

## **Board of Education Regular Meeting**

Monday, February 10, 2025 7:00 PM

Media Center at the Palmyra District OR-1 Public Schools

425 F Street

Palmyra, NE 68418

### **District Mission:**

**“Together we prepare our students to successfully meet the challenges of the future.”**

**Strategic Goal 1:** District OR-1 Public Schools will provide the facilities needed to be competitive with other area schools in athletics and fine arts programs.

**Strategic Goal 2:** District OR-1 Public Schools will foster a unified community.

**Strategic Goal 3:** District OR-1 Public Schools will continuously implement (academic) programs and the curriculum needed to remain competitive with other area schools.

Attendance Taken at 7:00 PM.

Dean Busch:	Present
Jaimi Calfee:	Present
Tim Cheney:	Present
Brandon Desh:	Present
Dee Moore:	Absent
Josh Penterman:	Present

This information was posted in the following public formats:

The Voice News (weekly area newspaper)

Farmers' Merchants Bank - Palmyra

Palmyra Post Office

Palmyra High School

Bennet Post Office

Bennet Elementary School

District OR-1 Website - <https://www.districtor1.org/>

### 1. Call to Order and Pledge of Allegiance

- Board President Desh called the meeting to order at **7:01 p.m.**
- Board President Desh led the board members and patrons in attendance at the meeting in the Pledge of Allegiance.

### 2. Announcement of the Open Meetings Act Posting

- Board President Desh identified the location of the Open Meetings Act Poster on the wall in the meeting room.
  - ***The changes are reflected in the currently posted materials: revised April 2024.***

3. Staff and Student Presentations The following staff presentations occurred during the meeting:

- **High School Science:**
  - Mr. Mark James (High School Science Teacher) presented information on curriculum, "dual credit" course offerings, making science relevant and purposeful for students, and updated enrichment options for high-ability learners.
- **Fitness Room, Strength and Conditioning Update:**
  - Mr. Taylor Baumert (High School PE and Social Studies Teacher) and Mr. Jordan Linke: (High School PE and Business Teacher). Mr. Baumert presented information on the new fitness room and the updated strength, conditioning, and nutrition programs at the high school. More specific information is contained in the attached presentation.
- **MTSS Academic Team: Winter Deep Data Dive:**
  - Mr. Jared Haag (Bennet Elementary Principal) and Ms. Caitlin Peterson (2nd Grade Teacher at Bennet Elementary) presented information on reading, math, and science scores at Bennet Elementary School.
  - The presentation contained growth progress and achievement data for 1st grade through 5th grade. More specific information is included in the attached document.

4. Consent Agenda Motion to approve the consent agenda as presented. This motion, made by Tim Cheney and seconded by Josh Penterman, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Josh Penterman: Yea

- No further discussion.

4.1. Approval of Board Agenda

4.2. Approval of minutes of previous meetings

4.3. Approval of Claims/Payment of Bills and Payroll

4.3.1. Approval of construction project invoices at Bennet Elementary and Palmyra Junior/Senior High School, including change orders, construction change directives, payment applications from contractors, and reports, information, and other recommendations by the Project Architect and Owner's Representative (CMAR).

4.4. Certificated/Classified Hire(s)/Reassignment(s)/Resignation(s)

4.5. Financial Report

5. Public Comment

- No public comment was presented during the meeting.
- A number of PHS high school seniors were in attendance at the meeting in alignment with social studies course requirements.

6. Administrative Reports

6.1. Superintendent's Report **Some of the topics of discussion for the report included:**

- **Board Appreciation Week Follow-Up**
  - A board member recognition activity was presented by Mr. Burke Brown on behalf of the District OR-1 Education Association.
- **District Informative Brochure:**
  - See the attached document for more information.
- **Budget Update**

- **State Aid:**
  - More information on **2025-2026** Projected State Aid is contained in the District Informative document attached to this agenda item.
- **Education Funding Handout:**
  - See the attached document for more information.
- **Open Sky Informational Handouts**
  - See the attached document for more information.
- **2023-2024 Rule 10 Report:**
  - The **2023-2024** Rule 10 report was shared and was an action item later in the agenda.
    - Minor edits were suggested and those will be adjusted before the final report is posted.
- **Aspire Academy**
  - Information about the Aspire Academy program was shared, and more specific information is now located on our district website.
- **Orphan Grain Train Report:**
  - The overstock desks and obsolete classroom equipment donated earlier in the year have gone to a good cause and evidence of this "good cause" is included in the attached newsletter.
  - This is a great example of Panthers making a difference all over the world!
- **Student-Created: School District Promotional Video:**
  - A short snippet of a new student-designed district promotional video was shared.
  - More filming continues and a final version of the video will be completed as soon as possible.
- **ACT Test Schedule Update:**
  - **Notice of the following calendar change was discussed for Tuesday, March 25th, 2025.**
    - **Tuesday, March 25th, 2025** will be a regular day of school for elementary students only.
    - There will be no school for 6th, 7th, 8th, 9th, and 12th grade students on **Tuesday, March 25th, 2025.**
    - All 10th and 11th-grade students will be at school on **Tuesday, March 25th, 2025**, taking the Pre-Act and ACT tests.
- **Upcoming Facilities / Budget Committee Meeting:**
  - A follow-up meeting was scheduled for **Wednesday, February 12th, 2025 at 11:00 a.m.** to discuss summer projects and other facility and grounds-related items.
  - A summary of this meeting will be discussed at the **Monday, March 10th, 2025** regular board meeting.
- **Senator's Visit:**
  - **Friday, February 14th, 2025**
    - More information about the upcoming event was shared at the meeting.

- An agenda of the meeting is included with this agenda item and a summary of the meeting will be shared at the **March 10th, 2025** Board of Education meeting.
  - **Summer Project Designs Discussion**
    - See the attached document for more specific information on 2025 summer projects here at the high school.
  - **Digital Safety Parent Class Handouts:**
    - See attached documents.
    - More information about the parent events hosted on **February 3rd and 4th** was shared at the meeting.
  - **"The Foundation for Knowledge, District OR-1": Kudos and Website Update:**
    - More information is located on the district website at the following link:
      - The Foundation for Knowledge
    - Special thanks to The Foundation for Knowledge, District OR-1 Board of Directors for supporting the efforts of our school district!
  - **Teammates Book Vending Machine**
    - See the attached picture for more information.
  - **High School Video Board Project and Community Partnerships:**
    - See the attached item for more specific information.
  - **Student and Staff Kudos:**
    - See the attached pictures for more specific information.
  - **Olson Complex / Baseball Field Updates:**
    - Repair proposals were finalized to correct the damage incurred during the last field light replacement this fall.
    - Please see the attached pictures for more details on the damage incurred.
  - **Technology**
    - Discussion included the recent PowerSchool data breach.
      - Special thanks to Mr. Brown and the rest of our staff for keeping our digital information safe.
    - District firewalls will need to be enhanced soon. The costs of these firewalls have increased exponentially in recent years.
  - **Speech Competition::**
    - *Owen Raemakers scored 1st overall in Informative speaking.*
    - *Jason Hinkley was runner-up in entertainment!*
      - *The team finished 8th overall out of 13.*
    - *See the picture attached below for more details.*
  - **Legislative Update:**
    - See the attached document for more specific information on recent bills and the current Legislative calendar.
- 6.1.1. "Community Unity" Panels Discussion
- The "Community Unity" project design shown in the attached document was approved by students and staff for display in the main commons on the northeast wall near the main office.
  - Special thanks to all the staff and students who helped with this community engagement project. Great job!

6.2. Administrative Team Report The administrative report contained information on the following topics:

- Additional high school course offerings.
- 2025 English Language Arts Curriculum Committee selection.
- Special education staff training and professional development.
- Quiz Bowl opportunities for students in grades 5th-12th.
- Preschool: Currently, we have 46 students enrolled in preschool for the upcoming school year.
- Parent-Teacher Conferences
  - A summary of the conference format and recent attendance was discussed.
- **Wednesday, February 5th, 2025:** A summary of the district in-service day was discussed.
- The TeamMates and Nebraska READS project donation of a book vending machine and **\$1,200** worth of books at the elementary school was discussed.
- The Bennet Elementary School Booster Club "Glow Dance" was on **Saturday, February 1st**. The event was well attended.
- **2025-2026** staff scheduling options at PHS and Bennet Elementary School were discussed.
- High School Panther Mural Project.
  - More information is contained in the document attached below.
    - Special thanks to our students for doing a phenomenal job on the design and application of the mural!
- Junior / Senior High School student recognition program.
  - More specific information is contained in the attached document.

## 7. Discussion Items- Committee Reports

### 7.1. Negotiations Committee Update

- Negotiations Committee members summarized previous committee meetings, relative to compensation for the various employee groups.
  - **Classified / Support Staff**
  - **Administrative Staff**
  - **Superintendent**
- This summary aligned with action items contained later in the agenda.

### 7.2. Wellness Committee

- Committee members and Superintendent Hart presented a summary of the District Wellness Committee meeting held on **Wednesday, February 5th, 2025** at Bennet Elementary School.
  - The next committee meeting is scheduled for **Monday, March 31st, 2025**, at Bennet Elementary School.

### 7.3. Facilities/Transportation Committee

- Committee members summarized the committee meeting held on **Friday, February 7th** at Palmyra Junior/ Senior High School.
  - A follow-up meeting was scheduled for **Wednesday, February 12th at 11:00 a.m.**

## 8. Policy Review

- Committee members summarized the Policy Committee meeting held on **Friday, February 7th** at Palmyra Junior/ Senior High School.
    - A follow-up meeting was scheduled for **Wednesday, February 12th, 2025** to finalize changes to **Policy # 5101: Student Discipline**.
- 8.1. 8000 and 9000 Series Policies
- Policy Committee members summarized the meeting reviewing the **8000 and 9000 Series** policies held on **Thursday, February 6th at 3:00 p.m.** at Palmyra Junior / Senior High School.
  - Board President Dosh provided additional clarification on **Policy # 8130 and Policy #5101**.
  - The **2025 Policy Review Calendar** is also attached to this agenda item.
- 8.2. Policy #5101 Student Discipline
- Board President Dosh and Superintendent Hart will meet later in the week to clarify legal adjustments to **Policy #5101: Student Discipline**.
- 8.3. Title IX Update
- Current Title IX guidance reverts to **2020** regulations.
    - Please see the attached document for more details.
9. Action Items
- 9.1. Presentation, discussion, and or official action to approve the use of the attached "Letter of Intent" form for classified staff members. Motion to approve. This motion, made by Dean Busch and seconded by Josh Penterman, Passed.  
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Dosh: Yea, Josh Penterman: Yea
- No further discussion.
- 9.2. Presentation, discussion, and or official action to approve compensation increases for classified staff. Motion to approve compensation increases for classified staff as discussed. This motion, made by Tim Cheney and seconded by Josh Penterman, Passed.  
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Dosh: Yea, Josh Penterman: Yea
- No further discussion.
- 9.3. Presentation, discussion, and or official action to authorize the Superintendent to issue contract renewals to the certified staff. Motion to authorize the Superintendent to issue contract renewal addendums to certified staff members. This motion, made by Josh Penterman and seconded by Dean Busch, Passed.  
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Dosh: Yea, Josh Penterman: Yea
- No further discussion.
- 9.4. Presentation, discussion, and or official action to approve design proposal for summer projects at the high school. Motion to approve the design proposal as discussed. This motion, made by Tim Cheney and seconded by Dean Busch, Passed.  
Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Dosh: Yea, Josh Penterman: Yea
- No further discussion.
- 9.5. Presentation, discussion, and or official action to approve the **2023-2024** Rule 10 Report for District OR-1. Motion to approve the 2023-2024 Rule 10 Report. This motion, made by

Jaimi Calfee and seconded by Josh Penterman, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Josh Penterman: Yea

- The **2023-2024** District OR-1 Rule 10 Report will be revised and re-uploaded after making a few minor edits as discussed by the board members at tonight's meeting.
- The updated copy of the Rule 10 Report will be posted on the district website.

9.6. Presentation, discussion, and or official action to approve compensation increases for administrative staff Motion to approve compensation increases for the administrative staff. This motion, made by Tim Cheney and seconded by Dean Busch, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Josh Penterman: Yea

- No further discussion.

9.7. Presentation, discussion, and or official action to approve the Superintendent Contract Motion to approve the Superintendent contract as discussed. This motion, made by Tim Cheney and seconded by Josh Penterman, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Josh Penterman: Yea

- No further discussion.
- The Superintendency Transparency and contract addendum documents are attached and will be uploaded to the district website per Nebraska Department of Education (NDE) requirements.

10. Board of Education Development

- Additional discussion centered around confirmation of the correct board member dues for affiliated organizations.
  - This information will also be posted on our school website after the meeting.

11. Closed Session

- No closed session occurred at the meeting.

12. Topics for Next Month's Agenda

- No further discussion.

13. Adjournment

- The board meeting was adjourned at: **8:55 p.m.**

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Chairperson

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Superintendent

# 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) Until January 1, 2025: (a) Except as provided in subsection (10) of this section, 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) Except as provided in subsection (10) of this section, 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) 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, 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, 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. (10) 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 in-state location to members, the public, or the press, if requested twenty-four hours in advance; (d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state; (e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and (f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation. (7) Each public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at a meeting. (8) Public bodies shall make available at the meeting or the in-state location for virtual conferencing as required by subdivision (6)(c) of this section, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting, either in paper or electronic form. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

## § 84-1413. MEETINGS; MINUTES; ROLL CALL VOTE; SECRET BALLOT; WHEN; AGENDA AND MINUTES; REQUIRED ON WEBSITE; WHEN.

(1) Each public body shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed. (2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public. (3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes. (4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours. (5) Minutes shall be written, except as provided in subsection (6) of this section, and 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 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 web site the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the web site at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the web site 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 web site 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.

UPDATED EFFECTIVE 2024



www.NASBonline.org

**February 2025 Board  
Presentation  
Taylor Baumert & Jordan Linke**



# Strength & Speed Goals

**Athletic Performance** – Improve strength, speed, power, and agility. Make us more competitive in C1 / C2

**Injury Prevention** – Strengthen muscles, enhance flexibility and mobility

**Health & Fitness** – Build muscle, reduce fat, and promote lifelong fitness.

**Mental Toughness** – Develop confidence, discipline, and leadership.

**Foundation & Development** – Establish proper movement patterns and ideas of how to create workouts.



# Flying 10s

- A build-up sprint where we time max velocity over the course of 10 yards
  - 20 yard 'fly-in', time the last 10 yards
  - Great indicator of top speed
  - Helps with injury prevention: train full speed so we can play at full speed
  - Creates a universal language among students & athletes on their speed development
    - Record, rank, publish
    - MPH Clubs
  - Provides data for coaches to determine load management & training decisions based on a students performance that week
  - KPI (Key performance indicator)

# KPI Standards (Key Performance Indicators)

## KPI Standards List

Boys Speed Standards			
Average	Good	Great	Elite
18 MPH	19 MPH	20 MPH	21 MPH

Boys Vertical Standards			
Below Average	Average	Above Average	Excellent
< 20"	20" - 24"	25" - 29"	> 30"

Boys Broad Jump Standards			
Below Average	Average	Above Average	Excellent
< 7' 2"	7' 3" - 7' 9"	7' 10" - 8' 9"	> 8' 10"

Boys Pro Agility Standards			
Below Average	Average	Above Average	Excellent
> 5.5	5.49 - 5.1	5.09 - 4.41	< 4.4

Boys Front Squat Standards			
Below Minimum	Minimum	Goal	Excellent
< 1.25	1.25	1.5	2

Boys Back Squat Standards			
Below Minimum	Minimum	Goal	Excellent
< 1.5	1.5	2	2.5

Boys Bench Press Standards			
Below Minimum	Minimum	Goal	Excellent
< 1.25	1.25	1.375	1.5

Boys Hang Clean Standards			
Below Minimum	Minimum	Goal	Excellent
< 1	1	1.25	1.5

Boys Trap Bar Deadlift Standards			
Below Minimum	Minimum	Goal	Excellent
< 2	2	2.25	2.5

Boys Pull Ups Standards			
Below Minimum	Minimum	Goal	Excellent
< 5	5	10	15

Girls Speed Standards			
Average	Good	Great	Elite
16 MPH	17 MPH	18 MPH	19 MPH

Girls Vertical Standards			
Below Average	Average	Above Average	Excellent
< 13"	13" - 16"	17" - 23"	> 24"

Girls Broad Jump Standards			
Below Average	Average	Above Average	Excellent
< 5' 4"	5' 5" - 5' 10"	5' 11" - 6' 7"	> 6' 8"

Girls Pro Agility Standards			
Below Average	Average	Above Average	Excellent
> 5.9	5.89 - 5.4	5.39 - 4.71	< 4.7

Girls Front Squat Standards			
Below Minimum	Minimum	Goal	Excellent
< 1	1	1.25	1.5

Girls Back Squat Standards			
Below Minimum	Minimum	Goal	Excellent
< 1.25	1.25	1.5	1.75

Girls Bench Press Standards			
Below Minimum	Minimum	Goal	Excellent
< 0.75	0.75	1	1.25

Girls Hang Clean Standards			
Below Minimum	Minimum	Goal	Excellent
< 0.8	0.8	1	1.2

Girls Trap Bar Deadlift Standards			
Below Minimum	Minimum	Goal	Excellent
< 1.5	1.5	2	2.25

Girls Pull Ups Standards			
Below Minimum	Minimum	Goal	Excellent
< 1	1	5	10

## Flying 10 Indicators

MPH	PR	MPH	95%	MPH	90%	MPH	85%
25.2	0.81	24.0	0.85	22.7	0.90	21.5	0.95
24.9	0.82	23.7	0.86	22.4	0.91	21.2	0.96
24.6	0.83	23.4	0.87	22.2	0.92	20.9	0.98
24.3	0.84	23.1	0.88	21.9	0.93	20.7	0.99
24.1	0.85	22.9	0.89	21.7	0.94	20.5	1.00
23.8	0.86	22.6	0.91	21.4	0.96	20.2	1.01
23.5	0.87	22.3	0.92	21.2	0.97	20.0	1.02
23.2	0.88	22.1	0.93	20.9	0.98	19.8	1.04
23.0	0.89	21.8	0.94	20.7	0.99	19.5	1.05
22.7	0.9	21.6	0.95	20.5	1.00	19.3	1.06
22.5	0.91	21.3	0.96	20.2	1.01	19.1	1.07
22.2	0.92	21.1	0.97	20.0	1.02	18.9	1.08
22.0	0.93	20.9	0.98	19.8	1.03	18.7	1.09
21.8	0.94	20.7	0.99	19.6	1.04	18.5	1.11
21.5	0.95	20.5	1.00	19.4	1.06	18.3	1.12
21.3	0.96	20.2	1.01	19.2	1.07	18.1	1.13
21.0	0.97	20.0	1.02	19.0	1.08	17.9	1.14
20.8	0.98	19.8	1.03	18.8	1.09	17.7	1.15
20.6	0.99	19.6	1.04	18.6	1.10	17.6	1.16
20.4	1	19.4	1.05	18.4	1.11	17.4	1.18
20.2	1.01	19.2	1.06	18.2	1.12	17.2	1.19
20.0	1.02	19.0	1.07	18.0	1.13	17.0	1.20
19.8	1.03	18.9	1.08	17.9	1.14	16.9	1.21
19.6	1.04	18.7	1.09	17.7	1.16	16.7	1.22
19.4	1.05	18.5	1.11	17.5	1.17	16.6	1.24
19.2	1.06	18.3	1.12	17.4	1.18	16.4	1.25
19.1	1.07	18.2	1.13	17.2	1.19	16.2	1.26
18.9	1.08	18.0	1.14	17.0	1.20	16.1	1.27
18.7	1.09	17.8	1.15	16.9	1.21	15.9	1.28
18.5	1.1	17.7	1.16	16.7	1.22	15.8	1.29
18.4	1.11	17.5	1.17	16.6	1.23	15.7	1.31
18.2	1.12	17.3	1.18	16.4	1.24	15.5	1.32
18.0	1.13	17.2	1.19	16.3	1.26	15.4	1.33
17.9	1.14	17.0	1.20	16.1	1.27	15.2	1.34
17.7	1.15	16.9	1.21	16.0	1.28	15.1	1.35
17.6	1.16	16.7	1.22	15.9	1.29	15.0	1.36
17.4	1.17	16.6	1.23	15.7	1.30	14.9	1.38
17.3	1.18	16.5	1.24	15.6	1.31	14.7	1.39
17.1	1.19	16.3	1.25	15.5	1.32	14.6	1.40
17.0	1.2	16.2	1.26	15.3	1.33	14.5	1.41
16.9	1.21	16.1	1.27	15.2	1.34	14.4	1.42
16.7	1.22	15.9	1.28	15.1	1.36	14.2	1.44
16.6	1.23	15.8	1.29	15.0	1.37	14.1	1.45
16.4	1.24	15.7	1.31	14.8	1.38	14.0	1.46
16.3	1.25	15.5	1.32	14.7	1.39	13.9	1.47
16.2	1.26	15.4	1.33	14.6	1.40	13.8	1.48
16.1	1.27	15.3	1.34	14.5	1.41	13.7	1.49
15.9	1.28	15.2	1.35	14.4	1.42	13.6	1.51
15.8	1.29	15.1	1.36	14.3	1.43	13.5	1.52
15.7	1.3	14.9	1.37	14.2	1.44	13.4	1.53
15.6	1.31	14.8	1.38	14.0	1.46	13.3	1.54
15.4	1.32	14.7	1.39	13.9	1.47	13.2	1.55
15.3	1.33	14.6	1.40	13.8	1.48	13.1	1.56
15.2	1.34	14.5	1.41	13.7	1.49	13.0	1.58
15.1	1.35	14.4	1.42	13.6	1.50	12.9	1.59
15.0	1.36	14.3	1.43	13.5	1.51	12.8	1.60

# X-Factor

- X-Factor days are where we test speed & agility (typically Thursdays)
  - 8-10 week cycle depending on the time of year.
  - Great way to track progress & find areas of improvement/growth



### BOYS VERTICAL JUMP

STANDINGS

1.	RYDEN KING & HOBBS MARTIN	29.05"
2.	WESLEY PAROLEK & LEVI TRAMP	29.00"
3.	HARRISON BOTTE, LEYTON HANSON, & DAVID DUNNIR	28.05"
4.	JAXSON CHAMBERS	27.05"
5.	TYLER JENSEN	27.00"
6.	ELI GARRIS	26.05"
7.	COLLIN BILLMAN	26.00"
8.	BO DAVIS & DYLAN REEL	25.05"
9.	WESTON GEE & RYAN MAYO	25.00"
10.	BRODY CATLETT, KADE KASSEBAUM, & BRAXTON TRAMP	24.05"

AS OF 1/23/25



### GIRLS VERTICAL JUMP

STANDINGS

1.	RYLIG WALTER	24.05"
2.	DANNICA HOSE & HAILEE MAPSON	24.00"
3.	HAYLEE VOLLMAN	23.05"
4.	RYAN BECHTLE	21.05"
5.	AUDREY DUNHART	21.00"
6.	CHAILEY BADERTSCHER & CAMRYN CUDA	20.05"
7.	BRACK DREIB, ELLA HAMMON, KAITLY THORNTON & HADDON KARA	20.00"
8.	LILY GREEN	19.05"
9.	EVYER HANDETSCHER & ZIONNA LARSON-NEEMAN	18.05"
10.	BETTIE CHAMBERS, KARA DUNKIN, ELLA HAMMON, & AVA SVOBODA	18.05"

AS OF 1/23/25

# Strength Training

Total body structured lifts 3x /week (Monday/  
Wednesday/ Friday)

Why Total Body?

## Easier to recover from

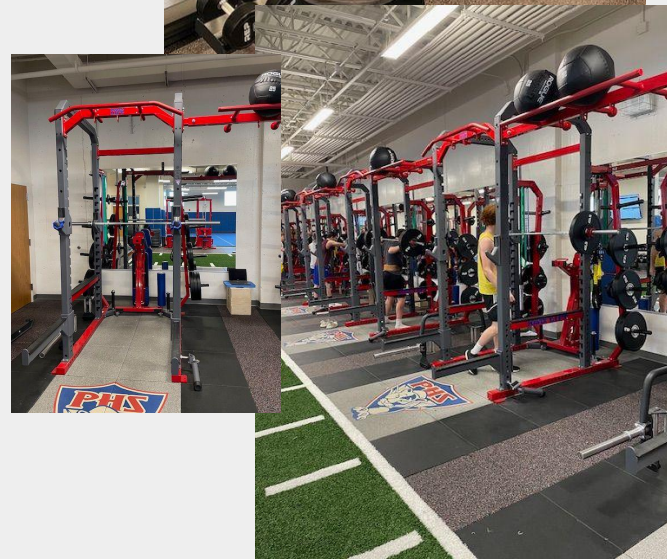
- Total body causes less stress and direct volume on any one body area.
- Spreading out the volume for one muscle group (or area) across the week mitigates soreness.

## Adaptable to the HS Setting/ Real Life

Training doesn't happen in textbook situations.

- Lift gets missed.
- Kid gets sick.

Total body training ensures that each major box gets checked each week without missing.



# PE

- Mix between units, fitness, speed, strength, agility, & health



# Nutrition

- Post-Workout Recovery Snacks
  - Students have the ability to purchase post-workout protein options at cost & Smart Snack Compliant
  - Helps build/repair muscles after a workout



# Nutrition, cont.

- Awarded a \$2000 Grant through NDE to use on Sports Nutrition
  - Education/awareness
  - Incentives
  - Equipment
  - Nutrition



# Health/Nutrition

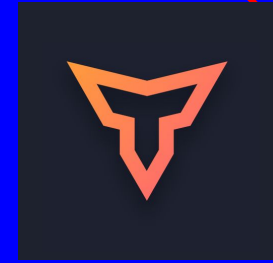


## Panther Healthy Body Rules

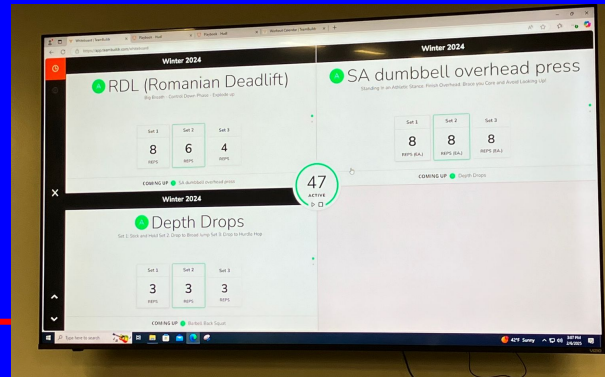
Athletic success is the goal of every athlete, but many don't fully prepare for the physical and mental effort it takes. To succeed at the highest level, your habits must align with your goals. Panther athletes that strive to follow these rules and make these rules habits in their lives will set themselves up for a better chance at success during their athletic careers.

1. **EAT BREAKFAST EVERYDAY**
2. **DRINK ½ YOUR BODY WEIGHT IN OUNCES OF WATER DAILY**
3. **EAT EVERY MEAL AND TWO SNACKS PER DAY**
4. **RECOVERY NUTRITION - EAT AFTER EVERY WORKOUT**
5. **EAT A FRUIT AND/OR VEGETABLE AT EVERY MEAL AND SNACK**
6. **GET 9 HOURS OF SLEEP EACH NIGHT**
7. **MANAGE SCREEN TIME**
8. **LIMIT FAST FOOD INTAKE TO 1 TIME PER WEEK**
9. **NO ALCOHOL OR DRUG INTAKE**

# Tech Integration



- Teambuildr: log/track exercises & performance
- Dashr: laser timing system
- Chromebook -> Ipad: log reps weights real-time
  - Track/record form
  - Bar velocity



# Summer Plans

- Continue to offer HS Boys/Girls weights sessions 4 times a week
- Add JH Boys & Girls session
  - First year: Boys/girls life twice a week
  - Second year & beyond: boys/girls life four times a week
    - Staffing & coverage will need to increase to develop to this stage



## **Board of Education Regular Meeting**

Monday, January 13, 2025 7:00 PM

Media Center at the Palmyra District OR-1 Public Schools

425 F Street

Palmyra, NE 68418

### **District Mission:**

**“Together we prepare our students to successfully meet the challenges of the future.”**

**Strategic Goal 1:** District OR-1 Public Schools will provide the facilities needed to be competitive with other area schools in athletics and fine arts programs.

**Strategic Goal 2:** District OR-1 Public Schools will foster a unified community.

**Strategic Goal 3:** District OR-1 Public Schools will continuously implement (academic) programs and the curriculum needed to remain competitive with other area schools.

Attendance Taken at 6:59 PM.

Dean Busch: Present

Jaimi Calfee: Present

Tim Cheney: Present

Brandon Desh: Present

Dee Moore: Present

Josh Penterman: Present

This information was posted in the following public formats:

- The Voice News (weekly area newspaper)
- Farmers' Merchants Bank - Palmyra
- Palmyra Post Office
- Palmyra High School
- Bennet Post Office
- Bennet Elementary School
- District OR-1 Website - <https://www.districtor1.org/>

### 1. Call to Order and Pledge of Allegiance

- Board President Desh called the meeting to order at **7:00 p.m.**
- Board President Desh led the board members and patrons in attendance at the meeting in the Pledge of Allegiance.

### 2. Announcement of the Open Meetings Act Posting

- Board President Desh identified the location of the Open Meetings Act Poster on the wall in the meeting room.
  - *The changes are reflected in the currently posted materials: revised April 2024.*

### 3. Oath of Office for New or Re-Elected Board Members

- Superintendent Hart provided official information on the verification of votes for each board member by county.
- The newly reelected board members all actively participated in reciting the Oath of Office.
- Copies of the Oath of Office for each new board member are attached to this agenda item.

### 4. Annual Reorganization of the Board

- Board reorganization took place following standard policies and protocols.
- Additional board reorganization specifics are listed in the subsequent agenda topics.

#### 4.1. Election of Superintendent: Temporary Chair for Board President Nominations

- Superintendent Hart temporarily assumed the chairperson's role and solicited nominations for the election of board officers in alignment with the board reorganization process.

#### **Board President:**

- Nominated to serve as the **2025** Board President: **Mr. Brandon Desh**

#### **Board Vice President:**

- Nominated to serve as the **2025** Board Vice-President: **Mrs. Jaimi Calfee**

5. Approval of Officers, Committees, Board Positions, Designations, and Resolutions Motion to approve officers, committee assignments, designations, policies, and resolutions as discussed.

This motion, made by Jaimi Calfee and seconded by Tim Cheney, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

#### **Recommended 2025 Board Officers:**

- *Please note that these names and assignments are subject to change at the discretion of the Board of Education members.*
- Committee assignments were discussed and determined by the board members.
  - **Board President: Mr. Brandon Desh**
  - **Board Vice President: Mrs. Jaimi Calfee**
  - **Board Treasurer: Mrs. Lisa Phillips (District Business Manager)**

- It is customary for the district's business manager to serve as the board treasurer.
  - **Board Secretary: Mr. Michael Hart (Superintendent)**
    - It is customary for the district's Superintendent to serve as the board secretary.
- **Recommended 2025 Board Committee Assignments / Representatives:**
  - Please also see the attached committee assignment document.
- **Negotiations Committee:**
  - **Members:** Calfee, Busch, Penterman
- **Curriculum, Committee on American Civics:**
  - **Members:** Calfee, Busch, Moore
- **Transportation/Facilities Committee:**
  - **Members:** Busch and Cheney
- **Budget Committee:**
  - **Members:** Penterman and Cheney
- **Policy and Government Relations Committee**
  - **Members:** Desh, Moore, Penterman
- **Strategic Planning Committee:**
  - **Members:** Desh and Moore
- **School Improvement Steering Committee:**
  - **Members:** Calfee and Moore
- **Administration Review Committee:**
  - **Member:** Board President: Desh
- **Foundation for Knowledge:**
  - **Member:** Calfee
- **Proposed Adjunct Committees:** As needed

#### **Recommended District Designations:**

- **District Newspaper of Record:** *The Voice News*
- **District Depository Banks:** *Farmers & Merchants of Palmyra and Riverstone Bank.*
- **District Legal Counsel:** *Perry Law Firm*
- **Designate date for the internal evaluation of the Board of Education:**
  - Please note: The specific date and process will be determined later this spring or summer.
- **Designate the dates for the annual review of board policies:**
  - *The recommended 2025 Policy Review Schedule is now attached.*
- **Resolution to reaffirm current policies**
  - It was recommended that the board reaffirm all existing district policies, regulations, and handbooks for the governance of the district, pending any further actions of the Board.

#### 6. Staff and Student Presentations

- **Community Child Care Update:** Superintendent Hart provided information on this subject.

- **First Semester Review:** Mr. Johnson and Mr. Haag provided information on this subject.

## 7. Consent Agenda

- No further discussion.

### 7.1. Approval of Board Agenda

### 7.2. Approval of minutes of previous meetings

### 7.3. Approval of Claims/Payment of Bills and Payroll

#### 7.3.1. Conflict of Interest Statement

#### 7.3.2. Review of "Conflict of Interest" Documents

### 7.4. Certificated/Classified Hire(s)/Reassignment(s)/Resignation(s)

- **Certified Staff Retirements:**

- **Mrs. Karen Redd:** Special Education Teacher at PHS effective at the end of the 2024-2025 school year.

### 7.5. Financial Reports Motion to approve. This motion, made by Dee Moore and seconded by Josh Penterman, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

## 8. Public Comment

- No public comment occurred during the meeting.

## 9. Administrative Reports

### 9.1. Superintendent's Report Superintendent Hart provided information on the following topics:

- **"Community Unity" Display Panels at PHS Update.**

- See the attached document.

- **Hwy #2 Palmyra Safety Project:**

- The Nebraska Department of Transportation (NDOT) will host a public information open house on the Palmyra East & West highway safety project on **Thursday, April 3, 2025, from 5-7 p.m. at Palmyra High School.** All patrons are encouraged to attend!

- **PHS Band Performance Opportunity:**

- The Palmyra Jazz Band will perform on **Friday, March 21, 2025, from 10:30-11:00 a.m.** for the annual NRCSA Spring Conference in Kearney.

- **Courage Retreat for 7th graders:**

- Youth Frontiers will host a Courage Retreat for all of our 7th-grade students on **Thursday, January 16th, 2025 at PHS.**

- Visit [youthfrontiers.org/courage-retreat](https://youthfrontiers.org/courage-retreat) for more information on Youth Frontiers and to watch a video about the Courage Retreat.
- **State Senator Visit**
  - Our area Superintendent discussion group has scheduled a meeting with Senator Bob Hallstrom and Senator Myron Dorn at Palmyra High School on **Friday, February 14th, 2025**.
  - The purpose of the meeting is to provide a tour of our district facilities, tell our district stories, ask questions about current education-related legislative and legal issues, and promote collaborative solutions to various school-related matters.
- **School Board Member Appreciation Week:**
  - The week of **January 26, 2025**, will serve as School Board Recognition Week in Nebraska.
  - Special thanks to the 1,700 locally elected volunteers who make up the Board of Education for Nebraska's Public Schools and ESUs. Through their leadership, innovation, vision, and engagement, they make Nebraska a better place to live!
- **Panther Country Mural at PHS:**
  - See the attached picture. Our students are amazing!
- **Legislative Update:** Superintendent Hart provided a brief preview of the current legislative session.
- **Staffing Discussion for 2025-2026:** Superintendent Hart provided a "draft" overview of next year's certified staffing projections.
- **Superintendent Contract Update**
  - The contract is expected to be finalized at the **Monday, February 10th, 2025** regular board meeting.
- **Negotiations Update:**
  - Administrative and classified staff compensation increases were considered by the Negotiations Committee members. These compensation recommendations are expected to be finalized at the **Monday, February 10th, 2025** regular board meeting.
- **Policy Review:**
  - The **8000 and 9000 series** policies will be reviewed at the **February 10th, 2025** regular board meeting.
- **Rule 10 Report:**
  - A finalized version of the 2024-2024 Rule 10 report for our district will be discussed and approved at the **February, 10th 2025** regular board meeting.
- **Student and Staff Kudos:**
  - Superintendent Hart reported on several student and staff accomplishments during the meeting.
- **Other items as requested**

### **Upcoming Events:**

- **Monday, January 20th, 2025:** Martin Luther King Jr. Day:
  - No school for staff or students
- **Sunday, January 26th - Saturday, February 1st, 2025**
  - ????????School Board Appreciation Week

- **Tuesday, February 4th, 2025:**
  - P/T Conferences: 1:00 p.m. early dismissal and conferences from 2:00 - 8:00 p.m.
- **Wednesday, February 5th, 2025:**
  - Staff Development Day for Staff: No school for students
- **Friday, February 14th, and Monday, February 17th:**
  - No school for students or staff.

#### 9.1.1. Review 2025-2026 District School Calendar

- This item is also listed as an action item later in the agenda.
- Committee members and our admin staff discussed the intricacies of creating a quality and practical master calendar.

#### 9.1.2. Legislative Issue and Session Preview

- Superintendent Hart previewed legislative priorities and potential bills that may impact our district.
- The **2025** Legislative Advocacy Handbook and Legislative Calendar are attached to this agenda item.
- Superintendent Hart discussed the potential for a collaborative meeting with local senators and area school leaders sometime in February. This meeting will take place at PHS.
- A Legislative Issues conference is scheduled for **January 26th and 27th** in Lincoln.
  - Board members were encouraged to notify Superintendent Hart if they wanted to attend the conference.

#### 9.2. Administrative Team Report The district admin shared information on the following topics:

- **Staff Development Day Review from Monday, January 6th**
- **Reading Committee Curriculum Review**
- **Parent-Teacher Conferences: *The conferences are scheduled for February 6th from 2:00-8:00 PM. There will be an early dismissal at 1:00 PM on that day.***
- **Teacher Evaluation Systems**
- **Report Cards**
- **Aspire Academy Update**
- **NSCAS and MAPS Reading and Math Standardized Assessments**
- **Special Education Staff Training**
- **Little Panther Preschool Sign-up**

#### 10. Discussion Items- Committee Reports

- The updated Committee Assignments for January 2025 are attached to this agenda item.

#### 10.1. Negotiations Committee Update

- Negotiations Committee members summarized the discussions from previous committee meetings relative to negotiations for certified staff.
- *Compensation for classified and administrative staff was also discussed and highlighted. The committee recommendations are scheduled to be on the board agenda for further review and approval at the **February 10th, 2025** regular board meeting.*

#### 10.2. Transportation Committee

- The next Transportation and Facilities committee meeting will be held on **Wednesday, February 5th, 2025** at PHS beginning at 8:30 a.m.

#### 10.3. District Wellness Committee

- The next District Wellness Committee meeting is scheduled for **Wednesday, February 5th, 2025 at 2:00 p.m.** at Bennet Elementary School.

#### 11. Policy Review

- The **8000** and **9000** Series Policies will be discussed and reviewed at the **Monday, February 10th, 2025** regular board meeting.
- A copy of the **2025** Policy Review Schedule is attached to this agenda item.

##### 11.1. Review Code of Ethics Policy #8272

- No further discussion.

#### 12. Action Items

12.1. Presentation, discussion, and or official action to approve the **2025-2026** School District Calendar Motion to approve the 2025-2026 School District Calendar. This motion, made by Dean Busch and seconded by Tim Cheney, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- A summary of recommended changes was presented and discussed with staff and board members.
- No further discussion.

12.2. Discuss, consider and take action to select the district's Title IX Coordinator. Motion to appoint Heath Johnson (High School Principal) to be the district's Title IX Coordinator. This motion, made by Tim Cheney and seconded by Dee Moore, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- No further discussion.

12.3. Presentation, discussion, and or official action to designate the Superintendent as the authorized representative for Federal and State programs. Motion to approve as discussed. This

motion, made by Dee Moore and seconded by Josh Penterman, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- No further discussion.

### 13. Board of Education Development

- Board members wanting to attend any training events listed on the agenda should contact Mr. Hart as soon as possible to register.
- NASB "Board Quicks" and "Board Notes" documents are attached to this agenda item.

14. Closed Session Motion to move into closed sessions to discuss and take possible action on the following reasons: 1) Discuss classified and administrative compensation to protect the best interest of the district. 2) Discuss property matters to protect the public interest. This motion, made by Tim Cheney and seconded by Dee Moore, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- Board members voted to enter a closed session at **8:07 p.m.** as clearly necessary for the protection of the public interest to discuss classified and certified administrative staff negotiations, and property interests.
- Before the commencement of the closed session, Board President Desh restated the reason for the closed session.
- The closed session began at **8:08 p.m.**

14.1. Convene Closed Session Motion to move into closed sessions to discuss and take possible action on the following reasons: 1) Discuss classified and administrative compensation to protect the best interest of the district. 2) Discuss property matters to protect the public interest. This motion, made by Jaimi Calfee and seconded by Dean Busch, Passed.

Dean Busch: Yea, Jaimi Calfee: Yea, Tim Cheney: Yea, Brandon Desh: Yea, Dee Moore: Yea, Josh Penterman: Yea

- The closed session ended at **9:21 p.m.**

### 14.2. Reconvene Meeting from Closed Session

- The public meeting was reconvened at **9:21 p.m.**
- No board action was taken as a result of the closed session.

### 14.3. Approval of any action deemed necessary as a result of the "closed" session

- No action occurred as a result of the closed session.

### 15. Topics for Next Month's Agenda

- Topics for next month are listed below:

- **2025-2026 Compensation**
  - Classified Staff
  - Admin Staff
  - Superintendent Contract
- **Construction Update**
- **Rule 10 Report**
- **2025-2026 Staffing Proposal**
- **Policy Review**
- **Other items as needed**

16. Adjournment

- The meeting was adjourned at: **9:21 p.m.**

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Chairperson

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Superintendent

# BOARD OF EDUCATION UPDATE

## SUMMARY OF JANUARY 13, 2025 MEETING

- Approved furnishings, fixtures, and equipment invoices related to school facility projects.
- Re-elected board members Jaimi Calfee, Tim Cheney, and Brandon Desh reaffirmed the oath of office.
- Completed annual board organization with approval to maintain current board officers, committees, district banks, legal representation, and reaffirmation of board policies, resolutions and procedures.
- Mr. Hart, Mr. Haag, and Mr. Johnson provided update on community child care initiative the school is participating in and a first semester review.
- Reviewed the code of ethics policy #8272.
- Approved the 2025-2026 school district calendar.
- Appointed Mr. Johnson as Title IX coordinator for district.
- Appointed Mr. Hart as representative for federal compensatory programs.
- More information is available at [HTTPS://MEETING.SPARQDATA.COM/PUBLIC/ORGANIZATION/174](https://meeting.sparqdata.com/public/organization/174)



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

02/07/2025 03:41 PM

Regular; Processing Month 02/2025; Fund Number 01

User ID: LAP

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance	
4410	IDEA ENROLLMENT/POVERTY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4455	CONTRACTED SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4590	ARRA: STATE FISCAL STAB FUNDS NON-SPEC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4610	ARRA: IDEA PART B(611) ENROLL/POV	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
4690	OTHER FED NON-CAT EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6200	TITLE 1 IMPROVING PROGRAMS FEDERAL SERVI	84,210.00	4,470.00	33,069.77	39.27	51,140.23	0.00	51,140.23	
6310	NCLB TITLE II PART A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6330	REAP GRANT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6406	IDEA PRESCHOOL	12,660.00	0.00	1,927.89	15.23	10,732.11	0.00	10,732.11	
6408	IDEA ENROLLMENT/POVERTY	174,820.00	2,998.65	65,944.07	37.72	108,875.93	0.00	108,875.93	
6411	IDEA EARLY INTERVENING SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6412	IDEA PART B PORPORTIONATE SHARE	0.00	0.00	896.44	0.00	(896.44)	0.00	(896.44)	
6418	IDEA Part B PEAK Projects	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6421	ESU SCHOOL PSYCHOLOGY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6422	IDEA ARP AGES 3-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6423	NONPUBLIC IDEA ARP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6690	OTHER FEDERAL NON-CAT EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6700	CARL PERKINS FED VOCATIONAL&APPLIED TECH	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6810	TITLE 1, ESSA ACCOUNTABILITY IMPROVING	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6969	TITLE IV PART A	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6990	OTHER FEDERAL CATEGORY PROGRAMS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6992	REAP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6996	COVID-19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
6997	CRRSA/ESSER II	0.00	0.00	0.00	0.00	0.00	30.66	(30.66)	
6998	ESSER III	15,000.00	0.00	8,471.36	56.48	6,528.64	0.00	6,528.64	
8000	TRANSFERS (OUTGOING)	250,000.00	75.60	666.34	0.27	249,333.66	0.00	249,333.66	
9000	NON-PROGRAM EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
01	GENERAL FUND	11,263,409.00	124,277.05	4,656,123.55	41.61	6,607,285.45	0.00	30,540.77	6,576,744.68

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

02/07/2025 03:41 PM

Regular; Processing Month 02/2025; Fund Number 01

User ID: LAP

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
Grand Total:	11,263,409.00	124,277.05	4,656,123.55	41.61	6,607,285.45	0.00	30,540.77	6,576,744.68

**Designated Bill Summary**  
**Superintendent Report: Regular Board Meeting:**  
**Date: Monday, February 10, 2025**

**TO:** Palmyra District OR-1 BOE

**From:** Michael Hart

**Re:** Designated Bill Summary Report for BOE meeting

- Next month's *regular* board meeting is scheduled for **Monday, March 10, 2025, at 7:00 p.m.** at Palmyra High School in the media center.

**A. Consent Agenda Expenditures**

**Construction Account Claims:**

- - *Please note: These claims are now included in the Consent Agenda of the regular board meeting due to the discontinuation of the CMAR special monthly meetings effective September 9, 2024.*
  - *Please see the itemized list below.*

**Depreciation Fund Claims:**

- None for this month

**Bond Fund Claims:**

- None for this month

**Special Building Claims:**

- None for this month

**2022 Construction Account Claims:**

Construction Bills February 2025		
Vendor	Invoice Number	Amount
Amazon	1PPR-TVYH-PN73	\$448.55
Amazon	1F3P-1M9T-KPVQ	\$547.99
BIC	001	\$195,419.04
Branding Inc. dba Al's Johns	97868	\$105.00
Branding Inc. dba Al's Johns	98081	\$105.00
BSN Sports	928453173	\$6,719.41
Flinn Scientific	3104992	\$125.04
Flinn Scientific	3102852	\$2,342.06
H&S Plumbing & Heating	24-063WS	\$26,850.00

H&S Plumbing & Heating	24-063CP	\$1,248.83
H&S Plumbing & Heating	24-063WC	\$658.47
H&S Plumbing & Heating	23-037DE	\$681.91
H&S Plumbing & Heating	23-037PT	\$5,854.46
H&S Plumbing & Heating	23-037SE	\$1,507.97
H&S Plumbing & Heating	23-037DC	\$10,947.27
H&S Plumbing & Heating	23-037AP	\$9,048.23
H&S Plumbing & Heating	23-037PB	\$13,721.43
Jung Electric	3977	\$3,420.15
Midwest Walls	17619	\$353.37
SEI	911912	\$642.75
Silver Ridge Construction		\$6,584.60
	<b>Total:</b>	<b>\$287,331.53</b>

**General Fund Claims:**

**Total claims: \$124,277.05**

- **Access Systems Leasing: \$2,991.56** - Copiers at the elementary and high school
- **Amazon Capital Services: \$2,079.05** - Elem & HS supplies
- **Amplify Education: \$ 4,470.00** - Title Supplies
- **Casey's: \$2,829.73**– Bus and vehicle fuel expenses / misc.
- **Craig Resources: \$4,645.55** - Nursing contracted services
- **Diversified Drug Testing: \$1,120.00** - Drug Testing Services
- **ESU#4: \$15.00** - Professional development, contracted services and tech support
- **Egan Supply Co: \$258.67** - HS Supplies
- **Home Depot: \$2,499.36** - Elem Supplies
- **JW Pepper & Sons Inc: \$837.55** - Instrumental Supplies
- **Jung Electric: \$1,388.60** - Misc maintenance
- **Lifeguard MD: \$778.00** - Replacement parts
- **Menards: \$1,950.85** - Elem and HS Supplies
- **Midwest Bus Repair: \$3,331.35** - Bus Repairs or maintenance
- **NASB: \$6,217.00** - Annual dues and professional development
- **Nebraska City Utilities: \$15,944.87** - Utilities
- **Pioneer Cleaning: \$20,497.00** - Elem and HS Cleaning
- **Southwest Auto: \$4,574.29** - Bus repairs
- **Sysco: \$1,537.42** - REC and Preschool Supplies
- **Village of Bennet: \$413.64** - Water, electricity, and sewer bill
- **Village of Palmyra: \$334.42** - Water and sewer bill
- **Waste Connections: \$1,242.42** - HS Garbage Services
- **Whitehead Oil: \$2,821.05** - Diesel fuel
- **Wood River Energy: \$18,233.07** - Elem and HS Natural Gas

Palmyra District OR-1 66-0501

02/07/2025 03:45 PM

PO Number

Account Number

Posted - All; Fund Number 01; Processing Month 02/2025

Invoice Number

Vendor Name

Detail Description

Amount

Checking Account ID

Fund Number

GENERAL FUND

5590

A-1 FLAGS, POLES & REPAIRS

01 2610 610 001

HS Custodian Supplies

140.00

Total

A-1 FLAGS, POLES & REPAIRS

140.00

38406095

Access Systems Leasing

01 1100 440 001

HS Copier Lease

1,495.78

01 1100 440 003

Elem Copier Lease

1,495.78

Total

Access Systems Leasing

2,991.56

32452829

ACT

01 2120 320 001

Counselor Contracted Service

697.00

Total

ACT

697.00

14JV-G97C-  
PKPG

AMAZON CAPITAL SERVICES

01 1100 650 001

HS Technology Supplies

17.18

14WM-9MHX-  
MPPL

AMAZON CAPITAL SERVICES

01 3535 610 000

HAL Supplies

182.88

1C3C-PNKN-  
R7DJ

AMAZON CAPITAL SERVICES

01 2610 610 001

HS Custodian Supplies

730.95

CW2025

1D34-GJQX-P693

AMAZON CAPITAL SERVICES

01 1100 610 001

ice packs

130.04

01 1100 610 001

freezer w/ lock

209.00

1DFR-JMVY-  
QWYV

AMAZON CAPITAL SERVICES

01 2120 610 001

Counselor HS Supplies

46.35

1FP4-QJ1T-NHT7

AMAZON CAPITAL SERVICES

01 3535 610 000

HAL Supplies

36.84

1FP4-QJ1T-P71Y

AMAZON CAPITAL SERVICES

01 1100 610 001

HS General Supplies

44.48

1FP4-QJ1T-P7LV

AMAZON CAPITAL SERVICES

01 2660 610 000

Security Supplies

35.38

1GQW-RVL6-  
N9CP

AMAZON CAPITAL SERVICES

01 1100 610 001

HS General Supplies

19.28

1JVV-1MGG-  
N1J4

AMAZON CAPITAL SERVICES

01 1100 650 001

HS Technology Supplies

47.45

1KJT-4Q3L-  
KWN4

AMAZON CAPITAL SERVICES

01 1100 640 001

HS Textbooks

81.48

FCS

1MTD-LHF6-PL37

AMAZON CAPITAL SERVICES

01 1100 610 001

Measuring Cups : U-Taste 18/8

27.98

01 1100 610 001

Stainless

01 1100 610 001

Silicone Spatulas, 8.2 inch Small

16.95

01 1100 610 001

Rubber

01 1100 610 001

Black Rubber Spatula for Kitchen

5.39

01 1100 610 001

Use, 10

01 1100 610 001

2 Pack Spatulas, Solid & Slotted

9.99

01 1100 610 001

Silicon

01 1100 610 001

8 Inch Round Cake Pan Set, P&P

35.98

01 1100 610 001

CHEF 3 Pi

01 1100 610 001

Chef Craft Premium Silicone

7.45

Basting Spoo

Account Number	Invoice Number	Vendor Name	Detail Description	Amount
01 1100 610 001			SHIPPING	6.99
	1PRW-LHWC-TG47	AMAZON CAPITAL SERVICES		
01 3535 610 000 Fritsch1625			HAL Supplies	123.46
	1VQ1-MFQ3-JLVK	AMAZON CAPITAL SERVICES		
01 1100 610 001			10 pcs Contact Tips .035 for MIG Gun fit	31.04
01 1100 610 001			2 pcs Gas Diffusers Tip Holders for MIG	44.62
01 1100 610 001			2 pcs Nozzles 1/2" Flush for MIG Gun fit	48.50
01 1100 610 001			phrozen 3D Printer Rapid Resin [Aqua-Gra	81.16
01 1100 610 001 FCS1925			SHIPPING	6.99
	1WQY-CKQJ-NLX4	AMAZON CAPITAL SERVICES		
01 1100 610 001			Hoosier Hill Farm Whole Milk Powder, 1LB	29.98
01 1100 610 001			Hoosier Hill Farm Buttermilk Powder, 1LB	14.49
01 1100 610 001			Kikkoman Rice Vinegar, 10 Fluid Ounce	6.77
Total	AMAZON CAPITAL SERVICES			<u>2,079.05</u>
	INV-138059	AMPLIFY EDUCATION, INC		
01 6200 610 003 Total	AMPLIFY EDUCATION, INC	AMPLIFY EDUCATION, INC	Title 1 Supplies	<u>4,470.00</u> 4,470.00
SPEECH-4-2024 01 2151 610 003	84326	BJOREM SPEECH PUBLICATIONS	Childhood Apraxia of Speech Bundle	73.60
01 2151 610 003 01 2151 610 003 Total	BJOREM SPEECH PUBLICATIONS	BJOREM SPEECH PUBLICATIONS	Prevoallic and vocalic /r/ SHIPPING	50.00 <u>9.00</u> 132.60
	012025 DN046	CASEY'S BUSINESS MASTERCARD		
01 2710 626 000 Total	CASEY'S BUSINESS MASTERCARD	CASEY'S BUSINESS MASTERCARD	Bus Gas and Oil	<u>2,829.73</u> 2,829.73
	122024 DOT EXAM CM	COMPLETE CHIROPRACTIC & WELLNESS CENTER		
01 2710 890 000 Total	COMPLETE CHIROPRACTIC & WELLNESS CENTER	COMPLETE CHIROPRACTIC & WELLNESS CENTER	Bus Misc. Expenses	<u>80.00</u> 80.00
	1463463	CORNHUSKER STATE INDUSTRIES		
01 1200 610 001 0 104 Total	CORNHUSKER STATE INDUSTRIES	CORNHUSKER STATE INDUSTRIES	ASPIRE SUPPLIES	<u>25.00</u> 25.00
	663306 01	CORNHUSKER WINNELSON CO		
01 1100 610 001		CORNHUSKER WINNELSON CO	HS General Supplies	256.21
	682658 01	CORNHUSKER WINNELSON CO		
01 2610 610 001 Total	CORNHUSKER WINNELSON CO	CORNHUSKER WINNELSON CO	HS Custodian Supplies	<u>105.61</u> 361.82
	7-13355-15	CRAIG RESOURCES INC		

Palmyra District OR-1 66-0501

02/07/2025 03:45 PM

PO Number

Account Number

Invoice Number

Posted - All; Fund Number 01; Processing Month 02/2025

Vendor Name

Detail Description

Amount

01 2131 320 002			MS SPED CONTRACED NURSING SERVICES	4,645.55
Total	CRAIG RESOURCES INC			<u>4,645.55</u>

01 2224 530 000	1462432		DAS State ACCTG-Central Finance Internet Service	292.87
Total	DAS State ACCTG-Central Finance			<u>292.87</u>

01 1100 610 001	122024 - GENERAL		DFC Inc. Decker's Food Center HS General Supplies	16.39
Total	DFC Inc. Decker's Food Center			<u>16.39</u>

01 1100 610 001 2 102	FF1033		DIETZE MUSIC HOUSE HS INSTRUMENTAL SUPPLIES	48.00
Total	DIETZE MUSIC HOUSE			<u>48.00</u>

01 2710 890 000	000370DQ		DIVERSIFIED DRUG TESTING LLC Bus Misc. Expenses	200.00
01 2710 890 000	000431DQ		DIVERSIFIED DRUG TESTING LLC Bus Misc. Expenses	200.00
01 1100 320 001	22417		DIVERSIFIED DRUG TESTING LLC HS Services/Assessments	345.00
01 2710 890 000	22937		DIVERSIFIED DRUG TESTING LLC Bus Misc. Expenses	85.00
01 1100 320 001	22938		DIVERSIFIED DRUG TESTING LLC HS Services/Assessments	290.00
Total	DIVERSIFIED DRUG TESTING LLC			<u>1,120.00</u>

01 2161 330 003	EVENT #131987		EARLY CHILDHOOD TRAINING CENTER Sped Occupational Therapy Prof. Developm	40.00
Total	EARLY CHILDHOOD TRAINING CENTER			<u>40.00</u>

01 1100 330 001	11005		EDUCATIONAL SERVICE UNIT #4 HS Professional Development	15.00
Total	EDUCATIONAL SERVICE UNIT #4			<u>15.00</u>

01 2224 530 000	21427		EDUCATIONAL SERVICE UNIT #6 Internet Service	45.00
01 2224 530 000	21473		EDUCATIONAL SERVICE UNIT #6 Internet Service	599.78
Total	EDUCATIONAL SERVICE UNIT #6			<u>644.78</u>

01 2610 610 001	395276		EGAN SUPPLY CO HS Custodian Supplies	47.52
01 2610 610 001	396288		EGAN SUPPLY CO HS Custodian Supplies	211.15
Total	EGAN SUPPLY CO			<u>258.67</u>

01 2620 431 001	67888		ELECTRONIC CONTRACTING COMPANY HS Repairs & Maintenance	175.00
Total	ELECTRONIC CONTRACTING COMPANY			<u>175.00</u>

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Vendor Name

Detail Description

Amount

01 2510 890 000	012025 FEES	FARMERS & MERCHANTS BANK	Superintendent Secretary Misc. Expenses	225.00
Total	FARMERS & MERCHANTS BANK			<u>225.00</u>

Nurse11625	JAN 2025 - GENERAL	FIRST STATE BANK - VISA CREDIT CARD		
01 2130 610 000		certification card	FIRST STATE BANK - VISA CREDIT CARD	1,389.00
01 2161 330 003	JAN 2025 - GENERAL -	Sped Occupational Therapy Prof. Developm		225.00
01 1200 330 001		Sped HS Professional Development		225.00
01 3535 610 000		HAL Supplies		107.86
01 2320 610 000		SUPERINTENDENT OFFICE SUPPLIES		14.99
01 2320 610 000		SUPERINTENDENT OFFICE SUPPLIES		15.00
Total	FIRST STATE BANK - VISA CREDIT CARD			<u>1,976.85</u>

01 2510 382 001	53915	FORTICALL	HS Telephone	0.07
01 2510 382 003			Elem Telephone	<u>0.07</u>
Total	FORTICALL			0.14

01 1100 333 003	122025 QRT2MILEAGE	FURROW, JOHN	Elem Mileage	<u>211.05</u>
Total	FURROW, JOHN			211.05

01 2320 580 000	01272025 TRAVEL	HART, MICHAEL	Superintendent Travel	<u>7.50</u>
Total	HART, MICHAEL			7.50

CUSTOD-15-2024	843310947	HD Supply FORMERLY HOME DEPOT PRO		
01 2610 610 003		Roll Towels		897.40
01 2610 610 003		Med. Wet Mop		11.97
01 2610 610 003		Damp Mop		69.96
01 2610 610 003		Trigger Sprayer		16.80
01 2610 610 003		SpitFire Cleaner		212.16
01 2610 610 003		Foaming Hand Soap		1,184.40
01 2610 610 003		Fabuloso		98.72
01 2610 610 003		SHIPPING		<u>7.95</u>
Total	HD Supply FORMERLY HOME DEPOT PRO			2,499.36

01 1190 211 003	022025 INS REIMB	HOHENSEE, CASSANDRA	ECEP TEACHER BCBS, LIFE, VISION, DENTAL	363.15
Total	HOHENSEE, CASSANDRA			<u>363.15</u>

01 1100 610 001 2 102	367100247	J.W. PEPPER & SON INC.	HS INSTRUMENTAL SUPPLIES	54.99
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PO Number Account Number	Invoice Number	Vendor Name Detail Description	Amount
BM7124-1 01 1100 610 001 2 103	367128609	J.W. PEPPER & SON INC. Contest Music JH & HS	81.09
BM7124-1 01 1100 610 001 2 103	367136619	J.W. PEPPER & SON INC. Contest Music JH & HS	93.35
01 1100 610 001 2 102	367162340	J.W. PEPPER & SON INC. HS INSTRUMENTAL SUPPLIES	55.96
01 1100 610 001 2 102	367171903	J.W. PEPPER & SON INC. HS INSTRUMENTAL SUPPLIES	267.15
01 1100 610 001 2 102	367221378	J.W. PEPPER & SON INC. HS INSTRUMENTAL SUPPLIES	29.98
BM7124-1 01 1100 610 001 2 103	367237167	J.W. PEPPER & SON INC. ECNC Music JH & HS	70.97
BM7124-1 01 1100 610 001 2 103	367250976	J.W. PEPPER & SON INC. Freshmore Honor Choir Music	46.49
01 1100 610 001 2 102	367253821	J.W. PEPPER & SON INC. HS INSTRUMENTAL SUPPLIES	43.97
BM7124-1 01 1100 610 001 2 103	367255007	J.W. PEPPER & SON INC. Freshmore Honor Choir Music	63.05
BM7124-1 01 1100 610 001 2 103	367255961	J.W. PEPPER & SON INC. Freshmore Honor Choir Music	30.55
Total	J.W. PEPPER & SON INC.		<u>837.55</u>
01 2510 610 000 Total	064967 JAYMAR Business Forms, Inc.	JAYMAR Business Forms, Inc. CENTRAL OFFICE SUPPLIES	<u>639.21</u> 639.21
01 2410 610 001	012025 NOTES	JOHNSON, HEATH HS Principal Supplies	170.19
01 2410 211 001 Total	022025 INS REIMB JOHNSON, HEATH	HS Principal Insurance	<u>546.35</u> 716.54
01 2620 431 001	4000	JUNG ELECTRIC SERVICE HS Repairs & Maintenance	271.57
01 2620 431 001	4001	JUNG ELECTRIC SERVICE HS Repairs & Maintenance	936.77
01 2620 431 003 Total	4002 JUNG ELECTRIC SERVICE	JUNG ELECTRIC SERVICE Elem Repairs & Maintenance	<u>180.26</u> 1,388.60
01 2610 431 003 Total	INV876158 KURITA AMERICA INC	KURITA AMERICA INC Elem Upkeep of Building	<u>462.38</u> 462.38
HS-0000322 01 2130 610 000 01 2130 610 000 01 2130 610 000 01 2130 610 000 Total	18027 LIFEGUARD MD, INC.	LIFEGUARD MD, INC. Adult pads Battery Child pads Shipping charge	158.00 378.00 230.00 <u>12.00</u> 778.00
01 1100 610 001	0031004135	MATHESON-TRI-GAS INC HS General Supplies	339.78

	0052457288	MATHESON-TRI-GAS INC	
01 1100 610 001		HS General Supplies	79.91
Total	MATHESON-TRI-GAS INC		<u>419.69</u>

	47200	MENARDS	
01 1100 610 001		HS General Supplies	24.98
01 1100 610 001		HS General Supplies	4.97
01 1100 610 001		HS General Supplies	1.79
01 1100 610 001		HS General Supplies	5.99
01 2900 610 001 0 001		Athletics	111.44
	47246	MENARDS	
01 2610 610 001		HS Custodian Supplies	11.97
01 2610 610 001		HS Custodian Supplies	13.48
01 2610 610 001		HS Custodian Supplies	1.79
01 2610 610 001		HS Custodian Supplies	10.56
01 2610 610 001		HS Custodian Supplies	4.17
01 2610 610 001		HS Custodian Supplies	11.37
01 2610 610 003		Elem Custodian Supplies	99.99
01 2610 610 003		Elem Custodian Supplies	125.99
01 2710 610 000		BUS SUPPLIES	4.99
01 2710 610 000		BUS SUPPLIES	30.74
01 2610 610 001		HS Custodian Supplies	44.97
01 2610 610 001		HS Custodian Supplies	104.93
	47345	MENARDS	
01 2610 610 001		HS Custodian Supplies	(5.28)
01 2610 610 001		HS Custodian Supplies	(5.28)
01 2610 610 003		Elem Custodian Supplies	(125.99)
	47350	MENARDS	
01 2610 610 001		HS Custodian Supplies	64.09
01 2710 610 000		BUS SUPPLIES	457.51
	47558	MENARDS	
01 2710 610 000		BUS SUPPLIES	95.94
	47621	MENARDS	
01 1100 610 001		HS General Supplies	36.95
	47952	MENARDS	
01 2610 610 001		HS Custodian Supplies	22.83
	47964	MENARDS	
01 2610 610 001		HS Custodian Supplies	8.87
	48029	MENARDS	
01 1100 610 001		HS General Supplies	83.72
	48126	MENARDS	
01 2610 610 001		HS Custodian Supplies	207.73
	48405	MENARDS	
01 2610 610 001		HS Custodian Supplies	236.65
	48443	MENARDS	
01 2610 610 001		HS Custodian Supplies	<u>258.99</u>
Total	MENARDS		1,950.85

	INV-624000135	Midwest Bus Repair	
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	99.75
	INV-624000136	Midwest Bus Repair	
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	962.03
	INV-624000140	Midwest Bus Repair	

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PO Number	Invoice Number	Vendor Name	Amount
Account Number		Detail Description	
01 2730 431 000		BUS & VEHICLE SERVICING & MAINTENANCE	72.80
01 2730 431 000	INV-624000141	Midwest Bus Repair	
		BUS & VEHICLE SERVICING & MAINTENANCE	914.95
01 2730 431 000	INV-624000142	Midwest Bus Repair	
		BUS & VEHICLE SERVICING & MAINTENANCE	570.88
01 2730 431 000	INV-624000143	Midwest Bus Repair	
		BUS & VEHICLE SERVICING & MAINTENANCE	182.74
01 2730 431 000	INV-624000145	Midwest Bus Repair	
		BUS & VEHICLE SERVICING & MAINTENANCE	528.20
Total	Midwest Bus Repair		<u>3,331.35</u>
	17803	Midwest Walls & Landscape, Inc.	
01 2610 431 001		HS Upkeep of Building	300.00
01 2610 431 003		Elem Upkeep of Building	<u>300.00</u>
Total	Midwest Walls & Landscape, Inc.		600.00
	082024 MED BILL	MOODY, CHARITY	
01 1100 890 001		HS Misc. Expenses	<u>1,216.63</u>
Total	MOODY, CHARITY		1,216.63
	O-2246	NCECBVI	
01 2181 591 001		HS VISUALLY IMPAIRED SERVICES	1,026.00
Total	NCECBVI		<u>1,026.00</u>
Elem-00278	27583033	NCS PEARSON, INC	
01 2151 610 003		CEL5 Screening Test Complete Kit (Prin	322.00
01 2151 610 003		SHIPPING	<u>19.32</u>
Total	NCS PEARSON, INC		341.32
	012025 PHS	NE ASSOCIATION OF SCHOOL BOARDS	
01 2310 810 000		BOE Dues and Fees	5,437.00
01 2310 890 000	N-52340	NE ASSOCIATION OF SCHOOL BOARDS	
		BOE Misc. Expenses	400.00
01 2310 330 000	N-52476	NE ASSOCIATION OF SCHOOL BOARDS	
		BOARD PROFESSIONAL DEVELOPMENT	115.00
01 2320 330 000		Superintendent Professional Development	115.00
01 2320 610 000	N-52564	NE ASSOCIATION OF SCHOOL BOARDS	
		SUPERINTENDENT OFFICE SUPPLIES	75.00
01 2510 330 000		EMPLOYEE TRAINING & DEVELOPMENT SERVICES	75.00
Total	NE ASSOCIATION OF SCHOOL BOARDS		<u>6,217.00</u>
	84542	NE COUNCIL OF SCHOOL ADMINISTRATORS	
01 2410 330 003		Elem Principal Professional Development	60.00
Total	NE COUNCIL OF SCHOOL ADMINISTRATORS		<u>60.00</u>

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PO Number Account Number	Invoice Number	Vendor Name Detail Description	Amount
01 2610 621 001	1546 - 01242025	NEBRASKA CITY UTILITIES HS Utilities	93.84
01 2610 621 003	3273 - 01242025	NEBRASKA CITY UTILITIES Elem Utilities	7,375.70
01 2610 621 001	3321 - 01242025	NEBRASKA CITY UTILITIES HS Utilities	7,347.33
01 2610 621 001	39368 - 01242025	NEBRASKA CITY UTILITIES HS Utilities	30.45
01 2610 621 001	43577 - 01242025	NEBRASKA CITY UTILITIES HS Utilities	43.07
01 2610 621 001	43679 - 01242025	NEBRASKA CITY UTILITIES HS Utilities	114.64
01 2610 621 001	44277 - 01242025	NEBRASKA CITY UTILITIES HS Utilities	48.00
01 2610 621 001	44718 - 01242025	NEBRASKA CITY UTILITIES HS Utilities	848.85
01 2610 621 001	96622 - 01242025	NEBRASKA CITY UTILITIES HS Utilities	42.99
Total	NEBRASKA CITY UTILITIES		<u>15,944.87</u>
01 2710 330 000	57-13862	NEBRASKA SAFETY CENTER BUS PROFESSIONAL DEVELOPMENT	255.00
Total	NEBRASKA SAFETY CENTER		<u>255.00</u>
01 2320 330 000	LF027	NRCSA Superintendent Professional Development	100.00
Total	NRCSA		<u>100.00</u>
01 6408 320 000 01 6408 320 003	JAN 2025 PT JP	O'Neil, Jan IDEA Part B Birth-4 Pre-diagnosis PREK PROFESSIONAL EDUCATIONAL SERVICES	2,061.45 937.20
01 2171 320 003		Physical Therapy Elem Contracted Service	1,875.00
01 2171 320 002		MS PROFESSIONAL EDUCATIONAL SERVICES	689.30
Total	O'Neil, Jan		<u>5,562.95</u>
01 2510 890 000	DEC 2024 - BENEFITS	OMNIFY BENEFITS Superintendent Secretary Misc. Expenses	68.50
Total	OMNIFY BENEFITS		<u>68.50</u>
01 2510 890 000	2022171989	ONE SOURCE THE BACKGROUND CHECK COMPANY Superintendent Secretary Misc. Expenses	93.00
Total	ONE SOURCE THE BACKGROUND CHECK COMPANY		<u>93.00</u>
01 2510 610 000 01 3535 610 000	012025 REIMBR	PALMYRA ACTIVITY FUND CENTRAL OFFICE SUPPLIES HAL Supplies	13.41 200.00

01 1100 610 001			HS General Supplies	<u>243.31</u>
Total	PALMYRA ACTIVITY FUND			456.72

		012025 ASPIRE LUNCH	PALMYRA LUNCH FUND	
01 8000 912 000			FUND TRANSFERS TO LUNCH FUND	37.80
01 8000 912 000			FUND TRANSFERS TO LUNCH FUND	37.80
Total	PALMYRA LUNCH FUND			<u>75.60</u>

		01212025 QBQUEST	PARSONS, JAY	
01 3535 610 000			HAL Supplies	<u>40.00</u>
Total	PARSONS, JAY			40.00

		110	Perry, Guthery, Hasse & Gessford, P.C., L.L.O.	
01 2330 317 000			District Legal Services	<u>1,583.00</u>
Total	Perry, Guthery, Hasse & Gessford, P.C., L.L.O.			1,583.00

		3393	PIONEER CLEANING, LLC	
01 2620 420 003			Elem Cleaning Service	8,700.00
01 2620 420 003			Elem Cleaning Service	852.00
01 2620 420 001			HS Cleaning Service	8,745.00
01 2620 420 001			HS Cleaning Service	<u>2,200.00</u>
Total	PIONEER CLEANING, LLC			20,497.00

		3320219422	PITNEY BOWS GLOBAL FINANCIAL SERVICES LL	
01 2510 440 000			Superintendent Copier/Mail Lease	<u>165.54</u>
Total	PITNEY BOWS GLOBAL FINANCIAL SERVICES LL			165.54

		42314928	QUILL	
01 2510 610 000			CENTRAL OFFICE SUPPLIES	13.58
01 2410 610 001			HS Principal Supplies	4.74
01 2410 610 001			HS Principal Supplies	<u>5.09</u>
Total	QUILL			23.41

LB12624		63617	Realityworks	
01 1100 610 001			Dicot Stem Model	329.00
01 1100 610 001			Plant Science Kit	799.00
01 1100 610 001			Shipping	<u>132.28</u>
Total	Realityworks			1,260.28

01 2730 431 000		164175	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	903.40
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01 2730 431 000		164192	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	459.36
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01 2730 431 000		164221	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	1,356.77
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01 2730 431 000		164241	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	1,419.44
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01 2730 431 000	164266	Southwest Auto BUS & VEHICLE SERVICING & MAINTENANCE	435.32
Total	Southwest Auto		<u>4,574.29</u>

01 3300 610 003	661041780	SYSCO LINCOLN Rec Program Supplies	170.53
01 3300 610 003	661053870	SYSCO LINCOLN Rec Program Supplies	170.12
01 3300 610 003	661086236	SYSCO LINCOLN Rec Program Supplies	179.22
01 1190 610 003	661112766	SYSCO LINCOLN ECEP GENERAL SUPPLIES	436.44
01 3300 610 003	661112770	SYSCO LINCOLN Rec Program Supplies	112.59
01 3300 610 003	661143747	SYSCO LINCOLN Rec Program Supplies	94.61
01 1190 610 003	661143748	SYSCO LINCOLN ECEP GENERAL SUPPLIES	193.71
01 3300 610 003	661158271	SYSCO LINCOLN Rec Program Supplies	115.61
01 1190 610 003	661158272	SYSCO LINCOLN ECEP GENERAL SUPPLIES	<u>64.59</u>
Total	SYSCO LINCOLN		1,537.42

01 2620 431 001	7000066520	TK ELEVATOR CORPORATION HS Repairs & Maintenance	<u>700.50</u>
Total	TK ELEVATOR CORPORATION		700.50

01 2230 382 001	SI-25-006319	UNITE PRIVATE NETWORKS LLC HS Distant Learning Connection	428.98
01 2230 382 003		Elem Distant Learning Connection	<u>428.98</u>
Total	UNITE PRIVATE NETWORKS LLC		857.96

01 2610 431 003	1233378	Uribe Refuse Services, Inc. Elem Upkeep of Building	<u>390.00</u>
Total	Uribe Refuse Services, Inc.		390.00

01 2610 621 003	86721	VILLAGE OF BENNET Elem Utilities	36.56
01 2610 410 003		Elem Water & Sewer	28.50
01 2610 410 003		Elem Water & Sewer	170.02
01 2610 410 003		Elem Water & Sewer	24.00
01 2610 410 003		Elem Water & Sewer	<u>154.56</u>
Total	VILLAGE OF BENNET		413.64

01 2610 410 001	107003 - 1225- 12425	VILLAGE OF PALMYRA HS Water & Sewer	26.00
01 2610 410 001	230001 - 1225- 12425	VILLAGE OF PALMYRA HS Water & Sewer	10.92
01 2610 410 001	257001 - 1225- 12425	VILLAGE OF PALMYRA	

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PO Number	Invoice Number	Vendor Name	Amount
01 2610 410 001		HS Water & Sewer	271.50
	274001 - 1225-12425	VILLAGE OF PALMYRA	
01 2610 410 001		HS Water & Sewer	<u>26.00</u>
Total	VILLAGE OF PALMYRA		334.42
	38002129	VOICE NEWS	
01 2310 540 000		BOE Advertising	172.17
	38002533	VOICE NEWS	
01 2310 540 000		BOE Advertising	9.99
	38002534	VOICE NEWS	
01 2310 540 000		BOE Advertising	<u>238.04</u>
Total	VOICE NEWS		420.20
	1839983T059	WASTE CONNECTIONS OF NEBRASKA	
01 2610 431 001		HS Upkeep of Building	<u>1,242.42</u>
Total	WASTE CONNECTIONS OF NEBRASKA		1,242.42
	INV-38638	WHITEHEAD OIL CO	
01 2710 626 000		Bus Gas and Oil	<u>2,821.05</u>
Total	WHITEHEAD OIL CO		2,821.05
	091969071 - 12025	WINDSTREAM	
01 2510 382 001		HS Telephone	<u>295.02</u>
Total	WINDSTREAM		295.02
	429100	WOODRIVER ENERGY LLC	
01 2610 621 001		HS Utilities	759.59
01 2610 621 001		HS Utilities	5,339.66
01 2610 621 003		Elem Utilities	1,842.62
01 2610 621 003		Elem Utilities	61.07
	433445	WOODRIVER ENERGY LLC	
01 2610 621 001		HS Utilities	1,039.23
01 2610 621 001		HS Utilities	6,711.22
01 2610 621 003		Elem Utilities	<u>2,479.68</u>
Total	WOODRIVER ENERGY LLC		18,233.07
Fund Number			<u>124,277.05</u>
Checking Account ID			<u>124,277.05</u>

February, 2025 Bills	\$ 124,277.05
January, 2025 Payroll	<u>\$ 709,564.55</u>
Total:	<u>\$ 833,841.60</u>

Invoice Date Cost Center ID	Amount
02/10/2025	140.00
02/10/2025	2,991.56
02/10/2025	697.00
02/10/2025	17.18
02/10/2025	182.88
02/10/2025	730.95
02/10/2025	339.04
02/10/2025	46.35
02/10/2025	36.84
02/10/2025	44.48
02/10/2025	35.38
02/10/2025	19.28
02/10/2025	47.45
02/10/2025	81.48
02/10/2025	110.73

Invoice Date Cost Center ID	Amount
02/10/2025	123.46
02/10/2025	212.31
02/10/2025	51.24
02/10/2025	4,470.00
02/10/2025	132.60
02/10/2025	2,829.73
02/10/2025	80.00
02/10/2025	25.00
02/10/2025	256.21
02/10/2025	105.61
02/10/2025	4,645.55

Invoice Date Cost Center ID	Amount
02/10/2025	292.87
02/10/2025	16.39
02/10/2025	48.00
02/10/2025	200.00
02/10/2025	200.00
02/10/2025	345.00
02/10/2025	85.00
02/10/2025	290.00
02/10/2025	40.00
02/10/2025	15.00
02/10/2025	45.00
02/10/2025	599.78
02/10/2025	47.52
02/10/2025	211.15
02/10/2025	175.00

Invoice Date	Amount
Cost Center ID	
02/10/2025	225.00

02/10/2025	1,389.00
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02/10/2025	587.85
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02/10/2025	0.14
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02/10/2025	211.05
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02/10/2025	7.50
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02/10/2025	2,499.36
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02/10/2025	363.15
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02/10/2025	54.99
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Invoice Date Cost Center ID	Amount
02/10/2025	81.09
02/10/2025	93.35
02/10/2025	55.96
02/10/2025	267.15
02/10/2025	29.98
02/10/2025	70.97
02/10/2025	46.49
02/10/2025	43.97
02/10/2025	63.05
02/10/2025	30.55
02/10/2025	639.21
02/10/2025	170.19
02/10/2025	546.35
02/10/2025	271.57
02/10/2025	936.77
02/10/2025	180.26
02/10/2025	462.38
02/10/2025	778.00
02/10/2025	339.78

Invoice Date Cost Center ID	Amount
02/10/2025	79.91
02/10/2025	149.17
02/10/2025	464.95
02/10/2025	(136.55)
02/10/2025	521.60
02/10/2025	95.94
02/10/2025	36.95
02/10/2025	22.83
02/10/2025	8.87
02/10/2025	83.72
02/10/2025	207.73
02/10/2025	236.65
02/10/2025	258.99
02/10/2025	99.75
02/10/2025	962.03
02/10/2025	72.80

Invoice Date Cost Center ID	Amount
02/10/2025	914.95
02/10/2025	570.88
02/10/2025	182.74
02/10/2025	528.20
02/10/2025	600.00
02/10/2025	1,216.63
02/10/2025	1,026.00
02/10/2025	341.32
02/10/2025	5,437.00
02/10/2025	400.00
02/10/2025	230.00
02/10/2025	150.00
02/10/2025	60.00

Invoice Date Cost Center ID	Amount
02/10/2025	93.84
02/10/2025	7,375.70
02/10/2025	7,347.33
02/10/2025	30.45
02/10/2025	43.07
02/10/2025	114.64
02/10/2025	48.00
02/10/2025	848.85
02/10/2025	42.99
02/10/2025	255.00
02/10/2025	100.00
02/10/2025	5,562.95
02/10/2025	68.50
02/10/2025	93.00
02/10/2025	456.72

Invoice Date Cost Center ID	Amount
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02/10/2025	75.60
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02/10/2025	40.00
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02/10/2025	1,583.00
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02/10/2025	20,497.00
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02/10/2025	165.54
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02/10/2025	23.41
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02/10/2025	1,260.28
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02/10/2025	903.40
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02/10/2025	459.36
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02/10/2025	1,356.77
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02/10/2025	1,419.44
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Invoice Date Cost Center ID	Amount
02/10/2025	435.32
02/10/2025	170.53
02/10/2025	170.12
02/10/2025	179.22
02/10/2025	436.44
02/10/2025	112.59
02/10/2025	94.61
02/10/2025	193.71
02/10/2025	115.61
02/10/2025	64.59
02/10/2025	700.50
02/10/2025	857.96
02/10/2025	390.00
02/10/2025	413.64
02/10/2025	26.00
02/10/2025	10.92
02/10/2025	271.50

Invoice Date Cost Center ID	Amount
02/10/2025	26.00
02/10/2025	172.17
02/10/2025	9.99
02/10/2025	238.04
02/10/2025	1,242.42
02/10/2025	2,821.05
02/10/2025	295.02
02/10/2025	8,002.94
02/10/2025	10,230.13

## Application and Certificate for Payment

<b>TO OWNER:</b> OR-1 School District 425 F Street Palmyra NE 68418	<b>PROJECT:</b> OR-1 School District (Bennet/Palmyra) 50 Dogwood Bennet, NE 426 F Street Palmyra, NE Clark & Enersen 1010 Lincoln Mall #200 Lincoln, NE 68508	<b>APPLICATION NO:</b> 017 <b>PERIOD TO:</b> January 31, 2025 <b>CONTRACT FOR:</b> General Construction <b>CONTRACT DATE:</b> December 12, 2022 <b>PROJECT NOS:</b> Clark & Enersen / 2224 / OR-1 School District	<b>Distribution to:</b> OWNER: <input type="checkbox"/> ARCHITECT: <input type="checkbox"/> CONTRACTOR: <input type="checkbox"/> FIELD: <input type="checkbox"/> OTHER: <input type="checkbox"/>
<b>FROM CONTRACTOR:</b> BIC Construction LLC 245 South 84th Street #316 Lincoln, NE 68510	<b>VIA ARCHITECT:</b> Clark & Enersen 1010 Lincoln Mall #200 Lincoln, NE 68508		

### CONTRACTOR'S APPLICATION FOR PAYMENT

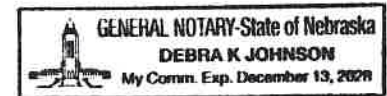
Application is made for payment, as shown below, in connection with the Contract. AIA Document G703®, Continuation Sheet, is attached.

1. ORIGINAL CONTRACT SUM .....	\$17,971,480.00
2. NET CHANGE BY CHANGE ORDERS .....	\$182,880.00
3. CONTRACT SUM TO DATE (Line 1 ± 2) .....	\$18,154,360.00
4. TOTAL COMPLETED & STORED TO DATE (Column G on G703) .....	\$18,147,172.00
5. RETAINAGE: <u>Lump Sum</u>	
a. 100.00 % of <u>Completed Work</u> (Column D + E on G703)	\$30,000.00
b. 0 % of Stored Material (Column F on G703)	\$0.00
Total Retainage (Lines 5a + 5b or Total in Column I of G703) .....	\$30,000.00
6. TOTAL EARNED LESS RETAINAGE .....	\$18,117,172.00
(Line 4 Less Line 5 Total)	
7. LESS PREVIOUS CERTIFICATES FOR PAYMENT .....	\$17,921,752.96
(Line 6 from prior Certificate)	
8. CURRENT PAYMENT DUE .....	\$195,419.04
9. BALANCE TO FINISH, INCLUDING RETAINAGE (Line 3 less Line 6)	\$37,188.00

CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Total changes approved in previous months by Owner	\$0.00	\$0.00
Total approved this Month	\$182,880.00	\$0.00
<b>TOTALS</b>	<b>\$182,880.00</b>	<b>\$0.00</b>
<b>NET CHANGES by Change Order</b>	<b>\$182,880.00</b>	

The undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work for which previous Certificates for Payment were issued and payments received from the Owner, and that current payment shown herein is now due.

**CONTRACTOR:** \_\_\_\_\_  
By: [Signature] Date: February 03, 2025  
State of: Nebraska  
County of: Lancaster  
Subscribed and sworn to before  
me this 3<sup>rd</sup> day of February 2025  
Notary Public: Debra K Johnson  
My Commission expires: 12/18/2028



### ARCHITECT'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising this application, the Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the Work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

**AMOUNT CERTIFIED** ..... \$195,419.04  
(Attach explanation if amount certified differs from the amount applied. Initial all figures on this Application and on the Continuation Sheet that are changed to conform with the amount certified.)

**ARCHITECT:** \_\_\_\_\_  
By: [Signature] Date: 2/4/2025  
This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.



# AIA® Document G703® – 1992

## Continuation Sheet

AIA Document G702®, Application and Certification for Payment, or G732™, Application and Certificate for Payment, Construction Manager as Adviser Edition, containing Contractor's signed certification is attached.  
Use Column I on Contracts where variable retainage for line items may apply.

APPLICATION NO:  
APPLICATION DATE:  
PERIOD TO:  
ARCHITECT'S PROJECT NO:

017  
January 09, 2025  
January 09, 2025  
Clark & Enersen

A ITEM NO.	B DESCRIPTION OF WORK	C SCHEDULED VALUE	D WORK COMPLETED		F MATERIALS PRESENTLY STORED (NOT IN D OR E)	G		H BALANCE TO FINISH (C - G)	I RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD		TOTAL COMPLETED AND STORED TO DATE (D + E + F)	% (G÷C)		
01	Grading	238,565.00	238,565.00	0.00	0.00	238,565.00	100.00%	0.00	0.00
02	Playground Allowance	0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
02a	COR #B-003R	25,248.00	25,248.00	0.00	0.00	25,248.00	100.00%	0.00	0.00
02b	COR #B-11R3	74,752.00	74,752.00	0.00	0.00	74,752.00	100.00%	0.00	0.00
03	Seeding	20,000.00	20,000.00	0.00	0.00	20,000.00	100.00%	0.00	0.00
04	Interior Demo	100,000.00	100,000.00	0.00	0.00	100,000.00	100.00%	0.00	0.00
05	Fencing	32,000.00	32,000.00	0.00	0.00	32,000.00	100.00%	0.00	0.00
06	Paving & Sidewalks	320,000.00	320,000.00	0.00	0.00	320,000.00	100.00%	0.00	0.00
07	Footings	350,000.00	350,000.00	0.00	0.00	350,000.00	100.00%	0.00	0.00
08	Slabs	130,000.00	130,000.00	0.00	0.00	130,000.00	100.00%	0.00	0.00
09	Precast Material	208,000.00	208,000.00	0.00	0.00	208,000.00	100.00%	0.00	0.00
10	Masonry	152,410.00	152,410.00	0.00	0.00	152,410.00	100.00%	0.00	0.00
11	Steel Material	310,300.00	310,300.00	0.00	0.00	310,300.00	100.00%	0.00	0.00
12	Steel/precast Erection	151,500.00	151,500.00	0.00	0.00	151,500.00	100.00%	0.00	0.00
13	Grouting Baseplates/Precast	8,000.00	8,000.00	0.00	0.00	8,000.00	100.00%	0.00	0.00
14	Rough Carpentry	30,000.00	30,000.00	0.00	0.00	30,000.00	100.00%	0.00	0.00
15	Finish Carpentry	45,000.00	45,000.00	0.00	0.00	45,000.00	100.00%	0.00	0.00
16	Millwork/Countertops	55,600.00	55,600.00	0.00	0.00	55,600.00	100.00%	0.00	0.00
17	Waterproofing	22,000.00	22,000.00	0.00	0.00	22,000.00	100.00%	0.00	0.00
18	Air Barrier	22,780.00	22,780.00	0.00	0.00	22,780.00	100.00%	0.00	0.00
19	Expansion Joints	35,000.00	35,000.00	0.00	0.00	35,000.00	100.00%	0.00	0.00
20	Sealants	17,515.00	17,515.00	0.00	0.00	17,515.00	100.00%	0.00	0.00
21	Roofing	314,743.00	314,743.00	0.00	0.00	314,743.00	100.00%	0.00	0.00
22	Metal Panels	26,143.00	26,143.00	0.00	0.00	26,143.00	100.00%	0.00	0.00
23	Doors/Frames/Hardware	188,000.00	188,000.00	0.00	0.00	188,000.00	100.00%	0.00	0.00

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User Notes:

(3B9ADAAC)

A ITEM NO.	B DESCRIPTION OF WORK	C SCHEDULED VALUE	D WORK COMPLETED		F MATERIALS PRESENTLY STORED (NOT IN D OR E)	G TOTAL COMPLETED AND STORED TO DATE (D + E + F)		H BALANCE TO FINISH (C - G)	I RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD		% (G÷C)			
24	Overhead Doors/Shutters	33,543.00	33,543.00	0.00	0.00	33,543.00	100.00%	0.00	0.00
25	Alum & Glass	174,500.00	174,500.00	0.00	0.00	174,500.00	100.00%	0.00	0.00
26	Studs & Drywall	401,645.00	401,645.00	0.00	0.00	401,645.00	100.00%	0.00	0.00
27	ACT	78,835.00	78,835.00	0.00	0.00	78,835.00	100.00%	0.00	0.00
28	Gym Floor Allowance	2,381.00	0.00	2,381.00	0.00	2,381.00	100.00%	0.00	0.00
28a	COR B-025R	185,977.00	185,977.00	0.00	0.00	185,977.00	100.00%	0.00	0.00
28b	COR B-028	12,695.00	12,695.00	0.00	0.00	12,695.00	100.00%	0.00	0.00
28c	COR B-035	9,837.00	9,837.00	0.00	0.00	9,837.00	100.00%	0.00	0.00
28d	COR P-028R	17,110.00	17,110.00	0.00	0.00	17,110.00	100.00%	0.00	0.00
29	CPT/Resilient	140,000.00	140,000.00	0.00	0.00	140,000.00	100.00%	0.00	0.00
30	Tile	180,000.00	180,000.00	0.00	0.00	180,000.00	100.00%	0.00	0.00
31	Paint	67,018.00	67,018.00	0.00	0.00	67,018.00	100.00%	0.00	0.00
32	Specialties	90,000.00	90,000.00	0.00	0.00	90,000.00	100.00%	0.00	0.00
33	Bleachers	47,832.00	47,832.00	0.00	0.00	47,832.00	100.00%	0.00	0.00
34	Window Covering	8,000.00	8,000.00	0.00	0.00	8,000.00	100.00%	0.00	0.00
35	Food Service	230,525.00	230,525.00	0.00	0.00	230,525.00	100.00%	0.00	0.00
36	Fire Sprinkler	80,500.00	80,500.00	0.00	0.00	80,500.00	100.00%	0.00	0.00
37	Utilities	190,000.00	190,000.00	0.00	0.00	190,000.00	100.00%	0.00	0.00
38	Piping	495,000.00	495,000.00	0.00	0.00	495,000.00	100.00%	0.00	0.00
39	Pumps/Values/Equipment	40,000.00	40,000.00	0.00	0.00	40,000.00	100.00%	0.00	0.00
40	HVAC - Equipment	340,000.00	340,000.00	0.00	0.00	340,000.00	100.00%	0.00	0.00
41	HVAC - Ductwork	260,000.00	260,000.00	0.00	0.00	260,000.00	100.00%	0.00	0.00
42	Insulation	55,000.00	55,000.00	0.00	0.00	55,000.00	100.00%	0.00	0.00
43	Temp Controls	180,000.00	180,000.00	0.00	0.00	180,000.00	100.00%	0.00	0.00
44	Electric Gear	50,000.00	50,000.00	0.00	0.00	50,000.00	100.00%	0.00	0.00
45	Electrical Conduit/Wire	274,947.00	274,947.00	0.00	0.00	274,947.00	100.00%	0.00	0.00
46	Lighting	185,000.00	185,000.00	0.00	0.00	185,000.00	100.00%	0.00	0.00
47	Fire Alarm	50,000.00	50,000.00	0.00	0.00	50,000.00	100.00%	0.00	0.00
48	Data/Clock/Intercom	140,000.00	140,000.00	0.00	0.00	140,000.00	100.00%	0.00	0.00
	PALMYRA	0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00

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User Notes:

(3B9ADAAC)

A ITEM NO.	B DESCRIPTION OF WORK	C SCHEDULED VALUE	D WORK COMPLETED		F MATERIALS PRESENTLY STORED (NOT IN D OR E)	G TOTAL COMPLETED AND STORED TO DATE (D + E + F)		H BALANCE TO FINISH (C - G)	I RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD		% (G+C)			
49	Grading	181,072.00	181,072.00	0.00	0.00	181,072.00	100.00%	0.00	0.00
50	Seeding	15,000.00	15,000.00	0.00	0.00	15,000.00	100.00%	0.00	0.00
51	Interior Demo	65,000.00	65,000.00	0.00	0.00	65,000.00	100.00%	0.00	0.00
52	Fencing	15,000.00	15,000.00	0.00	0.00	15,000.00	100.00%	0.00	0.00
53	Paving & Sidewalks	90,000.00	90,000.00	0.00	0.00	90,000.00	100.00%	0.00	0.00
54	Footings	660,000.00	660,000.00	0.00	0.00	660,000.00	100.00%	0.00	0.00
55	Slabs	320,000.00	320,000.00	0.00	0.00	320,000.00	100.00%	0.00	0.00
56	Precast Material	322,655.00	322,655.00	0.00	0.00	322,655.00	100.00%	0.00	0.00
57	Masonry	311,385.00	311,385.00	0.00	0.00	311,385.00	100.00%	0.00	0.00
58	Steel Material	758,000.00	758,000.00	0.00	0.00	758,000.00	100.00%	0.00	0.00
59	Steel/Precast Erection	353,500.00	353,500.00	0.00	0.00	353,500.00	100.00%	0.00	0.00
60	Grouting Baseplates/Precast	10,450.00	10,450.00	0.00	0.00	10,450.00	100.00%	0.00	0.00
61	Rough Carpentry	59,000.00	59,000.00	0.00	0.00	59,000.00	100.00%	0.00	0.00
62	Finish Carpentry	65,000.00	65,000.00	0.00	0.00	65,000.00	100.00%	0.00	0.00
63	Millwork/Countertops	54,400.00	54,400.00	0.00	0.00	54,400.00	100.00%	0.00	0.00
64	Waterproofing	37,655.00	37,655.00	0.00	0.00	37,655.00	100.00%	0.00	0.00
65	Air Barrier	21,000.00	21,000.00	0.00	0.00	21,000.00	100.00%	0.00	0.00
66	Expansion Joints	36,300.00	36,300.00	0.00	0.00	36,300.00	100.00%	0.00	0.00
67	Sealants	26,000.00	26,000.00	0.00	0.00	26,000.00	100.00%	0.00	0.00
68	Roofing	344,485.00	344,485.00	0.00	0.00	344,485.00	100.00%	0.00	0.00
69	Metal Panels	22,720.00	22,720.00	0.00	0.00	22,720.00	100.00%	0.00	0.00
70	Doors/Frames/Hardware	214,323.00	214,323.00	0.00	0.00	214,323.00	100.00%	0.00	0.00
71	Overhead Doors/Shutters	14,000.00	14,000.00	0.00	0.00	14,000.00	100.00%	0.00	0.00
72	Alum & Glass	308,350.00	308,350.00	0.00	0.00	308,350.00	100.00%	0.00	0.00
73	Studs & Drywall	822,150.00	822,150.00	0.00	0.00	822,150.00	100.00%	0.00	0.00
74	ACT	137,025.00	137,025.00	0.00	0.00	137,025.00	100.00%	0.00	0.00
75	CPT/Resilient	196,500.00	196,500.00	0.00	0.00	196,500.00	100.00%	0.00	0.00
76	Tile	240,000.00	240,000.00	0.00	0.00	240,000.00	100.00%	0.00	0.00
77	Paint	80,000.00	80,000.00	0.00	0.00	80,000.00	100.00%	0.00	0.00
78	Specialties	135,000.00	135,000.00	0.00	0.00	135,000.00	100.00%	0.00	0.00

A ITEM NO.	B DESCRIPTION OF WORK	C SCHEDULED VALUE	D WORK COMPLETED		F MATERIALS PRESENTLY STORED (NOT IN D OR E)	G TOTAL COMPLETED AND STORED TO DATE (D + E + F)		H BALANCE TO FINISH (C - G)	I RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD		% (G÷C)			
79	Gym Equipment	29,467.00	29,467.00	0.00	0.00	29,467.00	100.00%	0.00	0.00
80	Window Covering	12,222.00	12,222.00	0.00	0.00	12,222.00	100.00%	0.00	0.00
81	Elevator	138,700.00	138,700.00	0.00	0.00	138,700.00	100.00%	0.00	0.00
82	Fire Sprinkler	120,000.00	120,000.00	0.00	0.00	120,000.00	100.00%	0.00	0.00
83	Utilities	140,000.00	140,000.00	0.00	0.00	140,000.00	100.00%	0.00	0.00
84	Piping	463,511.00	463,511.00	0.00	0.00	463,511.00	100.00%	0.00	0.00
85	Pumps/Valves/Equipme nt	75,000.00	75,000.00	0.00	0.00	75,000.00	100.00%	0.00	0.00
86	HVAC - Equipment	620,000.00	620,000.00	0.00	0.00	620,000.00	100.00%	0.00	0.00
87	HVAC - Ductwork	510,000.00	510,000.00	0.00	0.00	510,000.00	100.00%	0.00	0.00
88	Insulation	95,000.00	95,000.00	0.00	0.00	95,000.00	100.00%	0.00	0.00
89	Temp Controls	210,000.00	210,000.00	0.00	0.00	210,000.00	100.00%	0.00	0.00
90	Electrical Gear	111,000.00	111,000.00	0.00	0.00	111,000.00	100.00%	0.00	0.00
91	Electrical Conduit/Wire	501,516.00	501,516.00	0.00	0.00	501,516.00	100.00%	0.00	0.00
92	Lighting	210,000.00	210,000.00	0.00	0.00	210,000.00	100.00%	0.00	0.00
93	Fire Alarm	71,000.00	71,000.00	0.00	0.00	71,000.00	100.00%	0.00	0.00
94	Data/Clock/Intercom	260,000.00	260,000.00	0.00	0.00	260,000.00	100.00%	0.00	0.00
	GENERAL CONDITIONS	0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
95	General Requirements	329,768.00	329,768.00	0.00	0.00	329,768.00	100.00%	0.00	0.00
96	Maximum Personal Expense	337,950.00	337,950.00	0.00	0.00	337,950.00	100.00%	0.00	0.00
97	CM Fee	373,757.00	373,542.96	214.04	0.00	373,757.00	100.00%	0.00	0.00
98	Deferred Maintenance Allowance	94.00	0.00	94.00	0.00	94.00	100.00%	0.00	0.00
98a	COR B-0002	13,120.00	13,120.00	0.00	0.00	13,120.00	100.00%	0.00	0.00
98b	COR B 13R	30,685.00	30,685.00	0.00	0.00	30,685.00	100.00%	0.00	0.00
98c	COR P-008	5,587.00	5,587.00	0.00	0.00	5,587.00	100.00%	0.00	0.00
98d	COR B-011R3	33,332.00	33,332.00	0.00	0.00	33,332.00	100.00%	0.00	0.00
98e	COR B-016R2	14,180.00	14,180.00	0.00	0.00	14,180.00	100.00%	0.00	0.00
98f	COR P-005R	4,273.00	4,273.00	0.00	0.00	4,273.00	100.00%	0.00	0.00
98g	COR B-017	1,941.00	1,941.00	0.00	0.00	1,941.00	100.00%	0.00	0.00

A ITEM NO.	B DESCRIPTION OF WORK	C SCHEDULED VALUE	D WORK COMPLETED		F MATERIALS PRESENTLY STORED (NOT IN D OR E)	G TOTAL COMPLETED AND STORED TO DATE (D + E + F)		H BALANCE TO FINISH (C - G)	I RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD		%	(G÷C)		
98h	COR P-009	8,932.00	8,932.00	0.00	0.00	8,932.00	100.00%	0.00	0.00
98i	COR B-008R3	15,525.00	15,525.00	0.00	0.00	15,525.00	100.00%	0.00	0.00
98j	COR P-004R2	8,312.00	8,312.00	0.00	0.00	8,312.00	100.00%	0.00	0.00
98k	COR P-018R2	4,954.00	4,954.00	0.00	0.00	4,954.00	100.00%	0.00	0.00
98l	COR P-021	2,958.00	2,958.00	0.00	0.00	2,958.00	100.00%	0.00	0.00
98m	COR B-032R	1,713.00	1,713.00	0.00	0.00	1,713.00	100.00%	0.00	0.00
98n	COR P-024R	1,536.00	1,536.00	0.00	0.00	1,536.00	100.00%	0.00	0.00
98o	COR B-037	2,858.00	2,858.00	0.00	0.00	2,858.00	100.00%	0.00	0.00
99	Contingency	7,038.00	0.00	7,038.00	0.00	7,038.00	100.00%	0.00	0.00
99a	COR B-001	2,980.00	2,980.00	0.00	0.00	2,980.00	100.00%	0.00	0.00
99b	COR B-004	-900.00	-900.00	0.00	0.00	-900.00	100.00%	0.00	0.00
99c	COR B-007	780.00	780.00	0.00	0.00	780.00	100.00%	0.00	0.00
99d	COR B-009R	3,625.00	3,625.00	0.00	0.00	3,625.00	100.00%	0.00	0.00
99e	COR B-010R	260.00	260.00	0.00	0.00	260.00	100.00%	0.00	0.00
99f	COR B-014	-3,758.00	-3,758.00	0.00	0.00	-3,758.00	100.00%	0.00	0.00
99g	COR B-015	11,541.00	11,541.00	0.00	0.00	11,541.00	100.00%	0.00	0.00
99h	COR P-002	896.00	896.00	0.00	0.00	896.00	100.00%	0.00	0.00
99i	COR P-007	-9,685.00	-9,685.00	0.00	0.00	-9,685.00	100.00%	0.00	0.00
99j	COR B-018	3,897.00	3,897.00	0.00	0.00	3,897.00	100.00%	0.00	0.00
99k	COR P-001	14,310.00	14,310.00	0.00	0.00	14,310.00	100.00%	0.00	0.00
99l	COR-P003R3	26,337.00	26,337.00	0.00	0.00	26,337.00	100.00%	0.00	0.00
99m	COR P-012R	-1,977.00	-1,977.00	0.00	0.00	-1,977.00	100.00%	0.00	0.00
99n	COR P-013	4,300.00	4,300.00	0.00	0.00	4,300.00	100.00%	0.00	0.00
99o	COR B-019	-47,832.00	-47,832.00	0.00	0.00	-47,832.00	100.00%	0.00	0.00
99p	COR B-022	6,636.00	6,636.00	0.00	0.00	6,636.00	100.00%	0.00	0.00
99q	COR P-016	1,487.00	1,487.00	0.00	0.00	1,487.00	100.00%	0.00	0.00
99r	COR P-011	241,233.00	241,233.00	0.00	0.00	241,233.00	100.00%	0.00	0.00
99s	COR-B-012R2	9,660.00	9,660.00	0.00	0.00	9,660.00	100.00%	0.00	0.00
99t	COR B005	1,912.00	1,912.00	0.00	0.00	1,912.00	100.00%	0.00	0.00
99u	COR B023	2,275.00	2,275.00	0.00	0.00	2,275.00	100.00%	0.00	0.00
99v	COR B024	1,770.00	1,770.00	0.00	0.00	1,770.00	100.00%	0.00	0.00
99w	COR P-017	-426.00	-426.00	0.00	0.00	-426.00	100.00%	0.00	0.00

A ITEM NO.	B DESCRIPTION OF WORK	C SCHEDULED VALUE	D WORK COMPLETED		F MATERIALS PRESENTLY STORED (NOT IN D OR E)	G TOTAL COMPLETED AND STORED TO DATE (D + E + F)		H BALANCE TO FINISH (C - G)	I RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD		%	(G÷C)		
99x	COR P018R	47,832.00	47,832.00	0.00	0.00	47,832.00	100.00%	0.00	0.00
99y	COR B021R2	4,020.00	4,020.00	0.00	0.00	4,020.00	100.00%	0.00	0.00
99z	COR B029	-592.00	-592.00	0.00	0.00	-592.00	100.00%	0.00	0.00
99aa	COR B031	3,273.00	3,273.00	0.00	0.00	3,273.00	100.00%	0.00	0.00
99ab	COR P014R2	39,630.00	39,630.00	0.00	0.00	39,630.00	100.00%	0.00	0.00
99ac	COR P023	6,839.00	6,839.00	0.00	0.00	6,839.00	100.00%	0.00	0.00
99ad	COR P025	1,591.00	1,591.00	0.00	0.00	1,591.00	100.00%	0.00	0.00
99ae	COR P-022	12,513.00	12,513.00	0.00	0.00	12,513.00	100.00%	0.00	0.00
99af	COR P-026	1,884.00	1,884.00	0.00	0.00	1,884.00	100.00%	0.00	0.00
99ag	COR P-030	5,369.00	5,369.00	0.00	0.00	5,369.00	100.00%	0.00	0.00
100	CO #1	182,880.00	0.00	175,692.00	0.00	175,692.00	96.07%	7,188.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
	<b>GRAND TOTAL</b>	<b>\$18,154,360.00</b>	<b>\$17,961,752.96</b>	<b>\$185,419.04</b>	<b>\$0.00</b>	<b>\$18,147,172.00</b>	<b>99.96%</b>	<b>\$7,188.00</b>	<b>\$0.00</b>

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 01 GENERAL FUND**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
<b>Current Assets</b>					
01 101	CASH IN BANK	2,906,652.56	908,821.25	831,676.73	2,983,797.08
01 900	Cash County Treasurer	920,015.69	0.00	0.00	920,015.69
Total: Current Assets		3,826,668.25	908,821.25	831,676.73	3,903,812.77
<b>Current Liabilities</b>					
01 450	PAYROLL DEDUCTION PAYABLE	15,001.59	1,350.00	1,350.00	15,001.59
01 451	FICA PAYABLE	(1,509.58)	78,645.08	78,439.16	(1,715.50)
01 452	FIT PAYABLE	(132.77)	35,196.06	35,196.06	(132.77)
01 453	INSURANCE PAYABLE	13,642.14	125,471.66	124,793.06	12,963.54
01 454	RETIREMENT PAYABLE	(10,595.18)	96,253.09	95,988.61	(10,859.66)
01 455	SIT PAYABLE	0.00	16,417.13	16,417.13	0.00
Total: Current Liabilities		16,406.20	353,333.02	352,184.02	15,257.20
<b>Fund Balance</b>					
01 704	Fund Balance - Regular Unspent	3,810,262.05	837,017.52	915,311.04	3,888,555.57
Total: Fund Balance		3,810,262.05	837,017.52	915,311.04	3,888,555.57
<b>Revenue</b>					
01 1100	LOCAL PROPERTY TAXES	1,076,615.27	3,374.31	319,904.53	1,393,145.49
01 1115	CARLINE TAX	199.47	0.00	0.00	199.47
01 1120	In-Lieu 1957 Levy Tax	0.00	0.00	21.96	21.96
01 1125	MOTOR VEHICLE TAXES	138,870.91	0.00	17,625.18	156,496.09
01 1140	Interest Levied Tax	3,443.82	18.79	4,424.51	7,849.54
01 1370	PRESCHOOL TUITION & FEES	14,675.00	0.00	3,975.00	18,650.00
01 1510	INTEREST ON INVESTMENTS	1,098.67	0.00	236.18	1,334.85
01 1800	REC PROGRAM - COMMUNITY SERVICES	13,181.82	0.00	4,238.63	17,420.45
01 1911	LOCAL LICENSE FEES	300.00	0.00	0.00	300.00
01 1920	EDUCATION QUEST FOUNDATION	(505.00)	0.00	0.00	(505.00)
01 1990	OTHER LOCAL RECEIPTS	57.00	0.00	0.00	57.00
01 2110	COUNTY FINES & LICENSE FEES	14,812.41	0.00	1,208.66	16,021.07
01 2210	ESU RECEIPTS	328.00	0.00	0.00	328.00
01 3110	STATE AID	1,470,276.00	0.00	367,569.00	1,837,845.00
01 3120	SPED SCHOOL AGE	129,845.00	0.00	138,476.00	268,321.00
01 3180	PRO-RATE MOTOR VEHICLE	1,798.30	0.00	758.08	2,556.38
01 3535	PAYMENTS FOR HIGH ABILITY LEARNERS	7,305.00	0.00	0.00	7,305.00
01 3540	STATE EARLY CHILDHOOD	66,830.00	0.00	0.00	66,830.00
01 4505	TITLE 1 PART A - CARRY OVER	49,770.00	0.00	0.00	49,770.00
01 4516	IDEA PRESCHOOL BASE/IDEA ENROL POVERTY	3,921.00	0.00	0.00	3,921.00
01 4518	IDEA ENROLLMENT/POVERTY	134,579.00	0.00	0.00	134,579.00
01 4708	MEDICAID REIMBURSEMENT SPED	0.00	0.00	3,356.44	3,356.44
01 4709	MEDICAID ADMIN ACTIVITIES (MAAPS)	3,681.67	0.00	0.00	3,681.67
01 4969	TITLE IV, PART A	10,000.00	0.00	0.00	10,000.00
01 4998	ESSERS III	0.00	0.00	22,838.00	22,838.00
01 5301	INSURANCE ADJUSTMENTS	12,902.96	0.00	0.00	12,902.96
01 9000	NON-PROGRAMMED RECEIPTS	64.04	0.00	0.00	64.04
Total: Revenue		3,154,050.34	3,393.10	884,632.17	4,035,289.41
<b>Expenditure</b>					
01 1100 111 001	HS Teacher Salary	425,587.82	107,569.34	1,737.34	531,419.82
01 1100 111 002	MS TEACHER SALARIES	59,194.50	18,181.50	760.08	76,615.92
01 1100 111 003	Elem Teacher Salary	434,315.30	105,924.21	791.76	539,447.75
01 1100 112 003	Elem Para	30,319.70	6,320.09	0.00	36,639.79
01 1100 113 001	HS Sub Teacher Salary	41,118.00	6,680.25	0.00	47,798.25

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 01 GENERAL FUND**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 1100 113 003	Elem Sub Teacher Salary	24,755.00	4,623.75	0.00	29,378.75
01 1100 120 001	HS COMMUNITY COACH/ACTIVITY SPONSOR	6,135.12	931.53	0.00	7,066.65
01 1100 130 003	Overtime - Classified	217.91	1.00	0.00	218.91
01 1100 150 001	Non-instructional	992.36	174.34	0.00	1,166.70
01 1100 151 001	HS Coach/Gate/Sponsor - Teacher/Prof. Staff	37,583.42	9,602.48	0.00	47,185.90
01 1100 151 002	MS Coach/Gate/Sponsor - Teacher/Prof. Staff	9,313.36	2,328.34	0.00	11,641.70
01 1100 151 003	ELEM Coach/Gate/Sponsor - Teacher/Prof. Staff	1,835.76	352.19	0.00	2,187.95
01 1100 152 001	HS PARA COACH/ACTIVITY SPONSOR	1,465.00	1,395.00	0.00	2,860.00
01 1100 152 002	PARA COACH/ACTIVITY SPONSOR	1,281.00	0.00	0.00	1,281.00
01 1100 210 001	HS CLERICAL/PARA INSURANCE	133.60	33.34	0.00	166.94
01 1100 211 001	HS Teacher, BCBS, Life, Vision, Dental	130,558.55	33,839.09	1,182.37	163,215.27
01 1100 211 002	MS TEACHER BCBS, LIFE, VISION, DENTAL INSRU	22,710.57	7,154.55	339.70	29,525.42
01 1100 211 003	Elem Teacher BCBS, Life, Vision, Dental	160,268.95	38,617.15	446.28	198,439.82
01 1100 212 003	Elem PARA INSURANCE	37.31	8.92	0.00	46.23
01 1100 213 001	HS SUBSTITUTE MEDICAL INS	203.76	14.12	0.00	217.88
01 1100 213 003	ELEM SUBSTITUTE MEDICAL INS	278.94	34.26	0.00	313.20
01 1100 220 001	HS Clerical FICA	544.67	84.63	0.17	629.13
01 1100 220 003	Elem Clerical FICA	16.66	0.09	0.00	16.75
01 1100 221 001	HS Teacher FICA	35,557.26	9,073.68	298.75	44,332.19
01 1100 221 002	MS TEACHER/PROFESSIONAL FICA	5,063.70	1,579.91	121.91	6,521.70
01 1100 221 003	Elem Teacher FICA/MEDICARE	33,037.05	8,211.59	233.01	41,015.63
01 1100 222 001	HS PARA FICA	112.05	106.71	0.00	218.76
01 1100 222 002	PARA FICA	97.98	0.00	0.00	97.98
01 1100 222 003	Elem Para FICA	2,315.91	483.43	1.17	2,798.17
01 1100 223 001	HS Substitute Teacher FICA	3,145.16	511.08	0.03	3,656.21
01 1100 223 003	Elem Substitute Teacher FICA	1,882.13	353.77	1.54	2,234.36
01 1100 230 001	HS CLERICAL/PARA RETIREMENT	83.58	17.95	0.00	101.53
01 1100 230 003	ELEM CLERICAL/PARA RETIREMENT	16.02	0.08	0.00	16.10
01 1100 231 001	HS Teacher Retirement	34,113.90	8,609.83	127.69	42,596.04
01 1100 231 002	HS Teacher Retirement	5,035.36	1,507.48	55.87	6,486.97
01 1100 231 003	Elem Teacher Retirement	32,057.02	7,811.29	58.19	39,810.12
01 1100 232 001	HS Para RETIREMENT	83.17	78.03	0.00	161.20
01 1100 232 002	Para RETIREMENT	94.14	0.00	0.00	94.14
01 1100 232 003	Elem PARAEDUCATOR RETIREMENT	2,186.45	464.56	0.00	2,651.01
01 1100 233 001	HS SUBSTITUTE TEACHER RETIREMENT	802.56	169.30	0.00	971.86
01 1100 233 003	Elem SUBSTITUTE TEACHER RETIREMENT	1,105.30	98.71	0.00	1,204.01
01 1100 237 001	HS Increase Retirement Contributions	12,065.83	3,052.34	43.92	15,074.25
01 1100 237 002	Increase Retirement Contributions	1,764.10	518.45	19.22	2,263.33
01 1100 237 003	ELEM Increase Retirement Contributions	12,162.62	2,880.19	20.01	15,022.80
01 1100 281 001	HS Teacher CASH-IN-LIEU MED Ins	4,000.00	1,000.00	0.00	5,000.00
01 1100 281 003	Elem Teacher CASH-IN-LIEU MED INSURANCE	2,700.00	675.00	0.00	3,375.00
01 1100 290 001	OTHER BENEFITS	6,599.73	0.00	0.00	6,599.73
01 1100 290 003	OTHER BENEFITS	4,477.29	0.00	0.00	4,477.29
01 1100 320 001	HS Services/Assessments	5,315.00	390.00	0.00	5,705.00
01 1100 320 003	ELEM PROFESSIONAL EDUCATIONAL SERVICES	2,665.00	0.00	0.00	2,665.00
01 1100 330 001	HS Professional Development	570.00	30.00	0.00	600.00

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 01 GENERAL FUND**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 1100 330 003	Elem Professional Development	695.00	120.00	0.00	815.00
01 1100 333 001	HS Mileage	494.46	123.61	0.00	618.07
01 1100 333 003	Elem Mileage	241.20	123.62	0.00	364.82
01 1100 440 001	HS Copier Lease	6,293.62	1,495.78	0.00	7,789.40
01 1100 440 003	Elem Copier Lease	6,293.63	1,495.78	0.00	7,789.41
01 1100 610 001	HS General Supplies	24,080.71	2,042.52	0.00	26,123.23
01 1100 610 001 2 101	HS ART SUPPLIES	3,191.02	0.00	0.00	3,191.02
01 1100 610 001 2 102	HS INSTRUMENTAL SUPPLIES	3,645.25	1,759.13	0.00	5,404.38
01 1100 610 001 2 103	HS VOCAL SUPPLIES	1,155.37	0.00	0.00	1,155.37
01 1100 610 002	MS GENERAL SUPPLIES	916.24	0.00	0.00	916.24
01 1100 610 003	Elem General Supplies	37,148.89	0.00	0.00	37,148.89
01 1100 610 003 1 301	ELEM ART SUPPLIES	923.00	0.00	0.00	923.00
01 1100 610 003 1 302	ELEM MUSIC SUPPLIES	385.45	0.00	0.00	385.45
01 1100 640 001	HS Textbooks	33,650.10	0.00	0.00	33,650.10
01 1100 640 003	Elem Textbooks	2,978.54	0.00	0.00	2,978.54
01 1100 643 000	WEB/CLOUD BASED SOFTWARE	21,816.41	0.00	0.00	21,816.41
01 1100 643 001	WEB/CLOUD BASED SOFTWARE	2,047.50	0.00	0.00	2,047.50
01 1100 643 003	WEB/CLOUD BASED SOFTWARE	2,047.50	0.00	0.00	2,047.50
01 1100 650 001	HS Technology Supplies	2,231.59	578.37	0.00	2,809.96
01 1100 650 003	Elem Technology Supplies	1,418.18	16.53	0.00	1,434.71
01 1100 810 001	HS DUES AND FEES	349.99	375.00	0.00	724.99
01 1100 890 001	HS Misc. Expenses	(153.00)	0.00	0.00	(153.00)
01 1160 111 001	SALARIES OF TEACHERS/PROFESSIONAL STAFF	5,580.00	1,395.00	0.00	6,975.00
01 1160 111 003	Poverty Grant Teacher/Prof. Salaries	4,240.80	1,060.20	0.00	5,301.00
01 1160 112 001	Para/Nurse Salary	6,405.74	1,691.43	0.00	8,097.17
01 1160 112 003	Poverty Grant Para/Nurse Salary	23,446.03	3,849.79	0.00	27,295.82
01 1160 211 001	TEACHER BCBS, LIFE, VISION, DENTAL INSUR	1,857.00	464.25	0.00	2,321.25
01 1160 211 003	Poverty Grant Teacher/Prof Insurance	1,845.56	462.34	0.00	2,307.90
01 1160 221 001	TEACHER/PROFESSIONAL FICA	420.52	107.08	1.95	525.65
01 1160 221 003	Poverty Grant Teacher/Prof FICA	317.00	81.38	2.13	396.25
01 1160 222 001	Poverty Nurse FICA	490.03	129.40	0.00	619.43
01 1160 222 003	Elem PARA FICA	1,775.42	294.49	0.00	2,069.91
01 1160 231 001	TEACHER RETIREMENT	408.64	102.16	0.00	510.80
01 1160 231 003	Poverty Grant Teacher/Prof. Retirement	311.68	77.92	0.00	389.60
01 1160 232 001	Nurse Retirement	470.82	124.33	0.00	595.15
01 1160 232 003	Poverty Elem PARAEDUCATOR RETIREMENT	1,281.61	204.31	0.00	1,485.92
01 1160 237 001	Increase Retirement Contributions	302.45	77.88	0.00	380.33
01 1160 237 003	Increase Retirement Contributions	547.96	97.07	0.00	645.03
01 1190 110 003	SALARY PARA/DRIVER	3,690.94	0.00	0.00	3,690.94
01 1190 111 003	SALARIES OF TEACHERS/PROFESSIONAL STAFF	14,036.80	3,041.10	0.00	17,077.90
01 1190 112 003	PARAEDUCATORS SALARY	1,818.24	1,515.79	0.00	3,334.03
01 1190 130 001	OVERTIME FOR NON- INSTRUCTIONAL	73.25	36.50	0.00	109.75
01 1190 210 001	NON - INSTRUCTIONAL INSURANCE	12.75	7.95	0.00	20.70
01 1190 210 003	ECEP PARA/BUS INSURANCE	368.19	0.00	0.00	368.19
01 1190 211 003	ECEP TEACHER BCBS, LIFE, VISION, DENTAL INSUR	993.24	322.09	0.00	1,315.33
01 1190 220 001	NON-INSTRUCTIONAL FICA	5.01	2.79	0.37	7.43
01 1190 220 003	ECEP NON-INSTRUCTIONAL FICA	185.69	0.00	0.00	185.69
01 1190 221 003	ECEP TEACHER/PROFESSIONAL FICA	1,073.78	233.45	1.15	1,306.08
01 1190 222 003	ECEP PARA FICA	137.74	115.96	1.25	252.45

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 01 GENERAL FUND**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 1190 230 001	NON-INSTRUCTIONAL RETIREMENT	5.38	2.68	0.00	8.06
01 1190 230 003	ECEP NON-INSTRUCTIONAL RETIREMENT	179.61	0.00	0.00	179.61
01 1190 231 003	ECEP TEACHER RETIREMENT	1,031.70	223.52	0.00	1,255.22
01 1190 232 003	ECEP PARAEDUCATOR RETIREMENT	133.65	111.41	0.00	245.06
01 1190 237 001	Increase Retirement Contributions	1.84	0.93	0.00	2.77
01 1190 237 003	ECEP Increase Retirement Contributions	462.59	115.19	0.00	577.78
01 1190 610 003	ECEP GENERAL SUPPLIES	8,465.05	0.00	0.00	8,465.05
01 1200 110 000	SPED Classified	776.26	756.61	0.00	1,532.87
01 1200 110 001	Sped HS Clerical Salary	398.67	0.00	0.00	398.67
01 1200 110 003	SALARIES TO NON-INSTRUCTIONAL EMPLOYEES	398.67	0.00	0.00	398.67
01 1200 111 000	Director of SS Salary	37,333.32	6,533.33	0.00	43,866.65
01 1200 111 001	Sped HS Teacher Salary	87,606.00	21,901.50	0.00	109,507.50
01 1200 111 003	Sped Elem Teacher Salary	86,886.80	21,510.90	0.00	108,397.70
01 1200 112 001	HS SPED PARAEDUCATORS SALARY	19,352.68	5,231.25	0.00	24,583.93
01 1200 112 003	Sped Elem Para Salary	26,507.14	4,876.45	0.00	31,383.59
01 1200 113 001	Sped HS Substitute Teacher Salary	4,388.25	339.00	0.00	4,727.25
01 1200 113 003	Sped Elem Substitute Teacher Salary	711.00	632.00	0.00	1,343.00
01 1200 130 001	Overtime - Sped Para	139.42	0.00	0.00	139.42
01 1200 130 003	Overtime - Sped Para	384.58	41.52	0.00	426.10
01 1200 210 000	SPED Clerical Insurance	3.24	3.09	0.00	6.33
01 1200 210 001	HS SPED CLERICAL INSURANCE	37.30	1.19	0.00	38.49
01 1200 210 003	SPED Elem Clerical Insurance	1.85	0.13	0.00	1.98
01 1200 211 000	Dir. SS BCBS, LIFE, VISION, DENTAL INSRU	3,528.68	617.52	0.00	4,146.20
01 1200 211 001	Sped HS Teacher Insurance	32,757.48	8,163.88	0.00	40,921.36
01 1200 211 003	Sped Elem Teacher Insurance	20,091.24	5,012.31	0.00	25,103.55
01 1200 212 001	SPED PARA INSURANCE	2,894.24	762.85	0.00	3,657.09
01 1200 212 003	Elem Sped Para INSURNCE	13.66	1.91	0.00	15.57
01 1200 213 001	SUBSTITUTE MEDICAL INS	54.68	0.00	0.00	54.68
01 1200 213 003	SPED SUB MEDICAL INS	48.52	17.13	0.00	65.65
01 1200 220 000	SPED Clerical FICA	59.62	58.07	0.00	117.69
01 1200 220 001	HS Sped Clerical FICA	40.22	0.00	0.00	40.22
01 1200 220 003	Sped Elem Clerical FICA	60.03	3.18	0.00	63.21
01 1200 221 000	SALARIES OF TEACHERS/PROFESSIONAL STAFF	2,861.28	501.55	0.82	3,362.01
01 1200 221 001	Sped HS Teacher FICA	6,634.70	1,681.34	24.69	8,291.35
01 1200 221 003	Sped Elem Teacher FICA	6,664.48	1,670.55	20.65	8,314.38
01 1200 222 001	Sped HS Para FICA	1,363.87	400.20	35.24	1,728.83
01 1200 222 003	Sped Elem Para FICA	2,025.00	373.06	0.41	2,397.65
01 1200 223 001	Sped HS Sub Teacher FICA	333.50	25.94	0.00	359.44
01 1200 223 003	Sped Elem Sub Teacher FICA	52.74	48.34	0.77	100.31
01 1200 230 000	SPED Clerical Retirement	57.05	55.60	0.00	112.65
01 1200 230 001	Sped HS Clerical Retirement	39.54	0.00	0.00	39.54
01 1200 230 003	Sped Elem Clerical Retirement	57.57	3.05	0.00	60.62
01 1200 231 000	TEACHER RETIREMENT	2,744.00	480.20	0.00	3,224.20
01 1200 231 001	Sped HS Teacher Retirement	6,439.04	1,609.76	0.00	8,048.80
01 1200 231 003	Sped Elem Teacher Retirement	6,386.15	1,581.05	0.00	7,967.20
01 1200 232 001	Sped HS Para Retirement	1,422.41	384.49	0.00	1,806.90
01 1200 232 003	Sped Para Elem Retirement	1,946.67	358.40	0.00	2,305.07
01 1200 233 001	HS SPED SUB TEACHER RETIREMENT	252.87	0.00	0.00	252.87
01 1200 233 003	ELEM SPED SUB TEACHER RETIREMENT	52.26	17.42	0.00	69.68

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<b>Fund: 01</b>	<b>GENERAL FUND</b>	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 1200 237 000	Increase Retirement Contributions	963.36	184.29	0.00	1,147.65
01 1200 237 001	SPED HS Increase Retirement Contributions	2,804.35	685.86	0.00	3,490.21
01 1200 237 003	SPED EL Increase Retirement Contributions	2,903.56	674.04	0.00	3,577.60
01 1200 281 003	ELEM SPED CASH-IN-LIEU MEDICAL INSURANCE	1,000.00	250.00	0.00	1,250.00
01 1200 320 000	Sped Director Professional Services ESU	0.00	11,855.10	0.00	11,855.10
01 1200 320 001	Sped HS Contracted Service	11,855.10	1,026.00	0.00	12,881.10
01 1200 330 001	Sped HS Professional Development	110.00	0.00	0.00	110.00
01 1200 591 003	ELEM SPED DIRECTOR	3,330.00	1,110.00	0.00	4,440.00
01 1200 610 001	Sped HS Supplies	2,255.29	0.00	0.00	2,255.29
01 1200 610 001 0 104	ASPIRE SUPPLIES	0.00	0.00	0.00	0.00
01 1200 610 003	Sped Elem Supplies	3,217.72	0.00	0.00	3,217.72
01 1200 810 000	DUES AND FEES	195.00	0.00	0.00	195.00
01 1291 111 003	SPED PRESCHOOL TEACHER SALARY	2,259.90	753.30	0.00	3,013.20
01 1291 211 003	SPED Prek BCBS, LIFE, VISION, DENTAL INSUR	13.68	4.56	0.00	18.24
01 1291 221 003	TEACHER/PROFESSIONAL FICA	173.28	57.82	0.06	231.04
01 1291 231 003	Prek SPED Retirement	166.11	55.37	0.00	221.48
01 1291 237 003	PreK SPED Teacher Increase Retirement Contributions	57.12	19.04	0.00	76.16
01 1291 330 003	EMPLOYEE TRAINING & DEVELOPMENT SERVICES	20.00	0.00	0.00	20.00
01 1291 333 000	MILEAGE PAID TO STAFF	72.36	0.00	0.00	72.36
01 1291 610 003	SPED PRESCHOOL GENERAL SUPPLIES	12,518.12	0.00	0.00	12,518.12
01 2120 111 001	Counselor HS Salary	22,320.00	5,580.00	0.00	27,900.00
01 2120 111 003	Counselor Elem Salary	16,963.20	4,240.80	0.00	21,204.00
01 2120 211 001	Counselor HS Insurance	7,428.04	1,857.01	0.00	9,285.05
01 2120 211 003	Counselor Elem Insurance	7,382.17	1,849.40	0.00	9,231.57
01 2120 221 001	Counselor HS FICA	1,682.36	428.38	7.79	2,102.95
01 2120 221 003	Counselor Elem FICA	1,268.06	325.55	8.55	1,585.06
01 2120 231 001	Counselor HS Retirement	1,634.80	408.70	0.00	2,043.50
01 2120 231 003	Counselor Elem Retirement	1,246.81	311.70	0.00	1,558.51
01 2120 237 001	COUNSELOR Inc Retirement Contributions	562.24	140.56	0.00	702.80
01 2120 237 003	COUNSELOR INC RETIREMENT CONT	428.79	107.20	0.00	535.99
01 2120 320 001	Counselor Contracted Service	0.00	0.00	0.00	0.00
01 2120 330 001	Counselor Professional Development	0.00	30.00	0.00	30.00
01 2120 330 003	EMPLOYEE TRAINING & DEVELOPMENT SERVICES	0.00	30.00	0.00	30.00
01 2120 580 001	Counselor Travel Expenses	407.08	0.00	0.00	407.08
01 2120 580 003	Counselor Travel Expenses	289.90	0.00	0.00	289.90
01 2120 610 001	Counselor HS Supplies	7,148.49	0.00	0.00	7,148.49
01 2120 610 003	Counselor Elem Supplies	1,994.78	0.00	0.00	1,994.78
01 2120 810 003	ELEM COUNSELOR DUES AND FEES	180.00	0.00	0.00	180.00
01 2130 610 000	GENERAL SUPPLIES	3,900.44	0.00	0.00	3,900.44
01 2130 610 003	GENERAL SUPPLIES	2,238.50	462.47	0.00	2,700.97
01 2131 112 003	Sped Nursing Services	2,871.35	796.82	0.00	3,668.17
01 2131 222 003	PARA FICA	211.87	60.97	0.00	272.84
01 2131 232 003	SPED Nursing Retirement	94.15	24.86	0.00	119.01
01 2131 237 003	SPED Nurse Increase Retirement Contributions	32.39	8.55	0.00	40.94

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<b>Fund: 01</b>	<b>GENERAL FUND</b>	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 2131 320 002	MS SPED CONTRACED NURSING SERVICES	25,639.90	8,522.15	0.00	34,162.05
01 2140 320 001	PROFESSIONAL EDUCATIONAL SERVICES	20.00	0.00	0.00	20.00
01 2141 111 003	SPED ELEM PSYCHOLOGY SALARY	26,644.00	6,661.00	0.00	33,305.00
01 2141 211 003	SPED ELEM PSYCH INSURANCE	9,326.48	2,331.62	0.00	11,658.10
01 2141 221 003	SPED ELEM PSYCH FICA	1,897.56	511.36	36.97	2,371.95
01 2141 231 003	SPED ELEM PSYCHOLOGY RETIREMENT	1,958.32	489.58	0.00	2,447.90
01 2141 237 003	SPED PSYCH INC RETIREMENT CONTRIBUTIONS	673.52	168.38	0.00	841.90
01 2141 320 001	HS SPED PSYCHOLOGY CONTRACTED SERVICES	2,690.00	0.00	0.00	2,690.00
01 2141 330 003	SPED ELEM PSYCHOLOGY PROFESSIONAL DEVEL.	0.00	30.00	0.00	30.00
01 2141 580 003	SPED PSYCHOLOGY TRAVEL EXPENSES	289.90	0.00	0.00	289.90
01 2141 610 003	SPED PSYCHOLOGY SUPPLIES	6,137.92	0.00	0.00	6,137.92
01 2151 111 001	Sped Speech HS Salary	10,126.50	2,391.04	0.00	12,517.54
01 2151 111 003	Sped Speech Elem Salary	28,457.18	6,665.32	0.00	35,122.50
01 2151 211 001	Sped Speech HS Insurance	46.71	11.07	0.00	57.78
01 2151 211 003	Sped Speech ELEM Insurance	139.93	36.16	0.00	176.09
01 2151 221 001	Speech HS FICA	789.66	186.62	0.00	976.28
01 2151 221 003	Sped Speech Elem FICA	2,294.72	539.34	0.00	2,834.06
01 2151 231 001	Sped Speech HS Retirement	744.29	175.74	0.00	920.03
01 2151 231 003	Sped Speech Elem Retirement	1,952.52	489.90	0.00	2,442.42
01 2151 237 001	Sped Speech HS Salary	255.97	60.44	0.00	316.41
01 2151 237 003	Sped Speech Elem Inc Retirement Contr	671.50	168.48	0.00	839.98
01 2151 281 001	Sped Speech HS CASH-IN-LIEU MEDICAL INS.	160.00	40.00	0.00	200.00
01 2151 281 003	Sped Speech ElemCASH-IN-LIEU MEDICAL INS	1,440.00	360.00	0.00	1,800.00
01 2151 330 003	Sped Speech Elem Professional Developmen	1,215.00	94.47	0.00	1,309.47
01 2151 333 003	Sped Speech Elem MILEAGE PAID TO STAFF	141.03	90.45	0.00	231.48
01 2151 591 001	HS AUDIOLOGY SERVICE FROM ESU/DISTRICT	1,860.24	620.08	0.00	2,480.32
01 2151 591 003	ELEM AUDIOLOGY SERVICES ESU/DISTRICT	1,860.24	620.08	0.00	2,480.32
01 2151 610 003	Sped Speech Elem Supplies	1,069.42	199.00	0.00	1,268.42
01 2152 111 003	SALARIES OF TEACHERS/PROFESSIONAL STAFF	4,602.64	644.49	0.00	5,247.13
01 2152 211 003	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	12.24	2.94	0.00	15.18
01 2152 221 003	TEACHER/PROFESSIONAL FICA	352.84	49.48	0.00	402.32
01 2152 231 003	TEACHER RETIREMENT	199.23	47.37	0.00	246.60
01 2152 237 003	Increase Retirement Contributions	68.51	16.29	0.00	84.80
01 2153 111 000	SALARIES OF TEACHERS/PROFESSIONAL STAFF	2,710.64	644.49	0.00	3,355.13
01 2153 211 000	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	12.24	2.94	0.00	15.18
01 2153 221 000	TEACHER/PROFESSIONAL FICA	208.07	49.48	0.00	257.55
01 2153 231 000	TEACHER RETIREMENT	199.24	47.37	0.00	246.61
01 2153 237 000	Increase Retirement Contributions	68.57	16.30	0.00	84.87
01 2161 111 001	Sped Occupational Therapy HS Salary	1,383.88	345.97	0.00	1,729.85
01 2161 111 002	OT Services - Middle School	1,383.88	345.97	0.00	1,729.85
01 2161 111 003	Sped Occupational Therapy Elem Salary	11,070.92	2,767.73	0.00	13,838.65

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<b>Fund: 01</b>	<b>GENERAL FUND</b>	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 2161 211 001	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	695.85	174.15	0.00	870.00
01 2161 211 002	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	695.88	174.16	0.00	870.04
01 2161 211 003	Sped Occupational Therapy Elem Insurance	5,566.73	1,393.17	0.00	6,959.90
01 2161 221 001	Sped HS TEACHER/PROFESSIONAL FICA	104.77	26.57	0.38	130.96
01 2161 221 002	OT Services Middle School - FICA	104.74	26.57	0.39	130.92
01 2161 221 003	Sped Occupational Therapy Elem FICA	837.94	212.47	2.99	1,047.42
01 2161 231 001	Sped Occupational Therapy HS Retirement	101.72	25.43	0.00	127.15
01 2161 231 002	TEACHER RETIREMENT	101.72	25.43	0.00	127.15
01 2161 231 003	Sped Occupational Therapy Elem Retirement	813.72	203.43	0.00	1,017.15
01 2161 237 001	Increase Retirement Contributions	35.00	8.75	0.00	43.75
01 2161 237 002	Increase Retirement Contributions	34.97	8.74	0.00	43.71
01 2161 237 003	Sped OT Inc. Retirement Contributions	279.84	69.96	0.00	349.80
01 2161 330 003	Sped Occupational Therapy Prof. Developm	0.00	0.00	0.00	0.00
01 2161 333 001	SPED HS OT MILEAGE	48.24	67.00	0.00	115.24
01 2161 610 001	HS OT SUPPLIES	719.60	0.00	0.00	719.60
01 2161 610 003	Sped Occupational Therapy Elem Supplies	2,336.22	0.00	0.00	2,336.22
01 2171 320 002	MS PROFESSIONAL EDUCATIONAL SERVICES	1,456.73	742.92	0.00	2,199.65
01 2171 320 003	Physical Therapy Elem Contracted Service	9,512.04	1,529.17	0.00	11,041.21
01 2181 591 001	HS VISUALLY IMPAIRED SERVICES	4,104.00	0.00	0.00	4,104.00
01 2220 111 001	HS Library Teacher Salary	11,160.00	2,790.00	0.00	13,950.00
01 2220 111 003	Elem Library Salary	11,160.00	2,790.00	0.00	13,950.00
01 2220 112 001	HS Library Para Salary	5,159.10	1,045.00	0.00	6,204.10
01 2220 112 003	Elem Library Para Salary	9,061.91	1,695.87	0.00	10,757.78
01 2220 211 001	HS Library BCBS, Vision, Life, Dental	50.04	12.51	0.00	62.55
01 2220 211 003	Elem Library BCBS, Vision, Life, Dental	50.04	12.51	0.00	62.55
01 2220 212 003	PARA INSURANCE	25.58	5.48	0.00	31.06
01 2220 221 001	HS Library FICA	895.16	223.79	0.00	1,118.95
01 2220 221 003	Elem Library FICA	895.16	223.79	0.00	1,118.95
01 2220 222 003	Elem Library PARA FICA	693.22	129.73	0.00	822.95
01 2220 231 001	HS Library Retirement	820.28	205.07	0.00	1,025.35
01 2220 231 003	Elem Library Retirement	820.28	205.07	0.00	1,025.35
01 2220 232 003	Elem Library PARA EDUCATOR RETIREMENT	666.05	124.65	0.00	790.70
01 2220 237 001	Library Inc Retirement Contributions	282.12	70.53	0.00	352.65
01 2220 237 003	Elem Lib Inc Retirement Contributions	511.20	113.40	0.00	624.60
01 2220 281 001	HS Libaray Teacher CASH-IN-LIEU Med Ins	500.00	125.00	0.00	625.00
01 2220 281 003	Elem Library Teacher CASH-IN-LIEU Med In	500.00	125.00	0.00	625.00
01 2220 610 001	HS Library Supplies	8,253.79	0.00	0.00	8,253.79
01 2220 610 003	Elem Library Supplies	764.38	0.00	0.00	764.38
01 2220 640 001	HS Library Books/Periodicals	29.79	0.00	0.00	29.79
01 2224 432 000	TECHNOLOGY REALATED REPAIRS & MAINTENANCE	17,480.84	0.00	0.00	17,480.84
01 2224 530 000	Internet Service	3,570.60	892.65	0.00	4,463.25
01 2230 111 000	Tech Coord.	20,506.50	6,835.50	0.00	27,342.00
01 2230 211 000	Tech Coord. BCBS, LIFE, VISION, DENTAL INSRU	4,151.38	1,389.51	0.00	5,540.89

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<b>Fund: 01</b>	<b>GENERAL FUND</b>	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 2230 221 000	Tech Coord. FICA	1,519.07	524.76	18.48	2,025.35
01 2230 231 000	Tech Coord. RETIREMENT	1,507.23	502.41	0.00	2,009.64
01 2230 237 000	Tech Coord. Increase Retirement Contributions	518.37	172.79	0.00	691.16
01 2230 330 000	TECH PROFESSIONAL DEVELOPMENT	20.00	0.00	0.00	20.00
01 2230 352 001	Network Wiring	7,350.00	0.00	0.00	7,350.00
01 2230 382 001	HS Distant Learning Connection	3,217.38	1,072.46	0.00	4,289.84
01 2230 382 003	Elem Distant Learning Connection	3,217.38	1,072.46	0.00	4,289.84
01 2230 591 000	PURCHASED SERVICE FROM ESU/DISTRICT	150.00	0.00	0.00	150.00
01 2310 270 000	Workers Compensation	0.00	1,639.00	0.00	1,639.00
01 2310 330 000	BOARD PROFESSIONAL DEVELOPMENT	628.00	531.00	0.00	1,159.00
01 2310 520 000	BOE Insurance	49,445.00	0.00	0.00	49,445.00
01 2310 540 000	BOE Advertising	1,989.86	243.53	0.00	2,233.39
01 2310 810 000	BOE Dues and Fees	0.00	203.69	0.00	203.69
01 2310 890 000	BOE Misc. Expenses	0.00	4,800.00	0.00	4,800.00
01 2320 105 000	Superintendent Salary	51,480.00	12,870.00	0.00	64,350.00
01 2320 215 000	Superintendent BCBS, Vision, Life, Denta	9,470.64	2,367.66	0.00	11,838.30
01 2320 225 000	Superintendent FICA	3,944.24	988.01	1.95	4,930.30
01 2320 235 000	Superintendent Retirement	3,783.80	945.95	0.00	4,729.75
01 2320 237 000	Superintendent Inc Retire Contributions	1,301.32	325.33	0.00	1,626.65
01 2320 330 000	Superintendent Professional Development	390.00	120.00	0.00	510.00
01 2320 580 000	Superintendent Travel	35.00	0.00	0.00	35.00
01 2320 610 000	SUPERINTENDENT OFFICE SUPPLIES	1,032.92	56.08	0.00	1,089.00
01 2320 810 000	Superintendent Dues and Fees	475.00	0.00	0.00	475.00
01 2330 317 000	District Legal Services	2,063.75	1,957.25	0.00	4,021.00
01 2410 110 001	HS Principal Secretary Salary	12,878.41	2,523.50	0.00	15,401.91
01 2410 110 003	Elem Principal Secretary Salary	12,300.57	4,354.97	0.00	16,655.54
01 2410 111 001	HS Principal Salary	36,226.68	9,056.67	0.00	45,283.35
01 2410 111 003	Elem Principal Salary	32,000.00	8,000.00	0.00	40,000.00
01 2410 130 001	Overtime for HS Secretary	633.28	79.85	0.00	713.13
01 2410 130 003	Overtime for Elem Secretary	223.18	25.65	0.00	248.83
01 2410 210 001	HS Secretary Principal Insurance	1,860.15	450.87	0.00	2,311.02
01 2410 210 003	Elem Secretary Principal Insurance	1,863.79	451.75	0.00	2,315.54
01 2410 211 001	HS Principal Insurance	9,527.12	2,381.78	0.00	11,908.90
01 2410 211 003	Elem Principal Insurance	153.84	38.46	0.00	192.30
01 2410 220 001	HS Secretary Principal FICA	970.84	199.17	15.73	1,154.28
01 2410 220 003	Elem Secretary Principal FICA	896.85	335.12	15.31	1,216.66
01 2410 221 001	HS Principal FICA	2,757.20	695.27	5.97	3,446.50
01 2410 221 003	Elem Principal FICA	2,533.36	633.34	0.00	3,166.70
01 2410 230 001	HS Secretary Principal Retirement	993.11	191.35	0.00	1,184.46
01 2410 230 003	Elem Secretary Principal Retirement	920.49	321.97	0.00	1,242.46
01 2410 231 001	HS Principal Retirement	2,662.68	665.67	0.00	3,328.35
01 2410 231 003	Elem Principal Retirement	2,352.00	588.00	0.00	2,940.00
01 2410 237 001	HS Principal Inc Retirement Contribution	1,257.27	294.74	0.00	1,552.01
01 2410 237 003	Elem Principal Inc Retire Contributions	1,125.45	312.95	0.00	1,438.40
01 2410 281 003	Elem Principal CASH-IN-LIEU Med Ins	1,000.00	250.00	0.00	1,250.00
01 2410 330 001	HS Principal Professional Development	(185.00)	30.00	0.00	(155.00)
01 2410 330 003	Elem Principal Professional Development	1,080.00	1,158.00	0.00	2,238.00
01 2410 333 001	HS Principal Mileage	0.00	0.00	0.00	0.00

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 01 GENERAL FUND**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 2410 333 003	Elem Principal Mileage	0.00	0.00	0.00	0.00
01 2410 580 001	HS Principal Travel Expenses	550.30	0.00	0.00	550.30
01 2410 580 003	Elem Principal Travel Expenses	410.18	0.00	0.00	410.18
01 2410 610 001	HS Principal Supplies	613.86	50.07	0.00	663.93
01 2410 610 003	Elem Principal Supplies	3,341.17	0.00	0.00	3,341.17
01 2410 734 001	HS Principal Computer Hardware	2,699.00	0.00	0.00	2,699.00
01 2490 810 000	DUES AND FEES	435.00	0.00	0.00	435.00
01 2510 110 000	BUSINESS MANAGER/HR/PAYROLL SALARY	30,710.92	7,609.60	0.00	38,320.52
01 2510 130 000	Overtime for Business Manager	2,573.68	177.51	0.00	2,751.19
01 2510 210 000	Superintendent Secretary Insurance	151.05	35.81	0.00	186.86
01 2510 220 000	Superintendent Secretary FICA	2,555.31	597.89	0.02	3,153.18
01 2510 230 000	Superintendent Secretary Retirement	2,446.40	572.35	0.00	3,018.75
01 2510 237 000	Super Secretary Inc Retire Contributions	841.37	196.82	0.00	1,038.19
01 2510 310 000	Employee Assistant Program	2,918.00	0.00	0.00	2,918.00
01 2510 315 000	Accounting and Auditing Services	6,850.00	2,256.24	0.00	9,106.24
01 2510 330 000	EMPLOYEE TRAINING & DEVELOPMENT SERVICES	240.00	0.00	0.00	240.00
01 2510 382 001	HS Telephone	945.06	334.48	0.00	1,279.54
01 2510 382 003	Elem Telephone	283.88	142.11	0.00	425.99
01 2510 440 000	Superintendent Copier/Mail Lease	216.78	142.53	0.00	359.31
01 2510 531 001	HS Postage	1,000.00	0.00	1.00	999.00
01 2510 580 000	TRAVEL EXPENSES	23.54	0.00	0.00	23.54
01 2510 610 000	CENTRAL OFFICE SUPPLIES	812.92	0.00	0.00	812.92
01 2510 810 000	DUES AND FEES	756.11	0.00	0.00	756.11
01 2510 890 000	Superintendent Secretary Misc. Expenses	3,911.50	191.50	0.00	4,103.00
01 2610 110 001	HS Custodian Salary	22,910.60	4,971.13	0.00	27,881.73
01 2610 110 003	Elem Custodian Salary	17,788.08	4,231.68	0.00	22,019.76
01 2610 116 000	Maintenance Director	26,333.32	6,583.33	0.00	32,916.65
01 2610 130 001	OVERTIME for Custodial	64.72	0.00	0.00	64.72
01 2610 130 003	OVERTIME for Custodial	93.00	4.68	0.00	97.68
01 2610 210 001	HS Custodian Insurance	203.86	7.39	0.00	211.25
01 2610 210 003	Elem Custodian Insurance	21.79	5.48	0.00	27.27
01 2610 211 000	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	4.20	1.05	0.00	5.25
01 2610 216 000	Professional Staff	110.72	27.68	0.00	138.40
01 2610 220 001	HS Custodian FICA	1,754.51	380.72	0.00	2,135.23
01 2610 220 003	Elem Custodian FICA	1,365.01	324.08	0.00	1,689.09
01 2610 221 000	FICA	76.80	19.20	0.00	96.00
01 2610 226 000	Professional Staff	2,021.52	505.38	0.00	2,526.90
01 2610 230 001	HS Custodian Retirement	1,690.28	365.79	0.00	2,056.07
01 2610 230 003	Elem Custodian Retirement	1,311.47	311.37	0.00	1,622.84
01 2610 236 000	Professional Staff	1,935.48	483.87	0.00	2,419.35
01 2610 237 000	Increase Retirement Contributions	665.64	166.41	0.00	832.05
01 2610 237 001	HS Custodian In Retire Contributions	581.28	125.80	0.00	707.08
01 2610 237 003	Elem Custodian Inc Retirement Contributi	451.04	107.09	0.00	558.13
01 2610 281 000	CASH-IN-LIEU MEDICAL INSURANCE	1,000.00	250.00	0.00	1,250.00
01 2610 290 001	HS Custodian LTD	15.08	0.00	0.00	15.08
01 2610 290 003	Elem Custodian LTD	58.51	14.87	0.00	73.38
01 2610 410 001	HS Water & Sewer	13,891.33	305.50	0.00	14,196.83
01 2610 410 003	Elem Water & Sewer	9,566.77	539.49	0.00	10,106.26
01 2610 431 001	HS Upkeep of Building	3,733.42	2,077.92	0.00	5,811.34
01 2610 431 003	Elem Upkeep of Building	2,875.14	1,665.76	0.00	4,540.90

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 01 GENERAL FUND**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 2610 520 001	HS Building Insurance	55,000.00	0.00	0.00	55,000.00
01 2610 520 003	Elem Building Insurance	55,000.00	0.00	0.00	55,000.00
01 2610 610 001	HS Custodian Supplies	18,899.91	3,867.06	0.00	22,766.97
01 2610 610 003	Elem Custodian Supplies	23,294.46	352.31	0.00	23,646.77
01 2610 621 001	HS Utilities	45,246.28	11,445.73	129.18	56,562.83
01 2610 621 003	Elem Utilities	32,315.97	8,123.17	0.00	40,439.14
01 2620 420 001	HS Cleaning Service	45,890.00	8,805.00	0.00	54,695.00
01 2620 420 003	Elem Cleaning Service	39,735.00	7,599.00	0.00	47,334.00
01 2620 431 001	HS Repairs & Maintenance	2,570.14	771.80	0.00	3,341.94
01 2620 431 003	Elem Repairs & Maintenance	3,741.25	91.35	0.00	3,832.60
01 2620 720 001	HS Building Improvements	1,253.92	0.00	0.00	1,253.92
01 2630 431 001	CARE & UPKEEP OF FB FIELD	3,058.81	574.40	0.00	3,633.21
01 2650 431 000	Vehicle Repairs & Maintenance	1,674.63	93.00	0.00	1,767.63
01 2650 520 000	Vehicle Insurance	5,000.00	0.00	0.00	5,000.00
01 2650 610 000	Vehicle Supplies	144.99	0.00	0.00	144.99
01 2650 626 000	Vehicle Gasoline	1,152.09	0.00	0.00	1,152.09
01 2660 340 000	Security Service	550.00	0.00	0.00	550.00
01 2660 610 000	Security Supplies	18.01	0.00	0.00	18.01
01 2710 110 000	Bus Driver Regular Ed Salary	66,689.32	15,200.68	0.00	81,890.00
01 2710 150 000	Phone Stipend	320.00	80.00	0.00	400.00
01 2710 210 000	Bus Driver Regular Ed Insurance	488.05	30.16	0.00	518.21
01 2710 220 000	Bus Driver Regular Ed FICA	5,102.94	1,163.47	0.08	6,266.33
01 2710 230 000	Bus Driver Regular Ed Retirement	2,961.25	709.35	0.00	3,670.60
01 2710 237 000	Bus Increase Retire Contributions	1,018.42	243.98	0.00	1,262.40
01 2710 330 000	BUS PROFESSIONAL DEVEOPMENT	230.00	645.00	0.00	875.00
01 2710 520 000	Bus Insurance	15,166.00	0.00	0.00	15,166.00
01 2710 610 000	BUS SUPPLIES	438.13	80.82	0.00	518.95
01 2710 626 000	Bus Gas and Oil	23,791.66	4,552.13	0.00	28,343.79
01 2710 890 000	Bus Misc. Expenses	931.00	230.00	0.00	1,161.00
01 2712 110 000	Bus Driver Sped Salary	11,341.09	2,658.31	0.00	13,999.40
01 2712 112 000	PARAEDUCATORS SALARY	4,363.75	329.60	0.00	4,693.35
01 2712 112 003	Bus Driver Sped Salary	1,719.41	0.00	0.00	1,719.41
01 2712 210 000	Bus Driver Sped Insurance	1.56	0.69	0.00	2.25
01 2712 212 003	SPED Bus Para Insurance	0.19	0.00	0.00	0.19
01 2712 220 000	Bus Driver Sped FICA	867.66	203.42	0.00	1,071.08
01 2712 222 000	PARA FICA	333.89	25.21	0.00	359.10
01 2712 222 003	PARA FICA	131.49	0.00	0.00	131.49
01 2712 230 000	Bus Driver Sped Retirement	833.63	195.43	0.00	1,029.06
01 2712 232 003	PARAEDUCATOR RETIREMENT	126.38	0.00	0.00	126.38
01 2712 237 000	SPED Bus Inc Retire Contributions	286.73	67.18	0.01	353.90
01 2712 237 003	Increase Retirement Contributions	43.46	0.00	0.00	43.46
01 2713 110 003	PreK Bus Driver	2,541.44	635.36	0.00	3,176.80
01 2713 210 003	PreK Driver Insurance	11.16	2.26	0.00	13.42
01 2713 220 003	PreK Driver FICA	195.06	48.72	0.00	243.78
01 2713 230 003	PreK Driver Retirement	187.40	46.81	0.00	234.21
01 2713 237 003	PreK Driver Increase Retirement Contributions	64.45	16.11	0.00	80.56
01 2720 111 000	Transportation Monitoring Services	1,199.68	299.92	0.00	1,499.60
01 2720 211 000	TEACHER BCBS, LIFE, VISION, DENTAL INSUR	399.93	100.16	0.00	500.09
01 2720 221 000	TEACHER/PROFESSIONAL FICA	91.25	23.04	0.23	114.06
01 2720 231 000	TEACHER RETIREMENT	88.16	22.04	0.00	110.20
01 2720 237 000	Increase Retirement Contributions	30.35	7.59	0.00	37.94
01 2730 431 000	BUS & VEHICLE SERVICING & MAINTENANCE	47,963.23	10,305.21	0.00	58,268.44

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 01 GENERAL FUND**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 2900 610 001 0 001	Athletics	0.00	0.00	0.00	0.00
01 2900 610 001 2	Commencement	478.77	0.00	0.00	478.77
01 3100 110 000	Food Service Salary	0.00	19,921.03	19,921.03	0.00
01 3100 130 000	OVERTIME for Food Services	0.00	40.50	40.50	0.00
01 3100 210 000	NON - INSTRUCTIONAL INSURANCE	0.00	834.75	834.75	0.00
01 3100 220 000	Food Service FICA	0.00	1,527.15	1,527.15	0.00
01 3100 230 000	Food Service Retirement	0.00	1,321.89	1,321.89	0.00
01 3100 237 000	Food Service Inc Retire Contributions	0.00	454.64	454.64	0.00
01 3300 110 003	Rec Program Salary	13,565.37	3,191.58	0.00	16,756.95
01 3300 210 003	Rec Program Insurance	16.47	0.00	0.00	16.47
01 3300 220 003	Rec Program FICA	803.09	169.00	0.00	972.09
01 3300 230 003	Rec Program Retirement	772.15	162.39	0.00	934.54
01 3300 237 003	REC Inc Retirement Contributions	265.58	55.84	0.00	321.42
01 3300 610 003	Rec Program Supplies	2,773.66	0.00	0.00	2,773.66
01 3300 890 003	Rec Program Misc. Expenses	457.01	0.00	0.00	457.01
01 3535 110 003	HAL Para/Transportation	388.44	0.00	0.00	388.44
01 3535 113 003	HAL Sub	400.75	0.00	0.00	400.75
01 3535 220 003	HAL Para/Transportation	29.72	0.00	0.00	29.72
01 3535 223 003	SUBSTITUTE TEACHER FICA	30.64	0.00	0.00	30.64
01 3535 230 003	HAL Transportation Retirement	18.46	0.00	0.00	18.46
01 3535 233 003	HAL Sub Retirement	11.61	0.00	0.00	11.61
01 3535 237 003	HAL Sub Increase Retirement Contributions	10.34	0.00	0.00	10.34
01 3535 610 000	HAL Supplies	882.78	0.00	0.00	882.78
01 3540 110 003	Preschool Para/Bus Driver/Custodian Sala	32,655.26	5,249.93	0.00	37,905.19
01 3540 111 003	Preschool Teacher/Principal Salary	11,073.20	2,343.60	0.00	13,416.80
01 3540 130 003	Overtime - PreK	4.46	0.00	0.00	4.46
01 3540 211 003	Preschool Teacher/Principal Insurance	4,018.42	926.74	0.00	4,945.16
01 3540 220 003	Preschool Para/Bus Driver/Custodian FICA	2,493.72	401.61	0.00	2,895.33
01 3540 221 003	Preschool Teacher/Principal FICA	914.36	199.11	2.88	1,110.59
01 3540 230 003	Preschool Para/BD/custodian RETIREMENT	2,148.64	350.47	0.00	2,499.11
01 3540 231 003	Preschool Teacher/Principal Retirement	813.87	172.25	0.00	986.12
01 3540 237 003	Preschool Inc Retire Contributions	1,018.85	179.77	0.00	1,198.62
01 3540 281 003	Preschool Teacher CASH-IN-LIEU MED. INS	1,000.00	250.00	0.00	1,250.00
01 3551 610 001	CAREER EDUCATION SUPPLIES	4,262.47	0.00	0.00	4,262.47
01 3552 610 000	SCHOOL SAFETY AND SECURITY ACT	33.99	0.00	0.00	33.99
01 6200 111 003	Title 1 Teacher Salary	11,651.04	3,560.04	0.00	15,211.08
01 6200 112 003	Title 1 Para Salary	2,630.10	0.00	0.00	2,630.10
01 6200 211 003	Title 1 Teacher Insurance	2,322.08	709.52	0.00	3,031.60
01 6200 221 003	Title 1 Teacher FICA	894.44	273.30	0.00	1,167.74
01 6200 222 003	Title 1 Para FICA	201.19	0.00	0.00	201.19
01 6200 231 003	Title 1 Teacher Retirement	856.36	261.66	0.00	1,118.02
01 6200 232 003	Title 1 Para RETIREMENT	193.32	0.00	0.00	193.32
01 6200 237 003	Title 1 Inc Retirement Contributions	360.98	89.99	0.00	450.97
01 6200 610 003	Title 1 Supplies	4,595.75	0.00	0.00	4,595.75
01 6406 111 003	IDEA Preschool Teacher Salary	937.44	0.00	0.00	937.44
01 6406 112 003	PARAEDUCATORS SALARY	296.00	402.93	0.00	698.93
01 6406 211 003	IDEA Preschool Teacher Insurance	5.00	0.00	0.00	5.00
01 6406 221 003	IDEA Preschool Teacher FICA	71.97	0.00	0.00	71.97
01 6406 222 003	PARA FICA	22.42	30.82	0.33	52.91
01 6406 231 003	IDEA Preschool Teacher Retirement	68.91	0.00	0.00	68.91

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 01 GENERAL FUND**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
01 6406 232 003	PARAEDUCATOR RETIREMENT	21.75	29.62	0.00	51.37
01 6406 237 003	Increase Retirement Contributions	31.17	10.19	0.00	41.36
01 6408 111 000	IDEA BIRTH-4 TEACHER SALARY	11,903.08	5,467.22	0.00	17,370.30
01 6408 111 003	SALARIES OF TEACHERS/PROFESSIONAL STAFF	7,622.90	2,204.10	0.00	9,827.00
01 6408 112 003	IDEA ENROLLMENT/POVERTY PARA SALARY	10,899.06	1,963.11	0.00	12,862.17
01 6408 211 000	IDEA BIRTH-4 TEACHER INSURANCE	1,832.59	720.81	0.00	2,553.40
01 6408 211 003	TEACHER BCBS, LIFE, VISION, DENTAL INSRU	1,259.48	316.76	0.00	1,576.24
01 6408 221 000	IDEA BIRTH-4 TEACHER FICA	910.50	419.70	1.17	1,329.03
01 6408 221 003	TEACHER/PROFESSIONAL FICA	581.22	169.19	1.00	749.41
01 6408 222 003	IDEA ENROLLMENT/POVERTY PARA FICA	833.79	150.18	0.00	983.97
01 6408 231 000	IDEA BIRTH-4 TEACHER RETIREMENT	874.87	401.84	0.00	1,276.71
01 6408 231 003	TEACHER RETIREMENT	560.29	162.00	0.00	722.29
01 6408 232 003	IDEA ENROLLMENT/POVERTY PARA RETIREMENT	801.08	144.29	0.00	945.37
01 6408 237 000	Increase Retirement Contributions	300.88	138.20	0.00	439.08
01 6408 237 003	Increase Retirement Contributions	468.21	105.34	0.00	573.55
01 6408 320 000	IDEA Part B Birth-4 Pre-diagnosis	4,486.03	836.50	0.00	5,322.53
01 6408 320 003	PREK PROFESSIONAL EDUCATIONAL SERVICES	2,229.36	1,180.53	0.00	3,409.89
01 6408 591 000	EARLY CHILDHOOD SERVICES ESU/DISTRICT	481.68	160.56	0.00	642.24
01 6408 591 003	PREK PURCHASED SERVICE FROM ESU/DISTRICT	481.68	160.56	0.00	642.24
01 6408 640 003	IDEA ENROLLMENT/POVERTY TEXTBOOKS	0.00	1,720.00	0.00	1,720.00
01 6412 111 003	IDEA NONPUBLIC SALARIES	379.44	379.44	0.00	758.88
01 6412 211 003	IDEA NONPUBLIC TEACHER INSURANCE	2.17	2.17	0.00	4.34
01 6412 221 003	IDEA NONPUBLIC TEACHER FICA	29.13	29.13	0.00	58.26
01 6412 231 003	IDEA NONPUBLIC TEACHER RETIREMENT	27.89	27.89	0.00	55.78
01 6412 237 003	Increase Retirement Contributions	9.59	9.59	0.00	19.18
01 6998 111 000	Mental Health Grant	0.00	0.00	0.00	0.00
01 6998 610 000	MENTAL HEALTH GENERAL SUPPLIES	8,471.36	0.00	0.00	8,471.36
01 8000 912 000	FUND TRANSFERS TO LUNCH FUND	526.74	64.00	0.00	590.74
	Total: Expenditure	3,728,900.95	833,624.42	30,678.87	4,531,846.50
	Total: 01	14,536,287.79	2,936,189.31	3,014,482.83	16,374,761.45

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 02 Depreciation**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
<b>Current Assets</b>					
02 101	CASH	336,672.99	28.59	0.00	336,701.58
	Total: Current Assets	336,672.99	28.59	0.00	336,701.58
<b>Fund Balance</b>					
02 704	FUND BALANCE	336,672.99	0.00	28.59	336,701.58
	Total: Fund Balance	336,672.99	0.00	28.59	336,701.58
<b>Revenue</b>					
02 1510	INTEREST ON INVESTMENTS	204.15	0.00	28.59	232.74
02 5690	OTHER NON-REVENUE RECEIPTS	2,834.40	0.00	0.00	2,834.40
	Total: Revenue	3,038.55	0.00	28.59	3,067.14
<b>Expenditure</b>					
02 2900 732 000	Bus Replacement	0.00	0.00	0.00	0.00
	Total: Expenditure	0.00	0.00	0.00	0.00
	Total: 02	676,384.53	28.59	57.18	676,470.30

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 03 Employee Benefit Fund**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
<b>Current Assets</b>					
03 101	CASH	24,047.20	3,464.50	1,409.41	26,102.29
03 106	SAVINGS CERTIFICATES	20,000.00	0.00	0.00	20,000.00
Total: Current Assets		44,047.20	3,464.50	1,409.41	46,102.29
<b>Fund Balance</b>					
03 704	FUND BALANCE	40,289.43	0.00	2.03	40,291.46
03 704 3001	M. BATMAN	0.00	0.00	416.66	416.66
03 704 3002	A. CONN	1,666.64	0.00	416.66	2,083.30
03 704 3003	D. DOWDING	0.00	0.00	416.66	416.66
03 704 3004	J. FERRETTI	333.32	0.00	83.33	416.65
03 704 3005	K. LINKE	0.00	0.00	416.66	416.66
03 704 3006	R. PETSKA	(199.98)	0.00	516.66	316.68
03 704 3007	B. BROWN	1,066.64	0.00	266.66	1,333.30
03 704 3008	A. EASTEP	(46.89)	78.65	120.00	(5.54)
03 704 3009	R. GILL-ROSE	249.71	611.05	159.99	(201.35)
03 704 3010	M. KOTIK	(131.41)	455.57	390.86	(196.12)
03 704 3011	B. MCCREIGHT	(60.00)	0.00	25.00	(35.00)
03 704 3012	C. PESTER	333.32	0.00	83.33	416.65
03 704 3013	S. SULLIVAN	400.00	264.14	100.00	235.86
03 704 3014	K.VODICKA	146.42	0.00	50.00	196.42
Total: Fund Balance		44,047.20	1,409.41	3,464.50	46,102.29
<b>Revenue</b>					
03 1510	INTEREST ON INVESTMENTS	13.51	0.00	2.03	15.54
03 5200 3001	M. BATMAN FUND TRANSFER	1,666.64	0.00	416.66	2,083.30
03 5200 3002	A. CONN FUND TRANSFERS	1,666.64	0.00	416.66	2,083.30
03 5200 3003	D. DOWDING FUND TRANSFER	1,666.64	0.00	416.66	2,083.30
03 5200 3004	J. FERRETTI FUND TRANSFERS	333.32	0.00	83.33	416.65
03 5200 3005	K. LINKE FUND TRANSFERS	1,666.64	0.00	416.66	2,083.30
03 5200 3006	R. PETSKA FUND TRANSFERS	2,066.64	0.00	516.66	2,583.30
03 5200 3007	B. BROWN FUND TRANSFERS	1,066.64	0.00	266.66	1,333.30
03 5200 3008	A. EASTEP FUND TRANSFERS	480.00	0.00	120.00	600.00
03 5200 3009	R. GILL-ROSE FUND TRANSFERS	480.00	0.00	159.99	639.99
03 5200 3010	M. KOTIK FUND TRANSFERS	1,066.64	0.00	390.86	1,457.50
03 5200 3011	B. MCCREIGHT FUND TRANSFERS	100.00	0.00	25.00	125.00
03 5200 3012	C. PESTER FUND TRANSFERS	333.32	0.00	83.33	416.65
03 5200 3013	S. SULLIVAN FUND TRANSFERS	400.00	0.00	100.00	500.00
03 5200 3014	K. VODICKA FUND TRANSFERS	200.00	0.00	50.00	250.00
Total: Revenue		13,206.63	0.00	3,464.50	16,671.13
<b>Expenditure</b>					
03 2900 291 000 0 601	M. BATMAN FSA/DEPENDENT CARE EXPENSE	1,666.64	0.00	0.00	1,666.64
03 2900 291 000 0 603	D. DOWDING FSA/DEPENDENT CARE	1,666.64	0.00	0.00	1,666.64
03 2900 291 000 0 605	K. LINKE FSA/DEPENDENT CARE	1,666.64	0.00	0.00	1,666.64
03 2900 291 000 0 606	R. PETSKA	2,266.62	0.00	0.00	2,266.62
03 2900 291 000 0 608	A. EASTEP FSA/DEPENDENT CARE	526.89	78.65	0.00	605.54
03 2900 291 000 0 609	R. GILL FSA/DEPENDENT CARE	230.29	611.05	0.00	841.34
03 2900 291 000 0 610	M. KOTIK FSA/DEPENDENT CARE	1,198.05	455.57	0.00	1,653.62
03 2900 291 000 0 611	B. MCCREIGHT FSA/DEPENDENT CARE	160.00	0.00	0.00	160.00
03 2900 291 000 0 613	S. SULLIVAN FSA/DEPENDENT CARE	0.00	264.14	0.00	264.14
03 2900 291 000 0 614	K. VODICKA FSA/DEPENDENT CARE	53.58	0.00	0.00	53.58
Total: Expenditure		9,435.35	1,409.41	0.00	10,844.76
Total: 03		110,736.38	6,283.32	8,338.41	119,720.47

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 05 Activity Fund**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
<b>Current Assets</b>					
05 101	CASH	247,331.32	33,172.06	30,953.54	249,549.84
	Total: Current Assets	247,331.32	33,172.06	30,953.54	249,549.84
<b>Fund Balance</b>					
05 704 0001	ATHLETICS	58,147.73	9,922.02	2,918.26	51,143.97
05 704 0002	ANNUAL	6,185.17	0.00	0.00	6,185.17
05 704 0003	BAND	3,319.97	300.95	0.00	3,019.02
05 704 0004	ELEMENTARY UNIT	12,293.60	67.96	120.00	12,345.64
05 704 0005	STUDENT COUNCIL	5,959.10	0.00	0.00	5,959.10
05 704 0006	FFA	15,572.65	436.54	10,852.00	25,988.11
05 704 0007	HIGH SCHOOL UNIT	2,068.79	117.96	0.00	1,950.83
05 704 0008	LIFE SKILLS	501.37	0.00	202.02	703.39
05 704 0009	FCCLA	3,447.79	264.94	0.00	3,182.85
05 704 0010	MISC ACCOUNT	3,207.43	15.99	0.00	3,191.44
05 704 0011	ART CLUB	2,562.48	1,015.90	0.00	1,546.58
05 704 0012	NATIONAL HONOR SOCIETY	1,885.42	500.00	500.00	1,885.42
05 704 0013	SPEECH	243.38	0.00	0.00	243.38
05 704 0014	1ST GRADE	677.58	0.00	0.00	677.58
05 704 0015	BOYS BASKETBALL	1,036.31	1,555.03	1,594.08	1,075.36
05 704 0016	CONCESSIONS	6,520.05	5,892.57	4,774.74	5,402.22
05 704 0017	GIRLS BASKETBALL	2,900.43	692.85	0.00	2,207.58
05 704 0019	INTEREST	1,087.77	0.00	20.88	1,108.65
05 704 0020	VIDEO BOARD FUND	14,323.85	0.00	58.40	14,382.25
05 704 0021	HS TRACK	5,925.72	0.00	0.00	5,925.72
05 704 0022	FIELDS SCHOLARSHIP	4,063.80	0.00	0.00	4,063.80
05 704 0023	CROSS COUNTRY	1,839.12	0.00	0.00	1,839.12
05 704 0024	INDUSTRIAL ARTS SHOP	1,539.54	0.00	89.90	1,629.44
05 704 0025	LIBRARY	1,116.60	31.96	0.00	1,084.64
05 704 0026	PARTY GROUP	769.76	0.00	0.00	769.76
05 704 0027	CLASS OF 2024	406.75	0.00	0.00	406.75
05 704 0028	MUSICAL/DRAMA	13,479.48	601.89	0.00	12,877.59
05 704 0029	WRESTLING	1,696.03	0.00	0.00	1,696.03
05 704 0030	GENERAL FUND REIMBURSEMENT	(875.95)	456.72	1,128.00	(204.67)
05 704 0031	ELEM STUDENT COUNCIL	1,907.66	305.03	0.00	1,602.63
05 704 0032	WEIGHTS	8,891.07	1,695.70	1,195.75	8,391.12
05 704 0033	VOLLEYBALL ACCOUNT	1,813.08	0.00	0.00	1,813.08
05 704 0034	IMPREST FUND	2,000.00	0.00	0.00	2,000.00
05 704 0036	CHEERLEADING	4,587.24	3,150.00	50.00	1,487.24
05 704 0037	BENNET BACK-PACK PROGRAM	1,630.46	35.66	0.00	1,594.80
05 704 0039	FAMILY PASSES	9,155.00	0.00	0.00	9,155.00
05 704 0040	STUDENT FEES	8,120.00	0.00	40.00	8,160.00
05 704 0041	QUIZ BOWL	560.08	0.00	0.00	560.08
05 704 0042	JR HIGH BASKETBALL	712.00	0.00	102.00	814.00
05 704 0043	PANTHER STORE	3,685.34	2,240.67	140.13	1,584.80
05 704 0048	CHESS CLUB	286.16	0.00	0.00	286.16
05 704 0049	SHOW CHOIR/CHOIR	647.85	295.96	0.00	351.89
05 704 0050	CHROMEBOOK INSURANCE	7,407.32	0.00	35.00	7,442.32
05 704 0051	GOLF	208.77	0.00	0.00	208.77
05 704 0052	CIRCLE OF FRIENDS	1,379.13	0.00	0.00	1,379.13
05 704 0054	UNIFIED SPORTS	1,373.59	0.00	55.00	1,428.59
05 704 0055	FOOTBALL	4,342.59	185.04	0.00	4,157.55
05 704 0056	ASPIRE ACADEMY	3,659.15	1,565.19	3,751.95	5,845.91
05 704 0057	CHICK-FIL-A GRANT/PLAYGROUND	1,050.00	0.00	0.00	1,050.00
05 704 0058	CLASS OF 2025	4,213.61	0.00	0.00	4,213.61

Regular; Beginning Month 01/2025; Processing Month 01/2025

<b>Fund: 05</b>	<b>Activity Fund</b>	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
05 704 0059	CLASS OF 2026	1,006.00	0.00	250.34	1,256.34
05 704 0060	CLASS OF 2027	806.58	0.00	0.00	806.58
05 704 0061	CLASS OF 2028	716.58	0.00	0.00	716.58
05 704 0062	CLASS OF 2029	929.57	0.00	0.00	929.57
05 704 0063	HOSPITALITY FUND	3,770.77	0.00	5,534.60	9,305.37
05 704 0064	CLASS OF 2030	380.00	0.00	0.00	380.00
05 704 0065	JR HIGH VOLLEYBALL	0.00	0.00	0.00	0.00
05 704 0066	GIRLS WRESTLING REVENUE	190.00	0.00	152.00	342.00
<b>Total:</b>	<b>Fund Balance</b>	<b>247,331.32</b>	<b>31,346.53</b>	<b>33,565.05</b>	<b>249,549.84</b>
<b>Revenue</b>					
05 1710 0001	ATHLETIC ADMISSIONS REVENUE	15,699.36	0.00	2,158.26	17,857.62
05 1710 0028	MUSICAL/DRAMA ADMISSIONS REVENUE	1,090.00	0.00	0.00	1,090.00
05 1790 0001	OTHER ACTIVITY REVENUE	3,038.81	0.00	760.00	3,798.81
05 1790 0002	ANNUAL REVENUE	140.00	0.00	0.00	140.00
05 1790 0003	BAND REVENUE	5,243.82	0.00	0.00	5,243.82
05 1790 0004	ELEMENTARY PRINCIPAL REVENUE	4,641.60	0.00	120.00	4,761.60
05 1790 0005	STUDENT COUNCIL REVENUE	946.00	0.00	0.00	946.00
05 1790 0006	FFA REVENUE	11,346.22	0.00	10,847.00	22,193.22
05 1790 0007	HIGH SCHOOL PRINCIPAL REVENUE	120.00	0.00	0.00	120.00
05 1790 0008	LIFE SKILLS REVENUE	597.84	0.00	202.02	799.86
05 1790 0009	FCCLA REVENUE	3,822.21	0.00	0.00	3,822.21
05 1790 0010	MISC ACCOUNT REVENUE	543.00	0.00	0.00	543.00
05 1790 0011	ART CLUB REVENUE	3,948.01	0.00	0.00	3,948.01
05 1790 0012	NATIONAL HONOR SOCIETY REVENUE	479.00	0.00	500.00	979.00
05 1790 0015	BOYS BASKETBALL HS REVENUE	117.75	0.00	1,594.08	1,711.83
05 1790 0016	CONCESSIONS REVENUE	23,072.58	0.00	4,401.75	27,474.33
05 1790 0017	GIRLS BASKETBALL HS REVENUE	700.00	0.00	0.00	700.00
05 1790 0019	INTEREST REVENUE	87.15	0.00	20.88	108.03
05 1790 0020	VIDEO BOARD FUND	27.85	0.00	58.40	86.25
05 1790 0023	CROSS COUNTRY REVENUE	1,790.73	0.00	0.00	1,790.73
05 1790 0024	INDUSTRIAL ARTS SHOP REVENUE	480.76	0.00	89.90	570.66
05 1790 0025	LIBRARY REVENUE	10.00	0.00	0.00	10.00
05 1790 0029	WRESTLING REVENUE	480.00	0.00	0.00	480.00
05 1790 0030	GENERAL FUND REIMBURSEMENT REVENUE	5,782.24	0.00	1,128.00	6,910.24
05 1790 0031	ELEM STUDENT COUNCIL REVENUE	683.83	0.00	0.00	683.83
05 1790 0032	WEIGHTS REVENUE	7,857.75	0.00	1,195.75	9,053.50
05 1790 0033	VOLLEYBALL REVENUE	1,202.00	0.00	0.00	1,202.00
05 1790 0036	CHEERLEADING REVENUE	239.80	0.00	50.00	289.80
05 1790 0037	BENNET BACK-PACK PROGRAM REVENUE	372.83	0.00	0.00	372.83
05 1790 0039	FAMILY PASSES REVENUE	9,155.00	0.00	0.00	9,155.00
05 1790 0040	STUDENT FEES REVENUE	8,200.00	0.00	40.00	8,240.00
05 1790 0042	JR HIGH BASKETBALL REVENUE	1,218.00	0.00	102.00	1,320.00
05 1790 0043	PANTHER STORE	0.00	0.00	140.13	140.13
05 1790 0049	SHOW CHOIR/CHOIR REVENUE	2,140.30	0.00	0.00	2,140.30
05 1790 0050	CHROMEBOOK INSURANCE REVENUE	275.00	0.00	35.00	310.00
05 1790 0051	GOLF REVENUE	25.00	0.00	0.00	25.00
05 1790 0054	UNIFIED SPORTS REVENUE	870.20	0.00	55.00	925.20
05 1790 0055	FOOTBALL	846.62	0.00	0.00	846.62
05 1790 0056	ASPIRE ACADEMY REVENUE	3,115.77	0.00	3,742.95	6,858.72
05 1790 0058	CLASS OF 2025	82.22	0.00	0.00	82.22

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 05 Activity Fund**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
05 1790 0059	CLASS OF 2026	146.00	0.00	250.34	396.34
05 1790 0063	HOSPITALITY FUND	500.00	0.00	5,534.60	6,034.60
05 1790 0064	CLASS OF 2030	15.00	0.00	0.00	15.00
05 1790 0065	JR HIGH VOLLEYBALL	336.20	0.00	0.00	336.20
05 1790 0066	GIRLS WRESTLING REVENUE	190.00	0.00	152.00	342.00
	<b>Total: Revenue</b>	<b>121,676.45</b>	<b>0.00</b>	<b>33,178.06</b>	<b>154,854.51</b>
<b>Expenditure</b>					
05 2900 610 000 0 001	ATHLETIC EXPENSE	38,801.05	10,022.02	100.00	48,723.07
05 2900 610 000 0 002	ANNUAL EXPENSE	8,639.40	0.00	0.00	8,639.40
05 2900 610 000 0 003	BAND EXPENSE	1,923.90	300.95	0.00	2,224.85
05 2900 610 000 0 004	ELEMENTARY PRINCIPAL EXPENSE	4,764.61	67.96	0.00	4,832.57
05 2900 610 000 0 005	STUDENT COUNCIL EXPENSE	1,768.70	0.00	0.00	1,768.70
05 2900 610 000 0 006	FFA EXPENSE	13,967.21	436.54	5.00	14,398.75
05 2900 610 000 0 007	HIGH SCHOOL PRINCIPAL EXPENSE	423.50	117.96	0.00	541.46
05 2900 610 000 0 008	LIFE SKILLS EXPENSE	453.18	0.00	0.00	453.18
05 2900 610 000 0 009	FCCLA EXPENSE	2,659.83	264.94	0.00	2,924.77
05 2900 610 000 0 010	MISC. ACCOUNT EXPENSE	1,536.03	15.99	0.00	1,552.02
05 2900 610 000 0 011	ART CLUB EXPENSE	2,859.75	1,015.90	0.00	3,875.65
05 2900 610 000 0 012	NATIONAL HONOR SOCIETY EXPENSE	100.00	500.00	0.00	600.00
05 2900 610 000 0 015	BOYS BASKETBALL HS EXPENSE	389.85	1,555.03	0.00	1,944.88
05 2900 610 000 0 016	CONCESSION EXPENSE	21,638.69	5,892.57	372.99	27,158.27
05 2900 610 000 0 017	GIRLS BASKETBALL EXPENSE	135.57	692.85	0.00	828.42
05 2900 610 000 0 023	CROSS COUNTRY	1,431.92	0.00	0.00	1,431.92
05 2900 610 000 0 024	INDUSTRIAL ARTS SHOP EXPENSE	451.27	0.00	0.00	451.27
05 2900 610 000 0 025	LIBRARY EXPENSE	72.80	31.96	0.00	104.76
05 2900 610 000 0 028	MUSICAL/DRAMA EXPENSE	88.76	601.89	0.00	690.65
05 2900 610 000 0 029	WRESTLING EXPENSE	830.00	0.00	0.00	830.00
05 2900 610 000 0 030	GENERAL FUND REIMBURSEMENT EXPENSE	4,169.26	456.72	0.00	4,625.98
05 2900 610 000 0 031	ELEM STUDENT COUNCIL EXPENSE	0.00	305.03	0.00	305.03
05 2900 610 000 0 032	WEIGHTS EXPENSE	17.54	1,695.70	0.00	1,713.24
05 2900 610 000 0 033	VOLLEYBALL EXPENSE	2,683.82	0.00	0.00	2,683.82
05 2900 610 000 0 036	CHEERLEADING EXPENSE	6,863.70	3,150.00	0.00	10,013.70
05 2900 610 000 0 037	BENNET BACK-PACK PROGRAM EXPENSE	89.20	35.66	0.00	124.86
05 2900 610 000 0 040	STUDENT FEES EXPENSE	80.00	0.00	0.00	80.00
05 2900 610 000 0 042	JR HIGH BASKETBALL EXPENSE	742.00	0.00	0.00	742.00
05 2900 610 000 0 043	PANTHER STORE	7,242.66	2,240.67	0.00	9,483.33
05 2900 610 000 0 049	SHOW CHOIR/CHOIR EXPENSE	2,417.80	295.96	0.00	2,713.76
05 2900 610 000 0 050	CHROMEBOOK INSURANCE EXPENSE	18,430.00	0.00	0.00	18,430.00
05 2900 610 000 0 051	GOLF EXPENSE	460.63	0.00	0.00	460.63
05 2900 610 000 0 054	UNIFIED SPORTS	86.48	0.00	0.00	86.48
05 2900 610 000 0 055	FOOTBALL	4,592.35	185.04	0.00	4,777.39
05 2900 610 000 0 056	ASPIRE ACADEMY	2,691.98	1,565.19	9.00	4,248.17
05 2900 610 000 0 058	CLASS OF 2025	17.44	0.00	0.00	17.44
05 2900 610 000 0 063	HOSPITALITY FUND	2,729.23	0.00	0.00	2,729.23
05 2900 610 000 0 065	JR HIGH VOLLEYBALL	336.20	0.00	0.00	336.20
	<b>Total: Expenditure</b>	<b>156,586.31</b>	<b>31,446.53</b>	<b>486.99</b>	<b>187,545.85</b>
	<b>Total: 05</b>	<b>772,925.40</b>	<b>95,965.12</b>	<b>98,183.64</b>	<b>841,500.04</b>

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 06 LUNCH FUND**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
<b>Current Assets</b>					
06 101	CASH	135,693.88	38,872.93	42,796.15	131,770.66
	Total: Current Assets	135,693.88	38,872.93	42,796.15	131,770.66
<b>Fund Balance</b>					
06 704	FUND BALANCE	135,693.88	42,796.15	38,872.93	131,770.66
	Total: Fund Balance	135,693.88	42,796.15	38,872.93	131,770.66
<b>Revenue</b>					
06 1510	INTEREST ON INVESTMENTS	62.20	0.00	11.57	73.77
06 1620	DAILY SALES OF BREAK/LUNCH/MILK	94,731.72	0.00	27,970.03	122,701.75
06 3150	STATE REIMBURSEMENT(OF NUTRITION PROG)	49,391.36	0.00	10,419.78	59,811.14
06 5200	TRANSFER OF FUNDS	196.15	0.00	0.00	196.15
06 5690	OTHER NON-REVENUE RECEIPTS	91.11	0.00	151.51	242.62
	Total: Revenue	144,472.54	0.00	38,552.89	183,025.43
<b>Expenditure</b>					
06 3100 110 000	SALARIES TO NON-INSTRUCTIONAL EMPLOYEES	85,867.06	19,961.53	0.00	105,828.59
06 3100 290 000	LUNCH PROGRAM EMPLOYEE BENEFITS	17,713.34	4,097.37	0.00	21,810.71
06 3100 330 000	LUNCH TRAINING & DEVELOPMENT SERVICES	150.00	0.00	0.00	150.00
06 3100 333 000	MILEAGE PAID TO STAFF	79.73	152.76	0.00	232.49
06 3100 431 000	Lunch Repairs and Maintenance	10,486.05	0.00	0.00	10,486.05
06 3100 570 000	LUNCH PROGRAM SUPPLIES AND MATERIALS	877.26	0.00	0.00	877.26
06 3100 580 000	TRAVEL EXPENSES	404.85	0.00	0.00	404.85
06 3100 610 000	LUNCH SUPPLIES	23,442.16	130.57	0.00	23,572.73
06 3100 630 000	LUNCH PROGRAM FOOD EXPENSES	105,989.31	18,128.95	320.04	123,798.22
06 3100 810 000	DUES AND FEES	1,015.97	0.00	0.00	1,015.97
06 3100 890 000	LUNCH PROGRAM MISC. EXPENSES	1,838.01	324.97	0.00	2,162.98
	Total: Expenditure	247,863.74	42,796.15	320.04	290,339.85
	Total: 06	663,724.04	124,465.23	120,542.01	736,906.60

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 07 2021 REFINANCED (2016) A & B BONDS**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
<b>Current Assets</b>					
07 101	CASH	47,081.73	51,840.79	518.36	98,404.16
07 101 1300	CASH	700,506.60	0.00	0.00	700,506.60
07 900	Cash County Treasurer	364,353.79	0.00	0.00	364,353.79
	Total: Current Assets	1,111,942.12	51,840.79	518.36	1,163,264.55
<b>Fund Balance</b>					
07 704	FUND BALANCE	1,111,942.12	518.36	51,840.79	1,163,264.55
	Total: Fund Balance	1,111,942.12	518.36	51,840.79	1,163,264.55
<b>Revenue</b>					
07 1100	LOCAL PROPERTY TAXES	201,371.45	518.36	51,664.00	252,517.09
07 1115	CARLINE TAXES	22.28	0.00	0.00	22.28
07 1140	Interest Levied Tax	406.32	0.00	172.08	578.40
07 1510	INTEREST	312.80	0.00	4.71	317.51
07 3130	HOMESTEAD EXEMPTION	1,608.63	0.00	0.00	1,608.63
07 3180	PRO-RATE MOTOR VEHICLE	200.87	0.00	0.00	200.87
	Total: Revenue	203,922.35	518.36	51,840.79	255,244.78
<b>Expenditure</b>					
07 5000 831 000	REDEMPTION OF PRINCIPAL	530,000.00	0.00	0.00	530,000.00
07 5000 832 000	INTEREST ON LONG-TERM DEBT	68,368.75	0.00	0.00	68,368.75
07 5000 833 000	BOND & OTHER RELATED COSTS	400.00	0.00	0.00	400.00
	Total: Expenditure	598,768.75	0.00	0.00	598,768.75
	Total: 07	3,026,575.34	52,877.51	104,199.94	3,180,542.63

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 08 Special Building Fund**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
<b>Current Assets</b>					
08 101	CASH - FARMER & MERCHANTS BANK	815,860.81	12,883.08	147.93	828,595.96
08 101 1400	CASH	4,754,680.34	0.00	0.00	4,754,680.34
08 101 1600	CASH	9,889.97	0.00	0.00	9,889.97
08 106	SAVINGS CERTIFICATES	50,000.00	0.00	0.00	50,000.00
08 106 1	SAVINGS CERTIFICATES	512,922.15	0.00	0.00	512,922.15
08 900	Cash County Treasurer	37,376.22	0.00	0.00	37,376.22
Total:	Current Assets	6,180,729.49	12,883.08	147.93	6,193,464.64
<b>Fund Balance</b>					
08 704	FUND BALANCE	6,180,729.49	147.93	12,883.08	6,193,464.64
Total:	Fund Balance	6,180,729.49	147.93	12,883.08	6,193,464.64
<b>Revenue</b>					
08 1100	LOCAL PROPERTY TAXES	45,992.75	146.78	12,666.03	58,512.00
08 1115	CARLINE TAXES	8.52	0.00	0.00	8.52
08 1140	Interest Levied Tax	104.50	1.15	115.98	219.33
08 1510	INTEREST on CD'S AND INVESTMENTS	271.64	0.00	69.56	341.20
08 3180	PRO-RATE MOTOR VEHICLE	76.77	0.00	31.51	108.28
08 5690	OTHER NON-REVENUE RECIEPTS	1,200.00	0.00	0.00	1,200.00
08 9000	NON-PROGRAM RECEIPTS	203.36	0.00	0.00	203.36
Total:	Revenue	47,857.54	147.93	12,883.08	60,592.69
<b>Expenditure</b>					
08 2610 720 000	BUILDINGS	2,400.00	0.00	0.00	2,400.00
Total:	Expenditure	2,400.00	0.00	0.00	2,400.00
Total:	08	12,411,716.52	13,178.94	25,914.09	12,449,921.97

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 09 Qualified Capital Purpose Fund**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
<b>Current Assets</b>					
09 101	CASH	152,906.97	9,109.10	102.20	161,913.87
	Total: Current Assets	152,906.97	9,109.10	102.20	161,913.87
<b>Other Assets</b>					
09 900	Cash County Treasurer	22,327.77	0.00	0.00	22,327.77
	Total: Other Assets	22,327.77	0.00	0.00	22,327.77
<b>Fund Balance</b>					
09 704	FUND BALANCE	175,234.74	102.20	9,109.10	184,241.64
	Total: Fund Balance	175,234.74	102.20	9,109.10	184,241.64
<b>Revenue</b>					
09 1100	LOCAL PROPERTY TAXES	27,447.02	101.55	9,003.71	36,349.18
09 1115	CARLINE TAXES	5.08	0.00	0.00	5.08
09 1140	Interest Levied Tax	89.84	0.65	69.27	158.46
09 1510	INTEREST ON INVESTMENTS	87.38	0.00	13.17	100.55
09 3180	PRO-RATE MOTOR VEHICLE	45.84	0.00	22.95	68.79
09 5690	OTHER NON-REVENUE RECEIPTS	(46.53)	0.00	0.00	(46.53)
	Total: Revenue	27,628.63	102.20	9,109.10	36,635.53
<b>Expenditure</b>					
09 5000 831 000	REDEMPTION OF PRINCIPAL	130,000.00	0.00	0.00	130,000.00
09 5000 832 000	INTEREST ON LONG-TERM DEBT	8,538.75	0.00	0.00	8,538.75
09 5000 833 000	BOND & OTHER DEBT RELATED COSTS	200.00	0.00	0.00	200.00
	Total: Expenditure	138,738.75	0.00	0.00	138,738.75
	Total: 09	516,836.86	9,313.50	18,320.40	543,857.56

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 13      2022 Bond**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
<b>Current Assets</b>					
13 101	CASH	15,884.42	122,309.03	1,219.00	136,974.45
	Total: Current Assets	15,884.42	122,309.03	1,219.00	136,974.45
<b>Fund Balance</b>					
13 704	FUND BALANCE	15,884.42	1,219.00	122,309.03	136,974.45
	Total: Fund Balance	15,884.42	1,219.00	122,309.03	136,974.45
<b>Revenue</b>					
13 1100	LOCAL PROPERTY TAXES	236,860.43	1,219.00	121,308.87	356,950.30
13 1115	CARLINE TAXES	50.16	0.00	0.00	50.16
13 1140	Interest Levied Tax	768.60	0.00	591.38	1,359.98
13 1510	INTEREST ON INVESTMENTS	239.16	0.00	2.64	241.80
13 3180	PRO-RATE MOTOR VEHICLE	396.88	0.00	406.14	803.02
	Total: Revenue	238,315.23	1,219.00	122,309.03	359,405.26
<b>Expenditure</b>					
13 5000 831 000	REDEMPTION OF PRINCIPAL	658,196.88	0.00	0.00	658,196.88
13 5000 832 000	INTEREST ON LONG-TERM DEBT	264,140.53	0.00	0.00	264,140.53
13 5000 833 000	BOND & OTHER DEBT RELATED COSTS	600.00	0.00	0.00	600.00
	Total: Expenditure	922,937.41	0.00	0.00	922,937.41
	Total: 13	1,193,021.48	124,747.03	245,837.06	1,556,291.57

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 14 RIVERSTONE BANK - CONSTRUCTION**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
<b>Current Assets</b>					
14 101	CASH	1,927,618.31	8,533.03	25,368.72	1,910,782.62
	Total: Current Assets	1,927,618.31	8,533.03	25,368.72	1,910,782.62
<b>Fund Balance</b>					
14 704	FUND BALANCE	1,927,618.31	25,368.72	8,533.03	1,910,782.62
	Total: Fund Balance	1,927,618.31	25,368.72	8,533.03	1,910,782.62
<b>Revenue</b>					
14 1510	INTEREST ON INVESTMENTS	46,557.02	0.00	8,533.03	55,090.05
	Total: Revenue	46,557.02	0.00	8,533.03	55,090.05
<b>Expenditure</b>					
14 2610 720 000	BUILDINGS	2,873,619.05	25,368.72	0.00	2,898,987.77
	Total: Expenditure	2,873,619.05	25,368.72	0.00	2,898,987.77
	Total: 14	6,775,412.69	59,270.47	42,434.78	6,775,643.06

Regular; Beginning Month 01/2025; Processing Month 01/2025

**Fund: 16 RIVERSTONE BANK - SPECIAL BUILDING**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
<b>Current Assets</b>					
16 101	CASH	4,294.25	25,368.72	25,368.72	4,294.25
	Total: Current Assets	4,294.25	25,368.72	25,368.72	4,294.25
<b>Fund Balance</b>					
16 704	FUND BALANCE	4,294.25	25,368.72	25,368.72	4,294.25
	Total: Fund Balance	4,294.25	25,368.72	25,368.72	4,294.25
<b>Revenue</b>					
16 5200	TRANSFERS	2,873,619.05	0.00	25,368.72	2,898,987.77
	Total: Revenue	2,873,619.05	0.00	25,368.72	2,898,987.77
<b>Expenditure</b>					
16 4500 610 000	GENERAL SUPPLIES	774,246.04	25,368.72	0.00	799,614.76
16 4500 720 000	BUILDINGS	2,104,894.31	0.00	0.00	2,104,894.31
16 4500 810 000	DUES AND FEES	74.42	0.00	0.00	74.42
	Total: Expenditure	2,879,214.77	25,368.72	0.00	2,904,583.49
	Total: 16	5,761,422.32	76,106.16	76,106.16	5,812,159.76

PHS Speech Team Results:

Owen Raemakers scored 1st overall in Informative speaking. He also scored a NIETOC bid, meaning if he were to obtain one more bid, he could compete in a national competition!

Jason Hinkley was runner up in entertainment! Super exciting for a freshman at his first ever meet!

The team finished 8th overall out of 13.



## Olson Complex Baseball Field Damage Pictures

Right Field Line facing east



## Olson Complex Baseball Field Damage Pictures

Right Field Line near south dugout



**Olson Complex Baseball Field Damage Pictures**

Machine Lift Stuck Behind Home Plate: Facing West



*Nebraska Council of School Administrators*

**NCSA Legislative Bill Summaries**

109<sup>th</sup> Legislature, First Session

*(Convened January 8, 2025)*

*Prepared by*

*Dr. Michael Dulaney*

*NCSA Executive Director*

*— Updated February 2, 2025 —*

<i>Category</i>	<i>Bill</i>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>	<i>Pg.</i>
Board of Educational Lands and Funds	LB 652	Hansen	Education	Terminate the Board of Educational Lands and Funds	1
	LB 675	Raybould	Education	Provide requirements for the purchase, lease, sale, or exchange of school lands located within the boundaries of an Indian reservation	1
	LR 28CA	Hansen	Education	Constitutional amendment to eliminate provisions creating the Board of Educational Lands and Funds	1
Bond Elections	LB 135	Holdcroft	Government	Provide, change, and eliminate provisions relating to elections for certain purposes related to bonds and tax levies	2
Consumption Tax	LB 331	Hardin	Revenue	Adopt the Nebraska EPIC Option Consumption Tax Act and terminate tax provisions	3
	LR 10CA	Hardin	Revenue	Constitutional amendment to require the state to impose a consumption tax or an excise tax on all new goods and services and to provide a tax exemption for grocery items	4
	LR 11CA	Hardin	Revenue	Constitutional amendment to prohibit governmental entities from imposing any taxes other than retail consumption taxes and excise taxes	5
Criminal / Juvenile Codes	LB 49	McKinney	Education	Provide for a model ban and bar policy for school districts	5
Curriculum, Assessment	LB 213	Holdcroft	Education	Require the State Board of Education to adopt academic content standards on human embryology under the science education standards	6
	LB 417	Bostar	Education	Provide for administration of the Nebraska Promise Program by the Board of Regents of the University of Nebraska, adopt the College Promise Act, and change provisions relating to the Quality Education Accountability Act	7
	LB 426	Andersen	Education	Authorize an American flag education program and change provisions relating to the distribution of lottery funds used for education	7

<b>Category</b>	<b>Bill</b>	<b>Sponsor</b>	<b>Committee</b>	<b>Subject</b>	<b>Pg.</b>
Curriculum, Assessment - <i>continued</i>	LB 528	Jacobson	Education	Change and eliminate provisions relating to grants from the State Department of Education Improvement Grant Fund	8
Cybersecurity	LB 241	Hallstrom	Banking	Provide immunity from liability for cybersecurity events	9
	LB 599	DeBoer	Education	Require the State Board of Education to adopt a policy relating to cybersecurity	10
Education Savings	LB 131	Sorrentino	Revenue	Include elementary and secondary schools in the Nebraska educational savings plan trust and change tax benefits	10
	LB 427	Andersen	Education	Require the State Treasurer to establish an educational savings account for students enrolled in kindergarten through grade twelve at an approved or accredited public, private, denominational, or parochial school	11
Educational Service Units	LB 162	Juarez	Health	Adopt the Child Care Safety and Security Act and provide duties to ESUs	11
	LB 389	Murman	Education	Eliminate the levy authority of educational service units and provide state funding to educational service units	13
	LB 680	Education Com	Education	Change provisions relating to educational service units	13
Employment Issues	LB 197	Storm	Business and Labor	Change provisions relating to disqualification for benefits, claim determinations, and claim redeterminations under the Employment Security Law	14
	LB 224	Guereca	Government	Require paid maternity leave for state employees	14
	LB 258	Raybould	Business and Labor	Change provisions relating to the minimum wage under the Wage and Hour Act	14
	LB 300	Murman	Education	Change provisions relating to the Superintendent Pay Transparency Act and provide a limit for superintendent and educational service unit administrator compensation	15
	LB 353	Lonowski	Education	Allow public school employees to join or terminate membership in a labor organization	16
	LB 361	Conrad	Business and Labor	Change provisions of the Nebraska Fair Employment Practice Act to provide for jury trials and prohibit discrimination for exercise of rights under the Nebraska Workers' Compensation Act	16
	LB 429	Murman	Education	Provide requirements and restrictions for school boards relating to professional employees' organizations	17
	LB 440	Spivey	Education	Adopt the Education Leave and Support Act	17
	LB 455	Hallstrom	Business and Labor	Provide for confidentiality of and access to certain injury reports under the Nebraska Workers' Compensation Act	18

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Employment Issues - <i>continued</i>	LB 522	Guereca	Business and Labor	Change provisions relating to the date when compensation begins and provide for cost-of-living adjustments under the Nebraska Workers' Compensation Act	20
	LB 544	Dover	Business and Labor	Disqualify certain individuals from receiving benefits under the Employment Security Law	20
	LB 589	Conrad	Education	Change provisions relating to reimbursement for special education programs and require school districts to provide special education staff with professional leave as prescribed	21
	LB 617	Kauth	Business and Labor	Change provisions of the Nebraska Workers' Compensation Act	21
Enrollment, Attendance	LB 143	Rountree	Education	Change provisions relating to student enrollment	21
	LB 492	Conrad	Judiciary	Change juvenile court jurisdiction relating to habitual truancy and provisions relating to compulsory school attendance	22
Graduation Requirements	LB 296	Arch	Education	Require NDE to create a centralized education records system and employ registrars relating to students under the jurisdiction of the juvenile court and change provisions relating to graduation requirements	23
	LB 681	Education Com	Education	Change provisions relating to the definition of graduate degree program	25
Income Taxes	LB 171	Brandt	Revenue	Change provisions relating to individual and corporate income tax rates	26
	LB 649	Revenue Com	Revenue	Change provisions relating to an income tax rate	26
Legislative Structure	LR 19CA	Dover	Executive Board	Constitutional amendment to change legislative term limits to three consecutive terms	26
	LR 25CA	Hansen	Executive Board	Constitutional amendment to change the compensation of members of the Legislature and provide for health insurance	26
	LR 27CA	Hunt	Executive Board	Constitutional amendment to change legislative term limits to three consecutive terms	27
Mandates	LB 670	Murman	Education	Require schools to adopt a safety plan and provide, change requirements related to training for staff of child care and schools, and change training requirements for resource officers	27
	LR 16CA	Urban Affairs Com	Government	Constitutional amendment to require the Legislature to reimburse political subdivisions	28
	LR 18CA	Government Com	Government	Constitutional amendment to require the Legislature to reimburse political subdivisions	29
Miscellaneous	LB 11	Hughes	Appropriations	Appropriate funds for the Nebraska Statewide Workforce and Education Reporting System Act	29
	LB 29	Conrad	Government	Create a review process for agency rules and regulations	30

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Miscellaneous – <i>continued</i>	LB 119	Hardin	Health	Provide requirements for the Rural Health Opportunity Program and provide	31
	LB 122	Meyer	Education	Require display of the state and national motto in schools	31
	LB 126	Holdcroft	Government	Change provisions relating to redemption of bonds of political subdivisions	32
	LB 173	Prokop	Appropriations	Appropriate funds for aid to community colleges and state intent	32
	LB 244	Sanders	Government	Restate findings under the Nebraska Political Accountability and Disclosure Act	33
	LB 282	Prokop	Education	Provide for reimbursement for teachers for school supplies	33
	LB 538	Hardin	Education	Require school boards and postsecondary educational institutions to adopt a policy and provide training relating to discrimination and antisemitism and provide for Title VI coordinators	33
	LB 549	Lippincott	Education	Allow a school board to employ a chaplain, including in a volunteer capacity, at a school	35
	LB 550	Lippincott	Education	Require school districts to adopt a policy that excuses students to attend a released time course for religious instruction	35
	LB 567	Quick	Education	Authorize school policies relating to community engagement	37
	LB 594	Prokop	Transportation	Change and eliminate provisions relating to the use of handheld wireless communication devices while operating a motor vehicle	37
	LB 625	Dover	Education	Provide for the establishment of a database of financial information from all school districts in the state	38
	LB 631	Hansen	Appropriations	State intent relating to funding for the School Emergency Response Mapping Fund	38
	LB 671	Murman	Education	Change and eliminate provisions relating to education	39
	LB 691	Murman	Education	Require school districts and private schools to display the Ten Commandments in school buildings	39
Open Meetings / Public Records	LB 579	Cavanaugh, M.	Executive Board	Prohibit charging a fee for public records requests by members of the Legislature	39
Option Enrollment	LB 653	Murman	Education	Change provisions relating to reimbursement for special education programs, enrollment option program, reimbursement for option students, and uses of the Education Future Fund	40
Parental Involvement	LB 383	Storer	Government	Adopt the Parental Rights in Social Media Act	41
	LB 390	Murman	Education	Require each school board to adopt a policy relating to access by a parent, guardian, or educational decisionmaker to certain school library information	42

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Parental Involvement - <i>continued</i>	LB 428	Murman	Education	Change provisions relating to school policies on the involvement of parents, guardians, and educational decisionmakers in schools	42
Property Taxes	LB 242	Riepe	Revenue	Change the Property Tax Growth Limitation Act and the School District Property Tax Relief Act and change provisions relating to budget limitations, municipal occupation taxes, and property tax statements	43
	LB 384	Storer	Revenue	Require a majority of the elected members of the governing bodies of participating political subdivisions to attend joint public hearings under the Property Tax Request Act	43
	LB 424	Andersen	Revenue	Limit increases in property tax bills	44
	LB 439	Spivey	Revenue	Adopt the Property Tax Circuit Breaker Act	44
	LB 484	Quick	Revenue	Redefine agricultural land and horticultural land for property tax assessment	45
	LB 564	Brandt	Revenue	Change provisions relating to fund transfers to the School District Property Tax Relief Credit Fund and the amount of tax relief granted under the School District Property Tax Relief Act	45
	LB 683	Raybould	Revenue	Change provisions relating to duties of county assessors regarding notification of real property assessments and eliminate and change provisions of the Property Tax Request Act	45
	LR 12CA	Kauth	Revenue	Constitutional amendment to impose a limit on ad valorem taxes for real property, provide a new method of valuing real property for tax purposes, provide certain exceptions, and eliminate conflicting constitutional provisions	47
Retirement	LB 295	Retirement Com	Retirement	Change provisions relating to the County Retirement, Judges Retirement, State Patrol Retirement, School Retirement, the State Employees Retirement, the Spousal Pension Rights Act, and the Public Employees Retirement Board	50
	LB 420	Retirement Com	Retirement	Change provisions relating to the Public Employees Retirement Board	52
	LB 645	Ballard	Retirement	Change provisions relating to the School Retirement Fund	52
	LB 689	Lonowski	Retirement	Redefine terms under the School Employees Retirement Act and the Class V School Employees Retirement Act	53
	LB 713	Ballard	Retirement	Change provisions of the School Employees Retirement Act	53
Sales Tax	LB 169	Brandt	Revenue	Eliminate certain sales and use tax exemptions and impose sales and use tax on certain services provided	54
	LB 170	Brandt	Revenue	Eliminate the sales tax exemptions for candy and soft drinks	54

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	LB 648	Revenue Committee	Revenue	Change the sales and use tax rate	55
Scholarship Plans	LB 391	Murman	Revenue	Adopt the Give to Enable Scholarship Act and provide for certain income tax adjustments	55
	LB 509	Sorrentino	Revenue	Adopt the Opportunity Scholarships Act and provide for income tax credits	56
	LB 557	Armendariz	Education	Change provisions relating to the enrollment option program and provide funding to students denied option enrollment	57
	LB 624	Dover	Appropriations	Appropriate funds to the State Treasurer for education scholarships	58
	LB 633	Hansen	Education	Change provisions relating to applications rejected under the enrollment option program and create the Nebraska Option Enrollment Tuition Account Program	58
School Budget and Finance	LB 161	Juarez	Education	Redefine formula students under the school finance formula	60
	LB 123	Sanders	Government	Change provisions relating to withholding money due to noncompliance with budget limits and annual audits for certain political subdivisions	60
	LB 249	Sanders	Education	Provide for military impact funding and change provisions relating to local formula resources under TEEOSA	60
	LB 303	Hughes	Education	Change provisions relating to foundation aid and certain certification dates and provide for base levy adjustments under TEEOSA and create the School Finance Reform Commission	61
	LB 498	Murman	Education	Change provisions relating to foundation aid and certification dates under TEEOSA	64
	LB 500	DeBoer	Education	Create the School Financing Review Commission	64
	LB 575	Hallstrom	Revenue	Change provisions relating to the Property Tax Request Act and property tax levy limits	66
	LB 597	DeBoer	Education	Change provisions relating to foundation aid, local effort rate yield, adjusted valuations of property, and certification dates under the TEEOSA	67
	LB 598	DeBoer	Education	Provide funding to school districts to cover extraordinary increases in limited English proficiency student expenditures, change provisions relating to the elementary site allowance and certification dates under the Tax Equity and Educational Opportunities Support Act and reimbursement for special education programs and support services, and change eligible uses of the Education Future Fund	68

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School Budget and Finance - <i>continued</i>	LB 692	Murman	Revenue	Change provisions relating to property tax request authority under the School District Property Tax Limitation Act	68
	LB 711	Hunt	Education	Change provisions relating to the new school adjustment under the Tax Equity and Educational Opportunities Support Act	69
School Participation	LB 497	Murman	Education	Provide for admission of and participation in extracurricular activities by certain students that are not residents of the school district	70
School Psychologists	LB 84	Rountree	Education	Adopt the School Psychologist Interstate Licensure Compact	70
Special Education	LB 682	Education Com	Education	Update terminology relating to individualized education programs for high school students	71
State Budget	LB 261	Spkr Arch	Appropriations	Appropriate funds for the expenses of Nebraska State Government for the biennium ending June 30, 2027, and appropriate Federal Funds allocated to the State of Nebraska pursuant to the federal American Rescue Plan Act of 2021	71
Student Discipline	LB 149	Hansen	Education	Eliminate the prohibition on suspending a student in prekindergarten through second grade	72
	LB 352	Ballard	Education	Change provisions relating to reports on student achievement and discipline required under the Quality Education Accountability Act	72
	LB 430	Murman	Education	Provide an additional exception to the prohibition on suspending a student in prekindergarten through second grade and change provisions relating to short-term and long-term suspension under the Student Discipline Act	73
Student Safety, Health, and Welfare	LB 14	Cavanaugh, M.	Education	Adopt the Hunger-Free Schools Act	74
	LB 140	Sanders	Education	Require school policies relating to use of electronic communication devices by students	75
	LB 192	Quick	Health	Eliminate a sunset date under the Supplemental Nutrition Assistance Program	76
	LB 329	von Gillern	Judiciary	Change provisions relating to sexual abuse by a school employee	77
	LB 457	Bostar	Banking	Require anaphylaxis policies for school districts and licensed child care facilities and provide a limit on the amount an insured is required to pay by an insurance policy or benefit plan for epinephrine injectors	77
	LB 463	Ballard	Education	Require school districts to develop a cardiac emergency response plan under the School Safety and Security Reporting Act and provide for grants for such plans from the Medicaid Managed Care Excess Profit Fund	78

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Student Safety, Health, and Welfare - <i>continued</i>	LB 517	Juarez	Education	Provide requirements for the state school security director regarding protective door assemblies and other school entry systems	80
	LB 685	Lonowski	Education	Require schools to install a secure master key box as prescribed, provide powers and duties to the state school security director, change provisions relating to a grant program for security-related infrastructure projects and the School Safety and Security Fund, and provide for a transfer from the Cash Reserve Fund	81
Student Surveillance	LB 31	Conrad	Education	Require school policies relating to the use of student surveillance, monitoring, and tracking technology by school districts	81
Teacher Retention and Recruitment	LB 408	Dungan	Education	Adopt the Special Education Teacher Forgivable Loan Program Act	83
	LB 411	Dungan	Education	Change provisions relating to the Nebraska Teacher Recruitment and Retention Act	84
	LB 523	Juarez	Education	Adopt the Student Teacher Compensation Act	85
	LB 524	Juarez	Education	Authorize paraeducator grants under the Nebraska Teacher Recruitment and Retention Act and change eligible uses of the Education Future Fund	86
	LB 572	Hughes	Education	Authorize a school district to exceed its budget authority for stipends paid to a student teacher and change the applicability of the School District Property Tax Limitation Act	87
Tort Claims	LB 156	Conrad	Judiciary	Allow tort claims under the State Tort Claims Act and Political Subdivisions Tort Claims Act for sexual assaults of children in school settings	87
	LB 236	Conrad	Judiciary	Allow claims involving child abuse or sexual assault of a child under the Political Subdivisions Tort Claims Act	88
Transgender Issues	LB 89	Kauth	Government	Adopt the Stand With Women Act	88
	LB 605	Raybould	Education	Require each school board to adopt a policy relating to transgender student participation in extracurricular activities sponsored by a school or an athletics or activities association	90

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## Board of Educational Lands and Funds

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<b>LB 652</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hansen	Education	Terminate the Board of Educational Lands and Funds

LB 652 proposes to terminate the Board of Educational Lands and Funds on July 1, 2027.

The Department of Administrative Services (DAS) would assume control of all school lands that had been under the general management and control of the board immediately prior to the board's termination. DAS must sell such lands as the leases for the lands expire.

The person leasing the land most recently would have the right of first refusal to purchase the land. If the person does not purchase the land, DAS must sell the land at public auction.

The proceeds of the sales of the lands would be remitted to the State Treasurer for credit to the permanent school fund of the state. In addition, any funds placed into the temporary school fund of the state by the Board of Educational Lands and Funds that remain in the fund on July 1, 2027, would be distributed to the school districts of the state.

The central problem of LB 652 is that Article VII, Section 6 recognizes the existence and authority of the Board of Educational Lands and Funds. The Constitution would have to be amended in order to make the intent of LB 652 possible.

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<b>LB 675</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Raybould	Education	Provide requirements for the purchase, lease, sale, or exchange of school lands located within the boundaries of an Indian reservation

LB 675 amends laws related to the Board of Educational Lands and Funds. The bill provides that, if any school lands listed to be sold are within the boundaries of an Indian reservation, the Indian tribe with jurisdiction over the Indian reservation lands shall have the first right of refusal for purchase from the Board of Educational Lands and Funds.

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<b>LR 28CA</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hansen	Education	Constitutional amendment to eliminate provisions creating the Board of Educational Lands and Funds

LR 28CA would propose a constitutional amendment to repeal Article VII, Section 6 of the Nebraska Constitution.

This provision states, in part, that the general management of all lands set apart for educational purposes will be vested, under the direction of the Legislature, in a board of five members to be known as the Board of Educational Lands and Funds.

This provision has been a part of the Nebraska Constitution since 1875 and has provided a steady stream of funding to all school districts.

## Bond Elections

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<b>LB 135</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Holdcroft	Government	Provide, change, and eliminate provisions relating to elections for certain purposes related to bonds and tax levies

Senator Holdcroft introduced a similar measure (LB 878) in the 2024 Session, which was placed on General File but advanced no further.

LB 135 creates a separate election process and provides limitations for school districts that call for an election to (i) approve the issuance of bonds, (ii) approve a property tax levy or levy increase, or (iii) approve exceeding a property tax levy limitation by a school district.

The election must be held in conjunction with the statewide primary or general election or, in an odd-numbered year, in conjunction with a regularly scheduled general election of a political subdivision. The school board must file the order or certify the question for the issue to be on the ballot by:

- March 1 for the statewide primary election,
- September 1 for the statewide general election, and
- the eighth Friday prior to the general election of a political subdivision.

### *Exception*

The question may also be submitted at a special election if the purpose of the bonds, of the tax levy or levy increase, or of exceeding the tax levy limitation is to address an emergency due to circumstances beyond the control of the school board of the school district, such as the destruction of a facility or other infrastructure by fire, flood, tornado, or other emergency circumstance.

### *Process*

The school board of the school district must:

- (a) designate the form of ballot,
- (b) reimburse the election commissioner or county clerk for the expenses of conducting the election and at the minimum rate as described in law,
- (c) give notice of the election by first-class mail at least 30 days prior to the election, and
- (d) cause the sample ballot to be published in a newspaper of general circulation in the school district one time, not more than 15 days, nor less than 7 days prior to the election. No notice of the election would be required to be given by the election commissioner or county clerk. The notice of election must state where ballots for early voting may be obtained.

The ballots would be counted by the election commissioner or county clerk conducting the election and two disinterested persons appointed by the election commissioner or county clerk. When the polls are closed, the receiving board would deliver the ballots to the election commissioner or county clerk conducting the election who, with the two disinterested persons appointed by the election commissioner or county clerk, would proceed to count the ballots. Ballots for early voting shall be furnished to the election commissioner or county clerk and ready for distribution by the election commissioner or county clerk conducting the election not less than 21 days prior to the election.

When the school district lies in more than one county, the election commissioner or county clerk in any other county containing part of such school district would, upon request, certify its registration books for those precincts in which the school district is located to the election commissioner or county clerk conducting the election and would immediately forward all requests for ballots for early voting to the election commissioner or county clerk charged with issuing the ballots or otherwise arrange for distribution of ballots for early voting.

Not less than five days prior to the election, the school board of the school district would certify to the election commissioner or county clerk conducting the election a list of all registered voters of the school district in any other county or counties qualified to vote on the question.

*Other Provisions*

- All ballots cast at the election shall be counted by the same board.
- When all the ballots have been counted, the returns of such election shall be turned over to the school board of the school district in which the election was held for the purpose of making a canvass.
- The two disinterested persons appointed on the counting board would receive wages at no less than the minimum rate set in section 48-1203 for each hour of service rendered (current state minimum wage).
- The question may not be submitted at an election within ten months after being defeated at any election.
- The registered voters of the school district would be entitled to vote on the question presented at the election, and the question would be approved if a majority of the votes cast upon the question were in favor.

## Consumption Tax

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<b>LB 331</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hardin	Revenue	Adopt the Nebraska EPIC Option Consumption Tax Act and terminate tax provisions

LB 331 is similar to Senator Erdman’s LB 16, which was referred to the Revenue Committee in 2024 but never advanced. A fiscal analysis of LB 331, like LB 16 (2024), is nearly impossible.

LB 331 would create the Nebraska EPIC Option Consumption Tax Act. The bill would immediately or eventually terminate the following:

- The Nebraska Budget Act,
- Tax-increment financing,
- Motor vehicle tax,
- Motor vehicle fees,
- Property tax,
- The inheritance tax,
- Sales and use taxes,
- The income tax,
- The Homestead exemption,
- The Tax Equity and Educational Opportunities Support Act (TEEOSA), and
- The Community College Aid Act

TEEOSA would apply until January 1, 2028, after which funding for public schools would be governed by the Nebraska EPIC Option Consumption Tax Act.

Consumption Tax

Under the EPIC Act, the consumption tax would begin on January 1, 2028 on taxable property or services at a rate of 7.5%.

Counties, cities, and villages could impose an additional consumption tax not to exceed 1% for the purpose of repaying bonds.

Under LB 331, beginning in 2028, the Governor would submit an annual statewide budget to the Legislature by December 1. The Appropriations Committee of the Legislature would approve and submit a bill or bills for the annual statewide budget for approval by the Legislature. The bill or bills would balance expenses with state revenue projected by the Nebraska Economic Forecasting Advisory Board.



<b>LR 10CA</b>	<i>Sponsor</i> Hardin	<i>Committee</i> Revenue	<i>Subject</i> Constitutional amendment to require the state to impose a consumption tax or an excise tax on all new goods and services and to provide a tax exemption for grocery items
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Similar to previous attempts by former senator Steve Erdman, LR 10CA proposes a consumption tax. The constitutional amendment provides that, beginning January 1, 2028, the state would impose a retail consumption tax or an excise tax on all new goods and services, and the Legislature may authorize political subdivisions to do the same. There shall be no exemptions except for grocery items purchased for off-premises consumption.

If approved by the Legislature, the measure would appear on the November 2026 General Election ballot.

See LR 11CA for the companion measure to LR 10CA.

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<b>LR 11CA</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hardin	Revenue	Constitutional amendment to prohibit governmental entities from imposing any taxes other than retail consumption taxes and excise taxes

Similar to previous attempts by former senator Steve Erdman, LR 11CA proposes that, beginning January 1, 2028, no other tax may be imposed in Nebraska except for the consumption tax proposed in the companion measure, LR 10CA.

If approved by the Legislature, the measure would appear on the November 2026 General Election ballot.

See LR 10CA for the companion measure to LR 11CA.

## Criminal / Juvenile Codes

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<b>LB 49</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	McKinney	Education	Provide for a model ban and bar policy for school districts

LB 49 is the result of an interim study (LR 341), filed by Senator McKinney and received a public hearing by the Education Committee on November 1, 2024.

The interim study stated that:

School districts for Nebraska public schools are utilizing a ban and bar process by which school districts prohibit students and family members from school property with the threat of police enforcement should an individual violate a ban. There are no regulations related to the appropriate use of a ban, the length of a ban, or to whom and when a ban may be applied. There have been instances of school districts instituting bans against students and family members who have disagreed with staff or administrators regarding the educational needs of the student, even though there was no evidence of a threat by the student or family member, and some school districts have even implemented four-year bans. *There is no due process or appeal mechanism by which a student or family member can allege that a ban and bar is unreasonable or retaliatory.*

Under LB 49, a ban and bar action is defined as any action by a school district to prohibit students, family members of students, or other individuals from being on school property, attending school activities, or communicating with school officials, subject to enforcement as *criminal trespass* under the Nebraska Criminal Code (i.e., §§ 28-520 to 28-522) if an individual violates a ban and bar action.

LB 49 requires that, by January 1, 2026, the State Board of Education must develop and distribute a model policy relating to a ban and bar action. The policy must:

- (i) Specify that a *ban and bar action* by a school district may only be used in response to an immediate and significant threat of harm to a student, school official, or other individual or to facilitate the enforcement of a court order;
- (ii) Specify that any ban and bar action must be limited in scope and duration in such a manner as to accommodate the right of parents and family members to be involved in their child’s education and, in no event, exceed one calendar year unless otherwise required by court order;
- (iii) Protect the right of parents to be involved in the education of their children and their right to contest, appeal, or otherwise challenge a ban and bar action;
- (iv) Not discriminate or be applied in a discriminatory manner against any family members on the basis of race, color, religion, sex, disability, or national origin;
- (v) Provide that any individual subject to a ban and bar action must be given written notice of the action that includes the term of the ban and bar action, a description of the conduct giving rise to the ban and bar action and the evidence the school district has of the conduct, and instructions on how to appeal the ban and bar action; and
- (vi) Not be used against a student of the school district.

The model policy must provide that any individual subject to a ban and bar action may request a hearing before the school board of the school district. The individual may appear at the hearing to contest the issuance or scope of the ban and bar action. An appeal must be requested in writing and delivered to the school board within 10 days after receipt of notice by the individual of the ban and bar action. The individual may be represented by counsel at the individual’s expense. The school board must hear an appeal within 30 days after receipt of an appeal request.

School District Policy

LB 49 provides that, by July 1, 2026, each public school district must *either* adopt the model policy or adopt a policy consistent with the model policy.

**Curriculum, Assessment**

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<b>LB 213</b>	<i>Sponsor</i> Holdcroft	<i>Committee</i> Education	<i>Subject</i> Require the State Board of Education to adopt academic content standards on human embryology under the science education standards
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LB 213 provides that, by March 1, 2026, the State Board must adopt measurable academic content standards for human embryology under the science education standards. The standards must be integrated into each school’s curriculum no later than the start of the 2026-27 school year and must include:

- (a) Instruction on human development that accurately portrays the biological science of human embryology, including the Carnegie Stages of Human Embryonic Development, in the curriculum of elementary, middle school, and high school students; and
- (b) High-definition visual recordings that are of at least four-dimensional quality, commonly referred to as 4D. The visual recordings must show the development of the brain, heart, sex organs, and other vital organs throughout fetal development.

A parent, guardian, or educational decisionmaker may opt their student out of the instruction.

The emergency clause is attached.

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<b>LB 417</b>	<i>Sponsor</i> Bostar	<i>Committee</i> Education	<i>Subject</i> Provide for administration of the Nebraska Promise Program by the Board of Regents, adopt the College Promise Act, and change provisions relating to the Quality Education Accountability Act
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LB 417 contains a number of components, but of particular significance to K-12 education relates to a National Career Readiness Certificate.

The bill provides that, beginning with school year 2025-26, in addition to the national assessment instrument recommended by the State Board of Education, the State Board must also recommend nationally recognized, portable career-readiness assessments that lead to a National Career Readiness Certificate.

The option must be made available to all twelfth-grade public students during the fall semester of a student’s twelfth-grade year to retake the national assessment instrument that is also used as a standard college admission test administered OR to take any nationally recognized, portable career-readiness assessments that lead to a National Career Readiness Certificate recommended by the State Board.

Each school district is required to report individual student data for scores and sub-scores for any assessment taken according to the procedures established by the State Board and NDE for assessments.

An assessment described in LB 417 must be administered to any student who opts to take the assessment at no cost to the student.

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<b>LB 426</b>	<i>Sponsor</i> Andersen	<i>Committee</i> Education	<i>Subject</i> Authorize an American flag education program and change provisions relating to the distribution of lottery funds used for education
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LB 426 amends the law related to the Committee on American civics (§ 79-724).

The bill provides that all public or private schools may, as a part of the social studies curriculum, engage students between the commencement of fifth grade and the completion of eighth grade in a one-hour American flag education program that includes (i) the U.S. Flag Code, (ii) the thirteen folds of the American flag, (iii) proper flag etiquette and conduct in the presentation of the flag, and (iv) the historical background of the flag. The flag education program may be developed and presented in consultation and partnership with a local recognized veterans organization.

As part of such program, each student would receive one American flag that is three feet by five feet and a flag etiquette booklet.

The costs of the program would be funded using lottery funds or private donations.

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<b>LB 528</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Jacobson	Education	Change and eliminate provisions relating to grants from the State Department of Education Improvement Grant Fund

### Background

In 2023, LB 705 was passed and signed into law. The package bill contained the provisions of LB 787, introduced by Senator Wayne.

The "Wayne" provision required the State Board of Education to establish an innovation grant program to procure or purchase an annual license for learning platforms for use in schools to engage students in coursework and careers in Science, Technology, Engineering, Entrepreneurship, and Mathematics (STEEM).

The provision permitted a developer to apply to NDE for a grant for a learning platform that:

- (a) Is designed to teach information related to chemistry and physical science, business, or mathematics;
- (b) Aligns with the standards established by the state board relating to chemistry and physical science, business, or mathematics;
- (c) Connects such standards with real-world technologies and applications;
- (d) Highlights science, technology, engineering, entrepreneurship, and mathematics career pathways in Nebraska; and
- (e) Meets any additional requirements set out by the State Board.

Funding for the program would be provided under the School Improvement Grant Program.

### Problem

NDE did exactly what it was required to do to implement the Wayne provision of LB 705 (2023); however, no developer was found to be qualified to receive the funding. A North Carolina developer believed it was, indeed, qualified to be awarded the grant.

## New Legislation

Senator Jacobson filed LB 528 to transfer authority to implement the Wayne provision of LB 705 (2023) to the Department of Economic Development. LB 528 requires NDE to award the grant funds to the developer that was approved by the Department of Economic Development.

## **Cybersecurity**

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<b>LB 241</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hallstrom	Banking	Provide immunity from liability for cybersecurity events

LB 241 provides that a private entity may not be liable in a class action resulting from a cybersecurity event unless the cybersecurity event was caused by willful, wanton, or gross negligence on the part of the private entity.

The bill defines “cybersecurity event” as an event resulting in unauthorized access to, or disruption or misuse of, an information system or nonpublic information stored on an information system.

An “information system” is:

- (a) A discrete set of electronic information resources organized for the collection, processing, maintenance, use, sharing, dissemination, or disposition of electronic nonpublic information; or
- (b) A specialized system, including an industrial or process control system, a telephone switching and private branch exchange system, and an environmental control system;

“Nonpublic information” is defined as information that is not publicly available and concerns a person that, because of a name, number, personal mark, or other identifier, can be used to identify such person, in combination with the following:

- (a) A social security number;
- (b) A driver’s license number or state identification card number;
- (c) A financial account number or credit or debit card number;
- (d) A security code, access code, or password that would permit access to such person’s financial accounts; or
- (e) Any biometric record;

“Private entity” is defined as a corporation, religious or charitable organization, association, partnership, limited liability company, limited liability partnership, or other private business entity, whether organized for-profit or not-for-profit; and

“Publicly available information” is defined as information that is lawfully made available through federal, state, or local government records or information that a private entity has a reasonable basis to believe is lawfully made available to the general public.

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<b>LB 599</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	DeBoer	Education	Require the State Board of Education to adopt a policy relating to cybersecurity

LB 599 requires the State Board of Education to adopt a policy that may be used in public schools, private schools, and ESUs relating to cybersecurity. The policy must include, at a minimum:

- (1) A cybersecurity framework guide for implementing cybersecurity controls in a prioritized manner;
- (2) The creation of a cybersecurity team that acts to assist schools and ESUs with cybersecurity needs and addresses cybersecurity issues from a statewide perspective to prevent and respond to cybersecurity threats;
- (3) A curriculum component that expands and defines digital citizenship requirements for students, parents, and teachers;
- (4) A pipeline for technology careers designed to recruit, retain, and support students from rural areas in pursuing careers in technology and encouraging such students to return and contribute to their local economies; and
- (5) A funding mechanism to assist in purchasing necessary cybersecurity controls and facilitating the acquisition of cybersecurity projects.

## Education Savings

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<b>LB 131</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Sorrentino	Revenue	Include elementary and secondary schools in the Nebraska educational savings plan trust and change tax benefits

LB 131 amends the existing 529 program (NEST 529) to permit the use of savings plans for expenses for tuition in connection with enrollment or attendance at an elementary or secondary school up to \$10,000 per beneficiary per taxable year. This would make the plan applicable to private schools.

A 529 college savings plan is a tax-advantaged account for education expenses and is generally state-sponsored. Its name stems from Section 529 of the IRS tax code, which gives these plans special tax breaks to encourage saving for education.

<b>LB 427</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Andersen	Education	Require the State Treasurer to establish an educational savings account for students enrolled in kindergarten through grade twelve at an approved or accredited public, private, denominational, or parochial school

LB 427 is nearly identical to LB 1386, introduced in 2024 by Senator Hansen. LB 1386 did not advance from committee.

In essence, LB 427 creates an educational savings account program for students attending private schools in Nebraska. Each eligible student would receive an account with \$1,500 deposited annually by the state.

The program would be managed and monitored by the State Treasurer. LB 427, as with the 2024 version of the bill, does not specify a funding source. The State Treasurer would need additional staff to implement and maintain the program. The overall cost of the program was estimated at \$40 million in 2024.

“Qualified educational expenses” would include:

- (a) Tuition and fees;
- (b) Textbooks, software, and required course materials;
- (c) Fees or payments for educational therapies, including tutoring or cognitive skills training;
- (d) Educational materials and support services, including the cost of paraprofessionals and assistants, for enrolled students with a disability or an enrolled student receiving services under a section 504 plan; and
- (e) Any other academic or learning material approved by the State Board of Education.

LB 427 requires the State Board of Education to adopt a list of “qualified educational expenses” and make the list available on the NDE website.

The applicant may withdraw money from the educational savings account for use on qualified educational expenses. The money must first be used for tuition and fees prior to use for other qualified educational expenses. The applicant would retain access to the account as long as the student for whom the account is created remains an enrolled student.

The educational savings account would terminate and the funds would be transferred to the General Fund (i) if the student no longer qualifies as an enrolled student, (ii) upon the enrolled student’s graduation from high school, or (iii) in the event of the death of the enrolled student.

## **Educational Service Units**

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<b>LB 162</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Juarez	Health	Adopt the Child Care Safety and Security Act

LB 162 creates the Child Care Safety and Security Act on the basis that the safety and security of children in child care and early education programs warrants the need for emergency preparedness for, and response to, weather events, fires, intruders, accidents, and other threats to a child's safety.

The measure states that it is necessary that standards for emergency preparedness and response for child care and early education programs be aligned with the standards in elementary and secondary schools.

### Definitions

"Child care and early education program" is defined as a program licensed under the Child Care Licensing Act and which operates as a for-profit or nonprofit organization, the federal Head Start program, and the Early Head Start program.

"Early childhood support agency" is defined as an organization that provides support services to a child care and early education program.

"Emergency response notification system" is defined as an electronic system that delivers alerts or other notifications during an emergency to a targeted group of subscribers.

"Designee" is defined as a public school district, city or village, local public health department, law enforcement agency, early childhood support agency, or local emergency management agency that enters into a memorandum of understanding (MOU).

"Safety and reunification procedure" is defined as a standard that is approved by the State Department of Education for the purpose of emergency preparedness and response.

### Fund

LB 162 creates the Child Care Safety and Security Fund. The fund would be administered by NDE and would consist of money transferred by the Legislature. Given the availability of appropriations, NDE would award grants to ESUs on a competitive basis on behalf of designees for emergency response notification systems, training, and materials related to safety and reunification procedures.

### Applications for Grants

ESUs may apply to NDE for a grant to provide funding to designees (such as school districts) operating within the boundaries of an ESU. To receive funding, a designee must enter into a MOU with the appropriate ESU in the designee's geographic area. In order to qualify for a grant, the ESU must demonstrate to NDE that:

- (1) A designee is assigned, through a MOU, to administer the emergency response notification system for child care and early education programs that opt into the notification system within a defined geographic area. The defined geographic area shall allow the designee to reasonably respond to local area emergencies. Other programs not required to be licensed under the Child Care Licensing Act within the defined geographic area may subscribe to

the emergency response notification system. Funding amounts for designees under (1) may not exceed \$1,000 per year;

- (2) A security and safety plan approved by NDE has been provided by the designee that would operate the emergency notification system. The security and safety plan must include information on a community response team to provide for reunification procedures;
- (3) A designee is assigned, through a MOU, to distribute safety and reunification procedure materials for use in facilities that care for children in child care and early education programs. Funding amounts for designees under (3) may not exceed \$1,000 per year; and
- (4) A designee is assigned, through a MOU, to coordinate, administer, or provide for safety and reunification procedure training to child care and early education programs, including, but not limited to, administrators, staff, children, and parents. Funding amounts for designees under (4) may not exceed \$1,000 per year.

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<b>LB 389</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Murman	Education	Eliminate the levy authority of educational service units and provide state funding to ESUs

LB 389 provides that, beginning with fiscal year 2028-29, ESUs would no longer have the power to levy property taxes.

The measure provides that, beginning in 2029, funds would be distributed by the state to ESUs in order to offset the funds lost due to the elimination of their levy authority.

The amount to be distributed to each ESU would be equal to the amount of property taxes levied by the ESU for tax year 2027, increased by 3.5%.

For 2030 and each year thereafter, the amount to be distributed to each ESU would be equal to the amount distributed to the ESU in the prior year, increased by 3.5%.

The Department of Revenue would be required annually to determine the amount to be distributed to each ESU and certify the amounts to the State Treasurer and to the ESU. The distributions to the ESUs would occur in two equal payments, the first on or before March 31 and the second on or before August 31.

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<b>LB 680</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Education Com	Education	Change provisions relating to educational service units

LB 680 is a shell bill to be used by the Education Committee as a vehicle for other legislation as it deems necessary.

## Employment Issues

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<b>LB 197</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Storm	Business and Labor	Change provisions relating to disqualification for benefits, claim determinations, and claim redeterminations under the Employment Security Law

The Employment Security Law was created to protect the rights of employers and employees. The law was designed to define employment and define what constituted unfair labor practices. The law also defines who is eligible for unemployment insurance benefits and what those benefits entail.

LB 197 allows the Nebraska Department of Labor to adjudicate claims for unemployment insurance benefits through other means than by a claim adjudicator. LB 197 also allows the Nebraska Department of Labor to reconsider a determination of benefits if an audit conducted as part of the benefit accuracy measurement program finds an error in the original determination of benefits.

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<b>LB 224</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Guereca	Government	Require paid maternity leave for state employees

LB 224 provides that maternity leave-eligible employees who work a full-time schedule will be entitled to 12 weeks of paid maternity leave for the birth of such employee's child. Maternity leave-eligible employees who are regularly employed less than 40 hours per week will be entitled to maternity leave proportionate to their regular workweek.

Maternity leave eligible employee means an employee who:

- (i) Is a state employee;
- (ii) Gives birth to a child; and
- (iii) Is assuming a parental role with respect to the child;

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<b>LB 258</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Raybould	Business and Labor	Change provisions relating to the minimum wage under the Wage and Hour Act

Currently, the minimum wage is set at \$13 per hour. In 2026, the rate will be \$15 per hour.

On January 1, 2027, the minimum wage would be increased by the increase in the cost of living as measured by the CPI.

LB 258 provides that, beginning in 2027, the minimum wage would be increased by the lesser of (a) 1.5%, rounded to the nearest cent, or (b) the increase in the cost of living as measured by the CPI.

*Note:* As per existing law, no later than October 15 of each year, commencing October 15, 2026, the Nebraska Department of Labor must calculate and publish the minimum wage rate that will take effect the following January 1.

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<b>LB 300</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Murman	Education	Change provisions relating to the Superintendent Pay Transparency Act and provide a limit for superintendent and educational service unit administrator compensation

LB 300 amends the Superintendent Pay Transparency Act, which was created in 2014.

Under the measure, no school district or ESU may enter into any contract with a superintendent or ESU administrator for services to be rendered if the contract will cause the school district or ESU to pay compensation for any contract year in excess of five times the compensation for a beginning teacher in the school district or ESU for the same contract year.

“Salary” is defined as gross wages to be paid in exchange for personal services performed during the contract year and includes:

- (a) overtime pay,
- (b) member contributions pursuant to the School Employees Retirement Act or the Class V School Employees Retirement Act, and
- (c) amounts contributed to plans under section 125, 403(b), or 457 of the IRS Code or any other section of the code which defers or excludes such amounts from income.

“Compensation” is defined as a reasonable estimate of the total amount of salary and benefits to be paid by a school district or ESU in exchange for personal services performed during a contract year.

“Benefit” is defined as any amount, not included in salary, to be paid during the contract year or to be paid in the future by a school district or ESU in exchange for the personal services performed during the contract year, resulting in a benefit for the employee or the family of the employee including, but not limited to:

- (a) employer contributions pursuant to the School Employees Retirement Act or the Class V School Employees Retirement Act,
- (b) early retirement inducements for employees of the Class V school district for employees of all other school districts and ESUs,
- (c) cash awards paid by the school district or ESU,
- (d) severance pay,
- (e) employer contributions made for the purpose of separation payments to be made at retirement,
- (f) employer contributions to annuities,
- (g) employer contributions to group life, health, or disability insurance premiums,

- (h) payments made to an employee in lieu of employer contributions to insurance premiums, and
- (i) the maximum cash payment for potential unused leave of any type that could be accrued during the contract year.

“Compensation for a beginning teacher” is defined as compensation expected to be paid by a school district or ESU for the first year of teaching by a certificated teacher, assuming the certificated teacher receives the maximum benefits generally available to a teacher who does not receive additional compensation for duties beyond the standard teaching contract.

Other Provisions

If a superintendent of a school district also receives compensation from an ESU in which the school district is a member, the compensation must be deemed compensation from the school district.

If an administrator of an ESU receives compensation from a school district that is a member of the ESU, the compensation must be deemed compensation from the ESU.

Any contract entered into in violation of the new provisions of the Superintendent Pay Transparency Act would be invalid, and money belonging to a school district or ESU may not be expended on such a contract.

Any compensation received by a superintendent or administrator in violation of the limitations in LB 300 would be forfeited by the superintendent or administrator and returned to the school district or ESU, and a notice regarding the excess compensation must be filed with the Commissioner of Education within 30 days after the superintendent, administrator, school board, or board of the ESU becomes aware of the violation.

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<b>LB 353</b>	<i>Sponsor</i> Lonowski	<i>Committee</i> Business and Labor	<i>Subject</i> Allow public school employees to join or terminate membership in a labor organization
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LB 353 provides that a labor organization representing public school employees or employers of public school employees may not, as part of any membership contract entered into or renewed after the effective date of the bill, place any restriction on when a public school employee may join or terminate membership in a labor organization.

The emergency clause is attached.

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<b>LB 361</b>	<i>Sponsor</i> Conrad	<i>Committee</i> Business and Labor	<i>Subject</i> Change provisions of the Nebraska Fair Employment Practice Act to provide for jury trials and prohibit discrimination for exercise of rights under the Nebraska Workers’ Compensation Act
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LB 361 amends the Nebraska Fair Employment Practice Act.

The bill establishes that it is an unlawful employment practice for a covered entity to discriminate or retaliate against an individual because the individual has reported a work-related injury, brought a claim, or sought remedies under the Nebraska Workers’ Compensation Act.

The bill also provides that, in any civil action brought under the Nebraska Fair Employment Practice Act, there must be a right to a jury trial, including in cases brought against state and governmental agencies.

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<b>LB 429</b>	<i>Sponsor</i> Murman	<i>Committee</i> Education	<i>Subject</i> Provide requirements and restrictions for school boards relating to professional employees’ organizations
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LB 429 provides that a school board may not grant access by a professional employees’ organization to the physical or electronic mailbox of any school employee without giving equal access to any other professional employees’ organization that requests such access.

If a professional employees’ organization is permitted to display information at or send a representative to attend a school employee meeting or event, including a school employee orientation meeting, in an effort to recruit new members, any other professional employees’ organization that requests permission to display information at or send a representative to attend such meeting must also be granted such permission.

If a professional employees’ organization is allowed to create and post signage or materials in a school such as an information board, a bulletin board, a poster, or a pamphlet, any other professional employees’ organization must also be granted permission to create and post signage and materials in an equal manner.

A school board may not designate any day or break in the school calendar by naming or referring to the day or break using the name of any professional employees’ organization.

“Professional employees’ organization” is defined as any organization that exists for the purpose, in whole or in part, of professional development or liability protection.

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<b>LB 440</b>	<i>Sponsor</i> Spivey	<i>Committee</i> Education	<i>Subject</i> Adopt the Education Leave and Support Act
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LB 440 creates the Education Leave and Support Act, which would cover certificated teachers employed by a public school district.

Under the bill, beginning January 1, 2026, a payroll fee of .0035 of one percent would be levied on the taxable wages of “covered employees” in the state. Employers must collect the fee from covered employees and remit it quarterly to the State Treasurer. Employers would also contribute an amount equal to the total payroll fee collected from their covered employees as an employer

match and remit this contribution quarterly to the State Treasurer. All fees and contributions would be credited to the State Education Leave Fund, created under the bill.

“Covered employee” is defined as a certificated teacher employed by a school district.

For a teacher earning \$50,000, the fee would be \$14.58 per month.

The fund noted above must be used solely to reimburse school districts for the cost of hiring substitute teachers for the first six weeks of a covered employee’s FMLA leave.

FMLA leave is defined as leave taken by a covered employee under the federal Family and Medical Leave Act of 1993.

Reimbursements under the bill must be made from the fund in an amount not to exceed the actual daily cost of hiring a substitute teacher, as determined by the department.

Any covered employee for whom reimbursement is provided would not be required to use any accrued personal or sick leave for the first six weeks of FMLA leave.

Reimbursements would begin July 1, 2026. NDE must develop and implement procedures to:

- (a) Accept applications for reimbursement from school districts;
- (b) Review applications in order to ensure compliance with eligibility requirements; and
- (c) Disburse funds in a timely manner.

If the Fund accrues a surplus exceeding 20% of its projected annual needs, NDE must notify the State Treasurer, and the State Treasurer must transfer the excess funds to the Education Retention Fund. Funds transferred would be used to address teacher shortages and support professional development.

Any school district that misuses these funds must repay the funds in full and would be subject to penalties as prescribed by NDE.

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<b>LB 455</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hallstrom	Business and Labor	Provide for confidentiality of and access to certain injury reports under the Nebraska Workers’ Compensation Act

LB 455 amends the Nebraska Workers’ Compensation Act, which currently provides that, in every case of reportable injury arising out of and in the course of employment, the employer or workers’ compensation insurer must file a report with the Nebraska Workers’ Compensation Court. The report must be filed within 10 days after the employer or insurer has been given notice of or has knowledge of the injury.

LB 455 requires that the report must be confidential and not open to public inspection or copying, with some exceptions noted below, or as necessary for the Nebraska Workers’ Compensation Court to administer and enforce other provisions of the Act.

An employee may elect to waive confidentiality for reports involving the employee, and the reports may be open to public inspection or copying. An election, once made, would remain in effect notwithstanding any change in employment by the employee unless the election is revoked by the employee.

The compensation court must deny any request to inspect or copy a report unless an election to waive confidentiality has been made by the employee, OR:

- (a) The requester is the employee who is the subject of the report or an attorney or authorized agent of that employee. *An attorney or authorized agent of the employee must provide a written authorization for inspection or copying from the employee if requested by the compensation court;*
- (b) The requester is the employer, workers' compensation insurer, risk management pool, or third-party administrator that is a party to the report or an attorney or authorized agent of such party. *An attorney or authorized agent of a party must provide a written authorization for inspection or copying from the party if requested by the compensation court;*
- (c) The requester is (i) an attorney or an authorized agent of an insurer or a third-party administrator who is involved in administering any claim for insurance benefits related to any injury of the employee whose report is filed with the compensation court or (ii) an attorney representing a party to a lawsuit filed by or on behalf of the employee whose report is filed with the compensation court. *An attorney or authorized agent of the insurer or third-party administrator or an attorney representing a party to such a lawsuit must provide a written authorization for inspection or copying from the insurer, third-party administrator, or party, as applicable, if requested by the compensation court;*
- (d) The report requested will be used for the purpose of state or federal investigations or examinations or for the state or federal government to compile statistical information;
- (e) The report requested is sought for the purpose of identifying the number and nature of any injuries to any employees of an employer identified in the request and the compensation court is able to and does redact any information revealing the identity of the employee prior to releasing the report;
- (f) The report requested is a pleading filed with the compensation court or an exhibit submitted with a pleading filed with the compensation court;
- (g) The report requested will be used by a nonprofit organization for the purpose of sending condolences to, providing memorials for, or offering grief counseling to family members of an employee whose death was caused by a workplace incident; or
- (h) Release of the report is ordered by a court of competent jurisdiction.

The bill provides that any request to inspect or copy a report would be made in a form and manner prescribed by the administrator of the Nebraska Workers' Compensation Court.

<b>LB 522</b>	<i>Sponsor</i> Guereca	<i>Committee</i> Business and Labor	<i>Subject</i> Change provisions relating to the date when compensation begins and provide for cost-of-living adjustments under the Nebraska Workers' Compensation Act
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LB 522 amends the Nebraska Workers' Compensation Act (§ 48-121) relevant to the schedule of compensation for injuries resulting in disability.

The bill provides that, beginning in 2026, weekly income benefits lasting longer than 12 months would be adjusted to account for increases in the cost of living (COLA).

COLA percentage is defined as the greater of:

- (i) 1%; or
- (ii) The percentage change, for the most recent twelve-month period for which information is available, in the CPI for Urban Wage Earners and Clerical Workers.

On January 1, 2026, and on each January 1st thereafter, the Nebraska Workers' Compensation Court must determine the COLA percentage that will apply for the calendar year.

If a person receives a weekly income benefit that lasts longer than 12 months, the person's weekly income benefit must be automatically adjusted at the end of each twelve-month period. The adjusted amount would equal the then-current weekly income benefit amount multiplied by the COLA percentage in effect for that calendar year. The adjusted amount would be computed to the next higher whole dollar amount. The adjusted amount would apply for the next twelve-month period.

LB 522 also changes the section of the Nebraska Workers' Compensation Act (§ 48-119) relating to the date upon which compensation is computed.

Current law provides that no compensation would be allowed for the first seven calendar days of disability, but if disability extends beyond the period of seven calendar days, compensation would begin on the eighth calendar day of disability. If the disability continues for six weeks or longer, compensation would be computed from the date disability began.

LB 522 provides that no compensation would be allowed for the first three calendar days of disability, but if disability extends beyond the period of three calendar days, compensation would begin on the fourth calendar day of disability. If the disability continues for two weeks or longer, compensation would be computed from the date disability began.

<b>LB 544</b>	<i>Sponsor</i> Dover	<i>Committee</i> Business and Labor	<i>Subject</i> Disqualify certain individuals from receiving benefits under the Employment Security Law
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LB 544 amends the Employment Security Law.

The bill provides that an individual would be disqualified for benefits for any week in which he/she:

- (a) Fails to respond to an offer for a job within two business days; or
- (b) Fails to appear for a previously scheduled job interview without notifying the prospective employer of the need to cancel or reschedule the interview.

LB 544 requires the Department of Labor to establish a portal on its website, an email address, and a telephone hotline for employers to report individuals who fail to respond to offers of employment or who fail to appear for previously scheduled job interviews.

Prior to denying a week of benefits to an individual, the department must verify any information submitted by an employer about individuals who fail to respond to offers of employment or who fail to appear for previously scheduled job interviews.

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<b>LB 589</b>	<i>Sponsor</i> Conrad	<i>Committee</i> Education	<i>Subject</i> Change provisions relating to reimbursement for special education programs and support services and require school districts to provide special education staff with professional leave as prescribed
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LB 589 amends the Nebraska Special Education Act (§ 79-1142) relating to allowable and reimbursable costs for special education and support services.

The bill permits allowable and reimbursable costs to include substitute service costs directly associated with special education programs. Each school district must provide special education staff with four days of professional leave per year, supported by substitute personnel. The leave must be used onsite for the sole purpose of completing essential documentation for students receiving special education services on the staff's caseload.

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<b>LB 617</b>	<i>Sponsor</i> Kauth	<i>Committee</i> Business and Labor	<i>Subject</i> Change provisions of the Nebraska Workers' Compensation Act
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LB 617 appears to be a shell bill to be used by the Business and Labor Committee as a vehicle as it deems necessary.

**Enrollment, Attendance**

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<b>LB 143</b>	<i>Sponsor</i> Rountree	<i>Committee</i> Education	<i>Subject</i> Change provisions relating to student enrollment
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Under existing law (§ 79-215), in order to carry out the provisions of the Interstate Compact on Educational Opportunity for Military Children, a school board must permit children of military families to enroll “preliminarily” in a school district if a parent presents evidence of military orders that the military family will be stationed in this state during the current or following school year.

LB 143 provides that the preliminary enrollment and any advanced enrollment policies related to a child of a military family shall also apply if the child has an individualized family service plan, has an IEP, or receives special education.

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<b>LB 492</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Conrad	Judiciary	Change juvenile court jurisdiction relating to habitual truancy and provisions relating to compulsory school attendance

Habitually Truant

LB 492 first amends the Nebraska Juvenile Code to provide a definition of "habitually truant" as follows:

"Habitually truant" from school means that a child 13 years of age or older and younger than 17 years of age who is enrolled in a public or private school has accrued 20 days or more of unexcused absences from school during a school year and has a documented loss of educational attainment as a result of such absences.

Defense to Adjudication

LB 492 creates a defense to adjudication of a petition alleging that a juvenile is a juvenile as described in section 43-247 (i.e., conducted himself or herself so as to injure or endanger seriously the morals or health of himself, herself, or others), if, after subtracting any absences that are excludable as provided below, the child has accrued less than 20 days of unexcused absences from school during the school year.

An absence would not be counted for purposes of section 43-247 if the absence:

- (1) Was caused by:
  - (a) A lack of adequate transportation;
  - (b) Failure by the school to coordinate necessary interventions or attendance supports agreed upon by the school and the child's family; or
  - (c) Physical or mental illness excused by a parent or guardian, with or without a note from a doctor or physician; or
- (2) Is otherwise excused by the school or the court.

Written Policy

The bill requires all school boards to have a written policy on attendance developed and annually reviewed in collaboration with the county attorney of the county in which the principal office of the school district is located. The policy must include a provision indicating how the school district will handle cases in which excessive absences are due to illness. The policy must also state the circumstances and number of absences or the hourly equivalent upon which the school must render all services to address barriers to attendance. The services must be provided prior to 20 days of absence.

Nonattendance Lists

LB 492 changes existing law (§ 79-206) requiring each superintendent of a school district to:

- (1) compare the names of the children enrolled with the last census report on file in his/her office from the district, and
- (2) prepare a list of all children resident in the district under his/her jurisdiction who are not attending school.

And may, but not shall, transmit the list to the enforcement officer or officers in the district.

Report to County Attorney

The bill changes the circumstances for when a school may report to the county attorney of the county in which the person resides when the school has documented the efforts it has made that the collaborative plan to reduce barriers identified to improve regular attendance has not been successful and that the child has accrued 20 days or more of unexcused absences during the school year with a documented loss of educational attainment as a result of the absences.

The referral must indicate which of the unexcused absences during the school year, if any, were absences excused by a parent or guardian for physical or mental illness.

**Graduation Requirements**

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<b>LB 296</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Arch	Education	Require NDE to create a centralized education records system and employ registrars relating to students under the jurisdiction of the juvenile court and change provisions relating to graduation requirements and the State Department of Education Improvement Grant Fund

*Background:* LB 705 (2023) required NDE, DHHS, the Office of Probation Administration, and the State Court Administrator to enter into a memorandum of understanding for the sharing of data relevant to students who are under the jurisdiction of the juvenile court. The purpose for the sharing of data is to provide systems-wide coordination to improve educational opportunities and outcomes and to facilitate service coordination for such students.

The memorandum would include the intent for NDE to contract with an outside consultant with expertise in the education of court-involved students to assist in the development of the policies and procedures.

In accordance with this directive, NDE contracted with Bellwether, which is a national nonprofit organization.

The “Bellwether Report,” entitled, “Data Sharing for Youth Under the Jurisdiction of the Juvenile Court,” was issued in September 2024. The executive summary of the report states that:

In Nebraska, students under the jurisdiction of the juvenile court are educated in diverse settings such as public schools, interim-program schools, special purpose schools, and non- public schools. Historically, these students have underperformed academically compared to their non-juvenile-court-involved peers and are disproportionately students of color, students with disabilities, and students from low-income families.

A key condition for positive educational outcomes for youth under the jurisdiction of the juvenile court is the efficient transfer of education records between placements. Currently, Nebraska faces significant challenges in this area, as identified through extensive interviews, focus groups, and stakeholder meetings. The obstacles to effective data sharing include delays, mistrust, lack of system integration, reliance on low-tech solutions, privacy concerns, and inadequate knowledge. These inefficiencies contribute to negative outcomes for youth, causing them to miss crucial instructional time or be subjected to redundant coursework. This often results in disengagement, frustration, and drop-out.

To address these issues, Bellwether, in collaboration with a team of state leaders, has developed a comprehensive set of recommendations that propose establishing a centralized records service under the Nebraska Department of Education (NDE). This system aims to centralize education data collection and distribution using highly trained registrars to ensure data accuracy, resolve discrepancies, and create comprehensive student records. This centralized service would streamline the data-sharing process and ensure compliance with privacy regulations. Beyond the centralization of records, the recommendations also advocate for improvements in governance design to enhance efficiency, consistency, and accountability. Additionally, the introduction of a statewide basic high school diploma aims to increase graduation rates for youth under the jurisdiction of the juvenile court.

If enacted comprehensively, these reforms will make Nebraska a national model for education data sharing that will positively impact the educational experiences and outcomes of youth under the jurisdiction of the juvenile court, providing them with a more cohesive educational experience.

LB 296 would implement the suggestions contained within the Bellwether Report along with the original directives contained within LB 705 (2023).

### Centralized Education Records System

By July 1, 2026, NDE must maintain a centralized education records system for students under the jurisdiction of a juvenile court. The system must allow for the immediate transfer of education records as appropriate. Each approved or accredited school must share education records with the department for inclusion in the centralized education records system *immediately upon request* for any student under the jurisdiction of a juvenile court.

The Commissioner of Education is directed to employ registrars who would be responsible for ensuring the education records of students under the jurisdiction of a juvenile court are maintained in an accurate and timely manner in the centralized education records system.

Registrars would also analyze the education records of high school students under the jurisdiction of a juvenile court to determine if additional credit hours should be awarded by the Commissioner of Education for academic work that has been completed by the students.

The Commissioner of Education must, either upon request or in response to an analysis conducted by a registrar, award credit hours pursuant to rules adopted by the State Board to any high school student who is or was under the jurisdiction of a juvenile court and has evidence of the completion of academic work that would generally be required for the credit hours. Any credit hours awarded by the commissioner must be recognized by any approved or accredited school and must count toward meeting any graduation requirements related to the subject area of the credit hours.

The cost of the centralized education records system and registrars would be paid from the State Department of Education Improvement Grant Fund.

Diploma

Current law (§ 79-729) requires that each high school student must complete a minimum of 200 high school credit hours prior to graduation. At least 80% of the minimum credit hours must be core curriculum courses prescribed by the State Board.

LB 296 provides that, beginning with the 2026-27 school year, for a student who meets the above requirement and who was at any point during high school under the jurisdiction of a juvenile court and residing in an out-of-home placement under such jurisdiction:

- (i) A public high school must, upon request, allow such student to graduate with a high school diploma from such school without any additional requirements if the student was enrolled at any point in such high school; or
- (ii) If such student does not graduate from an approved or accredited high school, the Commissioner of Education must, upon request, award a state high school diploma.

The bill provides that no student, parent, or guardian may make any request that would result in a student receiving more than one high school diploma.

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<b>LB 681</b>	<i>Sponsor</i> Education Com	<i>Committee</i> Education	<i>Subject</i> Change provisions relating to the definition of graduate degree program
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LB 681 is a shell bill to be used by the Education Committee as a vehicle for other legislation as it deems necessary.

## Income Taxes

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<b>LB 171</b>	<i>Sponsor</i> Brandt	<i>Committee</i> Revenue	<i>Subject</i> Change provisions relating to individual and corporate income tax rates
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### Individual Income Tax

The individual income tax rate is set to be reduced to 4.55% on January 1, 2026. LB 171 increases that planned rate reduction to 4.99%. The existing law proposes to reduce the rate to 3.99% on January 1, 2027. This plan is eliminated under LB 171 and leaves the rate at 4.99% going forward after 2026.

### Corporate Income Tax

The corporate income tax rate is set to be reduced to 4.55% on January 1, 2026. LB 171 increases that planned rate reduction to 4.99%. The existing law proposes to reduce the rate to 3.99% on January 1, 2027. This plan is eliminated under LB 171 and leaves the rate at 4.99% going forward after 2026.

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<b>LB 649</b>	<i>Sponsor</i> Revenue Com	<i>Committee</i> Revenue	<i>Subject</i> Change provisions relating to an income tax rate
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LB 649 is a vehicle to change income tax rates. The bill does not specify a new tax rate.

## Legislative Structure

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<b>LR 19CA</b>	<i>Sponsor</i> Dover	<i>Committee</i> Executive Board	<i>Subject</i> Constitutional amendment to change legislative term limits to three consecutive terms
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LR 19CA was introduced by Senator Dover and 23 co-sponsors. The constitutional amendment would change current provisions so that a state lawmaker could serve three rather than two (4-year) terms of office.

The measure contains no effective date, so presumably, some of the co-sponsors would benefit from the change.

If approved by the Legislature, the measure would appear on the 2026 General Election ballot.

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<b>LR 25CA</b>	<i>Sponsor</i> Hansen	<i>Committee</i> Executive Board	<i>Subject</i> Constitutional amendment to change the compensation of members of the Legislature and provide for health insurance
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Each member of the Legislature is currently paid \$12,000 per year during their term of office.

LR 25CA is a constitutional amendment providing that, beginning January 6, 2027, each member of the Legislature would be paid the state minimum wage. It's difficult to ascertain the annual pay each member would actually receive under this proposal.

The proposed amendment also provides that members of the Legislature will receive health insurance paid by the state with equivalent benefits to those offered by Medicaid.

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<b>LR 27CA</b>	<i>Sponsor</i> Hunt	<i>Committee</i> Executive Board	<i>Subject</i> Constitutional amendment to change legislative term limits to three consecutive terms
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LR 27CA is a constitutional amendment to increase legislative term limits to three consecutive terms rather than the current two terms.

If approved by the Legislature, the measure would appear on the November 2026 General Election ballot.

**Mandates**

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<b>LB 670</b>	<i>Sponsor</i> Murman	<i>Committee</i> Education	<i>Subject</i> Require schools to adopt a safety plan and provide and change requirements related to training for staff of child care and schools
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LB 670 represents the efforts of a group of NCSA members who were asked by the Governor in 2023 to help reduce or eliminate mandates on school districts. *The bill was officially introduced at the request of the Governor.*

Mandatory Training

LB 670 amends section 43-2606, which permits DHHS to adopt and promulgate rules and regulations for mandatory training requirements for providers of child care and school-age-care programs. Such requirements shall include preservice orientation and at least four hours of annual inservice training.

LB 670 changes the requirement to no more than four hours of annual inservice training.

The bill prohibits the State Board of Education from adopting and promulgating rules and regulations that require more than four hours of annual inservice training for (i) teachers, (ii) paraeducators, or (iii) home visitors who have regular contact with children in prekindergarten programs.

A local school board may elect to require additional training for the employees of the school district.

### Safety Plan

LB 670 proposes a new section of law requiring each school board of a school district and each governing board of a nonpublic school to adopt and maintain a safety plan and may use the model safety plan developed by the state school security director as a guide. The plan must be updated annually and must at a minimum include:

- (a) Fire drills and instruction on fire dangers and methods of fire prevention;
- (b) Tornado or other weather-related preparedness drills and instruction;
- (c) Vehicle safety and emergency evacuation drills and instruction; and
- (d) Any other safety and emergency drills or instruction deemed appropriate by the school board or governing board.

Each school district must provide the school district's safety plan to the school security director every three years.

The state school security director may provide suggestions and offer training or other resources relating to safety plans to any school.

The idea behind this new section is give more authority and latitude to the school board or governing body and less reporting to the state.

### School Resource Officer/Security Guard

LB 670 amends section 79-2704 that requires each school resource officer or security guard to attend 20 hours of training.

The bill states that each school resource officer or security guard is required to have no more than 12 hours of training.

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<b>LR 16CA</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Urban Affairs Com	Government	Constitutional amendment to require the Legislature to reimburse political subdivisions

LR 16CA was introduced as a committee bill to amend the Nebraska Constitution, Article III, Section 22.

The measure would constitutionally prohibit the Legislature from imposing responsibility for a program created after the year 2026 or an increased level of service required under an existing program after the year 2026 on any political subdivision of the state unless the political subdivision is fully reimbursed by the state for the cost of such program or increase in level of service.

Reimbursement by the state must be in the form of a specific appropriation or an increase in state distribution of revenue to such political subdivision.

If approved by the Legislature, the measure would appear on the 2026 General Election ballot.

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<b>LR 18CA</b>	<i>Sponsor</i> Government Committee	<i>Committee</i> Government	<i>Subject</i> Constitutional amendment to require the Legislature to reimburse political subdivisions
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LR 18CA was introduced by a majority of members of the Government Committee. The measure would amend the Nebraska Constitution (Article III, section 22) to provide that the Legislature may not impose responsibility for a program created after the year 2026 or an increased level of service required under an existing program after the year 2026 on any political subdivision unless the political subdivision is fully reimbursed by the state for the cost of the program or increase in level of service. Reimbursement by the state would be in the form of a specific appropriation or an increase in state distribution of revenue to the political subdivision.

If approved by the Legislature, the measure would appear on the 2026 General Election ballot.

**Miscellaneous**

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<b>LB 11</b>	<i>Sponsor</i> Hughes	<i>Committee</i> Appropriations	<i>Subject</i> Appropriate funds for the Nebraska Statewide Workforce and Education Reporting System Act
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Background: In 2020, Senator Matt Hansen introduced LB 1160 to create the Nebraska Statewide Workforce and Education Reporting System Act to be implemented by the Nebraska Department of Labor. The Act would:

- (1) Provide workforce-outcomes data to postsecondary institutions to guide program, educator, and institutional improvement;
- (2) Support students and parents in understanding what education, training, and career pathways best prepare students for occupational success;
- (3) Provide comprehensive data about student success and workforce outcomes to policymakers to inform decisions and resource allocation;
- (4) Track workforce outcomes in order to better align programs with demands in the labor market;
- (5) Disaggregate student outcomes by race, ethnicity, gender, and economic status in order to identify and close educational attainment gaps; and
- (6) Identify the long-term return on investment from early education programs.

The 2020 measure also required the Department of Labor to execute a memorandum of understanding with the Nebraska Statewide Workforce and Education Reporting System to ensure the exchange of available data throughout the prekindergarten to postsecondary education to workforce continuum. The Department of Education was included in this memorandum of understanding.

LB 11 is an appropriation bill meant to provide funding for various entities that are a part of the memorandum of understanding for purposes of the Nebraska Statewide Workforce and Education Reporting System Act.

The bill appropriates \$130,893 for FY2025-26 and \$179,795 for FY2026-27 to each of the following entities:

- Department of Education;
- Board of Trustees of the Nebraska State Colleges;
- Board of Regents of the University of Nebraska; and
- Coordinating Commission for Postsecondary Education.

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<b>LB 29</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Conrad	Government	Create a review process for agency rules and regulations

LB 29 amends the Administrative Procedure Act relating to state agency rules and regulations.

The bill provides that, beginning January 1, 2026, each agency must conduct a review of all existing and pending rules and regulations and *every three years* thereafter.

Each agency head must designate an individual who is responsible for oversight of the review. The report must indicate whether:

- (a) The rule or regulation is essential to the health, safety, or welfare of the public;
- (b) The costs of the rule or regulation outweigh the benefits;
- (c) The agency has a process in place to measure the effectiveness of the rule or regulation;
- (d) A less restrictive alternative has been considered; and
- (e) The rule or regulation was promulgated as the result of a (i) state statutory requirement, (ii) federal mandate, or (iii) court decision.

Upon receipt of the agency reports required, the Reference Committee (Executive Board) of the Legislature is required to refer each report to the appropriate standing committee of the Legislature based on each committee's jurisdictional oversight. The standing committee must then review the agency report and submit a report to the Clerk of the Legislature by December 15 of such year. Each standing committee report must include recommendations for legislation, if necessary, to clarify any rule or regulation or provide recommendations for clarifications to any rule or regulation.

*Note:* LB 29 requires that agency rulemaking and regulationmaking would be suspended during the pendency of the agency review process with the exception of any proposed rule or regulation that: (a) affects the health, safety, or welfare of the public; (b) is time sensitive; or (c) is subject to state or federal statutory deadlines.

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<b>LB 119</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hardin	Health	Provide requirements for the Rural Health Opportunity Program and provide

LB 119 creates the Rural Health Opportunity Program to encourage students from rural communities to pursue health care professions and return to practice in those rural communities.

The bill requires the Board of Trustees of the Nebraska State Colleges and the Board of Regents of the University of Nebraska to enter into a memorandum of understanding to administer the program, including a joint application and interview process to select students to participate in the program and be provisionally admitted into one of the eligible health care programs at the University of Nebraska Medical Center.

To be eligible, students must:

- (a) Attend, or be a graduate of, an approved or accredited high school in Nebraska or receive an equivalent of a diploma of high school equivalency in Nebraska; and
- (b) Have lived in, or been a resident of, a rural area of Nebraska as determined by the Board of Trustees of the Nebraska State Colleges and the Board of Regents of the University of Nebraska.

A student who participates in the program is entitled to a waiver of 100% of the cost of tuition and fees per academic year for up to four years at a state college for the purpose of completing the established health care program coursework at the state college that is required for early admission and transfer to an eligible health care program at the University of Nebraska Medical Center.

LB 119 does not specify the amount or source of funding. It states that the Legislature must provide sufficient appropriations.

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<b>LB 122</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Meyer	Education	Require display of the state and national motto in schools

LB 122 is similar to other legislation from the past requiring the display of the state and national motto in schools.

The bill requires each school board to prominently display the national motto of the United States, “In God We Trust”, and the state motto of Nebraska, “Equality Under the Law”, written legibly in English on a poster or plaque no less than 8.5” by 11” in size, in each classroom or in another

prominent place in each school building where each student is able to see and read it each day school is in session.

The bill allows a school board to accept contributions to defray the costs of implementing the legislation.

*Notes:* In 2021, Senator Erdman introduced LB 36 to require the display of the national motto in each school. Interestingly, in the 2021 legislation, language was included to require the Attorney General to intervene on behalf of any school board and any other party named as a defendant for their role in implementing the law.

The legislation is apparently for the benefit of only those students who have eyesight.

Arkansas, Florida, Louisiana, Mississippi, Tennessee, Utah, and Virginia have laws requiring the display of the national motto “In God We Trust” in public schools. Some states permit it but do not require it.

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<b>LB 126</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Holdcroft	Government	Change provisions relating to redemption of bonds of political subdivisions

LB 126 would allow counties that sell their bonds using a competitive sale process to have a 10-year call provision on their bonds rather than the current 5-year requirements. The bill would also modernize bond issuance language to reflect current practice.

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<b>LB 173</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Prokop	Appropriations	Appropriate funds for aid to community colleges and state

LB 173 would appropriate \$13,062,234 for FY2025-26 and \$14,062,234 for FY2026-27 to provide state aid to community colleges for dual enrollment.

The funds appropriated for dual enrollment would be distributed to community college areas in direct proportion to the full-time equivalent enrollment in dual-credit courses delivered by the respective community college areas based upon data reported to the Coordinating Commission for Postsecondary Education.

“Dual-enrollment course” is defined as a course delivered to a student for which credit may be applied toward high school graduation requirements or will be reported on the student’s high school transcript and for which credit may be applied toward graduation at a postsecondary educational institution.

The emergency clause is attached.

<b>LB 244</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Sanders	Government	Restate findings under the Nebraska Political Accountability and Disclosure Act

LB 244 appears to be a shell bill to be used by the Government Committee as a vehicle as it deems necessary.

<b>LB 282</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Prokop	Education	Provide for reimbursement for teachers for school supplies

LB 282 provides that, beginning with the 2025-26 school year, a teacher employed at an approved or accredited public or private school in this state teaching K-12 grade may apply to NDE to receive up to \$300 in reimbursement for school supplies paid for by the teacher. The teacher would be required to show receipts for the supplies in order to receive reimbursement.

The State Board is required to develop a policy relating to the types of school supplies that qualify for reimbursement.

The emergency clause is attached.

<b>LB 538</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hardin	Education	Require school boards and postsecondary educational institutions to adopt a policy and provide training relating to discrimination and antisemitism and provide for Title VI coordinators

LB 538 requires that each school board adopt a policy relating to discrimination and antisemitism. The policy must:

- (a) Prohibit discrimination against a student or an employee of the school district on the basis of race, ethnicity, national origin, sex, disability, religion, or marital status;
- (b) Prohibit denying the benefits of any education program, class, or activity offered or sponsored by the school district on the basis of race, ethnicity, national origin, sex, disability, religion, or marital status;
- (c) Ensure the criteria for admission to an education program or class does not have the effect of restricting access by persons of a particular race, ethnicity, national origin, disability, religion, or marital status;
- (d) Require all education programs or classes offered by the school district be made available without discrimination on the basis of race, ethnicity, national origin, sex, disability, religion, or marital status;

- (e) Require guidance or counseling services and financial assistance services be made available to all students equally, regardless of race, ethnicity, national origin, sex, disability, religion, or marital status;
- (f) Treat harassment or discrimination against students or employees or resulting from institutional policies or programs of the school district motivated by, or including, *antisemitic discrimination* in an identical manner to harassment or discrimination motivated by race; and
- (g) Require that the definition of antisemitism provided in this section be included in the student and employee code of conduct of the school district and include antisemitism as prohibited conduct.

"Antisemitic discrimination" or antisemitism has the same meaning as the International Holocaust Remembrance Alliance's working definition of antisemitism, including its contemporary examples, as adopted on May 26, 2016. The working definition, found on the Holocaust Remembrance Alliance's website, provides the definition as follows:

"Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities."

#### Antisemitism Awareness Training

LB 538 provides that each school board must include antisemitism awareness training as part of other trainings on harassment provided by the school district to students and employees.

Each school district must formally report any incident or complaint of antisemitic discrimination and harassment to NDE for referral to the *Title VI coordinator*, whose position is created as noted below.

#### Title VI Coordinator

This new position refers to Title VI of the Civil Rights Act of 1964.

The bill requires the Commissioner of Education to designate an individual to fulfill the roles and duties of the Title VI coordinator within NDE.

The Title VI coordinator would monitor discrimination and harassment in school districts, including antisemitic discrimination. Duties of the coordinator include investigating all complaints of discrimination or harassment in school districts in violation of the required school district policy and filing an annual report.

If, after a reasonable investigation, the coordinator determines that a school district has engaged in, allowed, or not sufficiently prohibited discrimination or harassment, including antisemitic discrimination, in violation of the required school district policy or the federal Civil Rights Act of 1964, the coordinator must give written notice to such determination to the school board and require the school board to address the violation and comply with the policy and act. If the school

board does not comply within 30 days after written notice by the coordinator, the coordinator must report its finding to the U.S. Department of Education and the U.S. Department of Justice by making a complaint under Title VI of the Civil Rights Act of 1964.

The coordinator must annually submit a report to the Legislature. The report would detail the number of incidents or complaints received and the resolution, if any. The report may not identify any particular individual, employee, or student.

*Note:* Separate but similar provisions are included in LB 538 relevant to postsecondary institutions, and authority is granted to the Coordinating Commission on Postsecondary Education to also have a Title VI Coordinator for postsecondary institutions.

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<b>LB 549</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Lippincott	Education	Allow a school board to employ a chaplain, including in a volunteer capacity, at a school

LB 549 is similar to a bill offered by Senator Lippincott in 2024 (LB 1065), which was not advanced from committee.

LB 549 permits but does not require a school board to employ a chaplain, including in a volunteer capacity, to perform various duties at the school, including providing academic, career, emotional, and behavioral health supports to students. A chaplain employed under the bill would not be required to hold a certificate to teach, administer, or perform special services.

The employment of a chaplain would not be construed as an endorsement of any particular religion.

"Chaplain" is defined as a clergy member who is licensed, ordained, or endorsed by their religious organization and trained to serve in secular environments.

Prior to employment, a chaplain would be subject to a criminal history record information check and must pay any required fees for the check. A school board may not employ a chaplain if the chaplain's eligibility is denied by the Commissioner of Education based on the criminal history record information check.

A school board must, prior to employment of a chaplain, develop a policy consistent with this bill relating to employment of an uncertified individual to perform various duties at the school. The policy must include provisions relating to the employment, discipline, continued education, and termination of employment of a chaplain.

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<b>LB 550</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Lippincott	Education	Require school districts to adopt a policy that excuses students to attend a released time course for religious instruction

LB 550 is similar to a previous attempt by Senator Lippincott in 2024 (1066), which was not advanced from committee.

LB 550 provides that, by July 1, 2025, each school district must adopt a policy that excuses any student of the school district to attend a released time course for at least one class period per week. The policy must require:

- (a) The parent, guardian, or educational decisionmaker of the student to provide written consent for the student to attend the released time course;
- (b) The sponsoring entity to maintain attendance records and make such records available to the school district the student attends;
- (c) The sponsoring entity, parent, guardian, or educational decisionmaker to provide transportation to and from the place of instruction;
- (d) The sponsoring entity to make provision and assume liability for each student that attends its released time course while under the control of the sponsoring entity;
- (e) That no school district funds to be expended other than de minimis administrative costs; and
- (f) A released time course not to be held on school district property unless permitted under a neutral policy of equal access that opens school district property for use by community groups.

"Released time course" is defined as a course in religious instruction, taught by a sponsoring entity, during which a student is excused from public school to attend.

A school district may also adopt a policy that awards academic credit for the completion of a released time course. In determining the amount of credit to award for completion of the course, the school district must evaluate the course based on purely secular criteria that are substantially the same criteria used to evaluate similar courses. The decision to award credit for a released time course must be neutral to, and may not involve any test for, religious content or denominational affiliation.

For any period of time a student is excused from a school district to attend a released time course, the student must be considered as attending the school from which the student is excused for the purpose of determining school funding and satisfying attendance requirements.

The bill provides that nothing in the bill may be interpreted to deny a released time course or the sponsoring entity equal access to funds, benefits, or services that the school district may provide or make available to community groups or other independent entities.

Any person or organization aggrieved by a violation may bring an action against the school district responsible for the violation and seek appropriate relief. Appropriate relief includes:

- (a) Actual damages;
- (b) Such preliminary and other equitable or declaratory relief as may be appropriate; and

(c) Reasonable attorney's fees and other litigation costs reasonably incurred.

The emergency clause is attached.

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<b>LB 567</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Quick	Education	Authorize school policies relating to community engagement

LB 567 permits but does not require the State Board of Education to develop and adopt a model policy for use in school districts relating to community engagement to increase engagement between schools, students and their families, and surrounding communities. If the State Board chooses to do so, it should be completed by December 1, 2025.

The policy should include:

- (a) Integrated student supports representing a school-based approach to promoting students' well-being by providing and coordinating services for students and families that target academic and nonacademic barriers to educational and life success;
- (b) Extended learning time and opportunities before and after the typical school day, and over summer vacation and other breaks, and augment the learning opportunities offered during the traditional school day and year;
- (c) Collaborative leadership practices that engage stakeholders with different types of experience and expertise, including parents, students, teachers, principals, and community partners in working together and sharing decisions and responsibilities toward a commonly held vision or outcome for the school; and
- (d) Authentic family engagement that encompasses a broad array of interactions among parents, students, educators, and community members that fall along a spectrum in which families and community members exercise varying degrees of power within schools.

The bill permits but does not require a school district to adopt a policy relating to engagement between schools, students and their families, and surrounding communities. The policy must be consistent with the model policy if developed by the State Board of Education.

*Note:* LB 567 was developed by Stand for Schools, a nonprofit organization.

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<b>LB 594</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Prokop	Transportation	Change and eliminate provisions relating to the use of handheld wireless communication devices while operating a motor vehicle

LB 594 amends existing law (§ 60-6,179.01) to prohibit a person from physically holding or supporting with any part of his/her body, or otherwise use, a handheld wireless communication device while operating a motor vehicle that is in motion.

The bill changes the offense from a secondary to a primary offense.

A current exception permits a person to use a handheld device if operating a motor vehicle in an emergency situation. LB 594 specifies that such instances amount to an exception only if the person is communicating or attempting to communicate with emergency services.

The bill provides a new exception for when the person operating a motor vehicle that is in motion if the person is using the handheld wireless communication device:

- (a) Without touching the handheld wireless communication device; or
- (b) To initiate a function of the handheld wireless communication device with a single touch.

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<b>LB 625</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Dover	Education	Provide for the establishment of a database of financial information from all school districts in the state

LB 625 requires the Department of Revenue to develop, maintain, and make available for public inspection on its website a database of financial information from all school districts in the state.

The information required would include, but not be limited to, revenue sources, expenditures, and a balance sheet that contains all assets and liabilities, which reflects all committed and uncommitted funds. The Tax Commissioner must designate an implementation date for the database, which is no later than January 1, 2026.

School districts are required to provide to the department the information as is necessary to develop and maintain the database. School districts must provide updated information to the department on an annual basis, and the department must update the database no later than 30 days after receiving any such information.

The bill would not require the disclosure of information that is considered confidential under state or federal law or is not a public record.

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<b>LB 631</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hansen	Appropriations	State intent relating to funding for the School Emergency Response Mapping Fund

LB 1329 (2024) provided funding for facilitating the implementation of mapping data. The legislation provided \$525,000.

LB 631 would increase this funding to \$4 million for fiscal year 2025-26.

The emergency clause is attached.

<b>LB 671</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Murman	Education	Change and eliminate provisions relating to reports regarding the enrollment option program, programs for expelled students, educator evaluations, information related to dyslexia, the Nebraska Teacher Apprenticeship Program, high-need retention grants, property tax request documentation, and the College Pathway Program and eliminate obsolete provisions and provisions relating to the Junior Mathematics Prognosis Examination

LB 671 represents the NDE technical cleanup measure and makes editorial clarifications and technical adjustments to a series of laws found in Chapter 79 of the Nebraska statutory code.

<b>LB 691</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Murman	Education	Require school districts and private, denominational, and parochial schools to display the Ten Commandments in school buildings as prescribed

LB 691 provides that each school board of a public school district and each governing board of a private school that receives state funds must display the Ten Commandments:

- (a) In each classroom of an elementary school; and
- (b) In each school building of a middle school or high school.

The display of the Ten Commandments would be determined by each school board or governing board but must, at a minimum:

- (a) Focus on the text of the Ten Commandments in an easy-to-read font; and
- (b) Be displayed on a poster or framed document that is at least 11" by 14" in size.

The bill does not require a public school or private school to spend funding on the purchase of the display. A school board or a governing board may accept contributions to defray the costs of implementing the bill and may accept donated displays that comply with the requirements.

## Open Meetings / Public Records

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<b>LB 579</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Cavanaugh, M.	Executive Board	Prohibit charging a fee for public records requests by members of the Legislature

LB 579 amends the Public Records law to state that no fee may be charged for a request made by a member of the Legislature.

## Option Enrollment

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<b>LB 653</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Murman	Education	Change provisions relating to reimbursement for special education programs, support services, and the enrollment option program, provide reimbursement for certain students under the enrollment option program, and change the authorized uses of the Education Future Fund

LB 653 is meant to make it more difficult to deny an application for option enrollment for students with an IEP.

### Regardless of Capacity

The bill provides that “regardless of capacity” for special education services, the number of applications made by students with an IEP that are denied by the school district cannot exceed 16% of the total enrollment option applications denied by the school district in such school year.

A school district that accepts applications on a school building by school building basis under the enrollment option program and receives an application for a school building that is at capacity for purposes of the enrollment option program must notify the parent or guardian that submitted the application of the *other* school buildings in the school district that are not at capacity and are available to the student.

Any option school district that is not a member of a learning community must automatically accept as an option student the siblings of option students that apply to the school district.

Any option school district that is in a learning community must give first priority for enrollment to, *and automatically accept regardless of capacity*, siblings of option students enrolled in the option school district.

### Notification

A school district that receives an incomplete application must notify the applicant within 10 business days after receipt of the incomplete application that the application is incomplete and will be automatically rejected if not corrected.

### Funding

By October 15th of each school fiscal year, a school district that accepts an application for an option student with an IEP with expected costs for education and support services of the student that are at least five times greater than the adjusted average per pupil cost of the preceding year, may apply to NDE for a payment from the Education Future Fund to cover the expenses. The application must include detailed expected costs for providing education and support services to such student.

NDE is required to make a payment to each qualifying applicant school district by November 15th for the school fiscal year in which the application is submitted. The payment would equal the expected amount to provide education and support services for the student subtracted from the adjusted average per pupil cost of the preceding school fiscal year, except that if the sum of all payments for applicant school districts for the school fiscal year exceed the available balance for such purpose in the Education Future Fund, each payment would be reduced proportionally so the sum of all payments for applicant school districts for such school fiscal year equals the available balance for such purpose in the fund.

LB 653 amends TEEOSA, relevant to the Education Future Fund, to provide funding for education and support services of students with an IEP that are accepted as option students into a school district to allow school districts to accept more option students and allow students to receive the best education possible.

## Parental Involvement

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<b>LB 383</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Storer	Government	Adopt the Parental Rights in Social Media Act

LB 383 creates the Parental Rights in Social Media Act.

The bill provides that a social media company may not permit a minor to become an account holder. A social media platform must use a reasonable age verification method to verify the age of an individual seeking to become an account holder on the company’s social media platform. A social media company may use a third-party vendor to perform such verification.

A social media company or third-party vendor conducting the verification may not retain any identifying information of an individual after verification is complete.

However, a social media company may allow a minor to become an account holder if the parent of the minor provides express parental consent authorizing the minor to become an account holder. A social media company or third-party vendor must verify the express parental consent, which would include:

- (a) Age verification of the parent through a reasonable age verification method; and
- (b) An oath, affirmation, or form signed by the parent and returned to the social media company or third-party vendor by common carrier, facsimile, or electronic scan stating that the consenting adult is the minor user’s parent and authorizes such minor to become an account holder.

Once age and parental consent are verified, the social media company may permit the minor to become an account holder. Reverification of an account holder is not required unless parental consent is revoked by a parent.

“Social media company” means a person that is an interactive computer service and that provides a social media platform.

The Nebraska Attorney General would enforce the Parental Rights in Social Media Act and may impose a penalty of up to \$2,500 per violation.

This act becomes operative on January 1, 2026. The severability clause is attached.

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<b>LB 390</b>	<i>Sponsor</i> Murman	<i>Committee</i> Education	<i>Subject</i> Require each school board to adopt a policy relating to access by a parent, guardian, or educational decisionmaker to certain school library information
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LB 390 creates a new section of law. It provides that each school board of a public school district must adopt a policy for implementation at the beginning of the 2026-27 school year, relating to the rights of a parent, guardian, or educational decisionmaker to access school library materials. The policy must:

- (a) Require the creation of an online catalog of all books in the school district’s library, categorized by school building, which must be accessible for viewing by a parent, guardian, or educational decisionmaker of a student attending the school district; and
- (b) Provide the opportunity for a parent, guardian, or educational decisionmaker of a student to be notified when the student of the parent, guardian, or educational decisionmaker checks out a book from the school library by means of a website or application notification or by opting in to email notifications. The notification must include:
  - (i) The title of the book checked out by the student;
  - (ii) The name of the author of the book checked out by the student; and
  - (iii) The date the book checked out by the student is due to be returned to the school library.

“Educational decisionmaker” is defined as a person designated or ordered by a court to make educational decisions on behalf of a child (§ 79-530).

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<b>LB 428</b>	<i>Sponsor</i> Murman	<i>Committee</i> Education	<i>Subject</i> Change provisions relating to school policies on the involvement of parents, guardians, and educational decisionmakers in schools
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LB 428 amends the Parental Involvement Act (§ 79-532). The Parental Involvement Act has been the subject of significant controversy in the Legislature for the past several years.

The current Parental Involvement Act requires school districts to adopt a policy, which includes a number of prescribed provisions. LB 428 makes additional requirements for the policy as follows.

- (a) If the school administers a “nonanonymous” survey requesting that students provide (i) sexual information, (ii) mental health information, (iii) medical information, (iv)

information on health-risk behaviors, (v) religious information, (vi) information of political affiliation, or (vii) any other information that the school board deems to be sensitive in nature, the school district must, at least 30 days prior to the administration of the survey, notify parents, guardians, and educational decisionmakers of students that are to receive the survey.

The notice must be made through the school’s electronic notification system or by physical mail to the address on file for the student. The notice must describe (i) the nature and types of questions included in the survey, (ii) the purposes and age-appropriateness of the survey, (iii) how information collected by the survey will be used, (iv) who will have access to such information, (v) the steps that will be taken to protect student privacy, and (vi) whether and how any findings or results of such survey will be disclosed;

- (b) Parents, guardians, and educational decisionmakers have the right to: (i) Request that a copy of the survey be sent through the school’s electronic notification system or physical mail to the address on file for the student, (ii) review the questionnaire or survey in person at the school, and (iii) exempt their child from participating in the survey;
- (c) Unless required by federal or state law or regulation, school personnel administering any such survey may not disclose personally identifiable information of a child; and
- (d) No survey requesting sexual information of a student may be administered to any student in kindergarten through grade six.

## Property Taxes

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<b>LB 242</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Riepe	Revenue	Change the Property Tax Growth Limitation Act and the School District Property Tax Relief Act and change provisions relating to budget limitations, municipal occupation taxes, and property tax statements

LB 242 was requested by the League of Nebraska Municipalities to provide technical adjustments to provisions within LB 34, passed in the 2024 Special Session.

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<b>LB 384</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Storer	Revenue	Require a majority of the elected members of the governing bodies of participating political subdivisions to attend joint public hearings under the Property Tax Request Act

LB 384 amends the Property Tax Request Act and requires at least a majority of the elected members of the governing body from each participating political subdivision to attend the joint public hearing.

The bill eliminates the current provision that an elected official may be the designated representative from a participating political subdivision.

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<b>LB 424</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Andersen	Revenue	Limit increases in property tax bills

LB 424 provides that the property tax bill for any parcel of real property may not exceed the prior year's property tax bill by more than the allowable growth percentage. "Property tax bill" means the amount of property taxes due for a parcel of real property, as shown on the property tax statement for the parcel.

"Allowable growth percentage" is defined as the lesser of:

- (i) The inflation rate; or
- (ii) 3%;

"Inflation rate" is defined as the percentage change in the CPI for All Urban Consumers, as prepared by the U.S. Department of Labor, Bureau of Labor Statistics, for the twelve-month period ending on August 31 of the year in which the property tax bill is determined.

The provisions of the bill would not apply if the increase in a property tax bill is due to improvements made to the relevant parcel of real property.

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<b>LB 439</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Spivey	Revenue	Adopt the Property Tax Circuit Breaker Act

There have been several similar bills introduced in the past few years. LB 439 is most similar to LB 1367 (2024), introduced by Senator John Cavanaugh.

LB 439 creates the Property Tax Circuit Breaker Act. For taxable years beginning on or after January 1, 2026, a qualifying taxpayer would be eligible to receive a refundable income tax credit if the total amount of property taxes paid by the taxpayer on his or her principal residence during the taxable year would exceed the taxpayer's threshold amount for the taxable year. The threshold amount would mean 5% of a qualifying taxpayer's federal-adjusted gross income. Only one tax credit per residence could be claimed in any year under the Act.

The credit would be in an amount calculated as follows:

- a. The qualifying taxpayer's threshold amount for the taxable year would be subtracted from the total amount of property taxes paid by the qualifying taxpayer on his or her principal residence during the taxable year.
- b. The total in part a above would then be multiplied by 50%

For purposes of the calculation, the amount of property taxes paid on the qualifying taxpayer's principal residence could not exceed the amount of property taxes paid on a residence with a

taxable value equal to 200% of the average assessed value of single-family residential property in the qualifying taxpayer's county of residence.

A qualifying taxpayer would apply for the credit by submitting an application to the Department of Revenue. If the department determines that the qualifying taxpayer qualifies for the tax credit, the department would approve the application and certify the amount of the approved credit to the taxpayer. A qualifying taxpayer would claim any tax credit under the Act by attaching the tax credit certification received from the DOR to the qualifying taxpayer's income tax return.

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<b>LB 484</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Quick	Revenue	Redefine agricultural land and horticultural land for property tax assessment

For purposes of property tax assessment, LB 484 would classify land used for commercial purposes that are not agricultural or horticultural purposes, such as land used for a solar farm or wind farm, as agricultural land and horticultural land.

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<b>LB 564</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Brandt	Revenue	Change provisions relating to fund transfers to the School District Property Tax Relief Credit Fund and the amount of tax relief granted under the School District Property Tax Relief Act

LB 564 amends part of the law created at the 2024 Special Session (LB 34) relating to the creation of the School District Property Tax Relief Credit Fund.

The law requires the State Treasurer to transfer \$750 million from the General Fund to the School District Property Tax Relief Credit Fund in fiscal year 2024-25, which was done. The law provided intent to transfer additional sums beginning in fiscal year 2025-26.

LB 564 eliminates the existing intent to transfer additional sums to the Fund from fiscal year 2025-26 through 2029-30 (sums ranging between \$700 to \$900 million per year).

The bill creates a new system to calculate the amount transferred from one year to the next. Beginning for fiscal year 2025-26, the amount to be transferred to the Fund would be the previous year's amount plus \$150 million. The amount for 2025-26, therefore, would be \$900 million, and the amount for 2026-27 would be \$1.05 billion.

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<b>LB 683</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Raybould	Revenue	Change provisions relating to duties of county assessors regarding notification of real property assessments and eliminate and change provisions of the Property Tax Request Act

LB 683 represents an attempt to better inform property owners of their legal rights as it relates to property assessments. It also amends the Property Tax Request Act.

The bill requires county assessors to create a notice to be delivered to property owners. The notice must identify the item of real property and display a column for the prior tax year and the current tax year.

Under the column for the prior tax year, the notice must display the valuation of the parcel in the prior year and the amount each political subdivision levied against such parcel in the prior year.

Under the column for the current tax year, the notice must display the valuation of the parcel in the current year and the time and place when each political subdivision levying a tax against the parcel is convening the budget hearing of each political subdivision.

The notice must state the following, in a font size larger than any other font appearing on the notice:

**KNOW YOUR RIGHTS:** If you believe the valuation of the parcel described in this notice to be in error, you may file a protest of this valuation with the county clerk on or before June 30, and your protest shall be heard and decided by the county board of equalization. If you are concerned about the effect your valuation may have on how much tax will be levied against your parcel, you are encouraged to attend any and all of the budget hearings for the above-listed political subdivisions. Please be advised that the same levy rate from the prior year applied to an increased valuation in the current year will result in a higher levy of taxes; a levy rate higher than the prior year applied to the same valuation in the current year will also result in a higher levy of taxes.

The notice must also state, the date of convening of the county board of equalization and the dates for filing a protest.

The notice must also state the following:

The time and place of the budget hearings have been reported to the county assessor by each political subdivision. Such time and place can change based on unforeseen circumstances. You are encouraged to verify with each political subdivision that the time and place of the budget hearings has not changed.

LB 683 also provides that, by May 15th, each political subdivision levying a tax against property must inform the county assessor of every county in which the political subdivision has the authority to levy a tax against property of the time and place the political subdivision's budget hearing will convene.

### Property Tax Request Act

Currently, the Property Tax Request Act provides that if any county, city, school district, or community college seeks to increase its property tax request by more than the allowable growth percentage, the political subdivision must comply with the requirements of section 77-1633 (joint public hearing).

LB 683 eliminates this requirement.

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<b>LR 12CA</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Kauth	Revenue	Constitutional amendment to impose a limit on ad valorem taxes for real property, provide a new method of valuing real property for tax purposes, provide certain exceptions, and eliminate conflicting constitutional provisions

LR 12CA is essentially the same measure Senator Kauth introduced during the 2024 Special Session (LR 6CA), which did not advance from committee.

LR 12CA amends the Nebraska Constitution (Article VIII) as follows:

*Maximum Tax Limit:* Beginning January 1, 2027, the maximum amount of any ad valorem tax on real property may not exceed 1.5% of the “full cash value” of such property. The tax would be collected by the counties and apportioned as prescribed by the Legislature to the political subdivisions within the counties.

*Exceptions:* The limitation would not apply to ad valorem taxes or special assessments to pay the interest and redemption charges on any of the following:

- (a) Bonded indebtedness approved by the voters prior to January 1, 2027;
- (b) Bonded indebtedness for the acquisition or improvement of real property approved on or after January 1, 2027, by two-thirds of the votes cast by the voters voting on the proposition; or
- (c) Bonded indebtedness incurred by a school district or community college area for the construction, reconstruction, rehabilitation, or replacement of school or community college facilities, including the furnishing and equipping of such facilities, or the acquisition or lease of real property for such facilities, approved on or after January 1, 2027, by 55% of the votes cast. This would apply only if the proposition approved by the voters and resulting in the bonded indebtedness includes all of the following accountability requirements:
  - (i) A requirement that the proceeds from the sale of the bonds be used only for the purposes specified above;
  - (ii) A list of the specific school or community college facility projects to be funded and a requirement that the school board or community college board of governors conduct an annual independent performance audit to ensure that the funds have been expended only on the specific projects listed; and
  - (iii) A requirement that the school board or community college board of governors conduct an annual independent financial audit of the proceeds from the sale of the bonds until all of those proceeds have been expended for the applicable school or community college facility project.

*Full Cash Value:* Full cash value means the county assessor’s valuation of real property for 2027 or, thereafter, the appraised value of real property when purchased, when newly constructed, or when a change in ownership has occurred after the 2025 assessment.

Full cash value must be adjusted from year to year by the inflationary rate, not to exceed 2% for any given year, or the deflationary rate, if applicable, as shown in the CPI or comparable data for the area subject to taxation, and may also be reduced to reflect substantial damage, destruction, or other factors causing a decline in value.

*Transfer Full Cash Value:* Subject to applicable procedures and definitions as provided by statute, an individual who is (i) over 55 years of age, (ii) severely disabled, or (iii) a victim of a natural disaster may transfer the full cash value of the individual’s primary residence to a replacement primary residence located in this state so long as the replacement primary residence:

- (a) Is similar in size, utility, and function to the original primary residence;
- (b) Has a fair market value that is comparable to the fair market value of the original primary residence; and
- (c) Is purchased or newly constructed by the individual within two years after the sale of the original primary residence.

*Terms:*

“Newly constructed” does not include the construction, installation, removal, or modification of any portion or structural component of an existing building or structure if the construction, installation, removal, or modification is for the purpose of making the building more accessible to, or more usable by, a disabled person.

“Change in ownership” does not include the acquisition of real property as a replacement for comparable property if the person acquiring the real property has been displaced from the property by eminent domain proceedings, by acquisition by a public entity, or by governmental action that has resulted in a judgment of inverse condemnation. The real property acquired must be deemed comparable to the property replaced if it is similar in size, utility, and function.

“Purchased” and “change in ownership” do not include the purchase or transfer of real property between spouses since January 1, 2027, including, but not limited to, all of the following:

- (a) Transfers to a trustee for the beneficial use of a spouse, or the surviving spouse of a deceased transferor, or by a trustee of such a trust to the spouse of the trustor;
- (b) Transfers to a spouse that take effect upon the death of a spouse;
- (c) Transfers to a spouse or former spouse in connection with a property settlement agreement or decree of dissolution of a marriage or legal separation;
- (d) The creation, transfer, or termination, solely between spouses, of any co-owner’s interest;  
or

- (e) The distribution of a legal entity’s property to a spouse or former spouse in exchange for the interest of the spouse in the legal entity in connection with a property settlement agreement or a decree of dissolution of a marriage or legal separation.

“Purchased” and “change in ownership” do not include the purchase or transfer of the principal residence of the transferor in the case of a purchase or transfer between parents and their children, as defined by the Legislature, and the purchase or transfer of the first \$1 million of the full cash value of all other real property between parents and their children, as defined by the Legislature. This applies to both voluntary transfers and transfers resulting from a court order or judicial decree.

The exclusion established above also applies to a purchase or transfer of real property between grandparents and their grandchildren, as defined by the Legislature, if the purchase or transfer otherwise qualifies and if all of the parents of the grandchildren, who qualify as children of the grandparents, are deceased as of the date of the purchase or transfer.

*Qualified Contaminated Property:* The full cash value of “qualified contaminated property” may be transferred to a replacement property that is acquired or newly constructed as a replacement for the qualified contaminated property if the replacement real property has a fair market value that is comparable to the fair market value of the qualified contaminated property if that property were not contaminated. This applies only to replacement property that is acquired or newly constructed within five years after ownership in the qualified contaminated property is sold or otherwise transferred.

If the remediation of the environmental problems on qualified contaminated property requires the destruction of, or results in substantial damage to, a structure located on that property, the term “new construction” does not include the repair of a substantially damaged structure, or the construction of a structure replacing a destroyed structure on the qualified contaminated property, that is performed after the remediation of the environmental problems on that property, provided that the repaired or replacement structure is similar in size, utility, and function to the original structure.

“Qualified contaminated property” means residential or nonresidential real property that:

- (i) In the case of residential real property, is rendered uninhabitable, and in the case of nonresidential real property, is rendered unusable, as the result of either environmental problems, in the nature of and including, but not limited to, the presence of toxic or hazardous materials, or the remediation of those environmental problems, except where the existence of the environmental problems was known to the owner, or to a related individual or entity as described below, at the time the real property was acquired or constructed. For purposes of this subdivision, residential real property is uninhabitable if that property, as a result of health hazards caused by or associated with the environmental problems, is unfit for human habitation, and nonresidential real property is unusable if that property, as a result of health hazards caused by or associated with the environmental problems, is unhealthy and unsuitable for occupancy;
- (ii) Is located on a site that has been designated as a toxic or environmental hazard or as an environmental cleanup site by an agency of the State of Nebraska or the federal government;

- (iii) Has not been rendered uninhabitable or unusable, as described in (i), by any act or omission in which an owner of that real property participated or acquiesced.

It shall be rebuttably presumed that an owner of the real property participated or acquiesced in an act or omission that rendered the real property uninhabitable or unusable, as applicable, if that owner is related to any individual or entity that committed that act or omission in any of the following ways:

- (i) Is a spouse, parent, child, grandparent, grandchild, or sibling of that individual;
- (ii) Is a corporate parent, subsidiary, or affiliate of that entity;
- (iii) Is an owner of, or has control of, that entity; or
- (iv) Is owned or controlled by that entity.

If the presumption, noted above, is not overcome, the owner will not receive the relief provided for, as provided above. The presumption may be overcome by presentation of satisfactory evidence to the county assessor.

## Retirement

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<b>LB 295</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Retirement	Retirement	Change provisions relating to the County Employees Retirement Act, the Judges Retirement Act, the Nebraska State Patrol Retirement Act, the School Employees Retirement Act, the State Employees Retirement Act, the Spousal Pension Rights Act, and the Public Employees Retirement Board

LB 295 makes technical and substantive changes to all five state-sponsored retirement plans (School Employees, Judges, State Patrol, State Employees, and County), but it also has provisions related to the Class V (OPS) Plan.

As it relates to the School Employees Plan, the following changes are proposed.

### Definition of Compensation

Currently, “compensation” is defined as gross wages or salaries payable to the member for personal services performed during the plan year and includes:

- (i) overtime pay,
- (ii) member retirement contributions,
- (iii) retroactive salary payments paid pursuant to court order, arbitration, or litigation and grievance settlements, and
- (iv) amounts contributed by the member to plans under sections 125, 403(b), and 457 of the IRS Code or any other section of the code which defers or excludes such amounts from income.

LB 295 would add a fifth item, which is leave of absence pay.

### Regular Employee

The current definition of “regular employee” is an employee hired by a public school or under contract in a regular full-time or part-time position who works a full-time or part-time schedule on an ongoing basis for 20 or more hours per week. An employee hired to provide service for less than 20 hours per week but who provides service for an average of 20 or more per week in each calendar month of any three calendar months of a plan year must, beginning with the next full payroll period, commence contributions and would be deemed a regular employee for all future employment with the same employer.

LB 295 specifies that the 24-hour-per-week threshold would be calculated by dividing the total number of hours of service provided for the same employer in a calendar month by the total number of calendar days in the month and multiplying such number by seven.

### Repayment of Benefit

Currently, if the Public Employees Retirement Board (PERB) determines that termination of employment has not occurred and a retirement benefit has been paid to a member of the Plan, the member must repay the benefit to the retirement system.

LB 295 stipulates that the PERB may determine that all or any portion of such benefit was the result of an inadvertent overpayment. (What is not stipulated in this proposed change is whether the member must still repay the inadvertent overpayment.)

### Lawfully Present Employees

Currently, no school employee would be authorized to participate in the Plan unless the employee is a U.S. citizen or is lawfully present in the U.S.

The law requires the employing public school and the school employee to maintain at least one of the documents listed below, which must be unexpired. LB 295 provides that the document is still valid if it has an expiration date that has been extended by the U.S. Department of Homeland Security or the U.S. Citizenship and Immigration Services.

Currently, the permitted documents include:

- (a) A state-issued driver’s license;
- (b) A state-issued identification card;
- (c) A certified copy of a birth certificate or delayed birth certificate issued in any state, territory, or possession of the U.S.;
- (d) A Consular Report of Birth Abroad issued by the U.S. Department of State;
- (e) A U.S. passport;
- (f) A foreign passport with a U.S. visa;
- (g) A U.S. Certificate of Naturalization;
- (h) A U.S. Certificate of Citizenship;
- (i) A tribal certificate of Native American blood or similar document;

- (j) A U.S. Citizenship and Immigration Services Employment Authorization Document, Form I-766;
- (k) A U.S. Citizenship and Immigration Services Permanent Resident Card, Form I-551; or
- (l) Any other document issued by the U.S. Department of Homeland Security or the U.S. Citizenship and Immigration Services granting employment authorization in the U.S. and approved by the retirement board.

LB 295 would add an additional permitted document type: A state-issued motor vehicle learner’s permit.

<b>LB 420</b>	<i>Sponsor</i> Retirement Committee	<i>Committee</i> Retirement	<i>Subject</i> Change provisions relating to the Public Employees Retirement Board
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The Public Employees Retirement Board (PERB) is comprised of nine appointed members and the state investment officer as a nonvoting, ex officio member.

Seven of the appointed members must be active or retired participants in the retirement systems administered by the board.

Two of the appointed members (i) may not be employees of the State of Nebraska or any of its political subdivisions, and (ii) must have at least 10 years of experience in the management of a public or private organization or have at least 5 years of experience in the field of actuarial analysis or the administration of an employee benefit plan.

LB 420 provides that the two appointed members noted above must have at least 10 years of experience in the field of actuarial analysis or the administration of an employee benefit plan.

<b>LB 645</b>	<i>Sponsor</i> Ballard	<i>Committee</i> Retirement	<i>Subject</i> Change provisions relating to the School Retirement Fund
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In 2013, the Legislature took action to override a gubernatorial veto of LB 553, which, in part, increased the state's contribution to the School Employees Retirement Plan to 2% per school employee.

In 2024, the Public Employees Retirement Board (PERB) heard from the state actuary that the School Plan was doing exceedingly well with a funding ratio of 99%.

LB 645 was introduced in part to save the state money and to provide a new state contribution calculation for the School Plan.

Beginning on July 1, 2025, the state contribution to the School Plan would be determined as follows:

- (a) If the actuarially funded ratio is less than 92%, an amount equal to 2% of the compensation of all members of the retirement system;
- (b) If the actuarially funded ratio is 92% or greater and less than 94%, an amount equal to 1.6% of the compensation of all members of the retirement system;
- (c) If the actuarially funded ratio is 94% or greater and less than 96%, an amount equal to 1.2% of the compensation of all members of the retirement system;
- (d) If the actuarially funded ratio is 96% or greater and less than 98%, an amount equal to .8% of the compensation of all members of the retirement system;
- (e) If the actuarially funded ratio is 98% or greater and less than 100%, an amount equal to .4% of the compensation of all members of the retirement system; and
- (f) If the actuarially funded ratio is 100% or greater, the state would not be required to provide a state contribution.

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<b>LB 689</b>	<i>Sponsor</i> Lonowski	<i>Committee</i> Retirement	<i>Subject</i> Redefine terms under the School Employees Retirement Act and the Class V School Employees Retirement Act
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LB 689 is applicable to both the School Employees and Class V (OPS) Retirement Plans.

*Analysis from Mr. Jake Curtiss, Director of Employee Relations, Millard Public Schools.*

LB 689 would modify the termination statutes under the school retirement plans and no longer limit intermittent work (subbing) to only 8 days a calendar month during the 180-day period following a separation/termination or distribution from the plan.

The 8-day limit was a number that was jointly agreed to between NSEA, NCSA, and NPERS leadership as a defensible amount of work which would not jeopardize the retirement benefit being paid by NPERS and still afford school districts with the ability to have recent retirees substitute teach on a limited basis.

This change to allow unlimited subbing is problematic from the viewpoint of the IRS and establishing a bone fide separation. If this change is enacted and the IRS audits the plan and determines this is no longer a qualified retirement plan, there would be major financial ramifications to the plan and distributions.

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<b>LB 713</b>	<i>Sponsor</i> Ballard	<i>Committee</i> Retirement	<i>Subject</i> Change provisions of the School Employees Retirement Act
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LB 713 is a shell bill for the Retirement Committee to use as a vehicle as it deems necessary.

## Sales Tax

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<b>LB 169</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Brandt	Revenue	Eliminate certain sales and use tax exemptions and impose sales and use tax on certain services

LB 169 eliminates sales tax exemptions for:

- Chartered flights;
- Cleaning of clothing,
- Dating services;
- Hair care and hair removal services, except for the cutting of hair;
- Interior design and decorating services;
- Lobbying services;
- Local passenger transportation by chartered road vehicles, including limousines and similar luxury vehicles;
- Marketing and telemarketing services;
- Massage services;
- Nail care services;
- Personal instruction services for dance, golf, or tennis;
- Sightseeing services by ground vehicles;
- Skin care services;
- Swimming pool cleaning and maintenance services;
- Tattoo and body modification services;
- Telefloral delivery services, defined as amounts received by florists in this state who make deliveries in this state under instructions received from florists in other states;
- Travel agency services; and
- Weight loss services.

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<b>LB 170</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Brandt	Revenue	Eliminate the sales tax exemptions for candy and soft drinks

LB 170 would eliminate the sales tax exemption (and thereby increase state revenue) for candy and soft drinks.

Under the bill, “candy” is defined as a preparation of sugar, honey, or other natural or artificial sweeteners in combination with chocolate, fruits, nuts, or other ingredients or flavorings in the form of bars, drops, or pieces. Candy does not include any preparation that contains flour or that requires refrigeration.

“Soft drinks” is defined as nonalcoholic beverages that contain natural or artificial sweeteners. Soft drinks do not include beverages that contain milk or milk products, soy, rice, or similar milk substitutes or that contain greater than 50% vegetable or fruit juice by volume.

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<b>LB 479</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Moser	Revenue	Change the distribution of sales and use tax revenue

One of the most memorable legislative battles in 2011 was LB 84 (introduced by State Senator Fischer), which passed by a 33-10 vote and established a dedicated quarter cent sales tax revenue for road construction. The measure was controversial among lawmakers in 2011, but it established a priority for improving Nebraska’s roads and highways.

Under LB 479, beginning on October 1, 2025, this dedicated portion of the state sales tax would be increased to one half cent. As currently provided, the proceeds would continue to be divided between the Highway Trust Fund and the Highway Allocation Fund.

An increase in a dedicated portion of the same sales tax rate necessarily means a reduction in sales tax revenue for other purposes.

<b>LB 648</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Revenue Com	Revenue	Change the sales and use tax rate

LB 648 is a vehicle to change the state sales tax rate, which is currently set at 5.5%. The bill does not specify a new tax rate.

## Scholarship Plans

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<b>LB 391</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Murman	Revenue	Adopt the Give to Enable Scholarship Act and provide for certain income tax adjustments

LB 391 creates the Give to Enable Scholarship Act and also creates the Give to Enable Scholarship Fund.

The Fund would be administered by the State Treasurer. The State Treasurer would accept contributions from any private individual or private entity and credit the contributions received to the Give to Enable Scholarship Fund for the purpose of providing an ongoing source of funding for the program. No General Funds would be transferred to the Fund.

The bill creates the Give to Enable Scholarship Program, which begins on January 1, 2026, and administered by the State Treasurer.

The purpose of the program would be to promote access to accounts by establishing accounts using distributions from the Give to Enable Scholarship Fund. The accounts may then be used to pay the qualified disability expenses of qualified individuals.

Beginning January 1, 2026, any qualified individual would be eligible to participate in the Give to Enable Scholarship program. In order to participate in the program, a qualified individual must

submit an application for an account to the State Treasurer. The State Treasurer would accept applications from January 1 to June 1 of each year beginning in 2026.

The State Treasurer may approve as many applications as funding for the program allows for each calendar year. Accounts would be established by April 1st of the year following the year the application is approved and would be funded with no less than the minimum amount required to open an account or such greater amount as determined by the State Treasurer in his/her sole discretion.

“Qualified individual” is defined as an individual with a disability who does not have an account at the time he/she is approved to become a participant in the program.

LB 391 provides an income tax exemption for contributions to the Give to Enable Scholarship Fund.

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<b>LB 509</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Sorrentino	Revenue	Adopt the Opportunity Scholarships Act and provide for income tax credits

LB 509 is very similar to LB 753 (2023), which was the subject of a referendum to repeal but was replaced by LB 1402, which was also the subject of a successful referendum to repeal.

LB 509 creates the Opportunity Scholarships Act. Under the Act, individual and corporate taxpayers would qualify for a non-refundable tax credit equal to the amount the taxpayer contributed to a scholarship-granting organization.

Scholarship-granting organizations would then funnel the contributions to qualified students attending a private school.

No taxpayer may receive tax credits in an amount exceeding 50% of their state income tax liability. Each nonprofit, scholarship-granting organization certified by the Nebraska Department of Revenue must provide education scholarships to assist eligible students to attend a qualified, nonprofit, private elementary or secondary school.

The annual limit on the total amount of tax credits for calendar years 2025, 2026, and 2027 would be \$25 million. The annual limit on the total amount of tax credits for calendar year 2028 and each year thereafter would be calculated by taking the annual limit from the prior calendar year and then multiplying the amount by:

- (a) 125% if the intended tax credit amounts in the prior calendar year exceeded 90% of the annual limit applicable to that calendar year or
- (b) 100% if the intended tax credit amounts in the prior calendar year did not exceed 90% of the annual limit applicable to that calendar year.

The annual limit may be increased until it reaches \$100 million.

<b>LB 557</b>	<i>Sponsor</i> Armendariz	<i>Committee</i> Education	<i>Subject</i> Change provisions relating to the enrollment option program and provide funding to students denied option enrollment
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LB 557 eliminates much of the existing enrollment option process and procedures. The bill provides that a student may apply for option enrollment at any time prior to graduation.

The bill amends current law (§ 79-238) that requires a school board of the option school district to adopt by resolution specific capacity standards for acceptance and rejection of applications.

Under LB 557, the standards may only include a random selection process and the interest of the student and parent or legal guardian. The standards may not include:

- (a) previous academic achievement,
- (b) athletic or other extracurricular ability,
- (c) disabilities,
- (d) proficiency in the English language,
- (e) residential address,
- (f) any capacity measurement of the school district,
- (g) any measure that discriminates based on race, ethnicity, socioeconomic status, or any protected class, or
- (h) certain previous disciplinary proceedings.

If an application for enrollment as an option student is rejected by the option school district, the school district must provide written notification to the parent or guardian stating (a) the specific reasons for the rejection, (b) the process for appealing the rejection to the State Board of Education, and (c) the process for requesting an *educational support payment* for the student.

#### Educational Support Payment

LB 557 provides that a parent or legal guardian of a student whose option enrollment application is rejected by the school district would be eligible to receive \$2,500 to support the student's education during the applicable school year in which the option enrollment application was denied.

The parent or guardian may apply to NDE to receive the educational support payment. Upon evidence of the rejected application, NDE must provide the payment to the parent or legal guardian of the student. The payment must be used at the parent's or legal guardian's discretion for the educational support of the student. The payment would not be considered taxable income.

*Note:* No funding source is mentioned for the payments.

#### Focus Programs, Focus Schools, or Magnet Schools

Under current law (§ 79-769), any one or more member school districts of a learning community may establish one or more focus programs, focus schools, or magnet schools.

The definitions of focus programs, focus schools, or magnet schools include language for student socioeconomic diversity.

LB 557 defines "student who contributes to the socioeconomic diversity of enrollment" to mean:

- (i) a student who does not qualify for free or reduced-price lunches when, based upon the certification, the school building the student will attend either has more students qualifying for free or reduced-price lunches than the average percentage of the students in all school buildings in the learning community or provides free meals to all students under the community eligibility provision OR
- (ii) a student who qualifies for free or reduced-price lunches based on information collected from parents and guardians when, based upon the certification, the school building the student will attend has fewer students qualifying for free or reduced-price lunches than the average percentage of such students in all school buildings in the learning community and does not provide free meals to all students pursuant to the community eligibility provision.

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<b>LB 624</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Dover	Appropriations	Appropriate funds to the State Treasurer for education scholarships

LB 624 appropriates funds to the State Treasurer in order to contract with an unspecified entity to provide education scholarships to low-income and at-risk elementary and secondary students to increase their access to educational choice and opportunities at approved or accredited private schools.

The bill provides intent to appropriate \$10 million from the General Fund annually to the State Treasurer for this purpose beginning with fiscal year 2025-26.

The appropriation shall only be used for such purpose.

LB 624 provides no guidelines to the State Treasurer on the program to provide these scholarships.

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<b>LB 633</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hansen	Education	Change provisions relating to applications rejected under the enrollment option program and create the Nebraska Option Enrollment Tuition Account Program

LB 633 is a form of a voucher bill.

Under current provisions of the enrollment option program, a rejecting school district must provide written notification to the parent or guardian stating:

- (a) the specific reasons for the rejection including, for students with an IEP or with a diagnosed disability, a description of services and accommodations required that the school district does not have the capacity to provide, and
- (b) the process for appealing such rejection to the State Board of Education.

LB 633 would add a third component of the written notice to include the process for declining to appeal and requesting a "scholarship account."

If the parent or guardian chooses not to appeal but instead to request an option enrollment tuition account, the parent or guardian must send a request and copy of the rejection notice to the State Board of Education within 30 days after the date when notification of the rejection was received. Upon receipt of the request and copy of the rejection notice, the board is required to issue an option enrollment tuition account to the parent or guardian.

LB 633 creates the Nebraska Option Enrollment Tuition Account Program under the authority of the State Board of Education.

The State Board is required to establish and cause funds to be credited to a scholarship account within 15 calendar days upon receiving a notice of a decline to appeal and a request for a scholarship account, accompanied by a copy of the rejection notice.

The State Board must credit to a scholarship account for:

- (a) An eligible student, an amount of funds equal to the adjusted average per pupil cost of the preceding year; and
- (b) an eligible student who has a disability, an additional amount of funds equal to the reimbursement rate of the eligible student's resident school district.

Signed Agreement: The State Board must provide the parent of an eligible student access to funds deposited into a scholarship account, upon a signed agreement, to:

- (a) Not enroll the eligible student as a full-time student in a public school district;
- (b) use the funds in a scholarship account only for "qualified education expenses" and provide verification upon request by the State Board; and
- (c) comply with all other rules and requirements of the program.

The bill defines "qualified education expense" as the cost to educate an eligible student attending a private school that fulfills applicable accreditation and approval requirements established by the State Board.

A parent of an eligible student would lose access to funds in a scholarship account if:

- (a) The student reenrolls in a public school district;
- (b) the student moves out of state;
- (c) the student graduates from high school or earns a diploma of high school equivalency; or

(d) the parent or legal guardian of the eligible student fails to comply with the signed agreement.

Note: No funding source is provided in the bill. However, the bill grants authority to the State Board to use up to 5% of scholarship account funds for purposes of administering the program or may use such funds to contract with a third party to assist in carrying out the program.

## School Budget and Finance

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<b>LB 123</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Sanders	Government	Change provisions relating to withholding money due to noncompliance with budget limits and annual audits for certain political subdivisions

LB 123 relates to noncompliance with budget limitations and duties of the Auditor of Public Accounts and State Treasurer.

Under LB 123, political subdivisions that are noncompliant would “continue to forfeit state aid until the governmental unit reaches compliance...” All state aid that is forfeited would remain forfeited and be redistributed in the noncompliant governmental unit’s county or, if there is no eligible recipient, be returned to the Highway Allocation Fund. If the governmental unit remains noncompliant within 12 months after the original delinquency order is given, that governmental unit would be ineligible for future distributions of state aid.

Upon becoming compliant, the governmental unit would be eligible for future distributions of state aid.

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<b>LB 161</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Juarez	Education	Redefine formula students under the Tax Equity and Educational Opportunities Support Act

Under the current provisions of TEEOSA, the final calculation of state aid uses the sum of average daily membership (ADM) plus 60% of the qualified early childhood education average daily membership.

LB 161 would enhance the calculation by using 100% of the qualified early childhood education average daily membership.

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<b>LB 249</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Sanders	Education	Provide for military impact funding and change provisions relating to local formula resources under the Tax Equity and Educational Opportunities Support Act

LB 249 amends TEEOSA and provides that, beginning for school fiscal year 2025-26, NDE must determine the military impact funding to be paid to each school district in accordance with this bill. The measure was introduced due to the decrease in federal impact aid to some school districts.

Under the bill, a district would receive military impact funding if the district received a basic support payment of federal impact aid under section 7003 of the federal Elementary and Secondary Education Act of 1965 in the school fiscal year immediately preceding the school fiscal year for which the aid is to be calculated and the district provides free public education to federally connected children whose parents are on active duty in the uniformed services.

The amount of military impact funding provided to a district would be calculated by:

- (A) subtracting the per-pupil federal impact aid from the per-pupil general fund tax levy and
- (B) multiplying the amount calculated in (A) by the number of federally connected children whose parents are on active duty in the uniformed services actually enrolled in the district as of the day of the fall membership count.

LB 249 provides that a district’s military impact funding would be zero if the amount in (A) produces a negative result.

“Per-pupil federal impact aid amount” means the amount calculated by dividing:

- (i) the amount the district received as a basic support payment of federal impact aid under section 7003 of the federal Elementary and Secondary Education Act of 1965 in the school fiscal year immediately preceding the school fiscal year for which the aid is to be calculated BY
- (ii) the number of federally connected children whose parents are on active duty in the uniformed services actually enrolled in the district as of the day of the fall membership count.

“Per-pupil general fund tax levy” means the amount calculated by dividing:

- (i) the total local property tax levy receipts of such district from the preceding school fiscal year BY
- (ii) the fall membership of the district, without the inclusion of federally connected children whose parents are on active duty in the uniformed services and who otherwise are included in the calculation of the fall membership.

For state aid calculated beginning in school fiscal year 2025-26, local system formula resources would include military impact funding.

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<b>LB 303</b>	<i>Sponsor</i> Hughes	<i>Committee</i> Education	<i>Subject</i> Change provisions relating to foundation aid and certain certification dates and provide for base levy adjustments under TEEOSA and create the School Finance Reform Commission
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LB 303 incorporates three major components relating to school finance and was introduced by Senator Hughes at the request of the Governor. The bill was the subject of discussion through the Governor’s office and included representatives of the school community beginning in 2024.

### Maximum Levy

The current maximum levy of \$1.05 would end with the 2024-25 fiscal year. Beginning with fiscal year 2025-26, the maximum school district levy would be \$1.02. This would produce a Local Effort Rate (LER) of 97 cents.

### Changes in TEEOSA

#### *Foundation Aid*

Beginning with school fiscal year 2025-26, the foundation aid to be paid to each school district would be calculated as follows:

- (i) The amount of \$1,590 multiplied by
- (ii) the number of formula students for the school district.

The current amount is \$1,500.

#### *Base Levy Adjustment*

LB 303 creates a new section of TEEOSA. Beginning in school fiscal year 2025-26, NDE must calculate a “base levy adjustment” for each school district to adjust the calculated state aid amount for the ensuing school fiscal year prior to certification.

The “base levy” would be equal to 30 cents per one hundred dollars of taxable valuation.

The “potential general fund levy” for the ensuing school fiscal year would equal the general fund levy for the school fiscal year immediately preceding the school fiscal year for which aid is being calculated, plus the potential general fund levy change calculated below.

The “potential general fund levy change” would equal the difference between the amount of state aid for the school fiscal year immediately preceding the school fiscal year for which aid is being calculated and the state aid calculated for the ensuing school fiscal year divided by the adjusted valuation and multiplied by 100.

If the potential general fund levy for the ensuing school fiscal year is less than the base levy, the difference between such amounts would be multiplied by the adjusted valuation and divided by 100.

The amount would then be subtracted from the state aid calculated for the ensuing school fiscal year to determine the adjusted amount of state aid to be distributed to the school district in the ensuing school fiscal year.

### School Finance Reform Commission

LB 303 creates the School Finance Reform Commission. The purpose of the commission is to study and provide advisory recommendations relating to school funding in Nebraska.

The commission shall:

- (a) Evaluate the current formula under the Tax Equity and Educational Opportunities Support Act for funding education and make recommendations for adjustments or changes that may be necessary to help prevent the increase of local property taxes;
- (b) Regularly review the resources side of the formula;
- (c) Regularly review the needs side of the formula; and
- (d) Analyze options for how to minimize the negative impact on schools during times when the state may be unable to fully fund the formula.

By December 1 of each year, the commission must prepare and electronically deliver to the Clerk of the Legislature an annual report with the observations and recommendations.

The commission would consist of 11 voting members and four consulting members for a total of 15 members. The 11 voting members would be:

- (a) Two members appointed to serve at the pleasure of the Governor;
- (b) The Chairperson of the Education Committee of the Legislature;
- (c) The Chairperson of the Revenue Committee of the Legislature;
- (d) The Chairperson of the Appropriations Committee of the Legislature;
- (e) A superintendent of a Class I school district appointed by the Governor;
- (f) A superintendent of a Class II school district appointed by the Governor;
- (g) Two superintendents of a Class III school district appointed by the Governor;
- (h) A superintendent of a Class IV school district appointed by the Governor; and
- (i) A superintendent of a Class V school district appointed by the Governor.

The four nonvoting, consulting members would be:

- (a) The Commissioner of Education or designee;
- (b) The finance officer of NDE or designee;
- (c) The Legislative Fiscal Analyst or designee; and
- (d) The budget administrator of the budget division of the Department of Administrative Services or designee.

The members of the commission would serve for a term of two years or until their successor is appointed and qualified. If at any point a member no longer meets the qualification for the

member's position on the commission, the member must vacate membership on the commission. Any vacancy in the commission would be filled in the same manner or qualification as the original appointment.

The commission must annually elect a chairperson from among its members. The commission would meet at the call of the chairperson or at the request of any five members and may meet as often as necessary to carry out its duties, but at least once per year.

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<b>LB 498</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Murman	Education	Change provisions relating to foundation aid and certification dates under TEEOSA

The current amount of foundation aid to be paid to each school district equals (i) \$1,500 multiplied by (ii) the number of formula students for the school district.

Under LB 498, beginning in fiscal year 2025-26, the foundation aid to be paid to each school district would equal:

- (i) the amount of foundation aid paid per formula student in the immediately preceding school fiscal year, increased by the percentage increase in the CPI for the previous calendar year, multiplied by
- (ii) the number of formula students for the school district.

The emergency clause is attached.

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<b>LB 500</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	DeBoer	Education	Create the School Financing Review Commission

LB 500 is similar to, but not identical, to a bill that Senator DeBoer offered in 2021 (LB 132), which advanced to Select File but did not pass.

LB 500 creates the School Financing Review Commission. The commission would consist of 21 members, including (note that Class I and II districts would not have representation):

- (a) The Commissioner of Education or designee;
- (b) One representative of the Governor appointed by the Governor;
- (c) Three members of the Legislature, who shall be nonvoting members of the commission, one from each congressional district with no more than two from the same political party and with one being a member of the Education Committee and one being a member of the Revenue Committee;
- (d) The Property Tax Administrator or designee;
- (e) One representative of postsecondary education with expertise in school finance;

- (f) One member of the ESUCC;
- (g) One school board member and one school administrator, each representing a Class III school district with not more than 1,200 students;
- (h) One school board member and one school administrator, each representing a Class III school district with more than 1,200 students but not more than 10,000 students;
- (i) One representative of a Class IV school district and one representative of a Class V school district. One member appointed must be a school board member of the school district being represented, and the other member appointed must be a school administrator in the other school district being represented;
- (j) One member who is teaching as a certificated teacher in a public school; and
- (k) Six members from the state at large, two from each congressional district, who reside in school districts of varied sizes and with varying percentages of limited English proficiency students and poverty students. At least one of the members appointed must have experience in business, and at least one must have experience in farming.

The members described in (e) through (k) would be appointed by the Governor within 30 days after the bill becomes law to serve through December 31, 2034, and any vacancy would be filled by the Governor for the remainder of the vacated term.

The Commissioner of Education or designee would be the chairperson of the commission, and the commission would elect a vice-chairperson from among its members.

The staff of NDE may assist as needed and requested by the chairperson of the commission in accordance with guidelines developed by the commission.

The commission must conduct an in-depth review of the financing of the public elementary and secondary schools. As a part of such in-depth review, the commission must:

- (a) Examine methods of financing public elementary and secondary schools, including methods used in other states, which would provide equitable educational opportunities across the state and offer alternatives to a heavy reliance on property tax;
- (b) Examine the option of using a measure of income as a component in the financing of public elementary and secondary schools;
- (c) Examine the option of using sales tax as a component in the financing of public elementary and secondary schools, including an examination of the experience of any other states with such option;
- (d) Examine financing issues as they relate to the quality and performance of public elementary and secondary schools;
- (e) Examine options for funding public prekindergarten services;
- (f) Examine options for funding college-readiness and career readiness programs, including, but not limited to, programs of excellence, dual-enrollment courses, and career academies;

- (g) Examine the costs and resources necessary to meet the diverse and growing needs of students across the state, including the needs of poverty students and limited English proficiency students;
- (h) Examine methods used by other states to fund public elementary and secondary school infrastructure needs;
- (i) Examine other issues related to public elementary and secondary school finance as necessary and as determined by the chairperson; and
- (j) Prepare a preliminary report and present it to the Legislative Council in November 2025. A final report with recommendations on maintaining adequate and equitable funding for public schools in light of information gathered through the review would be presented to the Governor, to the State Board of Education, and to the Legislature by December 1, 2025.

After submission of its final report and to assure that every Nebraskan is educated for success, the School Financing Review Commission must:

- (a) Review the mission of providing Nebraskans the opportunity to acquire the necessary skills and knowledge to be productive individuals;
- (b) Review, make recommendations on, and report on progress toward achieving any goals established by the Legislature and NDE related to the mission. The commission may solicit comments, concerns, and case studies from schools of all sizes in Nebraska and develop best practices for implementing and achieving such goals; and
- (c) Review the implementation of the TEEOSA and the implementation of any recommendations contained in the reports.

The emergency clause is attached.

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<b>LB 575</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hallstrom	Revenue	Change provisions relating to the Property Tax Request Act and property tax levy limits

### Joint Public Hearing

LB 575 amends the Property Tax Request Act, which was created under LB 644 (2021). Currently, the joint public hearing required under the Act must be held on or after September 14 and prior to September 24, and before any of the participating political subdivisions file their adopted budget statements.

LB 575 changes the dates to July 14 and July 24.

### Levy Limits

LB 575 provides that, in addition to the specific levy limits provided in law, if the total taxable valuation of property in a political subdivision exceeds the total taxable valuation from the prior year, then the political subdivision's levy may be no more than the levy necessary to raise the exact same amount of property taxes as was raised by the political subdivision in the prior year.

A political subdivision may exceed the additional levy limit provided in the bill upon the affirmative vote of at least two-thirds of the members of the governing body of the political subdivision.

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<b>LB 597</b>	<i>Sponsor</i> DeBoer	<i>Committee</i> Education	<i>Subject</i> Change provisions relating to foundation aid, local effort rate yield, adjusted valuations of property, and certification dates under TEEOSA
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LB 597 amends TEEOSA in three areas: (i) changes foundation aid; (ii) changes local effort rate; and (iii) changes state aid value.

Foundation Aid

LB 597 provides that, beginning in school fiscal year 2025-26, the foundation aid to be paid to each school district in each school fiscal year would equal the greater of:

- (i) \$1,500 multiplied by the number of formula students for the school district; or
- (ii) 7.5% of the basic funding calculated under TEEOSA for the school district.

Local Effort Rate

LB 597 provides that, beginning with school fiscal year 2025-26:

- (a) For state aid certified, the local effort rate would be the maximum levy for the school fiscal year for which aid is being certified, less 10 cents;
- (b) for the final calculation of state aid, the local effort rate would be the rate which, when multiplied by the total adjusted valuation of all taxable property in local systems receiving equalization aid, will produce the amount needed to support the total formula need of the local systems when added to state aid appropriated by the Legislature and *other actual receipts* of local systems; and
- (c) the local effort rate yield for the school fiscal years must be determined by multiplying each local system's total adjusted valuation by the local effort rate.

State Aid Value

For purposes of calculating state aid value, LB 597 would decrease the adjusted valuation for agricultural land and special valuation land from 72% (currently) to 65% of the actual value.

The emergency clause is attached.

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<b>LB 598</b>	<i>Sponsor</i> DeBoer	<i>Committee</i> Education	<i>Subject</i> Provide funding to school districts to cover extraordinary increases in limited English proficiency student expenditures, change provisions relating to the elementary site allowance and certification dates under TEEOSA and reimbursement for special education programs and support services, and change eligible uses of the Education Future Fund
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LB 598 intends to add a new section to TEEOSA relating to limited English proficiency (LEP) students.

- (A) The bill provides that, by January 15 of each school fiscal year, a school district with expected expenditures for LEP students that total the greater of:
  - (i) at least \$50,000 annually, or
  - (ii) one-half percent or more of the school district's annual budget.

Such district may submit an application to NDE for a payment from the Education Future Fund to cover an *extraordinary increase in limited English proficiency student expenditures*.

The application must include the LEP student expenditures of the applicant school district as of the immediately preceding December 31 for the school fiscal year in which the application is submitted.

- (B) NDE would divide the LEP student expenditures for the school fiscal year immediately preceding the school fiscal year in which an application is submitted by two and multiply the result by 107% for each applicant school district.

Each applicant school district would qualify for a maximum payment equal to the difference of the LEP student expenditures for the current school fiscal year (A) minus the amount calculated in (B) for the school district for the school fiscal year.

NDE is required to make a payment to each applicant school district by January 31 for the school fiscal year in which the application is submitted. The payment would equal the maximum payment determined above, except that if the sum of all maximum payments for applicant school districts for the school fiscal year exceeds the available balance for such purpose in the Education Future Fund, each payment would be reduced proportionally so that the sum of all payments for applicant school districts for such school fiscal year equals the available balance for such purpose in the fund.

<b>LB 692</b>	<i>Sponsor</i> Murman	<i>Committee</i> Revenue	<i>Subject</i> Change provisions relating to property tax request authority under the School District Property Tax Limitation Act
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### Calculation of Property Tax Request Authority

Under the current provisions of the School District Property Tax Limitation Act, NDE is required to calculate each school district's property tax request authority on an annual basis. In part, this is done by taking the school district's property tax request from the prior year and adding it to the non-property-tax revenue from the prior year minus any investment income from special building funds from the prior year. The total would be increased by the school district's base growth percentage.

LB 692 would change this part of the calculation as follows:

The school district's property tax request from the prior year minus the amount, if any, the property tax request exceeded the school district's property tax request authority in the prior year added to the non-property-tax revenue from the prior year minus any investment income from special building funds from the prior year. The total would be increased by the school district's base growth percentage.

### Unused Property Tax Request Authority

Under the bill, a school district may choose not to increase its property tax request by the full amount allowed by the school district's property tax request authority in a particular year. In such cases, the school district may carry forward to future years the amount of unused property tax request authority, excluding any increases to property tax request authority resulting from increases of the school district's base growth percentage.

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<b>LB 711</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hunt	Education	Change provisions relating to the new school adjustment under TEEOSA

LB 711 amends TEEOSA relevant to the existing Two-year New School Adjustment. First, the bill renames the adjustment as the "Two-year New Schools Adjustment."

Currently, the first-year new schools school adjustment for each approved district equals the school district's basic funding per formula student multiplied by 20% of the approved estimated additional student capacity. The second-year new schools school adjustment equals the school district's basic funding per formula student multiplied by 10% of the approved estimated additional student capacity.

LB 711 would increase the second-year new schools school adjustment to equal the school district's basic funding per formula student multiplied by 20% of the approved estimated additional student capacity.

## School Participation

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<b>LB 497</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Murman	Education	Provide for admission of and participation in extracurricular activities by certain students that are not residents of the school district

LB 497 is essentially the same bill that Senator Murman in 2024 (LB 1273). LB 1273 was placed on General File but advanced no further.

LB 497 provides that a school board must admit a student who is also enrolled (i) in a private school or (ii) in a home school, without charge for part-time enrollment in the school district for purposes of participation in extracurricular activities IF the school district where the student or student's parent resides does not offer the extracurricular activity in which the student desires to participate through part-time enrollment AND the school district in which the student is attempting to attend part-time is the closest school district to where the student or student's parent resides that offers the extracurricular activity.

## School Psychologists

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<b>LB 84</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Rountree	Education	Adopt the School Psychologist Interstate Licensure Compact

LB 84 is the model legislation promoted by the National Center for Interstate Compacts for the School Psychologist Interstate Licensure Compact. Once seven states enact the ICSP model legislation, the compact member states can begin the process of making the Compact operational. Only West Virginia and Colorado have adopted the Compact so far.

The purpose of this Compact is to facilitate the interstate practice of School Psychology in educational or school settings, and, in so doing, to improve the availability of School Psychological Services to the public. The Compact is intended to establish a pathway to allow School Psychologists to obtain equivalent licenses to provide School Psychological Services in any Member State. In this way, this Compact would enable the member states to ensure that safe and effective School Psychological Services are available and delivered by appropriately qualified professionals in their educational settings.

The objectives of the Compact are to:

- A. Enable School Psychologists who qualify for receipt of an Equivalent License to practice in other Member States without first satisfying burdensome and duplicative requirements;
- B. Promote the mobility of School Psychologists between and among the Member States in order to address workforce shortages and to ensure that safe and reliable School Psychological Services are available in each Member State;

- C. Enhance the public accessibility of School Psychological Services by increasing the availability of qualified, licensed School Psychologists through the establishment of an efficient and streamlined pathway for Licensees to practice in other Member States;
- D. Preserve and respect the authority of each Member State to protect the health and safety of its residents by ensuring that only qualified, licensed professionals are authorized to provide School Psychological Services within that State;
- E. Require School Psychologists practicing within a Member State to comply with the Scope of Practice laws present in the State where the School Psychological Services are being provided;
- F. Promote cooperation between the Member States in regulating the practice of School Psychology within those States; and
- G. Facilitate the relocation of military members and their spouses who are licensed to provide School Psychological Services.

Under LB 84, “School Psychological Services” means academic, mental, and behavioral health services, including assessment, prevention, consultation and collaboration, intervention, and evaluation provided by a School Psychologist in a school, as outlined in applicable professional standards as determined by Commission Rule.

“School Psychologist” means an individual who has met the requirements to obtain a Home State License that legally conveys the professional title of School Psychologist or its equivalent as determined by the Rules of the Commission.

## Special Education

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<b>LB 682</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Education	Education	Update terminology relating to individualized education programs for high school students

LB 682 is a shell bill to be used by the Education Committee as a vehicle as it deems necessary.

## State Budget

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<b>LB 261</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Speaker Arch	Appropriations	Appropriate funds for the expenses of Nebraska State Government for the biennium ending June 30, 2027, and appropriate Federal Funds allocated to the State of Nebraska pursuant to the federal American Rescue Plan Act of 2021

LB 261 represents the mainline biennium budget bill for 2025-26, introduced by Speaker Arch on behalf of the Governor. LB 261 is one measure in a package of bills that comprise the budget proposal, including:

- LB 260 (Speaker Arch) Provide, change, and eliminate provisions relating to appropriations
- LB 262 (Speaker Arch) Appropriate funds for salaries of members of the Legislature
- LB 263 (Speaker Arch) Appropriate funds for salaries of constitutional officers
- LB 264 (Speaker Arch) Provide, change, and eliminate transfers from the Cash Reserve Fund and various other funds and change, terminate, and eliminate various statutory programs.

## Student Discipline

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<b>LB 149</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hansen	Education	Eliminate the prohibition on suspending a student in prekindergarten through second grade

*Background:* In 2023, LB 705 was passed and signed into law, which, in part, prohibited an elementary school from suspending a student in prekindergarten through second grade. Each school district was required to develop a policy to implement this provision. Under the law, an elementary school was allowed to suspend a student in prekindergarten through second grade if the student brings a “deadly weapon” on school grounds.

The heart of LB 149 (2025) is contained within the outright repealer provision (Section 5 of the bill), which repeals Section 79-265.01. LB 149 would eliminate the law created in 2023 and permit suspension of any student under the provisions of the Student Discipline Act.

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<b>LB 352</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Ballard	Education	Change provisions relating to reports on student achievement and discipline required under the Quality Education Accountability Act

In 2021, the Legislature passed a measure (LB 154 - Wayne) to require the State Board to implement a statewide system for tracking individual student discipline, using the student identifier system of the department, that can be aggregated to track student discipline by type of discipline and demographic characteristics, including race, poverty, high mobility, attendance, disability, and limited English proficiency.

LB 352 takes Senator Wayne’s efforts to another level. The bill requires the State Board to create a database for the public that contains all student discipline data, de-identified. The database must be searchable by school district, school building, offense, type of discipline imposed, type of school resource officer or other law enforcement involvement, type of restraint, if any, and type of seclusion, if any.

The measure requires the Commissioner of Education to oversee compliance with the requirement. The commissioner is required to take appropriate remedial action within the commissioner’s authority, up to and including qualifying the noncompliance as a violation of the rules and regulations for the accreditation of schools.

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<b>LB 430</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Murman	Education	Provide an additional exception to the prohibition on suspending a student in prekindergarten through second grade and change provisions relating to short-term and long-term suspension under the Student Discipline Act

LB 430 makes three changes to the Student Discipline Act, most notably changes to the legislation passed in 2023 (LB 705).

Prohibited Suspension

In 2023, the Legislature passed LB 705, which, in part, would prohibit an elementary school from suspending a student in pre-kindergarten through second grade. The only exception would be if the student brings a deadly weapon onto school grounds, into a vehicle owned, leased, or contracted by a school, or at a school-sponsored activity or athletic event.

LB 430 would add a second exception if the student engages in violent behavior capable of causing physical harm to another student or school employee.

Short-term Suspension

Currently, the principal must send a written statement to the student and his/her parent or guardian describing the student’s conduct, misconduct, or violation of the rule or standard and the reasons for the action taken.

LB 430 requires additional information in the written statement, including:

- (a) The actions made by the school to try to discontinue or alleviate the behavior of the student prior to considering suspension;
- (b) Resources the school can provide or recommend to assist the student; and
- (c) How the school plans to handle such behavior moving forward, including an actionable plan aimed at maximizing strategies to keep the student in school.

Long-term Suspension, Expulsion, or Mandatory Reassignment

Currently, the school must send written notice by registered or certified mail to the student and his/her parent or guardian informing them of the rights established under the Student Discipline Act. The written notice must include the following:

- (a) The rule or standard of conduct allegedly violated, and the acts of the student alleged to constitute a cause for long-term suspension, expulsion, or mandatory reassignment, including a summary of the evidence to be presented against the student; and
- (b) The penalty, if any, which the principal has recommended in the charge and any other penalty to which the student may be subject.

LB 430 would require additional information in the written notice as follows:

- (a) Resources the school can provide or recommend to assist the student; and
- (b) How the school plans to handle such behavior moving forward, including an actionable plan aimed at maximizing strategies to keep the student in school.

## Student Safety, Health, and Welfare

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<b>LB 14</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Cavanaugh, M.	Education	Adopt the Hunger-Free Schools Act

LB 14 is nearly identical to previous attempts by the sponsor on the topic of free meals for students. LB 99 (2023) and LB 117 (2021) were also introduced by Senator Cavanaugh.

The difference between LB 14 and previous versions is that the measure applies not only to public schools but also nonprofit private schools.

LB 14 creates the Hunger-Free Schools Act. To qualify, a school must:

- (1) Offer “eligible breakfasts” and “eligible lunches” at no cost to all students for any school breakfast program or school lunch program operated by the school during the school day;
- (2) Submit information regarding the number of eligible breakfasts and eligible lunches served in a manner prescribed by NDE; and
- (3) Maximize federal reimbursement for eligible breakfasts and eligible lunches by operating under the community eligibility provision if the school has an identified student percentage greater than or equal to 62.5%.

NDE is required to reimburse each qualified school a portion of the cost of each eligible breakfast and each eligible lunch served by such school during the second preceding school fiscal year in an amount intended to offset the cost of the provision of the eligible breakfasts and eligible lunches at no cost to all students. NDE must make disbursements annually to each qualified school that complies with the requirements of the Program in the amount of:

- (a) For each qualified school that has adopted the community eligibility provision for the school fiscal year that such eligible breakfasts and eligible lunches were served:

- (i) The difference between the federal reimbursement rate for a free breakfast and the federal reimbursement rate for a fully paid breakfast for each fully paid breakfast served; and
  - (ii) The difference between the federal reimbursement rate for a free lunch and the federal reimbursement rate for a fully paid lunch for each fully paid lunch served; and
- (b) For each qualified school that has not adopted the community eligibility provision in the year that the eligible breakfasts and eligible lunches were served:
- (i) 30 cents for each eligible breakfast served to a student eligible for a reduced-price breakfast;
  - (ii) 40 cents for each eligible lunch served to a student eligible for a reduced-price lunch;
  - (iii) The difference between the federal reimbursement rate for a free breakfast and the federal reimbursement rate for a fully paid breakfast for each fully paid breakfast served; and
  - (iv) The difference between the federal reimbursement rate for a free lunch and the federal reimbursement rate for a fully paid lunch for each fully paid lunch served.

The bill provides intent language to appropriate funds to carry out the Hunger-Free Schools Act. In 2023, the fiscal note for LB 99 indicated a cost of \$55 million for the Program.

The legislation permits a school to collect information from the parent or guardian of a student to determine eligibility for other services of the school district.

*Note:* Eligible breakfast and eligible lunch is defined as a school breakfast or school lunch served to a student that is reimbursable, in total or in part, with federal funds, as specified under regulations promulgated by the U.S. Department of Agriculture under the federal Child Nutrition Act of 1966.

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<b>LB 140</b>	<i>Sponsor</i> Sanders	<i>Committee</i> Education	<i>Subject</i> Require school policies relating to use of electronic communication devices by students
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LB 140 was introduced at the request of the Governor. The bill provides that, prior to school year 2025-26, each school board must adopt a policy that establishes rules and standards concerning the use of “electronic communication devices” by students while on school property or attending a school function.

The bill defines “electronic communication device” as any device that transmits by electronic means any writing, sound, visual image, or data of any nature to another electronic communication device. Electronic communication device includes a cell phone.

The development of the policy must include stakeholder participation to ensure that the policies are responsive to the unique needs and desires of students, parents, and educators in each community. The policy:

- (a) Must prohibit the use of an electronic communication device by students while on school property or attending a school function (except as provided below); and
- (b) May include student discipline and enforcement mechanisms that limit access to cell phones by students only if the school board adopts the policy as part of the rules and standards adopted in accordance with the requirements of section 79-262 (Student Discipline Act).

*Exceptions:*

The policy may not prohibit a student from using an electronic communication device while on school property or attending a school function under any of the following circumstances:

- (a) When required by a student’s IEP;
- (b) When authorized by a teacher for educational purposes during instructional time;
- (c) In the case of an emergency or perceived threat of danger;
- (d) When necessary to monitor or manage a student’s health care; or
- (e) When determined appropriate by the school board or otherwise allowed by an appropriate school employee.

*Note:* The bill is not meant to authorize monitoring, collecting, or otherwise accessing any information on an electronic communicating device not owned by or provided for academic use by the school district.

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<b>LB 192</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Quick	Health	Eliminate a sunset date under the Supplemental Nutrition Assistance Program

LB 192 would eliminate the October 1, 2025 sunset on Nebraska’s current eligibility level of SNAP set at 165% of the Federal Poverty Level.

Nebraska’s SNAP eligibility is set to go down to 130% of the Federal Poverty Level on October 1, 2025.

According to the sponsor of the bill, under SNAP program rules, the federal government pays 100% of program benefit costs, and 50% of administrative costs, meaning that the only cost to the state associated with LB 192 is projected to be 50% of the administrative costs of the program.

<b>LB 329</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	von Gillern	Judiciary	Change provisions relating to sexual abuse by a school employee

In 2020, the Legislature passed legislation (LB 881) to create the criminal offense of sexual abuse by a school employee (§ 28-316.01).

Under the law, a person commits the offense of sexual abuse by a school employee if a school employee subjects a student in the school to which such employee is assigned for work to sexual penetration or sexual contact or engages in a pattern or scheme of conduct to subject a student in the school to which such employee is assigned for work to sexual penetration or sexual contact.

LB 329 would broaden this law to include “school contract worker,” which is defined as a person 19 years of age or older who, as part of such person’s employment, spends time working at a public or private school approved or accredited by NDE but is not employed by the school, including, but not limited to, a school resource officer, a construction worker, or a school consultant or independent contractor.

<b>LB 457</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Bostar	Banking	Require anaphylaxis policies for school districts and licensed child care facilities and provide a limit on the amount an insured is required to pay by an insurance policy or benefit plan for epinephrine injectors

LB 457 requires DHHS, in consultation with NDE, to develop model anaphylaxis policies available for use in school districts and licensed child care programs setting forth guidelines and procedures to be followed for the prevention of anaphylaxis and during a medical emergency resulting from anaphylaxis.

The policies may be developed with input from representatives of (i) allergy medicine, (ii) pediatric physicians, (iii) school nurses and other health care providers with expertise in treating children with anaphylaxis, (iv) parents of children with severe allergies, (v) school administrators, (vi) teachers, (vii) school food service directors, and (viii) other appropriate entities.

The policies must include:

- (a) A procedure and treatment plan, including emergency protocols and responsibilities for staff members of licensed child care programs, school nurses, and other appropriate school personnel, for responding to anaphylaxis;
- (b) A procedure and appropriate guidelines for the development and implementation of an individualized health care plan for children with a food or other allergy that could result in anaphylaxis;
- (c) A communication plan for the intake and dissemination of information provided by the state regarding children with a food or other allergy that could result in anaphylaxis,

including a discussion of methods, treatments, and therapies to reduce the risk of allergic reactions, including anaphylaxis;

- (d) Strategies for the reduction of the risk of exposure to anaphylactic causative agents, including food and other allergens; and
- (e) A communication plan for discussion with children who have developed adequate verbal communication and comprehension skills and with the parents, guardians, and educational decisionmakers of all children attending the school district or licensed child care program about foods that are safe and unsafe and about strategies to avoid exposure to unsafe food.

The policies must be reexamined and updated as needed at least once every three years to be consistent with best practices relating to anaphylaxis prevention, treatment, and emergency response methods.

A model policy developed or updated must be made available on the applicable department's website (presumably both the DHHS and NDE websites).

### Required Policy

LB 457 provides that, by July 1, 2026, each school district must adopt a written policy to address incidents of anaphylaxis involving students at school. A school board may use the model policy in school districts as a guide. The policy may not conflict with or hinder the implementation of an individualized anaphylaxis plan of a student and must be consistent with existing law (§ 79-224) relating to self-management by a student.

A school district must publish the policy in any school district handbook, manual, or similar publication that sets forth the comprehensive rules, procedures, and standards of conduct for students at school.

A school district with a policy to address incidents of anaphylaxis involving students at school that is in effect prior to the effective date of the bill may remain in effect and must satisfy the requirements noted above.

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<b>LB 463</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Ballard	Education	Require school districts to develop a cardiac emergency response plan under the School Safety and Security Reporting Act and provide for grants for such plans from the Medicaid Managed Care Excess Profit Fund

### Cardiac Emergency Response Plan Template

LB 463 adds a new duty for the state safety and security director, who would be required to establish a cardiac emergency response plan template for use by schools in developing a plan to respond in the event of a sudden cardiac arrest on school grounds or at any school-sponsored activity or event.

The template must integrate core elements established by the American Heart Association or other nationally recognized cardiovascular care organizations for response in the event of a cardiac arrest and must, at a minimum, include the following requirements:

- (a) Establishment of a school cardiac emergency response team;
- (b) Activation of the cardiac emergency response team when an individual experiences sudden cardiac arrest on school grounds or at a school-sponsored activity or event;
- (c) Placement of automated external defibrillators on school grounds;
- (d) Routine maintenance of automated external defibrillators;
- (e) Distribution of the cardiac emergency response plan on school grounds;
- (f) Stipulation of appropriate school personnel to receive training, including licensed coaches, school nurses, and athletic trainers;
- (g) Training of stipulated school personnel and the cardiac emergency response team in first aid, cardiopulmonary resuscitation, and automated external defibrillator use;
- (h) Annual practice by faculty and students of the cardiac emergency response plan using drills;
- (i) Coordination with local emergency medical services providers; and
- (j) Annual review and evaluation of the cardiac emergency response plan by the school board of the school district

#### School District Requirement

Beginning in school year 2026-27, each school district must:

- (a) Develop and adopt a cardiac emergency response plan using the template developed by the state school security director for use by school personnel when an individual experiences sudden cardiac arrest on school grounds or at a school-sponsored activity or athletic event;
- (b) Place automated external defibrillators on school grounds at locations and in a manner consistent with the guidelines established by the American Heart Association or another nationally recognized organization focused on emergency cardiovascular care;
- (c) Place an automated external defibrillator in an easily accessible location onsite at each school athletic venue when a school-sponsored activity or athletic event is taking place;
- (d) Identify each automated external defibrillator with appropriate signage; and
- (e) Ensure each automated external defibrillator available on school grounds or at a school athletic venue is in an unlocked location that allows the automated external defibrillator to be retrieved and placed on an individual experiencing cardiac arrest in fewer than three minutes.

An approved or accredited nonpublic school may develop and adopt a cardiac emergency response plan using the template developed by the state safety and security director.

Grant Program

LB 463 requires NDE to develop a grant program to provide grants to school districts for costs associated with the development and implementation of a cardiac emergency response plan.

A school district may apply to the department for a grant to develop and implement a cardiac emergency response plan. The application must include:

- (a) The name of the school district and a contact person;
- (c) The amount of funds requested and the use of such funds; and
- (d) Any other information the department may require.

The grants would be funded using funds from the Medicaid Managed Care Excess Profit Fund. NDE must develop a priority system for awarding grants, with first priority to school districts that receive Title I funds. The total amount of grants may not exceed \$1.5 million.

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<b>LB 517</b>	<i>Sponsor</i> Juarez	<i>Committee</i> Education	<i>Subject</i> Provide requirements for the state school security director regarding protective door assemblies and other school entry systems
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Current law requires school districts to provide the state school security director with the safety and security plans of the school district. LB 517 would expand this requirement to include annual inspection information of protective door assemblies, door-locking systems, and double-entry doors of school buildings within the school district.

LB 517 also requires the state school security director to establish standards related to protective door assemblies in each school building that is used for the instruction of students, which must include requiring that every school board have an annual inspection of all applicable protective door assemblies to be conducted by a trained inspector with appropriate knowledge, training, and experience relating to door assemblies and building security.

"Protective door assemblies" is defined as:

- (a) doors with panic hardware or fire exit hardware,
- (b) door assemblies in exit enclosures,
- (c) electronically controlled egress doors, and
- (d) door assemblies with special locking arrangements, such as delayed egress, sensor-released egress doors, and elevator lobby doors.

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<b>LB 685</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Lonowski	Education	Require schools to install a secure master key box as prescribed, provide powers and duties to the state school security director, change provisions relating to a grant program for security-related infrastructure projects and the School Safety and Security Fund, and provide for a transfer from the Cash Reserve Fund

LB 685 requires each school board of a public school or governing body of a private school to have one exterior secure master key box that meets Underwriters Laboratories Standard 1037 installed at each school building to permit emergency access from the exterior of a school building to law enforcement.

The school board or governing body must work with local law enforcement authorities in the school district on the precise location of the secure master key box required by the legislation. The school board or governing body must adopt a policy consistent with the legislation.

The duties of the state school security director would be expanded to include overseeing compliance by public schools with the installation of a secure master key box.

The bill requires NDE to establish a subaccount for the \$1 million transferred under the School Safety and Security Fund to provide grants for the exterior secure master key box.

## Student Surveillance

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<b>LB 31</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Conrad	Education	Require school policies relating to the use of student surveillance, monitoring, and tracking technology by school districts

LB 31 is the result of an interim study, filed by Senator Conrad. The study was granted a public hearing before the Education Committee on November 1, 2024.

In the bill, Senator Conrad declares that the:

[U]se of student surveillance, monitoring, and tracking technology tools by school districts, other governmental entities, and companies contracting with schools for the use of student surveys and student surveillance, monitoring, and tracking has grown exponentially in recent years, *raising serious concerns about transparency, use of taxpayer dollars, parental rights, and student privacy*;

She also notes that numerous public schools in Nebraska have instituted various tracking systems that surveil and monitor students, including digital hall passes, anti-vaping devices, fingerprint swipes, cameras, and electronic surveys. And that tools of mass surveillance are being purchased and utilized with taxpayer funds through contracts with private companies.

The bill provides that parents have a well-established and fundamental right to control their children's education. Students have a well-established and fundamental right to privacy from unwarranted government surveillance. Taxpayers have a well-established right to ensure public entities are good stewards of public funds and a well-established right to transparency for governmental operations and expenditures.

LB 31 requires that, by December 1, 2025, the State Board of Education must develop and distribute a model policy relating to the use by school districts of student surveillance, monitoring, and tracking technology. The policy must require school districts to:

- (1) Specifically identify and inventory the type of surveillance tools or student surveys that gather personal information considered for use or actually used in the school district, including:
  - (a) The name and contact information for each private company, vendor, or governmental entity, providing such technology;
  - (b) The cost of each surveillance, monitoring, and tracking technology tool to purchase and maintain;
  - (c) A description of each student surveillance, monitoring, and tracking technology tool, including a description of privacy protection measures for each tool and data collection and data sharing and usage activities;
  - (d) Whether or not parents may opt their student out of being subjected to a student surveillance, monitoring, and tracking tool;
  - (e) If and how the data from a student surveillance monitoring and tracking technology tool will be shared with law enforcement or implicate punitive actions under the Student Discipline Act;
  - (f) How student surveillance monitoring and tracking technology tools ensure proper accommodations for students with disabilities or individualized education programs;
  - (g) How biometric or personally identifiable information is stored, shared, or sold with the private companies, vendors, or governmental entities providing such tools; and
  - (h) Clearly delineate what remedies are available to students and parents for violations of personal privacy related to such surveillance, monitoring, and tracking technology tools, including the Consumer Protection Act, the Political Subdivisions Tort Claims Act and section 79-2,104 (access to school files or records); and
- (2) Post the inventory and information related to surveillance, monitoring, and tracking technology tools considered for use or actually utilized by the school district on the school district's website and ensure such inventory and information is available in hard copy upon request.

### School District Policy

LB 31 requires that, beginning May 1, 2026, each school board must adopt a written policy to be implemented by the school district at the start of school year 2026-27 that provides for standards and guidelines for the purchase and use of tools of mass surveillance. The policy must include procedures and provisions in conformance with the minimum standards set forth in the model policy developed by the State Board of Education and may include any other procedures and provisions the school board deems necessary to conform with the spirit and intent of the legislation.

## Teacher Retention and Recruitment

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<b>LB 408</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Dungan	Education	Adopt the Special Education Teacher Forgivable Loan Program Act

LB 408 creates the Special Education Teacher Forgivable Loan Program Act, a measure similar to a previous effort by Senator Dungan in 2024 (2024).

The Program would be administered by NDE. The department may award a forgivable loan to an eligible student to pay for in-state tuition or the equivalent of in-state tuition at any eligible institution. The department may award up to 25 forgivable loans each academic year for each eligible institution.

An eligible student who is awarded a forgivable loan under the Program must enter a contract with the department prior to the department dispersing any money for such loan. The contract must contain at least the following terms:

- (a) The eligible student must only be eligible to receive a loan under the program for the first five years that the eligible student is enrolled in a teacher education program;
- (b) The loan would only be used to pay for any remaining tuition due to the eligible institution attended by the eligible student after applying all awarded federal and state financial aid grants and scholarships;
- (c) The eligible student must begin teaching special education at a Nebraska elementary or secondary school within one year after graduating with a degree in education; and
- (d) The eligible student must teach special education at a Nebraska elementary or secondary school for:
  - (i) Five consecutive years after graduating with a degree in education; or
  - (ii) The equivalent number of years of loans taken.

The bill provides that when an eligible student, who was awarded any forgivable loan, graduates from an eligible institution, the department must determine the dollar amount of forgivable loans the student received each year and the overall total dollar amount of forgivable loans paid to the eligible student.

An eligible student is defined as:

- (a) Is a United States citizen or an eligible noncitizen;

- (b) Is a high school graduate or the equivalent of a high school graduate;
- (c) Is enrolled in good standing at a state college in Nebraska or the University of Nebraska;
- (d) Is seeking initial certification as a teacher with an endorsement in special education; and
- (e) Has applied for federal financial aid grants and state scholarships and grants to cover tuition and fees; and

For each year after graduating from an eligible institution that an eligible student complies with the terms of the contract, the department must forgive 20% of the total dollar amount of forgivable loans paid to the eligible student. After the fifth consecutive year of compliance with the terms of the contract, the department must notify the eligible student that the total amount of forgivable loans that were owed by such eligible student are forgiven.

For an eligible student that received less than five total years of forgivable loans, for each year after graduating from an eligible institution that an eligible student complies with the terms of the contract, the department must forgive the amount of one year’s worth of forgivable loans paid to the eligible student. After the eligible student complies with the terms of the contract for the number of years that the eligible student received a forgivable loan, the department must notify the eligible student that the total amount of forgivable loans that were owed by the eligible student are forgiven.

If an eligible student who accepted a forgivable loan fails to comply with the terms of the contract, the eligible student may receive a deferment from the obligation of repayment.

Any eligible student who accepted a forgivable loan who fails to comply with the terms of the contract and who does not receive a deferment from the obligation of repayment must repay the remaining balance of any forgivable loan with simple interest at a rate of 5% per year.

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<b>LB 411</b>	<i>Sponsor</i> Dungan	<i>Committee</i> Education	<i>Subject</i> Change provisions relating to the Nebraska Teacher Recruitment and Retention Act
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LB 411 amends the Nebraska Teacher Recruitment and Retention Act, which was created in 2023 under LB 705.

Beginning on July 1, 2025, NDE must automatically provide a retention grant to a teacher who is eligible.

A teacher is eligible to receive:

- (i) For the teacher’s first through sixth school year of full-time employment teaching at a Nebraska school, a retention grant of \$2,500 per school year;
- (ii) For the teacher’s seventh through fifteenth school year of full-time employment teaching at a Nebraska school, a retention grant of \$3,000 per school year;

- (iii) Beginning with the teacher’s sixteenth year of full-time employment teaching at a Nebraska school and each year of full-time employment teaching at a Nebraska school thereafter, a retention grant of \$4,000 per school year; and
- (iv) (A) A high-need retention grant of \$5,000 if, on or after July 1, 2025, a teacher:
  - (I) Obtains an endorsement in special education, mathematics, science, technology, or dual-credit; and
  - (II) Signs a contract to complete a year of full-time employment as a teacher to teach in such endorsement area at a Nebraska school.
- (B) A teacher may only be eligible to receive one high-need retention grant. A teacher who received a high-need retention grant prior to July 1, 2025, may not be eligible for a high-need retention grant.

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<b>LB 523</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Juarez	Education	Adopt the Student Teacher Compensation Act

LB 523 creates the Student Teacher Compensation Act to provide financial compensation to student teachers and support the academic and professional success of those students while encouraging more individuals to enter and complete a teacher education program.

"Student teacher" is defined as an individual enrolled in an accredited teacher education program who is completing a supervised teaching practicum in a participating school as part of the requirements for teacher certification.

The bill is applicable to both public and private schools in Nebraska hosting a student teacher.

Under LB 523, NDE is required to develop a stipend program to provide financial compensation to student teachers. The department must provide a stipend of \$4,000 per student-teaching semester to any student teacher who applies for the stipend and is eligible.

The application for a stipend must include:

- (a) The name of the student-teacher;
- (b) The name of the accredited teacher education program in which the student teacher is enrolled;
- (c) The participating school in which the student teacher is completing a supervised teaching practicum;
- (d) A demonstration of financial hardship in a manner determined by NDE; and
- (e) Any other information NDE may require.

A student teacher would be eligible for a stipend if the student teacher:

- (a) Is enrolled in an accredited teacher education program in Nebraska;

- (b) Is in the process of completing or signing a contract to complete a supervised teaching practicum at a participating school; and
- (c) Demonstrates a financial need in a manner determined by NDE.

NDE is required to submit an annual report to the Clerk of the Legislature and the Governor detailing the implementation of the Student Teacher Compensation Act. The report must include:

- (a) The number of student teachers receiving a stipend;
- (b) The distribution by geographic area and subject matter area of student teachers receiving a stipend; and
- (c) Feedback from participants and schools regarding the effectiveness of the Student Teacher Compensation Act.

LB 523 provides intent for funding from the Legislature, grants, private donations, or federal programs.

This act becomes operative on July 1, 2025. The emergency clause is attached.

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<b>LB 524</b>	<i>Sponsor</i> Juarez	<i>Committee</i> Education	<i>Subject</i> Authorize paraeducator grants under the Nebraska Teacher Recruitment and Retention Act and change eligible uses of the Education Future Fund
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LB 524 amends the Nebraska Teacher Recruitment and Retention Act, which was enacted in 2023 under LB 705.

LB 524 is designed to make it possible for paraeducators to receive retention grants. The bill provides that a paraeducator is eligible to receive:

- (a) A retention grant of \$1,000 if the paraeducator signs a contract to work as a paraeducator and works on average 28 hours or more per week during the school year in school year 2025-26 or 2026-27; and
- (b) A retention grant in an amount proportional to the grant provided in (a) based on the actual number of hours worked if the paraeducator signs a contract to work as a paraeducator and works on average less than 28 hours per week during the school year in school year 2025-26 or 2026-27.

The bill defines "paraeducator" as an individual who is employed by a school in Nebraska to provide instructional support and noninstructional services to students and teachers in schools but who is not required to hold a certificate to teach.

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<b>LB 572</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Hughes	Education	Authorize a school district to exceed its budget authority for stipends paid to a student teacher and change the applicability of the School District Property Tax Limitation Act

LB 572 amends both TEEOSA and the School District Property Tax Limitation Act.

The bill amends TEEOSA and creates a spending limit exception for expenditures for stipends paid to any student teacher or intern who is completing a supervised teaching practicum in a Nebraska public or private school as part of the requirements for teacher certification.

Current law defines "student teacher" or "intern" as a student who is enrolled in a postsecondary educational institution approved by the State Board of Education for teacher training and who is jointly assigned by such institution and a board of education to student-teach or intern under the direction of a regularly employed certificated teacher, principal, or other administrator. Student teaching may include duties granted to a certificated teacher under the rules and regulations of such board and any other part of the school program for which either the cooperating teacher or the principal is responsible. *[Ref. § 79-875]*

LB 572 also amends the School District Property Tax Limitation Act, which currently only excludes that portion of a school district's property tax request that is needed to pay the principal and interest on approved bonds. LB 572 provides for a second exception to pay for stipends to student teachers or interns.

## **Tort Claims**

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<b>LB 156</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Conrad	Judiciary	Allow tort claims under the State Tort Claims Act and Political Subdivisions Tort Claims Act for sexual assaults of children in school settings

LB 156 amends the Political Subdivisions Tort Claims Act and makes the provisions of the Act applicable when the claim arises out of a sexual assault of a child that occurred:

- (a) On school grounds;
  - (b) In a vehicle owned, leased, or contracted by a school and being used for a school purpose;
  - (c) In a vehicle being driven for a school purpose by a school employee or person designated by the school; or
  - (d) At a school-sponsored activity or athletic event.
-

<b>LB 236</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Conrad	Judiciary	Allow claims involving child abuse or sexual assault of a child under the Political Subdivisions Tort Claims Act

LB 236 is the same measure offered by Senator Wayne (LB 25) in 2023. LB 25 was passed narrowly on April 18, 2024, by a 28-17 vote. On the same day, Governor Pillen vetoed the measure.

LB 236 amends the Political Subdivisions Tort Claims Act and makes the provisions of the Act applicable when the harm caused by child abuse or sexual assault of a child is a proximate result of the failure of a political subdivision or an employee of the political subdivision to exercise reasonable care to either:

- (i) Control a person over whom it has taken charge; or
- (ii) Protect a person who is in the political subdivision’s care, custody, or control from harm caused by a non-employee actor.

## Transgender Issues

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<b>LB 89</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Kauth	Government	Adopt the Stand With Women Act

Senator Kauth, along with 20 co-sponsors, introduced LB 89, which is a much broader version of LB 575 (2023). Four of the eight members of the Government Committee, which has jurisdiction over LB 89, are co-sponsors.

LB 89 creates the Stand With Women Act. In part, the measure is meant to address inconsistencies in court rulings and policy initiatives with respect to the definitions of sex, male, female, man, and woman, which have led to “endangerment of single-sex spaces and resources,” necessitating clarification of certain terms.

The bill applies to educational institutions, including public, private, denominational, or parochial schools offering instruction in elementary or high school grades and postsecondary educational institutions. It also applies to state agencies.

LB 89 provides various definitions:

- (a) “Boy” means an adolescent human male;
- (b) “Female” means a person whose biological reproductive system is organized around the production of ova. Female includes a woman and a girl;
- (c) “Girl” means an adolescent human female;
- (d) “Male” means a person whose biological reproductive system is organized around the production of sperm. Male includes a man and a boy;

- (e) “Man” means an adult human male;
- (f) “Woman” means an adult human female.

### Restrooms and Locker Rooms

LB 89 provides that the governing body of a school must designate each group restroom and locker room within each school building as either for use by females or for use by males.

With exceptions noted below, the governing body of a school may not:

- (a) Allow a male to use a restroom facility designated for use by females;
- (b) Allow a female to use a restroom facility designated for use by males;
- (c) Allow a male to enter or use a locker room designated for and being used at such time by one or more females; or
- (d) Allow a female to enter or use a locker room designated for and being used at such time by one or more males.

### *Exceptions:*

- (a) An individual entering a restroom under the following circumstances:
  - (i) Entrance for custodial, maintenance, or inspection purposes; or
  - (ii) Entrance to render emergency assistance; or
- (b) A parent or caregiver bringing a minor child or an individual with a disability that is of the opposite sex of such parent or caregiver into a restroom designated for such parent’s or caregiver’s biological sex.
- (c) An individual entering a locker room under the following circumstances:
  - (i) Entrance for custodial, maintenance, or inspection purposes;
  - (ii) Entrance to render emergency assistance; or
  - (iii) Entrance by a coach, athletic trainer, or other authorized official or school employee.

### Retaliation for Reporting

The governing body of a school or any school official or employee of a school may not retaliate against any person for reporting a violation of this legislation or related rules, regulations, or policies.

### Athletics

An interscholastic or intramural athletic team or sport that is sponsored by a school or athletic association (NSAA) must be expressly designated as one of the following based on biological sex:

- (a) Males, men, or boys;

- (b) Females, women, or girls; or
- (c) Coed or mixed.

An interscholastic or intramural athletic team or sport sponsored by a school or NSAA and designated for females, women, or girls may not be open to a male student.

An interscholastic or intramural athletic team or sport sponsored by a school or NSAA and designated for males, men, or boys may not be open to a female student *unless* there is no female team offered or available for such sport for such female student.

The legislation would not restrict the eligibility of any student to participate in any interscholastic or intramural athletic teams or sports designated as coed or mixed.

Policy

LB 89 requires the governing body of each school to adopt a policy implementing the Stand With Women Act. (The measure does not provide details on the policy provisions.)

If the Commissioner of Education determines that any school district has intentionally refused, in a material manner, to comply with the Stand With Women Act, the commissioner must notify the school district of the non-compliance and allow the school district a *reasonable* time to comply.

If the commissioner determines, after such time has elapsed, that the school district is not in compliance and has not made a good-faith attempt to comply, the commissioner must take appropriate remedial action within the commissioner’s authority, up to and including qualifying such noncompliance as a violation of the rules and regulations for the *accreditation* of schools.

Other Provisions

LB 89 provides that an individual born with a diagnosis of a disorder or difference in sex development would have the relevant legal protections and accommodations afforded under the federal Americans with Disabilities Act of 1990, as amended.

The bill contains the severability clause so that if any section in the act or any part of any section is declared invalid or unconstitutional, the declaration may not affect the validity or constitutionality of the remaining portions.

LB 89 provides that a government entity, licensing or accrediting organization, or athletic association shall not entertain a complaint, open an investigation, or take any other adverse action against a school for maintaining any separate interscholastic or intramural athletic team or sport for female students.

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<b>LB 605</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Raybould	Education	Require each school board to adopt a policy relating to transgender student participation in extracurricular activities sponsored by a school or an athletics or activities association

LB 605 requires each school board to develop and adopt a policy relating to student participation in extracurricular activities as a transgender student. The policy must:

- (1) Require a student's medical information, which may include information regarding a student's transgender status, legal name, or gender assignment at birth, be kept confidential by the school in accordance with applicable local, state, and federal privacy laws unless required to be shared by law or policy or otherwise authorized by a student and such student's family;
- (2) Require the following procedures in regard to allowing participation by a transgender student in extracurricular activities sponsored by a school or an athletics or activities association (NSAA) to which the school is a member:
  - (a) That a transgender student and such student's parent contact a school administrator or athletic director, in writing, indicating that the student is a transgender student, having a consistent gender identity different than the biological sex on the student's birth certificate, and list the activities in which the student wishes to participate. The writing must be provided to the school board by the school administrator or athletic director;
  - (b) That the school board determine if the student meets the eligibility standards for participation as a transgender student pursuant to the policy developed and adopted and if the student is likely to meet the requirements of participation of any applicable athletics or activities association to which the school is a member; and
  - (c) That, if the school board determines that the student meets the eligibility requirements of the school for participation as a transgender student in an extracurricular activity sponsored by the school or NSAA, the school board submit the eligibility application to any necessary and NSAA required for participation by the transgender student;
- (3) Require the following information be provided to the school board and authorize such information to be shared with NSAA if required by such association for a request by a student to participate in an extracurricular activity as a transgender student:
  - (a) The current school registration information of the student;
  - (b) A written statement from the student and the student's parent or guardian affirming the consistent gender identity and expression to which the student self-relates;
  - (c) Documentation from individuals including, but not limited to, parents, friends, and teachers affirming the actions, attitudes, dress, and manner of the student that demonstrate the student's consistent gender identification and expression;
  - (d) Written verification from an appropriate health care professional of the student's consistent gender identification and expression;
  - (e) Medical documentation of any hormonal therapy, sexual reassignment surgery, physiological testing, counseling, or medical or psychological interventions on behalf of the student; and

- (f) Any other relevant documentation and information provided by the student or the student's parent or guardian;
- (4) Require the following review criteria be used as part of a determination by the school board as to the approval or denial by the school board of a student's application to participate in an extracurricular activity as a transgender student:
    - (a) That the documentation has been submitted to the school board; and
    - (b) For a student applying to participate in an extracurricular athletic activity as a transgender female, that creditable medical documentation of hormonal therapy, sexual reassignment surgery, or physiological testing has been submitted to the school board and establishes that the transgender female student has either completed a minimum of one year of hormone treatment related to gender transition or undergone medically confirmed gender reassignment surgery and demonstrates to the school board through a medical examination and physiological testing that the transgender female student-athlete does not possess physical or physiological advantages over biological females of the same age group;
  - (5) Require that any hormone supplementation or suppression therapy by a student applying for participation in an extracurricular activity as a transgender student (i) is taken under the supervision of, and monitored by, a licensed physician and (ii) does not violate any performance-enhancing supplement policy of the school board or NSAA;
  - (6) Require that upon approval by the school board and NSAA, the student may not return to such student's gender identified on the birth certificate for purposes of participation in an extracurricular activity sponsored by the school or NSAA unless another evaluation is undertaken by the school board and applicable association, except that a transgender female student that has been approved for participation on a female team pursuant to such policy may participate on a male team when there is no female team available or offered by the school in such sport or a comparable sport. A transgender male student who has been approved for participation on a male team pursuant to this policy shall not be eligible for participation on a female team unless reevaluated and approved pursuant to the policy developed pursuant to this section;
  - (7) Require that if a student evaluated pursuant to the school board's policy is denied participation as a transgender student, the student's eligibility for extracurricular activities sponsored by the school or an athletics or activities association to which the school is a member remains with the team of the gender identified on the student's birth certificate;
  - (8) Require an appeals process be developed by the school board for a student evaluated pursuant to the school board's policy and require that the school board comply with the requirements of any appeals process not inconsistent with this policy that is adopted by an applicable athletics or activities association to which the school is a member;
  - (9) Require that a student approved to participate in an extracurricular activity as a transgender student pursuant to the policy developed and adopted pursuant to this section, use the restroom, shower, and locker room associated with the student's biological sex when necessary and appropriate or be assigned a separate restroom, shower, or locker room for use when appropriate and available; and

- (10) Require that if a school board approves an application for a student to participate in an extracurricular activity as a transgender student in an activity that also requires such transgender student eligibility be approved by an athletics or activities association to which such school is a member, the school board shall cooperate with, and submit, any documentation required by the association in order for such student to receive a determination from such association relating to the transgender student's participation eligibility.

A school board must require eligibility for an extracurricular activity separated by male and female teams to be based on the student's gender as determined by the biological sex noted on the student's birth certificate unless approved for participation as a transgender student pursuant to the policy developed and adopted or by a policy relating to cross-gender participation in sports.

Nothing in the policy developed and adopted may be construed to encourage any student to undergo hormone therapy, sex reassignment surgery, or other medical treatment, resulting in a change to the student's gender.

Nothing in the policy developed and adopted may be construed to affect a policy relating to cross-gender participation in sports that authorizes a female to participate on a male team when there is no female team offered or available by the school in that sport or a comparable sport.

For purposes of LB 605:

- (a) "Biological sex" means the biological sex of an individual as the male or female gender assigned at birth;
- (b) "Gender" means the state of being male or female;
- (c) "Gender eligibility" means a student's gender for purposes of eligibility for activities sponsored by a school or by NSAA, which must be determined by the biological sex noted on the student's birth certificate;
- (d) "Gender expression" means external appearance, characteristics, or behaviors typically associated with a specific gender;
- (e) "Gender identity" means an innate sense of an individual's own gender; and
- (f) "Transgender" means having a gender identity or gender expression that differs from societal expectations based on gender assigned at birth.



# FAMILY MEDIA PLAN GUIDE

## Questions to Consider

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### What is a Family Media Plan?

A Family Media Plan contains the basic rules for how **EVERYONE** in your family uses technology. Think of it as your family's **digital code of conduct** that everyone abides by. **Yes, that means parents are included in this too!** We want you to lead by example and follow most of the rules you're asking your kids to follow. Of course, some rules will apply to a specific family member, while other rules will apply to everyone.

We want your kids to be part of this process as well. **Plan it out before explaining** it to them. List out the **who, what, when, where, and how long** for using technology. Then, let your kids impact some of the decisions by giving their suggestions an honest listen. Of course, **you are the ultimate decision-maker.**

### Why use a Family Media Plan?

Creating a Family Media Plan is the **best way to protect your family from online harm** and earn digital trust with your children. Developing a Family Media Plan is recommended by The U.S. Surgeon General's Advisory in their *Health Advisory on Social Media and Youth Mental Health*.

As you consider who can use what device for how long, when, and where, you might begin to realize that **some rules should be specific to one person, and others can apply to the whole family.**

### PYE Core Values

Our Core Values will help explain **what we believe about kids and tech.** Our expertise in the subject comes from **years of creating digital safe spaces** through our education, research, advocacy, live talks with students, church leaders, staff members, and of course, from working with **individual families** such as yourself!

Please know that your family doesn't have to stick to what we suggest. However, our solutions are practical because **they're tried and tested on our own families - and they really work!** Please consider using our **Core Values** as a starting point for developing your own unique Family Media Plan (our Core Values are a separate download).



# FAMILY MEDIA PLAN

## Questions to Consider

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### Prepare your Plan

If you're married, please schedule a time to establish these rules together with your spouse. You probably won't agree on everything, and that's okay! Talk it out, work it out, and make sure you are on the same page before bringing this to your kids.

If you're single, think about the role and example you want to set for your children before laying out your Family Media Plan with them. Talk openly with your children about why you think a plan is important and get their thoughts before jumping into the "rules" of it all.

If you're divorced, do your best to connect with your co-parent and schedule time together to figure out how to navigate a media plan between two different homes. If that's not an option, inform your co-parent of your own home's digital rules, and maybe even send them a copy. When one parent has different tech rules than the other, it often causes problems and confuses your kid. Being on the same page helps protect your kid and relieves tension between homes.

### Making Your Family Media Plan:

Layout a piece of paper or feel free to use our print-friendly file and begin charting out the who, what, when, where, and how long for using tech.

### The AAP Family Media Plan:

The American Academy of Pediatrics also has a helpful tool for making family media plans, and can even be specific for each member of the family. Just put in some info and it makes it all for you! We wouldn't recommend solely using this tool alone, but they have fair concepts and can be very helpful for brainstorming how you'd like your own Media Plan to look and function.

### Stick to the Plan:

Once your Family Media Plan is in action, you might find that some rules aren't functioning as well as you thought. That's okay! Workshop it, check in with your kids, ask how it feels, and if they think it's helpful. Once you feel confident about how technology is being used in your home and by your family - STICK TO YOUR PLAN. If you give your kid an inch, they will go a mile. Stand firm and don't break. Remember, it's for the safety and well-being of your family. You can do this!



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Want more great resources? We can help. Visit: [protectyoungeyes.com](http://protectyoungeyes.com)



# FAMILY MEDIA PLAN

## Questions to Consider

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### 1. Who needs to be around?

- Friends?
- Siblings?
- Caregivers?
- Mom or Dad?
- Grandparents?
- Other family members?
- Can we use tech alone?

List out **WHO** needs to be present when using tech.

### 2. What tech can we use?

- Tablet?
- Dad's phone?
- Mom's phone?
- Chromebook?
- Gaming console?
- Home computer?

List out **WHAT** devices each family member can and can't use.

### 3. When can we use it?

- Bedtime?
- On Weekends?
- When guests are over?
- AM / PM (specific times?)
- Before and/or after dinner?
- Before and/or after school?
- Before and/or after homework?

List out **WHEN** your child(ren) can and can't use tech.

### 4. When do I need to ask?

- Using a device?
- Playing games?
- Watching videos?
- Downloading new apps?
- Watching shows or movies?

List out **WHEN** your child(ren) must ask for your permission.

### 5. Where can we use it?

- Car?
- School?
- Church?
- In public?
- Bedroom?
- Bathroom?
- Friend's House?
- Grandparents' House?

List out **WHERE** you child(ren) can use tech.

### 6. How long can we use it?

- 30min?
- 1 hour?
- 2 hours?
- 3 hours?
- Example: TV = 2 hours

List out **HOW LONG** your child(ren) can use **EACH DEVICE** in your home.

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# FAMILY MEDIA PLAN

## Questions to Consider

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1. Who needs to be around?

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2. What tech can we use?

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3. When can we use it?

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4. When do I need to ask?

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5. Where can we use it?

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6. How long can we use it?

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# IS YOUR HOME PROTECTED?

## 10 Questions to Identify Digital Risk

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	YES	NO
1. Do you seek to use <b>technology together</b> as a family rather than constantly using <b>technology alone</b> ?	<input type="checkbox"/>	<input type="checkbox"/>
2. Do you have a <b>Family Media Plan</b> to regulate where, when, and for how long devices can be used?	<input type="checkbox"/>	<input type="checkbox"/>
3. Do you understand YouTube's <b>Restricted Mode</b> or how to use <b>YouTube Kids</b> ?	<input type="checkbox"/>	<input type="checkbox"/>
4. Do you know <b>which apps</b> are on your child's device and <b>all the passwords</b> for the devices used by your kids?	<input type="checkbox"/>	<input type="checkbox"/>
5. Does your child know how to walk away from a digital conversation with a <b>nice predator</b> ?	<input type="checkbox"/>	<input type="checkbox"/>
6. Do your children ages 4+ know how to handle <b>seeing pornography</b> (digital device, friend's house, etc)?	<input type="checkbox"/>	<input type="checkbox"/>
7. Do you <b>block pornography</b> on all internet-ready devices in your home? Including the wireless router?	<input type="checkbox"/>	<input type="checkbox"/>
8. <b>Android</b> family: Do you use <b>Family Link</b> ? <b>Apple</b> family: Do you use <b>Screen Time</b> ?	<input type="checkbox"/>	<input type="checkbox"/>
9. Do you follow your child(ren)'s social media accounts (if under age 16), and talk to them openly about their social media experiences? [Resource: <b>Bark</b> ]	<input type="checkbox"/>	<input type="checkbox"/>
10. Would you want your children using their devices <b>just like you</b> ?	<input type="checkbox"/>	<input type="checkbox"/>

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If you answered "NO" to any of these questions, your home might have areas of potential digital risk. We can help. Visit: [protectyoungeyes.com](http://protectyoungeyes.com)





# DIGITAL TRUST PLAYBOOK

## A Mom's Brilliant Smartphone Guide

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We recently came across this list of guidelines from a mom to her son when he received his first iPhone. With her permission, we have tweaked it to fit our audience. **Feel free to take it and change it for your context.** We want to avoid words like "contract" or "code of conduct" if possible. These words might work for a few kids, but we prefer words like "guidelines" or "playbook" so that it feels more approachable.

After considering the list on the second page, **use the space below for your child to add 3 guidelines of their own.**

Parenting with you!

*Chris*

1.

2.

3.

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# DIGITAL TRUST PLAYBOOK

## A Mom's Brilliant Smartphone Guide

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Dear child. Here's a new phone. Along with a few guidelines.

1. It is my phone. I bought it. I pay for it. I am loaning it to you. **Aren't I the greatest?**
2. I will always know the password. **No secrets.** One-on-one with technology, whether you're 14 or 40, the Internet eventually wins. This is why I (your dad) have an accountability partner (Thank you, Covenant Eyes). If you want my phone passcode, I don't mind telling you, either! No digital secrets!
3. **When we call you, answer it.** It is a phone. Say hello. Use your manners. Don't ignore a phone call if the screen reads "mom" or "dad." Not ever!
4. Hand the phone to one of your parents promptly at 8:00 pm **every school night & every weekend night** at 9:00 pm. It will be shut off and turned on again in the morning.
5. It may go to school with you (*depending on school rules*), but it stays in your locker. **Have real conversations with your classmates.** It's a life skill.
6. If you lose it, drop it, break it, or it gets stolen, **you are responsible** for the replacement costs or repairs.
7. Do not use this technology to lie, fool, or deceive another human being. Do not involve yourself in conversations that are hurtful to others. **Be a good friend first and stay out of the drama.**
8. Do not text, email, or say anything through this device you would not say in person. **Does it pass the Grandma test?**
9. No porn. But, if you see it, **put it down and tell me.** This stuff is everywhere and it's like a drug. You know this because we've talked to you about it for years.
10. You will mess up. I might have to take away your phone. We will sit down and talk about it. We will start over again. You and I are always learning. I am on your team. We are in this together. You are amazing. You can always land softly and safely with me. **I love you no matter what happens.**

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[Click here if you'd like to see an example of a more detailed Digital Playbook.](#)



# SMART PHONE READINESS

## What's the right age?

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People ask us this ALL the time. But we believe this isn't the right question. We prefer to ask: **"What digital decisions give my child the best chance at the most fulfilling childhood?"**

At PYE, we tell parents to wait until high school before giving their kids a smartphone because **their brains aren't ready**, developmentally, for such powerful and addictive technology. When considering digital decisions, it's often less about age and more about maturity, moderation, and responsibility. Which is why we encourage parents to wait until high school. **#delayistheway**

We understand the pressure of not giving your kid a phone. While they might be left out of certain things, remember, they will also be left out of harm and risk. Because once you give them a phone, they will most likely have a personal device for the rest of their lives - hardly anyone decides to live without tech once they have it. **This decision ends their phone-free life.** That's a big deal.

"Delay is the way" is not a NO tech strategy, it's a SLOW tech strategy. **Delaying and introducing** phones and social media as they mature, not all at once. We must respect their childhood and not let their development get hijacked by the same tech that often challenges us as adults. These are **fabulous, fragile, and fertile** times for your child. Protect it.

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# SMART PHONE READINESS

## What's the right age?

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When they're ready, ease them in as you establish rules and guidelines about how to use their device responsibly and with moderation (Family Media Plan).

Consider products designed for kids to start with. Most of which only have text, talk, and GPS. Check out our expansive post, [Best Phones for Kids: The Ultimate Guide](#), to learn more.

We hope this helped you and your family! If you still aren't sure if your kid is ready, take our **Smartphone Readiness Quiz** on the next page.

Parenting with you!

*Chris*

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# SMART PHONE READINESS

## 10 Questions to Determine Readiness

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		YES	NO
1.	Would you want your child to use a <b>smart phone</b> the same way you do?	<input type="checkbox"/>	<input type="checkbox"/>
2.	Have you made a <b>Family Media Plan</b> ? Do you plan to be active in your kids' media use?	<input type="checkbox"/>	<input type="checkbox"/>
3.	Does your child understand that they are creating a <b>digital footprint</b> that could affect their future?	<input type="checkbox"/>	<input type="checkbox"/>
4.	How is your child's <b>impulse control</b> ? Can they put a device down after getting frustrated or make wise decisions when pressured to spend money on apps?	<input type="checkbox"/>	<input type="checkbox"/>
5.	Does your kid reflect <b>responsibility</b> ? Do they tell you the truth, or do they lie rather often?	<input type="checkbox"/>	<input type="checkbox"/>
6.	Does your family have a <b>history</b> of depression or anxiety? If so, have you talked to your teen about <b>mental health</b> ?	<input type="checkbox"/>	<input type="checkbox"/>
7.	Does your teen talk to you <b>about their problems</b> with friends, school, and other areas of life?	<input type="checkbox"/>	<input type="checkbox"/>
8.	Have you talked to your teen about the impact of pornography on the brain, relationships, sex, and self? (see: My Kid Has Seen Porn, Now What?)	<input type="checkbox"/>	<input type="checkbox"/>
9.	Does your teen know what to do if a <b>stranger messages them</b> ? (put it down - and tell you!)	<input type="checkbox"/>	<input type="checkbox"/>
10.	Above all else, do they know beyond a shadow of a doubt that <b>they can come and talk to you about anything</b> they might experience online?	<input type="checkbox"/>	<input type="checkbox"/>

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If you answered "NO" to any of these questions, your home might have areas of potential digital risk. We can help. Visit: [protectyoungeyes.com](http://protectyoungeyes.com)





# SOCIAL MEDIA READINESS

## What's the right age?

---

People ask us this ALL the time. But we believe this isn't the right question. We prefer to ask: **"What digital decisions give my child the best chance at the most fulfilling childhood?"**

At PYE, we tell parents to wait until high school for a smartphone, and that **social media should come with a driver's license**. Kid's brains just aren't ready, developmentally, for such powerful and addictive technology.

*"But my friends have it!"* We hear this all the time too, and as parents, we've felt that same pressure. But in over 1,500 digital safety presentations, we've **never met a parent who wished they had given their child social media sooner**. Social media doesn't give your child a better chance of a fulfilling childhood, it's much more likely to do the opposite.

The US Surgeon General put it this way, *"our children and adolescents don't have the luxury of waiting years until we know the full extent of social media's impact. Their childhoods and development are happening now."* These are **fabulous, fragile, and fertile** times for your child. Protect it.





# SOCIAL MEDIA READINESS

## When's the right age?

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"Delay is the way" is not a NO tech strategy, it's a SLOW tech strategy. Delaying and introducing social media as they mature, not all at once. Let's not allow their development to get hijacked by the same tech that often challenges us as adults.

We encourage parents to be as intentional about **social media training** as they are with bike riding. Consider a stepped approach that looks something like this:

1. Creating a Family Media Plan.
2. My child uses my social media on my phone.
3. My child creates their own account but it's on my phone.
4. My child has their account on their device, but I still have access as well.

We hope this helps you and your family! If you still aren't sure if your kid is ready, take our **Social Media Readiness Quiz** on the next page.

*Chris*

with you!

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# SOCIAL MEDIA READINESS

## 10 Questions to Determine Readiness

		YES	NO
1.	Would you want your child to use a <b>social media</b> the same way you do?	<input type="checkbox"/>	<input type="checkbox"/>
2.	Have you made a <b>Family Media Plan</b> ? Do you plan to be active in your kids' media use?	<input type="checkbox"/>	<input type="checkbox"/>
3.	Does your child understand that they are creating a <b>digital footprint</b> that could affect their future?	<input type="checkbox"/>	<input type="checkbox"/>
4.	How is your child's <b>impulse control</b> ? Can they put a device down after getting frustrated or make wise decisions when pressured to spend money on apps?	<input type="checkbox"/>	<input type="checkbox"/>
5.	Does your kid reflect <b>responsibility</b> ? Do they tell you the truth, or do they lie rather often?	<input type="checkbox"/>	<input type="checkbox"/>
6.	Does your family have a <b>history</b> of depression or anxiety? If so, have you talked to your teen about <b>mental health</b> ?	<input type="checkbox"/>	<input type="checkbox"/>
7.	Does your teen talk to you <b>about their problems</b> with friends, school, and other areas of life?	<input type="checkbox"/>	<input type="checkbox"/>
8.	Have you talked to your teen about the impact of pornography on the brain, relationships, sex, and self? (see: My Kid Has Seen Porn, Now What?)	<input type="checkbox"/>	<input type="checkbox"/>
9.	Does your teen know what to do if a <b>stranger messages them</b> on social media? (put it down - and tell you!)	<input type="checkbox"/>	<input type="checkbox"/>
10.	Above all else, do they know beyond a shadow of a doubt that <b>they can come and talk to you about anything</b> they might experience online?	<input type="checkbox"/>	<input type="checkbox"/>

If you answered "NO" to any of these questions, your home might have areas of potential digital risk. We can help. Visit: [protectyoungeyes.com](http://protectyoungeyes.com)





# UNDERSTANDING INCOGNITO MODE

#delayistheway

Steps that can create a safer Instagram experience.

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**For iPhones and iPads:** if you allow your child to use the Safari browser, then you'll want to "Limit Adult Websites" and preserve search history. We also recommend blocking all other browsing apps - like Google, Chrome, Dolphin, etc. by controlling the App Store.

**To preserve search history in Safari:** Go to Settings -> Screen Time -> Content & Privacy Restrictions -> Set a 4-digit passcode with the toggle at the top -> App Store, Media, Web, & Games -> Web Content -> Limit Adult Websites.

**To control the Apple App Store** and prevent non-Safari browsers: read through our complete [Screen Time set-up guide](#).

**For Android devices:** Google limits what parents can see in the search history. Best to use a paid service like Bark on all Android devices for the best insight.

**For Chromebooks:** since these depend on WiFi, the best way to preserve and review history is with a router that keeps history. Read more about routers in our Ultimate Guide.

**PC Laptops:** Microsoft Family Safety can preserve history. Check out our instructions.

**MacBooks:** log in with the same Apple ID as iPhones and iPads and whatever you set above will stick on the MacBook.

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For more learning and community, visit: [protectyoungeyes.com](https://protectyoungeyes.com)



# SNAPCHAT SET UP GUIDE

#delayistheway

Steps that can create a safer Snapchat experience.

---

Ensure the following statements are true for the lowest digital risk: TRUE

1. **You know your child's login information.** The cost of your child getting the app is you knowing the password. Bonus points if they know your password too!
  2. **You've talked to your child about porn, predators, sex, and drugs.** If these conversations are too mature, then they aren't ready for Snapchat.
  3. **You've taught your kid what to do when (not if) they see inappropriate content and when (not if) a stranger tries to talk to them: put it down and tell you!**
  4. **Your child uses their real age on Snapchat** (for privacy, don't use their exact birthdate). Snapchat has built-in safety features based on age.
  5. **Your child's account is hidden from Quick Add.** If not, Go to Settings > scroll down to Privacy Controls > disable the toggle. This removes the account from being suggested to others.
  6. **Your child's account is in Ghost Mode.** If not, go to Settings > scroll down to Privacy Controls > See My Location > enable Ghost Mode. This hides the devices location from all users and Snapchat.
  7. **Your child's Story is set to "My Friends."** If not, Go to Settings > Privacy Controls > View My Story > select "My Friends" or "Custom" to block specific users from viewing their Story.
  8. **You've set up Parental Controls on Snapchat.** If not, go to Settings > Privacy Controls > Family Center > Tools and Resources
  9. **You frequently ask your child about any alternate accounts.** Be sure the same settings and rules apply to every account they have.
  10. **You prevent Snapchat from being used at night.** Too many risky behaviors happen at night and the risks go up with Snapchat. Use Screen Time controls on Apple and Android's Family Link.
- 

If any of these statements aren't true, your child is at greater digital risk while using Snapchat. We can help. Visit: [protectyouneyes.com](https://protectyouneyes.com)



# INSTAGRAM SET UP GUIDE

#delayistheway

Steps that can create a safer Instagram experience.

---

Ensure the following statements are true for the lowest digital risk: TRUE

1. **You know your child's login information.** The cost of your child getting the app is you knowing the password. Bonus points if they know your password too!
  2. **You've talked to your child about porn, predators, sex, and drugs.** If these conversations are too mature, then they aren't ready for Instagram. And that's okay!
  3. **You've taught your kid what to do when (not if) they see inappropriate content and when (not if) a stranger tries to talk to them: put it down and tell you!**
  4. **Your child uses their real age on Instagram** (for privacy, don't use their exact birthdate). Instagram has built in safety features based on age, this adds a layer of protection.
  5. **Your child's account is Private.** If not, Go to Settings > Account Privacy > change from "Public" to "Private." Be sure that YOU approve each account that requests to follow your child.
  6. **You've set Message Controls.** If not, Go to Settings > Messages and story replies > Message Controls. Adjust as you see fit.
  7. **Your child's Sensitive Content setting is set to "Less."** If not, Go to Settings > Suggested Content > Sensitive Content > select "Less."
  8. **You've set up Parental Controls on Instagram.** If not, go to Settings > scroll down to "Supervision" > Get Started.
  9. **You frequently ask your child about any alternate accounts.** Be sure the same settings and rules apply to every account they have.
  10. **You prevent Instagram from being used at night.** Too many risky behaviors happen at night and the risks go up with Snapchat. Use Screen Time controls on Apple and Android's Family Link.
- 

If any of these statements aren't true, your child is at greater digital risk while using Instagram. We can help. Visit: [protectyouneyes.com](https://protectyouneyes.com)



# MY KID RECEIVED A NUDE

#delayistheway

Practical steps for what do in this moment.

---

If you find your child has received a nude, please do the following: **DONE**

1. **Stay Calm.** Don't freak out! Assess your emotions to know whether or not you're in the right spot to speak calmly. Remember, most kids will already feel shame. Don't fuel it with disappointment or anger.
2. **Moms & Daughters, Dads & Sons.** Be strategic about who is involved in the conversations. If possible and fitting for your family, keep the initial conversation between the same sex - Moms with Daughters and Dads with Sons.
3. **Confiscate the Device.** Prevent further exposure for the time being by taking the device away while you figure this out.
4. **Stop the Messages.** Immediately reply with "I do not want this message and stop sending me messages."
5. **Preserve Evidence.** Take screenshots of prior messages, usernames, and numbers (to give to law enforcement or legal aid later if needed).
6. **Block the Sender.** Remove every form of communication this person has with your child. If any of your child's social media accounts aren't private, **make them private.**
7. **Calm Consistent Conversations.** Stay calm, but also be direct with your child about the situation. Continue to periodically check in and ask your child if they've seen or received anything unusual. Don't assume that a one-time conversation will be enough.
8. **Next Steps.** Determine the next steps for you and your family, which could include conversations with parents of other teens, contacting law enforcement, and or seeking legal aid.
9. **Laws.** Different states have different laws concerning minors who **request and or send nude photos** of minors (themselves included) to others. Understand what laws may apply to your situation. If needed, get law enforcement or legal aid involved.
10. **Bark.** Use Bark to help keep digital activity accountable. Even better, get it on every smartdevice in your family (mom's and dad's too).

---

Want to learn more about how to keep your family protected online?

We can help. Visit: [protectyoungeyes.com](http://protectyoungeyes.com)



# MY KID SENT A NUDE

#delayistheway

Practical steps for what do in this moment.

---

If you find your child has sent a sext, please do the following:

DONE

1. **Stay Calm.** Don't freak out! Assess your emotions to know whether or not you're in the right spot to speak calmly. Remember, most kids will already feel shame. Don't fuel it with disappointment or anger.
  2. **Moms & Daughters, Dads & Sons.** Be strategic about who is involved in the conversation. If possible and fitting for your family, keep the initial conversation between the same sex - Moms with Daughters and Dads with Sons.
  3. **Confiscate the Device.** Prevent further exposure for the time being by taking the device away while you figure this out.
  4. **Preserve Evidence.** Take screenshots of prior messages, usernames, and numbers (to give to law enforcement or legal aid later if needed).
  5. **Block the Receiver.** Remove every form of communication this person has with your child. If any of your child's social media accounts aren't private, **make them private.**
  6. **Calm Consistent Conversations.** Stay calm, but also be direct with your child about the situation. Continue to periodically check in and ask your child if they've seen or received anything unusual. Don't assume that a one-time conversation will be enough.
  7. **Next Steps.** Determine the next steps for you and your family, which could include conversations with parents of other teens, contacting law enforcement, and or seeking legal aid.
  8. **Laws.** Different states have different laws concerning minors who **request and or send nude photos of minors** (themselves included) to others. Understand what laws may apply to your situation. If needed, get law enforcement or legal aid involved.
  9. **Get Practical.** Don't scare them, but calmly present some facts about this situation. Show them articles of kids whose lives have been radically changed by participating in sexting. They are everywhere.
  10. **Bark.** Use Bark to help keep digital activity accountable. Even better, get it on every device in your family (mom's and dad's too).
- 

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# MY KID IS TALKING TO A PREDATOR

#delayistheway

Practical steps for what do in this moment.

---

If your kid has been talking to a predator, please do the following: **DONE**

1. **Stay Calm.** Don't freak out. They need you and need to know the answers to two things immediately: *"Will I be okay?"* and *"Are Mom and Dad still okay with me?"* Remember - you probably answer those questions without even saying a word. Face. Tone. It all matters!
  2. **Preserve Evidence.** Take screenshots of messages, usernames, and numbers (to give to law enforcement or legal aid later if needed).
  3. **Block Them.** Remove all forms of communication with this person. If any of your child's social media accounts aren't private, **make them private.** Ignore any friend requests for the next few days.
  4. **Report Them.** Report the account on the platform they used to contact your child. You can even consider informing law enforcement.
  5. **Avoid the Toxic Trio.** Bedrooms + Boredom + Darkness = Poor Digital Choices. This is true for people of **all ages.** Don't allow tech in private places, like at night alone in their room, and the in bathroom.
  6. **Spread Awareness.** Determine if other families might be at risk (if contact was made on a game other kids play, or an app other kids are using). Let other parents know what happened and to look out.
  7. **No Digital Secrets.** Remind your child that digital secrets are never okay - even with people they know. And if someone they don't know talks to them online, tell them to **put the device down and tell you!**
  8. **Digital Doors.** Make sure you know the apps and games your kid uses. Many apps allow messaging, and so do video games. Make sure chat is turned off and all accounts are private. Check in frequently and ask if any strangers have messaged them. **Then listen.**
  9. **Walk Away.** Many kids may feel that ignoring or leaving online conversations (even with a stranger) is rude. Remind them that it's not rude, it's smart! Give them permission to walk away from conversations.
  10. **Bark.** Use Bark to help keep digital activity accountable. Even better, get it on every device in your family (mom's and dad's too).
- 

Want to learn more about how to keep your family protected online?

We can help. Visit: [protectyoungeyes.com](http://protectyoungeyes.com)



# MY KID IS BEING SEXTORTED

#delayistheway

Practical steps for what do in this moment.

---

If you find your child is being sextorted, please do the following: DONE

1. **Stay Calm.** Don't freak out. They need you, and need to know two things: *I will be okay. Mom and Dad still love me.* Remember, most kids will already feel shame. Don't fuel it with disappointment or anger.
  2. **Don't Pay.** Time is money for the extortioners. If you pay, they'll just ask for more. If you don't, they might move on to the next victim (*although we can't guarantee this*). Whatever they say, we recommend NOT paying them any money, **it's never enough.**
  3. **Preserve Evidence.** Take screenshots of prior messages, usernames, and numbers (to give to law enforcement or legal aid later if needed).
  4. **Report Them.** Follow this guide from Darren Laur to report users and content across all major apps: **Report Guide**
  5. **Block Them.** Remove all forms of communication with this person. If any of your child's social media accounts aren't private, **make them private.** Ignore any friend requests for the next few days.
  6. **Law Enforcement.** Sadly, except for the worst situations, there isn't much Law Enforcement can do. Be sure to see what laws may apply to your situation. If needed, get law enforcement and or legal aid involved.
  7. **Ignore, Block, Delete.** Your child may get another message in the form of a group message with others you know. Most people ignore random groups, we hope that is the case if this happens. Ignore, Block, Delete.
  8. **Google Alerts.** By using Google Alerts' search bar, type your child's name in quotation marks "*John Smith*" - by doing this, Google will search every day and will alert you if your name is tagged in anything online. You can request to have it removed for being CSAM.
  9. **Take it Down.** NCMEC (*National Center for Missing and Exploited Children*) has a program that can detect your child's nude photo and report it. You'll have to upload the image, use **THIS LINK ONLY.**
  10. **Bark.** Use Bark to help keep digital activity accountable. Even better, get it on every device in your family (mom's and dad's too).
- 

Want to learn more about how to keep your family protected online?

We can help. Visit: [protectyoungeyes.com](http://protectyoungeyes.com)

## Android Parental Controls

### Add User Restricted Profiles:

1. Open Settings
2. View Users
3. Choose Add user or profile.
4. When the dialog window pops up, tap Restricted Profile to create a new user that has restricted access to the device. This procedure will take you into a special screen where you can allow or disallow access to certain apps on the device.
5. By default, Android will disallow access to almost everything including the Chrome browser and the ability to search the web through the Google app. You should go through and turn on access to any app or game that you want your kids to use.
6. Several options support a gear icon to the left of the on/off switch that helps you to tailor the content to your kid, generally through age-based settings.
7. In Google Movies and TV, you can restrict access to anything higher than one of the standard ratings. For example, you can restrict access to only PG-13 and TV-13 and lower. Specify a restriction for both movies and television. You will also want to make sure the "Allow unrated content" option is unchecked.

### Restrict App Store Downloads and Content:

- First, launch the Google Play app.
- While in the app, access the menu by sliding your finger from the left edge of the screen toward the middle of the display to reveal the Google Play menu.
- In the menu, choose Settings then tap Parental Controls.
- Turn on Parental Controls by inputting a four-digit passcode.
- After the Parental Controls are turned on, visit each section to toggle restrictions. For Books and Music, the only option is to restrict adult content. Apps, Games, Movies and TV use the standardized age restrictions.
- These restrictions only apply to apps available on the Google Play store. If you have already installed an app on the device, these settings will not restrict access to it.

## Android Parental Controls- Google Family Link

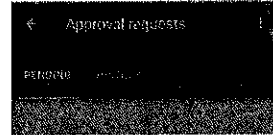
### Guide them to good content

#### View their activity

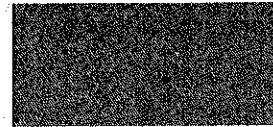
#### Manage their apps

Handy notifications let you approve or block apps your child wants to download from the Google Play Store. You can also manage in-app purchases, and hide specific apps on their device.

#### Feed their curiosity



#### Approve download



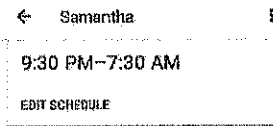
### Guide them to good content

#### View their activity

Not all screen time is the same. Help your child make healthy decisions about what they do on their device, with activity reports showing how much time they're spending on their favorite apps. <sup>f</sup>

#### Manage their apps

#### Feed their curiosity



#### Today's activity • updated now



Samantha's Nexus 5

 Unlocked

## Guide them to good content

View their activity

Manage their apps

Feed their curiosity

It can be hard to figure out what apps are right for your child, so Family Link shows you teacher-recommended apps that you can add directly to their device.†



### Apps recommended by teachers



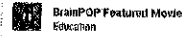
MarcoPolo Ocean Education



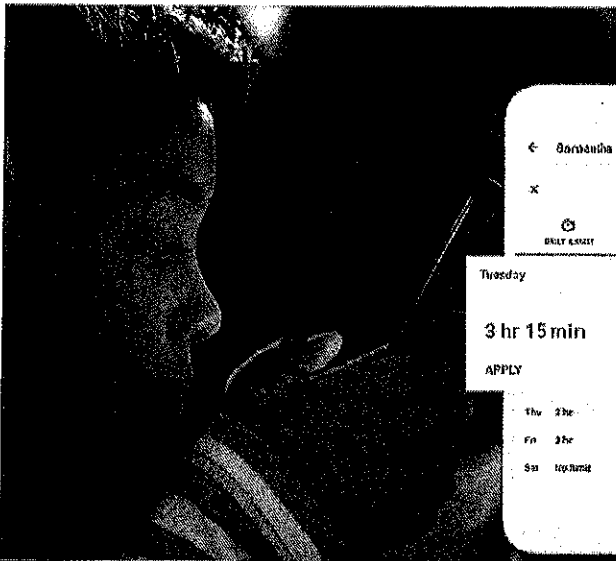
ScratchJr Creativity



ScratchJr Creativity



BrainPOP Featured Movie Education

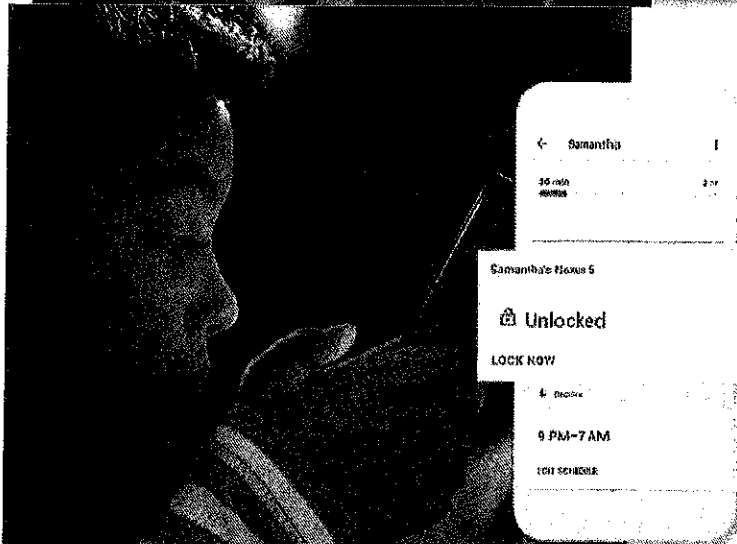


## Keep an eye on screen time

### Set limits

It's up to you to decide the right amount of screen time for your child. Family Link lets you set time limits and a bedtime for their device, so you can help them find a good balance.

### Lock their device



## Keep an eye on screen time

### Set limits

### Lock their device

Whether it's time to go play outside, have dinner, or just spend time together, you can remotely lock a device whenever it's time to take a break.





## Apple Parental Controls

### **Set Content & Privacy Restrictions:**

- Go to Settings and tap Screen Time.
- Tap Continue, then choose "This is My [Device]" or "This is My Child's [Device]."
- If you're the parent or guardian of your device and want to prevent another family member from changing your settings, tap Use Screen Time Passcode to create a passcode. Then re-enter the passcode to confirm.
- If you're setting up Screen Time on your child's device, follow the prompts until you get to Parent Passcode and enter a passcode. Re-enter the passcode to confirm.
- Tap Content & Privacy Restrictions. If asked, enter your passcode, then turn on Content & Privacy.

### **Prevent iTunes & App Store Purchases:**

You can also prevent your child from being able to install or delete apps, make in-app purchases, and more. To prevent iTunes & App Store purchases or downloads:

- Go to Settings and tap Screen Time.
- Tap Content & Privacy Restrictions. If asked, enter your passcode.
- Tap iTunes & App Store Purchases.
- Choose a setting and set to Don't Allow.

You can also change your password settings for additional purchases from the iTunes & App Store or Book Store. Follow steps 1-3, then choose Always Require or Don't Require.

### **Allow Built-in Apps and Games**

You can restrict the use of built-in apps or features. If you turn off an app or feature, it won't delete it, it's just temporarily hidden from your Home screen. For example, if you turn off Mail, the Mail app won't appear on your Home Screen until you turn it back on.

To change your Allowed Apps:

- Go to Settings > Screen Time.
- Tap Content & Privacy Restrictions.
- Enter your Screen Time passcode.
- Tap Allowed Apps.
- Select the apps that you want to allow.



## Prevent Explicit Content & Content Ratings

You can also prevent the playback of music with explicit content and movies or TV shows with specific ratings. Apps also have ratings that can be configured using content restrictions. To restrict explicit content and content ratings:

- Go to Settings and tap Screen Time.
- Tap Content & Privacy Restrictions, then tap Content Restrictions.
- Choose the settings you want for each feature or setting under Allowed Store Content.

### Here are the types of content that you can restrict:

- Ratings For: Select the country or region in the ratings section to automatically apply the appropriate content ratings for that region
- Music, Podcasts & News: Prevent the playback of music, music videos, podcasts, and news containing explicit content
- Music Profiles & Posts: Prevent sharing what you're listening to with friends and seeing what they're listening to
- Movies: Prevent movies with specific ratings
- TV shows: Prevent TV shows with specific ratings
- Books: Prevent content with specific ratings
- Apps: Prevent apps with specific ratings

## Turn on Screen Time

- On your iPhone, iPad, or iPod touch, go to Settings > Screen Time.
- Tap Turn On Screen Time.
- Tap Continue.
- Select This is My [device] or This is My Child's [device].

You can now get a report about how you use your device, apps, and websites, any time you want.

If it's your child's device, you can set up Screen Time and create settings right on their device or you can use Family Sharing to configure your child's device from your own device. After you set up your child's device, you can also use Family Sharing to view reports and adjust settings any time, right from your own device.

With Screen Time you can also create a dedicated passcode to secure settings, so only you can extend time or make changes.

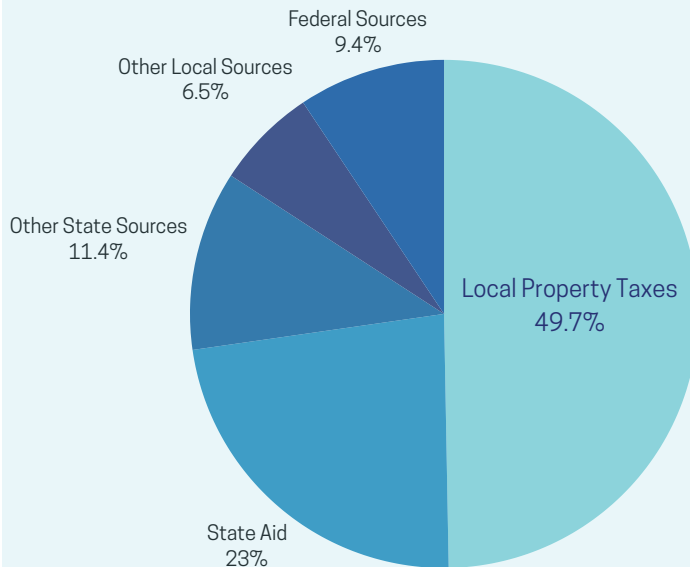
## Use Screen Time with Your Family

With Family Sharing, you can share music, movies, apps, and more with family — and it now works with Screen Time. You can view reports and adjust settings for children in your family any time, right from your device. If you're already in a family group, go to Settings > Screen Time, and tap your child's name. If you need to create an Apple ID for your child, go to Settings > [your name] > Family Sharing > Screen Time.

Or if you're new to Family Sharing, tap Set up Screen Time for Family and follow the instructions to add a child and set up your family. You can add family members any time from Family Sharing settings.

# EDUCATION FUNDING

## REVENUE SOURCES



### Local Property Taxes

Determined by local school boards, subject to levy limits, revenue caps, and spending limits

### Federal Sources

Reimbursements for federal programs like special education, Title I, and early childhood education

### State Aid

Money paid to schools via the state aid formula

### Other Local Sources

Fees and local motor vehicle and utilities taxes

### Other State Sources

Special education reimbursements, state apportionment, homestead exemptions, etc.

*Note: This data does not include changes to funding implemented in the 2023 Legislative session as the impact of those changes is still to be determined. Additionally, federal funding portions may be inflated by pandemic relief funds that are now expired.*

## SCHOOL DISTRICT REVENUE LIMITS



### Spending Limit

The spending limit works by applying a rate of growth (Basic Allowable Growth Rate) to the main portion of each district's budget, based on the prior year's budget. The amount a school's budget can grow from year to year is limited currently to 2.5%, subject to revision by the Legislature.



### Property Tax Limit

By law, the maximum property tax levy is currently \$1.05 per \$100 of property value. There are some exceptions to this limit, including the option for a levy override approved by the voters in a given district, which can be accessed for up to 5 years.








### Property Tax Request Authority Limit

A district's property tax request authority is the amount of property taxes a district can request each year. Growth in property tax revenue is limited to 3% each year with certain exceptions. A school board can exceed the property tax request authority by up to 7% (based on enrollment) if at least 70% of its members approve.

# TEEOSA



## STATE FUNDING OUTSIDE THE TEEOSA FORMULA

 <p><b>SPECIAL EDUCATION REIMBURSEMENTS</b> (\$224 MILLION)</p>	 <p><b>PROPERTY TAX CREDIT</b> (\$158 MILLION)</p>	 <p><b>STATE APPORTIONMENT</b> (\$60 MILLION)</p>	 <p><b>HOMESTEAD EXEMPTIONS</b> (\$53 MILLION)</p>	 <p><b>CATEGORICAL PROGRAMS</b> (\$15 MILLION)</p>
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Source: Nebraska Department of Education 2022/23 Statewide Annual Financial Report

# BUDGET PROCESS

## OVERVIEW

Nebraska creates a **two-year budget**, though the Legislature can continue making adjustments throughout each year as needed. The two-year budget period is called the biennium. **The state's budget must be balanced**, meaning that spending can only occur to the extent that money is available. Nebraska cannot borrow money for general spending needs, with very narrow exceptions for the construction of roads. An increase in spending or unexpected decline in revenues may create a budget "shortfall." Since the state must balance its budget, the Legislature must fix a shortfall through some combination of spending cuts, tax increases, cash fund transfers, and use of cash reserves.

## WHO IS INVOLVED?



### THE PEOPLE OF NEBRASKA

Every bill introduced in the Nebraska Legislature, including the series of bills that make up the budget, are scheduled for a public hearing. The Appropriations committee also hears from department heads during the hearing process. Anyone may participate and offer feedback on the budget proposals. Individuals can also reach out to their senator at any time to offer support or opposition for any aspect of the budget.



### THE APPROPRIATIONS COMMITTEE

In January and February, the Legislature's Appropriations Committee meets with **Legislative Fiscal Office** staff to review agency budget requests. They develop a preliminary recommendation within 20 to 30 legislative days of the Governor's budget submission (Legislature, Rule 8, Sec. 3, 2023-24). The Committee uses revenue forecasts by the **Nebraska Economic Forecasting Advisory Board** to determine how much revenue it has available to appropriate. Next, the Appropriations Committee holds mandatory public hearings on the budget proposal.



### THE LEGISLATURE

Once advanced from the Appropriations Committee, the full Legislature will debate and potentially amend the series of bills that comprise the budget for three rounds: General File, Select File, and Final Reading. Almost all budget bills are passed with a two-thirds vote (33 of 49) of the Legislature, which ensures they take effect the day after the bills are enacted using an "emergency clause."



### THE GOVERNOR

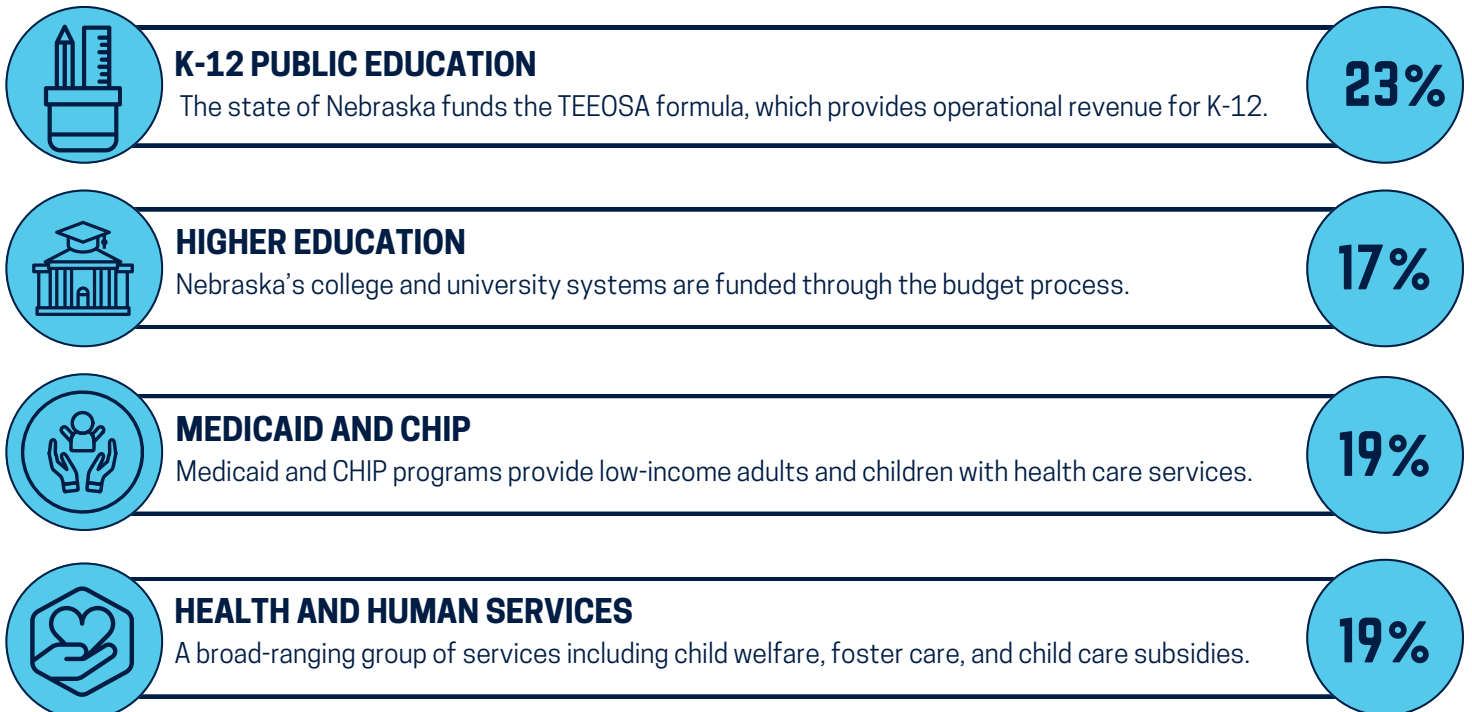
The Governor begins the budget process in the year before the long legislative session, working with the **Department of Administrative Services (DAS) Budget Division**. The proposal is due to the Legislature by January 15 in odd-numbered years (or February 1 for a new Governor). Once the budget is passed, the Governor may sign the bills, decline to sign them (but allow them to take effect automatically), veto bills, or veto particular items in each bill. The Legislature may override all or part of any veto with 30 votes.

# BUDGET TIMELINE



## WHAT IS FUNDED BY THE STATE BUDGET?

While this is not a comprehensive list, the top categories of spending in the state budget are outlined below. Percentages are approximate based on Fiscal Year 2025 Budget.



**Summer 2025 Projects Design Proposal Language  
Clark and Enersen**

**On behalf of Clark & Enersen, we are pleased to submit a Design Services Fee Proposal to assist District OR-1 with the design, bidding, and construction administration to renovate the existing locker rooms, trophy case below stair, renovate girl's locker room restroom area finishes and fixtures, and east corridor restroom finishes and fixtures at Palmyra Jr/Sr. High school.**

**Our proposal is based upon the design options presented and reviewed during our June 20, 2024 meeting (attached). For design services associated with this scope, we propose a Fixed Fee of \$95,000 including reimbursable expenses. We assume that all documents will be provided in digital format for bidding and construction, no printing costs are assumed. We anticipate starting design upon notice to proceed. We assume that documents can be completed and bid for construction to take place over the summer break of 2025.**

# PHS VIDEO BOARD PROJECT

\$100,000



*Champion*

**\$5000+**

Large Permanent banner

Ad on rotation

Ad in activity program

\*Potential future commercial

*Premiere*

**\$3000-\$4999**

Medium Permanent banner

Ad on rotation

Ad in activity program

*Elite*

**\$1500-\$2999**

Ad on rotation

Ad in activity program

*Varsity*

**\$100-\$1499**

Ad on rotation

STUDENT INVOLVEMENT - FUTURE CURRICULUM - LOCAL ADVERTISING - EXTRA FAN ENGAGEMENT



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## Digital Safety Class For Parents

Monday, February 3rd and Tuesday, February 4th, 2025





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**Digital Safety Class For Parents**

**Monday, February 3rd and Tuesday, February 4th, 2025**





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# “Spark” Activity

Please talk with a person next to you and discuss the following questions listed below.

*Please provide enough time that all participants have time to share their response*

- **Question # 1:** How many of your children have personal electronic devices?
- **Question #2:** What specific expectations or rules do you have in place for these devices?
- **Question # 3:** Do you know the names of the social media accounts your child uses?
- **Question # 4:** Do you know your child’s correct and current passwords?
- **Question # 5:** Do you know what the following terms mean?
  - Vault App, algorithm, geotracking, AI, CHATGPT, Ghosting, Clickbait, hashtag, Doom Scrolling



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# Introductions

- Mr. Burke Brown: Technology Director
  - Mr. Jared Haag: Elementary Principal
  - Mr. Michael Hart: Superintendent
  - Mr. Heath Johnson: J/S High School Principal
  - Ms. Linde Walter: Director of Student Programs
  - Mr. Austin Hart: Additional Technology Assistance for Tonight's Meeting
- 
-



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# Objectives for Tonight

- Increase Digital Awareness
- Facilitate Collaboration and Connection
- Discuss Legal and Legislative Trends
- Set Parental Controls
- Learn Current “Fad Apps”
- Strengthen Communication and Partnerships





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## Something to think about!

Are we “over protecting” our children in the physical world while at the same time “under protecting” them in the digital world?



# Sinking or Swimming Digitally?

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Would we turn car keys over to a child without teaching them to drive first?



By a show of hands who was taught to swim? Who was just thrown into the water?

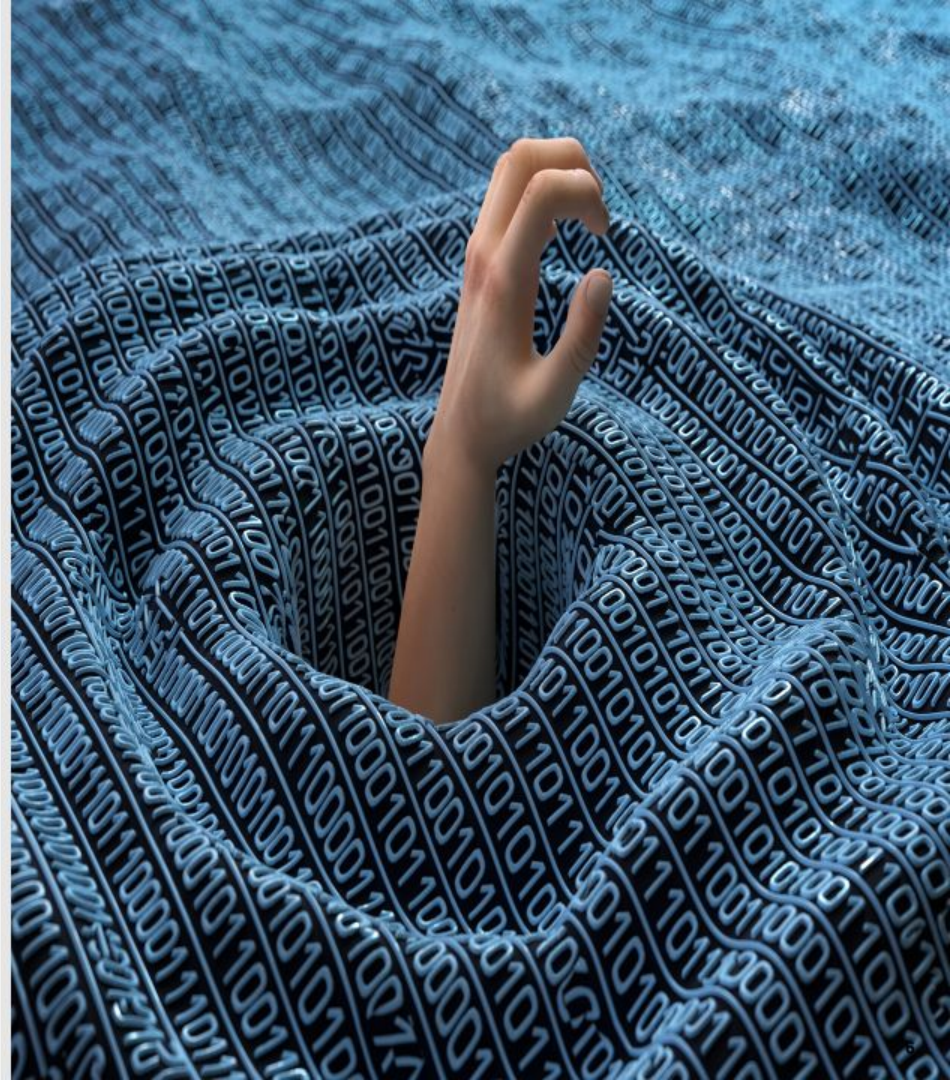


What training or lessons are kids getting on digital devices or platforms?

**POINT:**

**Digital Wisdom**

happens when we prepare together  
for the digital nuances





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**Digital Safety Class For Parents**

**Monday, February 3rd and Tuesday, February 4th, 2025**



**DISCLAIMER**





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# The “Illusion” of Social Media



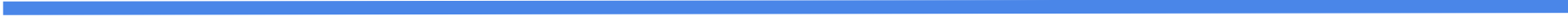
In the future, your "digital footprint" will carry far more weight than anything you might include on a resume. -Chris Betcher

A photograph of a sandy beach with numerous footprints scattered across the surface. The footprints are of various sizes and orientations, some showing distinct tread patterns. The sand is a light tan color, and the lighting creates soft shadows within the impressions.



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# Perception





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# Reality





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# Understanding the SM Addiction



- Need for ATTENTION!!!
  - Don't look up!
  - Targeted algorithms
  - FOMO
  - Local Issues: “Palmyra Truth”
  - Dopamine Feeds
  - (NetFlix, TikTok, Insta, Snap, Threads, Chat GPT, etc.)
    - All this leads to .... The Infinite Scroll
- 
-



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# Legal and National / State Trends



- Governor Pillen Priorities: No Social Media Until 16, No Cell Phones in Schools
  - [Nationwide Tik Tok Ban](#)
  - [President Trump revoked a 2023 executive order that sought to reduce the risks that artificial intelligence poses to consumers, workers and national security.](#)
  - States and countries have implemented social media bans (Texas, Florida, Australia, Brazil (X)).
  - Extensive research continues on the effects of social media and personal electronic devices for children
  - Current Legislative Bills ([LB140](#))
- 
-

# Social Media

## **Facebook:**

For you and your parents. If kids are on it, it's probably fake

## **Twitter:**

Combo of young and old - but mostly older

## **Snapchat:**

The kids are HERE and their platform is why

## **Instagram:**

Kids are here too and there is a lot of content to see

## **TikTok:**

Newer, kids are flocking to it - 60 sec or less videos

## **Kik Messenger:**

Allows communication with strangers who share their Kik username to find people to chat with

## **Omeagle:**

No log-in, no registering - Just straight to the strangers

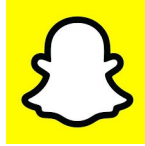


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# Current “Fad Apps”

- Snapchat



- Instagram



- Tik Tok



Tik Tok

- Kik Messenger



- WhatsApp





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# Current “Fad Apps”

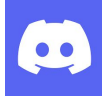
- **Reddit**



- **BeReal**



- **Discord**



- **Roblox**



- **“Notes” (Iphone)**



- **Chat GPT**





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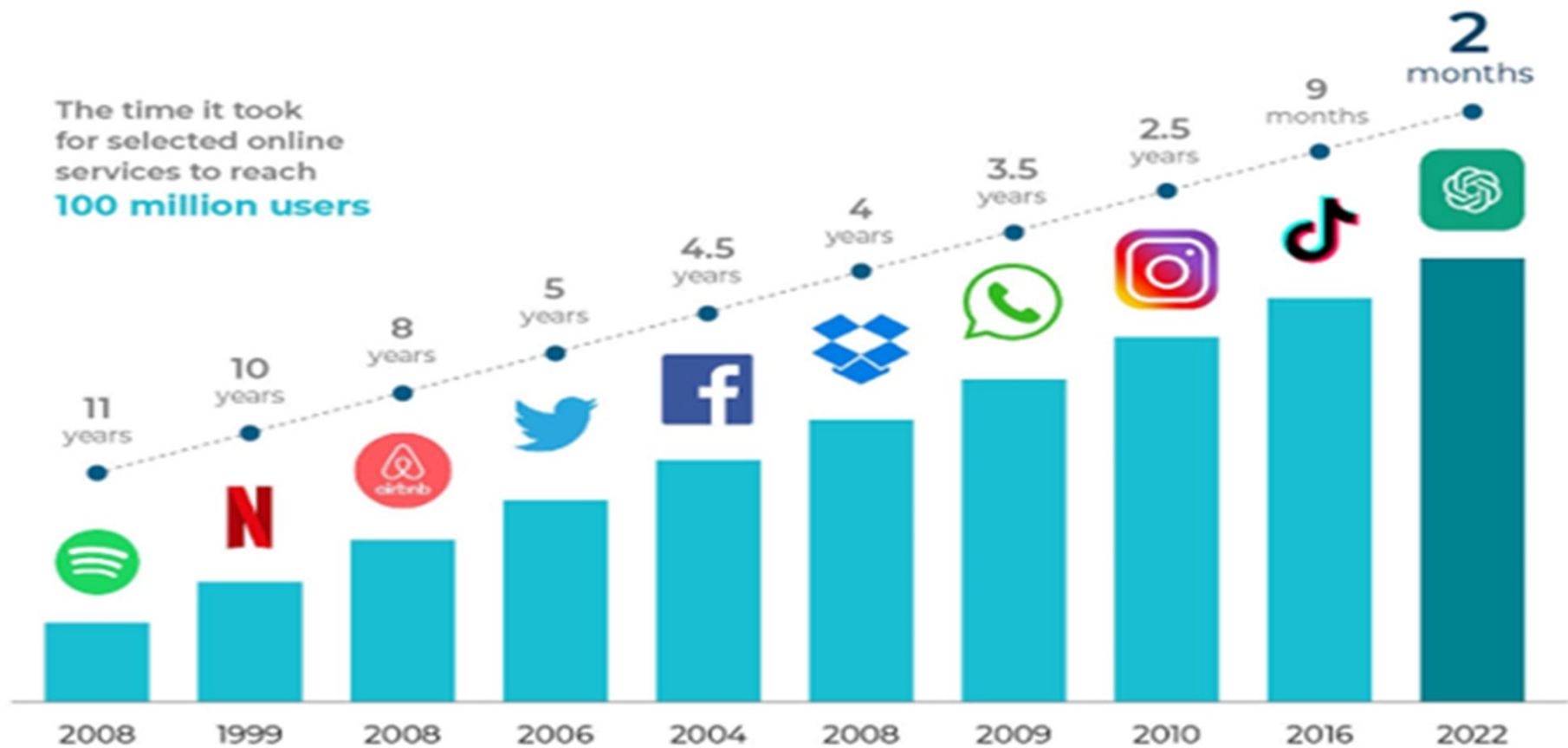
# Student Social Media Accounts

- Many kids have multiple accounts over various platforms.
- Usually these accounts are for the different “groups” in their life.
- The account name is usually not the actual name.
  - Example: One for family and another for friends.



# Chat-GPT sprints to 100 million users

The time it took for selected online services to reach **100 million users**



em\_clarkson

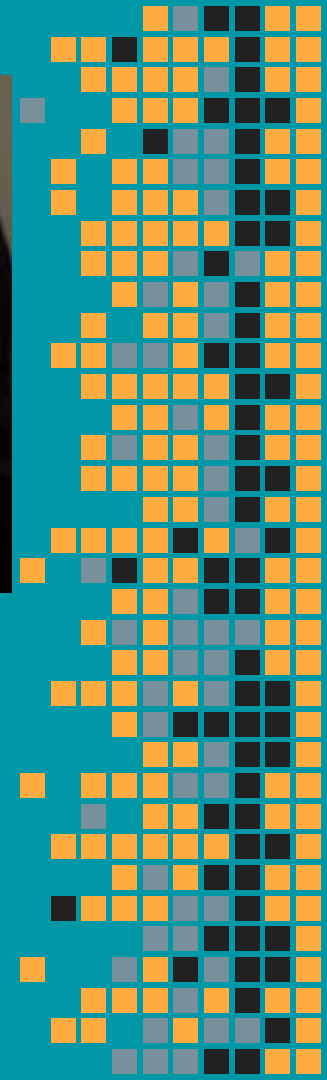
Danaemercer



# Social Media “Filters”



Social Media  
“Filters”





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# Artificial Intelligence (AI)

## (Types of AI)

- **Reactive Machines:** Reactive machines are AI systems that have no memory and are task-specific, meaning that an input always delivers the same output. Examples: Beat at chess by IBM's supercomputer, Netflix recommendations:
  - **Generative:** Artificial intelligence powered by large language models (LLMs) that are created by training algorithms on massive amounts of data.
  - **Deep Learning:** uses neural networks to mimic the human mind to recognize images, process natural language, and more.
  - **Self-Aware AI:** Not in existence yet: have its own consciousness and self-awareness. It would be capable of understanding emotions to being aware of themselves, their state of being, and being able to sense or predict others' feelings. For example, "I'm hungry" becomes "I know I am hungry" or "I want to eat lasagna because it's my favorite food."
  - **Limited Memory AI:** learn from historical data and improve its performance over time. It uses past experiences to inform future actions. Examples include virtual assistants, chatbots, and self driving cars.
- 
-



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# District Technology



- Band App
- Classwize
- Powerschool
- Canvas
- District Website
- Social Media Sites
- School Messenger
- School Filters and monitoring





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# Family Resources:

*In Your Handouts*



- **Family Media Plan Guide**
  - **Family Media Plan**
  - **Is Your Home Protected?**
  - **Digital Trust Playbook**
  - **Smartphone Readiness**
  - **Social Media Readiness**
- 
-



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# Parental Controls and Action Steps :

*In Your Handouts*

- **Understanding Incognito Mode**
  - **Snapchat Set Up Guide**
  - **Instagram Set Up Guide**
  - **My Kid Received a Nude: Action Steps**
  - **My Kid Sent a Nude: Action Steps**
  - **I Suspect My Kid is Talking to a Predator: Action Steps**
  - **My Kid is Being Sextorted: Action Steps**
- 
-



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Let's try this on our own devices?



Android 





**Why us?  
Why now?**



**You can't put the toothpaste back in the tube!**





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# Resources



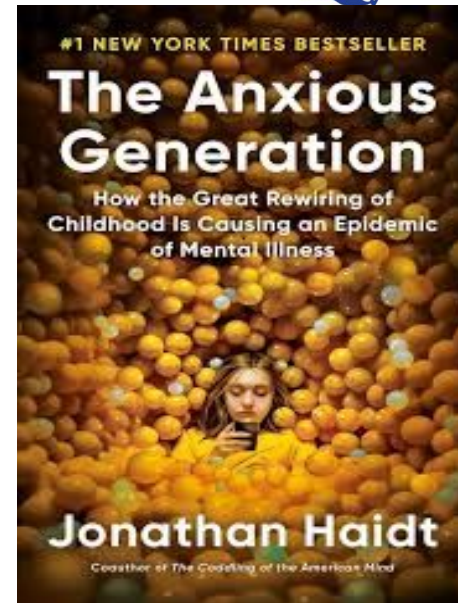
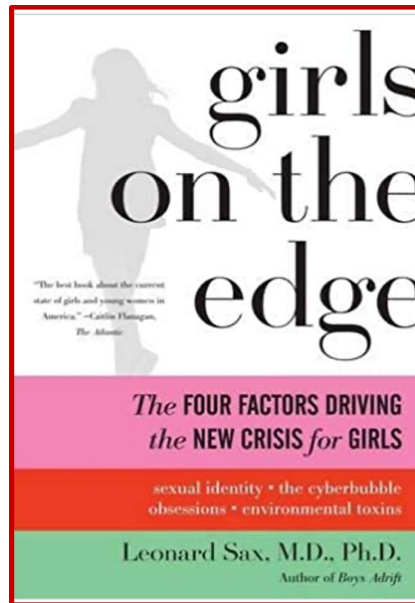
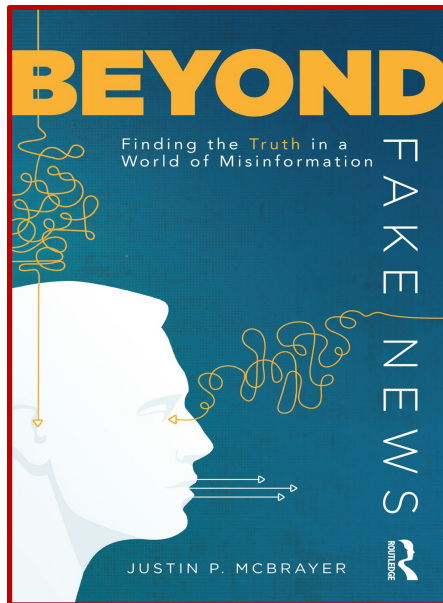
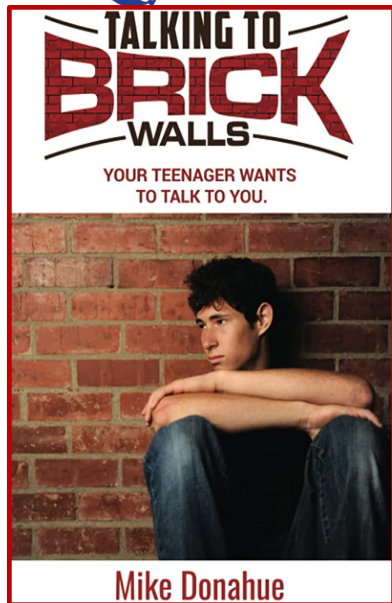
- <https://www.anxiousgeneration.com/>
  - <https://www.freerangekids.com/>
  - <https://letgrow.org/>
  - <https://www.waituntil8th.org/>
  - <https://smartsocial.com>
  - <https://commonsense.org>
  - <https://www.netsmartz.org>
  - <https://cybercivics.com>
  - <https://thesmarttalk.org>
  - <https://info.knowbe4.com>
  - [Teen Slang Words in 2024: A Dictionary for Parents](#)
- 
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# Recommended Readings:

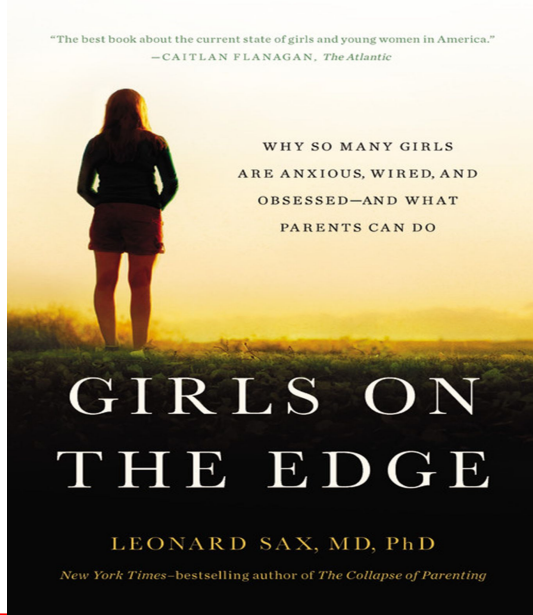




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# Additional Resources





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# Reflections!

*We share similar goals: The health and safety of our children.*

- 1. How can we be better collaborative partners?*
- 2. What are the best ways to share and discuss this information?*
- 3. Do we want to have a follow up meeting sometime in the near future?*





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## Things to Discuss to Protect your Child's Online Privacy:

- Never accept friend requests from people they don't know in real life.
  - Keep every account password protected, and change passwords often. Do not share passwords, even with friends.
  - Remember that no matter what the app says, posts are not temporary. People can take screenshots of a photo before it disappears.
  - Protect and respect their friends' privacy by asking permission before posting a photo or video of another person.
  - Reminding kids that the phone is "on loan".
  - Know what their friends are posting about them.
- 
-



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# Additional Resources



**Jay Martin**

**Nebraska Department of Education  
School Safety & Security Director**

**[Jay.Martin@Nebraska.gov](mailto:Jay.Martin@Nebraska.gov)**





# Digital Parent Academy



<https://www.education.ne.gov/safety/>





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# Questions?

Thank you all for coming tonight!



# Orphan Grain Train, Inc.

## In This Edition...

Caring for God's Children .....	1-3
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Increase in Donations/Volunteers .....	6
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## Caring for God's Children

Orphan Grain Train's Norfolk warehouse in Nebraska shipped 99,792 Mercy Meals (fortified rice meals), sleeping mats, school desks, chairs, school supplies and much more to a new recipient in Malawi. Pastor Moses Nkhata, Bishop for Word of Grace Church received the container of food and aid and his heart could not have been filled more with gratitude! Pam Neresian with 'Christ's Footprints in Africa' is in Minnesota and helps support Word of Grace Church. Their goal is to equip pastors and community leaders to spread the good news of Jesus Christ and to promote community growth. Pam arranged for the shipment from OGT and worked with Pastor Moses to write these touching words of how OGT impacts the region.

Malawi is one of the poorest nations in the world. It is considered 80% agricultural yet the land is over farmed and subject to adverse climate changes. Droughts and flooding make plentiful harvests few and far between. The people living in the area where we work are considered the rural poor and often forgotten. These gifts will not be wasted as they are distributed through the church and the schools to the neediest in the area.

*Continue reading on pages 2 & 3 how your support has enriched their lives*

# Caring for God's Children

Many people in this area struggle to find food for their family or other items considered basic to many of us. Many are suffering from starvation now because of very low yields from their gardens in all of 2024 due to severe drought or flooding. Those who have planted a garden again are putting their hope in the next crop but, today, as I write this, many in Malawi are facing challenges from Cyclone Chido that is raging through Mozambique and into Malawi right now. The rainy season that has just started brings with it ideal mosquito breeding conditions and therefore the danger of more malaria. Blankets provide a covering from the rain and the mosquitos and many are without this basic need. These people need the help of outsiders like OGT and Mercy Meals to survive. We are forever grateful that you cared enough to donate these items and pray you know what a blessing they will be.



*Two children give a 'high five' for desks to sit on! They are excited not to sit on the ground or logs for class time. When the schools were built 10 years ago there was no funding for furnishings. Thank you, OGT supporters for giving the children desks & school supplies!*

School fees, notebooks, pencils and other items are not available for many of the children in this area and even if they were the government schools are too far away for the very young to attend. So about 10 years ago Word of Grace Church opened two preschools and one primary school where these children can now go to learn basic subjects required by the government and taught by local teachers. Buildings were put up to house these schools but funds for desks and chairs and other items were not available. Now because of OGT, all the teachers will have a desk

and chair and some of the classrooms will have chairs for the students to use rather than sitting on the floor! The school children will have Mercy Meals to eat and not just maize porridge. Rice that will provide some variety to their diet and nutrients to fight malnutrition. The kids will also have soccer balls and playground equipment to use. Something they have only dreamed about in the past!!! Hope is being restored and people are rejoicing!

Often, it's the children, the elderly, disabled and widows who suffer the most in areas like this. These schools are there to not only share "The Good News" but also to help meet some of the basic needs of the school families and the community members. Parents are happy their kids can be in school because the schools provide hope for their child's future. The community is seeing the changes that are happening and appreciates the help that is being given. To have this additional blessing of a container filled with donations that arrived in time for our Christmas events brings much excitement to everyone here. We distributed some of the blankets, clothing, shoes and other items at the schools. Many kids who have been walking to school over rocky soil with bare feet no longer have to suffer because now they have shoes to wear. People are excited!! Another distribution of clothing, shoes and blankets was shared with the elderly, widows and very poor through the church. As Pr. Moses wrote, "This generous donation, that arrived at Christmas time, will make it a Christmas like no other". The excitement is everywhere as distributions are being made.



*OGT's container filled with Mercy Meals and aid is unloaded for many in desperate need in Malawi.*



*Some of the younger students received clothing along with small chairs for the class room. They are feeling loved with being showered with gifts they rarely receive.*



*Lunch time is a lot better with Mercy Meals being served for a variety and nutrition. The children share meals and are grateful for full bellies.*

The church does what it can to help those in need but many pastors lack a regular income themselves or have any way to provide for their family. Now, some of these men and women who are skilled in sewing will have the opportunity to start a small sewing business because they will be given a sewing machine donated by OGT. Ten small businesses will be started with these donated sewing machines. They will not only help leaders support their family but also help support the work of the church in these areas.

*"We are forever grateful for all you have done to make this donation possible and for allowing us to be a beneficiary of the many blessings that come from your work. I pray you*

*can feel some of the same joy and gratitude that we feel as it is being extended to you through the prayers of many in Malawi who will never forget you!" from Pam Neresian.*

*Pictures courtesy of Pastor Moses, Bishop for Word of Grace Church Malawi.*

## **Correct Mailing Address**

Please be aware that OGT Office & Norfolk Warehouse have a PO Box for mail and your letter/package might be returned to you if using street address or wrong zip code.

Please Mail to:  
OGT  
PO Box 1466  
Norfolk, NE 68702

Thank you!



*The elderly & widows were shown the love of Christ with blankets, clothing and other goods from OGT supporters. Mercy Meals were also shared to feed the families living in severe poverty.*

# Hope for Families

At the time of writing this, it has been four months since the catastrophic rains and raging waters wiped out homes, businesses and even small towns in the southeast. Families continue to struggle with housing and resources to rebuild or what to do next. In December, Orphan Grain Train's Vice-President Grant Schmidt and Field Work Director Pete Gnan spent five days meeting the victims of this vicious storm and the heroes that continue to help in southeastern North Carolina. Grant handed out \$27,500.00 in checks to families that have lost everything and in need of a hand-up. These are just some of the photos and people helped. This would not be possible if it wasn't for the support we receive from our faithful, generous donors – Thank You!



*Grant Schmidt and Pete Gnan presented Mike and Michelle Toberer, with a check of \$10,000 to help with the distribution of Christmas gifts and supplies to victims, especially the children, of the Carolina floods. Mike and Michelle founded The Mountain Mule Packers to bring aid to those people who live in places that are not easily accessible by vehicle. Pictured second from the left is Grant Schmidt, pictured 4th & 5th is Mike and Michelle Toberer and far right is Pete Gnan.*



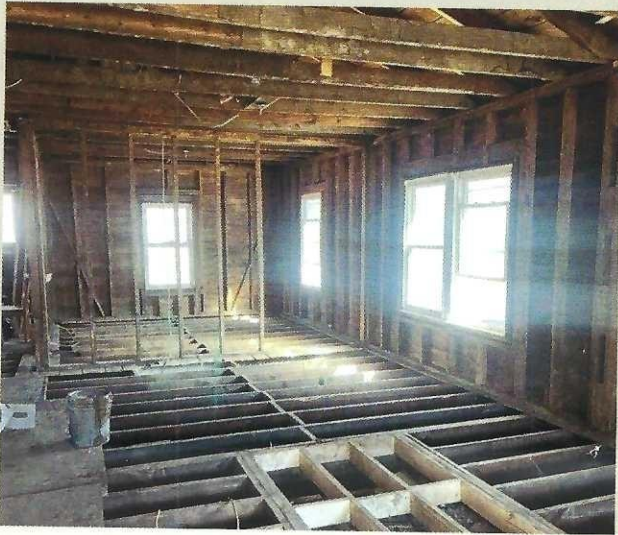
*Stacey Howell and her husband Chris, from Friends Assisting Neighbors, Stephen Lambert from Operation Anchor, and the Mayor of Lansing, NC., met with Grant Schmidt and assisted in distributing much needed funds to the different residents in the northeastern portion of North Carolina.*



*This is the sanctuary of Mountainside Lutheran Church which is located on the campus of the Lutheran Camp Linn Haven, just south of Linville, NC. The interior was completely filled with water all the way above the windows in this beautiful church. The insulation, drywall, and other supplies that you see in the picture were provided by OGT Domestic Disaster Relief funds to assist them with restoring the sanctuary back to its original beauty.*



*This is the interior of the cafeteria at Camp Linn Haven. Water 8' – 10' high flowed through this building and as you can see the interior was completely destroyed.*



*In the town of Swannanoa, NC, neighborhoods and homes were severely damaged as waters rose as high as 12' in most neighborhoods. This home, is an example of the condition that so many of these homes are in and that are struggling to restore back to its original state. OGT is working in this neighborhood assisting and partnering with other organizations to bring this area back to life.*

OGT will be there for the long-term helping families rebuild their lives. These efforts are possible because of our dedicated donors and volunteers along with Thrivent's prior match for hurricane victims. Thank you to everyone that gave and those that continue to support these relief efforts. May God continue to bless OGT, our supporters and the many families in need.

## **Thrivent Choice Dollars Expire Monday, March 31**

Attention Thrivent Members – Please direct your Thrivent Choice Dollars to Orphan Grain Train before they expire on Monday, March 31, 2025. Please keep in mind that the phones will be very busy on that Monday so why not designate your Choice Dollars Today. It is simple and doesn't cost you anything but your time. **YOU MUST RENEW THE DISTRIBUTION OF YOUR CHOICE DOLLARS EVERY YEAR. YOUR CHOICE OF A PRIOR YEAR DOES NOT CARRY OVER.**

There are two ways to direct your Choice Dollars. Go to [www.thriventchoice.com](http://www.thriventchoice.com) or call 1-800-847-4836 and say "choice dollars" at automation.

Thank you for considering OGT when making your Choice Dollars donation. **thrivent**<sup>®</sup>

# Increase in Donations and Volunteers

Since the new Servant Center in Norfolk, Nebraska has opened in September, we have seen the fruits of the labor that went into building it. Every day we feel that God is blessing our mission with increased donations, as well as, more volunteers. We have seen an increase in the number and type of opportunities that are coming to us, including doubling our production of Mercy Meals. Previously, we were often limited in the number and size of groups we were able to accommodate for sorting and packing donations. In our new space, we are routinely hosting groups of ten or more, while still having plenty of space for our regular volunteers.

We look forward to continued growth as God sees fit. We are now actively recruiting volunteers and looking for new opportunities to undertake. Even as this is published, we are preparing to host one of our largest groups yet – 79 seventh and eighth grade students to volunteer from Christ Lutheran School here in Norfolk. ~ Steve Fehrs, Norfolk Warehouse Manager.



*Servant Center sorting & packing room is busy with UNMC students in red and behind them is a group from Norfolk Public Schools. We are blessed to be able to accommodate more volunteers at the same time.*



*The new warehouse area is more efficient with storage along with easy access for loading shipping containers.*

## Support for Orphanages

ADOPT-AN-ORPHANAGE PROGRAM GROWS! Thanks to our recent partnership with Bible Orphan Ministry, we have begun supporting orphanages and other institutions in Ukraine, enabling them to Gospel outreach and deliver humanitarian aid. As you can imagine, the ongoing war with Russia has caused unimaginable hardships there. Supporters have already stepped forward to provide help for orphanages in Doneshi, Korostyshyv, and Nova Borova. More support is always welcome. We've just learned about a need for support for the Bererzivka Institution, where 240 women with disabilities reside; Kmitiv Orphanage, which shelters 80 children, ages 6-17; and Pugachivka Mental Institution, which harbors 90 women with special needs. Meanwhile, our Hannah House and Adopt-an-Orphanage teams in St. Petersburg, Russia, continue to work to visit orphanages and provide programs at Hannah House, all designed to provide for the spiritual, social, and physical needs for the young people they serve. For more information about opportunities to support our Hannah House and Adopt-an-Orphanage ministries, you can email Paul Leckband at [pleckband@ogt.org](mailto:pleckband@ogt.org) or call him on his cell phone at 402-992-0578.



*Pugachivka Mental Institution cares for many women with disabilities and is in need of hygiene and feminine supplies, blankets, and other needed supplies for daily activities at the center.*

# Help for Fire Victims

OGT is working with Pastor Ken Frese, a retired pastor in Los Angeles, CA. He is familiar with the area that has burned and knows many families there. We gave him \$50,000.00 to share \$1,000.00 checks to families that have lost everything. The Survival Money is for the families to use on immediate needs such as hotel, food, toiletries, etc. Please pray for these families that have lost so much and living in uncertainty.



If you would like to help support these families, please consider having your impact increased with a Thrivent Match by donating toward OGT Fire Relief Efforts on Thrivent's Giving platform; for every \$2 donated Thrivent will match \$1, up to \$500,000 through this online disaster response campaign. Thrivent will pay all transaction fees so 100% of your donation goes to CA fire relief efforts. To Give toward the Match, go to [www.ogt.org](http://www.ogt.org) and Click on the Button: 'Thrivent Match for OGT's Wildfire Relief Efforts' to be taken to Thrivent Giving Platform.

*\*Thrivent will provide a \$1 match for every \$2 donated up to a maximum match of \$500,000. This matching opportunity will run until the sooner of the match cap being met or 3/10/2025.*

## New Houston Warehouse

OGT's Houston Branch is waiting patiently for the final phase of construction on the Servant Center and Warehouse - windows, doors, flooring. We look forward to occupancy prior to a community ribbon-cutting event scheduled for Tuesday, February 25th at 11:30am.

Rev. Ralph Schmidt is orchestrating the dedication planned for Sunday, March 23rd at 3:00pm. The Rev. Dr. Jerry Kieschnick will share an uplifting message as we dedicate the building to the glory of our Lord and in service to those in need. Following the service guests are welcome to enjoy a first-hand look at the facility while enjoying light refreshments.



Everyone is welcome to join in the celebrations held in the new building - 5040 E Sam Houston Parkway S, Pasadena, TX 77505.

Thank you for your continued support and prayers - Mike Rathje, Branch Manager 281-723-4989

*Thank You*

THANK YOU.....so much for your support this past year. Your year-end gifts were a blessing and very appreciative. We are able to provide for Hurricane relief and now your warm generosity and gifts are providing support and relief for the fire victims in Southern California. As we begin a new year in 2025, please prayerfully consider a gift in your Will or Trust; gifts of Real Estate either current or deferred in a Charitable Remainder Trust. Naming Orphan Grain Train as part of your estate plan will be a blessing to many who are in need through disaster assistance and helping to feed many who are hungry in our world. If you have questions or assistance with a specific gift or planned gift, call or text Tom Watson (402-940-2007) or email [twatson@ogt.org](mailto:twatson@ogt.org) or Ralph Schmitt (260-452-4207) [ralphschmidt1947@gmail.com](mailto:ralphschmidt1947@gmail.com)



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Norfolk, NE  
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## Orphan Grain Train

P.O. Box 1466  
Norfolk, NE 68702-1466

Telephone: 402-371-7393  
www.ogt.org



SCH 5-DIGIT 68516  
ACCT # 56585  
MERCY MEALS OF LINCOLN  
JIM CARTER  
5421 QUAIL RIDGE CIR  
LINCOLN NE 68516-1845



Charity Navigator  
has given Orphan Grain  
Train "4 Stars", which  
is their highest rating.

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#orphangraintrain



*These children were thrilled to receive tote bags filled with school supplies and chairs for their classroom! Many times, they share paper and pencils while sitting on the floor or on logs during school. Read more about other gifts received in Malawi on pages 1-3.*

## School District Demographics

District OR-1 Public Schools is a Class III school district that is accredited by the Nebraska Department of Education and Cognia (formerly North Central and AdvancED). District OR-1 contains the communities of Bennet, Douglas, and Palmyra.

District OR-1 Public Schools is served by an administrative team, including the Superintendent of Schools, a Secondary Principal, an Elementary Principal, and an Activities and Transportation Director. A Technology Coordinator, Two Guidance Counselors, School Psychologist, Special Education Staff, Title I Staff, and Media Specialist compliment a full instructional staff. Together, we are dedicated to providing excellent educational opportunities for all of our students.

Our teaching staff is comprised of over 60 certificated staff members and a large portion of our teaching staff hold a Master's Degree or higher.

Our support staff consists of over 35 full and part-time employees. Included are bookkeeping and clerical staff, food service personnel, transportation personnel, para-professionals and custodians.

The District operates a Pre-school in compliance with Nebraska Department of Education **Rule 11**.

### Board of Education Members

- ◆ Brandon Desh           ◆ Dean Busch
- ◆ Dee Moore             ◆ Jaimi Calfee
- ◆ Tim Cheney           ◆ Josh Penterman



## District OR-1: Hallmarks of Success

- Diverse Class Offerings and Extracurricular Programming (Dual Credit, Unified Bowling, etc.)
- 1:1 Technology (Chromebooks) for students in grades K-12
- Strong community support
- CTE Programming Enhancements
- Outstanding educators dedicated to maximizing the unique gifts and talents of all students.
- Enhanced activity facilities and school buildings
- Character Education: Second Step and 8 to Great
- Business and Higher Education Partnerships (SCC)



## General Fund Levy and Valuation Data

<u>School Year</u>	<u>Tax Levy</u>	<u>District Valuation</u>
2024-2025	\$0.5859	\$825,532,455
2023-2024	\$0.7568	\$781,532,706
2022-2023	\$0.8679	\$664,899,720
2021-2022	\$0.8200	\$651,257,260
2020-2021	\$0.8400	\$601,882,493
2019-2020	\$0.7961	\$585,294,493
2018-2019	\$0.7718	\$564,469,153

<u>School Year</u>	<u>Total Levy</u>	<u>General Fund Operating Expenses</u>
2024-2025	\$0.9226	End of FY 2025
2023-2024	\$1.126	\$8,769,599 +10.6% \$840,822
2022-2023	\$ 1.250	\$7,928,777 +7.80% / \$574,031
2021-2022	\$1.003	\$7,354,746 +5.55% / \$386,847
2020-2021	\$1.005	\$6,967,899 +5.88% / \$387,377
2019-2020	\$1.002	\$6,580,522 - 0.34% / \$22,237
2018-2019	\$0.987	\$6,602,759 +5.86% / \$365,401

# District OR-1 Public Schools

## 2023-2024: Rule 10: Annual District Report \*Updated February 2025

### District Vision Statement

“Together, we prepare our students to successfully meet the challenges of the future.”

### District OR-1 will:

- Model and reinforce self-respect and respect for others.
- Provide equal opportunity for each student to develop his/her potential.
- Seek to develop a sense of individual responsibility and integrity.
- Seek and integrate educationally sound innovations into the curriculum.
- Provide a safe learning environment.



425 F Street, PO Box 130  
Palmyra, NE 68418  
(402)780-5327  
Fax: (402)780-5328

Superintendent of Schools:  
Mr. Michael T. Hart

**Recent PK-12 Student Enrollment Totals**

2024-2025	725
2023--2024	740
2022--2023	725
2021-2022	662
2020-2021	641



NSCAS English	NSCAS Math	NSCAS Science	ACT Composite (E, M, S)
65%	65%	79%	<b>E: 68%</b> (22% above the state average of 46%)
7% above the state average of 58%	4% above the state average of 61%	9% above the state average	<b>M: 54%</b> (12% above the state average of 42%)
			<b>S: 76%</b> (29% above the state average of 49%)

The Nebraska Student-Centered Assessment System (NSCAS), is a statewide assessment system administered to students in grades 3-8.

The ACT test is administered to all public school third-year cohort students, except those identified as needing alternate assessment. Students will participate in ACT Reading, English, Math, Science and Writing each spring.

**School General Obligation Bond Information**

In **August of 2022**, District OR-1 completed a special election and successfully passed a bond to expand the size of our high school in Palmyra and our elementary school in Bennet. This 22 million dollar general obligation bond is being utilized to proactively address the increased student growth in our community and the enhanced diversity of student needs in our district.

These building expansion projects began in the spring of **2023**. Construction is expected to be completed by the fall of **2024**.

Clark & Enersen was the architectural firm selected for the projects. BIC construction is the Construction Manager at Risk (CMAR) for the projects.

Specific elements of the bond for each building include increasing the total number of available classrooms, maximizing multi-purpose program spaces, and expanding student programs and enhancing educational learning spaces to effectively meet the academic and socio-economic diversity of our current (and future) student and community needs.

**District OR-1 Mission Statement**

*District OR-1 commits to a course of action providing continued academic growth through a curriculum that recognizes limitless potential and inspires faith in a positive future for every student. With a sense of community ownership and responsibility, we will remain fiscally accountable and attentive to current and future high-tech facility and staffing needs.*

**District OR-1 Strategic Goals**

**Goal # 1:** District OR-1 Public Schools will provide the facilities needed to be competitive with other area schools in athletics and fine arts programs.

**Goal # 2:** District OR-1 Public Schools will foster a unified community.

**Goal # 3:** The District OR-1 Schools District will continuously implement (academic) programs and the curriculum needed to remain competitive with other area schools.

**School Improvement**

District OR-1 first committed to the School Improvement Process (SIP) in the fall of 1993. Since that time the district has been accredited through Cognia (formerly AdvancED) and currently through the Continuous Improvement Accreditation Process provided and facilitated by the Nebraska Department of Education. Recognizing the continual improvement process necessary to meet the highest standards of school excellence. Upon completion of the 2023 external team review process and review, the district was accredited for the next five years and received the following commendations and required actions:

The external team identified powerful practices in place within District OR-1:

- Formalized Curriculum Alignment
- Resources Committed to District Level Organization
- The Board is in the process of updating its Strategic Plan.
- Individual Needs of Students are Identified and Met
- The external team also provided two required actions for the next cycle:
- Develop a Process to Continually Assess and Improve Programs
- Implement the District model of teacher evaluation into classroom practice to improve student learning.

**Our next School Accreditation Cycle is 2027-2028.**

**We are committed to continuous improvement to consistently provide the best educational experience for our students!**

**ACT Student Data: 2023-2024**

	Comp	Science	Math	Reading	English
<b>District</b>	22.4	23.1	20.9	23.5	21.6
<b>State</b>	19.1	19.4	18.8	19.5	18.1
<b>*National</b>	19.4	19.6	19.0	20.1	18.6

Nebraska started offering the ACT for free to all juniors in **2017**. Currently, nearly 100 percent of Nebraska High School graduates take the ACT test as part of the Nebraska NSCAS (Nebraska Student-Centered Assessment System). The highest possible score on the test is a 36. \*Nationally, only about 49% of graduates take the ACT. Nebraska students rank third nationally among states where 100 % of graduates take the test.

**“Dual Credit” Course Offerings and Affiliations**

- College Algebra through SCC..... 3 hours
- Comp 1010 /1020 through SCC ..... 6 hours
- Education/Special Education: SCC..... 12 hours
- SENCAP Available Academies ..... 16 academies

**SENCAP** (Southeast Nebraska Career Academy Partnership) is the Career Academy Pathway opportunity for high school juniors and seniors in Southeast Community College’s 15-county service area. Classes are dual-credit, earning both high school and college credit at the same time.

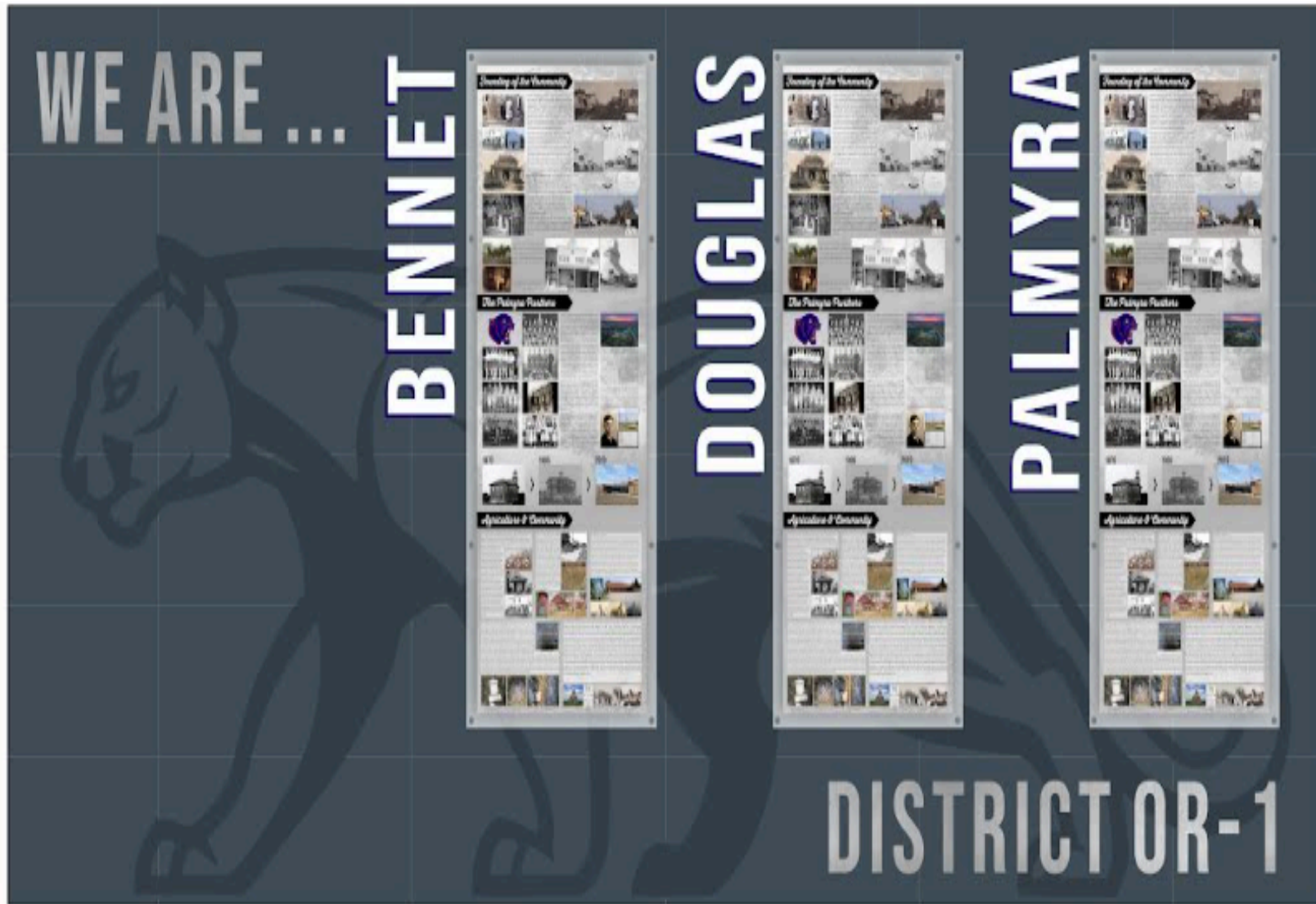
**SENCAP Academies Include:** Agriculture /Business /Construction/Criminal Justice/Culinary/Early Childhood Education /Education/ Energy/Geographic Information Systems/ Health / Pre-Nursing/Horticulture / Human Services/Information Technology/ Livestock /and Welding

**Panther Extracurricular Activities /Academic Programs**

Extracurricular activities, the other half of education, provide incredible opportunities for our students to further develop positive connections and life skills. District OR-1 provides a wide variety of activities at the high school level and a smaller, but still vital menu of activities at the elementary school. Some of the high school activities are listed below.

Beginning with the **2023-2024** school year, our **Aspire Academy** was introduced to successfully meets the needs of our 18-21 year old special education students. This program collaborates with community leaders and

Football	Basketball	Wrestling	Track	Cross-Country
Volleyball	Golf	Vocal Music	Band	Cheerleading
Debate	Speech	One-Act	Student Council	Quiz Bowl
FFCLA	FFA	Weightlifting	Honor Society	Leadership Academy
Un. Bowling	Un. Track	Girl’s Wrestling	Courage Retreat	College Visits



## **Student Services Report**

### **Monday, February 10, 2025**

1. Mrs. Vodicka, Mr. Johnson, and I have been meeting to discuss adding courses for the upcoming year for High School Students. Mrs. Vodicka has been receiving feedback from students and teachers on options that could be provided.
2. The ELA Curriculum Committee has continued reviewing, evaluating, and meeting with curriculum representatives to make a recommendation for the 2025 new ELA curriculum. We have their recommendation and are in the process of receiving quotes.
3. Special Education staff will be attending several workshops/professional development opportunities in the next two months to continue to grow in supporting classroom teachers, transitions for all students, and compliance with the state.
4. The next two months will be busy with Quiz Bowl opportunities for students in grades 5th-12th. In January we started a 7th/8th grade study hall/enrichment class to provide additional enrichment opportunities in the areas of science and math.
5. We will continue to look at preschool numbers to determine what the structure will look like in regards to how many full-day four-year-old programs and half-day three/four-year-olds. Currently, we have 46 students enrolled.

Administrator Board Report.updated  
Monday, February 10th 2025

**Bennet/Palmyra School Update:**

1. Parent Teacher Conferences were Tuesday, February 4th.
2. Wednesday, February 5th was a Teacher In-service work day.
3. TeamMates and Nebraska READS project generously donated a book vending machine and the initial stocking of \$1,200 worth of books. This will be an extremely positive addition to Bennet Elementary and the students are extremely excited about it. A special thank you to Mr. Lahmon for securing this donation for Bennet Elementary.
4. Bennet Glow Dance, sponsored by Bennet Boosters, was on Saturday, February 1st. We had a great turnout of parents and students at Bennet Elementary.
5. Scheduling conversations have begun for next year.
6. Mr. Johnson will begin to recognize students who are painting murals in the school by giving them a canvas of the mural they painted. (see pic)
7. Mr. Johnson is working on a recognition program for students for both academic and activity based performances. This will begin in the 4th quarter.





# Panther Luau!

**Have the winter blues?**



**Enjoy our PANTHER luau day!**

**Bring SUMMER to Bennet!!**

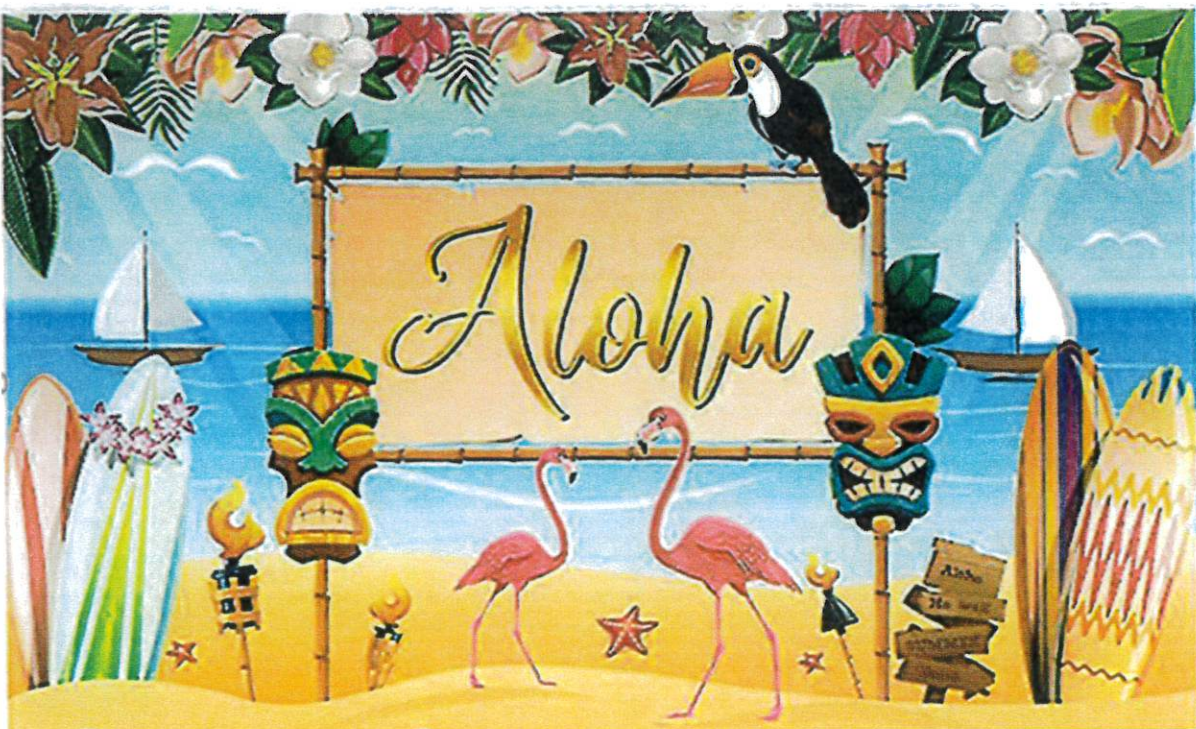
When: Thursday, February 13<sup>th</sup>

Where: Bennet Elementary



Wear: Your Hawaiian summer shorts, shirts, or sundress, hats, sunglasses AND your Hawaiian lei. NO swimsuits!

(Reminder, bring warm clothes to put on top in case of cold outside temperatures!)





Palmyra

February, 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						<p>1</p> <p><b>8:00am-5:00pm</b> Youth Basketball Practice @ Bennet Elementary</p> <p><b>8:00am-11:00am</b> Youth Basketball Practice @ Palmyra High School East Commons</p> <p><b>9:00am</b> Basketball-B/JV <b>Mead Jr. / Sr. vs. Multiple Schools vs. Mead Jr. / Sr. @ Mead Jr./Sr. High School</b></p> <p><b>9:00am</b> Basketball-B/C Team <b>Mead Jr. / Sr. vs. Multiple Schools vs. Mead Jr. / Sr. @ Mead Jr./Sr. High School</b></p> <p><b>9:00am</b> MUDECAS Speech @ Humboldt Table Rock Steinauer</p> <p><b>8:00pm-11:00pm</b> Winter Formal @ Palmyra High School</p>
<p>2</p> <p><b>12:00am-6:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u></p> <p><b>8:00am-5:00pm</b> Youth Basketball Practice @ Bennet Elementary</p> <p><b>7:30pm-9:00pm</b> Gym Rental @ Bennet Elementary</p>	<p>3</p> <p><b>7:30am</b> FFA CDE Practice @ Palmyra High School</p> <p><b>6:00pm</b> Basketball-G/Varsity <b>Weeping Water @ Weeping Water High School</b></p> <p><b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u></p>	<p>4</p> <p>1pm Early Dismissal-Parent/Teacher Conferences</p> <p>FCCLA Parent/Teacher Conferences Dinner</p> <p><b>6:00pm</b> Basketball-B/Varsity <b>Johnson County Central @ Johnson County Central High School</b></p> <p><b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u></p>	<p>5</p> <p>No School-Staff Collaborative PD/WD</p> <p>FCS Legislative Day</p> <p><b>6:00pm-7:15pm</b> Special Olympics Basketball Practice @ Palmyra High School Aux East Gym</p> <p><b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u></p>	<p>6</p> <p><b>TBD</b> Basketball-G/Varsity <b>TBA vs. TBA</b></p> <p><b>4:00pm</b> Basketball-G/JH <b>Johnson County Central @ Palmyra High School Auxiliary Gym</b></p> <p><b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u></p>	<p>7</p> <p><b>TBD</b> Basketball-B/Varsity <b>TBA vs. TBA</b></p> <p><b>9:00am</b> Wrestling-B/Varsity <b>Freeman vs. Multiple Schools vs. Freeman @ Freeman High School</b></p> <p><b>1:00pm</b> 5th &amp; 6th Grade Quiz Bowl Tournament @ Palmyra High School</p> <p><b>4:00pm</b> Wrestling-G/Varsity <b>Pierce @ Pierce High School</b></p> <p><b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u></p>	<p>8</p> <p><b>TBD</b> Basketball-B/Varsity <b>TBA @ Palmyra High School Main Gym</b></p> <p><b>TBD</b> Basketball-G/Varsity <b>TBA @ Palmyra High School Main Gym</b></p> <p><b>8:00am-5:00pm</b> Youth Basketball Practice @ Bennet Elementary</p> <p><b>8:00am-11:00am</b> Youth Basketball Practice @ Palmyra High School East Commons</p> <p><b>9:00am</b> Basketball-G/JH <b>Weeping Water vs. Multiple Schools vs. Weeping Water @ Weeping Water High School</b></p> <p><b>9:00am</b> Speech Meet @ Auburn High School</p> <p><b>10:00am</b> Wrestling-G/Varsity <b>Pierce @ Pierce High School</b></p>

<p>9  <b>12:00am-6:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u>  <b>8:00am-8:00pm</b> Youth Basketball Tournament @ <u>Multiple Locations</u>  <b>8:00am-5:00pm</b> Youth Basketball Practice @ Bennet Elementary  <b>5:00pm-7:00pm</b> FCA Event @ Palmyra High School East Commons  <b>7:30pm-9:00pm</b> Gym Rental @ Bennet Elementary</p>	<p>10  FCCLA Week  <b>7:30am</b> FFA Chapter Meeting @ Palmyra High School  <b>4:00pm Basketball-G/JH Freeman @ Palmyra High School Auxiliary Gym</b>  <b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u></p>	<p>11  Pep Band  FCCLA Week  <b>4:30pm Basketball-B/JV Fairbury @ Palmyra High School Auxiliary Gym</b>  <b>4:30pm Basketball-G/JV Fairbury @ Palmyra High School Main Gym</b>  <b>5:45pm Basketball-G/Varsity Fairbury @ Palmyra High School Main Gym</b>  <b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u>  <b>7:15pm Basketball-B/Varsity Fairbury @ Palmyra High School Main Gym</b></p>	<p>12  FCCLA Week  <b>7:45am</b> FCCLA Chapter Meeting @ Palmyra High School  <b>6:00pm-7:15pm</b> Special Olympics Basketball Practice @ Palmyra High School Aux East Gym  <b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u></p>	<p>13  Nebraska Wesleyan Honors Weekend @ Nebraska Wesleyan University  FCCLA Week  <b>4:00pm</b> Basketball-G/JH  <b>Lincoln Christian @ Lincoln Christian High School</b>  <b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u></p>	<p>14  Nebraska Wesleyan Honors Weekend @ Nebraska Wesleyan University  No School Winter Break  FCCLA Week  <b>4:30pm Basketball-B/JV Nebraska City @ Palmyra High School Auxiliary Gym</b>  <b>4:30pm Basketball-G/JV Nebraska City @ Palmyra High School Main Gym</b>  <b>5:45pm Basketball-G/Varsity Nebraska City @ Palmyra High School Main Gym</b>  <b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u>  <b>7:15pm Basketball-B/Varsity Nebraska City @ Palmyra High School Main Gym</b></p>	<p>15  Nebraska Wesleyan Honors Weekend @ Nebraska Wesleyan University  <b>8:00am-5:00pm</b> Youth Basketball Practice @ Bennet Elementary  <b>8:00am-11:00am</b> Youth Basketball Practice @ Palmyra High School East Commons  <b>9:00am</b> Wrestling-B/Varsity  <b>Malcolm @ Malcolm High School</b>  <b>9:00am</b> Speech Meet @ Mead Jr/Sr High School</p>
<p>16  <b>12:00am-6:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u>  <b>8:00am-5:00pm</b> Youth Basketball Practice @ Bennet Elementary  <b>7:30pm-9:00pm</b> Gym Rental @ Bennet Elementary</p>	<p>17  <b>TBD Basketball-G/Varsity TBA vs. TBA</b>  FFA District Welding/Ag Biotech/Ag Sales/Poultry Judging @ SCC/TCA Lincoln  No School Winter Break  FFA Week  <b>3:45pm</b> Basketball-G/JH  <b>Syracuse @ Syracuse High School</b>  <b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u></p>	<p>18  <b>TBD Basketball-G/Varsity TBA vs. TBA</b>  <b>TBD Wrestling-G/Varsity Nebraska School Activities Association @ CHI Health Center Omaha</b>  FFA Week  <b>7:30am</b> FFA Teacher Breakfast  <b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u></p>	<p>19  <b>TBD Wrestling-G/Varsity Nebraska School Activities Association @ CHI Health Center Omaha</b>  FFA Week  <b>7:30am</b> FFA Member Breakfast  <b>6:00pm-7:15pm</b> Special Olympics Basketball Practice @ Palmyra High School Aux East Gym  <b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u></p>	<p>20  <b>TBD Basketball-G/Varsity TBA vs. TBA</b>  <b>TBD Wrestling-B/Varsity Nebraska School Activities Association @ CHI Health Center Omaha</b>  State Cheer @ Grand Island  FFA Week  <b>4:15pm</b> Basketball-B/C Team  <b>HTRS @ HTRS High School</b>  <b>5:00pm</b> Basketball-B/JV  <b>HTRS @ HTRS High School</b>  <b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u>  <b>6:15pm</b> Basketball-B/Varsity  <b>HTRS @ HTRS High School</b></p>	<p>21  <b>TBD Wrestling-B/Varsity Nebraska School Activities Association @ CHI Health Center Omaha</b>  State Cheer @ Grand Island  FFA Week  <b>4:15pm</b> Basketball-B/C Team  <b>HTRS @ HTRS High School</b>  <b>5:00pm</b> Basketball-B/JV  <b>HTRS @ HTRS High School</b>  <b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u>  <b>6:15pm</b> Basketball-B/Varsity  <b>HTRS @ HTRS High School</b></p>	<p>22  <b>TBD Basketball-G/Varsity TBA vs. TBA</b>  <b>TBD Wrestling-B/Varsity Nebraska School Activities Association @ CHI Health Center Omaha</b>  State Cheer @ Grand Island  <b>8:00am Basketball-G/JH Palmyra vs. Multiple Schools @ Palmyra High School Main Gym</b>  <b>8:00am-5:00pm</b> Youth Basketball Practice @ Bennet Elementary  <b>8:00am-11:00am</b> Youth Basketball Practice @ Palmyra High School East Commons  <b>1:00pm-5:00pm</b> Pinewood Derby @ Bennet Elementary</p>
<p>23  <b>12:00am-6:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u>  <b>8:00am-5:00pm</b> Youth Basketball Practice @ Bennet Elementary  <b>7:30pm-9:00pm</b> Gym Rental @ Bennet Elementary</p>	<p>24  <b>TBD Basketball-B/Varsity TBA vs. TBA</b>  FCCLA Peer Education Conference @ Kearney  <b>7:30am</b> FFA CDE Practice @ Palmyra High School  <b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u></p>	<p>25  <b>TBD Basketball-B/Varsity TBA vs. TBA</b>  FFA District Career Development Events @ SCC Beatrice  <b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u></p>	<p>26  <b>9:00am</b> ECNC Speech @ Elmwood-Murdock HS  <b>6:00pm-7:15pm</b> Special Olympics Basketball Practice @ Palmyra High School Aux East Gym  <b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u></p>	<p>27  <b>TBD Basketball-B/Varsity TBA vs. TBA</b>  <b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u></p>	<p>28  <b>10:00am</b> Wrestling-B/JH  <b>Weeping Water vs. Multiple Schools vs. Weeping Water @ Weeping Water High School</b>  <b>6:00pm-9:00pm</b> Youth Basketball Practice @ <u>Multiple Locations</u>  <b>7:00pm-10:00pm</b> 6-8th Grade Dance @ Palmyra High School Aux East Gym</p>	

## **February Activities Board Report**

Girls WR State Qualifiers: Bettie Chambers, Evelyn Bryan-Aldrich, Scarlett Weitzel, Lauren Lindeman & Rhiannon Tramp

Boys District WR Feb 15<sup>th</sup> @ Malcolm HS

State Cheer Feb. 22<sup>nd</sup> @ Heartland Event Center in Grand Island

Sub-District Girls Basketball Feb 17<sup>th</sup>, 18<sup>th</sup> & 20<sup>th</sup>—Location not assigned yet

Sub-District Boys Basketball Feb—Feb 24<sup>th</sup>, 25<sup>th</sup> & 27<sup>th</sup>—Location not assigned yet

ECNC Speech Feb. 26<sup>th</sup> @ Elmwood-Murdock

Riley Walter-Selected for the MUDECAS All Star Basketball game March 22<sup>nd</sup>

Braston Maibaum-Selected as MUDECAS Head Coach of Girls “Black Team” March 22<sup>nd</sup>

Owen Ramaekers-1<sup>st</sup> Place Informative Speaking, Jason Hinkley 2<sup>nd</sup> Place Entertainment @ Conestoga Speech Meet

Cheer-1<sup>st</sup> and 2<sup>nd</sup> place finish @ Crete Cheer Competition

JH Quiz Bowl Champions @ Freeman

Palmyra Girls MUDECAS Class B Basketball Champions

## **Activities Calendar**

See attached





**District OR-1 Public Schools**  
**2025 Board of Education: Committee Assignments:**

*Updated: January 13, 2025*

- **Negotiations Committee:**
  - **Purpose:** Policy # 8152
  - **Meetings:** Several meetings in November -January
  - **Members:** Jaimi Calfee, Dean Busch, and Josh Penterman
- **Curriculum, Committee on American Civics:**
  - **Purpose:** Policy #8153
  - **Meetings:** At least twice a year -- one where public testimony is accepted:
  - **Members:** Jaimi Calfee, Dean Busch, and Dee Moore
- **Transportation/Facilities Committee:**
  - **Purpose:** Discuss and analyze the transportation and facility needs of the district, as well as vehicle replacements and maintenance proposals.
  - **Meetings:** At least quarterly; more frequently when needed:
  - **Members:** Dean Busch and Tim Cheney
- **Finance/Budget Committee:**
  - **Purpose:** Studies financial documents of the district, as well as finance and facilities proposals.
  - **Meetings:** At least quarterly; more frequently when needed
  - **Members:** Josh Penterman and Tim Cheney
- **Policy and Government Relations Committee:**
  - **Purpose:** Review proposed policy revisions and adoptions and make recommendations to the full Board. Participates in government relations activities, such as NASB legislative meetings, visiting with senators, and testifying before the legislature if needed.
  - **Meetings:** As needed and potentially more frequent during the legislative session
  - **Members:** Brandon Desh, Josh Penterman, and Dee Moore
- **Strategic Planning Committee:**
  - **Purpose:** Serve on the district strategic planning committee (when in the SP process) and report meeting progress back to the full board.
  - **Meetings:** As needed during the strategic planning process
  - **Members:** Brandon Desh and Dee Moore
- **School Improvement Steering Committee:**
  - **Purpose:** *Assist in the SIP goal-setting process.*
  - **Meetings:** *As needed during the school accreditation and goal-setting process.*
  - **Members:** Jaimi Calfee and Dee Moore
- **Administration Review Committee:**
  - **Purpose:** Completes the annual evaluation of the Superintendent, with input from the Board as a whole.
  - **Meetings:** 1-3 times before the Superintendent's evaluation.
  - **Member:** Board President
- **Foundation for Knowledge:**
  - **Purpose:** Serves as the BOE representative on the *Foundation for Knowledge* Board.
  - **Meetings:** As needed
  - **Member:** Jaimi Calfee
- **Proposed Adjunct Committees:**
  - As needed

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Bylaws of the Board - Board Authority

General Statement

Bylaws are rules or procedures adopted by the board to govern its internal operations. The use of such guidelines or bylaws helps the board to comply with the responsibility and duties delegated to it by law and by the local electorate, in an efficient and effective manner.

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Authority

Limits of Authority

The Board of Education is the unit of authority. Apart from the normal function as part of the unit, ~~a board member has no individual authority. Individually, the board member may not~~ commit the district to any policy, act or expenditure.

No individual member of the board shall exercise any administrative responsibility with respect to the schools.

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Members

Legal Description

The corporate name of this school district shall be:

Otoe County School District 66-0501, and shall also be known as the District OR-1 Public Schools.

Legal Reference: Neb. Rev. Stat. § 79-405

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Members

Number of Members, Terms of Office

The Board of Education shall consist of six (6) members elected at large by the qualified voters of the school district in a manner prescribed by law under the provisions pertaining to a Class III school district in the statutes of the State of Nebraska.

The terms of office for board members shall be four (4) years and will begin on the **first Thursday** after the **first Tuesday** in January.

Legal Reference:   Neb. Rev. Stat. § 79-549  
                          Neb. Rev. Stat. § 79-550  
                          Neb. Rev. Stat. § 32-543

Date of Adoption:   January 17, 2017

Bylaws of the Board - Board Members

Officers

1. Members of the school board will elect from among its members a president and vice president.
2. There will also be an elected or appointed secretary who does not need to be a member of the school board.
3. These officers shall be elected at the board's organizational meeting in January of each year.
4. The Board of Education may employ a treasurer for the district at the January meeting who shall be paid a salary from school district funds within the limits permitted by law, in amounts to be fixed by the Board. A treasurer so employed shall not be a member of the Board. A board member serving as treasurer shall not be compensated.

Legal Reference:      Neb. Rev. Stat. § 79-520  
                                 Neb. Rev. Stat. § 79-590

Date of Adoption:      January 17, 2017

Bylaws of the Board - Board MembersPresident

1. The duties of the board president shall be to:
  - a. Preside at all meetings of the school board in accordance with Robert's Rules of Order.
  - b. Countersign all orders upon the school treasury for funds to be disbursed by the district.
  - c. Countersign all warrants of the secretary of the county treasurer.
  - d. Administer the oath to the secretary and treasurer when so required by law.
  - e. Other duties as the law may require.
2. The president has the right to vote on any issue that may come before the school board.
3. The president has the additional duty to maintain order at public meetings of the school board.
4. The president must appear for and on behalf of the district in all suits brought by or against the district.
5. The president shall appoint or provide for the election of all committees of the board, unless otherwise directed by the board. The president shall be kept apprised of the workings of all such committees.
6. The president may call special meetings of the board.
7. The president shall call special meetings of the board when requested by two (2) or more board members.

Legal Reference: Neb. Rev. Stat. Sec. 79-569  
Neb. Rev. Stat. Sec. 79-570  
Neb. Rev. Stat. Sec. 79-572

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Members

Vice-President

The vice president shall perform the duties of the president in case of absence of the president. In the case of the absence of both the president and vice-president, the remaining members shall select a president pro tem to preside at the meeting.

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Members

Treasurer

The treasurer shall be custodian of all money belonging to the school district, and shall perform duties required by law or by the board.

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Legal Reference:   Neb. Rev. Stat. § 79-586  
                          Neb. Rev. Stat. § 79-587  
                          Neb. Rev. Stat. § 79-588  
                          Neb. Rev. Stat. § 79-590

Date of Adoption:   January 17, 2017

Bylaws of the Board - Board MembersSecretary

The secretary shall perform duties required by law and such duties as the Board and Superintendent may request. In the secretary's absence, documents requiring the signature of the secretary may be signed on the secretary's behalf by the treasurer or another board officer as the secretary's designee.

Legal Reference:   Neb. Rev. Stat. § 79-576  
                          Neb. Rev. Stat. § 79-577  
                          Neb. Rev. Stat. § 79-578  
                          Neb. Rev. Stat. § 79-524

Date of Adoption:   January 17, 2017

Bylaws of the Board - Board Members

Attorney

The board may, at its discretion, appoint an attorney to perform desired legal services. The attorney shall serve at the board's pleasure and be compensated at a mutually agreeable rate.

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Legal Reference: Neb. Rev. Stat. § 79-513

Date of Adoption: January 17, 2017

Bylaws of the Board - Board MembersAuditor

The board will have an annual independent audit of the finances of the district. The board will contract only with state approved auditors and their analysis and report will be in keeping with state approved or accepted standards. This annual audit will be completed by November 5 of each year.

Legal Reference: Neb. Rev. Stat. § 79-1089  
NDE Rule 1.3.05

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Members

Individual Members

It is understood that the members of the Board have authority only when acting as a Board ~~legally in session. The Board shall not be bound in any way by any action or statement on the~~ part of any individual Board members, except when such statement or action is in pursuance of specific, formal instructions from the Board.

Date of Adoption: January 17, 2017

Bylaws of the Board - Board Members

Removal From Office

Any member elected or appointed to an officer position on the Board of Education may be removed from the officer position by a two-thirds (2/3rds) vote of the membership of the Board.

Date of Adoption: January 17, 2017

Bylaws of the Board - Bylaws, Policies and RegulationsFormulation, Adoption, Amendment of Policies

Policy proposals and suggested amendments to or revisions of existing policies shall normally be submitted to all members of the Board of Education by the Superintendent in writing prior to a regularly scheduled Board of Education meeting in which such proposed policies, amendments, or revisions thereof shall be read and discussed.

Policies will be adopted after consideration at two (2) meetings of the Board of Education. Policy amendments resulting from legal requirements or those that are minor may be revised in one meeting at the discretion of the Board. The agenda and minutes shall be marked to indicate policy matters.

The formal adoption of policies shall be by majority vote of all members of the Board of Education and the actions shall be recorded in the minutes of the Board of Education. Only those written statements so adopted and so recorded shall be regarded as official policy.

Policies shall be reviewed at least every two (2) years or at such other periodic time periods as may be required by law.

Reference: Robert's Rules of Order

Date of Adoption: January 17, 2017

Bylaws of the Board - Bylaws, Policies and Regulations

Adoption and Amendment of Bylaws

Proposed new bylaws and suggested amendments to or revisions of existing bylaws may be adopted by a majority vote of ALL members of the Board during the second of two (2) regularly scheduled meetings of the Board not less than four (4) weeks apart in the calls for which meeting the proposed additions, amendments or revisions shall have been described in writing.

Legal Reference: Neb. Rev. Stat. § 79-526  
Reference: Robert's Rules of Order

Date of Adoption: January 17, 2017

Bylaws of the Board - Bylaws, Policies and RegulationsApproval and Amendment of Administrative Regulations

The Board does not adopt administrative regulations unless specifically required to do so by law, or unless requested to do so by the Superintendent, or as required by negotiated agreements with employee organizations, in which case, any such regulation shall become a part of any such agreement and shall be subject to amendment as provided in any such agreement. Adoption and amendment of such Board adopted regulations shall be by the same procedure as that specified for policies at 9200.

The Board reserves the right to review and demand revisions of administrative regulations should they, in the Board's judgment, be inconsistent with the policies adopted by the Board.

Legal Reference: Neb. Rev. Stat. § 79-526

Date of Adoption: January 17, 2017

Bylaws of the Board - Meetings

Regular Meetings

The Board shall meet in regular session on the second Monday of each calendar month, unless otherwise designated by the president with the approval of the Board. Such meetings shall begin at 7:00 p.m.

All meetings shall be held in the boardroom at the District OR-1 Public Schools' District office unless otherwise designated by the president with the approval of the Board.

In each odd-numbered year, the January meeting will be held on or after the first Thursday after the first Tuesday.

Legal Reference:   Neb. Rev. Stat. § 79-554  
                          Neb. Rev. Stat. § 79-555  
                          Neb. Rev. Stat. § 84-1401

Date of Adoption:   January 17, 2017

Bylaws of the Board - Meetings

Special Meetings

A special meeting of the Board may be called by the president when in his opinion it is necessary, ~~or upon recommendation of the Superintendent of Schools, or any two (2) Board members.~~

No business shall be transacted at any special meeting which does not come within the purpose or purposes set forth in the call for the meeting unless it is of an emergency nature.

All meetings shall be held in the Board of Education room at Palmyra High School unless otherwise designated by the president with the approval of the Board.

Special Board sessions may be adjourned to a definite date and time.

Legal Reference:   Neb. Rev. Stat. § 79-554  
                          Neb. Rev. Stat. § 79-520  
                          Neb. Rev. Stat. § 79-555  
                          Neb. Rev. Stat. § 84-1401

Date of Adoption:   January 17, 2017

Bylaws of the Board - MeetingsAdvance Delivery of Meeting Materials

The Board shall require the Superintendent to prepare an agenda which, with the minutes, shall be mailed or delivered to the Board members on Friday or prior to each regular monthly Board meeting.

Items not placed on the regular agenda may be shelved until the regular meeting on the following month to provide the Board adequate time to research the item in question. Citizens may have an item placed on the agenda by permission of the President of the Board or the Superintendent of Schools.

Legal Reference: Neb. Rev. Stat. § 79-520

Date of Adoption: January 17, 2017

Bylaws of the Board - MeetingsOrder of Business

The following shall be the order of business for the regular meetings. The order of business may be changed when the Board President or Superintendent establish the Agenda and also by consent of the Board.

- A. Call to Order, Pledge of Allegiance and Announce Location of Open Meetings Poster
- B. Consent Agenda
  - a. Approval of minutes of previous meetings
  - b. Approval of Claims/Payment of Bills and Payroll
  - c. Certificated/Classified Hire(s)/Reassignment(s)/Resignation(s)
  - d. Financial Report
- C. Public Comment
- D. Administrative Reports
- E. Discussion Items-Committee Reports
- F. Action Items
- G. Board of Education Development
- H. Topics for Next Month's Agenda
- I. Adjournment

Date of Adoption: January 17, 2017

Date of Revision: August 14, 2017

Bylaws of the Board - MeetingsParliamentary Procedure

The rules of parliamentary procedures as embodied in Robert's Rules of Order, latest edition, may guide the school Board in the conduct of Board meetings. Exceptions shall be made when the issue in question is covered by Board policies or bylaws, and as to minutes, adjournment and as otherwise required by statute. The President, or meeting chair, shall decide all questions of procedure and order, subject to an appeal to the Board, with the object that Board meetings be conducted with order, decency, and regularity and to accomplish the work of the school Board in the best possible manner.

Date of Adoption: June 12, 2017

Bylaws of the Board - MeetingsMinutes

The Board of Education shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed. The resignation of a Board member or any other circumstance that results in a vacancy in office shall be made a part of the minutes.

The minutes shall be prepared by the secretary immediately following the meeting, shall be written, shall be available on the District's website and for inspection by the public and for distribution to the members of the Board within ten (10) working days, or prior to the next convened meeting, whichever occurs earlier, and shall be a part of the agenda for the next regular meeting at which time they shall be corrected, if necessary, and approved.

The minutes shall be kept in the office of the superintendent and shall be public records and open to public inspection during normal business hours. The minutes shall also be available on the District's website for at least six (6) months.

Legal Reference: Neb. Rev. Stat. §§ 79-555; 79-570; and 79-577  
Neb. Rev. Stat. §§ 84-1408 to 1414

Date of Adoption: January 17, 2017

Date Revised: June 13, 2022

Bylaws of the Board - MeetingsVoting

Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the Board 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 may be satisfied by use of an electronic voting device which allows the yeas and nays of each member of the board to be readily seen by the public.

Date of Adoption: January 17, 2017

Bylaws of the Board - Meetings

Methods of Operation/Quorum

The Board of Education shall transact business only when it is in session, has a quorum present, and minutes are kept. A majority of all members of the Board shall constitute a quorum.

Legal Reference: Neb. Rev. Stat. § 79-554

Date of Adoption: January 17, 2017

Bylaws of the Board - MeetingsBoard/School District RecordsExceptions and Locations

The Board of Education and the Superintendent may withhold from the public those records in their custody enumerated by law. Records which are open to inspection shall be available in the office of the Superintendent.

Open Meetings Act Posting and Public Access to Board Records

The Board of Education accepts its responsibility to conduct its meetings in public and in compliance with law. The Superintendent shall post 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 each meeting the public shall be informed about the location of the posted information by announcement of the Board President or Chairperson or via notice given in the Agenda. The Superintendent and the Board secretary shall make available 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 except where the law specifically states that a matter is exempted either temporarily or permanently from such disclosure.

Therefore, the Board of Education directs the Superintendent and the Board secretary, acting jointly and cooperatively, to make easily available copies of the Board of Education policy manual and the minutes of meetings of the Board of Education and its committees (except as exempt by law). Minutes shall be made available within ten (10) days of the meeting reported; policies shall be incorporated into the manual within thirty (30) days of adoption.

Legal Reference:      Neb. Rev. Stat. §§ 84-1408 to 84-1414  
                              Neb. Rev. Stat. § 84-712

Date of Adoption:     January 17, 2017

Bylaws of the Board - MeetingsOpen Sessions

Subject to the provisions of the public meeting law of the State of Nebraska and the policies of the District, the public shall have the right to attend and the right to speak at meetings of the Board except any part thereof held in closed session, and all or any part of a meeting of the Board except that held in closed session may be recorded by any person in attendance by means of a tape recorder or any other means of sonic reproduction or in writing.

The Board may make and enforce reasonable rules and regulations regarding the conduct of persons attending its meetings and regarding their privilege to speak. The Board is not required to allow citizens to speak at each meeting, nor may it forbid public participation at all meetings.

Any person or group may attend the regular or special meeting of the Board of Education. Undue interruption or other interference with the orderly conduct of business cannot be allowed. Defamatory or abusive remarks are always out of order. A speaker's privilege of address may be terminated if he persists in improper remarks.

At a public meeting of the Board no person shall orally initiate charges or complaints against an individual employee of the District or challenge instructional materials used in the District. All such complaints, charges or challenges shall be presented to the Superintendent or Board in writing and signed by the complainant. All such charges, if presented to the Board directly, shall be referred to the Superintendent for investigation and report.

The Board is not obligated to act on any request unless the same has been submitted in writing to the Superintendent or to the president of the Board sufficiently in advance to allow the same to have been incorporated into the agenda for the meeting.

Date of Adoption: January 17, 2017

Bylaws of the Board - MeetingsClosed Sessions

The Board of Education 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. 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, or litigation; (b) discussion regarding deployment of security personnel or devices; (c) investigative proceedings regarding allegations or misconduct; or (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; provided, however a closed meeting shall never be held for the purpose of discussing the appointment or election of a new member to the Board of Education.

The vote to hold a closed session shall be taken in open session. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. 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 Board 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.

Any member of the Board shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reasons stated in the original motion to hold a closed session. 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.

The term "closed session" as used in the policies, regulations and Bylaws of the District shall include within its meaning any "executive session" or "executive meeting" authorized or prescribed by said policies, regulations and Bylaws, all of said terms being interchangeable.

Legal Reference: Neb. Rev. Stat. §§ 84-1407 to 84-1414

Date of Adoption: January 17, 2017

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Internal Board Policies - OrganizationPurpose and Role of the Board

The responsibilities of the Board of Education shall be as follows:

1. Provide a school system which offers a Kindergarten through twelfth grade program.
2. Confer with the Superintendent of schools about recommendations for school programs.
3. Consider and adopt textbooks selected by the Superintendent and staff together with the courses of study recommended by them.
4. Set and annually review long-term written goals for the school district.
5. Consider and approve the annual operating budget prepared by the Superintendent.
6. Consider and approve claims for expenditure.
7. Be responsible to interpret the school programs to the community through a community relations program.
8. Represent the needs of the school system before city and state authorities as well as the general public.
9. Refer parent and community criticism and suggestions to the Superintendent for consideration and recommendation.
10. Serve as a body of final appeal for staff members and school patrons on matters properly appealable from orders of the Superintendent.
11. Establish and maintain policies consistent with the Board's interpretation of the wishes of the community and the requirements of the law. Conduct an annual review of policies as and to the extent required by law.
12. Develop a procedure whereby policy changes and/or additions may be proposed by board members, other school employees, or the general public by submitting them to the Superintendent for consideration and recommendation.
13. Continuously evaluate the effectiveness of Board policies.
14. Adopt rules and regulations in cooperation with the Superintendent for governance of the school system.

15. Select the Superintendent and support the Superintendent in the efficient discharge of the Superintendent's duties.
16. Require reports from the Superintendent.
17. Evaluate the Superintendent of Schools in accordance with applicable state laws.
18. Elect school personnel upon nomination and recommendation of the Superintendent.
19. Annually elect officers of the Board and appoint auxiliary personnel as necessary.
20. Distinguish between selfish, uninformed criticism and genuinely helpful criticism.
21. Perform specific duties imposed on school boards by statutes of the State of Nebraska.
22. Participate in local, state and national organizations for school board members.
23. Cooperate with other governmental bodies and agencies.
24. Cooperate with professional and educational organizations.

Legal Reference:   Neb. Rev. Stat. § 79-501  
                          Neb. Rev. Stat. § 79-512  
                          Neb. Rev. Stat. § 79-525  
                          Neb. Rev. Stat. § 79-526

Date of Adoption:   January 17, 2017

Internal Board Policies - OrganizationDuties and Functions of the Board of Education

- A. The Board of Education shall exercise full legislative control over District OR-1 Public Schools, in accordance with the statutes of the State of Nebraska.
- B. The Board of Education shall elect a Superintendent to carry out the executive duties of District OR-1 Public Schools. The Superintendent's appointment shall be a major item of business at the December meeting, unless the present Superintendent is on a term contract.
- C. The Board of Education shall, through its legislative function, initiate questions of policy and act on the recommendations of the Superintendent in matters of policy, employee employment or dismissal, salary schedules or other personnel regulations, courses of study, selection of text books, and other matters pertaining to the direct welfare of the schools.
- D. The Board of Education shall require reports from its executive officer concerning conditions of efficiency and needs of the schools. The Board shall take steps to appraise the effectiveness with which the schools are achieving the educational purposes of the school system as may be determined by the Board of Education.
- E. The Board of Education shall provide for the preparation and adoption of the annual budget and shall provide, by the exercise of its taxing power, the funds necessary to finance the operation of the schools within the guidelines of Nebraska State Statute.
- F. In order to exercise its rights and duties, the Board of Education shall prepare and publish a body of policies and regulations covering organization, policies, and procedures of the school system. The Board of Education shall cause its policies and regulations to be kept in constant revision, conduct an annual review to the extent and shall republish such policies as and to the extent required by law and as deemed necessary.

Date of Adoption: January 17, 2017

Internal Board Policies - OrganizationAnnual Organizational Meeting

- A. An organizational meeting of the District OR-1 School District Board of Education shall be held on or before the third Monday of January of each year for the purposes of seating any new members and electing officers.

The following are procedures for election of officers and other business to take place at the annual organizational meeting of the Board:

1. After new Board members are sworn in, the Board will elect from its members a President, Vice President, and appoint a Secretary and Treasurer, and if it is determined by the Board of Education to be needed an ex officio secretary and treasurer and those elected will assume office at the organizational meeting.
  2. Upon call for nominations for each office by the Chair, nominations shall be made by written or oral ballot. Voting will be by oral or written ballot on all members nominated and repeated until a majority is achieved for a nominee. If the tie is not broken after five ballots, the Chair will determine the winner by the flip of a coin, followed by a vote ratifying such selection. The vote may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes of the meeting.
  3. The President shall assume the chair immediately upon the President's election.
- B. The order of business for meeting should be as follows:
1. Call to Order and Roll Call
  2. Oath of office for most recently elected
  3. Elections and Appointments
    - a. President
    - b. Vice President
    - c. Treasurer
    - d. Secretary
  4. Approval of committees, positions, and designations
    - a. Consider, discuss and take action to elect Secretary to the BOE
    - b. Consider, discuss and take action to select Legal counsel
    - c. Consider, discuss and take action to elect Committees as determined by the BOE

- d. Consider, discuss and take action to select Depository bank(s)
  - e. Consider, discuss and take action to select District newspaper(s) of record
- 
- 5. Approval of current Board policies and regulations
  - 6. Designate date for the annual review of BOE policies
  - 7. Dissemination to each Board member of conflict of interest statutes
  - 8. Adjournment

Date of Adoption: June 12, 2017

**RESOLUTION**

**RESOLVED**, that the official depository of school funds for this School District is hereby designated to be \_\_\_\_\_, and that the designation of any other institution as the depository of school funds is hereby withdrawn.

The above Resolution, having been read in its entirety, member \_\_\_\_\_ moved for its passage and adoption, and member \_\_\_\_\_ seconded the same. After discussion and roll call vote, the following members voted in favor of passage and adoption of the above Resolution: \_\_\_\_\_

The following members voted against the same: \_\_\_\_\_

The following members were absent or not voting: \_\_\_\_\_

The above Resolution, having been consented to and approved by more than a majority of the members of the School Board of this School District, was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law.

**DATED** this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

District OR-1 Public Schools

**BY:** \_\_\_\_\_  
President

Attest:

\_\_\_\_\_  
Secretary

Legal Reference: Neb. Rev. Stat. §§ 77-2350 and 77-2350.01

Date of Adoption: June 12, 2017

Internal Board Policies - Organization

Committee of the Whole

It shall be the policy of District OR-1 Public Schools that the Board of Education shall take formal actions as a Committee of the Whole on all matters pertaining to business and educational policies of the district.

Legal Reference: Neb. Rev. Stat. § 79-520

Date of Adoption: January 17, 2017

Internal Board Policies - OrganizationStanding Committees

It shall be the policy of District OR-1 Public Schools that the following will be the standing committees of the Board of Education:

1. Negotiations Committee
2. Curriculum, Committee on American Civics
3. Transportation/Facilities
4. Budget Committee
5. Policy Committee
6. Administration Review Committee

It shall further be the policy of District OR-1 Public Schools that the board chair shall appoint the members of the above committees.

Legal Reference: Neb. Rev. Stat. § 79-724  
Neb. Rev. Stat. § 79-520

Date of Adoption: January 17, 2017

Date of Revision: June 10, 2019

Internal Board PoliciesStanding Committee on Negotiations

It shall be the policy of District OR-1 Public Schools that the Negotiations Committee shall consist of three members appointed by the board chair.

The Negotiations Committee will represent the full Board of Education in negotiations with recognized labor organizations. The full Board of Education may also include selected administrators on the negotiations team. The Board of Education reserves the right to appoint a chief spokesperson who is not a member of the Board to represent the Board in negotiations.

After negotiations are completed, the negotiations committee will make a recommendation to the full Board of Education on the salary schedule and benefits under consideration.

Date of Adoption: January 17, 2017

Internal Board Policies - OrganizationStanding Committee on American Civics

It shall be the policy of District OR-1 Public Schools that the Committee on American Civics shall consist of three members appointed by the Board President. The Committee shall meet at least twice per year. One of the responsibilities of this committee will be to examine recommended social studies textbooks and report findings based on this examination to other members of the Board of Education. The Committee shall take all other steps to ensure compliance with Nebraska law.

It shall further be the policy of District OR-1 Public Schools that the Committee on American Civics shall review all major proposals prepared by the superintendent of schools and instructional staff for adoption of new textbooks, development of new instructional programs, revision of existing instructional programs, modification of established graduation requirements, and other related matters. After the review is completed, the Committee on Curriculum and Americanism will make a recommendation to the full Board of Education about approval or adoption of the matter under consideration.

Legal Reference:      Neb. Rev. Stat. § 79-724  
                              Neb. Rev. Stat. § 79-520  
                              LB 399 (2019)

Date of Adoption:    January 17, 2017

Date of Revision:    June 10, 2019

Internal Board Policies - OrganizationTemporary Committees

It shall be the policy of District OR-1 Public Schools that in addition to the appointment of standing committees, the President of the Board of Education or the full Board may appoint such temporary committees as are deemed necessary.

Temporary committees shall serve at the pleasure of the President of the Board of Education or of a majority of the members of the Board of Education, but in general the duration of temporary committees shall not exceed beyond the next annual meeting of the Board of Education.

Temporary committees will be expected to submit their recommendations to the full Board of Education for appropriate action.

Legal Reference: Neb. Rev. Stat. § 79-520

Date of Adoption: January 17, 2017

Internal Board Policies - OrganizationBoard Self-Evaluation

The primary purpose for board self-evaluation is for the improvement of school board leadership. In evaluating the board's functions and roles, the board may focus attention to the following:

1. Evaluation shall be conducted in odd years at a scheduled time and place.
2. The evaluation should be a composite of the individual board member's opinions;
3. The evaluation should include a constructive discussion of strengths and weaknesses; and
4. The board should be free to comment on any area related to its function of governing the district.

The board and superintendent will cooperatively develop an evaluation plan that evaluates the various aspects of the board's functions, duties, and roles. The evaluation will include the following items:

1. The evaluation instrument shall define and describe the standards against which the board evaluates its performance.
2. The evaluation shall include the establishment of objectives and strategies for improving board performance.
3. The evaluation shall analyze progress toward existing board goals and examine the need to establish new or revised goals.

Legal Reference: Neb. Rev. Stat. § 79-526

Date of Adoption: January 17, 2017

Internal Board Policies - Board MembersRetirement

It shall be the policy of District OR-1 Public Schools that retiring members of the Board of Education shall be appropriately recognized and thanked for the service which they have rendered to the schools and to the community.

When a Board member is retiring from service, the President of the Board of Education will direct that preparation be made for any presentation or award which will be made at the final meeting attended by the retiring Board member.

Date of Adoption: January 17, 2017

Internal Board Policies - Board MembersOrientation for Newly-Elected Members of the Board of Education

The Board of Education and staff members shall assist each new elected member to understand the functions, policies, and procedures of the Board of Education before the member takes office. To this end the following steps shall be taken:

1. The newly-elected member shall be given selected materials such as a copy of the Board's policies, a copy of the school budget, a copy of Nebraska school laws and information on the responsibility of a school Board member.
2. The newly-elected member shall be invited to attend meetings of the Board of Education and to participate in the discussions.
3. The secretary of the Board of Education shall supply material pertinent to the meetings and the Superintendent of the School shall explain the use of such materials.
4. The newly-elected member shall be invited to meet with the Superintendent and Principal to discuss their area of responsibility as defined by the Board of Education.
5. Any other material deemed helpful shall be made available upon request.

Date of Adoption: January 17, 2017

Internal Board Policies - Board MembersPolicy for Board Member Attendance at Educational Workshops, Conferences, Training Programs, Official Functions, Hearings, and Meetings

Board members are expected to maintain effectiveness by being well-informed on educational issues. Accordingly, Board members are encouraged to attend educational workshops, conferences, training programs, official functions, hearings, or meetings which are sponsored by the school district, state, and national education organizations.

Board members are specifically authorized to attend such functions which are sponsored by this school district, the Nebraska Association of School Boards, the National School Boards Association, AASA, NRCSA and similar organizations without specific action by the Board of Education. In addition, school Board members may attend such functions at district expense sponsored by other organizations upon specific prior approval of the Board of Education.

Legal Reference: Neb. Rev. Stat. § 79-512

Date of Adoption: January 17, 2017

Internal Board Policies - Board MembersCoffee Act Policy (Reimbursable Expenses)

- A. Board members, employees or volunteers of the school district are expected to maintain effectiveness by being well informed on educational and related issues and are encouraged to diligently perform their required duties, attend educational workshops, conferences, training programs, official functions, hearings or meetings which are necessary to perform required duties, sponsored by the school district or State and national educational organizations or which are otherwise in the best interests of this school district as follows:
1. Board members as a result of this policy are hereby given prior approval by this school Board and upon approval by the Superintendent or the Superintendent's designee are specifically authorized to attend such functions without additional or further approval by the school Board unless otherwise so determined and the school district shall pay the registration costs, tuition costs, fees or charges for such functions along with actual travel expenses, if travel is by commercial or charter means or if a personal automobile is used, mileage shall be allowed at the rate provided by law with meals and lodging to be reimbursed based upon substantiated costs actually and necessarily incurred or applicable Federal Rates.
  2. Employees and volunteers are authorized to attend such functions upon prior approval by the Superintendent or the Superintendent's designee and the school district shall pay registration costs, tuition costs, fees or charges for such functions along with actual travel expenses, if travel is by commercial or charter means or if a personal automobile is used, mileage shall be allowed at the rate provided by law with meals and lodging to be reimbursed based upon substantiated costs actually and necessarily incurred or applicable to Federal rates.
- B. Payment or reimbursement for expenses incurred by Board members, employees or volunteers as otherwise specifically permitted by law shall also be allowed as provided by such law.
- C. Since it is hereby determined to be important and in the best interest of this school district to recognize service by Board members, employees and volunteers, the school Board hereby authorizes the President, Superintendent or the Superintendent's designee to determine when and to whom plaques, certificates of achievement, flowers or other items of value should be granted provided that no such plaque, certificate, flowers or other item of value to be awarded shall cost more than \$50.00.

- D. School Board members are not paid members and when appropriate because of the timing, length or other factors, sandwiches or meals may be provided to School Board members, employees and volunteers attending public meetings or in other appropriate or necessary situations such as joint meetings with other governing bodies.
- E. That non-alcoholic beverages, cookies or other similar items may be provided to individuals attending public meetings, private meetings, discussions or public or private conferences as determined necessary or appropriate by the Superintendent or the Superintendent's designee to be in the best interest of this school district.
- F. Non-alcoholic beverages and meals may be provided for individuals while performing or immediately after performing relief, assistance or support activities in emergency situations or during or immediately following their participation in any activity approved by the School Board.
- G. In addition to the other matters covered and allowed by this policy, one recognition dinner each fiscal year may be held for Board members, employees or volunteers provided the maximum cost per person, which is hereby established for such dinner shall not exceed \$50.00 and further provided that such annual dinner may be held separately for employees of each department or separately for volunteers or any of them in combination.
- H. The authority necessary to carry out the provisions of this policy should be and is hereby delegated from the School Board to the designated officials so indicated herein.
- I. Nothing in this policy shall authorize the expenditure of public funds to pay for any expenses incurred by a spouse of a Board member, employee or volunteer unless the spouse is also a Board member, employee or volunteer.

Legal Reference: Neb. Rev. Stat. §§ 13-2201 to 13-2204  
Neb. Rev. Stat. §79-546

Date of Adoption: January 17, 2017

Date of Revision: June 11, 2018

Internal Board Policies - Board MembersCoffee Act Policy (Reimbursable Expenses)

- A. Board members, employees or volunteers of the school district are expected to maintain effectiveness by being well informed on educational and related issues and are encouraged to diligently perform their required duties, attend educational workshops, conferences, training programs, official functions, hearings or meetings which are necessary to perform required duties, sponsored by the school district or State and national educational organizations or which are otherwise in the best interests of this school district as follows:
1. Board members as a result of this policy are hereby given prior approval by this school Board and upon approval by the Superintendent or the Superintendent's designee are specifically authorized to attend such functions without additional or further approval by the school Board unless otherwise so determined and the school district shall pay the registration costs, tuition costs, fees or charges for such functions along with actual travel expenses, if travel is by commercial or charter means or if a personal automobile is used, mileage shall be allowed at the rate provided by law with meals and lodging to be reimbursed based upon substantiated costs actually and necessarily incurred or applicable Federal Rates.
  2. Employees and volunteers are authorized to attend such functions upon prior approval by the Superintendent or the Superintendent's designee and the school district shall pay registration costs, tuition costs, fees or charges for such functions along with actual travel expenses, if travel is by commercial or charter means or if a personal automobile is used, mileage shall be allowed at the rate provided by law with meals and lodging to be reimbursed based upon substantiated costs actually and necessarily incurred or applicable to Federal rates.
- B. Payment or reimbursement for expenses incurred by Board members, employees or volunteers as otherwise specifically permitted by law shall also be allowed as provided by such law.
- C. Since it is hereby determined to be important and in the best interest of this school district to recognize service by Board members, employees and volunteers, the school Board hereby authorizes the President, Superintendent or the Superintendent's designee to determine when and to whom plaques, certificates of achievement, flowers or other items of value should be granted provided that no such plaque, certificate, flowers or other item of value to be awarded shall cost more than \$50.00.

- D. School Board members are not paid members and when appropriate because of the timing, length or other factors, sandwiches or meals may be provided to School Board members, employees and volunteers attending public meetings or in other appropriate or necessary situations such as joint meetings with other governing bodies.
- E. That non-alcoholic beverages, cookies or other similar items may be provided to individuals attending public meetings, private meetings, discussions or public or private conferences as determined necessary or appropriate by the Superintendent or the Superintendent's designee to be in the best interest of this school district.
- F. Non-alcoholic beverages and meals may be provided for individuals while performing or immediately after performing relief, assistance or support activities in emergency situations or during or immediately following their participation in any activity approved by the School Board.
- G. In addition to the other matters covered and allowed by this policy, one recognition dinner each fiscal year may be held for Board members, employees or volunteers provided the maximum cost per person, which is hereby established for such dinner shall not exceed \$50.00 and further provided that such annual dinner may be held separately for employees of each department or separately for volunteers or any of them in combination.
- H. The authority necessary to carry out the provisions of this policy should be and is hereby delegated from the School Board to the designated officials so indicated herein.
- I. Nothing in this policy shall authorize the expenditure of public funds to pay for any expenses incurred by a spouse of a Board member, employee or volunteer unless the spouse is also a Board member, employee or volunteer.

Legal Reference: Neb. Rev. Stat. §§ 13-2201 to 13-2204  
Neb. Rev. Stat. §79-546

Date of Adoption: January 17, 2017

Date of Revision: June 11, 2018

Internal Board Policies/PersonnelUse of Public Resources by Board Members and EmployeesRestrictions on Use

No Board member or employee of District OR-1 Public Schools shall use or authorize the use of his or her public office or any confidential information received through the holding of the public office to obtain financial gain, other than compensation provided by law, for himself or herself, a member of his or her immediate family, or a business with which the individual is associated.

No Board member or employee shall use or authorize the use of school district personnel, resources, property, or funds under his or her official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items, other than compensation provided by law, for personal financial gain.

No Board member or employee shall use or authorize the use of school resources for the purpose of campaigning for or against the nomination or election of a candidate or the qualification, passage, or defeat of a ballot question. For purposes of this restriction, "school resources" means personnel, property, resources, or funds under the official care and control of the Board member or employee.

Authorized Uses

The uses described below are not authorized by employees, and violate this policy, where an employee's use: (1) interferes with the conduct of school business; (2) interferes with the performance of the employee's duties and responsibilities; (3) is contrary to another Board policy or a rule or directive set forth in an employee handbook or other employee communication device; (4) is contrary to a supervisor's directive; or (5) the use is for the employee's personal financial gain or potential for personal financial gain.

*Incidental or De Minimis Use:* Use of school resources by a Board member or employee which is incidental or de minimis does not constitute a violation of this policy.

*Personal Use as Part of Compensation:* Use of school resources for personal purposes is authorized by this policy if:

1. the use of the resource for personal purposes is part of the employee's compensation provided in an employment contract or is consistent with this policy; and
2. the personal use of the resource as compensation is reported in accordance with the Internal Revenue Code of 1986, as amended, and taxes, if any, are paid by the affected employee.

Employees who engage in such personal use shall, upon request of the Board of Education or the administration, provide evidence to establish that the compensation has been reported and taxes paid as required by the Tax Code.

*School Vehicles:* Use of a school vehicle by a Board member or employee to travel to a designated location or the home of the Board member or employee is permissible when the primary purpose of the travel serves a school district purpose. Such use is authorized by this policy. No travel other than directly to the school-related trip destination shall occur, however, when students are in the vehicle or if the vehicle is a school bus.

*Communication Devices:* A Board member or employee may use a telecommunication system, a cellular telephone, an electronic handheld device, or a computer under the control of the school district for email, text messaging, a local call, or a long-distance call, to a child at home, a teacher, a doctor, a day care center, a baby-sitter, a family member, or any other person to inform any such person of an unexpected schedule change or for other essential personal business. Any such communication shall be kept to a minimum and shall not interfere with the conduct of school business or the performance of an employee's duties.

A Board member or employee shall be responsible for payment or reimbursement of charges (e.g. long distance charges), if any, that directly results from any such communication. The Board member or employee shall promptly report any such communication that results in an expense to the School District to the Superintendent or the Superintendent's designee. The Superintendent or the Superintendent's designee shall establish procedures for reimbursement of charges incurred as a result of such communications.

Use of the District's internet system for such communications shall not be permitted to the extent such use violates the terms of the E-Rate program, which restricts use of the internet system to "educational purposes."

*Election Issues:* A Board member or the Superintendent, in the normal course of his or her duties, may use school resources to research and prepare materials to assist the School Board in determining the effect of a ballot question on the School District.

Mass mailings, mass duplication, or other mass communications at school expense for the purpose of qualifying, supporting, or opposing a ballot question is not permitted. Mass communications does not include placing public records demonstrating the consequences of the passage or defeat of a ballot question affecting the School District on its existing websites.

A Board member or employee may campaign for or against the qualification, passage, or defeat of a ballot question or the nomination or election of a candidate when no school resources are used. An employee shall not engage in campaign activity for or against the qualification, passage, or defeat of a ballot question or the nomination or election of a candidate while on duty time.

A Board member or authorized employee may make school facilities available for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is

not a factor in making the facilities available or a factor in determining the cost or conditions of use.

The School Board may discuss and vote upon a resolution supporting or opposing a ballot question.

A Board member may respond to specific inquiries by the press or the public as to his or her opinion regarding a ballot question or provide information in response to a request for information.

A Board member or employee may identify himself or herself by his or her official title when communicating about a ballot question. Employees who do so shall clearly communicate that their communication is their personal opinion and does not reflect the position or views of the Board of Education or the School District unless express authorization is given by the Board of Education or the Superintendent.

Legal Reference: Neb. Rev. Stat. §§49-14,101.01 and 49-14,101.02

Date of Adoption: January 17, 2017

Internal Board Policies - Board MembersMembership in School Board Associations

The Board of Education shall hold memberships in such school board associations as it may from time to time determine appropriate.

The Board will list on the school's website the organizations and memberships that the Board belongs to and the annual membership dues (if any) for such organizations and memberships, as well as the fees paid by the Board to any individual lobbyist or lobbying firm (if any).

Legal Reference: Neb. Rev. Stat. Sec. 79-512  
LB 304 (2024)

Date of Adoption: January 17, 2017  
Date of Revision: July 11, 2024

Internal Board Policies - Board MembersConflict of Interest/Contracts

It shall be the policy of District OR-1 Public Schools that any contract whether oral or written, formal or informal, which is entered into by the school district and in which a member of the Board of Education is directly or indirectly interested, is voidable unless certain reporting, disclosure and abstention requirements are met. The school district is authorized to enter into a contract in which a member of the Board of Education is directly or indirectly interested so long as:

1. The Board member makes a declaration on the record regarding the nature of his/her interest prior to official consideration of the contract.
2. The affected Board member does not participate in consideration or discussion of the contract.
3. The Board member does not vote on the granting of the contract except that if the number of members of the Board declaring an interest in the contract would prevent the Board with all members present from securing a quorum in the issue, then all members may vote on the matter.
4. The Board member does not in any way participate in the inspection, operation, administration or performance under the contract on the part of the district.

It shall further be the policy of District OR-1 Public Schools that the above provisions apply not only to formal contracts but also to open accounts.

Legal Reference: Neb. Rev. Stat. Sec. 49-14,103.01

Date of Adoption: January 17, 2017

Internal Board PoliciesConflict of Interest - Employment of Family Member of Board Member or Supervisor and Employment of Board Member

1. A member of the Board of Education or an administrator or other employee with supervisory responsibilities may employ or recommend or supervise the employment of an immediate family member if:
  - a. He or she does not abuse his or her official position (for this purpose, "abuse" means employing an immediate family member: who is not qualified for and able to perform the duties of the position; at an unreasonably high salary; or who is not required to perform the duties of the position);
  - b. He or she makes a full disclosure on the record to the Board of Education and a written disclosure to the Superintendent and/or Secretary of the Board; and,
  - c. The Board of Education approves the employment or supervisory position.
  
2. No immediate family member of a Board of Education or an administrator or other employee with supervisory responsibilities shall be employed by the School District:
  - a. Without first having made a reasonable solicitation and consideration of applications for such employment.
  - b. Who is not qualified for and able to perform the duties of the position.
  - c. For any unreasonably high salary.
  - d. Who is not required to perform the duties of the position.
  
3. Neither the Board of Education nor an administrator or other employee with supervisory responsibilities shall terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.
  
4. This policy shall not apply to an immediate family member of a member of the Board of Education or an administrator or other employee with supervisory responsibilities who was previously employed in a position with the School District prior to the election or appointment of the Board member or employee. Prior to or as soon as reasonably possible after the official date a Board member takes office or an employee assumes his or her responsibilities, such Board member, administrator or other employee with supervisory responsibilities shall make a full disclosure of any immediate family member employed in a position subject to this policy.
  
5. A member of the Board of Education may not be engaged in a contract to teach with the District OR-1 Public School District. Nor shall a member of the Board of Education cast a vote in favor of the election of any employee when the Board member is related by blood or marriage to such employee.

Legal Reference: Neb. Rev. Stat. §§ 49-1499.04; Sec.49-1499.05; 79-544; and 79-818

Date of Adoption: January 17, 2017

Internal Board PoliciesConflict of Interest—Other Than Contracts or Employment

1. Members of the Board of Education of this School District shall abstain from voting on matters on which they may have a conflict of interest. Any Board member who would be required to take any action or make any decision in the discharge of his or her duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

- (A) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and,
- (B) Deliver a copy of the statement to the Secretary of the Board of Education, who shall enter the statement into the public records of the School District.

The Board member shall take such action as the Commission shall advise or prescribe to remove himself or herself from influence over the action or decision in the matter.

2. The provisions of paragraph 1 above shall not prevent a Board member from making or participating in the making of a School District-related decision to the extent that the individual's participation is legally required for the action or decision to be made. In such event, the Board member shall report the occurrence to the Commission.

3. Except as defined in Nebraska statute and this policy, conflict of interest of a Board member shall not prevent a Board member from serving on the Board or restrict the hiring or purchasing practices of this School District.

4. The Superintendent, or the Superintendent's designee, shall provide:

- (A) Each Board member with copies of state statutes of Nebraska pertaining to conflicts of interest at the organizational meeting of the Board of Education held at the regular School Board meeting in January of each year. In addition, any newly appointed or elected Board member shall be provided such statutes.
- (B) When possible, provide each Board member with a list of financial matters on the agenda to come before the Board of Education at the next regular meeting in sufficient detail to allow the Board member to identify potential conflicts of interest and report and receive advice from the Commission.

5. For purposes of this policy, immediate family member shall be defined as a child residing in the Board member's household, a Board member's spouse or an individual claimed by that Board member or the Board member's spouse as a dependent for federal income tax purposes.

Legal Reference: Neb. Rev. Stat. § 49-1425; § 49-14,101; § 49-14,102; § 49-14,103; § 49-14,103.01; § 49-14,103.02; § 49-14,103.03; § 49-14,103.04; § 49-14,103.05; § 49-14,103.06; § 79-818; § 79-544 and § 49-1499.

Date of Adoption: January 17, 2017

Internal Board Policies - Board MembersReporting Procedures

It shall be the policy of District OR-1 Public Schools that any school Board member who has a direct or indirect interest in a formal contract entered into with District OR-1 Public Schools, or an open account, shall provide the Superintendent of schools with the following:

1. Names of the contracting parties.
2. Nature of the interest of the school Board member.
3. Date that the contract was approved by the school Board.
4. Amount of the contract.
5. Basic terms of the contract.

The above information shall be provided to the Superintendent of schools no later than ten (10) days after the contract has been signed by both parties. Such information shall be kept on a ledger, and shall be retained in the ledger for five (5) years from the date of the last day in office of the school Board member. The ledger kept by the Superintendent of schools shall be available for public inspection during the normal working hours.

It shall further be the policy of District OR-1 Public Schools that in the case of open accounts, the above information shall be filed within ten (10) days after the account is opened and thereafter the interested officer shall file a revision to the statement within ten (10) days of each payment on the account specifying the date and amount of the payment.

Legal Reference: Neb. Rev. Stat. § 49-14,103.02

Date of Adoption: January 17, 2017

Internal Board Policies - Board MembersReporting Procedures

It shall be the policy of District OR-1 Public Schools that any school Board member who has a direct or indirect interest in a formal contract entered into with District OR-1 Public Schools, or an open account, shall provide the Superintendent of schools with the following:

1. Names of the contracting parties.
2. Nature of the interest of the school Board member.
3. Date that the contract was approved by the school Board.
4. Amount of the contract.
5. Basic terms of the contract.

The above information shall be provided to the Superintendent of schools no later than ten (10) days after the contract has been signed by both parties. Such information shall be kept on a ledger, and shall be retained in the ledger for five (5) years from the date of the last day in office of the school Board member. The ledger kept by the Superintendent of schools shall be available for public inspection during the normal working hours.

It shall further be the policy of District OR-1 Public Schools that in the case of open accounts, the above information shall be filed within ten (10) days after the account is opened and thereafter the interested officer shall file a revision to the statement within ten (10) days of each payment on the account specifying the date and amount of the payment.

Legal Reference: Neb. Rev. Stat. § 49-14,103.02

Date of Adoption: January 17, 2017

**CONFLICTS LEDGER**  
**CONTRACTS IN WHICH BOARD MEMBER HAS A POSSIBLE CONFLICT**

(1) Names of the contracting parties-- (a) Business	(b) Board member with possible conflict	(2) Nature of the interest of the officer in question	(3) Date contract was approved by Board	(4) Amount of the contract <sup>1</sup>	(5) Basic terms of the contract

**Note: May attach and reference NADC Form C-3.**

**§ 49-14,103.02. Contract with officer; information required; ledger maintained.** The person charged with keeping records for each governing body shall maintain separately from other records a ledger containing the information listed in subdivisions (1) through (5) of this section about every contract entered into by the governing body in which an officer of the body has an interest and for which disclosure is made pursuant to section 49-14,103.01. Such information shall be kept in the ledger for five years from the date of the officer's last day in office and shall include the:

- (1) Names of the contracting parties;
- (2) Nature of the interest of the officer in question;
- (3) Date that the contract was approved by the governing body;
- (4) Amount of the contract; and
- (5) Basic terms of the contract.

The information supplied relative to the contract shall be provided no later than ten days after the contract has been signed by both parties. The ledger kept pursuant to this section shall be available for public inspection during the normal working hours of the office in which it is kept.

*Source: Laws 1986, LB 548, § 3; Laws 2001, LB 242, § 22.*

**§ 49-14,103.03. Open account with officer; how treated.** An open account established for the benefit of any governing body with a business in which an officer has an interest shall be deemed a contract subject to sections 49-14,103.01 to 49-14,103.06. The statement required to be filed by section 49-14,103.02 shall be filed within ten days after such account is opened. Thereafter, the person charged with keeping records for such governing body shall maintain a running account of amounts purchased on the open account. Purchases made from petty cash or a petty cash fund shall not be subject to sections 49-14,103.01 to 49-14,103.06.

*Source: Laws 1986, LB 548, § 4.*

Written Statement Attached on form C2-A

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<sup>1</sup> If contract involves an open account insert "open account." A running account of amounts purchased is maintained in the records of the District Bookkeeper.

Internal Board Policies - Board MembersCode of Ethics

It shall be the policy of District OR-1 Public Schools that members of the Board of Education will exercise their responsibilities in accordance with the following Code of Ethics:

1. As a member of the local Board of Education, representing all the citizens of the District OR-1 School District, each Board member will recognize:
  - a. That he or she has been entrusted with the educational development of the children and youth of the district.
  - b. That the district expects that the first and greatest concern of a school Board member will be the best interest of each and every one of the young people enrolled in the district's schools.
  - c. That the future welfare of this district, of this state, and of our nation depends in the largest measure upon the quality of education provided in District OR-1 Public Schools to meet the needs of every learner.
  - d. That members of the Board of Education must collectively take the initiative in helping all the people in this district to have updated, accurate information about the public schools system, and to provide the finest possible school programs, school staff, and school facilities.
  - e. That by statute the authority of the Board of Education is derived from the state which is ultimately responsible for the organization and operation of the public schools and which determines the degree of discretionary power exercised by the Board representing the people of the District OR-1 Public Schools District.
  - f. That a school Board member must never neglect his or her personal obligation to the district and legal obligation to the State of Nebraska, nor surrender these responsibilities to any other person, group or organization; but that, beyond this, each school Board member has a moral and civic obligation to our country which can remain strong and free only so long as public schools in the United States are kept strong and free.
2. In view of the foregoing consideration, it must be the constant endeavor of each school Board member:
  - a. To devote time, thought and study to the duties and responsibilities of a school Board member so that he/she may render effective and creditable service.

- b. To work with fellow school Board members in a spirit of harmony and cooperation so as to convert differences of opinion which arise during discussion and debate into a consensus for the benefit of the students enrolled in District OR-1 Public Schools.
- c. To base personal decisions upon all available facts in each situation, to vote honest conviction in every case, unswayed by partisan bias of any kind; thereafter, to abide by and uphold the final majority decision of the Board of Education.
- d. To remember at all times that individual Board members have no local authority outside the meetings of the Board of Education, and to conduct relationships with school staff members, local citizens, and all media of communication on the basis of this fact.
- e. To resist every temptation and outside pressure to use the position as a school Board member to benefit either oneself, immediate family or any other individual or agency apart from the total interest of the school system.
- f. To recognize that it is as important for the Board of Education to understand and evaluate the educational program of District OR-1 Public Schools as it is to plan for the business of the school district.
- g. To bear in mind under all circumstances that the primary function of the Board of Education is to establish and maintain the policies by which the schools are to be administered, but that the administration of the educational program and the conduct of school business shall be the primary responsibility of the Superintendent of Schools and the professional and non-professional staff members who are employed to work with the Superintendent of Schools.
- h. To welcome and encourage active cooperation by citizens, organizations, and the media of communication in District OR-1 Public Schools with respect to the establishment of policy on current school operation and proposed future developments.
- i. To strive step by step to achieve the ideal conditions for the most effective service by a Board of Education to its district, in a spirit of teamwork and unwavering commitment to the American system of public education as a primary means for preservation and perpetuation of our representative democracy.

Date of Adoption: January 17, 2017

Internal Board Policies - Methods of OperationBoard Member Liability

Board members shall not be held personally liable for actions taken in the performance of their duties and responsibilities vested in them by the laws of Nebraska and the members of the school district community. In carrying out the duties and responsibilities of their office, board members shall act in good faith.

The school district shall defend, save harmless and indemnify board members against tort claims or demands, whether groundless or otherwise, arising out of an alleged act or omission occurring within the scope of their official duties, unless it constitutes a willful or wanton act or omission. However, the school district shall not save harmless or indemnify board members for punitive damages.

Legal Reference: Neb. Rev. Stat. § 79-516

Date of Adoption: January 17, 2017

Internal Board Policies - Methods of OperationMethods of Operation

It shall be the policy of District OR-1 Public Schools that the Board of Education exercises authority over the schools in accordance with applicable laws. It determines policy; delegates executive supervisory and instructional authority to its employees; and appraises results achieved in light of goals established by the Board of Education.

The Board of Education shall direct its attention primarily to broad questions of policy and the appraisal of results rather than to administrative details. It shall be recognized that the implementation and the application of policy is an administrative task to be performed by the Superintendent of Schools and professional and non-professional staff elected to work with the Superintendent of Schools. The Superintendent and Principals shall be held responsible for the effective administration and supervision of District OR-1 Public Schools and its policies.

All matters to be submitted to the Board of Education shall first be brought to the Superintendent of Schools for study, analysis, review and recommendation. The Superintendent will present to the Board of Education those matters which require formal action by the Board of Education.

Legal Reference:      Neb. Rev. Stat. § 79-526  
                              Neb. Rev. Stat. § 79-520

Date of Adoption:     January 17, 2017

Internal Board Policies - Methods of OperationFormulation of Policies

It shall be the policy of District OR-1 Public Schools that the Board of Education, representing the people of the District OR-1 School District, will be the governing body which determines all questions of general policy to be employed in the governance of the District OR-1 Public Schools.

Proposals regarding school district policies and operation may be initiated by any of several sources: a parent, a taxpayer, a professional employee, a school board member, a non-professional employee, a professional consultant, a civic group, etc. Ordinarily policies will be developed for presentation to the Board of Education by the Superintendent.

Formal action on policy proposals, whatever their source, will be taken by the Board of Education in accordance with its bylaws. Ordinarily, the Board of Education shall take action on such matters upon the basis of recommendations presented to the Board of Education by the Superintendent.

Legal Reference:      Neb. Rev. Stat. § 79-554  
                              Neb. Rev. Stat. § 79-520

Date of Adoption:     January 17, 2017

Internal Board Policies - Methods of Operation

Adoption, Amendment or Suspension of Policies

- A. Proposed policies introduced and recommended to the Board shall require a majority vote of the Board for adoption and if so passed shall take effect immediately.
- B. Any policy of the Board may be suspended for an agreed upon period of time by a majority vote of the members of the Board.
- C. The Superintendent, in case of emergency or to comply with legal requirements, may suspend any part of these policies and regulations as it pertains to administration of schools provided, however, that the Superintendent shall report the fact and the reason for such suspension at the next meeting of the Board of Education and, provided further that the suspension shall expire at the time of said report unless continued in effect by action of the Board of Education.

Date of Adoption: January 17, 2017

Internal Board Policies - Methods of OperationFormulation of Administrative Regulations

The Board of Education shall delegate to the Superintendent of Schools the function of specifying required actions and outlining detailed arrangements for operation of the schools. These rules and detailed arrangements shall constitute the administrative regulations governing the schools. These rules and arrangements must, in every respect, be consistent with the policies adopted by the Board of Education.

The Board of Education shall approve administrative regulations when specific state laws require such action or when the Superintendent recommends that the Board of Education take such action.

Legal Reference: Neb. Rev. Stat. § 79-520

Date of Adoption: January 17, 2017

Internal Board Policies - Methods of OperationMeetings

The formation of school policy is a public matter and final action on such a matter must be taken in an open meeting. Every meeting of the Board of Education shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of the Board of Education, except as otherwise provided by the Constitution of the State of Nebraska, and by federal and state law.

The term "meeting" shall refer to all regular, special, or called meetings, formal or informal, of the Board of Education for the purpose of briefing, discussing public business, forming tentative policy, or taking any action of the Board of Education. This definition of "meeting" includes any meeting of an advisory committee of the Board of Education, but specifically excludes any meeting of a subcommittee, or standing committee, of the Board of Education unless such subcommittee or standing committee has been given the authority to take formal action on behalf of the Board.

Since members of the Board of Education are unable to function officially as individuals, the meeting of the Board of Education will present an opportunity for the school program to be discussed and appraised and for individual biases and opinions to be aired as the members of the Board of Education strive for consensus decisions on specific issues. In addition, the meeting will provide an appropriate place for items of interest or concern to individual citizens or groups of the school community to be heard and considered. The Board of Education will take formal action only when the Board is meeting in open session.

Legal Reference:     Neb. Rev. Stat. § 79-554  
                          Neb. Rev. Stat. § 79-555  
                          Neb. Rev. Stat. § 84-1412

Date of Adoption:    January 17, 2017

Internal Board Policies - Methods of OperationTypes of MeetingsRegular Meetings

Regular scheduled meetings may be of two kinds: business or education or both. The education meetings may be held for the purpose of reviewing the school program, or for the development and discussion of policy.

Special Meetings

A special meeting may be called by the President of the Board, or upon recommendation of the Superintendent, or by two members collectively in the event the President fails to act, upon due notice as specified by the bylaws. No business shall be transacted at a special meeting except that for which the meeting is called or that of an emergency nature.

Legal Reference: Neb. Rev. Stat. § 79-554  
Neb. Rev. Stat. § 84-1409

Date of Adoption: January 17, 2017

Internal Board Policies - Methods of OperationDesignated Method of Giving Notice of Meetings

The Board of Education will give advance notice of meetings by publishing such notice in a newspaper of general circulation within the District's jurisdiction and, if available, on such newspaper's website. If a newspaper refuses, neglects, or is unable to timely publish such notice, then notice may be given by (1) posting on the newspaper's website, if available, and (2) posting such notice in conspicuous public places within the District. The Board Secretary shall keep a written record of such postings.

Notice shall be given a reasonable time in advance of the meeting. Two (2) days advance notice shall be considered sufficient.

For an emergency meeting, notice shall not be required to be given; however, the Board will complete minutes for such an emergency meeting as required by law. An emergency has been defined as any event or occasional combination of circumstances which calls for immediate action or remedy; pressing necessity; exigency; a sudden or unexpected happening; an unforeseen occurrence or condition.

The Secretary of the Board of Education, or the Secretary's designee, shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to such news media of the time and place of each meeting and the subjects to be discussed at the meeting.

Legal Reference: Neb. Rev. Stat. Sections 79-554; 79-555 and 84-1411

Date of Adoption: January 17, 2017

Date of Revision: July 11, 2024

Internal Board Policies - Methods of OperationAgenda Construction and Control

- A. Written meeting agendas will be prepared by the Superintendent in collaboration with the President of the Board of Education. Any Board member may submit agenda items to be placed on the agenda by the Superintendent and the Board President.
- B. Control of the agenda is the responsibility of the Board President. Agenda items shall set forth the matter to be discussed at that agenda item. An agenda, kept continuously current, shall be readily available for public inspection on the District's website and at the office of the Superintendent of Schools of the District OR-1 School District during normal business hours. Except for items of an emergency nature, the agenda shall not be altered later than 24 hours before the scheduled commencement of the meeting. The School Board shall have the right to modify the agenda to include items of an emergency nature only by action taken at the public meeting at which the item is to be considered. Agenda items shall be sufficiently specific to advise the public of the issues to be discussed under that agenda item.

Legal Reference: Neb. Rev. Stat. Sec. 84-1411

Date of Adoption: January 17, 2017

Date of Revision: June 13, 2022

Internal Board PoliciesLocation of School Board Meetings

The traditional meeting place for Board meetings will be the board room at the School District's principle office. The President or Superintendent may designate a different meeting place for individual meetings with advance notice to the members.

All meetings of the Board shall be held at the location designated in the notice of said meeting. If circumstances dictate meeting in a different location than designated in the notice, it shall be the responsibility of the Superintendent to take the appropriate steps to inform Board members and the public.

Meetings of the Board may be held outside the School District boundaries when deemed necessary by the Board and approved by the Board at any preceding meeting. Meetings of the Board may be held outside the state of Nebraska upon compliance with applicable laws.

Legal Reference: Neb. Rev. Stat. §§ 84-1411 and 84-1412

Date of Adoption: January 17, 2017

Internal Board Policies - Methods of OperationProcedures During Meetings

In the absence of the President and the Vice President of the Board of Education at any meeting, the Board shall choose a President pro tempore. In the absence of the Secretary at any meeting, the Board shall also choose a Secretary pro tempore.

Any action taken on a question or a motion duly moved and seconded shall be by roll call vote of the Board in open session, and the record shall state how each member voted, or if the member was absent or abstained.

Legal Reference:   Neb. Rev. Stat. § 79-569  
                      Neb. Rev. Stat. § 79-520  
                      Neb. Rev. Stat. § 84-1413

Date of Adoption:   January 17, 2017

## Internal Board Policies - Methods of Operation

### Public Participation at Board Meetings

#### Attend

Members of the public shall be permitted to attend and to speak at Board meetings. They will not be required to identify themselves as a condition for admission to the meeting.

The Board may allow advisors, consultants, and other persons who are not Board members to appear at the meeting via telephone or other similar means.

The President has the authority to assure that people conduct themselves in an orderly manner at the meeting. Undue interruption or other interference with the orderly conduct of business will not be allowed. The President may order persons who are disorderly to be removed from the meeting.

#### Hear

The Board will, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at the meeting.

#### Record

Members of the public may use recording devices (phone, video camera, etc.) to record any part of a board meeting, except for closed sessions. The President shall control the placement of the recording device so the device does not obstruct the view of Board members or other members of the public attending the meeting and does not otherwise interfere with the meeting.

#### Access to Written Materials

At least one copy of all reproducible written material to be discussed at an open meeting will be made available at the meeting for examination and copying by members of the public.

#### Speak

Members of the public will be permitted to speak at Board meetings. Members of the public may also speak when invited to make a presentation or when recognized by the President.

For regular meetings of the Board, individual speakers shall have **up to 5 minutes** to address the Board, and the Board shall hear **up to 60 cumulative minutes** of public comment.

For all meetings other than regular meetings of the Board, individual speakers shall have **up to 5 minutes** to address the Board, and the Board shall hear **up to 30 cumulative minutes** of public comment. The Board may vote to modify these time limits when the Board deems

appropriate. The President may implement other reasonable requirements for public comment, consistent with the Open Meetings Act.

Members of the public will not be required to have their names placed on the agenda prior to the meeting to speak about items on the agenda.

Any member of the public desiring to address the body shall be required 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.

To ensure the Board completes its business during meetings other than regular meetings, public comment will be listed at the end of the agenda for all meetings other than regular meetings.

Speakers will be permitted to address the Board consistent with free speech rights. However, offensive language, defamatory remarks, and hostile conduct will not be tolerated. Further, charges or complaints against a school employee shall not be made for the first time at a public Board meeting without having followed the school's complaint procedure.

Legal Reference: Neb. Rev. Stat. 84-1412

Date of Adoption: January 17, 2017

Date of Revision: July 11, 2024

Internal Board Policies - Methods of OperationTeacher-Administrator-Board of Education Relationships

Since it is recognized that providing a high quality education for children is the paramount aim of District OR-1 Public Schools and that good morale is necessary for the best education of children, the Board sets forth the following policy concerning the relationship of the Board, the administration, and the staff:

- A. The Board of Education, under law, has the final responsibility of establishing policies for the district.
- B. The Superintendent and staff have the responsibility of carrying out the policies established through the development and monitoring of administrative rules and regulations.
- C. The professional teaching personnel has the ultimate responsibility of providing the best possible education in the classroom through the careful following of Board policies and administrative rules and regulations.

Date of Adoption: January 17, 2017





## DISTRICT OR-1 POLICY REVIEW SCHEDULE: 2025

Updated January 13th, 2025

### Policy Review Schedule for the 2025 calendar year

<u>Policy Series</u>	<u>Topic</u>	<u>Date of Last Review</u>	<u>New Review Date</u>	<u>Status</u>
1000	Community Relations	April 8, 2024	April 14, 2025	To Be Completed
2000	Administration	April 8, 2024	April 14, 2025	To Be Completed
3000	Business Operations	April 8, 2024	April 14, 2025	To Be Completed
4000	Personnel	August 12, 2024	August 11, 2025	To Be Completed
5000	Students	August 12, 2024	August 11, 2025	To Be Completed
6000	Instruction	November 11, 2024	November 10, 2025	To Be Completed
7000	New Construction	November 11, 2024	November 10, 2025	To Be Completed
8000	Internal Board Policies	February 12, 2024	February 10, 2025	To Be Completed
9000	Bylaws of the Board	February 12, 2024	February 10, 2025	To Be Completed

Internal Board Policies - OrganizationAnnual Organizational Meeting

- A. An organizational meeting of the District OR-1 School District Board of Education shall be held on or before the third Monday of January of each year for the purposes of seating any new members and electing officers.

The following are procedures for election of officers and other business to take place at the annual organizational meeting of the Board:

1. After new Board members are sworn in, the Board will elect from its members a President, Vice President, and appoint a Secretary and Treasurer, and if it is determined by the Board of Education to be needed an ex office secretary and treasurer and those elected will assume office at the organizational meeting.
  2. Upon call for nominations for each office by the Chair, nominations shall be made by written or oral ballot. Voting will be by oral or written ballot on all members nominated and repeated until a majority is achieved for a nominee. If the tie is not broken after five ballots, the Chair will determine the winner by the flip of a coin, followed by a vote ratifying such selection. The vote may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes of the meeting.
  3. The President shall assume the chair immediately upon the President's election.
- B. The order of business for meeting should be as follows:
1. Call to Order and Roll Call
  2. Oath of office for most recently elected
  3. Elections and Appointments
    - a. President
    - b. Vice President
    - c. Treasurer
    - d. Secretary
  4. Approval of committees, positions, and designations
    - a. Consider, discuss and take action to elect Secretary to the BOE
    - b. Consider, discuss and take action to select Legal counsel
    - c. Consider, discuss and take action to elect Committees as

determined by the BOE

d. Consider, discuss and take action to select Depository bank(s)

e. Consider, discuss, and take action to select District newspaper(s) of record

5. Approval of current Board policies and regulations
6. Designate date for the annual review of BOE policies
7. Dissemination to each Board member of conflict of interest statutes
8. Adjournment

Date of Adoption: June 12, 2017  
Reviewed: February 7.2025

**RESOLUTION**

**RESOLVED**, that the official depository of school funds for this School District is hereby designated to be \_\_\_\_\_, and that the designation of any other institution as the depository of school funds is hereby withdrawn.

The above Resolution, having been read in its entirety, member \_\_\_\_\_ moved for its passage and adoption, and member \_\_\_\_\_ seconded the same. After discussion and roll call vote, the following members voted in favor of passage and adoption of the above Resolution: \_\_\_\_\_

\_\_\_\_\_.  
The following members voted against the same: \_\_\_\_\_

\_\_\_\_\_.  
The following members were absent or not voting: \_\_\_\_\_

\_\_\_\_\_.

The above Resolution, having been consented to and approved by more than a majority of the members of the School Board of this School District, was declared as passed and adopted by the President at a duly held and lawfully convened meeting in full compliance with the Nebraska open meetings law.

**DATED** this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

District OR-1 Public Schools

**BY:** \_\_\_\_\_  
President

Attest:

\_\_\_\_\_  
Secretary

Legal Reference: Neb. Rev. Stat. §§ 77-2350 and 77-2350.01

Date of Adoption: June 12, 2017  
Reviewed: February 10.2025

## Policy Committee Meeting Notes and Information

February 6th, 2025

Invited: Brandon Desh, Dee Moore, Josh Penterman, Michael Hart

### Meeting Agenda:

- Review Policy Formatting:
- Series Review for the Meeting
  - 8000 Series
  - 9000 Series
  - #5101 Student Discipline with and without Cell Phones and PDA
  - #8130: Board Reorganization
- Legislative Policies and Updates
- Senator Meeting: Friday, February 14, 2024
- Next Meeting
- Adjourn



StudentsStudent Discipline

- A. Development of Uniform Discipline System. It shall be the responsibility of the Superintendent to develop and maintain a system of uniform discipline. The discipline which may be imposed includes actions which are determined to be reasonably necessary to aid the student, to further school purposes, or to prevent interference with the educational process, such as (without limitation) counseling and warning students, parent contacts and parent conferences, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling upon written consent of the parent or guardian, or in-school suspension. The discipline may also include out-of-school suspension (short-term or long-term) and expulsion.
1. Short-Term Suspension: Students may be excluded by the Principal or the Principal's designee from school or any school function for a period of up to five school days (short-term suspension) on the following grounds:
    - a. Conduct that constitutes grounds for expulsion, whether the conduct occurs on or off school grounds; or
    - b. Other violations of rules and standards of behavior adopted by the Board of Education or the administrative or teaching staff of the school, which occur on or off school grounds, if such conduct interferes with school purposes or there is a nexus between such conduct and school.

The following process will apply to short-term suspensions:

- a. \_\_\_\_\_ The Principal or the Principal's designee will make a reasonable investigation of the facts and circumstances. A short-term suspension will be made upon a determination that the suspension is necessary to help any student, to further school purposes, or to prevent an interference with school purposes.
- b. Prior to commencement of the short-term suspension, the student will be given oral or written notice of the charges against the student. The student will be advised of what the student is accused of having done, an explanation of the evidence the authorities have, and be afforded an opportunity to explain the student's version of the facts.
- c. Within 24 hours or such additional time as is reasonably necessary, not to exceed an additional 48 hours, following the suspension, the Principal or administrator will send a written statement to the student and the student's parent or guardian describing the student's conduct, misconduct or violation of the rule or standard and the reasons for the action taken.
- d. An opportunity will be given to the student, and the student's parent or guardian, to have a conference with the Principal or administrator ordering

the short-term suspension before or at the time the student returns to school. The Principal or administrator shall determine who in addition to the parent or guardian is to attend the conference. The Principal shall document their attempt to make a reasonable effort to hold a conference with the parent or guardian.

e. \_\_\_\_\_ A student who is on a short-term suspension shall not be permitted to be on school grounds without the express permission of the Principal.

2. Long-Term Suspension: A long-term suspension means an exclusion from school and any school functions for a period of more than five school days but less than twenty school days. A student who is on a long-term suspension shall not be permitted to be on school grounds without the express permission of the Principal. A notice will be given to the student and the parents/guardian when the Principal recommends a long-term suspension. The notice will include a description of the procedures for long-term suspension; the procedures will be those set forth in the Student Discipline Act.

3. Expulsion:

a. Meaning of Expulsion. Expulsion means exclusion from attendance in all schools, grounds and activities of or within the system for a period not to exceed the remainder of the semester in which it took effect unless the misconduct occurred (a) within ten school days prior to the end of the first semester, in which case the expulsion shall remain in effect through the second semester, or (b) within ten school days prior to the end of the second semester, in which case the expulsion shall remain in effect for summer school and the first semester of the following school year, or (c) unless the expulsion is for conduct specified in these rules or in law as permitting or requiring a longer removal, in which case the expulsion shall remain in effect for the period specified therein. Such action may be modified or terminated by the school district at any time during the expulsion period. A student who has been expelled shall not be permitted to be on school grounds without the express permission of the Principal. A notice will be given to the student and the parents/guardian when the Principal recommends an expulsion. The notice will include a description of the procedures for expulsion; the procedures will be those set forth in the Student Discipline Act.

b. Suspensions Pending Hearing. When a notice of intent to discipline a student by long-term suspension, expulsion, or mandatory reassignment is filed with the Superintendent, the student may be suspended by the principal until the date the long-term suspension, expulsion, or mandatory reassignment takes effect if the principal determines that the student must be suspended immediately to prevent or substantially reduce the risk of (a) interference with an educational function or school purpose or (b) a

personal injury to the student himself or herself, other students, school employees, or school volunteers. If the student is suspended pending the outcome of the hearing, the student may complete classwork and homework, including, but not limited to, examinations, missed during the period of suspension. During this period, the student will not be required to attend the alternative programs for expelled students in order to complete classwork or homework.

- c. Summer Review. Any expulsion that will remain in effect during the first semester of the following school year will be automatically scheduled for review before the beginning of the school year in accordance with law.
- d. Alternative Education: Students who are expelled may be offered an alternative education program that will enable the student to continue academic work for credit toward graduation. A student will not be required to attend the alternative education program in order to complete classwork and homework. In the event an alternative education program is not provided, a conference will be held with the parent, student, the Principal or another school representative assigned by the Principal, and a representative of a community organization that assists young people or that is involved with juvenile justice to develop a plan for the student in accordance with law.
- e. Suspension of Enforcement of an Expulsion: Enforcement of an expulsion action may be suspended for a period of not more than one full semester in addition to the balance of the semester in which the expulsion takes effect. As a condition of such suspended action, the student and parents will be required to sign a discipline agreement.
- f. Students Subject to Juvenile or Court Probation. Prior to the readmission to school of any student who is less than nineteen years of age and who is subject to the supervision of a juvenile probation officer or an adult probation officer pursuant to the order of the District Court, County Court, or Juvenile Court, who chooses to meet conditions of probation by attending school, and who has previously been expelled from school, the Principal or the Principal's designee shall meet with the student's probation officer and assist in developing conditions of probation that will provide specific guidelines for behavior and consequences for misbehavior at school (including conduct on school grounds and conduct during an educational function or event off school grounds) as well as educational objectives that must be achieved. If the guidelines, consequences, and objectives provided by the Principal or the Principal's designee are agreed to by the probation officer and the student, and the court permits the student to return to school under the agreed to conditions, the student may be permitted to return to school. The student may with proper consent,

upon such return, be evaluated by the school for possible disabilities and may be referred for evaluation for possible placement in a special education program. The student may be expelled or otherwise disciplined for subsequent conduct as provided in Board policy and state statute.

- g. Returning from Expulsion. At the conclusion of an expulsion, the District will reinstate the student and accept nonduplicative, grade-appropriate credits earned by the student during the term of expulsion from any Nebraska accredited institution or institution accredited by one of the six regional accrediting bodies in the United States.
  - h. Exception for Pre-Kindergarten through Second Grade Students. Notwithstanding the foregoing, no pre-kindergarten through second grade student may be suspended from school, unless the student brings a deadly weapon on school grounds, in a school vehicle, or to a school activity. Instead, the Principal or Principal's designee may implement alternative disciplinary measures on a case-by-case basis if a pre-kindergarten through second-grade student engages in misconduct that would otherwise result in a short-term suspension. If a pre-kindergarten through second grade student brings a deadly weapon on school grounds, in a school vehicle, or to a school activity, then the student may be suspended or expelled in accordance with this Policy's disciplinary procedures.
  - i. Religious Freedom. The District will not substantially burden a student's right to religious exercise unless the student's religious exercise is disruptive to the school environment, not permitted by staff, may pose a safety risk, or would otherwise interfere with the school day.
4. Emergency Exclusion: A student may be excluded from school in the following circumstances:
- a. If the student has a dangerous communicable disease transmissible through normal school contacts and poses an imminent threat to the health or safety of the school community; or
  - b. If the student's conduct presents a clear threat to the physical safety of himself, herself, or others, or is so extremely disruptive as to make temporary removal necessary to preserve the rights of other students to pursue an education.

Any emergency exclusion shall be based upon a clear factual situation warranting it and shall last no longer than is necessary to avoid the dangers described above.

If the emergency exclusion will be for five school days or less, the procedures for a short-term suspension shall be followed. If the Superintendent or his or her designee determines that an emergency exclusion shall extend beyond five days, a

hearing may be held, upon a parent's timely request, and a final determination made within ten school days after the initial date of exclusion. Such procedures shall substantially comply with the procedures set forth in this policy for a long-term suspension or expulsion, and be modified only to the extent necessary to accomplish the hearing and determination within this shorter time period.

5. Other Forms of Student Discipline: Administrative and teaching personnel may also take actions regarding student behavior, other than removal of students from school, which are reasonably necessary to aid the student, further school purposes, or prevent interference with the educational process. Such actions may include, but are not limited to, counseling of students, parent conferences, rearrangement of schedules, requirements that a student remain in school after regular hours to do additional work, restriction of extracurricular activity, or requirements that a student receive counseling, psychological evaluation, or psychiatric evaluation upon the written consent of a parent or guardian to such counseling or evaluation. The actions may also include in-school suspensions. When in-school suspensions, after-school assignments, or other disciplinary measures are assigned, the student is responsible for complying with such disciplinary measures. A failure to serve such assigned discipline as directed will serve as grounds for further discipline, up to expulsion from school.
- B. Student Conduct Expectations. Students are not to engage in conduct which causes or which creates a reasonable likelihood that it will cause a substantial disruption in or material interference with any school function, activity or purpose or interfere with the health, safety, well-being or rights of other students, staff or visitors.
- C. Grounds for Short-Term Suspension, Long-Term Suspension, Expulsion or Mandatory Reassignment. The following conduct has been determined by the Board of Education to have the potential to seriously affect the health, safety or welfare of students, staff and other persons or to otherwise seriously interfere with the educational process. Such conduct constitutes grounds for long-term suspension, expulsion, or mandatory reassignment, and any other lesser forms of discipline. The conduct is subject to the consequence of long-term suspension, expulsion, or mandatory reassignment where it occurs on school grounds, in a vehicle owned, leased, or contracted by the school and being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or an employee's designee, or at a school-sponsored activity or athletic event.
  1. Willfully disobeying any reasonable written or oral request of a school staff member, or the voicing of disrespect to those in authority.
  2. Use of violence, force, coercion, threat, intimidation, harassment, or similar conduct in a manner that constitutes a substantial interference with school purposes or making any communication that a reasonable recipient would interpret as a serious expression of an intent to harm or cause injury to another.

3. Willfully causing or attempting to cause substantial damage to property, stealing or attempting to steal property of substantial value, repeated damage or theft involving property, or setting or attempting to set a fire of any magnitude.
4. Causing or attempting to cause personal injury to any person, including any school employee, school volunteer, or student. Personal injury caused by accident, self-defense, or other action undertaken on the reasonable belief that it was necessary to protect some other person shall not constitute a violation of this subdivision.
5. Threatening or intimidating any student for the purpose of or with the intent of obtaining money or anything of value from such student or making a threat which causes or may be expected to cause a disruption to school operations.
6. Knowingly possessing, handling, or transmitting any object or material that is ordinarily or generally considered a weapon or that has the appearance of a weapon or bringing or possessing any explosive device, including fireworks.
7. Engaging in selling, using, possessing or dispensing of alcohol, tobacco, narcotics, drugs, controlled substance, or an inhalant; being under the influence of any of the above; possession of drug paraphernalia, or the selling, using, possessing, or dispensing of an imitation controlled substance as defined in section 28-401 of the Nebraska statutes, or material represented to be alcohol, narcotics, drugs, a controlled substance or inhalant. Tobacco 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. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation. The term "under the influence" has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol or illegal substances on the breath or person of a student; also, it includes being impaired by reason of the abuse of any material used as a stimulant.
8. Public indecency or sexual conduct.
9. Engaging in bullying, which includes any ongoing pattern of physical, verbal, or electronic abuse on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or a school employee's designee, or at school-sponsored activities or school-sponsored athletic events.
10. Sexually assaulting or attempting to sexually assault any person. This conduct may result in an expulsion regardless of the time or location of the offense if a complaint alleging such conduct is filed in a court of competent jurisdiction.
11. Engaging in any activity forbidden by law which constitutes a danger to other students or interferes with school purposes. This conduct may result in an expulsion regardless of the time or location of the offense if the conduct creates or had the potential to create a substantial interference with school purposes, such as the use of the telephone or internet off-school grounds to threaten.

12. A repeated violation of any rules established by the school district or school officials if such violations constitute a substantial interference with school purposes.
13. Truancy or failure to attend assigned classes or assigned activities; or tardiness to school, assigned classes or assigned activities.
14. The use of language, written or oral, or conduct, including gestures, which is profane or abusive to students or staff members. Profane or abusive language or conduct includes, but is not limited to, that which is commonly understood and intended to be derogatory toward a group or individual based upon race, gender, disability, national origin, or religion.
15. Dressing or grooming in a manner which is dangerous to the student's health and safety or a danger to the health and safety of others or repeated violations of the student dress and grooming standards; dressing, grooming, or engaging in speech that is lewd or indecent, vulgar or plainly offensive; dressing, grooming, or engaging in speech that school officials reasonably conclude will materially and substantially disrupt the work and discipline of the school; dressing, grooming, or engaging in speech that a reasonable observer would interpret as advocating illegal drug use.
16. Willfully violating the behavioral expectations for riding school buses or vehicles.

A student who engages in the following conduct shall be expelled for the remainder of the school year in which it took effect if the misconduct occurs during the first semester, and if the expulsion for such conduct takes place during the second semester, the expulsion shall remain in effect for the first semester of the following school year, with the condition that such action may be modified or terminated by the school district during the expulsion period on such terms as the administration may establish:

- a. The knowing and intentional use of force in causing or attempting to cause personal injury to a school employee, school volunteer, or student, except if caused by accident, self-defense, or on the reasonable belief that the force used was necessary to protect some other person and the extent of force used was reasonably believed to be necessary, or
- b. The knowing and intentional possession, use, or transmission of a dangerous weapon other than a firearm.

Knowingly and intentionally possessing, using, or transmitting a firearm on school grounds, in a school-owned or utilized vehicle, or during an educational function or event off school grounds, or at a school-sponsored activity or athletic event. This conduct shall result in an expulsion for one calendar year. "Firearm" means a firearm as defined in 18 U.S.C. 921, as that statute existed on January 1, 1995. That statute includes the following statement: "The term 'firearm' means (a) any weapon (including a starter gun) which will or is designed to or may readily be converted to expel a projectile by the action of an explosive; (b) the frame or receiver of any such weapon; (c) any firearm muffler or firearm silencer; or (d) any destructive device." The Superintendent may modify such one year expulsion requirement on a case-by-case basis, provided that such modification is in writing. Bringing a firearm or other dangerous weapon to school for any

reason is discouraged; however, a student will not be subject to disciplinary action if the item is brought or possessed under the following conditions:

- a. Prior written permission to bring the firearm or other dangerous weapon to school is obtained from the student's teacher, building administrator and parent.
- b. The purpose of having the firearm or other dangerous weapon in school is for a legitimate educational function.

For purposes of this policy, the term “dangerous weapon” includes any personal safety or security device (such as tasers, mace and pepper spray). If a student desires to carry or possess a personal safety or security device, the student must obtain prior approval from the building principal before bringing such device on school grounds. If a student obtains prior approval from the building principal, the student must store the device during the school day in the student’s locker, in the main office or in another secure location designated by the building principal. A student shall not carry a personal safety or security device during the school day.

D. Additional Student Conduct Expectations and Grounds for Discipline. The following additional student conduct expectations are established. Failure to comply with such rules is grounds for disciplinary action. When such conduct occurs on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose or in a vehicle being driven for a school purpose by a school employee or by his or her designee, or at a school-sponsored activity or athletic event, the conduct is grounds for long-term suspension, expulsion or mandatory reassignment.

1. Student Appearance: Students are expected to dress in a way that is appropriate for the school setting. Students should not dress in a manner that is dangerous to the health and safety of anyone or interferes with the learning environment or teaching process in our school. Following is a list of examples of attire that will not be considered appropriate, such list is not exclusive and other forms of attire deemed inappropriate by the administration may be deemed inappropriate for the school setting:
  - a. Clothing that shows an inappropriate amount of bare skin or underwear (midriffs, spaghetti straps, sagging pants) or clothing that is too tight, revealing or baggy, or tops and bottoms that do not overlap or any material that is sheer or lightweight enough to be seen through, or otherwise of an appropriate size and fit so as to be revealing or drag on the ground.
  - b. Clothing or jewelry that advertises or promotes beer, alcohol, tobacco, or illegal drugs.
  - c. Clothing or jewelry that could be used as a weapon (chains, spiked apparel) or that would encourage “horse-play” or that would damage property (e.g. cleats).
  - d. Head wear including hats, caps, bandannas, and scarves.
  - e. Clothing or jewelry which exhibits nudity, makes sexual references or carries lewd, indecent, or vulgar double meaning.

- f. Clothing or jewelry that is gang related.

A student who is a member of an indigenous tribe of the United States or another country may wear tribal regalia in any location where the student is authorized to be on such school grounds or at any school function, as long as the tribal regalia does not interfere with the educational process and does not endanger another person, as determined by the administration.

The final decision regarding attire and grooming will be made by the Principal or Superintendent. In the event a student is uncertain as to whether a particular item or method of grooming is consistent with the school's guidelines, the student should contact the Principal for approval, and may also review such additional posting of prohibited items or grooming which may be available in the Principal's office.

2. Academic Integrity.

- a. Policy Statement: Students are expected to abide by the standards of academic integrity established by their teachers and school administration. Standards of academic integrity are established in order for students to learn as much as possible from instruction, for students to be given grades which accurately reflect the student's level of learning and progress, to provide a level playing field for all students, and to develop appropriate values.

Cheating and plagiarism violate the standards of academic integrity. Sanctions will be imposed against students who engage in such conduct.

- b. Definitions: The following definitions provide a guide to the standards of academic integrity:

(1) "Cheating" means intentionally misrepresenting the source, nature, or other conditions of academic work so as to accrue undeserved credit, or to cooperate with someone else in such misrepresentation. Such misrepresentations may, but need not necessarily, involve the work of others. Cheating includes, but is not limited to:

(a) Tests (includes tests, quizzes and other examinations or academic performances):

(i) Advance Information: Obtaining, reviewing or sharing copies of tests or information about a test before these are distributed for student use by the instructor. For example, a student engages in cheating if, after having taken a test, the student

- informs other students in a later section of the questions that appear on the test.
- (ii) Use of Unauthorized Materials: Using notes, textbooks, pre-programmed formula in calculators, or other unauthorized material, devices or information while taking a test except as expressly permitted. For example, except for “open book” tests, a student engages in cheating if the student looks at personal notes or the textbook during the test.
  - (iii) Use of Other Student Answers: Copying or looking at another student’s answers or work, or sharing answers or work with another student, when taking a test, except as expressly permitted. For example, a student engages in cheating if the student looks at another student’s paper during a test. A student also engages in cheating if the student tells another student answers during a test or while exiting the testing room, or knowingly allows another student to look at the student’s answers on the test paper.
  - (iv) Use of Other Students to Take Tests. Having another person take one's place for a test, or taking a test for another student, without the specific knowledge and permission of the instructor.
  - (v) Misrepresenting Need to Delay Test. Presenting false or incomplete information in order to postpone or avoid the taking of a test. For example, a student engages in cheating if the student misses class on the day of a test, claiming to be sick, when the student’s real reason for missing class was because the student was not prepared for the test.
- (b) Papers (includes papers, essays, lab projects, and other similar academic work):
- i) Use of Another’s Paper: Copying another student’s paper, using a paper from an essay writing service, or allowing another student to copy a paper, without the specific knowledge and permission of the instructor.
  - (ii) Re-use of One’s Own Papers: Using a substantial portion of a piece of work previously submitted for another course or program to meet the requirements of the present course or program without notifying the instructor to whom the work is presented.

- (iii) Assistance from Others: Having another person assist with the paper to such an extent that the work does not truly reflect the student's work. For example, a student engages in cheating if the student has a draft essay reviewed by the student's parent or sibling, and the essay is substantially re-written by the student's parent or sibling. Assistance from home is encouraged, but the work must remain the student's.
  - (iv) Failure to Contribute to Group Projects. Accepting credit for a group project in which the student failed to contribute a fair share of the work.
  - (v) Misrepresenting Need to Delay Paper. Presenting false or incomplete information in order to postpone or avoid turning in a paper when due. For example, a student engages in cheating if the student misses class on the day a paper is due, claiming to be sick, when the student's real reason for missing class was because the student had not finished the paper.
- (c) Alteration of Assigned Grades. Any unauthorized alteration of assigned grades by a student in the teacher's grade book or the school records is a serious form of cheating.
- (2) "Plagiarism" means to take and present as one's own a material portion of the ideas or words of another or to present as one's own an idea or work derived from an existing source without full and proper credit to the source of the ideas, words, or works. Plagiarism includes, but is not limited to:
  - (a) Failure to Credit Sources: Copying work (words, sentences, and paragraphs or illustrations or models) directly from the work of another without proper credit. Academic work frequently involves use of outside sources. To avoid plagiarism, the student must either place the work in quotations or give a citation to the outside source.
  - (b) Falsely Presenting Work as One's Own: Presenting work prepared by another in final or draft form as one's own without citing the source, such as the use of purchased research papers or use of another student's paper.
- (3) "Contributing" to academic integrity violations means to participate in or assist another in cheating or plagiarism. It

includes but is not limited to allowing another student to look at your test answers, to copy your papers or lab projects, and to fail to report a known act of cheating or plagiarism to the instructor or administration.

- c. Sanctions: The following sanctions will occur when a student engages in cheating, plagiarism, or contributing to an academic integrity offense:
- (1) Academic Sanction. The instructor will refuse to accept the student's work in which the academic integrity offense took place, assign a grade of "F" or zero for the work, and require the student to complete a test or project in place of the work within such time and under such conditions as the instructor may determine appropriate. In the event the student completes the replacement test or project at a level meeting minimum performance standards, the instructor will assign a grade which the instructor determines to be appropriate for the work.
  - (2) Report to Parents and Administration. The instructor will notify the Principal of the offense and the instructor or Principal will notify the student's parents or guardian.
  - (3) Student Discipline Sanctions. Academic integrity offenses are a violation of school rules. The Principal may recommend sanctions in addition to those assigned by the instructor, up to and including suspension or expulsion. Such additional sanctions will be given strong consideration where a student has engaged in serious or repeated academic integrity offense or other rule violations, and where the academic sanction is otherwise not a sufficient remedy, such as for offenses involving altering assigned grades or contributing to academic integrity violations.

E. Law Violations

1. Any act of a student which is a basis for expulsion and which the principal or designee knows or suspects is a violation of the Nebraska Criminal Code will be reported to law enforcement as soon as possible. Conduct to be reported for law enforcement referral includes conduct that may constitute a felony, conduct that may constitute a threat to the safety or well-being of students or others in school programs and activities, and conduct that the legal system is better equipped to address than school officials. Conduct that does not need to be reported for law enforcement referral includes typical adolescent behavior that can be addressed by school administrators without the involvement of law enforcement. In making the decision of whether to report, consideration should be given to the student's maturity, mental capacity, and behavioral disorders, where applicable. When appropriate, it shall be the responsibility of the referring administrator to contact the student's parent of the fact that the referral to legal authorities has been or will be made.

The foregoing reporting standards shall be reviewed annually by the school Board on or before August 1 of each year, be annually reviewed in collaboration with the County Attorney each year, be distributed to each student and his or her parent or guardian at the beginning of each school year, or at the time of enrollment if during the school year, and shall be posted in conspicuous places in each school during the school year.

2. When a principal or other school official releases a minor student to a peace officer (e.g., police officer, sheriff, and all other persons with similar authority to make arrests) for the purpose of removing the minor from the school premises, the principal or other school official shall take immediate steps to notify the parent, guardian, or responsible relative of the minor regarding the release of the minor to the officer and regarding the place to which the minor is reportedly being taken, except when a minor has been taken into custody as a victim of suspected child abuse, in which case the principal or other school official shall provide the peace officer with the address and telephone number of the minor's parents or guardian.

Legal Reference: Neb. Rev. Stat. Sections 79-254 to 79-296  
LB 43 (2024)

Date of Adoption: March 13, 2017  
Date of Review: July 11, 2024

**THIS LETTER SUPERSEDES THE JAN. 31, 2025, LETTER ISSUED ON TITLE IX  
ENFORCEMENT**

**February 4, 2025**

Dear Colleague:

This letter<sup>1</sup> is to clarify that, in light of a recent court decision, the United States Department of Education's (ED) Office for Civil Rights (OCR) will enforce Title IX under the provisions of the 2020 Title IX Rule,<sup>2</sup> rather than the 2024 Title IX Rule.<sup>3</sup> Accordingly, lawful Title IX enforcement includes, *inter alia*, the definition of sexual harassment, the procedural protections owed to complainants and respondents, the provision of supportive measures to complainants, and school-level reporting processes as outlined in the 2020 Title IX Rule.

On January 9, 2025, the United States District Court for the Eastern District of Kentucky issued a decision that vacated the entirety of the 2024 Title IX Rule nationwide.<sup>4</sup> Prior to that decision, federal courts in other jurisdictions had enjoined the 2024 Title IX Rule, which amounted to a prohibition against its enforcement in 26 states.<sup>5</sup> Although the United States Department of Justice is responsible for determining whether to appeal the United States District Court for the Eastern District of Kentucky's vacatur order, that judgment was immediately effective and no portion of the 2024 Title IX Rule is now in effect in any jurisdiction.

In addition, on January 20, 2025, President Trump issued an Executive Order, [Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government](#). President Trump ordered all agencies and departments within the Executive Branch to "enforce all sex-protective laws to promote [the] reality" that there are "two sexes, male and female," and that "[t]hese sexes are not changeable and are grounded in fundamental and incontrovertible reality." ED and OCR must enforce Title IX consistent with President Trump's Order.

In light of the recent federal court decision vacating the 2024 Title IX Rule, and consistent with President Trump's *Defending Women* Executive Order, the binding regulatory framework for Title IX enforcement includes the principles and provisions of the 2020 Title IX Rule and the longstanding Title IX regulations outlined in 34 C.F.R. 106 et seq., but excludes the vacated 2024 Title IX Rule. Accordingly, open Title IX investigations initiated under the 2024 Title IX Rule should be immediately reevaluated to ensure consistency with the requirements of the 2020 Title IX Rule and the preexisting regulations at 34 C.F.R. 106 et seq.

Resources pertaining to Title IX and the 2020 Title IX Rule are available [here](#).

Sincerely,

/s/Craig Trainor  
Acting Assistant Secretary for Civil Rights  
United States Department of Education



**District OR-1: Home of the Panthers!**

**Employment “Letter of Intent” for Classified Employees**

**Updated: February 10, 2025**

**Please return to Central Office by: Friday, April 18th, 2025 at 4:00 p.m.**

**Employee Name:**

**Current Position:**

\_\_\_\_\_ I would like to remain employed by District OR-1 for the **2025-26** school year.

\_\_\_\_\_ I am not planning to return to District OR-1 for the **2025-26** school year. In the absence of an attached resignation letter, this document will serve as my official resignation from my employment with District OR-1 effective at the end of the current school year unless communicated or approved otherwise by district administration.

This “intent to return” document provides you with the reasonable assurance that District OR-1 intends for you to return to perform services during the following academic year. However, nothing in this intent letter modifies or deviates from your position as an “at-will” employee in the District. Notwithstanding anything to the contrary, your job position, job duties, hourly rate of pay, and benefits remain on an “at-will” basis and may be modified at any time based on the needs of District OR-1.

**Employee Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Building Principal Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Superintendent Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**District OR-1 Certified Staff Contract Renewal  
Addendum and “Letter of Intent” March 2025**

Please return this signed document to the District OR-1 Central Office  
no later than the end of the school day on Monday, March 17, 2025

**Attention:**     [User.FirstName] [User.LastName]  
                  [Custom.Building]

This letter will serve as an official contract addendum, verifies your “Intent to Return” and is your notification under §79-828 & §79-829, R.R.S. Nebraska. Your contractual obligations for the **2025-2026** school year will commence on or about **August 4, 2025** and will be completed on or about **May 21, 2026** (unless you are under an extended contract). Your salary for the **2025-2026** school year will be determined in accordance with the salary schedule identified in the **2025-2026** negotiated agreement.

Failure to sign and submit this document by the end of the school day on Monday, March 17th, 2025, will void this offer of continued employment and it will be deemed withdrawn. Thus, failure to submit a signed copy of the document indicating your “Intent to Return” will be considered resignation of your current contract effective at the end of the **2025-2026** contract year.

If you have any questions regarding this contract addendum, please contact the Superintendent’s Office at (402) 780-5327.

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I, [User.FirstName][User.LastName], hereby accept a continuing contract for the **2025-2026** school year and understand that my final salary figure will be calculated in accordance with the **2025-2026** negotiated agreement. Adjustments and changes to the extra duty schedule will be made according to the **2025-2026** negotiated agreement.

Any staff member with an extra duty assignment will maintain the same extra duty as the current school year, unless agreed upon by the athletic director and building principal. Extra duty assignments are at the discretion of the administration and may be altered, modified, changed or assigned at any time during the contract year.

**Staff Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Superintendent Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Summer 2025 Projects Design Proposal Language  
Clark and Enersen**

**On behalf of Clark & Enersen, we are pleased to submit a Design Services Fee Proposal to assist District OR-1 with the design, bidding, and construction administration to renovate the existing locker rooms, trophy case below stair, renovate girl's locker room restroom area finishes and fixtures, and east corridor restroom finishes and fixtures at Palmyra Jr/Sr. High school.**

**Our proposal is based upon the design options presented and reviewed during our June 20, 2024 meeting (attached). For design services associated with this scope, we propose a Fixed Fee of \$95,000 including reimbursable expenses. We assume that all documents will be provided in digital format for bidding and construction, no printing costs are assumed. We anticipate starting design upon notice to proceed. We assume that documents can be completed and bid for construction to take place over the summer break of 2025.**

## Superintendent Pay Transparency Notice—Proposed Contract Michael T. Hart

Notice is hereby given that District OR-1 Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on February 10, 2025 at 7:00pm at the Medica Center in Palmyra, Nebraska.

After the 2024/25 school year, how many years remain on the contract:  
(Column F must be completed if additional years remain on contract.)

2

The estimated costs to the district for the 2025/26 year and future years are listed below:

	2025/26 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
<b>Base Pay for the Total FTE</b>	\$ 160,000.00	\$ 160,000.00	\$ 320,000.00
<b>Compensation for activities outside of the regular salary:</b>			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
<b>Benefits and Payroll Costs Paid by district:</b>			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>	\$ 29,765.64	30500	\$ 60,265.64
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare <u>if paid by the district</u></i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 28,044.48	\$ 28,044.48	\$ 56,088.96
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 1,500.00	\$ 1,500.00	\$ 3,000.00
• <i>Cell Phone/Internet reimbursement</i>			\$ -
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>			\$ -
• <i>Mileage Allowance</i>			\$ -
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
<b>Totals:</b>	<b>\$ 219,310.12</b>	<b>\$ 220,044.48</b>	<b>\$ 439,354.60</b>

## AMENDMENT TO CONTRACT OF EMPLOYMENT SUPERINTENDENT OF SCHOOLS

This Amendment is made by and between the Board of Education of Palmyra District OR-1, legally known as Otoe County School District 66-0501, referred to herein as the “Board” and the “District” respectively, and Michael Hart, referred to herein as the “Superintendent.”

The parties entered into a Superintendent’s Contract of Employment (“Contract”) on March 14, 2022, for a period of 2 years beginning on July 1, 2022, extended twice for a period of 1 year each by amendment on February 13, 2023 and February 12, 2024 expiring on June 30, 2026. The parties now desire to change the term of the contract to extend an additional contract year and change the Superintendent’s annual compensation. As a result, the parties agree to amend the contract as follows:

Section 1 of the contract is amended to change the Term of Contract to expire on 30<sup>th</sup> day of June, 2027.

Section 3 of the contract is amended to change annual salary to One Hundred Sixty Thousand Dollars (\$160,000).

All other terms and conditions of the Superintendent Contract of Employment shall remain in full force and effect.

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Brandon Desh  
Board of Education President  
Dated February 10, 2025.

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Michael Hart  
Superintendent of Schools  
Dated February 10, 2025.

# NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

# Snapshots



## IN THIS EDITION OF BOARD NOTES

THIS MONTH IN ...

AT THE BOARD TABLE

ALL THINGS ADVOCACY: LIC, BILLS, HEARINGS & MORE

YOUR 2025 NASB LEGISLATION COMMITTEE

NASB'S ANNUAL MEMBERSHIP DRIVE IS HERE!

CREATE A COMPLETE, CUSTOMIZED POLICY MANUAL

HERE, THERE, EVERYWHERE THIS SPRING

FEDERAL ADVOCACY FLY-IN: JOIN US - MARCH 16-19

AFFILIATE SPOTLIGHT & YOUR 2025 NASB AFFILIATES

YOUR NASB BOARD OF DIRECTORS & STAFF

... AND MUCH MORE!

The NASB provides programs, services, and advocacy to strengthen public education for all Nebraskans. Learn more at [www.NASBonline.org](http://www.NASBonline.org)

# THIS MONTH IN ...

Leadership

Innovation

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2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members

<https://members.nasbonline.org/>

## THIS MONTH IN ...

A quick snapshot of the various programs, services, support and events NASB has planned for its members in the coming month!

**ADVOCACY & GOVERNMENT RELATIONS ...** We are well underway with the 109th Legislative Session. Hearings have started and bills have been introduced! Your NASB Legislation Committee meets this weekend and has a lot of work to do. We're excited for you to see everything at LIC. As always, keep tabs on both the GR pages of NASBOnline.org as well as the Bills page! Call Colby & Matt any time!

**ALICAP & INSURANCE ...** ALICAP cautions all member schools/ESUs to think "prevention" this month while temperatures are well below freezing. No one wants frozen pipes over these cold winter days! 1) Change exterior temperature fresh air intake set points. 2) Leave doors open to mechanical rooms, utility and custodial closets if on exterior walls. 3) Increase heat in your vestibules/entrances during peak time use. 4) When especially low temps are predicted overnight, let faucets drip if mount is positioned on an exterior wall.

**BOARD LEADERSHIP ...** Check out "At the Board Table" on pages 4 & 5 to learn about the Board Leadership Academy.

**DATA ANALYTICS ...** Great ideas for improved programs often come from midwinter board retreats. We can help your board gather and illustrate relevant district data to better focus your efforts and target meaningful, measurable goals as you implement those improvements.

**EDUCATION LEADERSHIP SEARCH SERVICE ...** Contact us with questions on search protocol, to schedule a proposal, or inquire about a vacancy. We are adding vacancies to our site frequently. Contact Shari and check our current listings online!

**ENERGY PURCHASING ...** While daily changes in natural gas prices have often been sizable, the overall market has lately been sideways since forecasters are divided on how much more cold weather we'll get this winter going toward March. During the recent cold spell, our natural gas consortiums had several pricing measures in place to protect against huge demands on the natural gas supply systems. Your market specialists in NJUMP and CJUMP continue to monitor these changes on a daily basis to find great opportunities for your future gas needs.

**FOUNDATION ...** The Nebraska Public Leadership Foundation is awarding two, \$1,000 scholarships to two high school seniors who are pursuing higher education to become a teacher in a Nebraska public school system. Students with plans to attend college or university in Nebraska, have a minimum GPA of 3.0, and whose school district is a member of NASB qualify to apply. The application can be found at [www.nepublicleadership.org](http://www.nepublicleadership.org)

**GALLUP STRENGTHS ...** This month's featured Gallup theme is **Empathy**. Do you wonder why people call you to talk about problems they are having? You may have Empathy in your Top 5, which helps you understand the feelings of those around you. You are likely able to connect on an emotional level to create strong, trusting relationships. Contact Shari to schedule a Gallup retreat.

**MEMBER ENGAGEMENT ...** A busy start to 2025, with LIC, the Board President Retreat, Open Meetings Law Workshops, Finance Workshops, and the Federal Advocacy trip to DC! Plus we will be hitting the road delivering Membership Guides.

**POLICY ...** The legislature is more frequently requiring the Nebraska Dept. of Education to develop model policies on various issues, including a behavioral management policy and a dress code policy due before the next school year. We typically offer NDE's suggested model policy and a similar one of our own if we have minor language changes or implementation modifications that we feel will make the policy more usable while still meeting the statute's full intentions.

**TECHNOLOGY ...** As you begin to settle, please remember to enter your updated contract information into the Contract Settlement Form along with your Negotiated Agreement. If you have any questions, please reach out to Darion. Welcome New Negotiations Subscriber: Oakland-Craig Public Schools!

It is with a heavy heart that we share the news that Allison Welch, a member of the Conestoga School Board, has passed away. Allison will be missed by so many, and education in Nebraska is better because of her. She was the 2023 Ann Mactier School Board Member of the Year, who dedicated over two decades of her life to the betterment of Conestoga Public Schools. Allison was a driving force behind numerous initiatives that have left an indelible mark on the school community.



# TRAINING, NETWORKING, ENGAGEMENT & EVENTS



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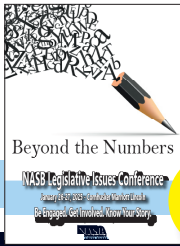
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<https://members.nasbonline.org/events>

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance.

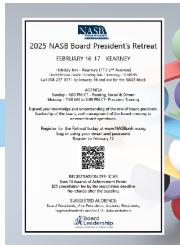


**Legislative Issues Conference - January 26-27 - Lincoln**

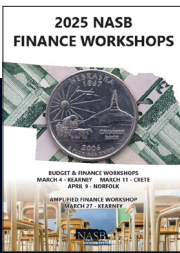
**School Board Member Week - January 26 to February 1**



**Board President's Retreat - February 16-17 - Kearney**



**Budget & Finance Workshop - March 4 - Kearney**  
**Budget & Finance Workshop - March 11 - Crete**  
**\*Amplified Finance Workshop - March 27 - Kearney**  
**Budget & Finance Workshop - April 9 - Norfolk**



**Federal Advocacy Fly In - March 16-19 - Washington, D.C.**



**NAEP State Convention - March 19-20 - Kearney**

**Open Meetings Law Workshop - March 25 - Gering**  
**Open Meetings Law Workshop - March 26 - Kearney**  
**Open Meetings Law Workshop - March 31 - Norfolk**  
**Open Meetings Law Workshop - April 1 - Lincoln**



# AT THE BOARD TABLE

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## BOARD AGENDA ITEMS FOR YOUR MONTHLY MEETINGS

<https://members.nasbonline.org/board-leadership>



Each month, this space reflects items to include in your upcoming board meeting. Please contact Marcia at [mherring@NASBonline.org](mailto:mherring@NASBonline.org) if you have questions or recommendations.

### FEBRUARY BOARD AGENDA ITEMS

Please see the January 18<sup>th</sup> email from [mherring@NASBonline.org](mailto:mherring@NASBonline.org) and [shiggins@NASBonline.org](mailto:shiggins@NASBonline.org) for the draft of the February Board Meeting Agenda. If you have questions or need us to resend the email, please feel free to contact Marcia at 402-450-5152 or Stacie at 402-209-1608.



### NASB LEARNING OPPORTUNITIES FOR NEWLY ELECTED, APPOINTED, OR EXPERIENCED BOARD MEMBERS

#### NASB Board Leadership Academy - Module I

NASB now provides a Board Leadership Academy for newly elected and experienced board members. This service offers a comprehensive board training program designed to enhance the effectiveness and cohesiveness of board members and the collective board. The content aligns with the NASB Effective Board Governance Standards, including interactive workshops and leadership development. Key outcomes include strengthened collaboration, improved decision-making processes, and a unified vision for working collaboratively with the superintendent/ESU administrator to advance and support student success.

The Academy provides an expanded platform for NASB Board Leadership staff and experts to engage new board members, offering additional opportunities to discuss and explore key topics related to the role and responsibilities of both board members and superintendents/ESU administrators to lead cohesively with confidence and purpose.

Module I delivers a comprehensive training on essential governance topics, including the boards' role and responsibilities, policy, Nebraska Open Meetings Law, community engagement, board-superintendent relations, long-term goals, etc. The improved structure is purposefully designed to deepen the board's understanding of duties, equip board leadership to collaborate with the superintendent to uphold the district's mission of delivering a high-quality education for all students.

#### 2025 NASB Activities and Events Aligned to the Board Leadership Academy

January 29 - Virtual Lunch & Learn Board Academy Collaboration

February 2025 - New Board Member Workshop

March/April 2025 - Open Meetings Law Workshops  
Gering, Kearney, Norfolk, Lincoln

April 2025 - Virtual Lunch & Learn Board Academy Collaboration

July 2025 - Virtual Lunch & Learn Board Academy Collaboration

July 2025 - Leadership Workshops  
Gering, Kearney, Omaha

August & September 2025  
Area Membership Meetings

October 2025 - Virtual Lunch & Learn Board Academy Collaboration

November 2025 - State Education Conference

December 2025 - Board Member Academy  
Module I & II - Kearney

CONTINUED ON PAGE 5

# AT THE BOARD TABLE



Leadership

Innovation

Vision

Engagement

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CONTINUED FROM PAGE 4

## NASB BOARD MEMBER ACADEMY MODULES & TIMELINE

Module I	Module I & II OFFERED 2025	Module I, II, and III OFFERED 2026	Module I, II, III, and IV Offered 2027
Board Role and Responsibilities	Budget and Stakeholder Engagement	Student Academic Success	State and Local Advocacy
NASB Standards I – IX	Standard VI: District Resources	Standard IV: Student Accountability and Achievement	Standard V: Advocacy
Board Role and Responsibilities	Board Superintendent Relations	NDE - NEP Site	Legislative Calendar
NE Open Meetings Law	Budget Calendar	District Accreditation NDE Assurance Statement	NASB Advocacy Updates
Communications	Finance Committee	District Adopted Curriculum	District Legislative Initiatives
Board Meeting Protocols and Procedures	Standard I: Mission, Vision & Goals	District Instructional Framework	NASB Website Legislative Bill Updates/Hearings/etc.
Standard II: Policy Governance	Budget Aligned to District Strategic Plan/Goals	State Standards Alignment	Testifying before the Legislature
Board Committees	Monthly Board Meeting Budget Reports	Staff Professional Development Plan	State Senator Engagement
Standard VIII: Board Superintendent Relations	Standard III: Community and Stakeholder Engagement	Board Data Calendar	Community Leader
Superintendent Leadership and Evaluation	Community Leader	Board Agenda Reports and Goal Monitoring	
Annual Board Calendar		Community Leader	
Board Meeting Agenda			
Community Leader			

**Contact Marcia or any of the Board Leadership team with questions regarding the Academy!**

## NASB BOARD MEMBER ACADEMY ALIGNED LEARNING WORKSHOPS

Module I	Module I & II 2025 NASB Learning Workshops	Module I, II, and III 2026 NASB Learning Workshops	Module I, II, III, and IV 2027 NASB Learning Workshops
	Virtual Board Academy Quarterly Team Meetings	Virtual Board Academy Quarterly Team Meetings	Virtual Board Academy Quarterly Team Meetings
	Open Meetings Law	Open Meetings Law	Legislative Issues Conference
	Leadership Workshop-Board Self-Assessment and Superintendent Evaluation	Budget Workshop	Open Meetings Law
	Area Membership Mtgs	Leadership Workshop	Budget Workshop
	New Board Member Workshop	Area Membership	Leadership Workshop
			New Board Member Workshop
			New Board Member Workshop

# ALL THINGS ADVOCACY: LIC, BILLS, HEARINGS & MORE

Leadership

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Vision

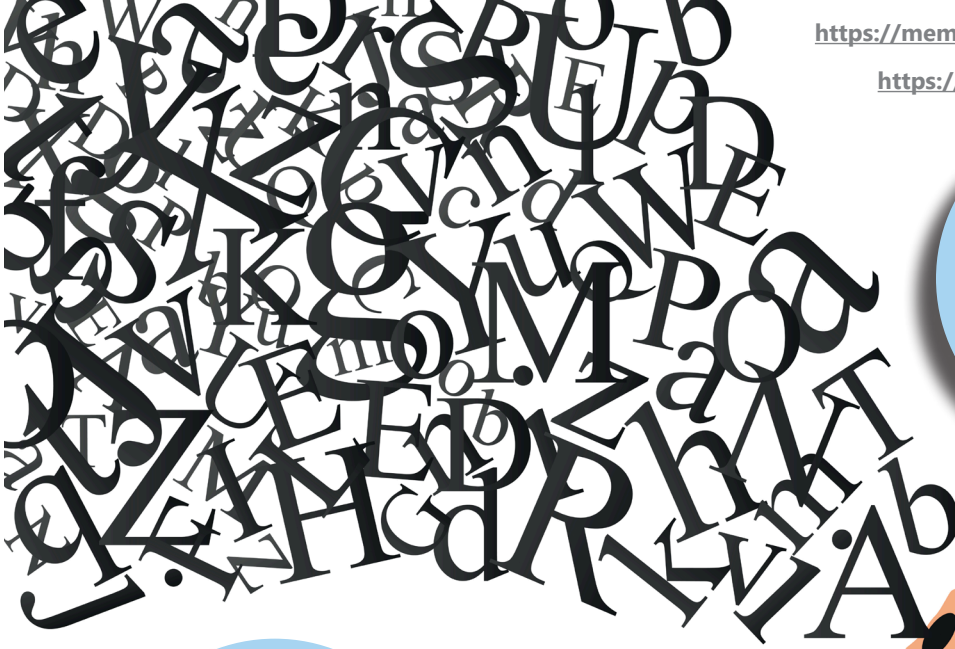
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<https://members.nasbonline.org/government-relations>

<https://nasb.envisiams.com/legislative-bills>

Join Us!  
Legislative Issues  
Conference  
Beyond the Numbers  
January 26-27

LIC speakers include  
Speaker Arch, Sens  
von Gillern, Hughes,  
and Murman

730 Total Bills  
& Measures

NASB is Following  
Around 100

Hearings Started  
Wednesday, Jan 22  
and go through  
March 28

See our GR page for  
Chairs, and Committee  
assignments.

A huge THANKS  
to our Legislation  
Committee for all  
of their work in the  
process!

Be Engaged.  
Get Involved.  
Know Your Story.



# YOUR 2025 NASB LEGISLATION COMMITTEE

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<https://members.nasbonline.org/government-relations/legislation-committee-bylaws>



Committee Chair  
Ed Swotek  
Malcolm



NASB President  
Stacy Jolley  
Millard



NASB Secretary / Member 7  
Suzanne Sapp  
Ashland-Greenwood



Member 1  
Jane Erdenberger  
Omaha



Member 2  
Kimara Snipes  
Omaha



Member 3  
Lanny Boswell  
Lincoln



Member 4  
Kathy Danek  
Lincoln



Member 5  
Marcus Madler  
Papillion La Vista



Member 6  
Beth Morrisette  
Westside



Member 8  
Amanda McGill Johnson  
Millard



Member 9  
Drew Blessing  
Kearney



Member 10  
Marla Grier  
South Sioux City



Member 11  
Doug Keener  
Mitchell



Member 12  
Gary Kubicek  
Norris



Member 13  
Steve Blocher  
West Point



Member 14  
Erick Lee  
Arapahoe-Holbrook



Member 15  
TBD



Member 16  
Mary Yilk  
ESU 9



Appointed Member  
Lisa Albers  
Grand Island



Appointed Member  
Skip Altig  
North Platte



Appointed Member  
Patti Gubbels  
Norfolk



Appointed Member  
Mike Palmer  
Sidney



Appointed Member  
Jason Richters  
Centennial



Appointed Member  
Dan Scheer  
St. Paul



Appointed Member  
Jeremy Shuey  
Plattsmouth

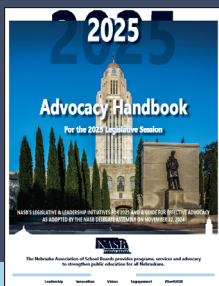


Appointed Member  
Brad Wilkins  
Ainsworth

Term Ends 2025 for Appointed Members

Term Ends 2026 For Odd # Members

Term Ends 2028 For Even # Members



Your 2025 Advocacy Handbook, to be used as a guideline during the Legislative Session is now posted! This Handbook, which includes NASB's legislative and leadership initiatives, as well as tips for effective advocacy and much more, is available to view, download, and print at the Government Relations section of the NASB website. We look forward to working for and with you again this session ... do not hesitate to reach out to NASB at any time with questions on particular bills, initiatives, becoming more engaged, or the overall legislative process in general.

**Matt, Colby, John & Lindsey - Your NASB Legislative Team**

To learn more about all of the Programs, Services & Support NASB offers, visit [www.NASBonline.org](http://www.NASBonline.org)

# NASB'S ANNUAL MEMBERSHIP DRIVE IS HERE!

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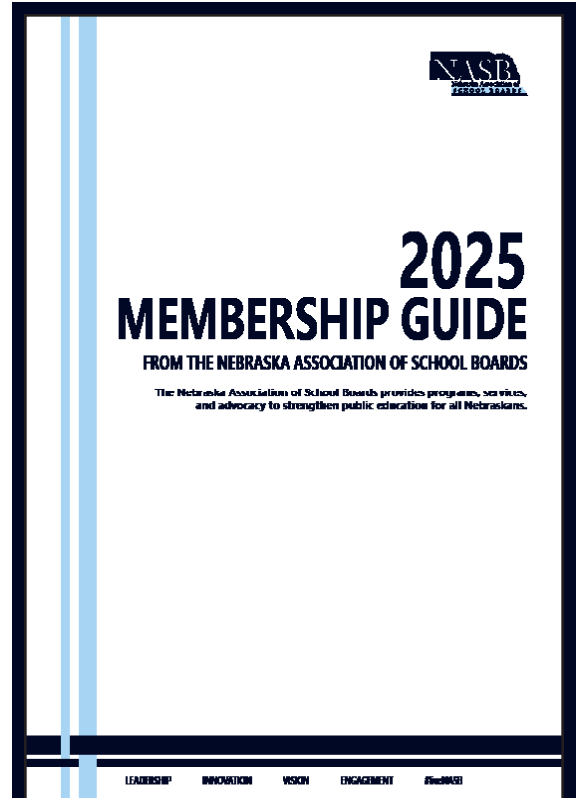
On behalf of the Board of Directors and staff, we want to express our heartfelt gratitude for your continued membership and unwavering support. Your dedication to fostering excellence in education is vital to the success of students, educators, and communities across Nebraska.

Serving on a school board is a big commitment of your time and energy. All school board members make sacrifices away from their family or work on behalf of their local school district and community. The NASB understands these sacrifices and wants to support you as you strive for excellence.

As a valued member of NASB, you are part of a collaborative network of dedicated leaders working to fortify public education in Nebraska. Your active engagement empowers us to provide vital resources, impactful training, and effective advocacy to support school boards and enhance governance across the state. Whether through workshops, legislative updates, or shared initiatives, your participation amplifies our collective impact.

If there is ever anything we can do to assist your district/ESU or enhance your experience with NASB, please reach out. We are a phone call or email away, working daily to provide you with money-saving programs, information-sharing services, and the events you need to thrive.

We look forward to working for and with you and your board again this year. If you have any questions about NASB's programs, services, advocacy efforts, or any other item, please let us know! Thank you for being an integral part of the NASB community. Together, we are shaping the future and making a difference for generations to come!

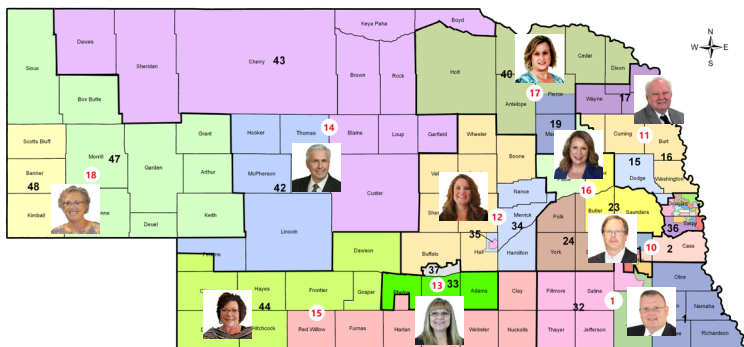


Thirty-two pages of all NASB is and does, for you, our members, will be delivered to your district/ESU in the upcoming weeks.

Throughout this year's Membership Guide, you will see and learn about the people, programs, services and vision that bring value to your board, your district, and your community. From the NASB staff, Board of Directors, and Legislation Committee, to your fellow board members across the state.

This is a great reference to keep close throughout the year, as it includes the history of NASB and school boards in Nebraska, all of the organizations partners, advocacy, engagement, awards, your NASB programs, services and staff, School Board Member of the Year info, and more!

## WATCH YOUR MAILBOX FOR MEMBERSHIP DRIVE INFO SOON!



Greater Omaha Metro Area  
Regions 2, 3, 4 & 19



Omaha Public Schools  
Regions 5, 6 & 7



Lincoln Public Schools  
Regions 8 & 9



At-Large



## Numbers in circle denote NASB regions

## Other numbers denote legislative districts

# CREATE A COMPLETE, CUSTOMIZED POLICY MANUAL

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<https://members.nasbonline.org/programs-services/online-policy-services>

This is a great time to begin a Board Policy Manual Customization to give your board and administrators a much more accurate, complete, and user-friendly Policy Manual for the start of the next school year. The goal of the NASB Policy Customization Service is to create a completed, customized policy manual (in hard copies and electronic format) with legal referencing and indexing that reflects in writing how your individual district actually operates.

We will evaluate a district's existing board policy manual, check for consistency and provide your board with a "road map" of expectations for the governance of your district. Your district has its own unique history and, over the years, has chosen to make different operating decisions than your neighboring districts. We will rewrite your existing board policy manual, keeping the decisions of your board in place, not throwing them out to be replaced by a generic set of policies.



Through this process we will be able to highlight the areas that are presently omitted and add the policies that most experienced boards and administrators believe are necessary for setting out the basic expectations for the operation and governance of your district. When these new policies are brought into your reorganized and updated manual, they are reviewed with your administrators and board policy committee to ensure the language and intent is appropriate to your local needs.

NASB wants your policies to be clearly written and easily understood by the people using them. Many Board Policy Manuals contain policies that are overly detailed, redundant, and confusing. If your School Board is using a Policy Manual that is disorganized, poorly written, and difficult to understand, our manual customization process can correct that for you. This is a time intensive process on our part, but the result is to make your manual easier to use, clearer to follow, and simpler to update in future years. For more information contact Jim Luebbe, Director of Policy Services at [jluebbe@NASBonline.org](mailto:jluebbe@NASBonline.org) or 402-423-4951.

## SCHOOL BOARD MEMBER WEEK STARTS SUNDAY!

### THANK YOU SCHOOL BOARDS!!!!

The week of January 26 to February 1, 2025 will serve as School Board Recognition Week in Nebraska. Thanks to the 1,700 locally elected volunteers who make up the Board of Education for Nebraska's Public Schools and ESUs. Through their leadership, innovation, vision and engagement, they make Nebraska a better place to live.



# HERE, THERE, EVERYWHERE THIS SPRING

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<https://members.nasbonline.org/events>



## 2025 NASB Board President Retreat

FEBRUARY 16-17  
KEARNEY

Expand your knowledge and understanding of the role of board president, leadership of the board, and management of the board meeting to advance board operations.

Sunday - 4:30 PM CT  
Training, Social & Dinner

Monday - 7:30 AM to 3:00 PM CT  
President Training

Register for the Retreat today at [www.NASBonline.org](http://www.NASBonline.org) or use the QR code to register.

Log in using your email and password. Registration deadline: Wednesday, February 12, 2025

### SUGGESTED AUDIENCE:

Board Presidents  
Vice Presidents  
Aspiring Presidents  
Superintendents and/or ESU Administrators



## 2025 NASB FINANCE WORKSHOPS



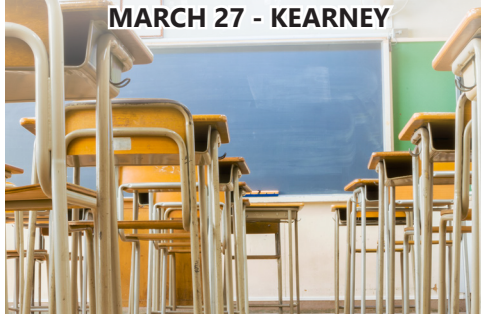
Both new and veteran school board members must have a fundamental understanding of school finance. Superintendents, business managers, and bookkeepers are required to have a deep and comprehensive understanding of finance because taxpayers and citizens are asking districts to provide more detailed information about their finances. These workshops will feature Carl Dietz and Matt Fisher, two school finance experts, who will structure the presentation around all aspects of the school district finance.

### BUDGET & FINANCE WORKSHOPS

MARCH 4 - KEARNEY  
MARCH 11 - CRETE  
APRIL 9 - NORFOLK

### AMPLIFIED FINANCE WORKSHOP

MARCH 27 - KEARNEY



## OPEN MEETINGS LAW WORKSHOPS



MARCH 25 - GERING  
MARCH 26 - KEARNEY  
MARCH 31 - NORFOLK  
APRIL 1 - LINCOLN

AGENDA - NOTICE - MINUTES  
CLOSED SESSION - SPECIAL MEETING  
EMERGENCY MEETING  
PUBLIC COMMENT - Q&A

We're excited to invite you to an informative workshop on the **Nebraska Open Meetings Law**, designed to help you understand the importance of transparency and compliance in public meetings. This interactive, scenario based, workshop is specifically designed for locally elected officials.

Attendance at this workshop will provide valuable insights and practical tips. Join us for an engaging session with NASB Executive Director, John Spatz. He will break down the essentials, answer your questions, and share best practices. Don't miss this opportunity to enhance your knowledge and stay informed!

# FEDERAL ADVOCACY FLY-IN: JOIN US - MARCH 16-19

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**Paul Grieger**  
 Managing Director,  
 Public Finance  
 402-392-7986  
 pgrieger@dadco.com



**Cody Wickham**  
 Senior Vice President,  
 Public Finance  
 402-392-7989  
 cwickham@dadco.com



**Andy Forney**  
 Senior Vice President,  
 Public Finance  
 402-392-7988  
 aforney@dadco.com

## Building a Better Future with Nebraska's Public Finance Partner

**D.A. Davidson & Co.** has long been a leader in innovative debt financing for school districts. What we're most proud of are the relationships we've nourished and the strong community improvements that are made as a result.

Our public finance professionals take a personal interest and a hands-on approach, carrying our deals from start to finish. Because you deserve solutions tailored to fit you.

- School Bond Issues
- Tax Anticipation / Construction Notes
- Lease-Purchase Financing
- QCPUF Bonds
- Refinancing Bond Issues



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# AFFILIATE SPOTLIGHT

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## YOUR 2025 NASB AFFILIATES

<https://members.nasbonline.org/about-us/affiliate-members>

**2025 Platinum Level Affiliates** - American Fidelity - BCDM Architects - Boyd Jones Construction - BVH Architecture - Carlson West Povondra Architects - Clark & Enersen - CMBA Architects - D.A. Davidson - Envisi - Facility Advocates - Hamilton - Hausmann Construction - Nebraska Liquid Asset Fund - Northland, a First National Nebraska Company - Piper Sandler - Public Risk Management - Sampson Construction - Sparq Data Solutions - Third Rail Content

**2025 Gold Level Affiliates** - 914 Coatings - ABcreative, Inc. - BD Construction - Blue Cross Blue Shield of Nebraska - Cornhusker International - Darland - DLR Group - Lunchtime Solutions - MCL Construction - Navitas - Omaha Public Schools Foundation

**2025 Silver Level Affiliates** - Amergis Staffing - Creative Sites - TeamMates Mentoring

**2025 Bronze Level Affiliates** - Alley Poyner Macchietto Architecture - Community Building Solutions - Cunningham Recreation - Demco - Fisher Tracks, Inc. - Mueller Robak, LLC - National Insurance Services - Nebraska Safety Center - Opa! Food Management of Nebraska - RSW Floors and More - Watts and Hershberger, P.C.

# YOUR NASB BOARD OF DIRECTORS & STAFF

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<https://members.nasbonline.org/board-of-directors>



Region 1 - Neal Kanel  
HTRS



Region 2 - Brenda Sherman  
ESU 3



Region 3 - Kyle Fisher  
Springfield Platteview



Region 4 - Elizabeth Kumru  
Ralston



Region 5 - Shavonna Holman  
Omaha



Region 6 - Ricky Smith  
Omaha



Region 7 - Nancy Kratky  
Omaha



Region 8 - Don Mayhew  
Lincoln



Region 9 - Piyush Srivastav  
Lincoln



Region 10 - Ed Swotek  
Malcolm  
NASB Vice President



Region 11 - Jim Vlach  
Lyons-Decatur Northeast



Region 12 - Lisa Wagner  
Central City



Region 13 - Marilyn Bohn  
ESU 10



Region 14 - Steve Koch  
Hershey



Region 15 - Allison Sandman  
Wauneta-Palisade



Region 16 - Suzanne Sapp  
Ashland-Greenwood  
NASB Secretary



Region 17 - Michelle Reikofski  
Osmond



Region 18 - Susan Ernest  
Leyton



Region 19 - Stacy Jolley  
Millard  
NASB President



At-Large - Lisa Albers  
Grand Island



At-Large - Steve Blocher  
West Point  
NASB Treasurer



At-Large - Pam Holcomb  
Broken Bow



At-Large - Erick Lee  
Arapahoe-Holbrook



John Spatz  
Executive Director

## YOUR NASB STAFF

<https://members.nasbonline.org/about-us/nasb-staff>



Nate Alspaugh  
IT Specialist



Matt Belka  
Director of Marketing,  
Communications & Advocacy



Lily Coash-Johnson  
Events & Engagement  
Assistant



Becky Erdkamp  
Board Leadership Associate



Sallie Horky  
Chief Operating Officer



Galina Slobonyuk  
Executive Administrative  
Assistant



Ben Anderjaska  
Board Leadership  
Engagement Specialist



Megan Boldt  
Associate Executive Director  
Director of ALICAP



Katie Corfield  
Board Leadership Online  
Survey Specialist



Caden Frank  
Board Leadership Community  
Engagement Specialist



Rachel Horstman  
Business Manager



Stephanie Summers  
Board Leadership Associate



Makenzie Barry  
ALICAP Data &  
Financial Specialist



Craig Caples  
Director of Technology



McKenna DeRiese  
Board Leadership  
Administrative Assistant



Marcia Herring  
Director of Board Leadership



Jim Luebbe  
Director of Policy Services



Lindsey Wooton  
Administrative Specialist



Shari Becker  
Director of Education  
Leadership Search Service



Colby Coash  
Associate Executive Director  
Dir. of Government Relations



Sharon Endorf  
Director of  
Member Engagement



Stacie Higgins  
Board Leadership Specialist



Avary Pansing Brooks  
Board Leadership  
Engagement Specialist

# YOUR 2025 NASB AFFILIATES

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2,000,000 Nebraskans

329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

## YOUR 2025 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit: <https://members.nasbonline.org/about-us/affiliate-members>


## YOUR 2025 GOLD AFFILIATES


# YOUR 2025 NASB AFFILIATES

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View the full, detailed listings with contact info at:  
<https://members.nasbonline.org/about-us/affiliate-members>

## ACCOUNTING

Watts and Hershberger, P.C.

## ARCHITECTS

Alley Poyner Macchietto Architecture

**BCDM Architects**  
PLATINUM LEVEL AFFILIATE

**BVH Architecture**  
PLATINUM LEVEL AFFILIATE

**Carlson West Povondra Architects**  
PLATINUM LEVEL AFFILIATE

**Clark & Enersen**  
PLATINUM LEVEL AFFILIATE

**CMBA Architects**  
PLATINUM LEVEL AFFILIATE

**DLR Group**  
GOLD LEVEL AFFILIATE

## BUILDING CONTROLS AND BUILDING SERVICES

**Navitas**  
GOLD LEVEL AFFILIATE

## CONSTRUCTION SERVICES

**914 Coatings**  
GOLD LEVEL AFFILIATE

**BD Construction**  
GOLD LEVEL AFFILIATE

**Boyd Jones**  
PLATINUM LEVEL AFFILIATE

**Darland**  
GOLD LEVEL AFFILIATE

**Hausmann Construction**  
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**MCL Construction**  
GOLD LEVEL AFFILIATE

**RSW Floors and More**

**Sampson Construction**  
PLATINUM LEVEL AFFILIATE

## ENERGY SERVICES

Community Building Solutions

**Facility Advocates**  
PLATINUM LEVEL AFFILIATE

## EQUIPMENT AND FURNITURE

**ABcreative, Inc.**  
GOLD LEVEL AFFILIATE

Demco

## FINANCIAL SERVICES

**D.A. Davidson & CO.**  
PLATINUM LEVEL AFFILIATE

**Nebraska Liquid Asset Fund**  
PLATINUM LEVEL AFFILIATE

**Northland,**  
PLATINUM LEVEL AFFILIATE

**Piper Sandler**  
PLATINUM LEVEL AFFILIATE

## FOOD SERVICE

**Lunchtime Solutions**  
GOLD LEVEL AFFILIATE

**Opaa! Food Management**

## FUNDRAISING

**Omaha Public Schools Foundation**  
GOLD LEVEL AFFILIATE

## INSURANCE SERVICES

**American Fidelity**  
PLATINUM LEVEL AFFILIATE

**Blue Cross Blue Shield of Nebraska**  
GOLD LEVEL AFFILIATE

**National Insurance Services**

**Public Risk Management/ALICAP**  
PLATINUM LEVEL AFFILIATE

## LEGAL SERVICES

Mueller Robak, LLC

## PLAYGROUND/SCOREBOARDS/SURFACING

**Creative Sites, LLC**  
SILVER LEVEL AFFILIATE

**Cunningham Recreation/GameTime**

**Fisher Tracks, Inc.**

## STUDENT SERVICES

**Amergis Educational Staffing**  
SILVER LEVEL AFFILIATE

**TeamMates Mentoring Program**  
SILVER LEVEL AFFILIATE

## TECHNOLOGY/SOFTWARE

**Envisi**  
PLATINUM LEVEL AFFILIATE

**Hamilton**  
PLATINUM LEVEL AFFILIATE

**Sparq Data Solutions**  
PLATINUM LEVEL AFFILIATE

## TRANSPORTATION PRODUCTS

**Cornhusker International**  
GOLD LEVEL AFFILIATE

## VIDEO CREATION & PRODUCTION

**Third Rail Content, Inc.**  
PLATINUM LEVEL AFFILIATE

BOARD NOTES IS PUBLISHED ON A MONTHLY BASIS AS A MEMBER SERVICE. ADVERTISING IS AVAILABLE IN EVERY ISSUE. TO ADVERTISE OR BECOME AN AFFILIATE, PLEASE CONTACT MATT BELKA FOR FURTHER INFORMATION. ARTICLES OR ADVERTISING CONTAINED HEREIN DO NOT NECESSARILY REPRESENT THE VIEWS OR POLICIES OF NASB.



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RETURN SERVICE REQUESTED

# NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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The NASB provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at [www.NASBonline.org](http://www.NASBonline.org)



# NEBRASKA RURAL COMMUNITY SCHOOLS ASSOCIATION

440 S. 13th St, Suite B  
Lincoln, NE 68508

## 2025 NRCSA Legislative Forum Registration Form

Please complete the following form for those individuals attending the NRCSA Legislative Forum on Thursday, February 20, 2025, at the Cornhusker Hotel in Lincoln.

Attending the seminar will be the following:

**School  
District:** \_\_\_\_\_

*Please list the individual's full name and the first name or nickname, as you would like it to appear on the nametag.*

Full Name:	Name for name tag:

**CONFERENCE FEES:** (Please check appropriate space)

- Member Registration--\$100.00 for first person, \$50.00 for each additional person \$ \_\_\_\_\_
- Non-Member Registration--\$130.00 per person \$ \_\_\_\_\_
- Total Enclosed \$ \_\_\_\_\_

**Send Registrations and payments to:**

**NRCSA  
440 S. 13th St, Suite B  
Lincoln, NE 68508**

**Fax: 402-476-7740  
email:jbundy@nrca.net**

**SCHOOLS WILL BE RESPONSIBLE FOR REGISTRATIONS CANCELED AFTER  
February 17, 2025**

# NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

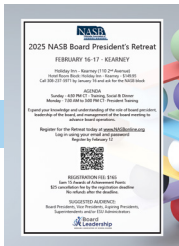


2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance. All Dates & Locations Tentative & Subject to Change

JOIN US!

Events & Networking - <https://members.nasbonline.org/events>



**Board President Retreat - February 16-17 - Kearney**



**Budget & Finance Workshop - March 4 - Kearney**

**Budget & Finance Workshop - March 11 - Crete**

**Federal Advocacy Fly In - March 16-19 - Washington, D.C.**

**NAEP State Convention "Set For Success" - March 19-20 - Kearney**



**Open Meetings Law Workshop - March 25 - Gering**

**Open Meetings Law Workshop - March 26 - Kearney**

**\*Amplified Finance Workshop - March 27 - Kearney**

**Open Meetings Law Workshop - March 31 - Norfolk**



**Open Meetings Law Workshop - April 1 - Lincoln**

**Budget & Finance Workshop - April 9 - Norfolk**

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Leadership

Innovation

Vision

Engagement

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NASB provides programs, services, and advocacy to strengthen public education for all Nebraskans. Learn more at [www.NASBonline.org](http://www.NASBonline.org)

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NASB Member Golf Outing - June 11 - Kearney

School Leaders & Law Conference - June 11-12 - Kearney



Leadership Workshops - ALICAP Summer Workshops - Area Membership Meetings  
Labor Relations - State Education Conference - New Board Member Workshop

## YOUR 2025 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit: <https://members.nasbonline.org/about-us/affiliate-members>

**ALICAP**

**AMERICAN FIDELITY**  
a different opinion

**BCDM**  
architects

**Boyd Jones**

**BVH**  
ARCHITECTURE

**CWP**  
CARLSON  
WEST  
POVONDRA  
ARCHITECTS

**CLARK &  
ENERSEN**

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D.A. Davidson & Co. member SIPC and FINRA

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