

October 21, 2024
Regular Meeting Board of Education

The Board of Education District 54-0586, Bloomfield Community Schools, met in Regular Session on October 21, 2024 in High School, Room 14. Dee Bratetic: Present, Jason Hefner: Present, Justin Jindra: Absent, Jessica Loseke: Present, Deb Wragge: Present, Hally Ziegler: Present.

1.

1.a.

1.b. Motion by Hally Ziegler, seconded by Dee Bratetic, to approve the absence of Justin Jindra from the meeting.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Absent, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

1.c.

1.d.

1.e.

1.f.

2. Motion by Hally Ziegler, seconded by Jessica Loseke, to approve the agenda as presented for the Regular Meeting of the BOE.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Absent, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

3.

3.a.

4. Motion by Hally Ziegler, seconded by Dee Bratetic, to approve the Meeting Minutes and the Financial/Business Reports as presented.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Absent, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

5.

5.a. Motion by Jason Hefner, seconded by Hally Ziegler, To adopt the policy manual reviewed and presented by Perry Law Firm effective immediately.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Absent, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

5.b. Motion by Hally Ziegler, seconded by Jessica Loseke, to direct the financial secretary to provide the Board of Education and the Superintendent with a monthly financial report.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Absent, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

5.c. Motion by Jason Hefner, seconded by Hally Ziegler, to approve and recognize the Bloomfield Education Association as the bargaining agent for the certified personnel with the Bloomfield Community Schools Board of Education for the 2025-26 Contract year and to put into motion such actions on or before November 1, 2024.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Absent, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

5.d. Motion by Jason Hefner, seconded by Hally Ziegler, to adopt the current Nebraska Teacher and Principal Performance Standards along with the current evaluation instruments for principals and teachers as approved the NE State Board of Education and NE Dept of Education.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Absent, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

6.

6.a.

6.b.

6.c.

6.c.i.

6.c.ii.

6.c.iii.

6.c.iv.

6.c.v.

6.c.vi.

6.c.vii.

6.c.viii.

6.c.ix.

6.d.

7.

8.

9. Motion by Hally Ziegler, seconded by Dee Bratetic, to adjourn the Regular Meeting of the Bloomfield Community Schools Board of Education at 7:56 p.m.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

NEBRASKA OPEN MEETINGS ACT

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

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

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

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

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

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

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

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

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

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

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

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

(c) Investigative proceedings regarding allegations of criminal misconduct;

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

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

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

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

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

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

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

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

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

(1) Until January 1, 2025:

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

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

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

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

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

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

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

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

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

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

(2) Beginning January 1, 2025:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(v) An educational service unit;

(vi) The Educational Service Unit Coordinating Council;

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

(viii) A community college board of governors;

(ix) The Nebraska Brand Committee;

(x) A local public health department;

(xi) A metropolitan utilities district;

(xii) A regional metropolitan transit authority; and

(xiii) A natural resources district.

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

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

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

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

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

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

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

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

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

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

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

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

84-1413.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Revised 07/2024


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Mon. Oct. 21, 2024

BALANCE ON HAND- \$ 749,914.46

GENERAL FUND RECEIPTS

State of NE
State Aid \$ 49,237.00
MIPS \$ 676.47

Farmers & Merchants Bank, I \$ 452.73
Knox County Treasurer \$ 703,603.86
Cedar County Treasurer \$ 10,370.40

Misc \$ 3,045.39

From Lunch \$ 14,140.08

Total Receipts \$ 781,525.93

Receipts against Expenditures

TOTAL FUNDS AVAILABLE \$ 1,531,440.39

GENERAL FUND DISBURSEMENTS

Bills approved last month \$ 55,016.05
Sept Payroll \$ 367,005.15
\$ -

Total Disbursements \$ 422,021.20

Payables Change

BALANCE ON HAND \$ 1,109,419.19

less CD & Savings \$ 316,726.74

\$ 792,692.45

BALANCE ON HAND IN

Lunch Fund \$ 8,404.22
Activity Fund \$ 254,909.10
Depreciation \$ 15,410.76
Employee Benefit Fund \$ 71,095.65
Building Fund \$ 336,704.65
Qualified Cap, checking \$ 125,334.38
Cooperative Fund, checking \$ 176,535.04
Student Fee Fund \$ 1,613.39

September 16, 2024
Budget Hearing Meeting Board of Education
Bloomfield Community Schools 54-0586

The Board of Education District 54-0586, Bloomfield Community Schools, met in Budget Hearing Session on September 16, 2024 in High School, Room 14.

Dee Bratetic: Present, Jason Hefner: Present, Justin Jindra: Present, Jessica Loseke: Present, Deb Wragge: Present, Hally Ziegler: Present.

Motion by Hally Ziegler, seconded by Jessica Loseke, to approve the agenda for the Budget Meeting of the BOE.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Mr. Strom reviewed the notice of the budget hearing and budget summary. He explained that most of the increase will be going to build up our cash reserves. He took time to answer questions from the Board.

Motion by Hally Ziegler, seconded by Justin Jindra, Motion to go into recess at 6:25 p.m.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

September 16, 2024
Regular Meeting Board of Education
Bloomfield Community Schools 54-0586

The Board of Education District 54-0586, Bloomfield Community Schools, met in Regular Session on September 16, 2024 in High School, Room 14.

After the Budget hearing recess, the Regular Board of Education began at 6:32 p.m.

Motion by Hally Ziegler, seconded by Justin Jindra, to approve the agenda for the Regular Meeting of the BOE.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Tyler Smith, Lacey Hollader and Klint Conroy were honored for their help

Motion by Justin Jindra, seconded by Hally Ziegler, to approve the Minutes of the August 19th and Sept 9th minutes with the correction to the August 19 Regular Meeting minutes to read "to approve the revisions of Policy 3130 and waive the second reading".

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Motion by Dee Bratetic, seconded by Jessica Loseke, to approve the consent agenda as presented.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

44309	Access Elevator & Lifts Inc.	1,441.80
44310	Amazon Business	1,700.98
44311	A-OX Welding Supply Co., Inc	618.90
44312	Arts Garbage Service	889.75
44313	AT&T	141.60
44314	Bloomfield Auto Parts	88.28
44315	Bloomfield Community Foundation	3,395.25
44316	Blue Cross/Blue Shield	902.75
44317	Bullseye Fire Sprinkler, Inc.	300.00
44318	Carhart Lumber Co	238.03
44319	Carolina Biological Co	675.41
44320	City Of Bloomfield, Nebraska	475.00
44321	Coller Industries Inc.	36.36
44322	Discovery Education	3,985.00
44323	E.S.U. 10	400.00
44324	E.S.U. ONE	7,895.38
44325	Eakes Office Solutions	35.41
44326	ESU #8	280.00
44327	ESU Coordinating Council	1,670.00
44328	Farmers & Merchants	240.00
44329	Farmer's Pride/Battle Creek Coop	1,282.52
44330	First National Bank of Omaha	1,823.00
44331	First National Bank of Omaha	273.90

44332	First National bank of Omaha	125.00
44333	First National Bank Omaha	131.84
44334	First National Bank Omaha	236.43
44335	Great Plains Communications	726.88
44336	Heartland Counseling Services Inc.	2,056.00
44337	Hefner Hardware	645.61
44338	Hometown Leasing	1,491.50
44339	J.W. Pepper & Son, Inc	215.39
44340	Kayton International Inc.	2,770.00
44341	L & E LLC - Country Market	285.94
44342	Legacy Leadership	1,900.95
44343	Love Signs	1,250.75
44344	Midwest Music Center	349.63
44345	Navigator Motorcoaches, Inc.	722.07
44346	Nebraska Art Teachers Assoc	205.00
44347	Nebraska Assoc School Boards	574.00
44348	Nebraska Labor Law Poster Service	199.00
44349	Nebraska Public Power District	1,767.59
44350	Norfolk Daily News	14.29
44351	Northeast Community College	412.95
44352	Northstar Services	2,180.50
44353	Olson's Pest Technicians Inc	99.00
44354	One Source	207.00
44355	Perry, Guthery, Haase & Gessford, P.C.,	1,475.75
44356	Petty Cash	95.58
44357	Pinkelman Const	1,700.00
44358	Pitzer Digital	70.90
44359	Region III NENSSA	25.00
44360	School Specialty LLC	85.10
44361	Scranton Flooring & Supply	403.50
44362	Sparq Data Solutions	2,484.00
44363	Bryan Svoboda	400.00
44364	Time Management Systems	250.00
44365	Truck Center Companies	353.02
44366	Yankton Fire & Safety Co	180.00
44367-44380	Sept. Payroll	367,005.15

Tammy Brodersen from Midland Insurance, representing EMC Insurance, was in attendance to explain the schools insurance and renewal. Mr. Strom visited with Al Kersten and Marty Cayler regarding the use of the FNBO building for wrestling. Brad Eckmann has also been contacted to see about the 4-H building at the fair grounds. Hefner Hardware will be donating buckets to use in classrooms for emergency kits. Homecoming activity ideas were discussed. Cookies with Grands will be held on Thursday and Friday.

Motion by Hally Ziegler, seconded by Jessica Loseke, to move into a closed session at 6:50 p.m. for the protection of the public interest.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Motion by Hally Ziegler, seconded by Dee Bratetic, to come out of a closed session at 7:07 p.m. for the protection of the public interest.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Motion by Hally Ziegler, seconded by Jessica Loseke, to accept the insurance proposal from ALICAP for the 2024-2025 school year.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Motion by Hally Ziegler, seconded by Justin Jindra, to adjourn the Regular Meeting of the Bloomfield Community Schools Board of Education at 7:21 p.m.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

September 24, 2024
Special Meeting Board of Education

The Board of Education District 54-0586, Bloomfield Community Schools, met in Special Session on September 24, 2024 in High School, Room 14.

Dee Bratetic: Present, Jason Hefner: Present, Justin Jindra: Present, Jessica Loseke: Present, Deb Wragge: Present, Hally Ziegler: Present.

Motion by Hally Ziegler, seconded by Dee Bratetic, to approve the agenda for the Special Meeting of the Board of Education.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Mr. Strom explained the property tax request and mentioned that the Legislature may still have an effect on how schools will be funded. The increased valuations were due to sales in the past 2 years. Bloomfield Community Schools will actually be decreasing the budget by 3.51% while building up our cash reserves needed to carry the school through lean months. President Wragge read the Resolution setting the Property Tax Request in its entirety and meeting all items in Neb. Rev. Stat. 77-1632 and 77-1633.

Motion by Jason Hefner, seconded by Justin Jindra, to adopt resolution 1-2024-2025 which sets the tax request for Bloomfield Community Schools for the 2024-25 school year.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Motion by Hally Ziegler, seconded by Jessica Loseke, to adopt the 2024-2025 Bloomfield Community Schools Budget as presented.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

A patron addressed the board.

Motion by Hally Ziegler, seconded by Jessica Loseke, to move into a closed session at 6:59 p.m. for the protection of the public interest.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Motion by Jessica Loseke, seconded by Justin Jindra, to come out of a closed session at 7:15 p.m. for the protection of the public interest.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Motion by Justin Jindra, seconded by Dee Bratetic, to move to executive session at 7:15 p.m. to prevent the needless injury to a person.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Motion by Justin Jindra, seconded by Dee Bratetic, to exit executive session at 7:22 p.m.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

Motion by Hally Ziegler, seconded by Dee Bratetic, to adjourn this Special Meeting of the Bloomfield Community Schools Board of Education 7:24 p.m.

Dee Bratetic: Yea, Jason Hefner: Yea, Justin Jindra: Yea, Jessica Loseke: Yea, Deb Wragge: Yea, Hally Ziegler: Yea Motion: Carried

SCHOOL LUNCH REPORT FOR

Sep-24

BEGINNING BALANCE OF MONTH: \$ 25,236.34

MONEY RECEIVED:

Sale of Lunches: \$ 8,362.70
State Reimbursement: _____
Federal Reimbursement: \$ 7,718.83
Loans: _____
Other: \$ 12.92

TOTAL MONEY RECEIVED \$ 16,094.45

TOTAL MONEY ON HAND: \$ 41,330.79

MONEY DISBURSED:

Food: \$ 15,042.62
Salaries: \$ 11,247.51
Fixed Charges: \$ 5,214.78
Equipment: _____
Repay Loan: _____
Other: \$ 1,421.66

TOTAL MONEY DISBURSED: \$ 32,926.57

BALANCE AT CLOSE OF MONTH: \$ 8,404.22

BILLS DUE: _____

REIMBURSEMENT DUE: Sept \$ 12,655.68

BALANCE-ESTIMATED: \$ 21,059.90

SUMMARY OF SCHOOL LUNCHES

Number of meals served during	Children <u>3838</u>	Adults <u>335</u>
Total meals <u>4173</u>	Number of days meals were served	<u>20</u>
Average number <u>208.65</u>	Total cost of meals during month:	_____
Average cost <u>0</u>		

Menu Analysis

Salaries &	16462.29
Other	<u>1421.66</u>
	17883.95

SUMMARY OF SCHOOL BREAKFASTS

Number of meals served during	Children <u>1637</u>	Adults <u>111</u>
Total meals	<u>1748</u>	Number of days meals were served <u>20</u>
Average number	<u>87.4</u>	Total cost of meals during month: <u> </u>
Average cost	<u>0</u>	

Reimbursement:

Breakfast	1,707.99
Lunch	<u>6,010.84</u>
Total	7,718.83

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
A-OX Welding Supply Co., Inc	0000312832	T Cylinder	27.20
A-OX Welding Supply Co., Inc	0001395332	Argon, tips, nozzle	524.89
A-OX Welding Supply Co., Inc	0001396117	Tip & Deffuser	43.92
A-OX Welding Supply Co., Inc	0001396141	Regulator	83.25
A-OX Welding Supply Co., Inc	0001400146	Regulator	70.00
Total A-OX Welding Supply Co., Inc			<u>749.26</u>
Access Elevator & Lifts Inc.	36703	Handicap Lift repairs	915.00
Total Access Elevator & Lifts Inc.			<u>915.00</u>
Acco Brands USA/GBC	4729376030	Plastic Spines	23.35
Total Acco Brands USA/GBC			<u>23.35</u>
Albracht, Carolyn	24 Art Expense	24 Oct Art Expense	109.00
Total Albracht, Carolyn			<u>109.00</u>
Amazon Business	11H3-6FMM-YNGH	Elem items	278.39
Amazon Business	1CHK-NC6X-XJ9Y	Tape & Rubber bands	5.78
Amazon Business	1f46-wlpx-xcgw	Battery Backup	1,339.80
Amazon Business	1J4P-7DTY-TMM4	Spanish supplies	27.97
Amazon Business	1R6Q-J6YP-RPM9	Rolling stool & glue dots	39.99
Amazon Business	1Y7F-VXQ6-VWR3	Elem supplies	70.60
Total Amazon Business			<u>1,762.53</u>
Arts Garbage Service	3739164T952	Garbage Service	889.75
Total Arts Garbage Service			<u>889.75</u>
AT&T	24 Oct ATT	Long Distance	141.11
AT&T	287298275562X1024	Hot Spot	172.92
Total AT&T			<u>314.03</u>
Black Hills Energy	24 Oct 0874	Bus Garage Gas Service	46.01
Black Hills Energy	24 Oct 3004	Elem Gas Service	232.07
Black Hills Energy	24 Oct 9378	HS Gas Service	390.91
Black Hills Energy	24 Sept 0874	Bus Garage Gas Service	45.98
Black Hills Energy	24 Sept 3004	Elem Gas Service	196.85
Black Hills Energy	24 Sept 9378	HS Gas Service	328.19
Total Black Hills Energy			<u>1,240.01</u>
Bloomfield Auto Parts	497717	Welding Guage	23.96
Total Bloomfield Auto Parts			<u>23.96</u>
Bloomfield Community Schools	24 Sept Lunch	24 Sept Substitute Meals	99.15
Total Bloomfield Community Schools			<u>99.15</u>
Bloomfield Medical Clinic PC	41887	Bus driver Physical DF	150.00
Total Bloomfield Medical Clinic PC			<u>150.00</u>
Bloomfield Tire & Oil, LLC	0123494	Tire Repair # 7	130.00
Bloomfield Tire & Oil, LLC	0123539	Tag Tires for Coach	1,185.00
Bloomfield Tire & Oil, LLC	0123559	#12 Tire Repair	123.98
Total Bloomfield Tire & Oil, LLC			<u>1,438.98</u>

Board Report - Board

Vendor Name	Invoice Number	Description	Amount
Bloomfield Community Schools	10/16/2024 04:02 PM		
Blue Cross/Blue Shield	24 Oct BC/BS CO	24 Oct BC/BS CO	902.75
Total Blue Cross/Blue Shield			902.75
Carhart Lumber Co	620286	Rake	19.95
Carhart Lumber Co	620541	Lumber & Hardware	131.75
Carhart Lumber Co	620580	Sanding Discs	134.94
Carhart Lumber Co	620672	Tape Measures & Screws	57.33
Total Carhart Lumber Co			343.97
City Of Bloomfield, Nebraska	24 Oct 21700	HS Water, Sewer	133.00
City Of Bloomfield, Nebraska	24 Oct 21800	Elem Water, Sewer	302.00
City Of Bloomfield, Nebraska	24 Oct 46000	Bus Garage Water, Sewer	40.00
Total City Of Bloomfield, Nebraska			475.00
D&L Towing & Recovery LLC	33756	Towing Coach Bus	1,225.00
Total D&L Towing & Recovery LLC			1,225.00
DAS State Acctg - Central Finance	1450591	24-25 E Rate	3,142.04
Total DAS State Acctg - Central Finance			3,142.04
E.S.U. ONE	SP7623	Summer Billing	1,658.02
Total E.S.U. ONE			1,658.02
Eakes Office Solutions	901693-0	Paper towels	146.55
Eakes Office Solutions	9016983-1	Paper towels	586.20
Eakes Office Solutions	INV585918	Admin Fees for new printer	55.00
Eakes Office Solutions	INV592273	EGold Fax	33.54
Eakes Office Solutions	INV594191	Copier Overages	636.81
Total Eakes Office Solutions			1,458.10
EMC Insurance Company	6E3-85-89-24	Insurance for 2024 GMC Van	104.00
EMC Insurance Company	7002202806	New Van	109.00
EMC Insurance Company	7002202806-1	24 GMC Van	109.00
EMC Insurance Company	V*6E3-85-89-24	Insurance for 2024 GMC Van	(104.00)
EMC Insurance Company	V*7002202806	New Van	(109.00)
Total EMC Insurance Company			109.00
Farmers Pride/Battle Creek Coop	2406757	24 Sept Diesel Tax Credit	(167.60)
Farmers Pride/Battle Creek Coop	2407844	Diesel	131.41
Farmers Pride/Battle Creek Coop	2409025	Diesel	163.47
Farmers Pride/Battle Creek Coop	2409026	Diesel	104.47
Farmers Pride/Battle Creek Coop	2410483	Diesel	154.71
Farmers Pride/Battle Creek Coop	2410484	Diesel	104.60
Farmers Pride/Battle Creek Coop	2410486	Diesel	126.05
Farmers Pride/Battle Creek Coop	2412232	Diesel	59.90
Farmers Pride/Battle Creek Coop	2414139	Diesel	214.50
Farmers Pride/Battle Creek Coop	2414141	Diesel	112.49
Farmers Pride/Battle Creek Coop	2414495	Diesel	374.09
Farmers Pride/Battle Creek Coop	2416134	Diesel	124.70
Farmers Pride/Battle Creek Coop	2416140	Diesel	130.14
Farmers Pride/Battle Creek Coop	2416174	Diesel	134.81
Farmers Pride/Battle Creek Coop	2416176	Diesel	140.20
Total Farmers Pride/Battle Creek Coop			2,147.21

Vendor Name	Invoice Number	Description	Amount
First National Bank of Omaha	24 Oct FNBOKT	Laundry Cart	94.69
First National Bank of Omaha	24 Oct FNBOKT-1	Postage	(12.21)
Total First National Bank of Omaha			82.48
First National Bank of Omaha	24 Oct. FNBOKC	Walkie Talkies	227.00
Total First National Bank of Omaha			227.00
First National Bank of Omaha	24 Oct FNBORB	supplies	32.97
Total First National Bank of Omaha			32.97
First National bank of Omaha	24 Oct FNBOTG	Spelling Bee, field Trip	460.00
Total First National bank of Omaha			460.00
First National Bank Omaha	24 Oct FNBOKM	Fuel	561.45
Total First National Bank Omaha			561.45
First National Bank Omaha	24 Oct RNBORJ	Fuel & Postage	202.23
Total First National Bank Omaha			202.23
Great Plains Communications	24 Oct 2875	Telephone bill & ITV	770.72
Total Great Plains Communications			770.72
Hartington-Newcastle School	24 S & O Nursing	24 Sept & Oct Nursing	5,806.34
Total Hartington-Newcastle School			5,806.34
Hefner Hardware	41791	Waste basket for bus	19.79
Hefner Hardware	41880	Glass cleaner	18.31
Hefner Hardware	41893	Hardware	6.16
Hefner Hardware	42195	Hardware	13.58
Hefner Hardware	42599	Ag shop supplies	62.94
Hefner Hardware	42705	Valve Assembly	394.99
Hefner Hardware	42941	Grab Bar	136.76
Hefner Hardware	43043	Painters Tape	4.13
Total Hefner Hardware			656.66
Hometown Leasing	24 Oct #1	Admin Copier Lease	83.75
Hometown Leasing	24 Oct 17	Scrubber lease	242.01
Hometown Leasing	24 Oct 36	Copier Lease	1,249.49
Total Hometown Leasing			1,575.25
IXL Learning	S436123	IXL 5 year contract	6,914.00
Total IXL Learning			6,914.00
J.W. Pepper & Son, Inc	366733332	Music	32.25
J.W. Pepper & Son, Inc	366788831	Music	2.65
J.W. Pepper & Son, Inc	366794605	Music	15.90
Total J.W. Pepper & Son, Inc			50.80
Jostens	34853669	Honors Pkg	41.10
Jostens	34868583	Diplomas	285.95
Total Jostens			327.05
L & E LLC - Country Market	24 Oct	Food & Supplies	1,464.56

Board Report - Board

Vendor Name	Invoice Number	Description	Amount
Bloomfield Community Schools	10/16/2024 04:02 PM		
Total L & E LLC - Country Market			1,464.56
Love Signs	241775-2	Vehicle Wraps	2,312.75
Love Signs	242082-1	Graphics for Buses	295.00
Love Signs	242087-1	Sign for Commons Area	1,250.75
Total Love Signs			3,858.50
McGraw-Hill Education Inc.	134510086001	Reveal Math 2	36.77
Total McGraw-Hill Education Inc.			36.77
Menford Electric LLC	9524-029	Labor	677.80
Total Menford Electric LLC			677.80
NASB Ailcap	24-25 Ins.	24-25 Insurance	73,956.00
Total NASB Ailcap			73,956.00
Navigator Motorcoaches, Inc.	000333700920	Charging issues	273.43
Navigator Motorcoaches, Inc.	003650001014	Brake issues	1,916.39
Total Navigator Motorcoaches, Inc.			2,189.82
Nebraska Assoc School Boards	51394-1	Strategic Planning	6,236.07
Nebraska Assoc School Boards	51531	State Conference DW	527.00
Nebraska Assoc School Boards	51610	State Conference TS	491.00
Total Nebraska Assoc School Boards			7,254.07
Nebraska Public Power District	24 Oct	Elec	5,461.13
Total Nebraska Public Power District			5,461.13
Norfolk Daily News	24 Sept 16 Budget	24 Sept 16 Budget	8.00
Norfolk Daily News	24 Sept 16 Reg	24 Sept 16 Regular mtg	7.43
Norfolk Daily News	24 Sept 24	BOE Notice	9.72
Norfolk Daily News	24-25 NDN Sub	24-25 NDN Subscription	145.00
Total Norfolk Daily News			170.15
Northeast Community College	202515	CPR Training	2,400.00
Total Northeast Community College			2,400.00
Northstar Services	24 Sept Services	24 Sept Services	4,134.00
Total Northstar Services			4,134.00
Olson's Pest Technicians Inc	386338	Pest Control	99.00
Total Olson's Pest Technicians Inc			99.00
Perry, Guthery, Haase & Gessford, P.C.,	130	Legal Fees	767.00
Total Perry, Guthery, Haase & Gessford, P.C.,			767.00
Petty Cash	24 Oct	Reimb Petty Cash	37.80
Total Petty Cash			37.80
Pitzer Digital	77326	Imprint Stamps	136.62
Pitzer Digital	80079	BOE Proceedings	67.03
Pitzer Digital	80080	BOE Proceedings	64.68
Pitzer Digital	80151	Budget Publication	717.75

Vendor Name	Invoice Number	Description	Amount
Pitzer Digital	80154	BOE Notice	9.64
Pitzer Digital	80343	BOE Notice	9.10
Pitzer Digital	80351	Hearing Notice	10.78
Pitzer Digital	80392	BOE Proceedings	44.00
Pitzer Digital	80426	BOE Proceedings	54.36
Pitzer Digital	80427	BOE Proceedings	60.28
Pitzer Digital	80428	Budget Hearing Proceedings	23.95
Total Pitzer Digital			1,198.19
Pomp's Tire Service, Inc	970087762	Tires # 12	790.18
Total Pomp's Tire Service, Inc			790.18
Rasmussen Mechanical Services, Inc	SRV116039	Control Issues	970.00
Total Rasmussen Mechanical Services, Inc			970.00
Reyes Arellanes, Melany	24 Oct	24 Octt Translation	42.00
Total Reyes Arellanes, Melany			42.00
Scholastic Book Clubs	10442927a	Title Books	164.28
Total Scholastic Book Clubs			164.28
Truck Center Companies	XA101122481	Lights	105.08
Total Truck Center Companies			105.08
University of Nebraska-Lincoln	24 Career Day	2024 Career Day	456.00
Total University of Nebraska-Lincoln			456.00
Urban Superintendents Assoc of America	24-25 Dues	24-25 Dues	575.00
Total Urban Superintendents Assoc of America			575.00
Fund Number 01			143,650.39
Checking Account ID 1			143,650.39
Checking Account ID 2	Fund Number 06	Lunch Fund	
Amazon Business	1C19QK7R-WTV9	Kitchen items	57.66
Total Amazon Business			57.66
Atlas Building Maintenance, Inc.	2411107	Disinfectant	375.00
Total Atlas Building Maintenance, Inc.			375.00
Cash-Wa Distributing	14346102-1	Food & Supplies	1,482.12
Cash-Wa Distributing	14354553	Food & Supplies	1,254.11
Cash-Wa Distributing	14362960	Food & Supplies	1,570.61
Cash-Wa Distributing	14371539	Food	871.45
Cash-Wa Distributing	14380155	food & Supplies	506.44
Cash-Wa Distributing	CM3711393	credit for buns	(246.75)
Cash-Wa Distributing	CM3711645	Credit Water	(35.50)
Cash-Wa Distributing	D14347792	Food	75.70
Cash-Wa Distributing	S14352039	Food	181.00
Total Cash-Wa Distributing			5,659.18
Central Restaurant Products	840278	Left Hand Trays	125.00

Board Report - Board

Invoice Number	Description	Amount
100775	Kitchen Janitorial	72.98
1009875	Kitchen Janitorial	72.98
1012020	Kitchen Janitorial	72.98
1014153	Kitchen Janitorial	72.98
1016483	Kitchen Janitorial	72.98
1018590	Kitchen Janitorial	72.98
Total Dudley Laundry Co		437.88
41862	Microwave	98.99
43140	Cooler Repair	129.99
Total Hefner Hardware		228.98
0754808	Milk, Juice & Dairy	514.34
0754926	Milk, Juice & Dairy	548.62
0755045	Milk, Juice & Dairy	658.92
0755160	Milk, Juice & Dairy	508.58
0755264	Milk, Juice & Dairy	594.32
0755389	Milk, Juice & Dairy	410.59
Total Highland Dairy		3,235.37
8203	Condensate Line	164.79
Total Jeannoutot Plumbing		164.79
L & E LLC - Country Market		
24 Oct 4365	Food	932.28
Total L & E LLC - Country Market		932.28
24 Oct	Reimb Petty Cash	12.00
Petty Cash		12.00
Total Petty Cash		12.00
5076361	Food	3,292.34
5244035	Food	93.41
5266485	Food	2,539.17
5454783	Food & Supplies	3,240.47
5622878	Rice Milk	91.59
5622879	Granola Snack	83.31
5629748	Food & Supplies	2,229.11
5886268	Food & Supplies	46.70
Total Thompson Co. Inc, The		11,616.10
Fund Number 06		22,844.24
Checking Account ID 2		22,844.24
3	Checking Account ID 3	418.77
169c-kk3l-xb4	Cheer items	418.77
17FV-4W1Y-QP19	Homecoming Decorations	45.94
1CHK-NC6X-XJ9Y	Tape & Rubber bands	45.98
1GGD-G1HX-R1GT	Band purchases	133.76
1R6Q-J6YP-RPM9	Rolling stool & glue dots	17.85
Total Amazon Business		662.30
207230	Trophy letters & pieces	290.05

Vendor Name	Invoice Number	Description	Amount
Total Awards Unlimited, Inc			<u>290.05</u>
Berggren, Ed	24 Sept VB Tri	24 VB Tri vs Homer/GACC	360.00
Total Berggren, Ed			<u>360.00</u>
Bloomfield Bakery	12001	Buns for Tailgate	137.50
Total Bloomfield Bakery			<u>137.50</u>
Bloomfield Community Schools	24 Grandparents	24 Cookies w/grands	169.42
Total Bloomfield Community Schools			<u>169.42</u>
Blooms & Bling	000665	Flowers CO	50.00
Blooms & Bling	000686	Homecoming Flowers	236.00
Total Blooms & Bling			<u>286.00</u>
BSN Sports	926534920	JH FB Pants	1,126.20
Total BSN Sports			<u>1,126.20</u>
Chesterman Co	3694884	Soda Workroom	35.25
Chesterman Co	3694885	Soda St. Council	64.00
Chesterman Co	3707271	Soda St. Council	32.00
Chesterman Co	3707272	Soda Workroom	58.75
Chesterman Co	3707296	Credit	(9.80)
Chesterman Co	3719452	Soda Work room	11.75
Chesterman Co	3719453	Soda Work room	23.50
Chesterman Co	3719454	Soda St. Council	128.00
Total Chesterman Co			<u>343.45</u>
Dakotatiming	1941	Timing for X/C Meet	920.60
Total Dakotatiming			<u>920.60</u>
Doug Kubik	24 FB vs Crofton	24 FB vs Crofton	140.00
Total Doug Kubik			<u>140.00</u>
Eakes Office Solutions	INV594191	Copier Overages	181.21
Total Eakes Office Solutions			<u>181.21</u>
Evans, Jerry	24 FB vs Crofton	24 FB vs Crofton	140.00
Total Evans, Jerry			<u>140.00</u>
FFA Convention Tour-Nebraska	24 Nat'l Tour	24 Nat'l Tour	550.00
Total FFA Convention Tour-Nebraska			<u>550.00</u>
Finke, Garrett	24 FB vs Crofton	24 FB vs Crofton	140.00
Total Finke, Garrett			<u>140.00</u>
Finke, Kyle	24 FB vs Crofton	24 FB vs Crofton	140.00
Total Finke, Kyle			<u>140.00</u>
First National Bank of Omaha	24 Oct FNBOAR	Cheer sweatshirts	49.90
First National Bank of Omaha	24 Oct FNBOKT-1	Postage	12.50
Total First National Bank of Omaha			<u>62.40</u>

Board Report - Board

Bloomfield Community Schools

10/16/2024 04:02 PM

Vendor Name

First National bank of Omaha

Total First National bank of Omaha

First National Bank of Omaha

Total First National Bank of Omaha

First National Bank Omaha

Total First National Bank Omaha

Greene, Brad

Total Greene, Brad

Hartington-Newcastle School

Total Hartington-Newcastle School

Hartington-Newcastle School

Total Hartington-Newcastle School

Highland Dairy

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Vendor Name	Invoice Number	Description	Amount
MSN Enterprises LLC	24 Oct Field Trip	24 Oct Mazing Acres Field Trip	780.00
Total MSN Enterprises LLC			<u>780.00</u>
Myers, Dan	24 Oct vs H/N	24 Oct vs H/N	140.00
Total Myers, Dan			<u>140.00</u>
Nebraska FCCLA	1189	WSC-FLW Registration	750.00
Total Nebraska FCCLA			<u>750.00</u>
Nebraska FFA Association	756112	24-25 State/Nat'l dues	846.00
Total Nebraska FFA Association			<u>846.00</u>
Nebraska Music Educators Assc	24 All State	24 All State Auditions	375.00
Total Nebraska Music Educators Assc			<u>375.00</u>
Norfolk Catholic	24 X-C JH	24 Sept JH X-C	50.00
Total Norfolk Catholic			<u>50.00</u>
NOXGEAR	INV-00268	Safety Vests	382.56
Total NOXGEAR			<u>382.56</u>
O'Neill High School	24 Sept X-C	24 Sept X-C	170.00
Total O'Neill High School			<u>170.00</u>
Oriental Trading Co Inc	73265534301	Homecoming Decorations	30.77
Total Oriental Trading Co Inc			<u>30.77</u>
Petty Cash	24 Oct	Reimb Petty Cash	5.00
Total Petty Cash			<u>5.00</u>
PKC LLC	447364	Little Caesar Fundraiser	2,426.00
Total PKC LLC			<u>2,426.00</u>
Riddell/All American Sports Corp.	60524088	Football Pants	414.05
Total Riddell/All American Sports Corp.			<u>414.05</u>
Scholastic Inc	B5634325FR	24 Book Fair	785.76
Total Scholastic Inc			<u>785.76</u>
Schweers, Maggie	24 Sept VB vs Wynot	24 Sept VB vs Wynot	160.00
Total Schweers, Maggie			<u>160.00</u>
StageRight Corporation	245791	Choir Risers	9,490.00
Total StageRight Corporation			<u>9,490.00</u>
Stanton, Doug	24 Oct vs H/N	24 Oct vs H/N	140.00
Total Stanton, Doug			<u>140.00</u>
Troth, Gary	24 VB L&C	24 VB L&C	252.00
Total Troth, Gary			<u>252.00</u>

Bloomfield Community Schools
10/16/2024 04:02 PM
Vendor Name
Winners Circle
Winners Circle
Total Winners Circle

Fund Number 05

Checking Account ID 3

Board Report - Board

Invoice Number	Description
56809	Trophies Medals for X/C
56820	Elem X/C meet

Page: 10
User ID: KJT
Amount
210.70
177.12

387.82

29,903.98

29,903.98

Checking Account ID: 1

Check Type: Automatic Payment

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
201517	10/10/2024				ATT	AT&T	172.92
Check Type Total:		Automatic Payment		Void Total:	0.00	Total without Voids:	172.92

Checking Account ID: 1

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
44382	10/09/2024				ALBRCARO	Carolyn Albracht	109.00
44383	10/09/2024				UNLNEXT	University of Nebraska-Lincoln	456.00
44398	10/21/2024				AEL	Access Elevator & Lifts Inc.	915.00
44399	10/21/2024				ACCO	Acco Brands USA/GBC	23.35
44400	10/21/2024				AMABUS	Amazon Business	1,762.53
44401	10/21/2024				AOXWELD	A-OX Welding Supply Co., Inc	749.26
44402	10/21/2024				ARTSGARB	Arts Garbage Service	889.75
44403	10/21/2024				ATT	AT&T	141.11
44404	10/21/2024				BLACHILL	Black Hills Energy	1,240.01
44405	10/21/2024				BLOOAUTO	Bloomfield Auto Parts	23.96
44406	10/21/2024				BLMFSCHL	Bloomfield Community Schools	99.15
44407	10/21/2024				BLOOMEDI	Bloomfield Medical Clinic PC	150.00
44408	10/21/2024				BLOOTIRE	Bloomfield Tire & Oil, LLC	1,438.98
44409	10/21/2024				BLUECROS	Blue Cross/Blue Shield	902.75
44410	10/21/2024				CARHARTL	Carhart Lumber Co	343.97
44411	10/21/2024				CITYBLOO	City Of Bloomfield, Nebraska	475.00
44412	10/21/2024				DLTOWING	D&L Towing & Recovery LLC	1,225.00
44413	10/21/2024				DASSTATE	DAS State Acctg - Central Finance	3,142.04
44414	10/21/2024				ESU1	E.S.U. ONE	1,658.02
44415	10/21/2024				EAKESOFF	Eakes Office Solutions	1,458.10
44416	10/21/2024		X	10/16/2024	EMCINSUR	EMC Insurance Company	213.00
44417	10/21/2024				BATTLECR	Farmer's Pride/Battle Creek Coop	2,147.21
44418	10/21/2024				FNBO	First National Bank of Omaha	82.48
44419	10/21/2024				FNBOKC	First National Bank of Omaha	227.00
44420	10/21/2024				FNBORB	First National Bank of Omaha	32.97
44421	10/21/2024				FNBOTG	First National bank of Omaha	460.00
44422	10/21/2024				FNBOKM	First National Bank Omaha	561.45
44423	10/21/2024				FNBORJ	First National Bank Omaha	202.23
44424	10/21/2024				GREAPLAIC	Great Plains Communications	770.72
44425	10/21/2024				HARTSCHL	Hartington-Newcastle School	5,806.34
44426	10/21/2024				HEFNHRD	Hefner Hardware	656.66
44427	10/21/2024				HOMELEAS	Hometown Leasing	1,575.25
44428	10/21/2024				IXL	IXL Learning	6,914.00
44429	10/21/2024				JWPEPSON	J.W. Pepper & Son, Inc	50.80
44430	10/21/2024				JOSTNS	Jostens	327.05
44431	10/21/2024				COUNMARK	L & E LLC - Country Market	1,464.56
44432	10/21/2024				LOVSGNS	Love Signs	3,858.50
44433	10/21/2024				MCGRAWHI	McGraw-Hill Education Inc.	36.77
44434	10/21/2024				MENFORD	Menford Electric LLC	677.80
44435	10/21/2024				NASBAOCA	NASB Alicap	73,956.00
44436	10/21/2024				NAVIMOTO	Navigator Motorcoaches, Inc.	2,189.82
44437	10/21/2024				NASB	Nebraska Assoc School Boards	7,254.07
44438	10/21/2024				NPPD	Nebraska Public Power District	5,461.13
44439	10/21/2024				NORFDAIL	Norfolk Daily News	170.15
44440	10/21/2024				NORTCOMMCO	Northeast Community College	2,400.00
44441	10/21/2024				NORTHSTAR	Northstar Services	4,134.00
44442	10/21/2024				OLSONSP	Olson's Pest Technicians Inc	99.00
44443	10/21/2024				PERRYGUTH	Perry, Guthery, Haase & Gessford, P.C.,	767.00
44444	10/21/2024				PETTYCAS	Petty Cash	37.80
44445	10/21/2024				PITZDIG	Pitzer Digital	1,198.19
44446	10/21/2024				POMPTIRE	Pomp's Tire Service, Inc	790.18
44447	10/21/2024				RASMMECH	Rasmussen Mechanical Services, Inc	970.00
44448	10/21/2024				REYEMELA	Melany Reyes Arellanes	42.00
44449	10/21/2024				SCHOLABF	Scholastic Book Clubs	164.28

Check Register by Checking Account

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
44450	10/21/2024				TRUCCENTCO	Truck Center Companies	105.08
44451	10/21/2024				USAA	Urban Superintendents Assoc of America	575.00
44452	10/21/2024				EMCINSUR	EMC Insurance Company	109.00
Checking Account ID: 1							143,477.47
Check Type Total:							213.00
Void Total:							213.00
Checking Account Total: 1							143,650.39
Total without Voids:							143,477.47
Total without Voids:							143,650.39
Checking Account ID: 2							6680
6680	10/21/2024				AMABUS	Amazon Business	57.66
6681	10/21/2024				ATLABULMA	Atlas Building Maintenance, Inc.	375.00
6682	10/21/2024				CASHWAD	Cash-Va Distributing	5,659.18
6683	10/21/2024				CENTRLREST	Central Restaurant Products	125.00
6684	10/21/2024				APPEARA	Dudley Laundry Co	437.88
6685	10/21/2024				HEFHHRD	Hefner Hardware	228.98
6686	10/21/2024				HIGHLAND	Highland Dairy	3,235.37
6687	10/21/2024				JEANNOUT	Jeanoutot Plumbing	164.79
6688	10/21/2024				COUNMARK	L & E LLC - Country Market	932.28
6689	10/21/2024				PETTYCAS	Petty Cash	12.00
6690	10/21/2024				THOMCOMP	The Thompson Co. Inc	11,616.10
Check Type Total:							22,844.24
Void Total:							0.00
Checking Account Total: 2							22,844.24
Total without Voids:							22,844.24
Total without Voids:							22,844.24
Checking Account ID: 3							3153
3153	09/20/2024				EDBERG	Ed Bergren	360.00
3154	09/20/2024	X			DOUGKUBI	Doug Kubik	140.00
3155	09/20/2024	X			EVAJERR	Jerry Evans	140.00
3156	09/20/2024	X			FINKGARR	Garrett Finke	140.00
3157	09/20/2024				FINKKYLE	Kyle Finke	140.00
3158	09/20/2024				LHEAROD	Rod L'Heureux	160.00
3159	09/20/2024	X			MARVMIKE	Mike Marvin	140.00
3160	09/20/2024				NORFCATH	Norfolk Catholic	50.00
3161	09/20/2024				ONEILL	O'Neill High School	170.00
3162	09/20/2024	X			SCHWMAGG	Maggie Schweers	160.00
3163	09/26/2024	X			ARASCLT	Clete Arasmith	180.00
3164	09/26/2024				GILLBILL	Bill Gillespie	180.00
3165	09/26/2024				LEITDAVE	Dave Leitcheck	180.00
3166	09/26/2024				MERRJEFF	Jeff Merrill	180.00
3167	09/26/2024	X	10/16/2024		MAZACRES	MSN Enterprises LLC	848.00
3168	09/26/2024	X			NELSKAIT	Katlyn Nelson	180.00
3169	09/26/2024				NELSSAND	Sandi Nelson	180.00
3170	09/26/2024				SCHOJOE	Joe Schoenfelder	180.00
3171	09/26/2024				SHIRTSPACE	Shirt Space	186.48
3172	10/04/2024				FFACONVT	FFA Convention Tour-Nebraska	550.00
3173	10/04/2024				HARTSCHL	Hartington-Newcastle School	75.00
3174	10/04/2024				NMEA	Nebraska Music Educators Assoc	375.00
3175	10/09/2024				JERONS	Jerons Java	1,695.00
3176	10/09/2024				SCHOLASB	Scholastic Inc	785.76
3177	10/15/2024				GREBRAD	Brad Greene	252.00
3178	10/15/2024				KERMKKIT	Keith Kerkmann	140.00
3179	10/15/2024				KETTADAM	Adam Ketteler	140.00
3180	10/15/2024				KETTMATT	Matt Ketteler	140.00
3181	10/15/2024				MYERDAN	Dan Myers	140.00
3182	10/15/2024				LITTCAES	PKC LLC	2,426.00
3183	10/15/2024				STANTDOUG	Doug Stanton	140.00
3184	10/15/2024				TROTGARY	Gary Troth	252.00
3185	10/21/2024				AMABUS	Amazon Business	662.30
3186	10/21/2024				AWARUNLI	Awards Unlimited, Inc	290.05

Checking Account ID: 3

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
31187	10/21/2024				BLOOBAKE	Bloomfield Bakery	137.50
31188	10/21/2024				BLMFSCHL	Bloomfield Community Schools	169.42
31189	10/21/2024				BLOOBLING	Blooms & Bling	286.00
31190	10/21/2024				BSNSPOR	BSN Sports	1,126.20
31191	10/21/2024				CHESCOMP	Chesterman Co	343.45
31192	10/21/2024				DAKOTATI	Dakotatiming	920.60
31193	10/21/2024				EAKESOFF	Eakes Office Solutions	181.21
31194	10/21/2024				FNBO	First National Bank of Omaha	62.40
31195	10/21/2024				FNBOTG	First National bank of Omaha	208.32
31196	10/21/2024				FNBOTS	First National Bank of Omaha	180.20
31197	10/21/2024				FNBOBE	First National Bank Omaha	597.21
31198	10/21/2024				HARTSCHL	Hartington-Newcastle School	236.00
31199	10/21/2024				HIGHLAND	Highland Dairy	133.76
31200	10/21/2024				HOLINNEXP3	Holiday Inn Express & Suites West Omaha	1,449.00
31201	10/21/2024				COUNMARK	L & E LLC - Country Market	526.40
31202	10/21/2024				MWPORT	M & W Portables	300.00
31203	10/21/2024				LEGENGRA	Zachary Mertens	297.00
31204	10/21/2024				NEBRFCCL	Nebraska FCCLA	750.00
31205	10/21/2024				NEBRFFA	Nebraska FFA Association	846.00
31206	10/21/2024				NOXGEAR	NOXGEAR	382.56
31207	10/21/2024				ORIETRACO	Oriental Trading Co Inc	30.77
31208	10/21/2024				PETTYCAS	Petty Cash	5.00
31209	10/21/2024				RIDDELL	Riddell/All American Sports Corp.	414.05
31210	10/21/2024				STAGRIGH	StageRight Corporation	9,490.00
31211	10/21/2024				WINNERSC	Winners Circle	387.82
31212	10/21/2024				MAZACRES	MSN Enterprises LLC	780.00
Check Type Total:			Check		Void Total:	848.00	Total without Voids: 31,350.46
Checking Account Total:		3			Void Total:	848.00	Total without Voids: 31,350.46
			Grand Total:		Void Total:	1,061.00	Total without Voids: 197,845.09



Bloomfield Community Schools Monthly Financial Report

Reconciled Cash Balances (September)		
FUND	2023-2024	2024-2025
General	\$310,500	\$778,552
Depreciation	\$66,905	\$15,410
Employee Benefit	\$70,344	\$71,095
Activity	\$283,315	\$254,909
Lunch	\$71,315	\$8,404
Cooperative	\$191,141	\$176,535
Building	\$603,870	\$336,704
QCPUF	\$73,857	\$125,334
FUNDS TOTAL		

General Fund Expenses for October		
	2023-2024	2024-2025
GF Bills Payable	\$47,790	\$143,650
GF Payroll	\$359,472	\$392,345
Total		

General Fund Receipts for October		
	2023-2024	2024-2025
Beginning Cash		\$0.00
State Aid		\$0.00
Other		\$0.00
xxx County		\$0.00
xxx County		\$0.00
xxx County		\$0.00
		\$0.00
Total		\$0.00

2024-25 Budget		
FUND	Budget	Through Oct
General	\$5,767,877	
Depreciation	\$166,854	
Employee Benefit	\$70,492	
Activity	\$606,795	
Nutrition	\$326,514	
Building	\$705,862	\$0
QCPUF	\$138,812	\$0
Cooperative	\$185,985	
Student Fee	\$1,100	
FUNDS TOTAL	\$7,970,291	\$0

GENERAL FUND			
REVENUE			
MONTH	2022-2023	2023-2024	2024-2025
September		\$757,730	\$767,900
October		\$195,805	
November		\$307,103	
December		\$420,057	
January		\$554,574	
February		\$783,905	
March		\$168,923	
April		\$606,428	
May		\$1,337,153	
June		\$257,722	
July		\$76,751	
August		\$68,434	
Running Total			

EXPENSES			
MONTH	2022-2023	2023-2024	2024-2025
September		\$427,858	\$422,021
October		\$407,262	
November		\$559,975	
December		\$426,916	
January		\$368,978	
February		\$388,288	
March		\$438,936	
April		\$441,680	
May		\$464,121	
June		\$419,082	
July		\$415,524	
August		\$504,234	
Month Total			
Running Total			
Annual budget			
Percent Spent			

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Balance Change	Balance
05 704 0101	Student Fee Fund	604.93	0.00	0.00	0.00	604.93
05 704 0108	Football	2,802.96	355.70	1,860.00	0.00	4,107.26
05 704 0109	Boys Basketball	4,761.52	0.00	0.00	0.00	4,761.52
05 704 0110	X-Country - Track	12,721.02	170.00	140.00	0.00	12,691.02
05 704 0111	Volleyball	2,632.39	747.00	117.70	0.00	2,003.09
05 704 0112	Golf	277.17	0.00	250.00	0.00	527.17
05 704 0124	Class of 2024	38.68	0.00	0.00	0.00	38.68
05 704 0125	Class of 2025	6,518.90	0.00	0.00	0.00	6,518.90
05 704 0126	Class of 2026	5,546.77	0.00	0.00	0.00	5,546.77
05 704 0127	Class of 2027	2,191.50	0.00	0.00	0.00	2,191.50
05 704 0128	Class of 2028	1,007.50	0.00	0.00	0.00	1,007.50
05 704 0129	Class of 2029	1,482.50	0.00	0.00	0.00	1,482.50
05 704 0201	Ag Lab	5,749.00	0.00	0.00	0.00	5,749.00
05 704 0202	Annual	1,576.66	0.00	635.00	0.00	2,211.66
05 704 0203	Athletics	6,336.91	10,934.00	7,157.00	0.00	2,559.91
05 704 0204	Announcers Booth	7,095.25	0.00	0.00	0.00	7,095.25
05 704 0205	Girls Basketball	355.25	0.00	0.00	0.00	355.25
05 704 0206	Art	1,787.79	0.00	0.00	0.00	1,787.79
05 704 0207	Band	1,468.14	0.00	0.00	0.00	1,468.14
05 704 0208	Cheerleaders	3,288.75	575.28	2,599.00	0.00	5,312.47
05 704 0210	Contest Speech	(168.91)	0.00	0.00	0.00	(168.91)
05 704 0211	Drama	3,632.74	183.50	0.00	0.00	3,449.24
05 704 0212	Smart Snacks/Yearbook	3,695.83	0.00	0.00	0.00	3,695.83
05 704 0213	FCCLA	(3,113.63)	128.22	1,182.00	0.00	(2,059.85)
05 704 0214	Entrepreneur	8,943.99	275.30	0.00	0.00	8,668.69
05 704 0215	FFA	51,836.28	2,923.99	1,794.20	0.00	50,706.49
05 704 0216	EHA Wellness	262.51	0.00	0.00	0.00	262.51
05 704 0219	Bowling	2,197.60	0.00	300.00	0.00	2,497.60
05 704 0220	Musical Productions	1,115.09	0.00	0.00	0.00	1,115.09
05 704 0221	National Honor Society	2,519.26	2.50	0.00	0.00	2,516.76
05 704 0222	Spanish Club	928.20	0.00	0.00	0.00	928.20
05 704 0224	Prom	243.76	0.00	0.00	0.00	243.76
05 704 0225	Student Council	3,511.55	478.00	495.50	0.00	3,529.05
05 704 0226	Vocal Music	(26.64)	0.00	0.00	0.00	(26.64)
05 704 0227	Teens in the Drivers Seat	850.00	0.00	0.00	0.00	850.00
05 704 0301	Ele Flower Fund	450.18	50.00	0.00	0.00	400.18
05 704 0302	Ele Center Operating Council	4,336.44	424.00	0.00	0.00	3,912.44
05 704 0303	Ele Student Council	794.56	0.00	0.00	0.00	794.56

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0304	Ele Faculty Fund	303.18	0.00	0.00	0.00	303.18
05 704 0305	Grade School	3,349.65	424.00	0.00	0.00	2,925.65
05 704 0306	Student Needs	4,751.22	0.00	0.00	0.00	4,751.22
05 704 0308	Elementary Library Fund	2,380.55	0.00	0.00	0.00	2,380.55
05 704 0309	Weight Room	2,410.50	184.98	140.00	0.00	2,365.52
05 704 0401	Sec Flower Fund	1,639.78	50.00	555.00	0.00	2,144.78
05 704 0402	Secondary Faculty	4,118.49	47.00	202.90	0.00	4,274.39
05 704 0502	Miscellaneous	58,398.62	110.00	0.00	0.00	58,288.62
05 704 0503	Reward	186.09	0.00	0.00	0.00	186.09
05 704 0505	Now Interest	5,168.12	0.00	160.62	0.00	5,328.74
05 704 0509	Little Bees	22,625.05	0.00	0.00	0.00	22,625.05
	Fund Total: 05	255,563.65	18,063.47	17,388.92	0.00	254,909.10

Bloomfield Community Schools Monthly Financial Report

Reconciled Cash Balances (October)		
FUND	2023-2024	2024-2025
General	\$400,000	\$600,000
Depreciation	\$800,000	\$1,000,000
Employee Benefit	\$22,000	\$21,000
Activity	\$170,000	\$175,000
Nutrition	\$35,000	\$37,000
Bond	\$1,200,000	\$200,000
Building	\$500,000	\$900,000
QCPUF	\$300,000	\$350,000
FUNDS TOTAL	\$3,427,000	\$3,283,000

General Fund Expenses for October		
	2023-2024	2024-2025
GF Bills Payable	\$164,935	\$140,801
GF Payroll	\$732,500	\$774,445
Total	\$897,435	\$915,246

General Fund Receipts for October		
	2023-2024	2024-2025
Beginning Cash		\$0.00
State Aid		\$0.00
Other		\$0.00
xxx County		\$0.00
xxx County		\$0.00
xxx County		\$0.00
		\$0.00
Total		\$0.00

2024-25 Budget		
FUND	Budget	Through Oct
General	\$7,000,000	\$1,500,000
Depreciation	\$1,000,000	\$0
Employee Benefit	\$500,000	\$0
Activity	\$365,000	\$50,000
Nutrition	\$400,000	\$37,000
Bond	\$3,000,000	\$200,000
Building	\$1,200,000	\$0
QCPUF	\$0	\$0
FUNDS TOTAL	\$13,465,000	\$1,787,000

GENERAL FUND			
REVENUE			
MONTH	2022-2023	2023-2024	2024-2025
September	\$2,550,091	\$2,660,636	\$2,664,442
October	\$469,425	\$870,714	\$510,762
November	\$222,183	\$230,961	\$230,331
December	\$298,196	\$386,137	
January	\$1,369,559	\$1,143,584	
February	\$808,349	\$984,115	
March	\$457,027	\$145,549	
April	\$620,603	\$933,620	
May	\$3,007,322	\$3,324,572	
June	\$802,175	\$761,633	
July	\$194,429	\$244,872	
August	\$295,769	\$215,513	
Running Total	\$11,095,128	\$11,901,906	\$3,405,535
EXPENSES			
MONTH	2022-2023	2023-2024	2024-2025
September	\$1,063,515	\$918,068	\$939,864
October	\$893,230	\$879,435	\$915,246
November	\$949,053	\$958,882	\$957,248
December	\$930,244	\$878,221	
January	\$944,219	\$910,530	
February	\$971,788	\$942,587	
March	\$878,016	\$947,709	
April	\$885,532	\$925,689	
May	\$1,010,838	\$908,793	
June	\$982,271	\$943,000	
July	\$1,084,939	\$1,160,561	
August	\$930,830	\$945,830	
Month Total	\$1,063,515	\$918,068	\$939,864
Running Total	\$11,524,475	\$11,319,305	\$2,812,358
Annual budget	\$11,300,000	\$11,500,000	\$12,500,000
Percent Spent	9.41%	7.98%	7.52%

September 26, 2024

Bloomfield Community Schools
Board of Education
Bloomfield, NE

Dear Negotiations Committee:

The Bloomfield Education Association requests that the school board of Bloomfield Community Schools take action to recognize Bloomfield Education Association as the exclusive bargaining agent for the district's non-supervisory certificated staff to begin bargaining this fall for the 2025-2026 contract year.

Please direct your response to the undersigned.

Sincerely,

Bloomfield Education Association
Negotiations Team

NEBRASKA COMMISSION OF INDUSTRIAL RELATIONS

BLOOMFIELD EDUCATION)
ASSOCIATION, an Unincorporated)
Association,)

Petitioner,)

v.)

SCHOOL DISTRICT NO. 54-0586 OF)
KNOX COUNTY, NEBRASKA a/k/a)
BLOOMFIELD PUBLIC SCHOOLS, a)
Political Subdivision of the State of)
Nebraska,)

Respondent.)

Case No. 1347
Representation Docket No. 476

CERTIFICATION ORDER

NEBRASKA COMMISSION
OF INDUSTRIAL RELATIONS
FILED

DEC 04 2013

CLERK

This matter comes before the Commission pursuant to the Commission's Rules, following the Report of Election heretofore entered on November 27, 2013. The Commission, being fully advised in the premises, finds that more than five business days have elapsed since the Report of Election was filed herein; that no objections to said report have been filed. The Commission finds that Bloomfield Education Association should be certified as the exclusive collective bargaining agent for the following bargaining unit.

The positions of teachers and guidance counselors, all employees of the School District performing their duties in Bloomfield, Nebraska

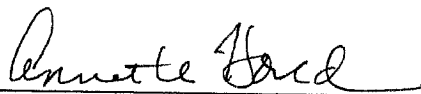
IT IS THEREFORE ORDERED that Bloomfield Education Association be and hereby is certified as the exclusive collective bargaining agent for the bargaining unit described above.

Entered December 4, 2013.

NEBRASKA COMMISSION OF INDUSTRIAL RELATIONS

J. L. Spray, Commissioner

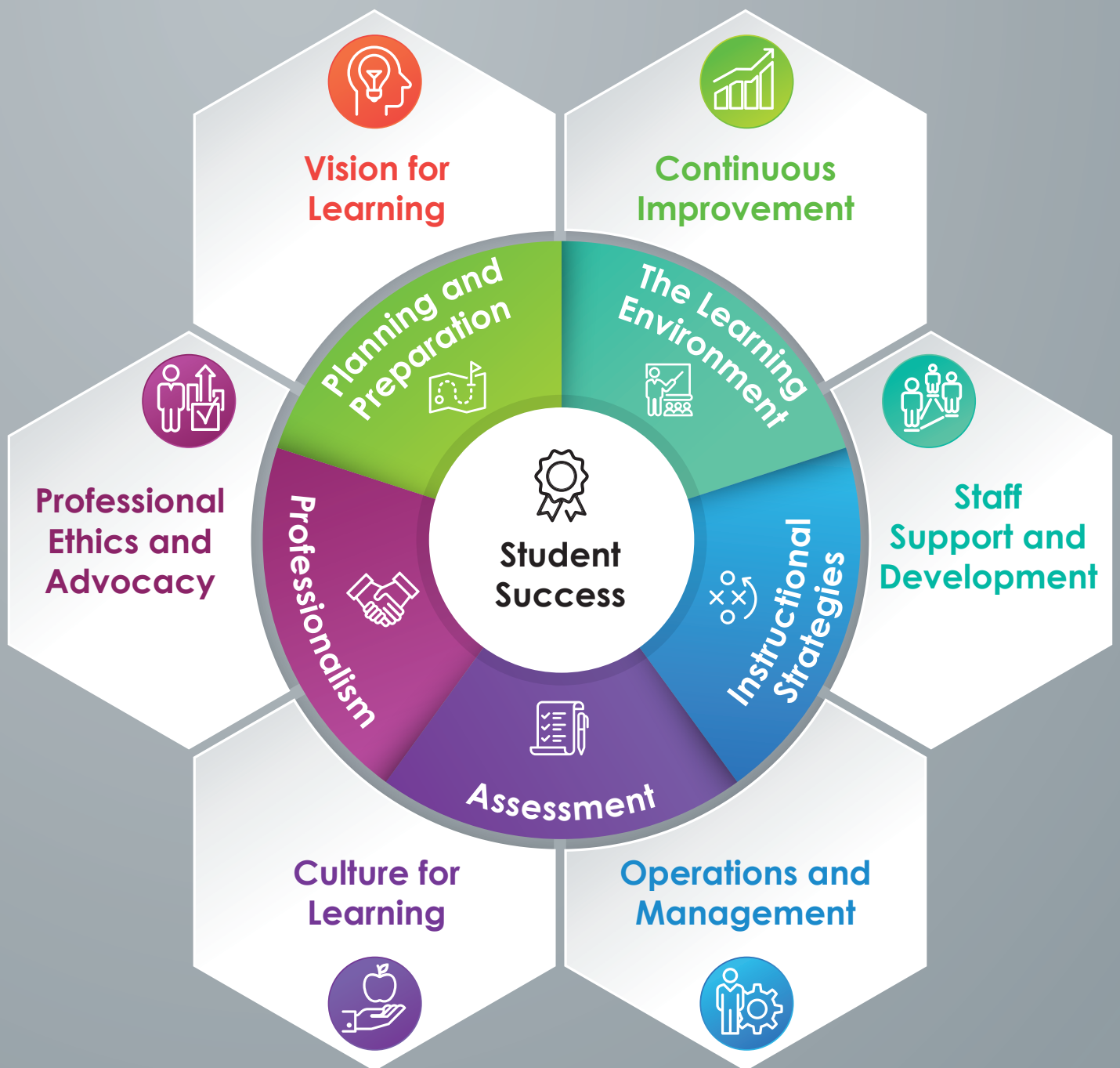
By



Annette Hord, Clerk

DEC 05 2013

Nebraska Teacher and Principal Performance Standards





Supporting Educator Effectiveness through Development

On April 3, 2020, the Nebraska State Board of Education (SBOE) approved revisions to the *Nebraska Teacher and Principal Performance Framework*, now referred to as the **Nebraska Teacher and Principal Performance Standards**. This document was last revised in 2017. The SBOE approved the revisions with one amendment—the words *district and state content standards* were added to the *Staff Support and Development* standard for principals.

In January 2011, the SBOE authorized the drafting of possible performance standards for teachers and principals. At that time, the stakeholder and drafting committees' development of Effective Practices and Example Indicators was informed by the profession's national standards. For teachers, these included the 2010 Interstate Teacher Assessment and Support Consortium (InTASC) standards and the Framework for Teaching developed by Charlotte Danielson. For principals, these included the Interstate School Leaders Licensure Consortium (ISLLC) 2008 policy standards. In addition, standards developed by other states served as a valuable resource.

Beginning in January of 2019, stakeholder committees and standards revision committees were convened to inform statewide conversations and decisions about the shift in how Nebraska supports and develops teachers and principals to ensure each student has equitable access to effective teachers and principals. Decisions were again informed by the profession's national standards. For teachers, these included the 2013 *Interstate Teacher Assessment and Support Consortium* (InTASC) standards, the *Framework for Teaching* developed by Charlotte Danielson, and the *Marzano Teacher Evaluation Model*. For principals, these included the National Policy Board for Educational Administration's 2015 *Professional Standards for Educational Leaders (PSEL)*, and the 2017 *Competency Standards for Learner-Centered, Personalized Education* by the Jobs for the Future and Council for Chief State School Officer (CCSSO) organizations. In addition, standards developed by other states served as a valuable resource.

The **Nebraska Teacher and Principal Performance Standards** are the framework that provides a common language for what it means to be an effective teacher or effective principal in Nebraska. This common language will help guide local districts, educational service units, institutions of higher education, and state and local policymakers as they strive together to ensure Nebraska's continuing commitment to improving educational equity for all children.

SUPPORTING EDUCATOR EFFECTIVENESS THROUGH DEVELOPMENT

Each student deserves equitable access to effective teachers and principals who hold a genuine belief that each child can learn and grow. Teachers are the single most important school-based factor affecting student achievement (McCaffrey et al., 2003), and school leadership is second only to teaching among all school-related factors that contribute to what students learn in school (Gates et al., 2019). A shift in how Nebraska supports and develops teachers and principals is essential to ensuring each student has what they need at the right moment, at the right level, and with the right intensity.

The determination of student needs must be rooted in the collection and analysis of multiple sources of relevant data. Meaningful use of data leads to systematic educational decisions, ensuring all students have the opportunity to achieve at high levels (Datnow & Park, 2015). Most importantly, the disaggregation of data to analyze and address the needs of specific student groups is essential to providing equitable access to each student. The enhanced usage of student, teacher, and principal data to make decisions about student needs must be a collective effort among the Nebraska Department of Education (NDE), local educational agencies (LEAs), Educational Service Units (ESUs), Educator Preparation Programs (EPPs), and other educational organizations.

The **Nebraska Teacher and Principal Performance Standards** provide an enhanced focus on equitable opportunities for each student. These opportunities become visible through a common language of expectations, a better understanding of the knowledge and skills needed for effective teachers and principals, a commitment to staff support and development, and a focus on family and community engagement.

Statewide Common Language

The **Nebraska Teacher and Principal Performance Standards** provide a foundation for communicating expectations for Nebraska's teachers and principals and a framework for the alignment of statewide initiatives for the NDE, LEAs, ESUs, and EPPs, and other educational organizations. With the changing landscape in educational roles and responsibilities, courageous and necessary shifts toward consistency in expectations within Nebraska will translate to equitable opportunities for each student.

Knowledge and Skills for Effective Teachers and Principals

The **Nebraska Teacher and Principal Performance Standards** provide a foundation for the communication of the knowledge and skills effective teachers and principals in Nebraska must demonstrate. This communication will clarify districts' expectations for their teachers and principals, allowing teachers and principals to continue to learn and grow professionally throughout their careers. In addition, this communication will increase the transparency of expectations within the NDE, ESUs, EPPs, and other educational organizations, translating into increased alignment of expectations for teachers and principals and equitable opportunities for each student.

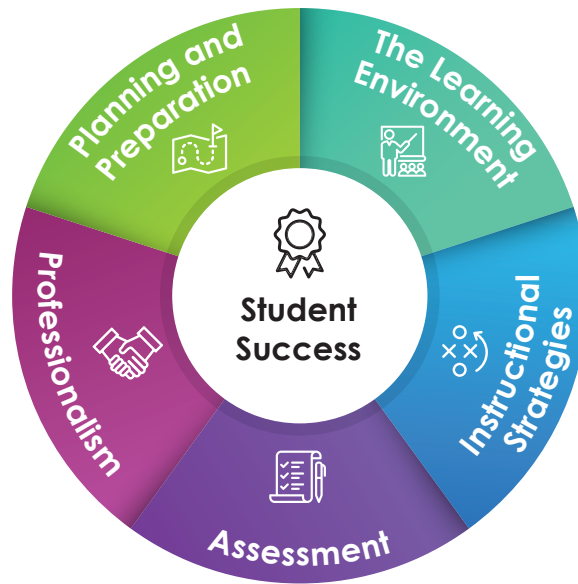
Staff Support and Development


The **Nebraska Teacher and Principal Performance Standards** provide a foundation for the establishment of a system of support and development for educators. When teachers and principals feel supported and have opportunities to grow within the profession, they are more likely to stay in education (Krasnoff, 2014). Consistent guidelines for effective teaching and school leadership will enhance communication and feedback, which leads to improved education for all students. Using common standards to collect and disaggregate data about teacher and principal performance will allow LEAs to make informed decisions on professional learning needs and placement of teachers and principals based on specific strengths and growth areas, thus improving the equitable opportunities for each student.



Family and Community Engagement



The **Nebraska Teacher and Principal Performance Standards** provide a foundation for the expectations of family and community involvement. By optimizing family and community involvement, LEAs welcome cultural differences, gain multiple perspectives, enhance opportunities for student and parental involvement, and align community initiatives with school initiatives; thus, improving equitable opportunities for each student.

PERFORMANCE STANDARDS FOR TEACHERS




<p>Planning and Preparation</p> 	<p>The teacher plans using district and state content standards, district-supported curriculum, instructional materials, and strategies, evidence-based resources, data, and community context to address the needs of each student in achieving rigorous learning goals.</p>
<p>Indicators:</p>	<ul style="list-style-type: none"> a. Through collaboration with colleagues, prioritizes district and state content standards to ensure vertical alignment and appropriate pacing of curriculum b. Utilizes high quality instructional materials within a locally determined curriculum to implement coherent units, lessons, and activities that reflect high expectations and enable each student to achieve district and state content standards, learning goals, and instructional objectives c. Supplements locally determined curriculum and district-supported high quality instructional materials by evaluating and selecting resources to support specific student needs, while maintaining challenging, yet engaging learning experiences d. Uses all students' abilities, cultural norms, and personal, family, and community experiences to prepare for differentiated, relevant, and rigorous instruction e. Engages in collaborative school-wide learning communities that meet to reflect on professional practice, examine student data, and identify strategies directly applicable to improving instruction and learning f. Uses multiple sources of relevant data to tailor culturally responsive learning experiences that address students' academic, physical, social-emotional, and mental health needs, with specific attention toward equitable opportunities and outcomes for all student groups


<p>The Learning Environment</p> 	<p>The teacher creates and maintains a learning environment that promotes student engagement and fosters positive relationships, inclusivity, social-emotional development, and academic growth and achievement.</p>
<p>Indicators:</p>	<ul style="list-style-type: none"> a. Builds and sustains a relationship with each student that results in an accessible learning environment of trust, mutual respect, and support b. Promotes recognition of each student's diverse personal experiences and builds upon those experiences to increase academic success c. Creates and maintains a collaborative learning environment that supports each student's diverse academic, social-emotional, linguistic, and physical strengths and needs d. Establishes, communicates, and maintains high expectations, effective routines, procedures, and clear standards of conduct to create a safe, efficient, and effective learning environment for all students e. Maintains a learning environment that encourages students to reflect on and take ownership of their own learning behaviors and academic progress
<p>Instructional Strategies</p> 	<p>The teacher implements evidence-based, district-supported instructional strategies to ensure student growth and achievement.</p>
<p>Indicators:</p>	<ul style="list-style-type: none"> a. Implements a range of evidence-based, district-supported strategies to ensure each student achieves district and state content standards, learning goals, and instructional objectives b. Uses a variety of evidence-based, district-supported resources and multimodal instructional tools to engage students in rigorous learning experiences c. Identifies, implements, and evaluates evidence-based, district-supported instructional strategies that are responsive to each student's abilities, cultural norms, and personal, family, and community experiences d. Reflects on classroom observations and assessment data and differentiates instruction by adjusting the pace of instruction, focus of instruction, and method of delivery to address each student's strengths and needs e. Engages students in constructing new and meaningful learning through problem-solving, critical and creative thinking, purposeful discourse, and inquiry aligned with locally determined curriculum and district-supported high quality instructional materials f. Models cultural competence and responsiveness by implementing and sustaining evidence-based, district-supported curriculum, instructional materials, and strategies that confront and eliminate institutional bias and student marginalization


<p>Assessment</p> 	<p>The teacher systematically uses a balanced assessment system that includes formative, interim, and summative assessments to measure student progress and to inform ongoing planning, instruction, and reporting.</p>
<p>Indicators:</p>	<ul style="list-style-type: none"> a. Utilizes formative, interim, and summative assessments that align to district and state content standards, learning goals, and instructional objectives b. Uses a variety of district-supported classroom-based assessments that confront and eliminate institutional bias and student marginalization, meet all students' developmental needs, and ensure each student has the opportunity to demonstrate understanding c. Uses formative, interim, and summative assessments and the resulting data to inform instruction, monitor student progress over time, and provide meaningful feedback to each student d. Analyzes formative, interim, and summative assessment data, individually and with colleagues, to ensure alignment to instruction e. Provides students with constructive, specific, and frequent feedback during and after instruction to enable students to assess, adjust, monitor, and reflect on their own progress toward learning goals f. Accurately documents and clearly communicates assessment data about student progress over time to relevant stakeholders
<p>Professionalism</p> 	<p>The teacher exhibits a commitment to professional ethics and the school's vision, mission and goals, participates in professional growth opportunities to support student and self learning, and contributes to the profession.</p>
<p>Indicators:</p>	<ul style="list-style-type: none"> a. Adheres to school policies, procedures, and regulations and models ethical behavior and integrity in accordance with the established standards of the district b. Develops and sustains productive and appropriate relationships through communication with students, colleagues, administrators, families, and the larger community in an effort to support and enhance each student's academic success and well-being c. Actively pursues opportunities for professional growth and leadership development both as an individual and as a member of a learning community d. Reflects on professional practices to support and improve student learning and maintains high expectations for self in lesson preparedness e. Advocates for and contributes to the shared mission, vision, and continuous improvement of the school and professional community f. Collaborates to enhance culturally responsive interactions with students, families, colleagues, and the larger community to share responsibility for the growth of student learning, development, and achievement g. Communicates with and protects the established rights and confidentiality of students, families, colleagues, and the larger community


PERFORMANCE STANDARDS FOR PRINCIPALS




<p>Vision for Learning</p> 	<p>The principal, as an instructional leader, embodies and inspires all members of the educational community to collectively embrace and actualize the shared vision, mission, and goals of the school and district for high-quality teaching and learning that results in improved student growth and achievement, reduction of opportunity gaps, and enhanced student and staff well-being.</p>
<p>Indicators:</p>	<ol style="list-style-type: none"> Leads all constituent groups within the school community in the analysis of multiple sources of relevant data to drive the creation of the vision, mission, and goals of the school, and ensures alignment with district, state, and federal policies Establishes high expectations for the well-being and performance of self, students, and staff and widely communicates how the vision, mission and goals of the school align with those expectations Leads all members of the educational community in a systematic review of the vision, mission, and goals of the school and adjusts based on the changing needs of the students and the learning community Promotes teaching practices based on sound instructional theory and pedagogy, research on student learning and development, alignment to the vision, mission and goals of the school, and the needs of each student and staff member Ensures each student's instructional experience is based on intentional and district-supported use of high quality instructional materials and aligned to innovative and impactful programming personalized to the interests and needs of individual students and groups of students Implements a systematic plan, using multiple sources of relevant data, to ensure alignment of curriculum, instruction, and assessment processes based on instructional priorities and student and staff development and support needs Models behavior that demonstrates the belief that all students and staff members can reach their full potential with meaningful access to educational resources they need at the right moment, at the right level, and with the right intensity

<p>Continuous Improvement</p> 	<p>The principal, as an instructional leader, leads a continuous improvement process that results in improved student growth and achievement, enhanced student and staff well-being, and greater school effectiveness.</p>
<p>Indicators:</p>	<ul style="list-style-type: none"> a. In collaboration with the educational community, develops, implements, monitors, and revises a school improvement plan that is aligned with district, state, and federal guidelines and goals b. Adopts a systems perspective and promotes coherence among improvement efforts in all aspects of school organization, programs, and services to align with the school's vision, mission, and goals c. Implements a school-wide documented professional learning plan that is developed based on staff input, aligned to the school's continuous improvement processes, and evaluated and adjusted based on participant feedback and student outcome data d. Manages the process of change within the school, communicating the need and process for change so that it is fully understandable, consistent, and transparent, and utilizing the collective efforts of all members of the educational community e. In collaboration with the educational community, aligns the school's curriculum and high quality instructional materials to district and state content standards to ensure cultural responsiveness and high expectations for student learning f. Creates and sustains strategic partnerships with diverse groups of community leaders, keeping them informed and seeking their perspectives on issues affecting the school g. In collaboration with the educational community, monitors the achievement of each student group and other sources of data to make informed decisions about student learning, teacher effectiveness, and school improvement h. Coordinates collaborative school-wide learning communities that meet to reflect on professional practice, examine student data, and identify strategies directly applicable to improving instruction and learning i. Monitors the effectiveness of family and community engagement efforts and regularly uses results to inform school improvement efforts

<p>Staff Support & Development</p> 	<p>The principal, as an instructional leader, develops and supports the professional capacity and practice of personnel to maximize student learning opportunities and outcomes that align with district and state content standards and the school’s vision, mission, and goals.</p>
<p>Indicators:</p>	<ul style="list-style-type: none"> a. Builds a climate of trust, responsiveness, and equity in decision making that is based on the needs and voices of each staff member b. Implements a performance evaluation system for teachers and instructional support staff based on a common instructional language and effective teaching practices c. Observes instructional staff formally and informally and provides specific, actionable, and timely feedback to improve instructional practice, and takes action to provide each instructional staff member with the supports and development needed d. Leads efforts for the development and implementation of differentiated learning and growth opportunities in the areas of professional knowledge, skills, and practice for individual teachers and staff members e. Engages in ongoing professional dialogue with instructional staff to ensure high quality instructional materials and evidence-based, district-supported strategies are fully implemented as intended, resulting in increased student growth and achievement f. Develops and implements a systematic recruitment and retention plan that includes analysis of multiple sources of data to ensure equitable access to effective educators for each student g. Mentors emerging staff leaders to build leadership capacity within the school community

<p>Operations & Management</p> 	<p>The principal manages the organization, operations, and resources of the school to provide a safe, efficient, and effective learning environment for all students and staff.</p>
<p>Indicators:</p>	<ul style="list-style-type: none"> a. In collaboration with the educational community, establishes, implements, and communicates the school's policies, protocols, and daily operations to promote the vision, mission, and goals of the school b. Creates, implements, and sustains a system of conflict resolution among all members of the educational community that aligns with the vision, mission, and goals of the school c. Promotes the school as a community center and resource for families and community members d. Maintains an organized data system and uses the system consistently to communicate actionable information about classroom and school improvement with the educational community e. In collaboration with the educational community, uses multiple sources of relevant data to ensure academic and social interventions, accommodations, and curricular and extracurricular activities are available to meet the strengths and needs of each student f. Informs the development of, complies with, and helps the educational community understand local, state, and federal regulations, policies, and laws that impact the learning environment g. Engages in responsible, ethical, and accountable budgeting and accounting practices h. Manages and monitors the school's site, facilities, services, and equipment to maintain a safe, clean, healthy learning environment i. Manages staff resources, assigning staff members to roles that optimize their professional capacity to address each student's strengths and needs

<p>Culture for Learning</p> 	<p>The principal, as an instructional leader, cultivates and nurtures an inclusive, caring, and supportive learning environment that promotes the academic success and well-being of each member of the educational community.</p>
<p>Indicators:</p>	<ul style="list-style-type: none"> a. Is consistently visible in the school and community, leads efforts to create and sustain a safe and healthy learning environment of respect and rapport based on clear guidelines for appropriate behavior, and addresses student and staff conduct in a positive, fair, unbiased manner b. Articulates a vision that defines a student-centered school culture, and creates and sustains school conditions that ensure equitable access to learning and development opportunities for each student, staff member, and self c. Implements a systematic process, using multiple sources of relevant data, to provide a layered continuum of support to meet the academic, physical, social-emotional, and mental health needs of each student d. Supports protocols and practices that provide collaboration time among staff, cultivating mutual respect, collegiality, and collective responsibility for meeting student and staff goals e. Promotes high expectations and mutual accountability, recognizes successes of students and staff, and uses multiple sources of relevant data to monitor the climate and culture of the educational community f. Models cultural competence and responsiveness and collaborates with the educational community to create, implement, and sustain systematic instructional protocols and practices that confront and eliminate institutional bias and student marginalization g. Recognizes diversity as an asset, and creates and sustains a learning environment in which all students, staff, and community members are known, accepted, valued, trusted and respected, and encouraged to be active and responsible members of the school community h. Utilizes and promotes the cultural, social, and intellectual resources of the community

<p>Professional Ethics & Advocacy</p> 	<p>The principal, as an instructional leader, exhibits a high level of professional ethics and advocates for policies of equity and excellence in support of the vision, mission, and goals of the school.</p>
<p>Indicators:</p>	<ul style="list-style-type: none"> a. Places students at the center of education and shares a collective responsibility for each student's academic success and well-being b. Proactively navigates the political, social, economic, legal, and cultural environment in which the school exists in support of the school's vision, mission, and goals c. Protects the established rights and confidentiality of students and staff d. Models ethical behavior, acting according to and promoting the professional norms of integrity, fairness, transparency, trust, collaboration, perseverance, reflective practice, and personal continuous improvement e. Holds self and others in the educational community accountable for adhering to established standards of integrity and ethical behavior and handles conflict resolution with professionalism f. Engages in purposeful, positive conversations and activities throughout the educational community to advocate publicly for the importance of education, the needs of students, staff, and self, and educational priorities g. Builds and maintains sound relationships with the educational community, including staff and students, based upon personal integrity, dignity, and mutual respect h. Assumes responsibility for professional growth and leadership development both as an individual and as a member of a learning community

DEFINITIONS FOR NEBRASKA TEACHER AND PRINCIPAL PERFORMANCE STANDARDS

Word	Definition
Achievement	The extent to which a learner has attained their short or long-term educational goals
Balanced Assessment System	The multiple measures (formative, interim, and summative) used to gather evidence of student learning relative to content area standards
Collective Responsibility	Responsibility of every member of a group without regard to an individual member's participation in decision making and his or her position or rank
Continuous Improvement	The general belief that improvement is not something that starts and stops, but it's something that requires an organizational or professional commitment to an ongoing process of learning, self-reflection, adaptation, and growth
Cultural Competence	An ability to learn from and respectfully relate to other cultural backgrounds, heritages, and traditions
Cultural Norms	The shared expectations and rules that guide behavior of people within social groups
Cultural Responsiveness	The understanding and consideration of the different cultural backgrounds of others
Data System	Systematic protocols for collecting and maintaining detailed, high quality, student- and staff-level data over time, and making these data accessible through reporting and analysis tools
Data-Informed	The collection and analysis of data to guide decisions that improve success
Developing	A principal or teacher who has not met the performance standard, but is aware of its importance and working to access high quality supports
Differentiated Instruction	Tailoring instruction to meet individual needs
Disaggregation of Data	Breaking down information into smaller subpopulations
District-Supported Curriculum	A curriculum that outlines the intended outcomes, content, experiences, assessments, and resources for measuring student learning, and it also includes the scope and sequence of what is taught
Diversity	Understanding that each individual is unique and recognizing individual differences
Educational Community	The various individuals, groups, businesses, and institutions that are invested in the welfare and vitality of a school and its community
Effective	Successful attainment of the performance standards for teachers or principals
Equitable Access	The notion that every student should have the same opportunity as any other student to be taught by a great teacher who is supported by a great principal
Equity	Educational equity means all students have meaningful access to the educational resources they need at the right moment, at the right level, and with the right intensity. Educational equity means high expectations for learning and student achievement. Educational equity allows students to discover and explore their passions and make meaningful connections within the context of their postsecondary interests. Equity requires that these opportunities and outcomes exist for all Nebraskans, including but not limited to, and unrestricted by race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, or political affiliation.
Ethics	Standards by which to judge conduct
Evidence-Based	Supported by one or more of strong evidence, moderate evidence, promising evidence, or evidence that demonstrates a rationale
Formative Assessment	The gathering of information or data about student learning during instruction that is used to guide improvements in teaching and learning
Growth	The change in achievement for an individual student or staff member between two or more points in time

Highly Effective	Exceeding beyond the established performance standards for teachers or principals
Inclusivity	The practice or policy of including people who might otherwise be excluded or marginalized
Ineffective	A principal or teacher who does not demonstrate attainment of the performance standards and does not actively seek support in filling deficiencies
Institutional Bias	A tendency for the procedures and practices of particular institutions to operate in ways which result in certain social groups being advantaged or favoured and others being disadvantaged or devalued
Instructional Leadership	The process of ensuring that good teaching routinely takes place in every classroom
Instructional Materials	The tools and resources that are used as part of a locally-determined curriculum
Instructional Theory	The foundation used to describe how to help people learn and develop, create conditions that boost the chance of learning, and improve instruction
Interim Assessment	A form of assessment that educators use to evaluate where students are in their learning progress and determine whether they are on track to performing well on future assessments
Layered Continuum of Support	Ensuring that every student receives equitable academic and behavioral support that is culturally responsive, matched to need, and developmentally appropriate, through layers that increase in intensity from universal (every student) to targeted (some students) to intensive (few students)
Learning Communities	Educators who convene regularly and frequently to engage in collaborative professional learning to strengthen their practice and increase student results
Marginalized	To relegate to an unimportant or powerless position within a society or group
Multimodal	A number of different sensory modalities
Opportunity Gap	The achievement gap that occurs when each student is not provided equitable opportunities to learn
Pedagogy	The method and practice of teaching, especially as an academic subject or theoretical concept
Pipeline	The structure to attract, prepare, support, develop, and retain teachers and principals
Professional Learning Plan	Established short- and long-term plans for professional learning and implementation of the learning
Recruitment and Retention Plan	An internal, organized work plan consisting of critical activities or steps to ensure timely placement and lasting retention of quality teachers and principals
Rigorous	Academically, intellectually, and personally challenging
School Community	Those individuals involved in the day-to-day operations of the school
School Improvement Plan	Documentation of a systematic on-going process involving the identification of schoolwide goals, and the planning, implementation, evaluation, and renewal of activities to meet those goals
Stakeholders	People who have an vital interest in the decisions made by the school
Standards	An established level of accomplishment that all teachers and principals are expected to meet or exceed
Student Groups	Any group of students who share a common background or interest, including those defined by ESSA (Economically disadvantaged students, Children with disabilities, English learners, African-American, American Indian/Alaska Native, Asian, Native Hawaiian/Other Pacific Islander, Hispanic or Latino, White)
Summative Assessment	The evaluation of student learning at the end of an instructional unit by comparing it against some standard or benchmark
Systematic	Done or acting according to a fixed plan or system; methodical
Systems Perspective	A paradigm or perspective involving a focus on the whole picture and not just a single element
Vertical Alignment	Teaching is purposefully structured and logically sequenced so that students are learning the knowledge and skills that will progressively prepare them for more challenging, higher-level work

NEBRASKA TEACHER AND PRINCIPAL PERFORMANCE STANDARDS REVISION COMMITTEE

Heidi Adams - English Language Learning Teacher and Reading Specialist, Wahoo Public Schools

Mary Anderson - High School Principal, Boys Town High School

Alyssa Anson - Early Childhood Specialist, Nebraska Department of Education

Dorann Avey - Digital Learning Director, Nebraska Department of Education

Abby Burke, Ed.D. - Reading Specialist, Nebraska Department of Education

Micki Charf, Ed.D., Accreditation Specialist - Nebraska Department of Education

Kelly Clapp - Teaching and Learning Coordinator, Educational Service Unit 10

Trudy Clark - Teaching, Learning, and Assessment Assistant Director, Nebraska Department of Education

Brent Cudly - Director of Professional Learning and Federal Programs, Fremont Public Schools

Kathy Danek - School Board Member, Lincoln Public Schools

Mandy Faripour - Lincoln Education Association, Nebraska State Education Association

Elizabeth Fields - Student, Harvard Public Schools

Ronald Fussell, Ed.D. - Assistant Professor, Creighton University

Jaclyn Gibbons - Instructional Facilitator, Omaha Public Schools

Garrett Hall - English Teacher, Elmwood-Murdock Public Schools

Michelle Helt - Elementary Teacher, South Sioux City Public Schools

Donna Hoffman - Career, Technical, & Adult Education Specialist, Nebraska Department of Education

Rhonda Jindra - Teaching and Learning Specialist, Educational Service Unit 1

Melissa Johnson-Orlando - Human Resources Administrator - Omaha Public Schools

Vickie Kauffold - Assistant Superintendent of Schools, Omaha Archdiocese

Amy Kelly - Elementary Principal, Hastings Public Schools

Charity LaBrie - Elementary Principal and Fine Arts Director, Grand Island Public Schools

Kelsey Lang - Nebraska Department of Education Intern, Education Major, University of Nebraska - Lincoln

Jamie London - Special Education Program Specialist, Norfolk Public Schools

Melissa Lusk - Board Leadership Development Associate, Nebraska Association of School Boards

Keisha McHargue, Ed.D. - Teacher and Principal Support Specialist, Nebraska Department of Education

Jeff McQuistan - Staff Development Director, Educational Service Unit 17

Allyson Olson - Title III and English Learner Specialist, Nebraska Department of Education

Toni Palmer, Ed.D. - Chief of Leadership and Learning, Grand Island Public Schools

Suzanne Philippi - Retired Music Teacher and Paraprofessional, Central City Public Schools

Walter Powell - Equity, Diversity, and Multicultural Administrator, Lincoln Public Schools

Chris Prosocki, Ed.D. - Superintendent, Southern Public Schools

Nikki Regan, Ed.D. - Director of Recruiting and Supervisor of Special Programs, Lincoln Public Schools

Ross Ricenbaw - Principal, Waverly Public Schools, Representing Nebraska Council of School Administrators

Gregg Robke - Administrator, Educational Service Unit 4

Deb Romanek - Mathematics Education Specialist, Nebraska Department of Education

Kendra Ross - Elementary Teacher, Walthill Public Schools

John Schwartz, Ed.D. - Superintendent, Norris Public Schools

Mia Sharpnack - Nebraska Department of Education Intern, Education Major, University of Nebraska - Lincoln

Nick Shudak, Ph.D. - Dean of School of Education and Counseling, Wayne State College

Michael Sieh, Ed.D. - Superintendent, Stanton Public Schools

Sara Skretta, Ed.D. - Certification Officer, University of Nebraska - Lincoln

Kailey Smith - Instructional Coach and UNO Cadre Associate, Bellevue Public Schools

Kim Snyder, Ed.D. - Director of Statewide Teacher and Principal Support, Nebraska Department of Education

Michael Teahon, Ed.D. - Chair of Educational Administration and Associate Professor, University of Nebraska - Kearney

Amber Vlasnik - Math Teacher and Instructional Coach, Lincoln Public Schools

Kelly Wojcik - Special Education Specialist, Nebraska Department of Education

Caryn Zietlow - Director of Professional Development, Educational Service Unit 2

EDUCATOR EFFECTIVENESS STAKEHOLDERS

Heidi Adams - English Language Learning Teacher and Reading Specialist, Wahoo Public Schools

Mary Anderson - High School Principal, Boys Town High School

Matt Belka - Director of Marketing, Communications, & Advocacy, Nebraska Association of School Boards

Dane Christensen - Vocal Music Teacher, Central City Public Schools

Kelly Clapp - Teaching and Learning Coordinator, Educational Service Unit 10

Cathy Cooper - Principal, Nebraska Unified District #1

Cindy Copich, Ed.D. - Teaching & Learning Specialist, Nebraska State Education Association

Chandra Diaz, Ph.D. - Assistant Professor and Director of Middle Level Education, University of Nebraska - Kearney

Nick Dressel - Middle School Principal, Chadron Public Schools

Dan Ernst, Ed.D. - Associate Executive Director, Nebraska Council for School Administrators

Mandy Faripour - Lincoln Education Association, Nebraska State Education Association

Janice Garnett, Ed.D. - Educational Leadership Instructor, University of Nebraska - Omaha

Jaclyn Gibbons - Instructional Facilitator, Omaha Public Schools

Garrett Hall - English Teacher, Elmwood-Murdock Public Schools

Stacie Hardy - Superintendent, Umonhon Nation Public School

Kelly Heineke - Director of Educator Preparation Program Approval, Nebraska Department of Education

Michelle Helt - Elementary Teacher, South Sioux City Public Schools

Ronita Jacobsen - Family and Consumer Sciences Teacher, Plainview Public Schools

Rhonda Jindra - Teaching and Learning Specialist, Educational Service Unit 1

Melissa Johnson-Orlando - Human Resources Administrator - Omaha Public Schools

Sydney Kobza - Assistant Director of Nebraska Career and Technical Education, Nebraska Department of Education

Krystal Kolb - Career Education Teacher, Omaha Public Schools

Charity LaBrie - Elementary Principal and Fine Arts Director, Grand Island Public Schools

Kelsey Lang - Nebraska Department of Education Intern - Education Major, University of Nebraska - Lincoln

Jamie London - Special Education Program Specialist, Norfolk Public Schools

Jim Luebbe - Director of Policy Services, Nebraska Association of School Boards

Keisha McHargue, Ed.D. - Teacher and Principal Support Specialist, Nebraska Department of Education

Olivia Michael - Nebraska Department of Education Intern - Education Major, University of Nebraska - Lincoln

Rick Mitchell - Instrumental Music Director, Kearney Public Schools

Larianne Polk, Ed.D. - Administrator, Educational Service Unit 7

Chris Prosocki, Ed.D. - Superintendent, Southern Public Schools

Nikki Regan, Ed.D. - Director of Recruiting and Supervisor of Special Programs, Lincoln Public Schools

Deb Romanek - Mathematics Education Specialist, Nebraska Department of Education

Mia Sharpnack - Nebraska Department of Education Intern - Education Major, University of Nebraska - Lincoln

Nick Shudak, Ph.D. - Dean of School of Education and Counseling, Wayne State College

Sara Skretta, Ed.D. - Certification Officer, University of Nebraska - Lincoln

Kim Snyder, Ed.D. - Director of Statewide Teacher and Principal Support, Nebraska Department of Education

Craig Songster - Special Education Teacher, Lincoln Public Schools

Christopher Stogdill, Ed.D. - Otte Blair Middle School Principal, Blair Community Schools

Julie Teahon - Elementary Teacher, Sandhills Public Schools

Philip White - Director of School and District Support, Nebraska Department of Education

Kelly Wojcik - Special Education Specialist, Nebraska Department of Education

Additional thanks goes to Nebraska's educators, parents, students, educator preparation programs, and organizations such as Nebraska Vocational Rehabilitation, Inclusive Communities, and Latino Center of the Midlands for their contributions to the Nebraska Teacher and Principal Performance Standards public input survey.



|| TEACHER/EDUCATIONAL SPECIALIST EVALUATION

District Name:

Educator Name:

Grade/Subject:

School(s):

Evaluator:

School Year:

Rubrics aligned to each indicator in the *Nebraska Teacher and Principal Performance Standards* can be found at <https://www.education.ne.gov/EducatorEffectiveness>.

STANDARD: (1) Planning and Preparation. The teacher plans using district and state content standards, district-supported curriculum, instructional materials, and strategies, evidence-based resources, data, and community context to address the needs of each student in achieving rigorous learning goals.	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The teacher demonstrates a comprehensive knowledge of content, pedagogy, students, community context, and standards, and purposefully and consistently leads efforts to develop, test, model, or promote processes that support the growth of individual student learning, development, and achievement.
<input type="checkbox"/> Effective	The teacher consistently integrates knowledge of content, pedagogy, students, community context, and standards with the established curriculum to develop coherent and rigorous units, lessons, and activities that support the growth of individual student learning, development, and achievement.
<input type="checkbox"/> Developing	The teacher demonstrates a limited knowledge of content, pedagogy, students, community context, and standards, but consistently seeks necessary resources to build on experiences to integrate them with the established curriculum to develop units, lessons, and learning activities.
<input type="checkbox"/> Ineffective	The teacher displays a very limited knowledge of content, pedagogy, students, community context, or standards, and/or fails to develop coherent and rigorous units, lessons, and learning activities.
Comments:	
Click here to enter text	

<p>STANDARD: (2) The Learning Environment. The teacher creates and maintains a learning environment that promotes student engagement and fosters positive relationships, inclusivity, social emotional development, and academic growth and achievement.</p>	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The teacher creates and maintains an exceptional learning environment and purposefully and consistently leads efforts to develop, test, model, or promote processes that foster positive relationships, inclusivity, social emotional development, student engagement, and academic growth and achievement.
<input type="checkbox"/> Effective	The teacher consistently creates and maintains an effective learning environment that fosters positive relationships, inclusivity, social emotional development, student engagement, and academic growth and achievement.
<input type="checkbox"/> Developing	The teacher struggles to create and maintain an effective learning environment, but consistently seeks necessary resources to gain experience in building positive relationships, inclusivity, social emotional development, student engagement, and academic growth and achievement.
<input type="checkbox"/> Ineffective	The teacher fails to create and/or maintain a learning environment that promotes positive relationships, inclusivity, social emotional development, student engagement, and academic growth and achievement.
<p>Comments:</p>	
<p>Click here to enter text</p>	

STANDARD: (3) Instructional Strategies. The teacher implements evidence-based, district-supported instructional strategies to ensure student growth and achievement.	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The teacher uses highly effective instructional strategies and purposefully and consistently leads efforts to develop, test, model, or promote processes that result in continuous growth in learning for each student.
<input type="checkbox"/> Effective	The teacher consistently uses effective instructional strategies that result in continuous growth in learning for each student.
<input type="checkbox"/> Developing	The teacher demonstrates limited knowledge of effective instructional strategies but consistently seeks necessary resources to gain experience in creating and utilizing strategies that result in continuous growth in learning for each student.
<input type="checkbox"/> Ineffective	The teacher displays a very limited knowledge of effective instructional strategies, and/or fails to utilize them to ensure continuous growth in learning for each student.
Comments:	
Click here to enter text	

STANDARD: (4) Assessment. The teacher systematically uses a balanced assessment system that includes formative, interim, and summative assessments to measure student progress and to inform ongoing planning, instruction, and reporting.	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The teacher effectively creates and uses multiple methods of formative, interim, and summative assessments to measure student progress, and purposefully and consistently leads efforts to develop, test, model, or promote processes that foster disaggregation of data for use in planning, preparing for instruction, and reporting.
<input type="checkbox"/> Effective	The teacher consistently develops and uses multiple methods of effective formative, interim, and summative assessments to measure student progress and disaggregates data for use in planning, preparing for instruction, and reporting.
<input type="checkbox"/> Developing	The teacher demonstrates limited knowledge of the various methods of assessment, but consistently seeks necessary resources to gain experience in creating and utilizing effective formative, interim, and summative assessments to measure student progress.
<input type="checkbox"/> Ineffective	The teacher displays a very limited knowledge of effective assessment strategies, and/or fails to utilize them to measure student progress.
Comments:	
Click here to enter text	

<p>STANDARD: (5) Professionalism. The teacher exhibits a commitment to professional ethics and the school’s vision, mission and goals, participates in professional growth opportunities to support student and self-learning, and contributes to the profession.</p>	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The teacher demonstrates a commitment to professional practice and purposefully and consistently leads efforts to develop, test, model, or promote processes to support student and self-learning as a member of the professional community.
<input type="checkbox"/> Effective	The teacher consistently demonstrates a commitment to professional practice to support student and self-learning as a member of the professional community.
<input type="checkbox"/> Developing	The teacher inconsistently demonstrates the level of professional practice necessary for a member of this professional community, but consistently seeks necessary resources to gain experience in practices that support student and self-learning.
<input type="checkbox"/> Ineffective	The teacher fails to demonstrate the level of professional practice necessary for a member of this professional community.
Comments:	
Click here to enter text	

Additional District Standards	
Evaluator	Description
<input type="checkbox"/> Highly Effective	Click here to enter text
<input type="checkbox"/> Effective	Click here to enter text
<input type="checkbox"/> Developing	Click here to enter text
<input type="checkbox"/> Ineffective	Click here to enter text
Comments:	
Click here to enter text	

Meets District Standards as per Locally Adopted Requirements Yes No**Evaluator's Comments:****Areas of Strength**

Click here to enter text

Areas of Development

Click here to enter text

Plan for Improvement and *Plan of Assistance* forms can be found at <https://www.education.ne.gov/EducatorEffectiveness>.

 Plan for Improvement Plan of Assistance

My signature verifies that this evaluation has been discussed with me. I understand my signature does not necessarily indicate agreement and that I may respond in writing regarding this evaluation within _____ days of receipt.

Educator Signature: _____ Date: _____

Evaluator Signature: _____ Date: _____

Written Response to Evaluation Report by Educator

Click here to enter text



Bloomfield Community Schools Principal Evaluation

District Name:

Name:

Assignment:

School(s):

Evaluator:

School Year:

Rubrics aligned to each indicator in the *Nebraska Teacher and Principal Performance Standards* can be found at <https://www.education.ne.gov/EducatorEffectiveness>.

<p>STANDARD: (1) Vision for Learning. The principal, as an instructional leader, embodies and inspires all members of the educational community to collectively embrace and actualize the shared vision, mission, and goals of the school and district for high-quality teaching and learning that results in improved student achievement, reduction of opportunity gaps, and enhanced student and staff well-being.</p>	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in building an environment of collective efficacy and commitment to vision, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to instruction, establishing an environment with a commitment to vision, improved student academic achievement, and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership to create an approach to instruction that improves student achievement and the well-being of staff, students, and self, but seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy and commitment to vision.
<input type="checkbox"/> Ineffective	The principal fails to engage the educational community in shaping a commitment to vision designed to result in improved student achievement and the well-being of staff, students, and self.
Comments:	
Click here to enter text	

<p>STANDARD: (2) Continuous Improvement. The principal, as an instructional leader, leads a continuous improvement process that results in improved student growth and achievement, enhanced student and staff well-being, and greater school effectiveness.</p>	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to continuous school improvement, to sustain an environment of collective efficacy, contributing to effective instruction, improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to continuous school improvement, establishing an environment with a commitment to vision, improved student academic achievement, and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership to create an approach to continuous school improvement that improves student achievement and the well-being of staff, students, and self, but seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy and a systems approach to continuous school improvement.
<input type="checkbox"/> Ineffective	The principal fails to engage the educational community in a continuous school improvement process designed to result in a systemic approach to instruction, improved student achievement, and the well-being of staff, students, and self.
Comments:	
Click here to enter text	

STANDARD: (3) Staff Support and Development. The principal, as an instructional leader, develops and supports the professional capacity and practice of personnel to maximize student learning opportunities and outcomes that align with district and state content standards and the school’s vision, mission, and goals.	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in staff, students, and self to sustain an environment of collective efficacy for innovative personnel practices that result in the recruitment, selection, development, support, and retention of high-quality personnel.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to instruction, establishing an environment for innovative personnel practices that result in the recruitment, selection, development, support, and retention of high-quality personnel.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership for creating a systemic approach to instruction by investing in staff and self, but consistently seeks necessary resources to build on experiences to develop as a leader to impact the recruitment, selection, development, support, and retention of high-quality personnel.
<input type="checkbox"/> Ineffective	The principal fails to engage the school community in a process designed to impact the recruitment, selection, development, support, and retention of high-quality personnel.
Comments:	
Click here to enter text	

STANDARD: (4) Operations and Management. The principal manages the organization, operations, and resources of the school to provide a safe, efficient, and effective learning environment for all students and staff.	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in staff, students, and self to sustain an environment of collective efficacy for a safe, efficient, and effective learning environment, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to instruction, establishing a safe, efficient, and effective learning environment, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership to impact student achievement and the well-being of staff, students, and self, but consistently seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy for a safe, efficient, and effective learning environment.
<input type="checkbox"/> Ineffective	The principal fails to manage the organization, operations, and resources of the school, resulting in a school that has an unsafe, inefficient, or ineffective learning environment.
Comments:	
Click here to enter text	

<p>STANDARD: (5) Culture of Learning. The principal, as an instructional leader, cultivates and nurtures an inclusive, caring, and supportive learning environment that promotes the academic success and well-being of each member of the educational community.</p>	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in staff, students, and self to sustain an environment of collective efficacy for culturally responsive practices, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to instruction, establishing an environment of culturally responsive practices, resulting in improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership to create an approach to instruction that improves student achievement and the well-being of staff, students, and self, but seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy for culturally responsive practices.
<input type="checkbox"/> Ineffective	The principal fails to engage the school community in culturally responsive practices designed to result in improved student achievement and the well-being of staff, students, and self.
Comments:	
Click here to enter text	

<p>STANDARD: (6) Professional Ethics and Advocacy. The principal, as an instructional leader, exhibits a high level of professional ethics and advocates for policies of equity and excellence in support of the vision, mission, and goals of the school.</p>	
Evaluator	Description
<input type="checkbox"/> Highly Effective	The principal leads the educational community with a systems approach to instruction, investing in staff, students, and self to advocate for policies of equity that result in sustained collective efficacy for improved student academic achievement and the enhanced well-being of staff, students, and self.
<input type="checkbox"/> Effective	The principal utilizes a systems approach to instruction, investing in staff, students, and self to advocate for policies of equity that result in improved student academic achievement and the enhanced well-being of staff, student, and self.
<input type="checkbox"/> Developing	The principal demonstrates a lack of systems leadership to create an approach to instruction that improves student achievement and the well-being of staff, students, and self, but seeks necessary resources to build on experiences to develop as a leader to create an environment of collective efficacy and the advocacy for policies of equity.
<input type="checkbox"/> Ineffective	The principal fails to advocate for policies of equity designed to result in improved student achievement and the well-being of staff, students, and self.
Comments:	
Click here to enter text	

Additional District Standards	
Evaluator	Description
<input type="checkbox"/> Highly Effective	Click here to enter text
<input type="checkbox"/> Effective	Click here to enter text
<input type="checkbox"/> Developing	Click here to enter text
<input type="checkbox"/> Ineffective	Click here to enter text
Comments:	
Click here to enter text	



Meets District Standards as per Locally Adopted Requirements	
<input type="checkbox"/> Yes	<input type="checkbox"/> No

Evaluator's Comments:
Areas of Strength
Click here to enter text
Areas of Development
Click here to enter text

Plan for Improvement and *Plan of Assistance* forms can be found at <https://www.education.ne.gov/EducatorEffectiveness>.

Plan for Improvement

Plan of Assistance

My signature verifies that this evaluation has been discussed with me. I understand my signature does not necessarily indicate agreement and that I may respond in writing regarding this evaluation within _____ days of receipt.

Principal/Administrator Signature: _____

Date: _____

Evaluator Signature: Date: _____

Written Response to Evaluation Report by Principal/Administrator
Click here to enter text

Superintendent Report 10/21/24

1. Region 3/ESU 1 Supt Meeting Topics
 - a. School Vehicles
 - b. A.I.
 - c. Negotiations & EHA
2. Audit Visit Complete
3. Wrestling Facility Update - Meeting Tonight (City & Ag Society)
4. Vision and Motto Sign installed in HS commons.
5. Mr. Walling/Mr. Wilken refurbishing plaques and trophies.
6. County Levy Information
7. Congratulations to the following students who have been selected to be a part of the Conference Honor Choir held on November 4th. Myranda Eckmann, Molly Miller, Sydney Hochstein, Parker Stelling, Tiernee Freeman, Miranda Loseke, Dalee Sazama, Blake Hochstein, Evan Hollander, Benjamin Dodge, Michael Dodge, Marshall Bratetic and Braeden Guenther. Bloomfield makes up 13 of the 36 selected singers from our 12 Conference Schools. Congratulations for an outstanding representation at our Conference Event!
8. Restorative Practices Training this week
9. National Principals Month



Deb Wragge <dwrage@blfdbees.org>

September Transportation Report

3 messages

Kevin Millikan <kmillikan@blfdbees.org>

Wed, Oct 2, 2024 at 9:38 AM

To: Todd Strom <tstrom@blfdbees.org>, Deb Wragge <dwrage@blfdbees.org>

1. Routes are going well. We have been using "Group Me" for communication with parents.
2. We are still looking for a full time route driver. I have been in conversation with one individual and will continue to visit with him after harvest.
3. The Coach bus was put back in service two days after our driveline problem at the end of last month. I had an electrical issue it had to go back for, but also had it back from that repair in a couple days. All has been good since.
4. The Jr. and Senior High School had an Internet Safety Assembly in Wausa on the 18th of this month. We used 5 buses to transport the student body down and back. The logistics of this went very well.
5. Early out and Personal Development day transportation is also going well. Communication has been a key factor.
6. The Suburban received a new windshield, and route bus #12 had a new set of steering tires installed.
7. Mr. Strom used the Suburban in the Homecoming parade for the "Teammates" float. Received some very good feedback on our new logo.

Respectfully submitted,
Kevin K. Millikan Transportation Director

Deb Wragge <dwrage@blfdbees.org>

Wed, Oct 2, 2024 at 9:44 AM

To: Kevin Millikan <kmillikan@blfdbees.org>

Cc: Todd Strom <tstrom@blfdbees.org>

This is great, thank you! I do appreciate this report.

FYI - In case you missed the announcement, the COW for October 7th has been canceled. This report will be included in the October 21 Regular Meeting Discussion/Information agenda.

Kevin, I am so proud of the detail you possess and the dedication you have for your position in this "machine" called Bloomfield Community Schools. You are a true asset!

Deb
[Quoted text hidden]

Todd Strom <tstrom@blfdbees.org>

Wed, Oct 2, 2024 at 11:17 AM

To: Kevin Millikan <kmillikan@blfdbees.org>

Cc: Deb Wragge <dwrage@blfdbees.org>

Thanks Kevin,
This looks great!

On Wed, Oct 2, 2024 at 9:38AM Kevin Millikan <kmillikan@blfdbees.org> wrote:
[Quoted text hidden]