's contractual and professional responsibilities, the educator:

- A. Shall not interfere with the exercise of political and citizenship rights and responsibilities of students, colleagues, parents, school patrons, or school board members.
- B. Shall not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs and activities.
- C. Shall not use coercive means, or promise or provide special treatment to students, colleagues, school patrons, or school board members to influence professional decisions.
- D. Shall not make any fraudulent statement or fail to disclose a material fact for which the educator is responsible.
- E. Shall not exploit professional relationships with students, colleagues, parents, school patrons, or school board members for personal gain or private advantage.

- F. Shall not sexually harass students, parents or school patrons, employees, or board members.
- G. Shall not have had revoked for cause in another state a teaching certificate, administrative certificate, or any certificate enabling a person to engage in any of the activities for which a special services counseling certificate is issued in Nebraska.
- H. Shall not engage in conduct involving dishonesty, fraud, deceit, or misrepresentation in the performance of professional duties.
- I. Shall report to the Superintendent any known violation of paragraphs G, E, or B above.
- J. Shall seek no reprisal against any individual who has reported a violation of this rule.

Principle II - Commitment to the Student:

Mindful that a profession exists for the purpose of serving the best interests of the client, the educator shall practice the profession with genuine interest, concern, and consideration for the student. The educator shall work to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator:

- A. Shall permit the student to pursue reasonable independent scholastic effort and shall permit the student access to varying points of view.
- B. Shall not deliberately suppress or distort subject matter for which the educator is responsible.
- C. Shall make reasonable effort to protect the student from conditions which interfere with the learning process or are harmful to health or safety.
- D. Shall conduct professional educational activities in accordance with sound educational practices that are in the best interest of the student.
- E. Shall keep in confidence personally identifiable information that has been obtained in the course of professional service, unless disclosure serves professional purposes, or is required by law.
- F. Shall not tutor for remuneration students assigned to his or her classes unless approved by the Board of Education.
- G. Shall not discipline students using corporal punishment.

Principle III - Commitment to the Public:

The magnitude of the responsibility inherent in the education process requires dedication to the principles of our democratic heritage. The educator bears responsibility for instilling an understanding of confidence in the rule of law, respect for individual freedom, and a responsibility to promote respect by the public for the integrity of the profession.

In fulfillment of the obligation to the public, the educator:

- A. Shall not misrepresent an institution with which the educator is affiliated and shall take added precautions to distinguish between the educator's personal and institutional views.

- B. Shall not use institutional privileges for private gain or to promote political candidates, political issues, or partisan political activities.
- C. Shall neither offer nor accept gifts or favors that will impair professional judgment.
- D. Shall support the principle of due process and protect the political, citizenship, and natural rights of all individuals.
- E. Shall not commit any act of moral turpitude, nor commit any felony under the laws of the United States or any state or territory.
- F. Shall, with reasonable diligence, attend to the duties of his or her professional position.

Principle IV - Commitment to the Profession:

In belief that the quality of the services to the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to improve service, to promote a climate in which the exercise of professional judgment is encouraged, and to achieve conditions which attract persons worthy of the trust to careers in education. The educator shall believe that sound professional relationships with colleagues are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to the profession, the educator:

- A. Shall provide upon the request of an aggrieved party, a written statement of specific reasons for recommendations that lead to the denial of increments, significant changes in employment, or termination of employment.
- B. Shall not misrepresent his or her professional qualifications, nor those of colleagues.
- C. Shall practice the profession only with proper certification and shall actively oppose the practice of the profession by persons known to be unqualified.

Principle V - Commitment to Professional Employment Practices:

The educator shall regard the employment agreement as a pledge to be executed both in spirit and in fact. The educator shall believe that sound personnel relationships with governing boards are built upon personal integrity, dignity, and mutual respect.

In fulfillment of the obligation to professional employment practices, the educator:

- A. Shall apply for, accept, offer, or assign a position or responsibility on the basis of professional preparation and legal qualifications.
- B. Shall not knowingly withhold information regarding a position from an applicant or employer or misrepresent an assignment or conditions of employment.
- C. Shall give prompt notice to the employer of any change in availability of service.
- D. Shall conduct professional business through designated procedures, when available, that have been approved by the employing agency.
- E. Shall not assign unqualified personnel, tasks for which an educator is responsible.
- F. Shall permit no commercial or personal exploitation of his or her professional position.
- G. Shall use time on duty and leave time for the purpose for which intended.

Section 2 Evaluations

Evaluations of teachers will be conducted in accordance with the District's evaluation policy. Supervisors reserve the right to observe, appraise or evaluate teachers more frequently than required by policy on an as-needed basis. Teachers are expected to participate constructively and positively in the evaluation process and to accept and implement constructive suggestions and improvement strategies developed by the administration.

Section 3 Role Model

At all times, teachers serve as role models for students and their actions and conduct reflect on the school as a whole. Teachers are in all respects to conduct themselves in a professional manner.

Notification of Arrest

Teachers must notify Superintendent by the next business day after:

1. Arrest or Criminal Charges. The teacher is arrested, ticketed, or issued a criminal charge where:
 - a. The maximum penalty for the crime equals or exceeds six months incarceration.
 - b. The crime relates to abuse, neglect or endangerment of a minor, a minor was allegedly a victim or a witness, or the crime involves alleged sexual misconduct.
 - c. Conviction would impact performance of teacher's job responsibilities, including offenses that:
 - i. Would impact the responsibility to be a role model for students or relations with other employees of Sandhills Public Schools;
 - ii. Would impact the teacher's ability to operate a motor vehicle if the teacher at times needs to travel during duty time or the teacher at times drives students; or
 - iii. Would impact the teacher's Commercial Drivers License if the teacher's job requires that the employee have a CDL.
 - d. The arrest or the alleged criminal activity occurred while the teacher was on duty, on property of Sandhills Public Schools, or in a school owned or utilized vehicle, or at a school-supervised activity or school-sponsored function.

Teachers must also promptly report to the Superintendent whenever the teacher has been sentenced to be incarcerated for any period, even if the offense is not otherwise reportable.
2. Certificate or License. The teacher becomes aware that a complaint has been filed against the teacher that could affect a certificate or license required for the teacher's position. This includes proceedings of the Nebraska Department of Education related to an alleged violation of the NDE Standards of Conduct and Ethics, Chapter 27, and proceedings of the Health and Human Services related to an alleged violation of the professional standards of conduct for the teacher's position.

3. Child Abuse. The teacher becomes aware that a report of child abuse or neglect has been made against the teacher under the Child Protection Act.

Further, teachers must give full disclosure of any Child Protection Act investigation that resulted in an “inconclusive” determination that occurred at any time. Teachers must disclose such findings within ten days following the Teacher’s notice of such determination.

Teachers must give full disclosure of the existence and nature of the above proceedings and must also promptly notify the Superintendent of the disposition of the proceedings.

Legal documents relating to the proceedings shall be treated and maintained as part of the teacher’s confidential criminal background file.

Failure to notify as required under this section may subject the teacher to disciplinary action, including termination.

Civility

Each staff member shall behave with civility, fairness, and respect in dealing with fellow employees, students, parents, patrons, visitors, and anyone else having business with Sandhills Public Schools. Uncivil behaviors are prohibited. Employees may be subject to disciplinary action up to and including termination for engaging in uncivil behaviors.

Uncivil behaviors are any behaviors that are physically or verbally threatening, either overtly or implicitly, as well as behaviors that are coercive, intimidating, unprofessional, violent, or harassing. Such interactions are prohibited in all forms of communication, including telephone conversations, voice mail messages, face-to-face conversations, written communications, social media communications and email messages.

Any teacher aware of another teacher’s uncivil behavior shall report the conduct to the teacher’s immediate supervisor or to the Superintendent. There will be no retaliation against the person for making the report.

Tobacco

The use of tobacco products is prohibited on school grounds.

“Tobacco products” means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), electronic nicotine delivery systems, alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. This does not preclude adults from wearing non-visible nicotine patches, or using nicotine gum without displaying the product container, as part of a smoking cessation program.

Section 4 Relationships

It is important for teachers to maintain an effective working relationship with the administration and all co-workers, including other teachers and support staff. Teachers must maintain appropriate relationships with students and the community, including parents and patrons. Appropriate relationships are established by extending social courtesies, following through on commitments and promises, complying with administrative directives and Board policies, being prompt and responsive to questions and concerns, being honest and consistent, and not intruding into personal matters outside the scope of duties or gossiping or spreading rumors about others.

Professional Boundaries Between Employees and Students

All teachers are expected to observe and maintain professional boundaries between themselves and students. A violation of professional boundaries will be regarded as a form of misconduct and may result in disciplinary action.

The following non-exclusive list of actions will be regarded as a violation of the professional boundaries that teachers are expected to maintain with a student:

Using e-mail, text messaging, instant messaging, or social networking sites to discuss with

- a student a matter that does not pertain to school-related activities, such as the student's homework, class activity, school sport or club, or other school-sponsored activity. Electronic communications with students are to be sent simultaneously to multiple recipients, not to just one student, except where the communication is clearly school-related and inappropriate for persons other than the individual student to receive (for example, e-mailing a message about a student's grades).
- Engaging in social-networking friendships or communications with a student on social networking sites. Material that employees post on social networks that is publicly available to those in the school community must reflect the professional image applicable to the employee's position and not impair the employee's capacity to maintain the respect of students and parents or impair the employee's ability to serve as a role model for children. Employees shall not friend, communicate with, or follow students on any social networking site.
- Engaging in sexual activity, a romantic relationship, or dating a student or a former student within one year of the student graduating or otherwise leaving the District.
- Making any sexual advance - verbal, written, or physical - towards a student.
- Showing sexually inappropriate materials or objects to a student.
- Discussing with a student sexual topic that are not related to a specific curriculum.
- Telling sexual jokes to a student.

- Invading a student's physical privacy (e.g., walking in on the student in a restroom).
- Hugging or other physical contact with a student that is initiated by the employee when the student does not seek or want this attention.
- Being overly "touchy" with a specific student.
- Allowing a specific student to get away with misconduct that is not tolerated from other students, except as appropriate for students with an IEP or 504 Plan.
- Discussing with the student the employee's problems that would normally be discussed with adults (e.g., marital problems).
- Giving a student a ride in the employee's personal vehicle without express permission of the student's parent or school administrator unless another adult is in the vehicle.
- Taking a student on an outing without obtaining prior express permission of the student's parent or school administrator.
- Inviting a student to the employee's home without prior express permission of the student's parent and school administrator.
- Going to the student's home when the student's parent or a proper chaperone is not present.
- Giving gifts of a personal nature to a specific student.
- Discussing alcohol, tobacco, or other illicit drugs in a non-instructional setting, such as describing a party that the employee attended.
- Discussing another student's or employee's personal matters when it is not appropriate outside of the instructional setting.
- "Grooming," which includes building trust with a student and individuals close to the student in an effort to gain access to and time alone with the student, with the ultimate goal of engaging in sexual contact or sexual penetration with the student, regardless of when in the student's life the sexual contact or sexual penetration would take place.

Appropriate exceptions are permitted to the foregoing for legitimate health or educational purposes and for reasons of family relationships between employees and their children who are students in the District. A teacher seeking an exception must receive advance approval from his or her Principal. If a teacher is unable to communicate with their Principal in advance (such as in the event of an emergency), the teacher must notify the Principal as soon as possible, but not later than 24 hours immediately following the event.

A teacher who violates this policy may face discipline, up to and including termination of

employment, and may be referred to the appropriate certification or credentialing agencies for further discipline. A violation of this policy will result in referral to the Department of Health and Human Services, law enforcement, or both.

Section 5 Professional Attire

Teachers are expected to dress professionally on a daily basis. There is no "gold standard" which defines what one must wear. However, as a general rule, jeans and non-education related t-shirts are not allowed and teacher attire must be professional in nature. Teachers may dress according to their job duties for the day. For example, P.E. Teachers may wear suitable physical education attire or the science teacher may wear jeans on an "outside lab day". Fridays are the only days in which teachers may wear jeans without prior administrative approval. Fridays are not meant to be completely casual. Teachers are to still maintain attire that sets them apart from the students in a professional manner. Fridays are great days to wear Knights or spirit apparel in support of our student's activities. Teachers will avoid t-shirts on Fridays (unless they are "Knights" or school related t-shirts). All employees must realize portraying a positive public image is very important. Proper professional attire is an essential part of a positive public image and a respectable school environment. Specific questions regarding teacher attire should be addressed with the Principal or Superintendent.

Section 6 Private Tutoring

Teachers are encouraged to provide individual assistance to students as a part of their duties. Teachers who engage in private tutoring for pay (compensation of any kind from a source other than the District) are subject to the following rules:

1. The teacher is discouraged from providing private paid tutoring in the school district.
2. The teacher is not to provide private tutoring during duty time.
3. The teacher is not to advertise or promote the teacher's private tutoring services in the school or in the school's communications systems except with the express permission of the Superintendent or designee.

Section 7 Outside Employment

Teachers shall not perform duties unrelated to District employment during duty hours without the prior permission of the Superintendent. In addition, teachers shall not engage in employment which conflicts with their school duties. Teachers are not required to notify the District of outside employment except: (1) teachers who are also employed by another Nebraska school district to comply with Nebraska State Retirement System regulations and (2) teachers who have a work-related injury in order to comply with workers' compensation requirements.

Section 8 Safe Transportation

When driving a school vehicle or transporting students, teachers are to abide by all rules of the road and any applicable rules of the Nebraska Department of Education and the District relating to driving a motor vehicle. Seat belts and child restraint systems must be utilized by all occupants.

When transporting students, teachers are not to use cell phones or otherwise engage in distractions. This rule applies to the driver regardless of whether the vehicle is in motion. The only exception is in the case of emergencies.

Article 6 – ACADEMIC MATTERS

Section 1 Teaching to Student Understanding to Assure Learning

Each teacher is responsible for teaching in a manner to meet the mission of the District and to assure student understanding and learning of the principles and concepts to be presented to students within the curriculum adopted by the District. Teachers will model classroom instruction on the educational model implemented by the District and reflected in the teacher evaluation instrument adopted by the Board of Education. Teachers are responsible for familiarizing themselves with the instructional model and the principles of instruction set forth in the evaluation instrument.

State and federal laws and regulations have been enacted which require that students with certain needs be provided instruction and services consistent with those special needs. Examples include students who have been verified as in need of special education (“special education students”), students with other disabilities which impact the educational program (“504 students”), and limited English proficient students (“LEP or ELL students”). The District’s policy is to comply with the state and federal laws and regulations in all respects. Teachers who are assigned special education, 504, or LEP/ELL students are required to provide instruction and services consistent with legal requirements and the requirements of Board policy and regulation.

Section 2 Measuring and Reporting Academic Achievement

Grades and Grading. Measuring and accurately reporting the level of each student’s academic achievement is of critical importance to students, parents, staff, the board of education and community. To this end, each teacher shall develop a variety of assessment instruments and techniques to measure student achievement in the curriculum adopted and implemented by the school district, record the results of such assessment, and report such results on report cards. Teachers should endeavor to measure student learning and understanding on a frequent basis during each quarter to provide an accurate evaluation of each student’s academic achievement for that period.

Recording Grades. Student grades are to be managed on the district's student record system called PowerSchool. Grade books are available for those who like to keep a written record in addition to the electronic grade book on PowerSchool/ PowerTeacher. PowerSchool offers unique ways for the teacher to communicate with parents regarding classroom performance on assignments and tasks. Please refer to the student handbook regarding the grading scale. Teachers are required to update their students' grades on a weekly basis. Many teachers update on Fridays to reflect the students' performance for the week. However, the deadline for weekly grade updates is 3:55 pm on Mondays. This allows the High School Faculty to have current and accurate information for the eligibility list that comes out on Tuesday mornings.

After the third full week of each semester the principal will put out a weekly academically ineligible list. A preliminary list of students who have failing grades will be sent to teachers by

Monday morning. The teachers and the students have the school day on Monday to communicate and make plans to rectify any failing grades. A student who is on the preliminary list can be removed from the weekly ineligible count by either getting their grade to a passing level by the end of the school day on Monday or by a teacher exempting them from the list in the class, or classes, they are failing. Teachers are expected to communicate with both the student directly and with parent(s) or guardian about why the student is failing and what the student can do to get their grade to a passing level. If a student is on the ineligible list, they will be considered ineligible from Tuesday morning to the next Tuesday morning. Regardless of when the student gets their grade to a passing level their ineligibility will last one calendar week.

Reconsideration of Grades/Marks

Questions raised concerning duly assigned grades should be resolved cooperatively in a conference which includes the teacher(s) involved and the Principal. In the event a grade is questioned by parents or students, the parents/guardians and/or student may be included in the conference.

Failure to resolve the issue may result in a second conference involving the Superintendent or designee and the participants in the initial conference described above. The grades designated by teachers will not be changed unilaterally by the Superintendent unless the Superintendent determines that the grade is not consistent with the requirements of law, Board policy, or the best interests of the District.

Reduced Credit. Some students in certain situations may qualify for less than the number of credits normally granted for a course. If a student is excessively absent from a class for any particular reason, a teacher may request reduced credit. All cases of reduced credit should be approved by the Principal.

Reports to Parents. Grades and credit are assigned on a quarter or semester basis. Reports will be made available to parents at the close of each ~~quarter~~ term during the school year.

Section 3 Parent-Teacher Conferences

Parent-Teacher conferences are a critical opportunity for teachers to dialogue with parents (or guardians) of students regarding student achievement and learning. To this end, Parent-Teacher conferences will be scheduled and held during the school year. Teacher attendance at Parent-Teacher conferences is mandatory. A teacher may only be excused from attendance at Parent-Teacher conferences by the Administration and in advance.

Teachers are expected to be prepared for such conferences. Being prepared includes having completed grade books which include all student assignments, work or tests completed before the Parent-Teacher conference.

Article 7 – USE OF SCHOOL FACILITIES AND EQUIPMENT

Section 1 Drug-Free Workplace

The District has established the school as a drug-free workplace. The drug-free workplace for this purpose includes school grounds, school utilized vehicles, and places in which school activities are held.

The unlawful manufacture, distribution, disposition, possession, or use of tobacco (including electronic nicotine delivery systems), alcohol or a controlled substance is prohibited in the workplace. The possession, use or distribution of illicit drugs or alcohol, the use of glue or aerosol paint or any other chemical substance for inhalation, and being under the influence of illicit drugs, alcohol, or inhalants, is prohibited in any place on school grounds, in a school utilized vehicle or any location over which the District had control. The possession or distribution of a look-alike drug or look-alike-controlled substance is similarly prohibited. Any level of impairment from illicit drugs, alcohol, or inhalants, and the presence of any odor of illicit drugs (such as marijuana) or alcohol on a teacher in the workplace or on duty time shall be a violation of the drug-free workplace. In addition, teachers are expected to serve as role models for students and will be considered to have violated the District's expectations in the event the teacher commits a criminal drug or alcohol offense off the workplace or off duty time.

As a condition of employment teachers will abide by the District's drug-free workplace policies and notify the Superintendent of any criminal drug statute arrest, citation, or conviction for a violation occurring in the workplace no later than 5 days after such arrest, citation, or conviction. Disciplinary sanctions up to and including termination of employment and referral for prosecution will be imposed for violations of the District's drug-free workplace policies.

Section 2 Weapon-Free Workplace

The District prohibits any person from being in possession of a weapon at a school attendance facility, on school property, at a school-supervised activity, or at a school-sponsored function. Any teacher or staff member found to be in violation of this policy shall be subject to disciplinary action, up to and including termination. Teachers shall refer to the District's Board Policies on weapons to determine what qualifies as a weapon. If a teacher remains uncertain whether an object constitutes a weapon, the teacher must consult the Administration in advance for a final determination.

Section 3 Use of District Computer Network and Internet

Teachers have access to the District's computer network and the Internet for the enhancement and support of student instruction. It is important to remember that the equipment and the software are the property of the District.

As a condition of using the computers and the Internet, staff agree to the following:

1. Since copyright laws protect software, staff will not make unauthorized copies of software found on school computers by any means. Teachers will not give, lend, or sell copies of software to others unless the original software is clearly identified as shareware or in the public domain.

2. If a teacher downloads public domain programs for personal use or non-commercially redistributes a public domain program, the teacher assumes all risks regarding the determination of whether a program is in the public domain.
3. Teachers shall not access material that is obscene, child pornography or otherwise inappropriate matter for educational or work-related uses or contrary to the District's mission. Teachers are not permitted to knowingly access information that is profane, obscene, or offensive toward a group or individual based upon race (including skin color, hair texture and protective hairstyles), color, national origin, religion, disability, age, sex, or other protected category. Further, teachers are prohibited from placing such information on the Internet.
4. Teachers will protect the privacy of other computer users' areas by not accessing their passwords without written permission. Teachers will not copy, change, read, or use another person's files. Teachers will not engage in "hacking" or otherwise attempt to gain unauthorized access to system programs or computer equipment.
5. Teachers will not disclose their passwords and account names to anyone or attempt to ascertain or use anyone else's password and account name.
6. Teachers will not attempt to log in to the system as someone other than themselves without the other person's prior permission.
7. Teachers will not use the school network or computers for financial gain or for any commercial or illegal activity.
8. The District reserves the right to inspect a teacher's school computer and computer usage at any time. Teachers have no privacy rights or expectations of privacy regarding use of the District's computers or Internet system.
9. The computer system is not a public forum. It is provided for the limited purpose of advancing the District's mission.
10. Teachers shall not use or access the Internet for any reason that would violate the request that a teacher serve as a role model for students.

Any violation of any part of this agreement or any other activity which school administrators deem inappropriate will be subject to disciplinary action.

Section 4 Use of School Facilities

A staff member who is issued school keys or fobs shall not lose their keys or fobs and shall not allow others to have access to or to use their keys or fobs. Staff are permitted to have access to school facilities during non-school time provided such access is for work-related purposes or has been approved in advance by the Principal.

Use of school supplies (paper, staples, etc.), school equipment (copiers, fax machines, telephones, etc.) and school postage is to be for approved school-related purposes only. Excess or surplus supplies or equipment, including items which have been placed in the trash, must not be removed for non-school use without prior approval from the Principal.

Section 5 Care of School Property

Teachers are responsible for the proper care of all books, equipment, computers, supplies, and furniture supplied by the school. If an item needs maintenance or repair, report it to the Principal. If a teacher learns that a student has damaged school property or equipment, or if a teacher is

responsible for damage to school property, the teacher must promptly report it to the Principal so the item may be replaced or repaired (if possible) and appropriate responsibility for the cost of replacement or repair may be determined.

Section 6 Video Surveillance

The Board of Education has authorized the use of video cameras on School District property to ensure the health, welfare and safety of all staff, students, and visitors to District property, and to safeguard District facilities and equipment. Video cameras may be used in locations as deemed appropriate by the Superintendent.

Section 7 Recording of Others

To ensure the privacy and confidentiality of student information, no person (including a teacher) is authorized to record or transmit any sound or image of any person (including themselves) without the prior consent or authorization of either (1) the person or persons being recorded or whose image or sound is being transmitted, (2) by authorized staff for purposes of child welfare (for example, to record images of injuries to students caused or believed to be caused by another person), or (3) the Principal or Principal's designee. This prohibition applies to all persons, regardless of the content or context of the image or sound; however, this provision shall not apply to District-sponsored athletic or activity events where the focus of the recording or transmission is on the student performances or activity. Nothing in this provision shall prohibit the recording of an Individualized Education Program meeting if the recording is necessary to ensure that the parent understands the IEP or the IEP process or to implement other parental rights guaranteed by the Individuals with Disabilities Education Act.

Section 8 Copyright and Fair Use Policy

It is the District's policy to follow the federal copyright law. Teachers are reminded that, when using school equipment and when performing school duties, they also must follow the federal copyright laws. The federal copyright law governs the reproduction of works of authorship.

Copyrighted works are protected regardless of the medium in which they are created or reproduced; thus, copyright extends to digital works and works transformed into a digital format. Copyrighted works are not limited to those that bear a copyright notice.

Article 8 – STATE AND FEDERAL PROGRAMS

Section 1 Notice of Nondiscrimination

The School District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected category in admission or access to, or treatment of employment, in its programs and activities. The Coordinators listed in Section 2 have been designated to handle inquiries regarding complaints, grievance procedures or the application of these policies of nondiscrimination.

Complaint and grievance procedures are provided for by the District and set forth in the Board of Education Policy. If an employee does not feel that a complaint of nondiscrimination has been

satisfactorily resolved at the school level, the employee may file a complaint with the appropriate federal or state agency. Complaints are to be filed with the regional Department of Education, Office for Civil Rights where the complaint relates to Title IX (discrimination, harassment or lack of equity based on gender), Title VI (discrimination or harassment based on race (including skin color, hair texture and protective hairstyles), color, or national origin) or Section 504 (discrimination, harassment, or failure to accommodate a disability). Complaints are to be filed with the regional U.S. Equal Employment Opportunity Commission (EEOC) if the complaint relates to Title VII (discrimination or harassment based on race (including skin color, hair texture and protective hairstyles), color, gender, national origin, or religion), the Americans with Disabilities Act (discrimination, harassment or failure to accommodate a disability), or the Age Discrimination in Employment Act (discrimination based on age). The contact information for the OCR and the EEOC in this regard are:

Office for Civil Rights in the U.S. Department of Education (OCR)
 One Petticoat Lane
 1010 Walnut Street, 3rd Floor, Suite 320
 Kansas City, Missouri 64106
 (816) 268-0550; Fax (816) 268-0599, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.

The U.S. Equal Employment Opportunity Commission (EEOC)
 Gateway Tower II
 400 State Avenue, Suite 905
 Kansas City, KS 66101
 (800) 669-4000; TTY: (800) 669-6820; Fax (913) 551-6957

Section 2 Designation of Coordinators

Any person having inquiries concerning the District's compliance with anti-discrimination laws or policies or other programs should contact or notify the following person(s) who are designated as the coordinator for such laws, policies, or programs. The contact address for the coordinator is: 809 Gandy Avenue, Dunning NE 68833

Law, Policy, or Program	Issue or Concern	Coordinator
Title VI	Discrimination or harassment based on race (including skin color, hair texture and protective hairstyles), color, or national origin; harassment	Superintendent
Title IX	Discrimination or harassment based on sex; gender equity	Superintendent
Section 504 of the Rehabilitation Act and the Americans	Discrimination, harassment, or reasonable accommodations of persons	Superintendent

with Disability Act (ADA)	with disabilities	
Homeless student laws	Children who are homeless	Superintendent
Safe and Drug Free Schools and Communities	Safe and drug free schools	Superintendent

Section 3 Confidentiality of Student Records (FERPA)

The Family Educational Rights and Privacy Act (FERPA) gives parents and family members and students over 18 years of age rights of access and confidentiality with respect to education records. Employees are expected to provide access rights and maintain the confidentiality of education records in accordance with FERPA and Board policy. Further information about FERPA and the District's policies under FERPA are found in Board policy and in the student handbook.

**RECEIPT OF ~~2025-2026~~ 2026-2027 STAFF HANDBOOK
OF SANDHILLS PUBLIC SCHOOLS**

This signed receipt acknowledges receipt of the ~~2025-2026~~ 2026-2027 Staff Handbook. This receipt acknowledges that it is understood that I will read and be familiar with the handbook, I will familiarize myself with Board Policies, and that I understand that the District's policies include specific complaint and grievance procedures that must be used for reporting harassment or discrimination.

Date: _____

Staff Signature

Sandhills Public Schools



P.O. Box 29, 107 Gandy Ave. Phone: 308-538-2224 Dunning, NE 68833 Fax: 308-538-2228

FUEL BID for 2026-27 School Year

(Name of Vendor) _____ (Address) _____

(City) _____ (State) _____ (Zip) _____ (Phone) _____

The above vendor submits a bid and understands and or agrees to the following:

- 1) Sandhills Public Schools delivery of gasoline and diesel, on an as needed basis to the bus barn tanks located at the high school in Dunning.
- 2) It is the vendor's responsibility to make certain the district's fuel tanks are kept at a level agreed upon by the Superintendent and vendor's representative. It is also the vendor's responsibility to ensure fuel delivered is tax free and/or the district receives the appropriate tax credits.
- 3) The vendor will ensure an appropriate mix/blend of diesel is delivered in advance of cold weather to avoid diesel engine issues due to the cold/winter season.
- 4) It is the vendor's responsibility to understand and abide by any and all legal inspection, equipment, and other requirements as required by law to serve as the district's fuel vendor. Any and all equipment or inspection issues, actions, or needs must obtain the Superintendent's approval before being repaired or resolved.
- 5) The Superintendent, or his designee, will determine the ending inventory in all district tanks.
- 6) Fuel invoices/bills will be paid monthly according to school district procedures.

VENDOR'S BID for 2026-27 School Year (Sept 2026 through Aug 2027):

Diesel Bid _____

Gasoline Bid _____

Vendors are to send or deliver their sealed bids, in an envelope, clearly marked "Fuel Bid" by **4:00 p.m. Monday July 13, 2026**. Bids will be opened at the July 13th regular board meeting starting at 7:00 p.m. in the high school lecture hall. Send or deliver bids to:

**Sandhills Public Schools
Attention: Supt. (Fuel Bid)
107 Gandy Ave, P.O. Box 29
Dunning, NE 68833**

*The Sandhills Board of Education reserves the right to reject any and all bids and is not automatically restricted to accepting the lowest bid. The Board will consider all factors in choosing a fuel vendor in the best interest of the school district. *Contact Jamie Isom, Superintendent, at 308-538-2224 or 402-376-5781 or at jamie.isom@sandhillsknights.org with questions.*



P.O. Box 29, 107 Gandy Ave. Phone: 308-538-2224 Dunning, NE 68833 Fax: 308-538-2228

FUEL BID for 2026-27 School Year

(Name of Vendor) Sandhill Oil (Address) 39397 Hwy 2
(City) Thedford (State) NE (Zip) 69166 (Phone) 308-645-2233

The above vendor submits a bid and understands and or agrees to the following:

- 1) Sandhills Public Schools delivery of gasoline and diesel, on an as needed basis to the bus barn tanks located at the high school in Dunning.
- 2) It is the vendor's responsibility to make certain the district's fuel tanks are kept at a level agreed upon by the Superintendent and vendor's representative. It is also the vendor's responsibility to ensure fuel delivered is tax free and/or the district receives the appropriate tax credits.
- 3) The vendor will ensure an appropriate mix/blend of diesel is delivered in advance of cold weather to avoid diesel engine issues due to the cold/winter season.
- 4) It is the vendor's responsibility to understand and abide by any and all legal inspection, equipment, and other requirements as required by law to serve as the district's fuel vendor. Any and all equipment or inspection issues, actions, or needs must obtain the Superintendent's approval before being repaired or resolved.
- 5) The Superintendent, or his designee, will determine the ending inventory in all district tanks.
- 6) Fuel invoices/bills will be paid monthly according to school district procedures.

VENDOR'S BID for 2026-27 School Year (Sept 2026 through Aug 2027):

Diesel Bid #2 Clear 4.349 #1 Clear 4.649 } State tax paid
Gasoline Bid 4.089 } fed tax exempt

Vendors are to send or deliver their sealed bids, in an envelope, clearly marked "Fuel Bid" by **4:00 p.m. Monday July 13, 2026**. Bids will be opened at the July 13th regular board meeting starting at 7:00 p.m. in the high school lecture hall. Send or deliver bids to:

Sandhills Public Schools
Attention: Supt. (Fuel Bid)
107 Gandy Ave, P.O. Box 29
Dunning, NE 68833

*The Sandhills Board of Education reserves the right to reject any and all bids and is not automatically restricted to accepting the lowest bid. The Board will consider all factors in choosing a fuel vendor in the best interest of the school district. *Contact Jamie Isom, Superintendent, at 308-538-2224 or 402-376-5781 or at jamie.isom@sandhillsknights.org with questions.*

Sandhills Public Schools



P.O. Box 29, 107 Gandy Ave. Phone: 308-538-2224 Dunning, NE 68833 Fax: 308-538-2228

PROPANE BID for 2026-27 Heating Season

(Name of Vendor) _____ (Address) _____

(City) _____ (State) _____ (Zip) _____ (Phone) _____

The above vendor submits a bid and understands and or agrees to the following:

- 1) Sandhills Public Schools will pre-pay **30,000 gallons** (Fall 2026; Oct or Nov) and receive gallons beyond the prepaid 30,000 gallons as needed during the **2026-27 heating season**. Deliveries beyond the pre-paid amount must be approved by the Superintendent or his designee. The vendor may choose to refund for unused gallons or allow the school to carry over unused gallons after the heating season.
- 2) It is the vendor's responsibility to make certain the district's propane tanks are kept at a level agreed upon by the Superintendent and vendor's representative.
- 3) It is the vendor's responsibility to understand and abide by any and all legal inspection, equipment, and other requirements as required by law to serve as the district's propane vendor. Any and all equipment or inspection issues, actions, or needs must obtain the Superintendent's approval before being repaired or resolved.
- 4) The Dunning HS main tank is 12,000 gallons in capacity. Additionally, there are "typical" storage sized tanks at the HS and Halsey elementary facility. It is the vendor's responsibility to work with the Superintendent, or his designee, in order to know the location to maintain agreed upon propane levels in all district tanks.
- 5) The Superintendent, or his designee, will determine the spring and ending inventory in all district tanks. Ending spring inventory amounts/levels will be discussed with the vendor to avoid excess/unnecessary carryover of propane inventory.

VENDOR'S BID for 2026-27 Heating Season:

1) 25,000 Gallons Pre-Paid Fall 2026 _____

2) Beyond prepaid gallons as needed (2026-27 heating season) _____

Vendors are to send or deliver their envelope sealed bids, clearly marked "Propane Bid" by **4:00 p.m. Monday July 13, 2026**. Bids will be opened at the July 13, 2026 regular board meeting starting at 7:00 p.m. in the high school lecture hall. Send or deliver bids to:

Sandhills Public Schools
Attention: Supt. (Propane Bid)
107 Gandy Ave, P.O. Box 29
Dunning, NE 68833

*The Sandhills Board of Education reserves the right to reject any and all bids and is not automatically restricted to accepting the lowest bid. The Board will consider all factors in choosing a propane vendor in the best interest of the school district. *Contact Jamie Isom, Superintendent, at 308-538-2224 or 402-376-5781 or at jamie.isom@sandhillsknights.org with questions.*

Propane Bids

		per gal over	
2024-2025	25,000	25,000	awarded
Sandhills Oil	1.249	1.349	8/12/2024 x
	\$31,225.00		

		per gal over	
2025-2026	25,000	25,000	awarded
Sandhills Oil	1.249	1.349	7/14/2025 x
	\$ 31,225.00		

Fuel Bids**2024-2025**

	per gal	state tax	awarded 8/12/2024 x
Sandhills Oil			
#1 Diesel	3.399	0.296	
#2 Diesel	3.099	0.296	
Gasoline	3.059	0.296	

2025-2026

	per gal	state tax	7/14/2025 x
Sandhills Oil			
#1 Diesel	3.749	included	
#2 Diesel	3.449	included	
Gasoline	3.199	included	



P.O. Box 29, 107 Gandy Ave. Phone: 308-538-2224 Dunning, NE 68833 Fax: 308-538-2228

PROPANE BID for 2026-27 Heating Season

(Name of Vendor) Sandhill Oil (Address) 39397 Hwy 2
(City) Thedford (State) NE (Zip) 69166 (Phone) 308-645-2233

The above vendor submits a bid and understands and or agrees to the following:

- 1) Sandhills Public Schools will pre-pay **30,000 gallons** (Fall 2026; Oct or Nov) and receive gallons beyond the prepaid 30,000 gallons as needed during the **2026-27 heating season**. Deliveries beyond the pre-paid amount must be approved by the Superintendent or his designee. The vendor may choose to refund for unused gallons or allow the school to carry over unused gallons after the heating season.
- 2) It is the vendor's responsibility to make certain the district's propane tanks are kept at a level agreed upon by the Superintendent and vendor's representative.
- 3) It is the vendor's responsibility to understand and abide by any and all legal inspection, equipment, and other requirements as required by law to serve as the district's propane vendor. Any and all equipment or inspection issues, actions, or needs must obtain the Superintendent's approval before being repaired or resolved.
- 4) The Dunning HS main tank is 12,000 gallons in capacity. Additionally, there are "typical" storage sized tanks at the HS and Halsey elementary facility. It is the vendor's responsibility to work with the Superintendent, or his designee, in order to know the location to maintain agreed upon propane levels in all district tanks.
- 5) The Superintendent, or his designee, will determine the spring and ending inventory in all district tanks. Ending spring inventory amounts/levels will be discussed with the vendor to avoid excess/unnecessary carryover of propane inventory.

VENDOR'S BID for 2026-27 Heating Season:

- 1) 25,000 Gallons Pre-Paid Fall 2026 1.249
- 2) Beyond prepaid gallons as needed (2026-27 heating season) 1.349

Vendors are to send or deliver their envelope sealed bids, clearly marked "Propane Bid" by **4:00 p.m. Monday July 13, 2026**. Bids will be opened at the July 13, 2026 regular board meeting starting at 7:00 p.m. in the high school lecture hall. Send or deliver bids to:

Sandhills Public Schools
Attention: Supt. (Propane Bid)
107 Gandy Ave, P.O. Box 29
Dunning, NE 68833

*The Sandhills Board of Education reserves the right to reject any and all bids and is not automatically restricted to accepting the lowest bid. The Board will consider all factors in choosing a propane vendor in the best interest of the school district. *Contact Jamie Isom, Superintendent, at 308-538-2224 or 402-376-5781 or at jamie.isom@sandhillsknights.org with questions.*

TIMES ARE APPROXIMATE AND ARE SUBJECT TO CHANGE WEATHER WILL AFFECT THESE TIMES!!!

2026-27 Bus Route Schedules

*Please remember Friday's are early outs (2:30 at Halsey & 2:44 at Dunning)

Purdum Route	Pick Up Point	Morning Pick Up Time		Afternoon Drop Off Time	10:00 Late Start Pick Up Time
	Simonson/Kelly	6:40 AM		4:30 PM	8:40 AM
	Jensen	6:45 AM		4:27 PM	8:45 AM
	Chavez	6:55 AM		4:24 PM	8:55 AM
	Morrow	7:00 AM		4:20 PM	9:00 AM
	Cox	7:02 AM		4:18 PM	9:02 AM
	Arrive @ Purdum	7:07 AM		4:15 PM	9:07 AM
	Sikes	7:15 AM		4:07 PM	9:15 AM
	Arrive @ Halsey	7:25 AM		3:57 PM	9:25 AM
	Leave Halsey	7:28 AM	Arrive	3:55 PM	9:28 AM
	Larsen, Leach	7:33 AM		3:50 PM	9:33 AM
	Arrive @ Dunning	7:40 AM	Leave	3:45 PM	9:40 AM
	Leave Dunning	7:50 AM	Arrive	3:35 PM	9:50 AM
	Larsen, Leach	8:00 AM		3:27 PM	10:00 AM
	Arrive @ Halsey	8:07 AM	Leave	3:20 PM	10:07 AM
Anita -- 308-872-1331		Please call to change arrangements			
Brewster Route	Pick Up Point	Morning Pick Up Time		Afternoon Drop Off Time	10:00 Late Start Pick Up Time
	Leave Dunning	6:40 AM		4:40 PM	
	Arrive @ Lutheran Church	7:00 AM	Arrive	4:18 PM	9:00 AM
	Arrive @ Brewster Community Center	7:20 AM	Leave	4:10 PM	9:20 AM
	Leave Brewster	7:25 AM	Arrive	4:05 PM	9:25 AM
	Arrive @ Dunning	7:45 AM	Leave	3:45 PM	9:45 AM
	Leave Dunning	7:50 AM		3:35 PM	9:50 AM
Please call to change arrangements					
Southwest Route	Pick Up Point	Morning Pick		Afternoon Drop Off	10:00 Late Start
	Leave Dunning	7:00 AM	Leave	3:40 PM	9:00 AM
	Thompson	7:10 AM		3:50 PM	9:10 AM
	Seeley Entrance	7:30 AM		4:10 PM	9:30 AM
	Arrive @ Dunning	7:40 AM		4:20 PM	9:40 AM
Please call to change arrangements					
Northwest Route	Pick Up Point	Morning Pick		Afternoon Drop Off	10:00 Late Start
	Leave from Andras	6:50 AM		4:25 PM	8:50 AM
	Smith	6:50 AM		4:25 PM	8:50 AM
	Fink (Pickup Shoemaker)	6:55 AM		4:20 PM	8:55 AM
	Arrive @ Halsey	7:30 AM		4:00 PM	9:25 AM
	Arrive @ Dunning	7:40 AM		3:45 PM	9:40 AM
Andra-- 308-214-0290		Please call to change arrangements			

Driver

Driver	Hourly Rate	Route Actual per day	Rt Guaranteed per day	Difference (to be supplemented)	
					Driver & Jaylee will keep track of when Driver runs the route on a weekly basis. Jaylee will supplement drivers pay accordingly.
Driver Name	\$15.00	\$30.00	\$45.00	\$15.00	
		(AM & PM)	(AM & PM)		

Hourly Rate: This is drivers current wage

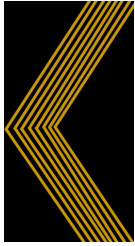
Route Actual per Day: This amount represents the amount of pay at the bus route pay rate that the driver would get per day

1 1/2hr drive time + 1/2 hour (pretrip)+ 1/2 hour (clean bus) = 2 1/2 hrs. X \$18.00 = \$45

Difference (to be supplemented): Rt Guaranteed - Rt Actual

\$18 - activity bus rate changed 11/11/2024

The Route Actual column is what the driver actually makes according to their hourly wage. The Route Guaranteed column is what we pay any sub driver. The difference to be supplemented is the amount to add to the drivers pay, each day they drive, in order to compensate them the same as a sub driver.



Kucirek Engineering Incorporated

Page 1 of 4

AGREEMENT FOR CONSULTING SERVICES

Date: 7/9/2026

To: Sandhills Public Schools

From: Ed Kucirek

Cc: File

Re: Proposal for Sandhills Public Schools - Jr/Sr High School HVAC Renovations

Kucirek Engineering, Inc. (Consultant) shall provide consulting services to Sandhills Public Schools (Owner) for preparation of Contract Documents required for the project "Jr/Sr High School HVAC Renovations". The project is in Dunning, Nebraska.

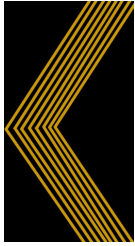
PART A - SCOPE OF SERVICES

1. Services shall include, "Mechanical Systems Economic Life Cycle Cost Rating Evaluation", ASHRAE Level 2 Energy Audit, Supplemental Data Forms and Information required by the State and Federal Department of Energy for the Low Interest Loan Program.
2. Mechanical – Heating, Cooling, and ventilation design as required.
3. Plumbing, design as required.
4. Electrical service power distribution design as required.
5. Interior electrical lighting design as required.
6. Coordination with ESCO provider during Basic Services and Construction Services.

PART B - BASIC SERVICES

Basic services shall consist of design services and construction services.

1. Design Services shall consist of
 - a. Preparation of Contract Documents (drawings and specifications).
 - b. Coordinate with ESCO provider, as needed, to meet design requirements.



Kucirek Engineering Incorporated

2. Construction Services shall consist of the following:
 - a. Assisting Owner with bidding process and evaluation of bids, as required.
 - b. Perform shop drawing/product data submittal review.
 - c. Provide all necessary clarifications during construction.
 - d. Coordinate with ESCO provider, as needed, to meet construction requirements.
 - e. Site observation visits to become generally familiar with the progress and quality of the work completed, and to determine if the work is being performed in a manner that will be in accordance with the Contract Documents. Quantity of site visits shall be four (4). One site visit shall be performed during the design phase of the project; two site visits shall be conducted during the construction phase, and one site visit shall be performed at completion of the project.
3. The following is not included in the Consultant's Basic Service
 - a. Reproduction costs associated with printing of the Contract Documents.
 - b. Any changes to the Scope of Work. Changes requiring additional work will be billed as Additional Services.
 - c. Costs related to asbestos or other hazardous or toxic materials.
4. The Consultant retains the sole right to negotiate with the Mechanical or Electrical Contractor to correct errors and omissions of the design performed by the Consultant. Negotiated settlements by other parties shall not be binding upon, nor shall they be transferable to the Consultant. The Consultant shall not be responsible for the acts or omissions of the Owner, Owner's other Consultants, Contractor, Subcontractor, their agents or employees, or other persons performing any of the work.
5. The Consultant shall furnish to the Owner a Certificate of Professional Liability Insurance for negligent acts, errors, or omissions, if requested. Professional liability shall be limited to the amount of Two Hundred Fifty Thousand Dollars (\$250,000.00).

PART C - ADDITIONAL SERVICES

When requested by the Owner in writing, the Consultant shall perform any Additional Services as requested. Additional Services shall be compensated as set forth in Part E, Subpart 3. Additional Services shall include, but not limited to, additional site visits, and record drawings.



Kucirek Engineering Incorporated

PART D - REIMBURSABLE EXPENSES

Reimbursable Expenses are in addition to compensation for Basic Services which include expenses incurred by the Consultant and Consultant's employees and subconsultants in the interest of the project. Reimbursable Expenses shall be for expenses of reproductions, postage and handling of drawings, specifications and other documents required for production of Contract Documents, telephone, mileage (at current government rate), meals/ lodging (as required). Reimbursable Expenses shall be billed at direct cost-plus ten percent.

PART E - COMPENSATION

1. Compensation for services described in Part A and Part B shall be invoiced as follows:

Design Services:

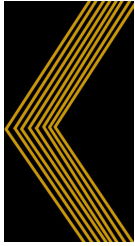
- | | |
|---|-----------|
| a. Mechanical Systems Economic LCCR Evaluation | \$ 2,500 |
| b. ASHRAE Level 2 Energy Audit and subsequent documentation | \$ 20,500 |
| c. Contract Documents (Drawings and Specifications) MEP | \$ 76,000 |

Contract Administration:

- | | |
|--------------------------------------|----------|
| Shop Drawings, RFIs, Site Visits (3) | \$ 9,500 |
|--------------------------------------|----------|

Total Compensation = \$108,500 (One hundred eight thousand, five hundred dollars).

2. Invoices shall be submitted every thirty (30) calendar days and shall be due and payable within thirty (30) calendar days from invoice date. Amount of each invoice shall be based upon the amount of work completed up to the date of invoice.
3. Compensation for Additional Services performed under Part C shall be One Hundred and twenty-five Dollars (\$125.00) per man-hour expended, plus reimbursement for all out-of-pocket expenses. Services for which an hourly rate would not be applicable shall be negotiated at the time of request.
4. Invoices not paid within thirty (30) days of date of issuance shall have a surcharge of one and one-half (1.5) percent per month of the invoiced amount.
5. If the project is canceled and/or stopped through no fault of the Consultant, the Owner shall compensate the Consultant for work performed up to the point of stoppage.



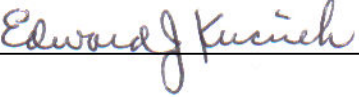
Kucirek
Engineering
Incorporated

Page 4 of 4

PART F - SIGNATURES

Prepared by: Consultant
Kucirek Engineering, Inc.
Omaha, Nebraska

Accepted by: Owner
Sandhills Public Schools
Dunning, Nebraska



Edward J. Kucirek, P.E.
Title: President
Date: July 9, 2026

Signature

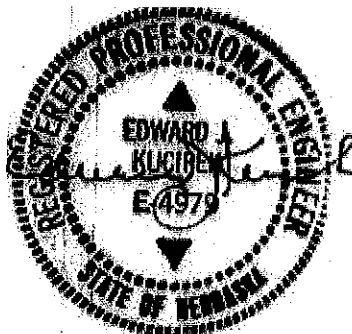
Title: _____
Date: _____

Attachments: None

SANDHILLS PUBLIC SCHOOLS
JR / SR HIGH SCHOOL
107 GANDY AVENUE
DUNNING, NEBRASKA

MECHANICAL SYSTEMS ECONOMIC
LIFE CYCLE COST RATING EVALUATION

JULY 1, 2026



Kucirek Engineering, Inc.
15837 Leavenworth Street
Omaha, NE 68118
(402) 677-6908
ekucirek@kucirekengineering.com

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I. EXECUTIVE SUMMARY

This mechanical systems economic life cycle cost rating evaluation was conducted for the Sandhills Public School's JR/SR High School Building in Dunning, Nebraska.

The purpose of this evaluation is to identify and compare various heating and air conditioning systems for use as a replacement of the building's original heating and air conditioning systems.

The selected heating and air conditioning system should provide four primary functions. First, the ability to provide simultaneous heating and cooling during the school year. Second, the ability to provide efficient energy consumption when providing the facility's heating and air conditioning. Third, the ability to provide an air distribution system with the capacity to produce an even space temperature. Fourth, the ability to provide air distribution and ventilation which is in conformance to building codes. With these four functions in mind, various systems were selected for evaluation for implementation in the various designated areas of the school facility.

Among the factors which must be taken into account when performing an economic life cycle cost rating evaluation of building systems are as follows:

1. Energy utilization and associated costs.
2. Initial cost of the system.
3. Annual maintenance cost.
4. Life expectancy of the components of the systems considered and their replacement costs.
5. Expected life span or number of years that the facility is to be used.
6. Overall environmental comfort conditions cost.

For purposes of this evaluation, a building use life span of twenty (20) years will be used.

I. EXECUTIVE SUMMARY (continued)

The building heating and air conditioning system selection should be a compromise between performance and economics. When the choice of systems is between apparently equal alternatives, the systems with the lowest life cycle cost rating evaluation is the best choice. The decision should be based upon the lowest long-term rating, which does not necessarily mean the lowest initial cost rating.

The process of selecting heating and air conditioning equipment requires performing heating and air conditioning load calculations. Load calculation methodology has improved since the school was first designed. Load calculations have been performed to determine the minimum heating and cooling equipment capacities required for the selected system evaluation for each area. This load calculation also determines the time of day and month that each existing space/zone would peak. This allowed inclusion of System No. 4 to be evaluated.

Based upon the life cycle cost rating evaluation, the systems which should be considered for the heating and air conditioning of the various areas of the building are as follows (the recommended system is listed first):

A. Administration:

System No. 4 – Packaged Heating/Cooling Single Zone Rooftop Unit

System No. 3 – Variable Air Volume Rooftop Unit

System No. 2 – Multi-zone Rooftop Unit (reduced size)

System No. 1 – Multi-zone Rooftop Unit (same size as existing)

B. Kitchen / Commons:

System No. 4 – Packaged Heating/Cooling Single Zone Rooftop Unit

System No. 3 – Variable Air Volume Rooftop Unit

System No. 2 – Multi-zone Rooftop Unit (reduced size)

System No. 1 – Multi-zone Rooftop Unit (same size as existing)

EXECUTIVE SUMMARY (continued)

C. Classroom Area:

System No. 3 – Variable Air Volume Rooftop Unit

System No. 4 – Packaged Heating/Cooling Single Zone Rooftop Unit

System No. 2 – Multi-zone Unit (reduced size)

System No. 1 – Multi-zone Rooftop Unit (same size as existing)

D. Gymnasium/Locker Rooms:

System No. 4 – Packaged Heating/Cooling Single Zone Rooftop Units

Individual units would be used for each Locker room. These units would also be able to provide dehumidification of the space if required. Multiple rooftop units would be used for the gymnasium. This would allow staff to only activate the amount of heating or cooling equipment as needed. Some of the units for the gym would also be capable of dehumidification.

The choice of the system to serve each area of the building needs to be based upon Sandhills Public School's long-term goals, economics and the amount of disruption during system installation the school wishes to incur. All systems considered (except System No. 4) will provide the ability to have simultaneous heating and cooling (where cooling is desired), as well as only operating small portions of the facility without turning on entire systems. .

II. PROPOSED SYSTEMS

SYSTEM NO. 1 – MULTI-ZONE ROOFTOP UNIT:

System No. 1 is the use of a roof mounted multi-zone unit like that which is presently installed.

Cooling would be provided by direct expansion cooling coil and electric driven compressors. Heat rejection would be by the unit's self-contained air-cooled condensing section. Cooling capacity (tonnage) would be equivalent to the unit that it is replacing.

Heating would be provided by a propane gas-fired heat exchanger.

The unit would connect to the existing zoned ductwork air distribution system. Heating capacity would be equivalent to the unit that it is replacing.

Conditioned air would be distributed from the rooftop unit to the space via existing ductwork to diffusers and from the space back to the rooftop unit through the existing ceiling return air plenum through existing return air grilles. An improved temperature control system (required by the Energy Code) would provide increased energy savings over and above that which was consumed by the original multi-zone rooftop unit. Each individual zone would still have space temperature control.

II. PROPOSED SYSTEMS (continued)

SYSTEM NO. 2 – MULTI-ZONE ROOFTOP UNIT:

System No. 2 is the use of a roof mounted multi-zone unit like that which is presently installed.

Cooling would be provided by direct expansion cooling coil and electric driven compressors. Heat rejection would be by the unit's self-contained air-cooled condensing section. Cooling capacity (tonnage) would be less than that to the unit that it is replacing.

Heating would be provided by a propane gas-fired heat exchanger. The unit would connect to the existing zoned ductwork air distribution system. Heating capacity would be equivalent to unit that it is replacing.

Conditioned air would be distributed from the rooftop unit to the space via existing ductwork to diffusers and from the space back to the rooftop unit through the existing ceiling return air plenum through existing return air grilles. An improved temperature control system (required by the Energy Code) would provide increased energy savings over and above that which was consumed by the original multi-zone rooftop unit. Each individual zone would still have space temperature control.

II. PROPOSED SYSTEMS (continued)

SYSTEM NO. 3 – VARIABLE AIR VOLUME ROOFTOP UNIT:

System No. 3 is the use of a rooftop unit with direct expansion cooling, variable air flow terminal boxes and electric reheat coils located in the terminal boxes.

The rooftop unit would contain a propane gas-fired heat exchanger to maintain required discharge temperature during heating season.

The rooftop unit would contain a direct expansion (DX) cooling coil and electric driven compressors with heat rejection provided by unit's self-contained air-cooled condenser.

Total cooling capacity of unit would be less than that presently installed.

A discharge air controller would modulate the 100% outside air economizer, DX cooling coil and heat exchanger to maintain required discharge temperature to the variable air volume terminal boxes. A space/zone thermostat would modulate the variable air volume terminal box's air flow and electric reheat coil to maintain space/zone temperature. This type of system can be provided with dehumidification control.

Conditioned air would be distributed from the rooftop unit to the space via existing ductwork to diffusers and from the space back to the rooftop unit through the existing return air plenum through existing return air grilles. New variable air volume terminal boxes would be installed in the existing ductwork serving each space/zone. Due to existing ductwork installation, some zones might require two(2) vav terminal boxes.

Outside air for indoor air quality would be introduced into the unit through an outside air intake damper (with adjustable setting) located in the economizer section of the rooftop unit.

II. PROPOSED SYSTEMS (continued)

SYSTEM NO. 4- PACKAGED HEATING/COOLING ROOFTOP UNIT:

System No. 4 is the use of a heating and cooling packaged rooftop unit. Unit would be equipped with a 100% outside air capable economizer which would allow "free" cooling when the outside air temperature is conducive for required cooling. Rooftop unit could be provided with dehumidification capability.

Heating would be by a propane gas-fired burner located in the rooftop unit.

Cooling would be by direct expansion (DX) cooling coil and electric driven compressors with heat rejection provided by unit's self-contained air-cooled condenser. Cooling capacity would be less than that presently installed.

Conditioned air would be distributed from the rooftop unit to the space via ductwork to diffusers and from the space back to the rooftop unit through the return air ceiling plenum through existing return air grilles.

III. SUMMARY OF ADVANTAGES AND DISADVANTAGES

SYSTEM NO. 1 – MULTI-ZONE ROOFTOP UNIT (same size as existing):

Advantages

- a. Provides simultaneous heating and cooling of spaces.
- b. New unit can be adaptive to existing ductwork zoning layout.
- c. Potential reuse of existing electrical power and propane connections.
- d. Cold deck and hot deck discharge temperatures are reset based on space conditions thus saving energy.
- e. System can provide "free" cooling when outdoor air temperature conditions are available.

Disadvantages

- a. Higher equipment first cost.
- b. More maintenance is required than other systems.
- c. Existing units are oversized based on present day heating and cooling load calculation methodology.
- d. Oversized units in cooling mode could result in cool/clammy environmental conditions.
- e. Service technicians might not be locally available.
- f. Median useful rooftop unit is 15 years.

III. SUMMARY OF ADVANTAGES AND DISADVANTAGES (continued)

SYSTEM NO. 2 – MULTI-ZONE ROOFTOP UNIT (reduced size):

Advantages

- a. Provides simultaneous heating and cooling of spaces.
- b. New unit can be adaptive to existing ductwork zoning layout.
- c. Potential reuse of existing electrical power and propane connections.
- d. Cold deck and hot deck discharge temperatures are reset based on space conditions thus saving energy.
- e. System can provide "free" cooling when outdoor air temperature conditions are available.
- f. Based on present day heating and cooling load calculation methodology, unit cooling tonnage can be reduced.

Disadvantages

- a. Higher equipment first cost.
- b. More maintenance is required than other systems.
- c. Existing units are oversized based on present day heating and cooling load calculation methodology.
- d. Oversized units in cooling mode could result in cool/clammy environmental conditions.
- e. Service technicians might not be locally available.
- f. Median useful rooftop unit is 15 years.

III. SUMMARY OF ADVANTAGES AND DISADVANTAGES (continued)

SYSTEM NO. 3 – VARIABLE AIR VOLUME ROOFTOP UNIT:

Advantages:

- a. Provides simultaneous heating and cooling of spaces.
- b. New unit can be adaptive to existing ductwork zoning layout.
- c. Potential reuse of existing electrical power and propane gas connections.
- d. This system would be the most energy efficient of those considered for use.
- e. Dehumidification for the zone/space can easily be achieved.
- f. Primary source of heating during winter would be propane. Electric heat in the variable air volume terminal boxes would provide the final amount of heat needed to maintain space/zone thermostat setpoint.
- g. Only the amount of conditioned air that is required to meet load conditions is utilized.
- h. Majority of system can potentially be taken care of by local contractors.

Disadvantages:

- a. New electrical power would need to be extended to variable air volume terminal box locations for the electric reheat coils.
- b. Installation of vav terminal boxes require removing ceiling and cutting into existing ductwork.
- c. Electric coils have a median service life of 15 years.
- d. Rooftop units have a median service life of 15 years.

III. SUMMARY OF ADVANTAGES AND DISADVANTAGES (continued)

SYSTEM NO. 4 – PACKAGED HEATING/COOLING SINGLE ZONE ROOFTOP UNIT:

Advantages:

- a. Potential reuse of existing electrical power and propane gas connections.
- b. System can provide “free” cooling during periods when outdoor air temperatures are available.
- c. New unit can be adaptive to existing zoned ductwork layout.
- d. System can be serviced by local contractors.
- e. This type of single zone, heating/cooling rooftop application would have the lowest first cost.

Disadvantages:

- a. System cannot provide simultaneous heating or cooling.
- b. All zones would be controlled by one thermostat.
- c. All zones would have to have similar operations and peak of day.
- d. Rooftop units have a median service life of 15 years.

IV. MEDIAN EQUIPMENT SERVICE LIFE

Median equipment service life is the operable life span of a piece of equipment that has received manufacturer's recommended maintenance. Service life is based upon data compiled by the American Society of Heating, Refrigerating and Air Conditioning Engineers, Inc. (ASHRAE).

<u>EQUIPMENT ITEM</u>	<u>MEDIAN YEARS</u>
Variable Air Volume Terminal Boxes	20
Diffusers, Registers and Grilles	27
Rooftop Units (Gas Heat, Electric Cool, Single Zone)	15
Rooftop Units (Gas Heat, Electric Cool, Multi-zone)	15
Rooftop Units (Gas Heat, Electric Cool, Variable Air Vol.)	15
Ductwork	30
Coils (Direct Expansion)	20
Coils (Electric Resistance Heating)	15
Exhaust Fans	25
Gas fired Unit Heater	14
	20
Controls (Electric / Electronic)	16
Electric Motors	18
Motor Starters	17

V. LIFE CYCLE COST RATING EVALUATION OF PROPOSED ADMINISTRATION SYSTEMS:

The following systems are proposed to be considered and evaluated for installation in the renovation of the Administration heating, ventilation and air conditioning systems.

System No. 1 – Multi-zone Rooftop (same size as existing)

System No. 2 – Multi-zone Rooftop reduced size)

System No. 3 – Variable Air Volume Rooftop Unit

System No. 4 – Packaged Heating/Cooling, Single Zone Rooftop Unit

These four systems have been selected for consideration due to flexibility, energy efficiency, and capability of providing heating and cooling to different areas of the Administration Area.

In the following table, the four systems above are evaluated and rated against each other with respect to energy utilization / efficiency cost, initial system cost, annual maintenance cost, replacement costs and comfort cost. The evaluation and rating of each system is based upon engineering experience with each system. Systems are rated from one (1) to ten (10) with one (1) being the best in the opinion of the evaluator, and ten (10) being the worst. For purposes of this evaluation, a building use life span of twenty (20) years has been used.

LIFE CYCLE COST RATINGS – CLASSROOM SYSTEMS						
System No.	Energy Utilization / Efficiency Cost Rating	Initial System Cost Rating	Annual Maintenance Cost Rating	Replacement Cost Rating	Comfort Cost Rating	Total Cost Rating
1	8	8	8	9	9	42
2	7	6	7	8	5	33
3	4	5	6	5	3	23
4	5	3	3	3	8	19

NOTE: SYSTEM WITH LOWEST RATING SHOULD BE THE FIRST CONSIDERED FOR INSTALLATION.

VI. LIFE CYCLE COST RATING EVALUATION OF PROPOSED KITCHEN/COMMONS AREA SYSTEMS:

The following systems are proposed to be considered and evaluated for installation in the renovation of the Kitchen/Commons Area heating, ventilation and air conditioning systems:

System No. 1 – Multi-zone Rooftop (same size as existing)

System No. 2 – Multi-zone Rooftop (reduced size)

System No. 3 – Variable Air Volume Rooftop Unit

System No. 4 – Packaged Heating/Cooling, Single Zone Rooftop Unit

These four systems have been selected for consideration due to flexibility, energy efficiency, and capability of providing cooling to the Kitchen and Common Areas during summer and winter without turning on an entire building-wide system to heat and cool these areas of the school facility.

In the following table, the four systems above are evaluated and rated against each other in the areas of energy utilization / efficiency cost, initial system cost, annual maintenance cost, replacement costs and comfort costs. The evaluation and rating of each system is based upon engineering experience with each system. Systems are rated from one (1) to ten (10), with one (1) being the best in the opinion of the evaluator, and ten (10) being the worst. For purposes of this evaluation, a building use life span of twenty (20) years has been used.

LIFE CYCLE COST RATINGS – KITCHEN/COMMON AREA SYSTEMS						
System No.	Energy Utilization / Efficiency Cost Rating	Initial System Cost Rating	Annual Maintenance Cost Rating	Replacement Cost Rating	Comfort Cost Rating	Total Cost Rating
1	8	8	8	9	9	42
2	7	6	7	7	5	33
3	5	5	6	5	3	24
4	4	3	3	3	8	21

NOTE: SYSTEM WITH LOWEST RATING SHOULD BE THE FIRST CONSIDERED FOR INSTALLATION.

VII. LIFE CYCLE COST RATING EVALUATION OF PROPOSED CLASSROOM AREA SYSTEMS:

The following systems are proposed to be considered and evaluated for installation in the renovation of the Classroom Area's heating, ventilation and air conditioning systems:

System No. 1 – Multi-zone Rooftop Unit (same size as existing)

System No. 2 – Multi-zone Rooftop Unit (reduced size)

System No. 3 – Variable Air Volume Rooftop Unit

System No. 4 – Packaged Heating/Cooling, Single Zone Rooftop Unit

These four systems have been selected for consideration due to flexibility, energy efficiency, and capability of providing cooling to the Classroom Area during summer and winter without turning on an entire building-wide system to heat and cool this area of the school facility.

In the following table, the four systems above are evaluated and rated against each other in the areas of energy utilization / efficiency cost, initial system cost, annual maintenance cost, replacement costs and comfort costs. The evaluation and rating of each system is based upon engineering experience with each system. Systems are rated from one (1) to ten (10), with one (1) being the best in the opinion of the evaluator, and ten (10) being the worst. For purposes of this evaluation, a building use life span of twenty (20) years has been used.

LIFE CYCLE COST RATINGS – CLASSROOM SYSTEMS						
System No.	Energy Utilization / Efficiency Cost Rating	Initial System Cost Rating	Annual Maintenance Cost Rating	Replacement Cost Rating	Comfort Cost Rating	Total Cost Rating
1	8	8	8	9	9	42
2	7	6	7	7	6	33
3	3	5	6	5	3	22
4	6	4	3	4	8	25

NOTE: SYSTEM WITH LOWEST RATING SHOULD BE THE FIRST CONSIDERED FOR INSTALLATION.

END OF LIFE CYCLE COST RATING EVALUATION

POTENTIAL ENERGY CONSERVATION MEASURES (ECM)

- 1. Administration Area-HVAC**
- 2. Kitchen/Commons Area-HVAC**
- 3. Classroom Area-HVAC**
- 4. Gymnasium/Locker Rooms-HVAC**
- 5. Lighting**
- 6. Occupancy Sensors**
- 7. Windows**
- 8. Domestic Water Heater**
- 9. Exterior Door Replacement?**
- 10. New Building Automation System-(BAS)**
- 11. Additional Roof Insulation?**
- 12. Fire Alarm Upgrade? QCPUF**
- 13. Shop/Welding Booths?**
- 14. ?????**