

Regular Monthly Meeting (HS)
Monday, December 8, 2025 7:00 PM

BOARDROOM @ LAUREL LIBRARY
502 Wakefield Street
Laurel, NE 68745-0008

Agenda

- I. CALL MEETING TO ORDER
- II. APPROVAL OF AGENDA AND CHANGES TO AGENDA
- III. CONSENT AGENDA
- IV. EXCUSE ABSENT BOARD MEMBERS
- V. PUBLIC COMMENT
- VI. INFORMATION AND PROPOSALS
 - VI.1. FACULTY AND STUDENT REPORT
 - VI.2. STUDENT BOARD MEMBER REPORT
 - VI.3. DIRECTOR OF ACTIVITIES & TRANSPORTATION REPORT
 - VI.4. PRINCIPALS' REPORTS
 - VI.5. SUPERINTENDENT'S REPORT
 - VI.6. BOARD COMMITTEE REPORTS
 - VI.6.1. NEGOTIATIONS COMMITTEE MEETING - NOVEMBER 13, 2025
- VII. ACTION ITEMS
 - VII.1. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO A TWO-YEAR NEGOTIATED AGREEMENT FOR 2026-2027 AND 2027-2028
 - VII.2. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO BOARD POLICIES - 3000 SERIES (BUSINESS OPERATIONS)
 - VII.3. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO THE ANNUAL AUDIT FOR 2024-2025
 - VII.4. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO THE SUPERINTENDENT EVALUATION
 - VII.5. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO TEMPORARY LINE OF CREDIT
 - VII.6. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO TEACHER CONTRACTS
 - VII.7. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO REGULAR BOARD OF EDUCATION MEETING DATES FOR 2026
- VIII. DISCUSSION ITEMS
 - VIII.1. STATE EDUCATION CONFERENCE RECAP
 - VIII.2. ADMINISTRATIVE CONTRACTS FOR 2026-2027
 - VIII.3. BOARD OF EDUCATION WORK SESSION
 - VIII.4. COMMUNITY ENGAGEMENT
- IX. CORRESPONDENCE AND BOARD BULLETINS

- X. UPCOMING BOARD MEETINGS, COMMITTEE MEETINGS, AND WORKSHOPS
 - X.1. BOARD WORK SESSION - DATE/TIME/LOCATION TO BE DETERMINED
 - X.2. REGULAR BOARD OF EDUCATION MEETING - MONDAY, JANUARY 12, 2026 (7:00 PM - LAUREL PUBLIC LIBRARY CONFERENCE ROOM)
- XI. ADJOURN

Checking Account ID: 1

Check Type: Check

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
111561	12/08/2025				ELANFINANC	ELAN FINANCIAL SERVICES	7,916.86
111564	12/08/2025				ABBUSINESS	A & B BUSINESS SOLUTIONS	6,741.90
111565	12/08/2025				AMAZCAPITA	AMAZON CAPITAL SERVICES	1,844.64
111566	12/08/2025				AMAZCAPITA	AMAZON CAPITAL SERVICES	2,149.03
111567	12/08/2025				APPEARA	APPEARA	707.28
111568	12/08/2025				ATTMOBILIT	AT&T MOBILITY	634.78
111569	12/08/2025				BARCO	BARCO PRODUCTS COMPANY	2,327.59
111570	12/08/2025				BERMJJEFF	JEFF BERMEL	90.34
111571	12/08/2025				BLACKHILLS	BLACK HILLS ENERGY	6,737.00
111572	12/08/2025				BLUECROSS	BLUE CROSS BLUE SHIELD OF NEBRASKA	2,143.03
111573	12/08/2025				BOYSKIMB	KIMBERLY BOYSEN	117.60
111574	12/08/2025				CAPSAN	CAPITAL SANITARY SUPPLY	1,047.16
111575	12/08/2025				CARHARTWAY	CARHART LUMBER CO-WAYNE	144.05
111576	12/08/2025				CEDARKNOX	CEDAR-KNOX PPD	8,351.10
111577	12/08/2025				CHEMSEARCH	CHEMSEARCH	234.08
111578	12/08/2025				CHRIJERE	JEREMY CHRISTIANSEN	528.50
111579	12/08/2025				CHRIKATI	KATIE CHRISTIANSEN	26.99
111580	12/08/2025				CITYLAUREL	CITY OF LAUREL	2,260.23
111581	12/08/2025				CLAUALLI	ALLISON CLAUSSEN	117.60
111582	12/08/2025				COREMED	CORE MEDICAL EQUIPMENT	3,742.00
111583	12/08/2025				DEPEERIC	ERIC DEPEW	55.24
111584	12/08/2025				ESUONE	EDUCATION SERVICE UNIT ONE	21,915.71
111585	12/08/2025				ESU1	EDUCATIONAL SERVICE UNIT #1	22,400.00
111586	12/08/2025				EMERGENT3	EMERGENT 3 INC.	2,000.00
111587	12/08/2025				ESUCOO	ESU COORDINATING COUNCIL	579.33
111588	12/08/2025				EWELL	EWELL EDUCATIONAL SERVICES	390.00
111589	12/08/2025				FASTWYRE	FASTWYRE BROADBAND	613.07
111590	12/08/2025				GRANMEGA	MEGAN GRANQUIST	92.40
111591	12/08/2025				GREIMEGA	MEGAN GREINER	116.90
111592	12/08/2025				H2O	H2O 4 U	125.25
111593	12/08/2025				HALLGAYL	GAYLENE HALLMAN	291.90
111594	12/08/2025				HANDSHEART	HANDS OF HEARTLAND	7,386.00
111595	12/08/2025				HANSSHAS	SHASTA HANS	151.20
111596	12/08/2025				HEFNEROIL	HEFNER OIL & FEED CO. INC	6,634.60
111597	12/08/2025				HILTONOMAH	HILTON OMAHA	2,235.88
111598	12/08/2025				JOHNSONCON	JOHNSON CONTROLS	43,906.85
111599	12/08/2025				KOSSARA	SARA KOSSLER	24.99
111600	12/08/2025				LAURELACE	LAUREL ACE HARDWARE	396.62
111601	12/08/2025				LAURELHOME	LAUREL'S HOMETOWN MARKET	554.94
111602	12/08/2025				LEXIA	LEXIA LEARNING SYSTEMS LLC	3,000.00
111603	12/08/2025				MARRIO	LINCOLN MARRIOTT CORNHUSKER	129.00
111604	12/08/2025				LUIKANTH	ANTHONY LUIKENS	96.61
111605	12/08/2025				LUNDSHER	SHERIE LUNDAHL	263.20
111606	12/08/2025				MAINSTAPOT	MAIN STREET APOTHECARY	33.42
111607	12/08/2025				MATHESON	MATHESON TRI-GAS INC	234.94
111608	12/08/2025				MENARDSNOR	MENARDS - NORFOLK	1,154.21
111609	12/08/2025				MENARDSC	MENARD'S - SIOUX CITY	1,776.79
111610	12/08/2025				NATLART	NATIONAL ART & SCHOOL SUPPLIES, INC.	15.80
111611	12/08/2025				NESTATBOIL	NE STATE FIRE MARSHAL/BOILER DIV	288.00
111612	12/08/2025				NASB	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	2,848.00
111613	12/08/2025				NORDLAUR	LAURA NORDBY	316.94
111614	12/08/2025				NNNEWS	NORTHEAST NEBRASKA NEWS COMPANY	1,696.27
111615	12/08/2025				NNTC	NORTHEAST NEBRASKA TELEPHONE CO.	296.01
111616	12/08/2025				ONESOURCE	ONE SOURCE	11.00
111617	12/08/2025				ORKIN	ORKIN	242.15
111618	12/08/2025				OVERHEAD	OVERHEAD DOOR CO. OF NORFOLK	257.00
111619	12/08/2025				PITNEYFINA	PITNEY BOWES GLOBAL FINANCIAL SERVICES, LLC	221.46

Checking Account ID: 1

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
111620	12/08/2025				PROVCANINE	PROVIDENCE WORKING CANINES INC.	240.89
111621	12/08/2025				RAYSMIDBEL	RAY'S MID-BELL MUSIC, INC	341.57
111622	12/08/2025				SCHOLARBUY	SCHOLARBUYS LLC	2,500.00
111623	12/08/2025				SMITKATH	KATHRYN SMITH	11.53
111624	12/08/2025				TEACHSTLLC	TEACHING STRATEGIES, LLC	1,015.00
111625	12/08/2025				THOMPSON	THOMPSON	1,735.02
111626	12/08/2025				TMS	TIME MANAGMENT SYSTEMS	398.00
111627	12/08/2025				TRISTSEWQU	TRI-STATE SEWING & QUILTING	60.00
111628	12/08/2025				USCELL	U.S. CELLULAR	76.53
111629	12/08/2025				SETTBRAN	BRANDI URWILER-SETTJE	100.80
111630	12/08/2025				VANMJENN	JENNIFER VAN METER	225.40
111631	12/08/2025				VERIZON	VERIZON	195.36
111632	12/08/2025				VILLAGECOL	VILLAGE OF COLERIDGE	107.50
111633	12/08/2025				WASTECONN	WASTE CONNECTIONS OF NEBRASKA, INC.	275.21
111634	12/08/2025				WATTIERTV	WATTIER ACE HARDWARE	158.93
111635	12/08/2025				WAYNEHERAL	WAYNE HERALD	427.00
Check Type Total:		Check			Void Total:	0.00	Total without Voids: 178,482.18
Checking Account Total:		1			Void Total:	0.00	Total without Voids: 178,482.18

Checking Account ID: 3

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
3073	12/08/2025				AMERICLAIM	AMERIFLEX	4,976.50
3074	12/08/2025				NEBRUCFUND	NEBRASKA U.C. FUNDS	12.52
Check Type Total:		Check			Void Total:	0.00	Total without Voids: 4,989.02
Checking Account Total:		3			Void Total:	0.00	Total without Voids: 4,989.02

Checking Account ID: 365157

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
2083	12/08/2025				HAUSMANN	HAUSMANN CONSTRUCTION, INC.	23,383.45
Check Type Total:		Check			Void Total:	0.00	Total without Voids: 23,383.45
Checking Account Total:		365157			Void Total:	0.00	Total without Voids: 23,383.45

Checking Account ID: 7

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
14	12/08/2025				BOKFINANCI	BOK FINANCIAL, NA	798,401.25
Check Type Total:		Check			Void Total:	0.00	Total without Voids: 798,401.25
Checking Account Total:		7			Void Total:	0.00	Total without Voids: 798,401.25
Grand Total:					Void Total:	0.00	Total without Voids: 1,005,255.90

Invoice Listing - Summary

12/05/2025 11:51 AM

DECEMBER 2025 CREDIT CARD PAYMENT

<u>Vendor Name</u>	<u>Invoice Date</u>	<u>Check Date</u>	<u>Check Number</u>	<u>Invoice Amount</u>
4TH JUG, THE	11/21/2025	12/08/2025	111561	253.29
ADOBE CREATIVE CLOUD/ACROPRO	11/12/2025	12/08/2025	111561	21.29
AMAZON.COM	12/01/2025	12/08/2025	111561	699.78
APPLE.COM	12/02/2025	12/08/2025	111561	3.98
CENTER PARK	11/20/2025	12/08/2025	111561	13.50
CONDOLENCES.COM	12/02/2025	12/08/2025	111561	117.66
DOLLAR GENERAL	11/12/2025	12/08/2025	111561	211.38
ELAN FINANCIAL SERVICES	12/01/2025	12/08/2025	111561	305.94
EMBASSY SUITES OF LINCOLN	11/08/2025	12/08/2025	111561	1,630.68
ETSY.COM	11/14/2025	12/08/2025	111561	2.90
FIESTA-BRAVA	11/04/2025	12/08/2025	111561	125.90
GOFANTIX	11/08/2025	12/08/2025	111561	12.00
HOPCAT LINCOLN	11/07/2025	12/08/2025	111561	54.30
INNOVATION CAMPUS	11/08/2025	12/08/2025	111561	8.00
J W PEPPER & SON INC	11/06/2025	12/08/2025	111561	182.80
LAUREL ACE HARDWARE	11/10/2025	12/08/2025	111561	9.57
LAUREL'S HOMETOWN MARKET	12/01/2025	12/08/2025	111561	37.13
LAZLO'S BREWERY & GRILL	11/06/2025	12/08/2025	111561	25.31
MARKETPLACE	11/07/2025	12/08/2025	111561	4.50
MENTIMETER BASIC STOCKHOLM	11/07/2025	12/08/2025	111561	148.19
MISSA SUE'S SALON & SPA	11/12/2025	12/08/2025	111561	145.00
NIELSENS COFFEE	11/04/2025	12/08/2025	111561	18.25
OLD MATTRESS FACTORY, THE	11/19/2025	12/08/2025	111561	158.07
OPENAI.COM	11/27/2025	12/08/2025	111561	20.00
PARKINGMGT.COM	11/08/2025	12/08/2025	111561	110.16
PINNACLE BANK ARENA	11/06/2025	12/08/2025	111561	21.00
PIZZARANCH	11/12/2025	12/08/2025	111561	31.36
PRIME STOP	11/08/2025	12/08/2025	111561	100.05
PUMP & PANTRY	11/16/2025	12/08/2025	111561	51.01
RATH'S MINI MART	12/01/2025	12/08/2025	111561	1,112.78
RUNZA RESTAURANT	11/21/2025	12/08/2025	111561	12.44
SUPREME SCHOOL SUPPLY	12/02/2025	12/08/2025	111561	103.26
TEACHERSPAYTEACHERS.COM	11/12/2025	12/08/2025	111561	4.26
TEAMBUILDR	11/05/2025	12/08/2025	111561	1,500.00
TOBII DYNVOX SYSTEMS	11/26/2025	12/08/2025	111561	198.00
UNL CONCESSIONS	11/08/2025	12/08/2025	111561	50.96
USPS	11/17/2025	12/08/2025	111561	18.97
VENTRIS LEARNING LLC	12/04/2025	12/08/2025	111561	301.00
WALMART.COM	11/10/2025	12/08/2025	111561	92.19

Total General Fund: 7,916.86

ACTIVITY FUND: 3877.00

Regular; Beginning Month 09/2025; Processing Month 11/2025; Fund Number 05

Fund: 05 ACTIVITIES FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
Current Assets					
05 101	CASH	80,880.09	86,899.20	83,232.88	84,546.41
	Total: Current Assets	80,880.09	86,899.20	83,232.88	84,546.41
Fund Balance					
05 704	FUND BALANCE	312,841.45	0.00	249.13	313,090.58
05 704 1008	ACTIVITY DIRECTOR ACCT.	(6,019.36)	325.00	0.00	(6,344.36)
05 704 1009	TRACK	1,342.51	0.00	0.00	1,342.51
05 704 1010	HIGH SCHOOL YEARBOOK	368.02	1,465.56	600.00	(497.54)
05 704 1015	MIDDLE SCHOOL YEARBOOK	(23.83)	0.00	0.00	(23.83)
05 704 1020	ART CLUB	5,603.18	0.00	400.00	6,003.18
05 704 1025	HIGH SCHOOL BAND	(4,774.59)	157.96	5,276.30	343.75
05 704 1034	CHEERLEADING	2,066.67	0.00	0.00	2,066.67
05 704 1035	HIGH SCHOOL DANCE	378.51	0.00	0.00	378.51
05 704 1040	CLASS OF 2028	407.48	0.00	0.00	407.48
05 704 1045	CLASS OF 2026	(265.03)	0.00	0.00	(265.03)
05 704 1050	CLASS OF 2027	(0.01)	55.20	0.00	(55.21)
05 704 1060	CLASS OF 2025	314.76	0.00	0.00	314.76
05 704 1065	CLASS OF 2020	257.94	0.00	0.00	257.94
05 704 1070	BOYS GOLF	1,244.36	0.00	0.00	1,244.36
05 704 1075	HIGH ABILITY LEARNERS	13,258.70	0.00	795.00	14,053.70
05 704 1080	CONCESSIONS	27,945.89	13,703.65	7,710.95	21,953.19
05 704 1085	MIDDLE SCHOOL STUDENT COUNCIL	4,343.71	1,816.06	1,122.70	3,650.35
05 704 1090	ELEMENTARY ACTIVITY FUND	335.14	45.00	200.00	490.14
05 704 1091	JUNIOR HIGH ACTIVITIES	0.00	231.86	0.00	(231.86)
05 704 1092	ELEMENTARY PBIS	(716.09)	0.00	0.00	(716.09)
05 704 1095	ELEMENTARY POP	3,188.15	0.00	0.00	3,188.15
05 704 1096	ELEMENTARY CIRCLE OF FRIENDS	0.00	0.00	462.88	462.88
05 704 1100	ELEMENTARY STUDENT COUNCIL	3,744.41	690.89	178.80	3,232.32
05 704 1101	PRESCHOOL ACTIVITIES	525.00	0.00	0.00	525.00
05 704 1102	DIGITAL MEDIA	2,064.70	0.00	0.00	2,064.70
05 704 1105	FBLA	38.61	272.79	4,192.00	3,957.82
05 704 1110	FCCLA	(5,539.12)	871.20	967.00	(5,443.32)
05 704 1115	FFA	12,674.82	7,744.06	11,450.64	16,381.40
05 704 1120	FACILITY USE	241.54	0.00	0.00	241.54
05 704 1124	COLERIDGE FITNESS CENTER	(9,797.42)	522.90	1,255.00	(9,065.32)
05 704 1125	LAUREL FITNESS CENTER	(19,052.89)	515.25	725.00	(18,843.14)
05 704 1126	MIDDLE SCHOOL PLAYGROUND	0.00	0.00	10,508.00	10,508.00
05 704 1130	MIDDLE SCHOOL FFA	713.63	0.00	0.00	713.63
05 704 1140	GENERAL ACTIVITIES	(299,716.39)	40,410.35	23,096.75	(317,029.99)
05 704 1145	INDUSTRIAL ARTS	(19,220.07)	2,321.03	1,750.00	(19,791.10)
05 704 1151	HOMECOMING	(6,001.60)	2,677.00	750.00	(7,928.60)
05 704 1152	PROM	(9,655.32)	0.00	0.00	(9,655.32)
05 704 1155	LEO	557.44	0.00	0.00	557.44
05 704 1156	MIDDLE SCHOOL PBIS	(1,396.85)	32.54	0.00	(1,429.39)
05 704 1160	LIBRARY	6,497.45	0.00	0.00	6,497.45
05 704 1161	MAKERSPACE	2,995.54	1,505.79	2,000.00	3,489.75
05 704 1163	MATH CLUB	1,056.05	0.00	0.00	1,056.05
05 704 1165	MISCELLANEOUS ACCOUNT	16,928.04	1,276.97	1,577.01	17,228.08
05 704 1170	NATIONAL HONOR SOCIETY	1,286.27	0.00	800.00	2,086.27
05 704 1175	FOOTBALL	224.11	1,144.21	1,160.00	239.90
05 704 1180	CROSS COUNTRY	2,794.80	565.99	820.84	3,049.65
05 704 1185	GIRLS GOLF	1,161.44	174.25	0.00	987.19
05 704 1190	QUIZ BOWL	(293.82)	52.34	0.00	(346.16)
05 704 1195	HIGH SCHOOL SCIENCE CLUB	12,557.20	0.00	0.00	12,557.20

Regular; Beginning Month 09/2025; Processing Month 11/2025; Fund Number 05

Fund: 05	ACTIVITIES FUND	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
05 704 1200	SPANISH CLUB	113.80	0.00	0.00	113.80
05 704 1205	ONE ACTS	3,763.34	2,001.00	400.00	2,162.34
05 704 1210	SPEECH	1,096.87	0.00	0.00	1,096.87
05 704 1215	HIGH SCHOOL STUDENT COUNCIL	1,101.36	0.00	0.00	1,101.36
05 704 1220	FCA	489.81	88.34	0.00	401.47
05 704 1225	SKILLS USA	(40,740.19)	0.00	2,685.00	(38,055.19)
05 704 1230	VOCAL MUSIC	39.77	80.00	800.00	759.77
05 704 1235	VOLLEYBALL	(79.26)	315.00	1,836.00	1,441.74
05 704 1240	GIRLS BASKETBALL	1,807.55	0.00	400.00	2,207.55
05 704 1245	BOYS BASKETBALL	1,253.68	75.00	1,075.00	2,253.68
05 704 1250	WRESTLING	727.01	0.00	0.00	727.01
05 704 1255	E-SPORTS	(7,165.05)	344.00	400.00	(7,109.05)
05 704 1260	SCHOOL PICTURES	3,213.75	0.00	0.00	3,213.75
05 704 1305	AGRICULTURAL FOUNDATION SCHOLARSHIP	2,614.36	0.00	0.00	2,614.36
05 704 1310	COLLEGE ACCESS GRANT	(251.72)	450.00	0.00	(701.72)
05 704 1320	STUDENT BOARD MEMBER SCHOLARSHIP	(1,500.00)	0.00	0.00	(1,500.00)
05 704 1400	EDUCATION QUEST FOUNDATION	4,250.00	0.00	0.00	4,250.00
05 704 1500	SECURITY BANK SPONSORSHIP	50,733.54	0.00	0.00	50,733.54
05 704 1550	CLOVER	(8,573.66)	1,301.69	255.20	(9,620.15)
05 704 1600	VIDEO BOARD	2,500.00	0.00	0.00	2,500.00
05 704 1705	GREENHOUSE	0.00	0.00	1,000.00	1,000.00
05 704 1710	BELL PLAZA	8,000.00	0.00	0.00	8,000.00
Total: Fund Balance		80,880.09	83,232.88	86,899.20	84,546.41
Revenue					
05 1510 0000	INTEREST ON INVESTMENTS	0.00	0.00	222.95	222.95
05 1790 1010	HIGH SCHOOL YEARBOOK	0.00	0.00	600.00	600.00
05 1790 1020	ART CLUB	0.00	0.00	400.00	400.00
05 1790 1025	HIGH SCHOOL BAND	0.00	0.00	5,276.30	5,276.30
05 1790 1075	HIGH ABILITY LEARNERS	0.00	0.00	795.00	795.00
05 1790 1080	CONCESSIONS	0.00	459.39	7,590.80	7,131.41
05 1790 1085	MIDDLE SCHOOL STUDENT COUNCIL	0.00	0.00	1,024.30	1,024.30
05 1790 1090	ELEMENTARY ACTIVITY FUND	0.00	0.00	200.00	200.00
05 1790 1096	ELEMENTARY CIRCLE OF FRIENDS	0.00	0.00	462.88	462.88
05 1790 1100	ELEMENTARY STUDENT COUNCIL	0.00	0.00	178.80	178.80
05 1790 1105	FBLA	0.00	0.00	4,192.00	4,192.00
05 1790 1110	FCCLA	0.00	0.00	967.00	967.00
05 1790 1115	FFA	0.00	0.00	11,443.08	11,443.08
05 1790 1124	COLERIDGE FITNESS CENTER	0.00	0.00	1,255.00	1,255.00
05 1790 1125	LAUREL FITNESS CENTER	0.00	0.00	725.00	725.00
05 1790 1126	MIDDLE SCHOOL PLAYGROUND	0.00	0.00	10,508.00	10,508.00
05 1790 1140	GENERAL ACTIVITIES	0.00	0.00	21,040.62	21,040.62
05 1790 1145	INDUSTRIAL ARTS	0.00	0.00	1,750.00	1,750.00
05 1790 1151	HOMECOMING	0.00	0.00	750.00	750.00
05 1790 1161	MAKERSPACE	0.00	0.00	2,000.00	2,000.00
05 1790 1165	MISCELLANEOUS ACCOUNT	0.00	0.00	1,557.02	1,557.02
05 1790 1170	NATIONAL HONOR SOCIETY	0.00	0.00	800.00	800.00
05 1790 1175	FOOTBALL	0.00	0.00	1,160.00	1,160.00
05 1790 1180	CROSS COUNTRY	0.00	0.00	820.84	820.84
05 1790 1205	ONE ACTS	0.00	0.00	400.00	400.00
05 1790 1225	SKILLS USA	0.00	0.00	2,685.00	2,685.00
05 1790 1230	VOCAL MUSIC	0.00	0.00	800.00	800.00
05 1790 1235	VOLLEYBALL	0.00	0.00	1,836.00	1,836.00
05 1790 1240	GIRLS BASKETBALL	0.00	0.00	400.00	400.00

Regular; Beginning Month 09/2025; Processing Month 11/2025; Fund Number 05

Fund: 05 ACTIVITIES FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
05 1790 1245	BOYS BASKETBALL	0.00	0.00	1,075.00	1,075.00
05 1790 1255	E-SPORTS	0.00	0.00	400.00	400.00
05 1790 1705	GREENHOUSE	0.00	0.00	1,000.00	1,000.00
05 1990 0000	OTHER MISCELLANEOUS LOCAL RECEIPTS	0.00	0.00	26.18	26.18
Total: Revenue		0.00	459.39	84,341.77	83,882.38
Expenditure					
05 2900 610 0 000 008	ACTIVITY DIRECTOR ACCOUNT	0.00	325.00	0.00	325.00
05 2900 610 0 000 124	COLERIDGE FITNESS CENTER	0.00	522.90	0.00	522.90
05 2900 610 0 000 125	LAUREL FITNESS CENTER	0.00	515.25	0.00	515.25
05 2900 610 0 000 165	MISCELLANEOUS ACCOUNT	0.00	1,276.97	19.99	1,256.98
05 2900 610 0 000 175	FOOTBALL	0.00	1,144.21	0.00	1,144.21
05 2900 610 0 000 180	CROSS COUNTRY	0.00	565.99	0.00	565.99
05 2900 610 0 000 185	GIRLS GOLF	0.00	174.25	0.00	174.25
05 2900 610 0 000 230	VOCAL MUSIC	0.00	80.00	0.00	80.00
05 2900 610 0 000 235	VOLLEYBALL	0.00	315.00	0.00	315.00
05 2900 610 0 000 245	BOYS BASKETBALL	0.00	75.00	0.00	75.00
05 2900 610 0 000 550	CLOVER	0.00	1,301.69	255.20	1,046.49
05 2900 610 1 000 010	HIGH SCHOOL YEARBOOK	0.00	1,465.56	0.00	1,465.56
05 2900 610 1 000 025	HIGH SCHOOL BAND	0.00	157.96	0.00	157.96
05 2900 610 1 000 050	CLASS OF 2027	0.00	55.20	0.00	55.20
05 2900 610 1 000 080	CONCESSIONS	0.00	13,244.26	120.15	13,124.11
05 2900 610 1 000 105	FBLA	0.00	272.79	0.00	272.79
05 2900 610 1 000 110	FCCLA	0.00	871.20	0.00	871.20
05 2900 610 1 000 115	FFA	0.00	7,744.06	7.56	7,736.50
05 2900 610 1 000 140	GENERAL ACTIVITIES	0.00	40,410.35	2,056.13	38,354.22
05 2900 610 1 000 145	INDUSTRIAL ARTS	0.00	2,321.03	0.00	2,321.03
05 2900 610 1 000 151	HOMECOMING	0.00	2,677.00	0.00	2,677.00
05 2900 610 1 000 190	QUIZ BOWL	0.00	52.34	0.00	52.34
05 2900 610 1 000 205	ONE ACTS	0.00	2,001.00	0.00	2,001.00
05 2900 610 1 000 220	FCA	0.00	88.34	0.00	88.34
05 2900 610 1 000 255	E-SPORTS	0.00	344.00	0.00	344.00
05 2900 610 1 000 310	COLLEGE ACCESS GRANT	0.00	450.00	0.00	450.00
05 2900 610 2 000 090	ELEMENTARY ACTIVITY FUND	0.00	45.00	0.00	45.00
05 2900 610 2 000 100	ELEMENTARY STUDENT COUNCIL	0.00	690.89	0.00	690.89
05 2900 610 3 000 085	MIDDLE SCHOOL STUDENT COUNCIL	0.00	1,816.06	98.40	1,717.66
05 2900 610 3 000 091	JUNIOR HIGH ACTIVITIES	0.00	231.86	0.00	231.86
05 2900 610 3 000 156	MIDDLE SCHOOL PBIS	0.00	32.54	0.00	32.54
05 2900 610 3 000 161	MAKERSPACE	0.00	1,505.79	0.00	1,505.79
Total: Expenditure		0.00	82,773.49	2,557.43	80,216.06
Total: 05		161,760.18	253,364.96	257,031.28	333,191.26

Checking Account ID: 5

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
11287	11/03/2025	X			AMAZCAPITA	AMAZON CAPITAL SERVICES	91.43
11288	11/03/2025	X			EPIC	EPIC YOUTH	500.00
11289	11/03/2025	X			NSAA	NEBRASKA SCHOOL ACTIVITIES ASSOCIATION	1,259.09
11290	11/03/2025	X			SMOKINTS	SMOKIN' T'S CATERING	334.00
11291	11/03/2025	X			STANTON	STANTON COMMUNITY SCHOOL	487.58
11292	11/05/2025	X			ERWINTY	TY ERWIN	120.00
11293	11/05/2025	X			JANSEN	LONDON JANSEN	120.00
11294	11/05/2025	X			LEADERSHIP	THE LEADERSHIP CENTER	115.00
11297	11/17/2025	X			AMAZCAPITA	AMAZON CAPITAL SERVICES	308.74
11298	11/17/2025	X			BALLERT	TYAN BALLER	120.00
11299	11/17/2025	X			ELANFINANC	ELAN FINANCIAL SERVICES	5,813.24
11300	11/17/2025	X			ELANFINANC	ELAN FINANCIAL SERVICES	2,268.56
11301	11/17/2025	X			ERWINTY	TY ERWIN	120.00
11302	11/17/2025	X			GRAFMEI	MELISSA GRAF	40.00
11303	11/17/2025	X			JAYMAR	JAYMAR	207.98
11304	11/17/2025	X			JOHNSONFIT	JOHNSON FITNESS & WELLNESS	1,038.15
11305	11/17/2025	X			LCCDIST54	LAUREL-CONCORD-COLERIDGE SCHOOL DISTRICT #54	80.00
11306	11/17/2025	X			LAURELHOME	LAUREL'S HOMETOWN MARKET	949.14
11307	11/17/2025	X			LEONMARK	MARK LEONARD	88.34
11308	11/17/2025	X			PLAINV	PLAINVIEW PUBLIC SCHOOLS	100.00
11309	11/17/2025	X			PONPUB	PONCA PUBLIC SCHOOLS	100.00
11310	11/17/2025	X			RANDOLPHSC	RANDOLPH PUBLIC SCHOOLS	100.00
11311	11/17/2025	X			SMOKINTS	SMOKIN' T'S CATERING	559.00
11312	11/17/2025	X			VALENTINE	VALENTINE HIGH SCHOOL	315.00
11313	11/17/2025	X			WINSIDE	WINSIDE PUBLIC SCHOOL	130.00
11314	11/25/2025	X			ALLENACLUB	ALLEN A CLUB	115.00
11315	11/25/2025	X			AMAZCAPITA	AMAZON CAPITAL SERVICES	199.48
11316	11/25/2025	X			BATTLECREE	BATTLE CREEK HIGH SCHOOL	100.00
11317	11/25/2025	X			BELIEVEKID	BELIEVE KIDS FUNDRAISING	496.20
11318	11/25/2025	X			CHESTERMAN	CHESTERMAN COMPANY	1,307.86
11319	11/25/2025	X			CREATDZYNE	JANET MACKLIN	2,001.00
11320	11/25/2025	X			MYHOUSE	MYHOUSE SPORTS GEAR	1,849.00
11321	11/25/2025	X			OSMONDFFA	OSMOND FFA	230.00
11322	11/25/2025	X			SWEDEMARKE	SWEDE MARKETPLACE	45.00
11338	11/28/2025	X			CLOVER	CLOVER	366.85
11339	11/28/2025	X			REVTRAK	REVTRAK	2.91
Check Type Total:		Check			Void Total:	0.00	Total without Voids: 22,078.55
Checking Account Total:		5			Void Total:	0.00	Total without Voids: 22,078.55
Grand Total:					Void Total:	0.00	Total without Voids: 22,078.55

LAUREL-CONCORD-COLERIDGE SCHOOL DISTRICT #54
BOARD OF EDUCATION
Regular Monthly Meeting
Monday, November 10, 2025, 7:00 p.m.
Boardroom @ LCC School, Coleridge, NE 68727

Attendance taken at 7:00 p.m.

Garry Anderson: Present
Carol Erwin: Absent
Jon Graham: Present
Jay Hall: Present
Bryan Pippitt: Present
Grant Settje: Present
Scott Taylor: Present
Present: 6. Absent: 1.
Kate Tasler: Present
(Student Board Member)

I. CALL MEETING TO ORDER

The regular meeting was convened at 7:00 p.m. on November 10, 2025 in the Board Room at Laurel-Concord-Coleridge School, Coleridge, Nebraska. The meeting notice was published in the November 5, 2025 issue of the Laurel Advocate, posted at the LCC Elementary/High School- Laurel and LCC Middle School- Coleridge, posted at U.S. Post Office- Coleridge, U.S. Post Office- Laurel, Security Bank- Coleridge, Security Bank- Laurel, Citizens State Bank- Laurel, and posted on the school web site. Said notice stated agenda is readily available for public inspection at the Superintendent's office during normal business hours. Board members were emailed notice. In addition to board members, the following was present: Superintendent Jeremy Christiansen, High School Principal Jennifer Van Meter, Middle School Principal Mark Leonard, Elementary Principal Keri Hart, Director of Activities and Transportation Quin Conner, and student Board member Kate Tasler. Members of the public were present and welcomed. The meeting was duly called to order by President Hall at 7:00 p.m. Everyone joined in the pledge of allegiance to the flag. Attention was directed to a current copy of the Nebraska Open Meeting Act posted in the room.

II. APPROVAL OF AGENDA AND CHANGES TO AGENDA

Motion to approve the agenda as provided passed with a motion by Bryan Pippitt and a second by Scott Taylor.

Anderson: Yea, Erwin: Absent, Graham: Yea, Hall: Yea, Pippitt: Yea, Settje: Yea, Taylor: Yea
Yea: 6, Nay: 0, Absent: 1.

III. CONSENT AGENDA

Motion to approve the consent agenda items including minutes of the October 13, 2025 regular board meeting; Treasurer reports; the General Fund bills in the amount of \$117,673.89; the Depreciation Fund bill in the amount of \$100,000.00; the Employee Benefit Fund bills in the amount of \$5,025.49; the Special Building Fund Original

Account bills in the amount of \$2,830.32; the Special Building Fund-Lease Purchase Account bill in the amount of \$39,728.25; the QCPUF bill in the amount of \$28,441.50; the Cooperative Fund bill in the amount of \$103.49; the October 2025 Activity Fund bills in the amount of \$43,905.84; and the projected payroll in the amount of \$635,865.11 passed with a motion by Scott Taylor and a second by Bryan Pippitt.

Anderson: Yea, Erwin: Absent, Graham: Yea, Hall: Yea, Pippitt: Yea, Settje: Yea, Taylor: Yea

Yea: 6, Nay: 0, Absent: 1.

IV. EXCUSE ABSENT BOARD MEMBERS

Motion to excuse the absence of Carol Erwin passed with a motion by Grant Settje and a second by Garry Anderson.

Anderson: Yea, Erwin: Absent, Graham: Yea, Hall: Yea, Pippitt: Yea, Settje: Yea, Taylor: Yea

Yea: 6, Nay: 0, Absent: 1.

V. PUBLIC COMMENT

No member of the public signed in to address the Board.

VI. INFORMATION AND PROPOSALS

VI.1. FACULTY AND STUDENT REPORT

FFA Officers and members who attended the National FFA Conference held in Indianapolis were present to share about their experience.

VI. 2. STUDENT BOARD MEMBER REPORT

Kate Tasler shared her report with the Board. Two new members were inducted into National Honor Society – Cade Johnson and Mavis Jonas. Many students have been preparing for the upcoming One-Act play performances. Members of the Student Council helped organize the Veteran’s Day Program on November 11th.

VI.3. DIRECTOR OF ACTIVITIES & TRANSPORTATION REPORT

Quin Conner shared his report with the Board. State Esports will be held November 21st at Midland University. The One-Act team is preparing for their upcoming performances and competitions.

VI.4. PRINCIPALS’ REPORTS

High School Principal Jennifer Van Meter shared her report with the Board. The math department is implementing several strategies to prepare students for the mathematics portion of the ACT. Each Monday and Wednesday, all math classes will begin with a bellringer featuring a question taken from a practice ACT exam. The English department is working with Erin Meyers from ESU #1 to discuss ways we can strengthen instruction. The Husker Mobile Beef Lab came to LCC. Students in choir attended both the Midland Festival Choir and the GNAC Conference Choir. Twenty-two percent of parents attended parent teacher conferences. The parent advisory team met and had great suggestions for ways to improve school and community spirit.

Middle School Principal Mark Leonard shared his report with the Board. October was bullying prevention month. Unity Day and Red Ribbon Week were also celebrated in October. On Monday, November 3rd, all middle school students traveled to Lincoln to take part in the Life Skills Sportsmanship Pep Rally held and Pinnacle Bank Arena.

Elementary Principal Keri Hart shared her report with the Board. Elementary Student Council members planned the Red Ribbon week activities. Becky Eckhardt from ESU #1 has been working with the SPED department on collaborative planning with general education teachers. As part of the Expressions math curriculum, the elementary plans to focus on math fact fluency and consistently implement Quick Practice.

The written Principals' reports are available at the Office of the Superintendent.

VI.5. SUPERINTENDENT'S REPORT

Superintendent Christiansen shared his report with the Board. The annual audit has been finalized. Our district's Special Education Final Financial Report and Annual Financial Report have been successfully submitted to NDE for review and approval. Mr. Christiansen will be co-presenting a breakout session during the State Education Conference.

VI.6. BOARD COMMITTEE REPORTS

VI.6.1. NEGOTIATIONS COMMITTEE MEETINGS – OCTOBER 22, 2025 AND NOVEMBER 5, 2025

Jay Hall discussed the recent Negotiations meetings. They have been working on developing a counter proposal to provide to the teacher negotiators.

VI.6.2. TRANSPORTATION, BUILDINGS, & GROUNDS COMMITTEE MEETINGS – OCTOBER 27, 2025 AND NOVEMBER 10, 2025

Grant Settje discussed the recent Transportation, Buildings, and Grounds meetings. They reviewed various topics including the vehicle replacement schedule.

VII. ACTION ITEMS

VII.1. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO BOARD POLICIES – 3000 SERIES (BUSINESS OPERATIONS).

Motion to approve the following Board policies in the 3000 Series (Business Operations) on first reading: Policy 3010 - Budget Planning; Policy 3011 - GASB Fund Balance Reporting; Policy 3020 - Public Review of Budget; Policy 3030 - Transfer of Funds Between Categories; Policy 3040 - Budget as Spending Plan Budgeted Items; Policy 3050 - Tuition Fees; Policy 3060 - Materials Fees; Policy 3070 - Summer School Fees; Policy 3080 - Federal Funds; Policy 3090 - Sales and Disposal of Books, Equipment and Supplies; Policy 3100 - Leasing; Policy 3110 - Short Term Investing; Policy 3120 - Depository; Policy 3120Z - Depository Resolution; Policy 3130 - Purchasing Policies; Policy 3131 - Procurement Plan; Policy 3132 - Internal Controls; Policy 3140 - Contracting for Services; Policy 3150 - Paying for Goods and Services; Policy 3160 - Report of Treasurer; Policy 3170 - Periodic Audit; Policy 3180 - System of Accounts;

Policy 3190 - Inventory of Equipment; Policy 3200 - Monies in School Buildings; Policy 3210 - Bonds for Officers and Employees; Policy 3220 - Educational Service Units Designated Representative; Policy 3230 - Security; Policy 3231 - Video Surveillance; Policy 3240 - Safety; Policy 3241 - Emergency Response Mapping; Policy 3250 - Trespassers; Policy 3410 - Safe Driving Record Policy; Policy 3410ZA - Driver Certification for Use of School Vehicle; Policy 3410ZB - Drivers - First Aid Procedures; Policy 3410ZC - Emergency Evacuation Procedures - Small Vehicles; Policy 3520 - Transportation; Policy 3540 - Bidding Construction Projects; Policy 3550 - Rebates to School Employees; Policy 3560 - Records Management; Policy 3570 - ESSA Title I Funds; Policy 3571 - Meal Charge Policy; and Policy 3580 - Insufficient Funds passed with a motion by Bryan Pippitt and a second by Grant Settje.

Anderson: Yea, Erwin: Absent, Graham: Yea, Hall: Yea, Pippitt: Yea, Settje: Yea, Taylor: Yea

Yea: 6, Nay: 0, Absent: 1.

VII.2. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO FACILITY IMPROVEMENT STUDY (LOCKER ROOMS).

Motion to approve the Facility Improvement Study with Carlson West Povondra focused on the high school locker rooms with a cost not to exceed \$6000.00 passed with a motion by Grant Settje and a second by Jon Graham.

Anderson: Yea, Erwin: Absent, Graham: Yea, Hall: Yea, Pippitt: Yea, Settje: Yea, Taylor: Yea

Yea: 6, Nay: 0, Absent: 1.

VII.3. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO COMMUNITY PARTNERSHIP PROJECT (PICKLEBALL COURT).

Motion to approve the pickleball court project in partnership with the LCC Education Foundation and with the donation from Arlys Monson passed with a motion by Grant Settje and a second by Bryan Pippitt.

Anderson: Yea, Erwin: Absent, Graham: Yea, Hall: Yea, Pippitt: Yea, Settje: Yea, Taylor: Yea

Yea: 6, Nay: 0, Absent: 1.

VIII. DISCUSSION ITEMS

VIII.1. SUPERINTENDENT EVALUATION PROCESS

VIII.2. FACILITY IMPROVEMENT – BUS BARN

VIII.3. FACILITY IMPROVEMENT - STAGE

VIII.4. ELEMENTARY HEATING SOLUTION

VIII.5. ROOF MAINTENANCE PROGRAM – PROPOSALS AND ROOF RESTORATION/REPLACEMENT RECOMMENDATIONS

IX. CORRESPONDENCE AND BOARD BULLETINS

Updates from NRCSA and NASB were available for the Board’s review.

X. UPCOMING BOARD MEETINGS, COMMITTEE MEETINGS, AND WORKSHOPS

X.1. STATE EDUCATION CONFERENCE – NOVEMBER 20-21, 2025 (OMAHA)

X.2. REGULAR BOARD OF EDUCATION MEETING- MONDAY, DECEMBER 8, 2025 (7:00 P.M. – LCC BOARD ROOM – LAUREL)

XI. ADJOURN

Meeting adjourned at 8:56 p.m.

Cedar County School District #54

Submitted by:

Megan Greiner
Recording Secretary

Attested by:

Grant Settje
Secretary of the Board

Laurel-Concord-Coleridge School District #54

General Fund Local Tax Receipts from County Treasurers

MONTH	2019-20	%	MONTH	2020-21	%	MONTH	2021-22	%	MONTH	2022-23	%	MONTH	2023-24	%	MONTH	2024-25	%	MONTH	2025-26	%
September	\$1,025,064.25	17.39%	September	\$1,267,440.50	20.53%	September	\$1,316,943.83	20.22%	September	\$1,212,647.51	17.70%	September	\$1,377,030.70	20.79%	September	\$1,263,877.72	17.91%	September	\$851,531.43	11.61%
October	\$340,229.37	23.16%	October	\$267,036.63	24.86%	October	\$274,521.59	24.44%	October	\$326,676.74	22.47%	October	\$212,159.84	23.99%	October	\$403,165.75	23.62%	October	\$389,879.77	16.93%
November	\$67,225.53	24.30%	November	\$107,292.10	26.80%	November	\$50,377.32	25.21%	November	\$37,093.86	23.01%	November	\$83,790.06	25.25%	November	\$42,195.30	24.21%	November	\$50,048.37	17.61%
December	\$1,517,070.84	24.50%	December	\$1,181,181.75	26.78%	December	\$9,567.77	25.36%	December	\$14,660.24	23.23%	December	\$18,909.75	25.54%	December	\$5,887.76	24.30%	December	\$5,887.76	17.61%
January	\$955,391.96	40.71%	January	\$1,102,368.99	44.63%	January	\$1,478,946.16	48.07%	January	\$1,606,320.61	46.68%	January	\$1,326,410.86	45.56%	January	\$932,308.61	37.51%	January	\$932,308.61	17.61%
February	\$325,440.60	46.23%	February	\$303,631.95	49.55%	February	\$275,073.54	52.29%	February	\$173,100.02	49.20%	February	\$212,567.44	48.77%	February	\$191,750.25	40.22%	February	\$191,750.25	17.61%
March	\$94,744.09	47.84%	March	\$116,615.58	51.44%	March	\$102,118.58	53.86%	March	\$145,490.31	51.33%	March	\$114,857.70	50.50%	March	\$53,955.12	40.99%	March	\$53,955.12	17.61%
April	\$293,093.56	52.81%	April	\$307,474.39	56.42%	April	\$376,384.02	59.64%	April	\$350,242.48	56.44%	April	\$310,514.51	55.19%	April	\$226,302.02	44.19%	April	\$226,302.02	17.61%
May	\$1,558,392.28	79.25%	May	\$1,843,789.04	86.29%	May	\$1,733,363.02	86.25%	May	\$1,831,312.48	83.18%	May	\$1,939,467.72	84.46%	May	\$1,509,515.99	65.58%	May	\$1,509,515.99	17.61%
June	\$321,314.81	84.70%	June	\$175,315.55	89.13%	June	\$311,451.51	91.04%	June	\$370,144.70	88.58%	June	\$258,257.40	88.36%	June	\$199,209.50	68.40%	June	\$199,209.50	17.61%
July	\$22,776.64	85.09%	July	\$40,561.56	89.79%	July	\$19,427.41	91.33%	July	\$29,566.00	89.01%	July	\$40,730.96	88.98%	July	\$31,397.65	68.85%	July	\$31,397.65	17.61%
August	\$35,236.94	85.69%	August	\$31,145.75	90.29%	August	\$33,129.22	91.84%	August	\$32,985.32	89.49%	August	\$43,846.84	89.64%	August	\$26,918.68	69.23%	August	\$26,918.68	17.61%
Adjustment		85.69%	Adjustment		90.29%	Adjustment		91.84%	Adjustment		89.49%	Adjustment		89.64%	Adjustment		69.23%	Adjustment		17.61%
Total	\$5,050,480.87		Total	\$5,573,853.79		Total	\$5,981,303.97		Total	\$6,130,240.27		Total	\$5,938,543.78		Total	\$4,886,484.35		Total	\$4,886,484.35	
Budgeted	\$5,894,069.00		Budgeted	\$6,173,080.00		Budgeted	\$6,512,599.00		Budgeted	\$6,850,000.00		Budgeted	\$6,625,000.00		Budgeted	\$7,058,605.00		Budgeted	\$7,331,924.00	
over/under	(\$843,588.13)		over/under	(\$599,226.21)		over/under	(\$531,295.03)		over/under	(\$719,759.73)		over/under	(\$686,456.22)		over/under	(\$2,172,120.65)		over/under	(\$6,040,464.43)	

General Fund Expenditures

MONTH	2019-20	%	MONTH	2020-21	%	MONTH	2021-22	%	MONTH	2022-23	%	MONTH	2023-24	%	MONTH	2024-25	%	MONTH	2025-26	%
September	\$707,628.51	8.41%	September	\$746,449.58	8.67%	September	\$726,108.97	7.05%	September	\$843,013.71	8.02%	September	\$975,269.83	9.21%	September	\$1,001,176.78	9.41%	September	\$962,112.20	9.00%
October	\$730,251.14	17.10%	October	\$599,815.74	15.64%	October	\$782,381.18	14.65%	October	\$700,149.06	14.68%	October	\$796,362.90	16.73%	October	\$1,032,630.75	19.11%	October	\$814,653.23	16.62%
November	\$744,282.53	25.95%	November	\$669,115.03	23.42%	November	\$761,895.24	22.04%	November	\$817,968.94	22.46%	November	\$730,846.86	23.63%	November	\$756,832.64	26.22%	November	\$724,513.13	23.39%
December	\$622,766.74	33.35%	December	\$609,195.12	30.48%	December	\$725,284.02	29.09%	December	\$666,779.51	28.80%	December	\$799,262.02	31.18%	December	\$706,040.78	32.85%	December	\$706,040.78	23.39%
January	\$554,686.89	39.95%	January	\$575,402.26	37.18%	January	\$591,318.96	34.83%	January	\$673,716.31	35.21%	January	\$656,336.17	37.37%	January	\$825,573.75	40.61%	January	\$825,573.75	23.39%
February	\$679,048.37	48.02%	February	\$647,073.32	44.70%	February	\$678,884.50	41.42%	February	\$707,913.94	41.95%	February	\$781,177.25	44.75%	February	\$781,008.28	47.95%	February	\$781,008.28	23.39%
March	\$550,129.69	54.56%	March	\$629,563.71	52.01%	March	\$561,377.67	46.87%	March	\$588,417.50	47.55%	March	\$697,586.96	51.34%	March	\$681,419.17	54.35%	March	\$681,419.17	23.39%
April	\$832,492.26	64.46%	April	\$695,494.90	60.09%	April	\$642,188.70	53.11%	April	\$671,609.00	53.94%	April	\$851,254.57	59.37%	April	\$861,691.01	62.44%	April	\$861,691.01	23.39%
May	\$524,134.43	70.69%	May	\$585,344.98	66.90%	May	\$654,934.92	59.46%	May	\$738,326.94	60.96%	May	\$774,884.34	66.69%	May	\$717,138.02	69.18%	May	\$717,138.02	23.39%
June	\$632,978.93	78.22%	June	\$709,884.86	75.14%	June	\$691,562.05	66.18%	June	\$768,940.09	68.27%	June	\$764,684.10	73.91%	June	\$796,923.41	76.67%	June	\$796,923.41	23.39%
July	\$596,192.71	85.31%	July	\$668,214.85	82.91%	July	\$638,535.09	72.38%	July	\$659,578.02	74.55%	July	\$989,364.57	83.25%	July	\$896,838.23	85.10%	July	\$896,838.23	23.39%
August	\$634,969.51	92.86%	August	\$706,801.30	91.12%	August	\$635,707.67	78.55%	August	\$835,531.07	82.50%	August	\$701,509.46	89.88%	August	\$973,925.68	94.25%	August	\$973,925.68	23.39%
Adjustment		92.86%	Adjustment		91.12%	Adjustment		78.55%	Adjustment		82.50%	Adjustment		89.88%	Adjustment		94.25%	Adjustment		23.39%
Total Spent	\$7,809,561.71		Total Spent	\$7,842,355.65		Total Spent	\$8,090,178.97		Total Spent	\$8,671,934.09		Total Spent	\$9,518,539.03		Total Spent	\$10,031,198.50		Total Spent	\$2,501,278.56	
Budgeted	\$8,410,000.00		Budgeted	\$8,606,700.00		Budgeted	\$10,299,211.00		Budgeted	\$10,511,738.00		Budgeted	\$10,590,631.00		Budgeted	\$10,643,613.00		Budgeted	\$10,692,006.00	
over/under	(\$600,438.29)		over/under	(\$764,344.35)		over/under	(\$2,209,032.03)		over/under	(\$1,839,803.91)		over/under	(\$1,072,091.97)		over/under	(\$612,414.50)		over/under	(\$8,190,727.44)	

9000 program costs are not included in "Total spent" 9000 program costs are not included in "Total spent"

December 8, 2025

Fund 01 GENERAL FUND CHECKING

11/1/25 \$517,585.14

Receipts

Cedar County Local Taxes	\$47,429.35
Cedar County Motor Vehicle Taxes	\$23,397.40
Cedar County Fines/Licenses	\$1,561.85
Cedar County ProRate MV	\$894.44
Dixon County Local Taxes	\$2,611.63
Dixon County Motor Vehicle Taxes	\$2,930.11
Dixon County Fines/Licenses	\$469.87
Wayne County Fines/Licenses	\$7.39
State of Nebraska - Title	\$14,223.00
State of Nebraska DHHS - Medicaid in Public Schools	\$3,884.22
State of Nebraska - IDEA	\$6,569.00
Preschool payments	\$1,600.00
LCC School Lunch Fund - November 2025 Payroll Reimbursement	\$23,476.57
LCC School Cooperative Fund - November 2025 Payroll Reimbursement	\$4,632.50
Village of Coleridge	\$300.00
Miscellaneous receipts	\$331.28
Board member - insurance premium	\$2,143.03
Interest earned	\$352.75
Transfer from Depreciation Fund	\$120,000.00
Total Receipts:	\$256,814.39

Disbursements

November Payroll (all funds)	\$635,865.11
November General Fund bills	\$117,673.89
RevTrak fee	\$17.18
Transfer to Employee Benefit Fund	\$1,209.05
Total Disbursements:	(\$754,765.23)

General Fund Checking Balance 11/30/2025**\$19,634.30****GENERAL FUND SAVINGS**

Beginning Balance	\$706.26
Receipts: Interest earned	\$0.59
Disbursements:	\$0.00

Ending Savings Account Balance 11/30/2025**\$706.85**

GENERAL FUND PETTY CASH

\$5,000.00

GENERAL FUND BALANCE 11/30/2025

\$25,341.15

DECEMBER PROJECTED PAYROLL

General Fund	\$594,002.70
Lunch Fund	\$20,473.64
Cooperative Fund	\$4,200.05
Total Payroll:	\$618,676.39

DECEMBER PROJECTED BILLS

General Fund	\$178,482.18
Depreciation Fund	\$0.00
Employee Benefit Fund	\$4,989.02
Bond Fund	\$798,401.25
Special Building Fund - Original Account	\$0.00
Special Building Fund - Bond Account	\$0.00
Special Building Fund - Lease Purchase Account	\$23,383.45
QCPUF	\$0.00
Cooperative Fund	\$0.00
Student Fees Fund	\$0.00
Total Bills:	\$1,005,255.90

Fund 02 DEPRECIATION FUND

Beginning Balance	\$237,780.34
Receipts: Interest earned	\$131.17
Disbursements:	(\$100,000.00)
Transfer to General Fund	(\$120,000.00)
Ending Balance 11/30/2025	\$17,911.51

Fund 03 EMPLOYEE BENEFIT FUND

Beginning Balance	\$11,382.30
Receipts: Interest earned	\$0.27
Staff contributions to flex plans	\$5,810.47
Transfer from General Fund	\$1,209.05
Disbursements:	(\$5,025.49)
Ending Balance 11/30/2025	\$13,376.60

Fund 06 SCHOOL LUNCH/MILK FUND

Beginning Balance	\$47,913.11
Receipts: Lunch/Milk/Reimbursement	\$23,785.36
Interest earned	\$36.82
Disbursements: Food/Supplies/Equipment Purchases	(\$25,904.34)
November 2025 Payroll	(\$23,476.57)
Ending Balance 11/30/2025	\$22,354.38

Fund 07 BOND FUND

Beginning Balance	\$372,654.18	
Receipts: Cedar County Taxes	\$8,964.96	
Dixon County Taxes	\$489.23	
Wayne County Taxes	\$0.00	
Interest earned	\$291.87	
Disbursements:	\$0.00	
Ending Balance 11/30/2025		\$382,400.24

Fund 08 SPECIAL BUILDING FUND**SPECIAL BUILDING FUND - Original Account**

Beginning Balance	\$21,073.06	
Receipts: interest earned	\$16.17	
Disbursements:	(\$2,830.32)	
Ending Balance 11/30/2025		\$18,258.91

SPECIAL BUILDING FUND - Bond Account

Beginning Balance	\$357.16	
Receipts: interest earned	\$0.07	
Disbursements:	\$0.00	
Ending Balance 11/30/2025		\$357.23

SPECIAL BUILDING FUND - Lease-Purchase Account

Beginning Balance	\$134,265.26	
Receipts: Cedar County Taxes	\$7,359.49	
Dixon County Taxes	\$400.03	
Wayne County Taxes	\$0.00	
Interest earned	\$96.72	
Disbursements:	(\$39,728.25)	
Ending Balance 11/30/2025		\$102,393.25

SPECIAL BUILDING FUND TOTAL: \$121,009.39

Fund 09 QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND

Beginning Balance	\$29,349.74	
Receipts: Cedar County Taxes	\$1,198.05	
Dixon County Taxes	\$59.04	
Wayne County Taxes	\$0.00	
Interest earned	\$16.07	
Disbursements:	(\$28,441.50)	
Ending Balance 11/30/2025	QCPUF TOTAL:	\$2,181.40

Fund 10 COOPERATIVE FUND

Beginning Balance	\$43,826.21	
Receipts: Interest earned	\$33.66	
Building Blocks	\$15,092.66	
Disbursements:		
November Payroll-LCC General Fund	(\$4,632.50)	
Building Blocks charges	(\$103.49)	
Ending Balance 11/30/2025		\$54,216.54

Fund 12 STUDENT FEE FUND

Beginning Balance	\$10,855.00	
Receipts: Interest earned	\$8.41	
Disbursements:	\$0.00	
Ending Balance 11/30/2025		\$10,863.41

School Board Report – Monday, December 8th, 2025

FFA - They have been working on their food sales.

Quizbowl- They took their test to see who will qualify to compete in the radio competition.

Speech- They had a meeting to start discussing their upcoming season.

NHS - We are currently meeting to plan community service projects. They are trying to find a date to go to the Daycare and spend time with the kids there. They are also trying to find a time to go to the nursing home in Coleridge to spend time with the residents there. They also are continuing to help the janitors with the cleanup of the gym after the home basketball games.

Esports - The Marvel Rivals team competed at state and were State Champions! Smash Bros 2 also got to compete.

FBLA - There puffins are in so they are currently organizing and getting those out to the people who ordered them.

Spirit Club- They have been working on planning the dressup themes for basketball games. They also are putting on a pep rally for One- Acts.

Overview

Not much new business has been happening as time has just been flying by! Clubs have been meeting often, especially officers, to try to figure some details out so that when we come back for next semester it's on the right foot! School spirit has been high with many of our sports and clubs doing well at their competitions. Club organizations have been encouraged to get their shadow boxes filled in. Many have done so and it has added a lot of school spirit. You can definitely feel the excitement of the first semester coming to an end as everyone is excited for Christmas break. Many students are planning to go and support One-Act as they compete at State this upcoming Thursday.

Home of the Bears

LAUREL CONCORD COLERIDGE

Activities Department | 502 Wakefield St, Laurel, NE | quin.conner@lccschool.org | (402) 256-3133

December '25 Board Report

Athletics

- **HS Girls/Boys Basketball**
 - First games were last Friday & Saturday.
 - Girls and Boys play at home tomorrow vs. Homer.
- **HS Girls/Boys Wrestling**
 - First competition for Girls & Boys was this past Saturday Dec. 6th @ Creighton.
 - Upcoming tournaments for the Boys @ Stanton on 12/13 and the Girls @ Elkhorn Valley on 12/13 as well.
- **JH Boys Wrestling**
 - The last meet will be 12/11 @ Elkhorn Valley for the inaugural JH Boys GNAC Tournament.
 - Has been a successful season for our JH boys wrestlers by all accounts.
- **JH Girls Basketball**
 - JH Girls will wrap up their season this week.
 - @ Neligh on 12/8
 - @ Plainview 12/10
 - @ Hartington-Newcastle on 12/12 for the Inaugural JH GB conference tournament.

Activities

- **Esports**
 - State Esports was held Nov. 21st @ Midland University
 - Jacob Kolar qualified in Super Smash Bros
 - Marvel Rivals Team of; Shane Langford, Tyrelle Sims, Ben Pico-Towne, Oscar Salas, Hunter Benson, Owen Johnson, Paul Allison, and Trystan Sims finished as overall State Champions.
- **One Act**
 - District C1-3 Champions!
 - Qualifying for State One-Act on 12/11 @ Johnny Carson Theatre
 - Perform at 11:30AM
 - Individual honors:
 - Jolynn Kinkaid, Grace Galvin, Faith Galvin, Owen Johnson, Kolten Settje, Holly Patefield, Anderson Hall, Alex Allison, Drey Puppe, Luke Erwin, Cade Johnson, Derek Nelson, Kennedy Hall

Transportation

- Nothing of note to report at this time.



Laurel-Concord-Coleridge High School
Principal's Report - December 2025

Curriculum, Instruction, & Assessment

- Walkthroughs are focusing on the basics: clear, written objectives and bell-to-bell instruction. I'm excited to be seeing signs of Universal Design for Learning - one of our focuses of professional development - being applied in classrooms. Teachers are starting to provide multiple means of representation through visual and auditory materials, offer choices for student engagement, and incorporate flexible ways for students to demonstrate understanding. Some have even begun designing choice boards for projects, giving students multiple pathways to engage with content and take ownership of their learning.

Staff

- The Student Wellness Team put on a "Thanksgiving" event for High School students. Nicole Dennis led some competitive fitness activities and the Wellness Team (led by Arianne Conley) served apple nachos for a snack.
- The Staff Wellness Team is currently facilitating a "step challenge" for staff who signed up to participate.
- Julie Kvols spearheaded the E-sports State pep rally and is working on one for One Act. As head of Spirit Club, she's done an ESPN theme for the year and students seem to enjoy it.
- Sarah Beckwith and her team have done an outstanding job with One Act - particularly with the large number of students who are in their cast and crew!

Students

- Canine Providence conducted its third visit in November. Four classrooms were randomly selected for the dog to search, and no concerns were detected.

- Our student who was injured in the traffic accident last month returned to school on December 2nd. A local foster family has been found for him. We're glad he will continue to be in our LCC community!
- The Spanish Club held a coloring contest for the elementary to celebrate Dia de Los Muertos (Day of the Dead).
- FFA officers were invited to and participated in an agribusiness conference hosted by Security Bank in Laurel.
- FCCLA is writing Santa Letters again this year. Children put them in the mailbox downtown; Jeremy brings them to the school; FCCLA writes responses; and they're mailed to children's home addresses.
- FBLA is working toward their gold status this year and are on track to receive it. They are currently working on their "Go Green" (environmental) ribbon. One of the activities they've completed is a coloring contest for the elementary; they will be doing road clean-up at a future date. They're also working on their "Feed Nebraska" ribbon which includes conducting both a food drive and a hat and glove drive to help needy families.
- John Baylor will be coming to prep our juniors for the ACT. He'll also conduct a parent lunch meeting, and work with our 9th and 10th graders to prep for the PreACT.

Professional

- Derek Lahm and Tucker Hight (ESU 1) conducted walkthroughs with me on November 21. They debriefed afterward and provided feedback on my observations. They also offered useful ideas on how to gather meaningful data from walkthroughs to share with staff, as well as suggestions for incorporating proficiency scales with student and teacher look-fors.

Upcoming Activities & Events

- December 11 - State One Act in Norfolk
- December 13 - Staff Christmas Party
- December 15 - High School Music Concert @ 7pm
- December 16 - John Baylor @ LCC
- December 19 - Early Dismissal for Christmas Break @ 2pm



Middle School Principal Report
Mark Leonard
December Board of Education Meeting
Monday, December 8, 2025

Curriculum/Instruction/Assessment/School Improvement

Aims Web Plus/IXL Benchmark Assessments

During the weeks of December 8th-19th, we will be conducting our Winter Aims Web Plus Assessment to establish our winter benchmark data for reading and mathematics. This assessment is an online assessment that provides national and local performance and growth norms for the screening and progress monitoring of reading and math skills for students in Kindergarten through Grade 8. Aims Web Plus uses two types of measures: *curriculum-based measures* (CBMs)—brief, timed measures of fluency on essential basic skills—and *standards-based assessments* (SBAs), which are comprehensive measures aligned to current learning standards. By combining these two types of measures, Aims Web Plus provides the data needed for program planning and evaluation and for tiered assessment (multi-tiered system of supports [MTSS], also known as response to intervention [RTI]). Aims Web Plus data also provides our teachers with the information needed to differentiate instruction and determine who will benefit from intensive intervention. Reports can be generated at the individual, classroom, school, and district levels in the Aims Web Plus online system. Aims Web Plus is used for benchmarking, universal screening, diagnosing strengths and weaknesses in reading and math, and for consistently monitoring student progress throughout the school year. With this data as well as IXL benchmarking data, our teachers are better able to provide instructional and intervention support during our WIN time in our middle school schedule.

Community Engagement

Our middle school has been busy partaking in various activities to increase our school pride and promote community awareness. Our first main activity each year (done in both the Fall and the Spring) was our Fall Community Clean-Up. Some projects our middle school students were able to complete this year were to paint lines on our middle school basketball courts and clean around our middle school playground area, landscape around the Welcome signs coming into the community, paint playground equipment at the Coleridge Community Center Park, and pull weeds behind and around community businesses. In November, our middle school student council hosted a Fall Food Drive to assist the community. Our middle school student council has also been very active in the community visiting the nursing home and spending quality time with the residents, sharing a little joy and love during the holiday season. Our student council also hosted a Penny War to help a Coleridge student who was involved in a tragic accident for this holiday season. Today (December 8th), the middle school hosted a Community Coffee/Treats and Greet with community residents who joined us at the middle school. As an added holiday treat for our middle school students, we have partnered with our community banks and our LCC PTO to take our school to The Majestic Theatre in Wayne for a showing of the movie *How the Grinch Stole Christmas* on Friday, December 19th. A big thank you goes out to Security Bank, Citizens State Bank, LCC PTO, & Campbell Service, LLC for helping to fund this exciting event for our school.

Middle School Makerspace Happenings

With the recent funding we received from the Gravelly & Paige Grant (\$2,000), we have been able to purchase additional materials and supplies for the Makerspace as December is one of the busiest times of the year with the creation of Christmas ornaments and other Christmas decorations for many community patrons. Here is a sample of a few of the items our middle school students have made. One community engagement project our Makerspace has assisted with this year in Laurel is the Holiday Keepsake Memorial Ornaments, which were displayed at the Laurel Community Center during the Laurel Night of Lights on December 4th.



Middle School Spotlight: Nebraska State Principals Conference (Lincoln)

On Wednesday-Thursday, December 3rd-4th, I had the privileged of attending the Nebraska State Principals Conference in Lincoln, which was hosted by the NCSA (National Council of School Administrators), NAESP (National Association of Elementary School Principals), and the NSASSP (Nebraska State Association of Secondary School Principals). While at the conference, I learned about various legislative updates that are currently affecting education, law sessions focused on dealing with legal matters associated with chronic absenteeism, artificial intelligence (AI), special education, Title VII and religious accommodations, and a principal rodeo session where we could learn more about various principal hot topics (I attended Assigned Duties and Activities, Middle School/High School Testing Motivation: What is Working, and Student and Staff Incentives). On Thursday, I had the privilege of hearing keynote speaker Brett Hoogeveen talk about building a positive culture and developing a leadership mindset. I was also able to attend sessions involving the next iteration of the state classification system, how to prepare communication when the unexpected happens, and the principal's playbook: building trust, retaining teachers, and driving school improvement. I was able to gather a lot of great and useful information from the conference that I will be able to implement in my middle school principal practices.

Activities/Events

Middle School Boys Wrestling

Middle School Boys Wrestling are in their final stages of their junior high wrestling season, concluding their season at the GNAC Junior High Wrestling Tournament at Elkhorn Valley on December 11th. There are 7 students (2 8th graders and 5 7th graders) who are out for junior high boys wrestling this season. Our wrestlers went to invites this year at Ponca, Winside, Randolph, Plainview, Battle Creek, and Elkhorn Valley. Our wrestlers showed great fundamental improvement from the start to the end of the year and many of our wrestlers placed throughout the season.

Middle School Girls Basketball

Middle School Girls Basketball are also in the final stages of their basketball season with their season concluding on Saturday, December 13th competing in the GNAC Junior High Girls Basketball Tournament. There are 16 girls (7 8th graders, 7 7th graders, and 2 6th grade student managers) who are out for junior high girls' basketball. The girls' basketball team has also shown considerable fundamental improvement throughout the season and have been competitive in the majority of their games.

First LEGO League

For LEGO League, this year's challenge is Archaeology. We have two teams this year: The Lego-cy Hunters (7 students on their team), and the Lego Diggers (6 students). Our LEGO League will be attending a Mini-Play at NE Community College in February and the State Lego League Competition at the University of Nebraska-Lincoln on March 20th-21st. The Lego-cy Hunters are deciding between a vacuum backpack that is solar powered and sunglasses that use AI to document dig sites and identify things in the site, and The Lego Diggers are making a collapsible stool that holds tools and necessary supplies for archeologists. Three Lego League students attended the State School Board Conference in Omaha and set up a table with their robots, past binders to show their projects, and their team t-shirts and talked to anyone who visited their table about what Lego League is and their past innovation ideas.

Meetings/Activities (November/December)

Tuesday, November 11th – APPLES TO APPLES WEEK (Apple Treats for our LCC Staff); Veteran's Day/Program (Meet and Greet Veterans and Middle School Veteran's Day Program); MS Students Math Goals IEP Meeting (Middle School Boardroom)

Wednesday, November 12th – APPLES TO APPLES WEEK (Apple Treats for our LCC Staff); NCSA Region III Principal's Meeting (NE Community College Learning Center – Norfolk); Middle School Circle of Friends (Over Lunch); Early Dismissal/Staff Meeting and District-Level Professional Development (Appraisal Groups and New Teacher Program); Coleridge Community Club Meeting (Rodeo's Bar & Grill)

Thursday, November 13th – APPLES TO APPLES WEEK (Apple Treats for our LCC Staff); FIRE DRILL; Middle School FCA Meeting (Student-Led Over Lunch); 6 Principles to Bring Kindness to Life in Your Class, Campus, and Community (via Zoom); JH Wrestling @ Ponca Invite; 5th Grade Boys Basketball Practice (MS Gym)

Friday, November 14th – APPLES TO APPLES WEEK (Apple Treats for our LCC Staff); JH Wrestling @ Winside Invite; MS Student Council to Parkview Haven; HS One-Act Public Performance (Legacy Gym)

Saturday, November 15th – FCA Weekend of Champions (Grand Island Senior High School); JH Girls Basketball @ West Holt

Sunday, November 16th – FCA Weekend of Champions (Grand Island Senior High School)

Monday, November 17th – Winter Sport Practices Begin; HS One-Act @ Wausa; Administrative Team Meeting (High School Conference Room); Teammates Board Meeting (MS Boardroom); Weekly Mental Health Meeting with Mrs. Settje; JH Boys Wrestling @ Randolph Invite; JH Girls Basketball vs. Elkhorn Valley (Administrative & Clock Duties); FCA Meeting/Supper (HS Commons Area); FFA Chapter Meeting (Laurel Ag Room)

Tuesday, November 18th – GNAC HS One-Act Competition (Hartington-Newcastle); SHARP Survey for 8th Graders (2nd/4th Periods); Making MTSS Work for the DMV: One Framework, All Students, Every Tier (via Zoom)

Wednesday, November 19th – FFA District LDEs @ Osmond; PowerSchool Bi-Weekly Meeting (via Zoom); Middle School Circle of Friends (Over Lunch); Early Dismissal/Staff Meeting and Building-Level Professional Development (Student Problem Solving and School Specific Issues)

Thursday, November 20th – ALICE TableTop Drill; JH Boys Wrestling @ Plainview Invite; JH Girls Basketball @ Summerland; 5th Grade Boys Basketball Practice (MS Gym)

Friday, November 21st – State Esports @ Midland University; LCC Social Outing (4th Jug – Wayne)

Monday, November 24th – Administrative Team Meeting (Elementary Conference Room); Weekly Mental Health Meeting with Mrs. Settje

Tuesday, November 25th – MS Student Council to Parkview Haven; HS Varsity Girls/Boys Basketball Jamboree @ GACC (Administrative Duties)

Wednesday, November 26th – Early Dismissal/Staff Meeting and Professional Development – Thanksgiving Break (Wrap-up To-Do List Before Heading to Break)

Thursday, November 27th – NO SCHOOL – Thanksgiving Break

Friday, November 28th – NO SCHOOL – Thanksgiving Break; Native American Heritage Day

Monday, December 1st – LCC BOOK FAIR; Administrative Team Meeting (Elementary Conference Room); Weekly Mental Health Meeting with Mrs. Settje; FCA High School Meeting (HS Commons Area); Winter Elementary Music Concert (Laurel Main Gym)

Tuesday, December 2nd – LCC BOOK FAIR; JH Boys Wrestling @ Battle Creek Invite; JH Girls Basketball vs. Ponca (Administrative & Clock Duties)

Wednesday, December 3rd – LCC BOOK FAIR; HS One-Act District @ Homer; NE State Principals Conference (Lincoln); Early Dismissal/Staff Meeting and Building-Level Professional Development (Middle School December Topics/Discussion)

Thursday, December 4th – LCC BOOK FAIR; NE State Principals Conference (Lincoln); 5th Grade Boys Basketball Practice (MS Gym); LCC Night of Lights (Downtown Laurel)

Friday, December 5th – LCC BOOK FAIR; HS JV/Varsity Girls/Boys Basketball vs. Crofton (Administrative Supervision & Announcing Duties; Youth Park Committee Soup Supper)

Saturday, December 6th – JH Girls Basketball @ Hartington-Newcastle Tournament; HS Girls/Boys Wrestling @ Creighton Invite; HS JV/Varsity Girls/Boys Basketball @ West Holt (Administrative Supervision)

Monday, December 8th – Administrative Team Meeting (Middle School Boardroom); Coleridge Community Coffee and Treats (MS Library); Weekly Mental Health Meeting with Mrs. Settje; School Board of Education Meeting (Laurel Library Conference Room)

Upcoming Activities Scheduled (December/January)

Tuesday, December 9th – FCA Meeting with Northeast Nebraska Representatives (9:00 AM); JH Girls Basketball @ Neligh/Oakdale (2:30 PM); HS JV/V Girls/Boys Basketball @ Homer (4:30 PM, Announcing Duties & FCA Concessions)

Wednesday, December 10th – Middle School Student IEP Meeting (7:15 AM, via Zoom); ELA Instructional Meeting with Erin Meyers from ESU 1 (1:00 PM); Early Dismissal (2:00 PM); Middle School Staff Meeting (2:15 PM); Building-Level Professional Development (2:30 PM – Student Problem Solving & School Specific); Coleridge Community Club Meeting (6:30 PM, Rodeo's)

Thursday, December 11th – Class C-1 State One-Act Competition (Norfolk – Perform at 11:30 AM); JH Girls Basketball @ Plainview (3:00 PM); GNAC JH Boys Wrestling Tournament (3:00 PM; Elkhorn Valley); 5th Grade Boys Basketball Practice (6:30 PM, Middle School Gymnasium)

Friday, December 12th – PTO Donuts for Middle School & Middle School Christmas Gift (7:50 AM); HS JV/V Girls/Boys Basketball @ Tri-County NE (4:00 PM, Emerson; Administrative Supervision)

Saturday, December 13th – JH Girls Basketball GNAC Tournament (9:00 AM @ Hartington-Newcastle); HS Boys Wrestling @ Stanton (9:30 AM); HS Girls Wrestling @ Elkhorn Valley (10:00 AM); LCC Staff Christmas Party (6:00 PM, Laurel Community Center)

Monday, December 15th – Administrative Team Meeting (9:00 AM, HS Conference Room); TSI/ATSI Designation & Support Webinar (11:00 AM, via Zoom); Teammates Board Meeting (12:00 PM, MS Boardroom); Weekly Mental Health Meeting with Mrs. Settje (12:30 PM); HS Winter Music Concert (7:00 PM, Laurel Legacy Gym)

Tuesday, December 16th – John Baylor On-to-College Training; HS JV/V Girls/Boys Basketball vs. Ponca (4:30 PM; Administrative Supervision & Announcing Duties)

Wednesday, December 17th – PowerSchool Bi-Weekly Meeting (9:15 AM, via Zoom); Early Dismissal/Staff Meeting (2:00 PM); District-Level Professional Development (2:30 PM – Climate and Culture Building)

Thursday, December 18th – FFA Chapter Meeting (7:00 PM, Laurel Campus); MS Winter Music Concert (7:00 PM, Middle School Gymnasium)

Friday, December 19th – Middle School Holiday Movie Event (Leave @ 10:15 AM to The Majestic Theatre in Wayne for our MS Holiday Movie – *How the Grinch Stole Christmas*); Early Dismissal (2:00 PM); HS Girls Wrestling @ Elgin Public Pope John (3:00 PM); HS JV/V Girls/Boys Basketball vs. Plainview (4:30 PM; Administrative Supervision & Announcing Duties); End of 2nd Quarter/1st Semester)

Saturday, December 20th – NO SCHOOL (Winter Break); HS JV Girls/Boys Basketball @ Hartington Cedar Catholic (9:00 AM, Administrative Supervision); HS Boys Wrestling @ Osmond (9:30 AM)

Sunday, December 21st – Tuesday, December 23rd – NO SCHOOL (Winter Break)

Wednesday, December 24th – NO SCHOOL (Winter Break) & NSAA Moratorium Period (No Practices); CHRISTMAS EVE

Thursday, December 25th – NO SCHOOL (Winter Break) & NSAA Moratorium Period (No Practices); CHRISTMAS DAY

Friday, December 26th – Sunday, December 28th – NO SCHOOL (Winter Break); NSAA Moratorium Period (No Practices)

Monday, December 29th – NO SCHOOL (Winter Break); HS Boys/Girls Basketball (Wayne Holiday Tournament – LCC vs. Pender – Girls Game, 11:00 AM & Boys Game, 12:30 PM; Administrative Supervision)

Tuesday, December 30th – NO SCHOOL (Winter Break); HS Boys Wrestling @ Newman Grove (10:00 AM); HS Boys/Girls Basketball (Wayne Holiday Tournament – TBD; Administrative Supervision)

Wednesday, December 31st – NO SCHOOL (Winter Break); HS Boys/Girls Basketball (Wayne Holiday Tournament – TBD; Administrative Supervision); NEW YEAR’S EVE

Thursday, January 1st – NO SCHOOL (Winter Break); National Mentoring Month; School Board Recognition Month; NEW YEAR’S DAY

Friday, January 2nd – NO SCHOOL (Winter Break); HS JV/V Girls Basketball vs. Fremont Bergan (6:00 PM; Administrative Supervision)

Saturday, January 3rd – HS Boys Basketball Reserve Tournament @ Allen (8:00 AM)

Monday, January 5th – NO SCHOOL (Professional Development Day); Continuous School Improvement Meeting (1:00 PM, Laurel Library Conference Room)

Tuesday, January 6th – School Resumes (2nd Semester); HS JV/V Girls/Boys Basketball @ Elkhorn Valley (4:30 PM; Administrative Supervision)

Wednesday, January 7th – Early Dismissal (2:00 PM); Middle School Staff Meeting (2:15 PM); Building-Level Professional Development (2:30 PM – Professional Learning Teams/Curriculum, Instruction, & Assessment (CIA))

Thursday, January 8th – JH Boys Basketball @ Plainview-Osmond (4:00 PM @ Osmond); HS JV/V Girls/Boys Basketball vs. Hartington CC (4:30 PM, Laurel Main Gym; Administrative Supervision & Announcing Duties); Laurel Lions Club Meeting (6:30 PM, Laurel Library Conference Room)

Friday, January 9th – HS Boys Wrestling @ Winside Invite (10:00 AM, Winside); HS JV/V Girls/Boys Basketball vs. Humphrey/Lindsay Academy (4:30 PM; Administrative Supervision & Announcing Duties)

Saturday, January 10th – HS Boys Basketball Reserve Tournament @ Allen (8:15 AM); JH Boys Basketball vs. West Holt (10:00 AM, Middle School Gymnasium; Administrative Supervision & Clock Duties); HS Girls Wrestling @ Winside Invite (10:00 AM, Winside)

Monday, January 12th – Administrative Team Meeting (9:00 AM, Elementary School Conference Room); Weekly Mental Health Meeting with Mrs. Settje (12:30 PM); HS Girls Wrestling @ Randolph Invite (2:00 PM, Randolph); JH Boys Basketball @ Summerland (4:00 PM); FFA Chapter Meeting (7:00 PM, Laurel Ag Room); School Board of Education Meeting (7:00 PM – Middle School Board Room)

Board Report - December 2025

Keri Hart

Laurel - Concord - Coleridge Elementary

Strengthening Communities  Inspiring Excellence  Shaping the Future

Monthly Spotlight	ART <ul style="list-style-type: none">• Mrs. Hans continues to design highly engaging art experiences that not only spark creativity but also align directly with the Nebraska Fine Arts Standards. Her thoughtful approach provides students with clear guidance while still giving them the freedom to express their individuality through their work.• Recently, first graders completed a “creative socks” project in which they designed their own pair of socks, applying pattern and color concepts tied to grade-level standards. Kindergarten through second grade explored how art connects to everyday life by using common objects—such as plastic utensils and toothpicks—to create lines, textures, and designs in clay. This hands-on activity helped students see how artistic techniques can be built from simple tools all around them.• Students in grades three through five have been developing their skills with self-portrait work. Third and fourth graders practiced proportion, shading, and detail, while fifth graders extended this work by creating portraits outlined entirely with descriptive words about themselves. This project blended visual art with personal identity and literacy, allowing students to represent who they are both visually and through language.• We deeply appreciate the creativity, intentional planning, and passion Mrs. Hans brings to the art classroom each day. Her instruction enriches our students’ learning and supports their growth as artists and thinkers to provide a well rounded education!
PTO (Parent-Teacher Organization)	<ul style="list-style-type: none">• Book Fair was a success!• PTO has Spring events planned including mother-son event and father-daughter dance
Parent Advisory Team	Summary from November Meeting <p>Parent - Teacher Conference Feedback included that overall they went well, but it would be nice to have some additional time with the teacher (extended conference time). We discussed with the current format there isn’t additional time, but this could be something that could be considered in the future as we look at the format. There was still a few questions about the standards based grading and making sure progress was communicated effectively between parent-teacher conferences about student progress and work, especially in the upper grades. We are continuing to work on this as a building as we navigate the change.</p>

	<p>We discussed the upcoming ALICE tabletop discussion, and parents agreed that it's important for students to be aware and prepared if something were to happen. One parent brought up the playground and how it might be a good idea to discuss what to do in case of an emergency on the playground. Mrs. Hart asked about overall communication, and the team felt like communication has been great from the elementary. Our next meeting will be around February due to Mrs. Hart being on maternity leave.</p> <p>Next Meeting: TBD</p>
<p>Professional Development</p>	<ul style="list-style-type: none"> ● 11/26/25 - Elementary Standards Based Grading Work <ul style="list-style-type: none"> ○ Continuous work on ELA standards based grading change Teachers worked together on how to assess the rest of the standards and skills on the report card. This is continued work from October. 1st - 5th grade teachers worked together to ensure alignment and consistency across grade levels. Kindergarten looks a little different since it is more foundational skills and has developed assessments and rubrics for assessing for their level. ● 11/19/25 - Building Level <ul style="list-style-type: none"> ○ Accommodation check-in for SPED - This is a SPED department initiative driven by NDE and SPED requirements. Teachers reviewed all accommodations for students on IEPs that they teach and then marked if those accommodations were being implemented and any notes. There was good discussion as teachers worked through this and the SPED teachers will use this data to help write IEPs and accurately include accommodations and supports for the student based on individualized needs ○ Reviewed the remote learning policy ○ Discussed spreading out parent engagement activities so they don't all fall in the Spring. Each grade level does one parent engagement activity per year ● 11/12/25 - District Level Appraisal Groups <ul style="list-style-type: none"> ○ Appraisal groups - I am leading the AI in Action group. The group continues to look at how AI can enhance teaching and save time. One teacher used AI to create an assessment and then reviewed the assessment and made changes to ensure it was appropriate, aligned to her teaching, and covered all areas. She had great feedback on using it for this purpose. Another teacher is using it to create rubrics to assess learning in the elementary. Once the prompts were tweaked, she also had good luck with using AI to efficiently and effectively create tools to use in the classroom. ● Personal Professional Development <ul style="list-style-type: none"> ○ Nebraska Principal's Conference - December 3rd - 4th ○ This is always a great networking opportunity and there were some great sessions and resources that I came home with. They keynote was about building culture and providing great simple but

	powerful and actionable steps. I am appreciative of a district that continues to support my personal development as a leader!
Activities & Events	<ul style="list-style-type: none"> ● 12/10/25 - SPED Coordinator Meeting @ ESU #1 ● 12/10/25 - LCC Christmas Coffee - Laurel Campus ● 12/13/25 - LCC Staff Christmas Party ● 12/16/25 - 3rd Grade - Holidays Around the World - <i>Parent Engagement Activity</i> ● 12/17/25 - Movie at Majestic Movie Theatre in Wayne ● 12/17/25 - Elementary Christmas Party ● 12/18/25 - Winter Class Parties ● 12/19/25 - 1st Semester Assembly / 2:00 Dismissal <ul style="list-style-type: none"> ○ Start of Christmas Break! ● 1/5/26 - Staff Professional Development ● 1/6/26 - Students resume classes ● 1/5/26 - Keri's Due Date - Plans for maternity leave have been arranged

Negotiations for 2026-2027
LCC Board of Education and LCC Education Association
Thursday, November 13, 2025 - 6:30 pm
LCC Elementary Conference Room
Meeting #3

Meeting Minutes

1. Welcome

Jay Hall called the meeting to order at 6:31 pm and welcomed everyone.

Present for LCCEA: Pat Harrington (spokesperson), Kati Hahne, Shasta Hans, Laura Nordby.

Present for Board of Education: Jay Hall (spokesperson), Carol Erwin, Bryan Pippitt

Administration Present: Jeremy Christiansen

2. Review, Approve and Sign Meeting Agenda for Meeting #3

Jay Hall and Pat Harrington reviewed the meeting agenda and signed indicating accuracy and approval.

3. Review, Approve and Sign Meeting Minutes - November 5, 2025 (Meeting #2)

Jay Hall and Pat Harrington reviewed the meeting minutes and signed indicating accuracy and approval.

4. Review of Approved Array

- a. Array for Negotiating Year (2026-2027)
 - i. Number of Schools (n=15 including LCC)
 - ii. Distance: 33 mile radius
 - iii. Schools Accepted at Meeting #2 for Array:
 1. Bloomfield
 2. Crofton
 3. Emerson-Hubbard
 4. Hartington-Newcastle
 5. Homer
 6. Laurel-Concord-Coleridge
 7. Osmond
 8. Pender
 9. Pierce
 10. Ponca
 11. Randolph
 12. Wakefield

13. Wausa
14. Winside
15. Wisner-Pilger

Jay Hall indicated acceptance of the array proposed by the LCCEA committee for the 2026-2027 negotiations.

5. Negotiation Proposals (written format and copies for all participants)

- a. LCC Board of Education (Counter Proposal #1)
- b. LCC Education Association (Proposal #2)

Proposals, Counter Proposals, and Committee Caucusing may continue up to two (2) hours or at the discretion and agreement of both committees.

On behalf of the Board of Education, Jay Hall distributed copies and presented Counter Proposal #1. Jay explained each of the following items and also discussed reasoning why other items from the LCCEA Proposal #1 were not included in the Counter Proposal #1.

- *Article IV - Salary Schedule*
 - *2026-2027 Base Salary - \$42,800 (+\$1600)*
 - *2027-2028 Base Salary - \$44,400 (+\$1600)*
- *Article IV - Extra Duty Schedule*
 - *For 2026-2027. Overall percentage increase of 0.5% in the Extra Duty Schedule, in Category 1-6.*
 - *Add the following Extra Duty and Category Assignments effective for 2026-2027:*
 1. *Color Guard - Category 8*
 2. *FCA (Fellowship of Christian Athletes) - Category 8*
 3. *Circle of Friends - Misc. Extra Duty Assignments (1%)*

The LCCEA members left to caucus at 6:50 pm and returned at 7:23 pm.

On behalf of the LCCEA, Pat Harrington distributed copies, presented and explained the LCCEA's Counter Proposal #1.

- *Article IV - Salary Schedule*
 - *2026-2027 Base Salary - \$42,800 (+\$1600)*
 - *2027-2028 Base Salary - \$44,400 (+\$1600)*
- *Article IV - Extra Duty Schedule*
 - *For 2026-2027. Overall percentage increase of 0.5% in the Extra Duty Schedule, in Category 1-6.*
 - *For 2027-2028. Overall percentage increase of 0.5% in the Extra Duty Schedule, in Category 1-6.*

- *Add the following Extra Duty and Category Assignments effective for 2026-2027:*
 1. *Color Guard - Category 8*
 2. *FCA (Fellowship of Christian Athletes) - Category 8*
 3. *Circle of Friends - Misc. Extra Duty Assignments (1%)*

The Board of Education members left to caucus at 7:25 pm and returned at 7:33 pm. Jay Hall indicated that the Board of Education Negotiations Committee was agreeable to the LCCEA Counter Proposal #1.

Pat Harrington indicated that the LCCEA committee would schedule a membership meeting to review and vote on the proposal prior to the next Board of Education meeting scheduled for December 8, 2025.

6. Other Items for Discussion

- a.

No additional items were discussed.

7. Scheduling of Next Meeting(s)

- a. Dates, Times, Locations
 - i.

No additional meetings were scheduled.

The meeting concluded at 7:35 pm.

Agenda Prepared by:
Jeremy Christiansen, Superintendent

By _____
for Laurel-Concord-Coleridge Board of Education

By _____
for Laurel-Concord-Coleridge Education Association

Negotiations for 2026-2027
LCC Board of Education and LCC Education Association
November 13, 2025 - 6:30 pm
LCC Elementary School Conference Room
Meeting #3 - Minutes

~~2024-2025 2026-2027~~ and ~~2025-2026 2027-2028~~
NEGOTIATED AGREEMENT
LAUREL-CONCORD-COLERIDGE SCHOOL DISTRICT #54

PREAMBLE

This agreement is made and entered into this ~~11th~~ **8th day of December 2023 2025** by and between the Board of Education of the School District of Laurel-Concord-Coleridge in the County of Cedar, in the State of Nebraska (hereinafter referred to as the "Board") and the Laurel-Concord-Coleridge Education Association (hereinafter referred to as the "Association").

GENERAL PURPOSE

The Board and the Association recognize that the development of a quality educational program for the children attending the public schools of Laurel-Concord-Coleridge is a joint responsibility, which can best be achieved by agreement that all parties work toward common goals. The public officials and the Association enter into this agreement with mutual dedication, recognizing that the experience, creativity and judgment of all parties are necessary to reach the educational needs of the community.

ARTICLE I

Term of Agreement

The term of this agreement shall be for the school year ~~2024-2025 2026-2027~~ and ~~2025-2026 2027-2028~~ for a period of twenty-four consecutive months, for the fiscal year commencing September 1, ~~2024 2026~~ and ending August 31, ~~2026 2028~~.

Upon the event negotiations for the following year, ~~2026-2027 2028-2029~~, have not been completed by the expiration of this agreement, this agreement will remain in effect until a new agreement is adopted.

ARTICLE II

Recognition

The Board recognizes the Association as the exclusive and sole collective negotiating representative for all teachers employed by the district. Teacher shall mean all certificated teaching personnel and other professional personnel employed by the district, but excluding the school nurse, secretarial staff, custodial staff, cooks, bus drivers, aides and the administration.

ARTICLE III

Teacher Rights

A. Nothing contained in this agreement shall be construed to deny any teacher those rights provided under Nebraska law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided elsewhere.

B. No tenured teacher will be disciplined, reprimanded, have compensation reduced or withheld, or deprived of any professional advantage without just cause. Any suspension of a teacher, pending investigation and disposition of his or her case, shall be with full pay. Action to the contrary by the Board or its agents shall be subject to the Grievance Procedure.

C. The Board will not discriminate against any teacher with respect to terms and conditions of employment by reason of his or her membership in the association and its affiliates, his or her participation in collective negotiations with the Board, or his or her institution of a grievance under the terms of this agreement.

ARTICLE IV Salaries

A. Salary Schedule - The base salary for the ~~2024-2025-2026-2027~~ school year shall be ~~\$39,700.00~~ **\$42,800.00**. The base salary for the ~~2025-2026~~ **2027-2028** school year shall be ~~\$41,200.00~~ **\$44,400.00**. The salary schedule includes 4.00 percent increments for experience and 5.00 percent increments for education beyond a Bachelor's Degree (vertical and horizontal steps). The structure of the salary schedule for the placement of each teacher is set forth in Schedule "A" which is attached hereto and made a part of this agreement.

B. Extra Duty Schedule - Each teacher covered by this agreement involved with extra duty activities shall receive the pay indicated in Schedule "B" which is attached hereto and made a part hereof; additions to this schedule may be made with the mutual consent of the Board and the Association.

ARTICLE V Salary Guidelines on Salary Schedule

For purposes of future horizontal movement on the salary schedule in the BA, BA+9, BA+18, BA+27, and BA+36 columns, only hours which are part of an approved program leading to a graduate degree, hours earned in graduate level courses which apply to the employee's assigned area of teaching or hours which are approved in advance by the administration or the Board shall be counted.

The following guidelines are to be used to determine placement on the salary schedule from the BA+36/MA column: A teacher must obtain a Master's degree (Administrative field accepted beginning with the 2001-2002 school year) certified by a college or university to advance beyond the BA+36/MA column. Only graduate hours taken after a master's degree is earned will be accepted for horizontal advancement on the salary schedule. These hours must be in the teaching field or be approved in writing by the administration or board to qualify.

An official transcript of all college hours must be on file in the superintendent's office not later than September 1st of the school year in order to receive credit on the salary schedule during said school year. If not received by September 1st for reasons beyond a teacher's control, exceptions would be allowed with administrative approval.

Regardless of the number of horizontal moves, an employee may only advance one (1) vertical step on the schedules during any one contract year.

ARTICLE VI

Benefits

Both parties, recognizing that access to adequate and affordable health care is central to each teacher's ability to carry out his or her professional responsibilities, agree to the following conditions regarding teachers' health insurance benefits.

A. Plan Type. The School District shall make available the following insurance coverage to all 1.0 full time equivalency (FTE) teachers:

1. Health Coverage - Educators Health Alliance (EHA) Blue Preferred \$1,450 Deductible (PPO, \$1,450 deductible) with Dual Choice option of \$3,800 High Deductible with HSA, or its equivalent successor deductible plan.

2. Dental Coverage – Educators Health Alliance (EHA) Blue Preferred PPO 100% A, 75% B, 50% C (Option 2), or its equivalent successor deductible plan.

3. Insurance coverage is available at the following EHA defined plan levels: Employee; Employee & Child(ren); Employee & Spouse; Employee, Spouse & Child(ren).

B. For Teachers Hired Prior to September 1, 2018

1. Contribution Toward Cost of Premium for Coverage - The Board shall provide teachers with an annual fringe benefit stipend in the amount equal to the difference between the cost of the teacher's elected annual EHA health and dental insurance plan premiums and \$17,500, which may be taken in whole or in part as cash and/or applied to the purchase of additional insurance through the School District's Section 125 Plan.'

a. Teachers on EHA health and dental plans with premiums less than the annual fringe benefit stipend (\$17,500) will subtract premiums, with the balance to be taken in whole or in part as cash and/or applied to the purchase of additional insurance through the School District's Section 125 Plan.'

b. Teachers on EHA health and dental plans with premiums that exceed the annual fringe benefit stipend (\$17,500) can choose to pay the amount over and above the benefit stipend out of pocket to remain eligible for the annual fringe benefit stipend (\$17,500).

c. Teachers on EHA health and dental plans with premiums that exceed the annual fringe benefit stipend (\$17,500) have the option to have the district pay the premiums in full.

i. Teachers choosing plan elections greater than the annual fringe benefit stipend (\$17,500), and electing to have the district pay the premiums in full, may elect to return to the cash-in-lieu option, but will revert to an annual fringe benefit stipend equivalent to the single (Employee) health and dental plan premium value.

d. Teachers may elect to receive the annual fringe benefit stipend (\$17,500) as cash-in lieu through a Declination of Health Insurance Coverage and Cash-in-Lieu of Insurance Election.

i. A Teacher may decline the School District provided group health and dental insurance and receive a cash-in-lieu of insurance stipend in the amount of \$17,500, PROVIDED, that a Teacher shall not be permitted to decline group health and dental coverage unless said Teacher has filed with the superintendent's office on the form provided by the School District an agreement providing (1) for an individual disclaimer which certifies that said teacher is covered by alternate health insurance coverage which provides at least "Bronze Level" health insurance coverage as defined under the Patient Protection and Affordable Health Care Act (PPACA); (2) that should the employee fail to obtain and maintain health insurance coverage as required by subparagraph (1) above at any time during the term of this Negotiated Agreement, or successor agreement thereto, and the School District incurs a penalty under the Patient Protection and Affordable Care Act as a result of the Teacher's failure to obtain and maintain such health insurance coverage, the Teacher shall be deemed to have permanently waived

his/her rights to decline health insurance coverage and receive a cash stipend, and shall be required to enroll in the School District's group health insurance coverage during the open enrollment period for such group plan for the ensuing contract year, and all subsequent contract years. A copy of the form that must be filed with the superintendent's office is attached hereto and incorporated herein by this reference at Schedule "C".

e. Teachers may elect to change insurance plans, to begin taking insurance, or to no longer take insurance, and to take the cash-in-lieu option in any year of employment, as allowed by EHA-established guidelines.

f. The School District's contribution toward the premium cost of health and dental insurance coverage and the fringe benefit stipend shall be prorated for teachers with an FTE (full time equivalency) of less than 1.0 on the basis of such FTE.

g. Teachers electing the \$3,800 High Deductible with HSA plan will have the difference in premium costs between the two plans deposited into their individual Health Savings Account (HSA) in September and January. The maximum cash in lieu and HSA benefit cannot exceed \$17,500.

C. For Teachers Hired After September 1, 2018

1. The School District shall provide and pay 100% of the cost of health and dental insurance premiums for all 1.0 full time equivalency (FTE) teachers.

2. Teachers may opt to not take insurance and to elect to receive an annual fringe benefit stipend equivalent to the single (Employee) health and dental plan premium value as cash-in lieu through a Declination of Health Insurance Coverage and Cash-in-Lieu of Insurance Election.

a. A Teacher may decline the School District provided group health and dental insurance and receive a cash-in-lieu of insurance stipend equivalent to the single (Employee) health and dental plan premium value, PROVIDED, that a Teacher shall not be permitted to decline group health and dental coverage unless said Teacher has filed with the superintendent's office on the form provided by the School District an agreement providing (1) for an individual disclaimer which certifies that said teacher is covered by alternate health insurance coverage which provides at least "Bronze Level" health insurance coverage as defined under the Patient Protection and Affordable Health Care Act (PPACA); (2) that should the employee fail to obtain and maintain health insurance coverage as required by subparagraph (1) above at any time during the term of this Negotiated Agreement, or successor agreement thereto, and the School District incurs a penalty under the Patient Protection and Affordable Care Act as a result of the Teacher's failure to obtain and maintain such health insurance coverage, the Teacher shall be deemed to have permanently waived his/her rights to decline health insurance coverage and receive a cash stipend, and shall be required to enroll in the School District's group health insurance coverage during the open enrollment period for such group plan for the ensuing contract year, and all subsequent contract years. A copy of the form that must be filed with the superintendent's office is attached hereto and incorporated herein by this reference at Schedule "C".

b. Teachers may elect to change insurance plans, to begin taking insurance, or to no longer take insurance, and to take the cash-in-lieu option in any year of employment, as allowed by EHA-established guidelines.

c. The School District's contribution toward the premium cost of health and dental insurance coverage and the fringe benefit stipend shall be prorated for teachers with an FTE (full time equivalency) of less than 1.0 on the basis of such FTE.

d. Teachers electing the \$3,800 High Deductible with HSA plan will have the difference in premium costs between the two plans deposited into their individual Health Savings Account (HSA) in September and January.

D. Long-Term Disability Insurance: The staff must enroll in and pay the premiums for the School District's long-term disability insurance through an annual fiscal year salary reduction agreement; the cost of the long-term disability premium shall be provided to the faculty on or before September 1st.

ARTICLE VII Incentive Pay

Incentive Pay - The Board and Association will meet and confer and seek agreement on an Incentive Pay Plan (including the total dollar amount available for incentive pay (Incentive Pay Fund); the qualifications for incentive pay; the distribution of the incentive pay fund, and the method and time of payment of the Incentive Pay Fund stipend to individual staff members) as part of the negotiation of the Negotiated Agreement for the ensuing contract year pursuant to provisions of Neb. Rev. Stat. X48-818.01. If the Board and Association reach agreement on an Incentive Pay Plan, such Plan is attached to this document as Schedule "D".

ARTICLE VIII Temporary Leaves of Absence

A. Paid Time Off (PTO) Leave

1. At the beginning of the first year a teacher is employed by the school district, that teacher shall be credited with a twelve (12) day PTO leave allowance. The teacher shall be given twelve (12) PTO days each of the following years.

2. The PTO allowance shall be used for personal leave and for absences caused by illness or physical disability of the teacher or immediate family.

3. At the beginning of the ~~2024-2025~~ ~~2026-2027~~ and ~~2025-2026~~ ~~2027-2028~~ school years, a teacher's accrued sick leave balance will reflect the balance recorded at the conclusion of the ~~2023-2024~~ ~~2025-2026~~ and ~~2024-2025~~ ~~2026-2027~~ school years, respectively. A teacher's accrued sick leave balance has a forty-five (45) day limitation.

4. All PTO days must be used before any leave can be used from the teacher's sick leave accrual.

5. At the end of the school year, any PTO days remaining will transfer into the teacher's sick leave accrual until the teacher reaches the established maximum sick leave accrual (45 days).

6. At year end, in June, any unused PTO days remaining after transfer to sick leave accrual (above and beyond 45) will be paid at the rate of \$100 per day.

7. Leave taken on scheduled teacher in-service days will be deducted at double PTO daily/hourly rate.

8. A single deduction allowance will be made each year, per teacher's discretion, for an occurrence missed pertaining to Item 7.

9. Personal leave taken beyond the credited PTO leave must be approved by the Superintendent and will result in salary deduction at 1/185th of the teacher's total compensation package.

10. PTO leave may be taken in hourly increments.

11. The Superintendent shall furnish each teacher a written statement at the beginning of each school year setting forth the total of PTO credit and accrued sick leave credit.

12. Upon retirement, any unused, accrued sick leave days will be paid in June, at 1/2 rate of the current substitute teacher daily rate.

B. Sick Leave Bank - Beginning with the 1996-97 school year all certified staff members may participate in a voluntary sick leave bank. See Schedule "E" which is attached hereto and made a part hereof;

modifications to the sick leave bank may be made with the mutual consent of the Board and the Association.

C. Professional Leave - Teachers shall be granted professional leave at the discretion of the administration. No salary deductions shall be made for professional leave.

D. Bereavement Leave - Absence from work will be allowed so that the employee may have (5) consecutive workdays following the death of an immediate relative without loss of pay. An immediate family member is defined as an employee's spouse, parent, child, sibling, grandparent, grandchild, and in-laws of any of the aforementioned relationships, as well as any person living within the same household with the employee. The employee shall be granted three (3) consecutive workdays without loss of pay for the purpose of attending the funeral of the employee's relative who is not an immediate family member (e.g., uncle, aunt, niece, nephew, cousin, and/or in-laws of these relationships).

ARTICLE IX Guaranteed Extension

The Board agrees to grant any teacher covered by this agreement a ten (10) day extension on the due date for signing a contract. This extension shall be granted upon the presentation of a written request by a teacher to the administration.

ARTICLE X Grievance Procedure

The purpose of the grievance procedure is to secure, at the lowest level, an equitable solution to the problems which may from time to time arise concerning the interpretation, application, or meaning of the terms and conditions of employment in this school district. An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the district employees. The grievance procedure is part of the negotiated agreement between the Board and the Association. A complete version of the grievance procedure is included as a part of the Teacher Handbook.

ARTICLE XI Miscellaneous Contract Provisions

A. Severability - In the event that any provision of this Agreement or any part thereof, is for any reason found by a court of competent jurisdiction to be in violation of the state or federal constitutions, statutes or regulations or to be otherwise unenforceable, the remainder of this Agreement and each other provision or part thereof, shall be and remain in full force and effect.

B. Complete Understanding - The parties acknowledge that during the term of negotiation which resulted in this Agreement, they and each of them have had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining; that all of the understandings and agreements arrived at thereby are set forth in this Agreement and that it shall be and constitute the entire agreement between the parties for the period herein stated and shall not be altered, amended, supplemented, deleted, enlarged or modified except through the mutual agreement set forth in writing, and signed by the parties hereto.

C. Reservation of Rights - Anything herein to the contrary notwithstanding, the district, except as is expressly provided in this Agreement reserves exclusively unto itself all rights, powers, discretions, authorities and prerogatives vested in it whether exercised or not; nothing herein shall be construed in any way as constituting a deletion or waiver of any such rights, powers, discretions, authorities or prerogatives.

**ARTICLE XII
Document Authorization**

In witness whereof the parties hereto caused this contract to be signed by their respective chief negotiators and attested by the listener and recorder of their respective negotiation teams, all on the day and year first above written.

LAUREL-CONCORD-COLERIDGE EDUCATION ASSOCIATION	LAUREL-CONCORD-COLERIDGE SCHOOL DISTRICT
By: _____ President	By: _____ President, Board of Education
By: _____ Chief Negotiator	By: _____ Secretary, Board of Education
Date: _____	Date: _____

**2026-2027 and 2027-2028
NEGOTIATED AGREEMENT
LAUREL-CONCORD-COLERIDGE SCHOOL DISTRICT #54**

PREAMBLE

This agreement is made and entered into this **8th day of December 2025** by and between the Board of Education of the School District of Laurel-Concord-Coleridge in the County of Cedar, in the State of Nebraska (hereinafter referred to as the "Board") and the Laurel-Concord-Coleridge Education Association (hereinafter referred to as the "Association").

GENERAL PURPOSE

The Board and the Association recognize that the development of a quality educational program for the children attending the public schools of Laurel-Concord-Coleridge is a joint responsibility, which can best be achieved by agreement that all parties work toward common goals. The public officials and the Association enter into this agreement with mutual dedication, recognizing that the experience, creativity and judgment of all parties are necessary to reach the educational needs of the community.

ARTICLE I

Term of Agreement

The term of this agreement shall be for the school year **2026-2027 and 2027-2028** for a period of twenty-four consecutive months, for the fiscal year commencing September 1, 2026 and ending August 31, 2028.

Upon the event negotiations for the following year, **2028-2029**, have not been completed by the expiration of this agreement, this agreement will remain in effect until a new agreement is adopted.

ARTICLE II

Recognition

The Board recognizes the Association as the exclusive and sole collective negotiating representative for all teachers employed by the district. Teacher shall mean all certificated teaching personnel and other professional personnel employed by the district, but excluding the school nurse, secretarial staff, custodial staff, cooks, bus drivers, aides and the administration.

ARTICLE III

Teacher Rights

A. Nothing contained in this agreement shall be construed to deny any teacher those rights provided under Nebraska law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed to be in addition to those provided elsewhere.

B. No tenured teacher will be disciplined, reprimanded, have compensation reduced or withheld, or deprived of any professional advantage without just cause. Any suspension of a teacher, pending investigation and disposition of his or her case, shall be with full pay. Action to the contrary by the Board or its agents shall be subject to the Grievance Procedure.

C. The Board will not discriminate against any teacher with respect to terms and conditions of employment by reason of his or her membership in the association and its affiliates, his or her participation in collective negotiations with the Board, or his or her institution of a grievance under the terms of this agreement.

ARTICLE IV

Salaries

A. Salary Schedule - The base salary for the **2026-2027** school year shall be **\$42,800.00**. The base salary for the **2027-2028** school year shall be **\$44,400.00**. The salary schedule includes 4.00 percent increments for experience and 5.00 percent increments for education beyond a Bachelor's Degree (vertical and horizontal steps). The structure of the salary schedule for the placement of each teacher is set forth in Schedule "A" which is attached hereto and made a part of this agreement.

B. Extra Duty Schedule - Each teacher covered by this agreement involved with extra duty activities shall receive the pay indicated in Schedule "B" which is attached hereto and made a part hereof; additions to this schedule may be made with the mutual consent of the Board and the Association.

ARTICLE V

Salary Guidelines on Salary Schedule

For purposes of future horizontal movement on the salary schedule in the BA, BA+9, BA+18, BA+27, and BA+36 columns, only hours which are part of an approved program leading to a graduate degree, hours earned in graduate level courses which apply to the employee's assigned area of teaching or hours which are approved in advance by the administration or the Board shall be counted.

The following guidelines are to be used to determine placement on the salary schedule from the BA+36/MA column: A teacher must obtain a Master's degree (Administrative field accepted beginning with the 2001-2002 school year) certified by a college or university to advance beyond the BA+36/MA column. Only graduate hours taken after a master's degree is earned will be accepted for horizontal advancement on the salary schedule. These hours must be in the teaching field or be approved in writing by the administration or board to qualify.

An official transcript of all college hours must be on file in the superintendent's office not later than September 1st of the school year in order to receive credit on the salary schedule during said school year. If not received by September 1st for reasons beyond a teacher's control, exceptions would be allowed with administrative approval.

Regardless of the number of horizontal moves, an employee may only advance one (1) vertical step on the schedules during any one contract year.

ARTICLE VI

Benefits

Both parties, recognizing that access to adequate and affordable health care is central to each teacher's ability to carry out his or her professional responsibilities, agree to the following conditions regarding teachers' health insurance benefits.

A. Plan Type. The School District shall make available the following insurance coverage to all 1.0 full time equivalency (FTE) teachers:

1. Health Coverage - Educators Health Alliance (EHA) Blue Preferred \$1,450 Deductible (PPO, \$1,450 deductible) with Dual Choice option of \$3,800 High Deductible with HSA, or its equivalent successor deductible plan.

2. Dental Coverage – Educators Health Alliance (EHA) Blue Preferred PPO 100% A, 75% B, 50% C (Option 2), or its equivalent successor deductible plan.

3. Insurance coverage is available at the following EHA defined plan levels: Employee; Employee & Child(ren); Employee & Spouse; Employee, Spouse & Child(ren).

B. For Teachers Hired Prior to September 1, 2018

1. Contribution Toward Cost of Premium for Coverage - The Board shall provide teachers with an annual fringe benefit stipend in the amount equal to the difference between the cost of the teacher's elected annual EHA health and dental insurance plan premiums and \$17,500, which may be taken in whole or in part as cash and/or applied to the purchase of additional insurance through the School District's Section 125 Plan.'

a. Teachers on EHA health and dental plans with premiums less than the annual fringe benefit stipend (\$17,500) will subtract premiums, with the balance to be taken in whole or in part as cash and/or applied to the purchase of additional insurance through the School District's Section 125 Plan.'

b. Teachers on EHA health and dental plans with premiums that exceed the annual fringe benefit stipend (\$17,500) can choose to pay the amount over and above the benefit stipend out of pocket to remain eligible for the annual fringe benefit stipend (\$17,500).

c. Teachers on EHA health and dental plans with premiums that exceed the annual fringe benefit stipend (\$17,500) have the option to have the district pay the premiums in full.

i. Teachers choosing plan elections greater than the annual fringe benefit stipend (\$17,500), and electing to have the district pay the premiums in full, may elect to return to the cash-in-lieu option, but will revert to an annual fringe benefit stipend equivalent to the single (Employee) health and dental plan premium value.

d. Teachers may elect to receive the annual fringe benefit stipend (\$17,500) as cash-in lieu through a Declination of Health Insurance Coverage and Cash-in-Lieu of Insurance Election.

i. A Teacher may decline the School District provided group health and dental insurance and receive a cash-in-lieu of insurance stipend in the amount of \$17,500, PROVIDED, that a Teacher shall not be permitted to decline group health and dental coverage unless said Teacher has filed with the superintendent's office on the form provided by the School District an agreement providing (1) for an individual disclaimer which certifies that said teacher is covered by alternate health insurance coverage which provides at least "Bronze Level" health insurance coverage as defined under the Patient Protection and Affordable Health Care Act (PPACA); (2) that should the employee fail to obtain and maintain health insurance coverage as required by subparagraph (1) above at any time during the term of this Negotiated Agreement, or successor agreement thereto, and the School District incurs a penalty under the Patient Protection and Affordable Care Act as a result of the Teacher's failure to obtain and maintain such health insurance coverage, the Teacher shall be deemed to have permanently waived

his/her rights to decline health insurance coverage and receive a cash stipend, and shall be required to enroll in the School District's group health insurance coverage during the open enrollment period for such group plan for the ensuing contract year, and all subsequent contract years. A copy of the form that must be filed with the superintendent's office is attached hereto and incorporated herein by this reference at Schedule "C".

e. Teachers may elect to change insurance plans, to begin taking insurance, or to no longer take insurance, and to take the cash-in-lieu option in any year of employment, as allowed by EHA-established guidelines.

f. The School District's contribution toward the premium cost of health and dental insurance coverage and the fringe benefit stipend shall be prorated for teachers with an FTE (full time equivalency) of less than 1.0 on the basis of such FTE.

g. Teachers electing the \$3,800 High Deductible with HSA plan will have the difference in premium costs between the two plans deposited into their individual Health Savings Account (HSA) in September and January. The maximum cash in lieu and HSA benefit cannot exceed \$17,500.

C. For Teachers Hired After September 1, 2018

1. The School District shall provide and pay 100% of the cost of health and dental insurance premiums for all 1.0 full time equivalency (FTE) teachers.

2. Teachers may opt to not take insurance and to elect to receive an annual fringe benefit stipend equivalent to the single (Employee) health and dental plan premium value as cash-in lieu through a Declination of Health Insurance Coverage and Cash-in-Lieu of Insurance Election.

a. A Teacher may decline the School District provided group health and dental insurance and receive a cash-in-lieu of insurance stipend equivalent to the single (Employee) health and dental plan premium value, PROVIDED, that a Teacher shall not be permitted to decline group health and dental coverage unless said Teacher has filed with the superintendent's office on the form provided by the School District an agreement providing (1) for an individual disclaimer which certifies that said teacher is covered by alternate health insurance coverage which provides at least "Bronze Level" health insurance coverage as defined under the Patient Protection and Affordable Health Care Act (PPACA); (2) that should the employee fail to obtain and maintain health insurance coverage as required by subparagraph (1) above at any time during the term of this Negotiated Agreement, or successor agreement thereto, and the School District incurs a penalty under the Patient Protection and Affordable Care Act as a result of the Teacher's failure to obtain and maintain such health insurance coverage, the Teacher shall be deemed to have permanently waived his/her rights to decline health insurance coverage and receive a cash stipend, and shall be required to enroll in the School District's group health insurance coverage during the open enrollment period for such group plan for the ensuing contract year, and all subsequent contract years. A copy of the form that must be filed with the superintendent's office is attached hereto and incorporated herein by this reference at Schedule "C".

b. Teachers may elect to change insurance plans, to begin taking insurance, or to no longer take insurance, and to take the cash-in-lieu option in any year of employment, as allowed by EHA-established guidelines.

c. The School District's contribution toward the premium cost of health and dental insurance coverage and the fringe benefit stipend shall be prorated for teachers with an FTE (full time equivalency) of less than 1.0 on the basis of such FTE.

d. Teachers electing the \$3,800 High Deductible with HSA plan will have the difference in premium costs between the two plans deposited into their individual Health Savings Account (HSA) in September and January.

D. Long-Term Disability Insurance: The staff must enroll in and pay the premiums for the School District's long-term disability insurance through an annual fiscal year salary reduction agreement; the cost of the long-term disability premium shall be provided to the faculty on or before September 1st.

ARTICLE VII Incentive Pay

Incentive Pay - The Board and Association will meet and confer and seek agreement on an Incentive Pay Plan (including the total dollar amount available for incentive pay (Incentive Pay Fund); the qualifications for incentive pay; the distribution of the incentive pay fund, and the method and time of payment of the Incentive Pay Fund stipend to individual staff members) as part of the negotiation of the Negotiated Agreement for the ensuing contract year pursuant to provisions of Neb. Rev. Stat. X48-818.01. If the Board and Association reach agreement on an Incentive Pay Plan, such Plan is attached to this document as Schedule "D".

ARTICLE VIII Temporary Leaves of Absence

A. Paid Time Off (PTO) Leave

1. At the beginning of the first year a teacher is employed by the school district, that teacher shall be credited with a twelve (12) day PTO leave allowance. The teacher shall be given twelve (12) PTO days each of the following years.

2. The PTO allowance shall be used for personal leave and for absences caused by illness or physical disability of the teacher or immediate family.

3. At the beginning of the 2026-2027 and 2027-2028 school years, a teacher's accrued sick leave balance will reflect the balance recorded at the conclusion of the 2025-2026 and 2026-2027 school years, respectively. A teacher's accrued sick leave balance has a forty-five (45) day limitation.

4. All PTO days must be used before any leave can be used from the teacher's sick leave accrual.

5. At the end of the school year, any PTO days remaining will transfer into the teacher's sick leave accrual until the teacher reaches the established maximum sick leave accrual (45 days).

6. At year end, in June, any unused PTO days remaining after transfer to sick leave accrual (above and beyond 45) will be paid at the rate of \$100 per day.

7. Leave taken on scheduled teacher in-service days will be deducted at double PTO daily/hourly rate.

8. A single deduction allowance will be made each year, per teacher's discretion, for an occurrence missed pertaining to Item 7.

9. Personal leave taken beyond the credited PTO leave must be approved by the Superintendent and will result in salary deduction at 1/185th of the teacher's total compensation package.

10. PTO leave may be taken in hourly increments.

11. The Superintendent shall furnish each teacher a written statement at the beginning of each school year setting forth the total of PTO credit and accrued sick leave credit.

12. Upon retirement, any unused, accrued sick leave days will be paid in June, at 1/2 rate of the current substitute teacher daily rate.

B. Sick Leave Bank - Beginning with the 1996-97 school year all certified staff members may participate in a voluntary sick leave bank. See Schedule "E" which is attached hereto and made a part hereof; modifications to the sick leave bank may be made with the mutual consent of the Board and the Association.

C. Professional Leave - Teachers shall be granted professional leave at the discretion of the administration. No salary deductions shall be made for professional leave.

D. Bereavement Leave - Absence from work will be allowed so that the employee may have (5) consecutive workdays following the death of an immediate relative without loss of pay. An immediate family member is defined as an employee's spouse, parent, child, sibling, grandparent, grandchild, and in-laws of any of the aforementioned relationships, as well as any person living within the same household with the employee. The employee shall be granted three (3) consecutive workdays without loss of pay for the purpose of attending the funeral of the employee's relative who is not an immediate family member (e.g., uncle, aunt, niece, nephew, cousin, and/or in-laws of these relationships).

ARTICLE IX Guaranteed Extension

The Board agrees to grant any teacher covered by this agreement a ten (10) day extension on the due date for signing a contract. This extension shall be granted upon the presentation of a written request by a teacher to the administration.

ARTICLE X Grievance Procedure

The purpose of the grievance procedure is to secure, at the lowest level, an equitable solution to the problems which may from time to time arise concerning the interpretation, application, or meaning of the terms and conditions of employment in this school district. An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the district employees. The grievance procedure is part of the negotiated agreement between the Board and the Association. A complete version of the grievance procedure is included as a part of the Teacher Handbook.

ARTICLE XI Miscellaneous Contract Provisions

A. Severability - In the event that any provision of this Agreement or any part thereof, is for any reason found by a court of competent jurisdiction to be in violation of the state or federal constitutions, statutes or regulations or to be otherwise unenforceable, the remainder of this Agreement and each other provision or part thereof, shall be and remain in full force and effect.

B. Complete Understanding - The parties acknowledge that during the term of negotiation which resulted in this Agreement, they and each of them have had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining; that all of the understandings and agreements arrived at thereby are set forth in this Agreement and that it shall be and constitute the entire agreement between the parties for the period herein stated and shall not be altered, amended, supplemented, deleted, enlarged or modified except through the mutual agreement set forth in writing, and signed by the parties hereto.

C. Reservation of Rights - Anything herein to the contrary notwithstanding, the district, except as is expressly provided in this Agreement reserves exclusively unto itself all rights, powers, discretions, authorities and prerogatives vested in it whether exercised or not; nothing herein shall be construed in any

way as constituting a deletion or waiver of any such rights, powers, discretions, authorities or prerogatives.

ARTICLE XII
Document Authorization

In witness whereof the parties hereto caused this contract to be signed by their respective chief negotiators and attested by the listener and recorder of their respective negotiation teams, all on the day and year first above written.

LAUREL-CONCORD-COLERIDGE EDUCATION ASSOCIATION	LAUREL-CONCORD-COLERIDGE SCHOOL DISTRICT
By: _____ President	By: _____ President, Board of Education
By: _____ Chief Negotiator	By: _____ Secretary, Board of Education
Date: _____	Date: _____

LAUREL-CONCORD-COLERIDGE SCHOOL SALARY SCHEDULE

Steps	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18
1	\$42,800	\$44,940	\$47,080	\$49,220	\$51,360	\$53,500	\$55,640
	1	1.05	1.1	1.15	1.2	1.25	1.3
2	\$44,512	\$46,652	\$48,792	\$50,932	\$53,072	\$55,212	\$57,352
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	\$46,224	\$48,364	\$50,504	\$52,644	\$54,784	\$56,924	\$59,064
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	\$47,936	\$50,076	\$52,216	\$54,356	\$56,496	\$58,636	\$60,776
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	\$49,648	\$51,788	\$53,928	\$56,068	\$58,208	\$60,348	\$62,488
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	\$51,360	\$53,500	\$55,640	\$57,780	\$59,920	\$62,060	\$64,200
	1.2	1.25	1.3	1.35	1.4	1.45	1.5
7	\$53,072	\$55,212	\$57,352	\$59,492	\$61,632	\$63,772	\$65,912
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
8		\$56,924	\$59,064	\$61,204	\$63,344	\$65,484	\$67,624
		1.33	1.38	1.43	1.48	1.53	1.58
9			\$60,776	\$62,916	\$65,056	\$67,196	\$69,336
			1.42	1.47	1.52	1.57	1.62
10				\$64,628	\$66,768	\$68,908	\$71,048
				1.51	1.56	1.61	1.66
11				\$66,340	\$68,480	\$70,620	\$72,760
				1.55	1.6	1.65	1.7
12					\$70,192	\$72,332	\$74,472
					1.64	1.69	1.74
13					\$71,904	\$74,044	\$76,184
					1.68	1.73	1.78
14					\$73,616	\$75,756	\$77,896
					1.72	1.77	1.82
15						\$77,468	\$79,608
						1.81	1.86
16							\$81,320
							1.9
	4.0 X 5.0						

LAUREL-CONCORD-COLERIDGE SCHOOL SALARY SCHEDULE

Steps	BA	BA+9	BA+18	BA+27	BA+36/MA	MA+9	MA+18
1	\$44,400	\$46,620	\$48,840	\$51,060	\$53,280	\$55,500	\$57,720
	1	1.05	1.1	1.15	1.2	1.25	1.3
2	\$46,176	\$48,396	\$50,616	\$52,836	\$55,056	\$57,276	\$59,496
	1.04	1.09	1.14	1.19	1.24	1.29	1.34
3	\$47,952	\$50,172	\$52,392	\$54,612	\$56,832	\$59,052	\$61,272
	1.08	1.13	1.18	1.23	1.28	1.33	1.38
4	\$49,728	\$51,948	\$54,168	\$56,388	\$58,608	\$60,828	\$63,048
	1.12	1.17	1.22	1.27	1.32	1.37	1.42
5	\$51,504	\$53,724	\$55,944	\$58,164	\$60,384	\$62,604	\$64,824
	1.16	1.21	1.26	1.31	1.36	1.41	1.46
6	\$53,280	\$55,500	\$57,720	\$59,940	\$62,160	\$64,380	\$66,600
	1.2	1.25	1.3	1.35	1.4	1.45	1.5
7	\$55,056	\$57,276	\$59,496	\$61,716	\$63,936	\$66,156	\$68,376
	1.24	1.29	1.34	1.39	1.44	1.49	1.54
8		\$59,052	\$61,272	\$63,492	\$65,712	\$67,932	\$70,152
		1.33	1.38	1.43	1.48	1.53	1.58
9			\$63,048	\$65,268	\$67,488	\$69,708	\$71,928
			1.42	1.47	1.52	1.57	1.62
10				\$67,044	\$69,264	\$71,484	\$73,704
				1.51	1.56	1.61	1.66
11				\$68,820	\$71,040	\$73,260	\$75,480
				1.55	1.6	1.65	1.7
12					\$72,816	\$75,036	\$77,256
					1.64	1.69	1.74
13					\$74,592	\$76,812	\$79,032
					1.68	1.73	1.78
14					\$76,368	\$78,588	\$80,808
					1.72	1.77	1.82
15						\$80,364	\$82,584
						1.81	1.86
16							\$84,360
							1.9
	4.0 X 5.0						

Extra Duty Schedule
2026-2027
Base Salary - \$42,800

Extra Duty Assignments	Years in Extra Duty Assignment / Index on Base Salary / Compensation Amount				
	1 - 2 - 3	4 - 5	6 - 7	8 - 9	10 +
Category 1 * Head Varsity Coach (BB, FB, GB, TR, VB, WR, XC) * Instrumental Director * Weight Room Coord * Cheerleading Sponsor	11.5% \$4922.00	12.5% \$5350.00	13.5% \$5778.00	14.5% \$6206.00	15.5% \$6634.00
Category 2 * Asst Varsity Coach (BB, FB, GB, TR, VB, WR) * Head Varsity Coach (GGo, BGo) * Speech Director * Play Production Dir * Vocal Director	8.5% \$3638.00	9.5% \$4066.00	10.5% \$4494.00	11.5% \$4922.00	12.5% \$5350.00
Category 3 * Asst Varsity Coach (GGo, BGo, XC) * JH Coach (BB, FB, GB, TR, VB, WR, XC) * Speech Assistant * Play Production Assist	5.5% \$2354.00	6.5% \$2782.00	7.5% \$3210.00	8.5% \$3638.00	9.5% \$4066.00
Category 4 * FFA Sponsor	8.5% \$3638.00	9% \$3852.00	9.5% \$4066.00	10% \$4280.00	10.5% \$4494.00
Category 5 * FBLA Sponsor * FCCLA Sponsor * Skills USA Sponsor * Journalism/Yearbook * Digital Media * eSports Sponsor	5.5% \$2354.00	6% \$2568.00	6.5% \$2782.00	7% \$2996.00	7.5% \$3210.00
Category 6 * Dance Team * Concessions Coor * Special Education	4.5% \$1926.00	5% \$2140.00	5.5% \$2354.00	6% \$2568.00	6.5% \$2782.00
Category 7 * HS Student Council * HS Spirit Club * HS Quiz Bowl	3% \$1284.00	3.5% \$1498.00	4% \$1712.00	4.5% \$1926.00	5% \$2140.00
Category 8 * National Honor Society * MS Quiz Bowl * MS Student Council * EL Student Council * Lego League Sponsor * Color Guard * FCA	1% \$428.00	1.5% \$642.00	2% \$856.00	2.5% \$1070.00	3% \$1284.00

Schedule "B"

Misc. Extra Duty Assignments	Index	Compensation	
* Jr Class Sponsor	3%	\$1284.00	
* Sr Class Sponsor	2%	\$856.00	
* Soph Class Sponsor	1%	\$428.00	
* Fresh Class Sponsor	1%	\$428.00	
* STEM Competitions	1%	\$428.00	
* Science Fair	1%	\$428.00	
* Close Up	1%	\$428.00	
* Art Club	1%	\$428.00	
* Math Club	1%	\$428.00	
* Science Club	1%	\$428.00	
* Spanish Club	1%	\$428.00	
* Circle of Friends	1%	\$428.00	
* Academic Support Program (ASP)	-	\$20 (Per Session)	
* Ticket Taker	-	\$10 (Per Hour)	

Extra Duty Schedule
2027-2028
Base Salary - \$44,400

Extra Duty Assignments	Years in Extra Duty Assignment / Index on Base Salary / Compensation Amount				
	1 - 2 - 3	4 - 5	6 - 7	8 - 9	10 +
Category 1 * Head Varsity Coach (BB, FB, GB, TR, VB, WR, XC) * Instrumental Director * Weight Room Coord * Cheerleading Sponsor	12% \$5328.00	13% \$5772.00	14% \$6216.00	15% \$6660.00	16% \$7104.00
Category 2 * Asst Varsity Coach (BB, FB, GB, TR, VB, WR) * Head Varsity Coach (GGo, BGo) * Speech Director * Play Production Dir * Vocal Director	9% \$3996.00	10% \$4440.00	11% \$4884.00	12% \$5328.00	13% \$5772.00
Category 3 * Asst Varsity Coach (GGo, BGo, XC) * JH Coach (BB, FB, GB, TR, VB, WR, XC) * Speech Assistant * Play Production Assist	6% \$2664.00	7% \$3108.00	8% \$3552.00	9% \$3996.00	10% \$4440.00
Category 4 * FFA Sponsor	9% \$3996.00	9.5% \$4218.00	10% \$4440.00	10.5% \$4662.00	11% \$4884.00
Category 5 * FBLA Sponsor * FCCLA Sponsor * Skills USA Sponsor * Journalism/Yearbook * Digital Media * eSports Sponsor	6% \$2664.00	6.5% \$2886.00	7% \$3108.00	7.5% \$3330.00	8% \$3552.00
Category 6 * Dance Team * Concessions Coor * Special Education	5% \$2220.00	5.5% \$2442.00	6% \$2664.00	6.5% \$2886.00	7% \$3108.00
Category 7 * HS Student Council * HS Spirit Club * HS Quiz Bowl	3% \$1332.00	3.5% \$1554.00	4% \$1776.00	4.5% \$1998.00	5% \$2220.00
Category 8 * National Honor Society * MS Quiz Bowl * MS Student Council * EL Student Council * Lego League Sponsor * Color Guard * FCA	1% \$444.00	1.5% \$666.00	2% \$888.00	2.5% \$1110.00	3% \$1332.00

Schedule "B"

Misc. Extra Duty Assignments	Index	Compensation	
* Jr Class Sponsor	3%	\$1332.00	
* Sr Class Sponsor	2%	\$888.00	
* Soph Class Sponsor	1%	\$444.00	
* Fresh Class Sponsor	1%	\$444.00	
* STEM Competitions	1%	\$444.00	
* Science Fair	1%	\$444.00	
* Close Up	1%	\$444.00	
* Art Club	1%	\$444.00	
* Math Club	1%	\$444.00	
* Science Club	1%	\$444.00	
* Spanish Club	1%	\$444.00	
* Circle of Friends	1%	\$444.00	
* Academic Support Program (ASP)	-	\$20 (Per Session)	
* Ticket Taker	-	\$10 (Per Hour)	

**Laurel-Concord-Coleridge School
Declination of Offer to Enroll in Health Insurance Program**

I, _____, knowingly and voluntarily decline to enroll or participate in the Laurel-Concord-Coleridge School District's (the "District") health insurance. Instead, I knowingly and voluntarily elect to accept a cash-in-lieu or "opt-out" payment of \$_____ (the "Cash-in-Lieu Payment"). In doing so, I swear and affirm, that the following are true and accurate:

1. I understand that, by declining to enroll in the District's health insurance, I may be assessed taxes, penalties or fines by the IRS for failing to have health insurance but, knowing this, I nevertheless decline to enroll in the District's insurance plan.

2. I, along with all other individuals for whom I reasonably expect to claim a personal exemption deduction for the taxable year or years that begin or end in or with the District's plan year to which the Cash-in-Lieu Payment arrangement applies (my "expected tax family") have or will have minimum essential coverage (other than coverage in the individual market, whether or not obtained through the Marketplace) during the period of coverage to which the Cash-in-Lieu Payment arrangement applies.

3. I understand that the District will not, under any circumstance, make any Cash-in-Lieu Payment to me if the District knows or has reason to know that I, or any other member of my expected tax family, do not have or will not have the alternative coverage.

4. I understand that the District requires that I provide the evidence of the alternative coverage no less frequently than every plan year to which the eligible Cash-in-Lieu Payment arrangement applies, and that I must provide this evidence to the District during the District's annual open enrollment period. I acknowledge and agree that my failure to provide evidence of alternative coverage will forfeit my eligibility in the District's Cash-in-Lieu Payment arrangement.

5. I understand that, by declining to enroll in the District's health insurance program and, instead, electing to receive a Cash-in-Lieu Payment, that, subject to limited circumstances, I may not be eligible to enroll in the District's health insurance after the District's annual open enrollment period ends. I further understand and acknowledge that, if I lose my health insurance from the alternative source after the District's annual open enrollment period ends, I may not be able to enroll in the District's health insurance until the District's subsequent annual open enrollment period. Notwithstanding the foregoing, I still voluntarily and knowingly desire to forego health insurance through the District and elect to receive a Cash-in-Lieu Payment.

6. I recognize that, if the District is ever fined or penalized under the Affordable Care Act as a result of my declination to enroll in the District's health insurance, then the District, in its discretion, may refuse to allow me to receive a Cash-in-Lieu Payment in the future.

7. If any of the statements in this document are not true or accurate, then I will inform the District before signing the document. If any of the statements in this document become untrue or inaccurate in the future, I agree to advise the District as soon as I am reasonably able to do so.

Dated this ___ day of _____, 20__.

[Print Your Name]

[Sign Your Name]

TEACHER INCENTIVE PLAN

The Board of Education supports the concept of school improvement and recognizes the importance of quality teachers in this effort. In support of this commitment, the Board of Education has agreed to appropriate incentive pay in the amount outlined below. The qualifications for the incentive pay are outlined below by category. The individual staff member shall submit required documentation to the building Principal for approval. Once approved, it is submitted for payment on the following month's payroll.

<p>TEACH COLLEGE CREDIT OR DUAL CREDIT COURSE \$125 per credit hour</p>	<p>Teach a College Credit or Dual Credit course under the guidelines outlined by the college or university. a. Masters Degree or Post-secondary Approval b. Approval of course curriculum/syllabus c. Teach course d. Assess student progress e. Record grades with the college or university</p>
<p>TEACH DISTANCE LEARNING OR ONLINE COURSE \$150 per semester</p>	<p>Teach a Distance Learning or Online Course under the guidelines outlined by the District(s) or by the Eastern Nebraska-Distance Learning Consortium. a. Selected through interlocal agreement between school districts or by the Distance Learning Consortium. b. Approval of course curriculum/syllabus c. Enroll Students in Course d. Teach Course e. Assess student progress</p>
<p>STANDING OR SPECIAL COMMITTEE MEMBERSHIP AND PARTICIPATION Tier I - \$300 per year Tier II - \$200 per year</p>	<p>District Committee Membership/Participation a. Participate as a member of a district committee in scheduled meetings, tasks, trainings, and activities. May be both during and outside of the regular contract assignment. b. Tier I Committees - SAT; MTSS c. Tier II Committees - Technology, Safety; ROAR; School Improvement; High Ability Learner (HAL); Supt's Advisory; Others TBD</p>
<p>TEACHING ASSIGNMENT OUTSIDE OF SCHOOL DISTRICT \$250 per semester</p>	<p>Teaching assignment outside of district. a. Approval of or assignment by Administration b. Professionally fulfills duties as assigned c. Must physically leave district</p>

<p>CONDUCT WORKSHOP/CLASS FOR STAFF \$25 per workshop/class (scheduled 30-59 mins) \$75 per workshop/class (scheduled 60-119 mins) \$125 per workshop/class (scheduled 120 mins plus)</p>	<p>Conduct an approved workshop or class for staff a. Approval of Administration b. Present workshop or class c. Conduct evaluation from workshop or class participants d. Present evidence to Administration</p>
<p>CURRICULUM COMMITTEE CHAIR/ CO-CHAIR (K-12 CORE ACADEMIC SUBJECTS) \$600 per year (Chair) \$300/each per year (Co-Chairs)</p>	<p>Chair Curriculum Committee (Co-Chair during Curriculum Review and Standards Revision Cycles Only) a. One Chair for core academic courses during non-standards and/or curriculum non-review years. Addition of Co-Chair during standards revision and/or curriculum review years. b. Assist teachers with subject area questions regarding curriculum, standards, or assessments. c. Collaborate with Instructional Coach to identify strategies and resources in subject area. d. Facilitate subject area meetings during district professional development. e. Chair/Co-Chair curriculum review and standards revision processes. f. Trial/research curriculum options and facilitate teacher discussions surrounding the curriculum trial process. g. Present recommendation and summary of findings to BOE. h. Support teachers during implementation.</p>
<p>TUITION REIMBURSEMENT College Credit Tuition Reimbursement Guidelines Found in Faculty Handbook</p>	<p>College Credit Tuition Reimbursement a. Endorsement or degree requested/approved by Administration to fill an anticipated need for dual credit coursework or position vacancy b. Successful course completion with a grade of at least a "B," verified by transcripts c. Percentage of tuition reimbursement determined by each semester taught following completion of endorsement or degree (10% of tuition reimbursed per semester) d. Reimbursement of tuition only (not dues, fees, etc.) e. Horizontal movement on salary schedule allowed f. Teacher may not participate in both the district's Tuition Reimbursement incentive and a loan forgiveness program</p>
<p>WORKSHOP ATTENDANCE</p>	<p>Workshop Attendance a. Attend and participate in a workshop for</p>

<p>\$20 per hour or at the rate(s) established by ESU, grant program, etc.</p>	<p>professional development related to teaching or position assignment</p> <ul style="list-style-type: none"> b. Attendance is beyond regular contract requirements c. May be required to present verification of attendance to building Principal d. Share and/or present information and skills learned to colleagues at direction of Administration
<p>CLASS COVERAGE/IN-HOUSE SUBSTITUTE Grades PreK-12: \$5.00 per 10 minutes</p>	<p>Class Coverage/Substitute Teaching</p> <ul style="list-style-type: none"> a. Teachers asked or assigned to cover for other staff members who are absent from their class(es) with administrator approval will be compensated as outlined. b. Increments different than 10 minutes will be rounded to the nearest 10 minute increment using a traditional rounding method.
<p>DRIVER EDUCATION TEACHER 66.6% of Tuition per Student</p>	<p>Driver Education Assignment</p> <ul style="list-style-type: none"> a. Teach an approved Driver Education Course outside of the regular contract assignment b. Approval of Administration c. Keep a log of classroom and driving hours for each student. d. Comply with regulations set forth by the Department of Motor Vehicles. e. Present grades and evidence of course completion to Administration
<p>SPECIAL PROJECTS/ASSIGNMENTS \$20 per hour or at the rate(s) established by ESU, grant program, etc.</p>	<p>Special Projects or Assignments</p> <ul style="list-style-type: none"> a. Special projects assignments supporting the planning, writing, or review of educational programs requiring work to be completed in addition to the regular assignment or beyond regular contract requirements. b. Conduct project or assignment within specified time or period. c. Present results/verification of project completion to the Administration
<p>SUMMER WEIGHT ROOM SUPERVISION \$20 per session (min. 2 hours)</p>	<p>Summer Weight Room Supervision</p> <ul style="list-style-type: none"> a. Summer schedule as determined by Activities Director b. All hours are approved by Activities Director

LAUREL-CONCORD-COLERIDGE SCHOOL
SICK LEAVE BANK
2026-2027 and 2027-2028

GUIDELINES

1. Membership and use of the sick leave bank will be on a voluntary basis. Only teachers who have contributed to the sick leave bank will be allowed to use the bank.
2. Teachers who wish to donate days to the sick leave bank must do so within the first two weeks of the contract year.
3. Teachers desiring to be members will donate two Paid Time Off (PTO) Leave days per year to the sick leave bank. Beginning with the 2022-2023 school year, a teacher who donates two PTO days per year, for five consecutive years, will no longer be required to donate PTO days in each subsequent year and will maintain membership in the sick leave bank as long as he/she remains employed as a teacher with Laurel-Concord-Coleridge School.
4. The sick leave bank will be administered by a four-person committee of teachers who are members of the sick leave bank.
5. The committee members will be selected by the teachers after the deadline for submitting days to the sick leave bank. This committee will remain in force for the remainder of that school year.
6. The sick leave bank committee will review and act upon requests from teachers to use the sick leave bank.
7. Records of all sick leave business will be kept by the association and filed in the superintendent's office.
8. There will be no limit to how many days can accumulate in the sick leave bank.

PROVISIONS

1. All requests for use of the sick leave bank must be in writing and approved by the sick leave bank committee.
2. The sick leave bank may only be used after the teacher's PTO leave and accrued individual sick leave have been completely used.
3. The number of days allowed to be drawn from the bank will be based on the teacher's request. The number of days donated by the teacher will have no bearing on the committee's decision to either accept or reject a request.
4. The sick leave bank can be used for prolonged illness or injury, or for any condition that would be acceptable under our present sick leave policy. The requesting teacher may be required to present the committee with a doctor's order requesting that the teacher not return to work.
5. A teacher may borrow no more than 20 days per year from the sick leave bank without Board approval.
6. After a teacher has utilized their accrued individual sick leave entirely, they will have 1/185 of their annual teaching salary deducted from their next paycheck for each additional day of sick leave used but will be reimbursed for sick leave bank approved deductions in July each year.
7. The Laurel-Concord-Coleridge Education Association may make suggestions for revisions in this program to the Board of Education. It is understood that the Board of Education and the Laurel-Concord-Coleridge Education Association must approve all such suggested modifications.

**Laurel-Concord-Coleridge School
Option for District-Paid Health Insurance Premium**

(For Teachers Hired Prior to September 1, 2018)

Contribution Toward Cost of Premium for Coverage

The Board shall provide teachers with an annual fringe benefit stipend in the amount equal to the difference between the cost of the teacher's elected annual EHA health and dental insurance plan premiums and \$17,500, which may be taken in whole or in part as cash and/or applied to the purchase of additional insurance through the School District's Section 125 Plan.

- Teachers on EHA health and dental plans with premiums less than the annual fringe benefit stipend (\$17,500) will subtract premiums, with the balance to be taken in whole or in part as cash and/or applied to the purchase of additional insurance through the School District's Section 125 Plan.
- Teachers on EHA health and dental plans with premiums that exceed the annual fringe benefit stipend (\$17,500) can choose to pay the amount over and above the benefit stipend out of pocket to remain eligible for the annual fringe benefit stipend (\$17,500).
- **Teachers on EHA health and dental plans with premiums that exceed the annual fringe benefit stipend (\$17,500) have the option to have the district pay the premiums in full.**
 - **Teachers choosing plan elections greater than the annual fringe benefit stipend (\$17,500), and electing to have the district pay the premiums in full, may elect to return to the cash-in-lieu option, but will revert to an annual fringe benefit stipend equivalent to the single (Employee) health and dental plan premium value.**
- Teachers may elect to receive the annual fringe benefit stipend (\$17,500) as cash-in lieu through a Declination of Health Insurance Coverage and Cash-in-Lieu of Insurance Election.
- Teachers may elect to change insurance plans, to begin taking insurance, or to no longer take insurance, and to take the cash-in-lieu option in any year of employment, as allowed by EHA-established guidelines.
- The School District's contribution toward the premium cost of health and dental insurance coverage and the fringe benefit stipend shall be prorated for teachers with an FTE (full time equivalency) of less than 1.0 on the basis of such FTE.

I, _____, understand that for the _____ school year, my elected EHA health and dental plan premium exceeds the annual fringe benefit stipend (\$17,500) and that I have the option to have Laurel-Concord-Coleridge School District (the "District") pay my health insurance premium in full.

I knowingly and voluntarily choose to have the District pay my EHA health and dental plan insurance premium in full for this current school year.

I understand that in subsequent school years I may elect to return to the cash-in-lieu option, but will revert to an annual fringe benefit stipend equivalent to the single (Employee) health and dental plan premium value.

Dated this ____ day of _____, 20__.

[Print Your Name]

[Sign Your Name]

Business OperationsInternal Controls

The District will develop and maintain internal control procedures as required by law and in accordance with sound fiscal monitoring practices that will ensure appropriate oversight of state and federal funds. The following internal control procedures will be utilized for all federal grants:

Generally: If the District receives federal awards, grants, or other funds, the District will:

1. Establish and maintain effective internal control over the federal award that provides reasonable assurance that the District manages the federal award in compliance with federal statutes, regulations, and the terms and conditions of the federal award. The District will endeavor to develop and align these internal controls consistent with the “Standards for Internal Control in the Federal Government” issued by the Comptroller General of the United States or the “Internal Control Integrated Framework” issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO);
2. Comply with the U.S. Constitution, federal statutes, regulations, and the terms and conditions of the federal award;
3. Evaluate and monitor the District's compliance with statutes, regulations and the terms and conditions of federal award;
4. Take prompt action when instances of noncompliance are identified including noncompliance identified in audit findings; and
5. Take reasonable cybersecurity and other measures to safeguard protected personally identifiable information and other information the federal awarding agency, or pass-through entity, designates as “sensitive” or the District considers sensitive, consistent with applicable federal, state, and local laws regarding privacy and responsibility over confidentiality.

Legal Reference: 2 C.F.R. § 200.303.

Management requirements: The District will manage equipment (including replacement equipment), whether acquired in whole or in part under a federal award, until the District disposes of such equipment. The District will, as a minimum, meet the following requirements:

- 1) Maintain property records of the equipment (including equipment description, serial number or other identification number, source of funding, acquisition date, and the like);
- 2) Maintain a physical inventory procedure, with an inventory occurring at a minimum of every two (2) years;

- 3) Implement a control system to ensure safeguards for preventing property loss, damage, or theft;
- 4) Implement adequate maintenance procedures for the equipment; and
- 5) Implement sales and disposition procedures for the equipment to ensure the highest possible return.

All equipment, whether acquired in whole or in part under a federal award, with a current fair market value of \$10,000 or less (per unit) may be retained, sold, or otherwise disposed of in accordance with the Board's Sale and Disposal of Property Policy.

All equipment, whether acquired in whole or in part under a federal award, with a current fair market value in excess of \$10,000 (per unit), may only be sold or otherwise disposed of in accordance with the provisions of 2 C.F.R. § 200.313(e)(2)-(3).

Legal Reference: 2 C.F.R. §§ 200.313 & 200.303.

Procurement: The District will use its own documented procurement procedures which reflect applicable State, local, and tribal laws and regulations, provided that the procurements conform to applicable Federal law and the requirement standards imposed by law, including:

- 1) A procedure for micro-purchases (Under \$15,000);
- 2) A procedure for simplified acquisition thresholds (between \$15,000 to \$350,000);
- 3) A procedure for sealed bids (over \$350,000);
- 4) A procedure for competitive proposals (with an explanation for why sealed bids were not accepted if over \$350,000); and
- 5) A procedure for noncompetitive bids.

Legal Reference: 2 C.F.R. §§ 200.317 through 200.326.

Cross-Reference: Policies 3130 & 3131.

Contract Terms: All contracts funded (in whole or in part) by federal funds and/or federal awards must contain the following terms or, via this Policy, the following terms are required and incorporated into any such contracts:

- 1) An assurance that minority business enterprises and labor surplus area firms are used, when possible;
- 2) An Anti-Lobbying clause for all contracts, including an Anti-Lobbying Certification, for contracts exceeding \$100,000;
- 3) A Suspension and Debarment clause;
- 4) A provision for termination for cause and for convenience, including the manner by which it will be affected and the basis for settlement;
- 5) A clause that addresses administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and a provision for sanctions and penalties;

- 6) For contracts in excess of \$150,000, a clause addressing the Clean Air Act and the Federal Water Pollution Control Act;
- 7) A provision maintaining contract oversight to ensure that contractors perform in accordance with the terms, conditions, and specifications of their contracts or purchase orders;
- 8) A provision addressing the District's conflict of interest policies; and
- 9) A requirement that the contractor maintains records related to the contracted work.

Legal Reference: 2 CFR § 200.319(d); 2 CFR § 200.321; 2 CFR § 200, Appendix II(I); 2 CFR § 200, Appendix II(H); 2 CFR § 200, Appendix II(B); 2 CFR § 200, Appendix II(A); 2 CFR § 200, Appendix II(G); 2 CFR § 200.318(b); 2 CFR § 200.318(c)(1); 2 CFR § 200.318(i); 2 CFR § 200.324(a); 2 CFR § 200.324(b).

Federal Interest Reporting: The District will follow the required federal interest reporting and recording requirements, if applicable, for any real property or improvement interest financed, in whole or in part, with federal funds.

Legal Reference: 2 CFR §§ 200.310-200.313.

Record Retention: Financial records, supporting documents, statistical records, and all other related records pertinent to a federal award will be retained for a period of three (3) years from the date of submission of the final expenditure report or, for Federal awards that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the federal awarding agency or pass-through entity in the case of a subrecipient, or as otherwise specified by the federal award or federal law.

For all other records, the District will retain such records for the length of time as required by law.

Legal Reference: 2 C.F.R. § 200.333, 2 C.F.R. § 200.34 & 34 C.F.R. § 81.31.

Suspension and Debarment: The District will not contract with any entity or individual who has been debarred, suspended, or otherwise excluded from or ineligible for participation in federal assistance programs or activities. Before entering into a contract regarding a federal award, the District will either: (1) verify that a vendor has not been debarred, suspended or otherwise excluded via SAM.gov, (2) collect a verification from that vendor; or (3) add a clause to the contract with the vendor. The District will maintain a copy of said verification or documentation.

Legal Reference: 2 C.F.R. § 200.213.

Financial Management: The District will maintain financial management systems to account for the federal funds, including records documenting compliance with federal statutes, regulations, and the terms and conditions of the federal award. These records will be sufficient to permit the District to prepare reports required by general and program-specific terms and conditions; and the tracing of funds to a level of expenditures adequate to establish that such funds have been

used according to the Federal statutes, regulations, and the terms and conditions of the Federal award. The financial management system will provide for the following:

- 1) Identifying all of the federal awards received and expended and the federal programs under which they were received;
- 2) Ensuring that accurate, current, and complete disclosure of the financial results of each federal award or program are maintained in accordance with reporting requirements;
- 3) Maintaining records and documentation that sufficiently identify the amount, source, and expenditure of funds for federally funded activities;
- 4) Ensuring effective controls over accountability and safeguards for all funds, property, and other assets;
- 5) Comparing actual expenditures with budget amounts for each federal award;
- 6) Ensuring payments of federal funds are made in accordance with applicable law, including 2 CFR § 200.305; and
- 7) Determining the allowability of costs in accordance with applicable law and the conditions of the federal award.

Legal Reference: 2 C.F.R. § 200.302.

Program Income: The District will consult with the federal awarding agency and refer to the applicable law and federal program terms and conditions to determine how to account for, deduct and otherwise handle income from federal programs.

Legal Reference: 2 C.F.R. § 200.307.

Cost Sharing or Matching: For all federal awards, any shared costs or matching funds and all contributions, including cash and third party in-kind contributions, must be accepted as part of the District's cost sharing or matching, when such contributions meet all of the following criteria:

- 1) Are verifiable from the District's records;
- 2) Are not included as contributions for any other Federal award;
- 3) Are necessary and reasonable for accomplishment of project or program objectives;
- 4) Are allowable under the applicable Cost Principles requirements;
- 5) Are not paid by the Federal Government under another Federal award, except where the federal statute authorizing a program specifically provides that Federal funds made available for such program can be applied to matching or cost sharing requirements of other Federal programs;
- 6) Are provided for in the approved budget when required by the federal awarding agency; and
- 7) Conform to other provisions of the law or terms and conditions of the federal award, as applicable.

Legal Reference: 2 C.F.R. § 200.306.

Compensation: Compensation for personal services includes all remuneration for services of employees rendered during the period of performance under the federal award, including, but not limited to wages, salaries, and fringe benefits. Costs of compensation may be allowable under federal law and the federal grant to the extent that they satisfy the following requirements:

- 1) Is reasonable for the services rendered; and
- 2) Conforms to the established written expectations of the District, as applied consistently to both Federal and non-Federal activities.

If the District intends to charge compensation to federal awards, such charges will be based on records that accurately reflect the work performed, and will:

- 1) Be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated;
- 2) Be incorporated into the official records of the District;
- 3) Reasonably reflect the total activity for which the employee is compensated by the District, not exceeding 100% of compensated activities;
- 4) Encompass both federally-assisted and all other activities compensated by the District on an integrated basis, but may include the use of subsidiary records as defined in the District's written procedures;
- 5) Comply with the established accounting policies and practices of the District; and
- 6) Differentiate and account for the distribution of the employee's salary or wages among specific activities or cost objectives if the employee works on more than one (1) Federal award; a Federal award and non-Federal award; an indirect cost activity and a direct cost activity; two (2) or more indirect activities which are allocated using different allocation bases; or an unallowable activity and a direct or indirect cost activity.

Any leave and/or fringe benefits charged to a federal award must satisfy all criteria set forth in 2 C.F.R. § 200.431(b) and/or (c).

Budget estimates will generally not be used to support charges to Federal awards but may be used for interim accounting purposes.

Legal Reference: 2 C.F.R. §§ 200.430 & 200.431.

Federal Funds for Construction Projects: If the District is granted the authority to use federal funds for a construction project, the District will follow the Davis-Bacon and Related Acts, including the payment of "prevailing wages" to those who work on the job site, as well as the contractor bonding requirements.

Legal Reference: 40 U.S. Code § 3141, et seq; 2 C.F.R. § 200.326.

Capitalization and Depreciation: The District will follow the rules for selected items of cost at 2 C.F.R. Part 200, Subpart E, when charging these specific expenditures to a federal grant. When applicable, District staff will check costs against the selected items of cost requirements to ensure the cost is allowable. In addition, federal, state, or program-specific rules, including the terms and conditions of the award, may deem a cost as unallowable and District personnel shall follow those requirements. The following rules of allowability apply to equipment and other capital expenditures:

- A. Capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the federal awarding agency or pass-through entity.
- B. Capital expenditures for special purpose equipment are allowable as direct costs, provided that items with a unit cost of \$5,000 or more have the prior written approval of the federal awarding agency or pass-through entity.
- C. Capital expenditures for improvements to land, buildings, or equipment which materially increase their value or useful life are unallowable as a direct cost except with the prior written approval of the federal awarding agency or pass-through entity.
- D. Allowability of depreciation on buildings, capital improvements, and equipment shall be in accordance with 2 CFR § 200.436 and 2 CFR § 200.465.
- E. When approved as a direct cost by the federal awarding agency or pass-through entity under Sections A - C, capital expenditures will be charged in the period in which the expenditure is incurred, or as otherwise determined appropriate and negotiated with the Federal awarding agency.
- F. If the District is instructed by the federal awarding agency to otherwise dispose of or transfer the equipment, the costs of such disposal or transfer are allowable.
- G. Any depreciation will be computed, charged, and recorded in a manner consistent with federal regulations and any requirements of the federal awarding agency.

Legal Reference: 2 C.F.R. §§200.436 & 200.439.

Conflict of Interest: No District employee, agent, or Board Member with a real or apparent conflict of interest may participate in the selection, award, or administration of a contract supported by or with federal funds. A “conflict of interest” includes, but is not limited to, a financial or other interest in or a tangible personal benefit from federal funds that would directly or indirectly benefit either (1) the employee, agent, or board member; (2) any member of their immediate family; or their spouse or partner, or (3) an organization that employs or is about to employ those individuals. District employees, agents, and Board Members may only accept gratuities, favors, or anything of monetary value from federally funded contractors in accordance with the District’s Conflict of Interest Policy. Any District employee, agent, or Board Member who knowingly violates these terms may be subject to discipline, up to and including termination of employment and/or referral for possible criminal prosecution.

Legal Reference: 2 C.F.R. §§ 200.112 & 200.318.

Unexpected or Extraordinary Circumstances: For all federal awards, if the District does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the District may amend or create a policy at a later date in order to put emergency contingencies in place for federal and non-federal similarly situated employees. If

the conditions exist for charges to be made to the federal grant, then charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The District will take other steps to comply with federal award requirements in the event of unexpected or extraordinary circumstances.

Legal Reference: 2 C.F.R. § 200, et seq.

Travel Costs: Travel costs (including transportation, lodging, subsistence, and related items) incurred by an employee who travels on official business for a federal award may only be charged to the federal award on an actual cost basis, a per diem or mileage basis, or on a combination of the two, provided the method used is applied to an entire trip and not to selected days of the trip. The District will ensure that the method used will be consistent with the method normally allowed in similar circumstances in the District's other travel and Board Policies. Any travel costs charged directly to a federal award must be documented to justify that (1) the individual's participation is necessary for the federal award and (2) the costs are reasonable and consistent with the District's travel costs and expectations. All travel costs must be reasonable and not in excess of what the District typically allows for other travel. All reasonable rates and amounts will be consistent with the rates and amounts established under 5 U.S.C. 5701-11.

Legal Reference: 2 C.F.R. § 200.475

Date of Adoption: August 10, 2021

Date of Review: June 12, 2023

Date of Amendment: January 13, 2025

Date of Amendment: July 14, 2025

Date of Amendment: December 8, 2025

TEACHER'S CONTRACT

For Class II, III, & VI Schools

THIS CONTRACT made by and between the School District of **LAUREL-CONCORD-COLERIDGE** No. **54** in the county of **CEDAR** in the State of Nebraska, hereinafter referred to as "District" and **Roberto Acuna**, a legally qualified teacher, hereinafter referred to as "Teacher".

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the district for a school year, which shall begin on or about **8/8/2026**, and end on or about **5/18/2027**, and shall consist of **186** days of service and that the Teacher hereby agrees to accept such employment at the salary specified in the negotiated agreement between the board of education and the **LAUREL-CONCORD-COLERIDGE** Education Association for the **2026-2027** school year and under the following conditions.

Experience allowed: 28 (27 Outside + 1 Inside)

FTE: 1.0

Position: Duties Assigned by Supt.

Education Step: MA + 00

Factor: 1.72

FIRST: The salary of the Teacher shall be payable in **12** equal installments. The first installment shall be payable on the **20th** day of **September, 2026** and the remaining installments shall be payable on the **20th** day of each month thereafter.

SECOND: The teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during the days of school, to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, the Teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and such additional stated rate of compensation as the Teacher and the District may from time to time agree upon.

FOURTH: This contract may be cancelled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-12, 110, R.R.S.

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to **186** days of service. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the district and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to withholding tax, Social Security and teacher's retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this state covering a part or all of the same time of performance as is contemplated by this agreement. The teacher further affirms that at the beginning of the term of this contract and throughout the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the teacher's certificate, as herein listed, is registered in the office of the superintendent of schools and that the Teacher shall not be compensated for any services performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written, "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fourteen (14) calendar days of receipt thereof from the district. Contract renewal, amendment, termination or cancellation shall also be subject to the requirements of Sections 79-12-111 through 79-12, 114 R.R.S. and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the District on or before **12/8/2025** shall constitute a rejection by the Teacher of the offer of employment.

TWELFTH: Other Contract Terms:

Executed: 12/4/2025
Date

Roberto Acuña
Teacher

Executed: 12/8/2025
Date

School District of **LAUREL-CONCORD-COLERIDGE**

Attest: _____
Secretary

No. **54**

County of **CEDAR**

By: _____
President

NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

To register for an NASB event, click on the 'My Membership' link, then navigate to the 'Events' dropdown and select 'Register'. If you do not have an email and password to log in or have forgotten it, please contact NASB at 402-423-4951 for assistance. All Dates & Locations Tentative & Subject to Change

JOIN US!

LEARN MORE!

Events & Networking - <https://members.nasbonline.org/events>

Where Will NASB be This Month?*



Ainsworth

Kearney

Lexington

Lincoln

Loup City

Omaha

Paxton

Perkins County

Red Cloud

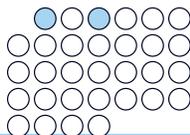
Weeping Water

Winside

For ... Advocacy, Board Retreats, Engagement, Events, Strategic Planning, and more!

*Items currently scheduled

SMTWTF S



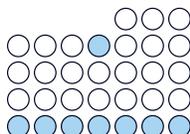
DECEMBER 2025



Governor's School Finance Commission Report Due - Monday, December 1

New Board Member Workshop - Wednesday, December 3 - Kearney

SMTWTF S



JANUARY 2026

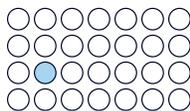


1st Day of the 2026 Legislative Session - Wednesday, January 7, 2026

School Board Member Week in Nebraska - January 25-31, 2026

Legislative Issues Conference - January 25-26, 2026 - Lincoln

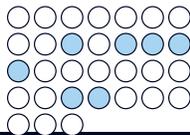
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FEBRUARY 2026

President's Retreat - Monday, February 16 - Kearney

SMTWTF S



MARCH 2026

Budget & Finance Workshop - Tuesday, March 10 - Seward

COSSBA Annual Conference - March 12-15 - Louisville, KY

Budget & Finance Workshop - Tuesday, March 24 - West Point

NAEP State Convention - March 24-25 - Kearney



Continued on Page 2

Leadership

Innovation

Vision

Engagement

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NASB BOARD QUICKS

A MONTHLY E-UPDATE OF KEY DATES FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

PAGE 2



Budget & Finance Workshop - Tuesday, April 7 - Ogallala

Amplified Budget & Finance Workshop - Wednesday, April 8 - Kearney

NSBA Annual Conference - April 10-12 - San Antonio, TX

Final Day of the 2026 Legislative Session - Friday, April 17

2026 NASB Federal Advocacy Fly-In - April 26-29 - Washington, DC

School Law Seminar/NASB Member Golf Outing - June 10-11 - Kearney

ALICAP Workshops & Candidate Workshops - Summer TBD

Area Membership Meetings - August through September

State Education Conference - November

New Board Member Workshops - December

YOUR 2025 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit: <https://members.nasbonline.org/about-us/affiliate-members>

Leadership

Innovation

Vision

Engagement

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Nebraska Rural Community Schools Association

Member Update

December 4, 2025



www.nrcsa.net

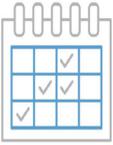


www.twitter.com/NRCSA1980



www.facebook.com/nrcsahome/

NRCSA Calendar



NRCSA Events

NRCSA Legislative Forum

February 26, 2026

Cornhusker Hotel in Lincoln

[More about this event](#)

NRCSA Spring Conference

March 18 & 20, 2026

Crowne Plaza & Younes North Convention Center in
Kearney

[More about this event](#)

NRCSA Golf Tournament

July 28, 2026

Meadowlark Hills Golf Course in Kearney

[More about this event](#)

Committee Meetings

NRCSA Executive Committee

9:30 AM January 20, 2026

Via Zoom

NRCSA Legislative Committee

9:30 AM Thursdays during hearings

Via Zoom

NRCSA Scholarship & Recognition Committee

February 26 & 27, 2026

NCSA Conference Room

At the NCSA Building in Lincoln

NRCSA Executive Committee

3:00 PM March 18, 2026

Bronze 5 Room

At the Crowne Plaza in Kearney

NRCSA Search Service



Please let Jack Moles know where superintendent vacancies occur, so that NRCSA Superintendent Search can make direct contact. We need to hear as soon as possible in anticipation of getting promotional materials specific to that board of education ready. It is critical that Board Presidents have the NRCSA contact information so that if they choose to consider a Superintendent Search Service, NRCSA is one they hopefully will consider.



Axtell Community Schools
Search Complete



Sandy Creek Public Schools

[Notice of Vacancy](#)

[Apply for this Vacancy](#)

Application Deadline: **Dec. 15, 2025**

Finalists Selected: **Jan. 5, 2026**

Interviews: **Jan. 10, 2026**

Contract Starts: **July 1, 2026**



Bancroft-Rosalie Community Schools

Application Process Complete

Finalists Selected: **Nov. 17, 2025**

Interviews: **Dec. 6, 2025**

Contract Starts: **July 1, 2026**



Hampton Public Schools

Application Process Complete

Finalists Selected: **Nov. 21, 2025**

Interviews: **Dec. 6, 2025**

Contract Starts: **July 1, 2026**



Hayes Center Public Schools

Search Complete



Potter-Dix Public Schools

Search Complete



Red Cloud Community Schools

Interim Search

Access the Members area of www.nrcsa.net anytime.

Login: member Password: learning

NRCSA Updates

From NRCSA Executive Director Jack Moles: At the NRCSA Executive Committee's meeting on November 19, I informed the Committee of my intention to retire at the end of the current school year. While we don't know an exact end date, it will likely be sometime this coming summer. The Executive Committee will utilize the NRCSA Superintendent Search Service in conducting a search for my replacement. I would encourage anyone who has interest in the position to contact me and I will provide as much information about the position as possible.

I will write more at a later date, but I do want all to know that being the Executive Director of NRCSA has been one of the topmost highlights of my professional career. I truly loved being a teacher, a coach, a Principal, and a Superintendent, but I believe this has been my favorite role in education.

I plan to do all I can to assist the Executive Committee in the search, short of actually taking a role in choosing my replacement. That is the job of the NRCSA elected leadership and I will support them all that I can. I am already making plans on how to support the next NRCSA Executive Director.

Application information for NRCSA Scholarships and nomination information for NRCSA Awards were sent out right after Thanksgiving. One change to the Scholarships was approved by the NRCSA Executive Committee at its November 19th meeting. We are increasing the number of NRCSA scholarships for students entering the field of education when they go to college. We have been awarding 20 such scholarships for the past several years, but will now increase the number of scholarships to 23. These scholarships will remain at \$2,000 per recipient. We will still offer two Gary Fisher Fine Arts Scholarships in the amount of \$2,000. That means that NRCSA will be awarding a total of \$50,000 in scholarships to 25 students from NRCSA-member districts! Please help by making sure that students are aware of the scholarships. We did send notice of the scholarships to each member district's high school Counselor.

Each year NRCSA recognizes several individuals with our "Outstanding" Awards to a worthy Board of Education Member, Superintendent, Principal, Elementary Teacher, Secondary Teacher, Music Teacher, ESU Staff Member, and Classified Staff Member. You all have outstanding individuals in your schools—please consider nominating them for these awards.

Each year, one of the recipients of one of the Outstanding Teacher Awards (Elementary, Secondary, and Music) is chosen to be NRCSA's nominee for the National Rural Education Association's Rural Teacher of the Year Award. NRCSA's nominee for the 2025 award was Kari Schroder of Syracuse-Dunbar-Avoca. Kari was the runner-up for the NREA Award this year. She was awarded a teacher's bell by the NREA.

NRCSA Leadership

Chris Kuncl, President.
Mullen Public Schools

Dr. Heather Nebesniak, Past Pres.
Ord Public Schools

Stephanie Kaczor, Pres-Elect.
Riverside Public Schools

Jeremy Braden, Secretary.
Doniphan-Trumbull Public Schs

District Representatives:

Ginger Meyer, West
Chadron Public Schools

Dale Hafer, North Central
Ainsworth Community Schools

Daryl Schrunk, Northeast
Randolph Public Schools

Andrew Havelka, Southeast
Freeman Public Schools

Jon Davis, South Central
Alma Public Schools

Jane Davis, Southwest
Hershey Public Schools

Executive Director:

Jack Moles

Lobbyists:

Jon Edwards
Scott Moore
Russell Westerhold

Legislative Co- Chairs:

Dr. Jason Dolliver
Pender Public Schools

Bryce Jorgenson
Southern Valley Schools

Scholarship & Recognition Co Chairs:

Jessica Bland,
Oakland-Craig Public Schools

Jim Widdifield
Minden Public Schools



KARI SCHROEDER (CENTER), WITH SYRACUSE ADMINISTRATION & NRCSA EXECUTIVE DIRECTOR JACK MOLES

NRCSA held all of its committee meetings on Wednesday, Nov. 19 in conjunction with the NASB/NASA Education Conference in Omaha. Some of the outcomes from these committee meetings include:

The Executive Committee:

- approved a move to add three \$1,000 NRCSA Scholarships which go to students from NRCSA-member schools. The students must be entering the field of education.
- approved the adoption of an “event cancellation policy”. The policy, which will be shared in the January Member Update, lays out the procedures for late cancellations of those who are signed up for events. NRCSA must commit to meals prior to hosting events. The policy will address how refunds are made for cancellations.
- agreed to partner with the Holocaust Learning Experience. This group provides free teacher materials that can be used in meeting Rule 10 requirements in teaching the Holocaust and other genocides. More information will come out later.
- accepted an invitation from the University of Kansas Literacy Grant. Member schools that choose to participate will receive grants and participating teachers will receive stipends.

The Scholarship and Recognition Committee made a recommendation to make terms on the committee three years instead of two. This will serve to make terms the same as those on the Executive and Legislative Committees. The Executive Committee will vote to approve the move at its January meeting.

The Legislative Committee discussed several “rumored” legislative issues.

The Closing the Achievement Gap Committee is working on a plan which would ask for districts to apply for recognition of their intentional work in closing the achievement gap between students in poverty and students not in poverty. More information will come later.

SUPERINTENDENT SEARCH & PLANNING

As Boards of Education and Superintendents start to plan for the future, there may be a change in Superintendent approaching your district. We would like to remind you that NRCSA has an outstanding Superintendent Search Service and I would encourage your Board of Education to closely consider these services if you are in need of a Superintendent.

NRCSA has already helped the Axtell, Hayes Center, and Potter-Dix Boards of Education identify their next Superintendent. We are currently assisting Hampton, Bancroft-Rosalie, and Sandy Creek Boards of Education with their searches. We are also assisting Red Cloud in a search for an Interim Superintendent.

One of the more outstanding features of the NRCSA Superintendent Search Service is that the consultants who assist Boards of Education with their searches are all retired rural school Superintendents who experienced great success in their careers. They know what it takes to be successful in a rural school district and community, and how to work closely with a rural school Board of Education. Our current consultants are: Jim Havelka, Fred Helmink, Robin Stevens, Rob Hanger, Caroline Winchester, Curtis Cogswell, Mike Cunning, Paul Sheffield, Mo Hanks, and Jay Bellar.

If your district finds a need to locate your next school leader, please be sure to keep the NRCSA Superintendent Search Service in mind. For more information you can contact Executive Director Jack Moles at jmoles@nrcca.net or by phone at 402-335-7732.

Another service that is offered is a planning service. It is a common practice for Boards of Education and the Superintendent to develop short and long-term plans. We are currently assisting Anselmo-Merna in their planning process. NRCSA does provide a quality service using experienced consultants. If you are interested in more information, please contact Executive Director Jack Moles.

[NRCSA Search Service Brochure](#)

[NRCSA Planning Support Brochure](#)

The School Financing Review Commission, which was created last Spring by the Unicameral, has had four meetings thus far. Information on the meetings can be found on the NDE website at <https://www.education.ne.gov/commissioner/school-financing-review-commission/>. The committee has presented its preliminary report to the Unicameral.

The Commission is made up of 18 individuals and is chaired by Commissioner of Education, Dr. Brian Maher. Senators on the Commission include Sen. Dave Murman, Sen. Jana Hughes, and Sen. Eliot Bostar, as well as former State Senators Lou Ann Linehan, Tom Briese, and Fred Meyer. Individuals from the Education world include Brady Superintendent Ann Foster, Pender Superintendent (and NRCSA Legislative Co-Chair) Jason Dolliver, Bennington Superintendent Aaron Plas, Millard Superintendent John Schwartz, Lincoln Associate Superintendent Liz Standish, Lakeview Board of Education President Keith Runge, Omaha Board of Education member Shavonna Holman, and Chancellor of the Nebraska State College System, Dr. Paul Turman.

The Nebraska Statewide Workforce & Educational Reporting System (NSWERS) has released a new research brief examining chronic absenteeism in Nebraska's K–12 schools and its effect on student outcomes, including assessment scores, graduation rates, and college enrollment.

The analysis highlights that chronic absenteeism—defined as missing 10 percent or more of the school year for any reason—has risen sharply in Nebraska since the COVID-19 pandemic and remains persistently high. Rates jumped from 10 percent in 2019–2020 to nearly 24 percent the following school year and have since remained

above 20 percent statewide.

Key Findings from the NSWERS brief:

- Nebraska’s chronic absenteeism rate has stabilized but remains elevated at more than one in five students.
- Disparities exist across student race/ethnicity, with Indigenous/Native American and Black students showing the highest rates of chronic absenteeism.
- Chronically-absent students consistently score lower on statewide assessments (NSCAS and ACT) compared to their peers.
- Chronic absenteeism greatly reduces the likelihood of graduating on time; students with regular attendance are nearly six times more likely to graduate high school than their chronically-absent peers.
- College-going rates show a significant divide: nearly 71 percent of non-chronically absent graduates enroll in postsecondary education compared to just 49 percent of chronic absentees.

“These findings underscore the lasting impact of chronic absenteeism on students’ academic progress and future opportunities,” said Dr. Jay Jeffries, author of the brief. “Addressing absenteeism requires not only monitoring the type of absence but also understanding the characteristics of students who are chronically absent.”

The full report, NSWERS Brief on the Impact of Chronic Absenteeism on Academic Outcomes in Nebraska, is available at:

<https://insights.nswers.org/briefs/2025-chronic-absenteeism>

A year ago, NRCSA introduced a new initiative to assist rural schools in educating their communities about digital citizenship. Our partnership with A.Plum Creative will provide members with ready-to-use, research-based resources designed to help districts promote responsible technology use among students and families.

The program has its origins out of a goal by the Hershey Board of Education and Superintendent Jane Davis to work on digital citizenship in their district. The district worked with A.Plum Creative on the initiative, then shared information on the program with the NRCSA Executive Committee.

This research based, legally vetted campaign includes monthly social media graphics and captions that focus on key topics like online safety, respectful communication, digital wellness and appropriate tech use. All content is designed to engage school communities and support districts in meeting digital citizenship education goals.

We offer a set of tiered service options for NRCSA Member Districts:

- Tier 1 – NRCSA Branded Content (\$2,500/school year): Monthly graphics and captions with NRCSA branding, aligned to seasonal themes and events.
- Tier 2 – District-Branded Content (\$5,000/school year): Customized graphics and captions tailored to your district’s brand and messaging.
- Tier 3 – Custom Content + Consultation (\$7,500/school year): District-branded content plus three planning calls per year with A.Plum Creative.
- Tier 4 – Full Social Media Management (\$10,000/school year): District-branded content, full posting and scheduling, community engagement and monthly performance reports.

This campaign is available exclusively to NRCSA member districts. To learn more or reserve your spot, contact Anna Weber at anna@a-plum.com or visit www.a-plum.com.

[Good Life EDU Podcast Featuring Anna Weber & Jane Davis](#)

Recently, Minden Superintendent Jim Widdifield contacted the NRCSA office to see if we could be in assistance in helping him conduct a survey concerning Early Childhood programs in our rural schools. We assisted him with dissemination of the survey and he recently shared results.

From Jim: I have finally completed putting this together for those who filled out the survey. I received a good response from 87 schools. I appreciate all the schools that took the time to complete the survey. I did not include the specific schools in the results, but instead grouped them by size.

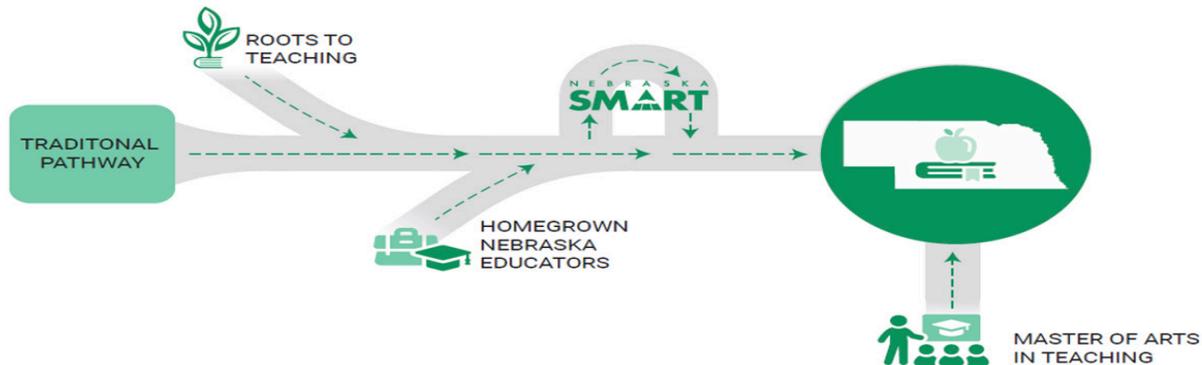
I share this information with you, not only because it has some very good information on Early Childhood programs, especially as it pertains to age groups, numbers of staff, and funding sources, but also to remind you that if you are wanting to research something please keep NRCSA in mind. Sometimes we already have compiled the information you are looking for. Also, if you want to do surveys, we can help you to disseminate the survey materials.

Nebraska Pre-School Programs

I recently had a communique from a member Superintendent as to the history of Equalization Aid in his district. That is something we keep track of on an annual basis for all districts, so his request for help was very easily filled. Again, at NRCSA we may have already compiled information you might be wanting to find. All you need to do is ask!

Expanding the Educator Pipeline through Innovative Nebraska State College Initiatives.

Educator Preparation Pathways



The Nebraska State Colleges (Chadron, Peru, and Wayne) are proactively addressing the growing teacher shortage across the state, particularly in rural communities. With their evolution beginning as Normal Schools to present, and approximately 28% of undergraduate students majoring in teacher education (the largest comprehensive major system-wide), the Colleges have long played a central role in preparing future educators.

However, as Nebraska faces increasingly urgent staffing shortages in K–12 classrooms, especially in high-need areas such as special education, early childhood, and STEM, the State Colleges continue to evolve to meet this challenge through four strategic initiatives.

Nebraska Roots to Teaching (NRT), seeks to offer a high school-to-career educator pathway modeled after Washington State’s successful Recruiting Washington Teachers (RWT) program. Anchored in Wayne State College’s STEP (Students to Teachers through Educator Pathways) program, NRT is expanding dual credit options in education across the three colleges. High school students (especially first-generation and underrepresented learners) will be able to complete introductory education courses for dual credit, participate in campus-based experiences, and receive mentorship from teacher-mentors and college “navigators” throughout their transition into college and early teaching careers. Flexible modalities, financial incentives, and future paraeducator

credentialing further broaden access for rural students.

The **Homegrown Nebraska Educators Apprenticeship Program** seeks to leverage new flexibility under Nebraska Department of Education Rules 20 and 21 to provide an alternative pathway to certification for paraprofessionals and place-bound adults. Building on Chadron State College's pilot model, this initiative allows candidates to remain employed in their local districts while completing a bachelor's degree and teacher certification. Courses are fully online and asynchronous, ensuring flexibility for working adults. The program emphasizes district-identified endorsement areas, such as special education and elementary education, and uses a competency-based credit model to reward relevant experience.

The **Nebraska SMART (Success Made Accessible through Rural Tutoring)** initiative connects teacher education candidates from the three State Colleges with K–12 students in their home districts through virtual tutoring. Focused on supporting rural schools, SMART offers academic help during afternoons and evenings while providing early, meaningful field experience for teacher candidates. By allowing candidates to serve students in their own communities, the program strengthens local ties and broadens access to educational support. SMART not only improves outcomes for K–12 learners but also enhances the preparation of future educators committed to serving Nebraska's rural schools and communities.

Lastly, the **Master of Arts in Teaching (MAT)** is a distinct, graduate-level program designed for individuals who hold a bachelor's degree in a core content area and seek teacher certification in Nebraska. Delivered fully online, the 18-credit core of the program ensures that individuals fully meet certification requirements and provides a flexible path to licensure, while the additional 18 credits of the graduate program provide options to complete the required content courses to qualify for teaching dual credit courses or work toward specific endorsement requirements. Individuals can choose to complete the core course which lead to certification without committing to the MAT; however, the completion of the MAT graduate program assists individuals in completing elective coursework that moves them toward their career goals. Unlike the Homegrown Nebraska Educators apprenticeship model, which supports paraprofessionals pursuing a bachelor's degree, the MAT serves adult career changers and professionals seeking a direct, advanced entry into the teaching profession.

Together, these initiatives form a comprehensive ecosystem of entry points into the teaching profession. From high school dual credit options and rural tutoring roles to full apprenticeship models and flexible graduate pathways, the Nebraska State Colleges are creating scalable solutions to address Nebraska's critical teacher shortage, ensuring every community has access to well-prepared, locally rooted educators for years to come.

Chris Prosocki, formerly the Superintendent at Southern and now at Hastings, has shared a sample Superintendent Checklist that he uses. I thought this was a great instrument, one that I wished I had available to me when I was in the Superintendentcy. It can be especially helpful as you head into the new school year! Thanks to Chris for sharing this! You can access the updated checklist here:

[Superintendent Check List](#)

NRCSA has had the great privilege to work closely with Open Sky Policy Institute over the years. They provide great information on the fiscal impact of legislation that is very helpful to me in my work as NRCSA's chief lobbyist. I would encourage Superintendents and Board of Education members to sign up to receive Open Sky's email updates.

Open Sky has developed some awesome **Nebraska Public School District Profiles** instruments. The instruments provide much information that can be used to tell the story of your district in comparison to other districts when discussing school finance. The instruments can be accessed at:

<https://www.openskypolicy.org/school-district-profile/>

The mission of OpenSky Policy Institute is to provide impartial and precise research, analysis, education and

leadership on fiscal policy-improving opportunities for all Nebraskans. Subscribe to their email updates at <https://bit.ly/OpenSkyUpdates> or contact Todd Henrichs at thenrichs@openskypolicy.org.

As we head into the new legislative session, Open Sky has shared a few more tools that can be especially helpful. A message from Rebecca Firestone, Executive Director for Open Sky shares:

Dear friends,

On behalf of the team at OpenSky, I want to thank you for the work you have done to prepare for the important policy work ahead for all of us this year.

We wanted to take an opportunity to share a few quick reference materials we have developed that we think will be especially useful this session (attached).

- 1. A one-page guide to TEEOSA, the K-12 public school funding formula. With significant changes promised to the formula in pursuit of property tax relief, we felt it was important to share the current state of play.*
- 2. A guide on the budget process, including a timeline, who is involved, and a breakdown of important components of the state budget. With a significant deficit heading into session, lawmakers will grapple with complex decisions regarding spending. At OpenSky, we are ready to work towards a budget that reflects the priorities of Nebraskans and allows everyone a shot at The Good Life, and we look forward to partnering with you in this work.*

I also wanted to introduce you to some new members of our team who you may interact with during the upcoming session:

Lillian Butler-Hale joins our team as Outreach and Engagement Director. She replaces Joey Adler Ruane, who will continue to support OpenSky for some time from his new role with the lobbying firm Lindsay Harr MacDonald. Lillian was most recently in the office of Senator Jen Day and will be a great asset to the team during this session. Please make sure to say hello when you see her in the rotunda.

Noah Rhoades just joined us in a new role as Outreach and Engagement Manager. He will support our legislative work as well as community engagement and outreach efforts, including coalition building. We are excited to have him on board.

We are also launching a refreshed website at www.openskypolicy.org, and last, but not least, we have moved! Same building, bigger office. Please make note that our new address is 1325 H Street, Suite 200 Lincoln, NE 68508. We look forward to welcoming you to our new space soon, when we are a little more settled.

We are excited to work alongside all of you this session, and here to be a resource. Don't hesitate to reach out to me or anyone on the team if you need us.

*Onward,
Rebecca*

[Open Sky TEEOSA Guide](#)
[Open Sky Budget Process Guide](#)

NRCSA is pleased to be in a partnership with New Leaf Teletherapy. New Leaf provides mental health teletherapy services for both staff and students. I became very interested in this possibility especially in terms of staff services. I know our members are working hard to provide services for their students, but there does not appear to be that same capability when looking at staff services.

I look at this service as helping to bolster what your district is already doing, not to take the place of those efforts. I believe this can be a cost effective means of furthering your efforts.

NRCSA hosted three introductory Zoom meetings with Mark Goldman and Deb Romano of New Leaf to have them explain what the program would look like. Below you can access the slide show from those meetings, as well as a recording of one of the meetings.

[New Leaf PowerPoint Presentation](#)

[New Leaf Zoom Meeting](#) (recording)



[New Leaf Flyer](#)

If you would like to be in contact with Mark Goldman or Deb Romano, please feel free to call or email me and I can help make that happen.

One of the more outstanding student academic activities that I've had the pleasure of working with is Academic Decathlon. The nation-wide program provides a prescribed course of study each year. Teams are made up of students of different academic abilities. Students with an "A" average compete against other students with an "A" average, students with a "B" average compete against other students with a "B" average, and students with a "C" average compete against other students with a "C" average. Schools can choose how they prepare for competitions. Some teams meet after school or in the evenings, while some schools offer a class.

There is a regional competition in January, with the State Championships being held in February. Students compete for medals at both events. Scholarships are awarded to members of teams who are successful in the competitions. Three of my four children competed in Academic Decathlon and between them were awarded thousands of dollars in scholarships.

This past year, two NRCSA-member schools qualified for the State Championship: Amherst and Johnson County Central.

Each year there is a central theme for the Academic Decathlon curriculum. For the 2025-26 school year, the theme is "The Roaring 20's". Music, art, and literature will cover the Jazz Age.

If you would like get more information on the Nebraska Academic Decathlon, please contact NRCSA Executive Director Jack Moles of one of the Nebraska Academic Decathlon Co-Executive Directors:

Ardis Moody ardis.moody@gmail.com

Cris Hay-Merchant chaymerchant@bellevue.edu



JOHNSON COUNTY CENTRAL ACADEMIC DECATHLON TEAM



AMHERST ACADEMIC DECATHLON TEAM

The NRCSA Executive Committee has made a positive move to assist non-traditional educators move toward full teaching certification. As a result of this move, new scholarship opportunities were created for paras who are in a “para to teacher program” and for transitional educators. NRCSA will provide three \$1,000 scholarships for the fall semester and three \$1,000 scholarships for the spring semester for the 2024-25 school year. Applicants for the scholarships must be current employees of a NRCSA-member district or ESU. Applicants must be enrolled for that semester in one of two types of programs: (1) in a recognized “para to teacher” program such as is offered by the three State Colleges (Chadron State, Peru State, or Wayne State), or (2) a transition to teaching program in which a person with a minimum of a bachelor’s degree who is employed to teach in a member school while working through a transitional program, such as offered by the University of Nebraska-Kearney. The applicant could currently be teaching under a transitional certificate. Application materials for Spring scholarships were distributed to member Superintendents and ESU Administrators, who were then asked to share with potential candidates in their buildings. The NRCSA Scholarship and Recognitions Committee selected the three Spring semester scholarship winners.

Applications for the Spring semester were received and the three recipients have been selected. They will be notified over the next couple of weeks.

NRCSA has developed a “resource” document to assist members when they want insight on a particular topic. Often we are contacted and asked if we know of a school that has experience in a topic of interest. Many times we can point them in the right direction, but often we need to put out a request for information to the members. We have developed a list to begin from and already have some contact information on some of the topics. The plan is to feature this list in each of our monthly updates. Below is a link to a copy of the list. If you would be willing to be listed as a resource or if you would like to suggest other topics for inclusion, please contact Jack Moles.

[NRCSA School Programs](#)

We urge you to consider participation in the NRCSA Partner OneCard program as a tool for you in managing school expenditures, both large and small. Certainly, the card can help reduce/eliminate any issues relative to unverified cash expenditures. You decide who uses it, can get cards for each of those users, keep all cards wherever you wish, determine the amount to load on each individual card, and how long the time frame of use is. It is a terrific management tool and clearly identifies each expenditure/name/date/amount. Whether small purchases or very large purchases, the card is a terrific tool. NRCSA owns the state contract, so liability for misuse falls to NRCSA, not the district user. We have only had three circumstances of fraud and all three have been the theft of the card number information, not any district employee misuse. For 2024-25, over 100 districts/ESUs participated in the program. We currently have **109** entities using the program. In talking with some districts, there is a chance there could be upwards of 112 entities participating. Great job by all participating districts in protecting the card and program! Don’t forget, the NRCSA rebate from the transaction fee paid by businesses that choose to accept plastic is used for scholarship, awards, and special needs. For 2024-25, the rebate was over \$34,000 to NRCSA, showing that use is increasing, and large purchases are being included. WIN, WIN, WIN! If you are considering joining the program and need more information, please contact Jack Moles (jmoles@nrca.net) or Jeff Bundy (jbundy@nrca.net).

U.S. Bank provided two webinars for those considering using the program or for those who are currently using it, but want to find out more about the program. The slides from the webinar are available below.

[U.S. Bank Commercial Card Program](#)

Board of Education meeting visits. Beginning in December, 2019, I started attending Board of Education meetings in member school districts/ESUs. Since then, I have attended 140 such meetings. I most recently attended the Board meetings at Creighton on Monday, Nov. 10, Doniphan-Trumbull on Tuesday, Nov. 11, and

Syracuse on Monday, Nov. 17.

I am scheduled to attend the following Board of Education meetings in the near future:

Monday, December 8: Superior

Tuesday, December 9: Riverside

Monday, December 15: Blue Hill

I have really enjoyed this venture and am willing to attend Board meetings when I can. I take a few minutes to cover NRCSA news and offerings, as well as a legislative update. When I am going to be in a specific area on Board meeting days I may send out a notice to near-by Superintendents to make an offer to visit. I'd like to be able to schedule two or three in the same evening if I can.

If you would be interested in me attending a future Board meeting, please contact me to start the arrangements. I would also be willing to "attend" your Board meetings via Zoom if you preferred. I would still only do one at a time but would be able to do several in the same evening. Let me know and we will try to make the connection.



CREIGHTON BOARD OF EDUCATION AND ADMINISTRATION



DONIPHAN-TRUMBULL BOARD OF EDUCATION AND ADMINISTRATION



SYRACUSE-DUNBAR-AVOCA BOARD OF EDUCATION AND ADMINISTRATION

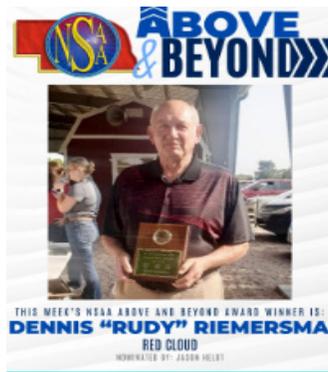


NRCSA wishes to share in the celebration of the special accomplishments and recognitions going on in our member schools and ESUs.

December 2025:

*** The NSAA’s Above and Beyond program is designed to recognize and celebrate the outstanding individuals who make a meaningful impact within their communities. Whether it’s a student, coach, community member, or parent, this award honors those who go the extra mile to support and uplift others. The NSAA recognizes an individual each week. Individuals from NRCSA member school districts who have been recognized to date are:**

- November 12: Five individuals from different communities acted quickly at the State Cross Country Meet when a spectator went into cardiac arrest. The NSAA cited Brady Principal Samantha Pavelka, Jodi Erikson of Blue Hill, Creighton Principal Ryon Nilson, Kari Nilson of Creighton, and Thedford Principal Adam Kuntz for having a hand in helping to revive the spectator and coordinate contact with first responders and notifying the spectator’s family.
- November 5: Dennis “Rudy” Riemersma of Red Cloud.
- October 29: Natasha Haupt of Leyton.



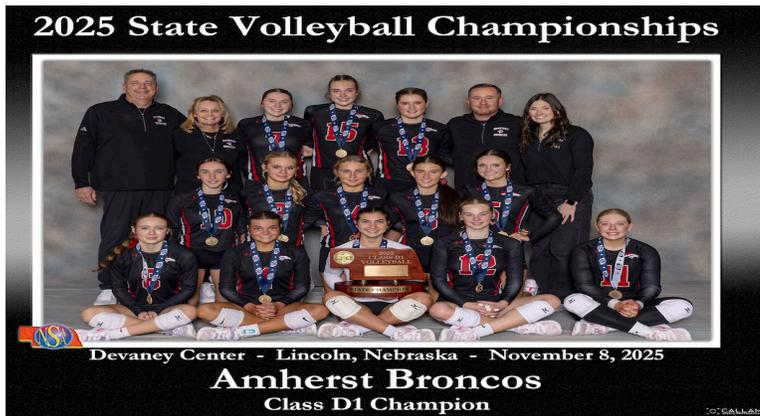
*** Milford won the Class C1 State Volleyball Championship. Holdrege was the Runner-up.**

*** Freeman was the Class C2 State Volleyball champion. Laurel-Concord-Coleridge was the Runner-up.**



FREEMAN FALCONS, CLASS C2 STATE VOLLEYBALL CHAMPIONS!

* Amherst won the Class D1 State Volleyball Championship. Overton was the Runner-up.



* Wynot was the Class D2 State Volleyball champion. Cambridge was the Runner-up.



* Four students from NRCSA-member schools were selected to play in the Nebraska Coaches Association's Senior Softball Showcase. They are: Rylie Beethe (Johnson-Brock, but playing for Nebraska City), Payton Burbach (Central City), Libby Loman (Northwest), and Jolie O'Hara (Northwest)

* Several students from NRCSA-member schools received first team All-State recognition for softball in the Omaha World-Herald (OWH) and/or the Lincoln Journal-Star (LJS). They were:

- ALL CLASS: Graelyn Simmons, Northwest (OWH)
- CLASS B: Graelyn Simmons, Northwest (OWH), Abby Dinkelman, Northwest (OWH), Becca Dinkelman, Northwest (OWH), Bella Zach, DC West (OWH)
- CLASS C: Payton Burbach, Central City (OWH), Jordyn Campbell, Yutan/Mead (OWH), JLee Van Driel,

Nebraska Rural Community Schools Association

Twin River, OWN, Lauren Suntych, Centura, (OWH), Izabelle Greenough, Fort Calhoun (OWH), Juno Ryan, Central City (OWH), Emma Jacobs, Centura (OWH), Emma Brandes, Central City (OWH)

*** NEBpreps and Hurrdat Sports recently announced their outstanding players for each class in volleyball. Those from NRCSA-member schools who were honored include:**

CLASS D2:

- Player of the Year and Hitter of the Year: Taryn Arbuthnot, SEM
- Setter of the Year: Haley Wieseler, Wynot
- Libero of the Year: Jaylin Geisen, Wynot

CLASS D1:

- Player of the Year: Daisy Ryan, Overton
- Hitter of the Year: Kaydence Haase, EMF
- Setter of the Year: Aspen Billeter, Southwest
- Libero of the Year: Breckyn Veskerna, Amherst

CLASS C2:

- Player of the Year: Briar Ray, Oakland-Craig
- Hitter of the Year: Ashley Beethe, Johnson County Central
- Setter of the Year: Riley Wellensiek, Johnson County Central
- Libero of the Year: Keisllyn Poss, St. Paul

CLASS C1:

- Player of the Year and Hitter of the Year: Shayla Rautenberg, Milford
- COACH OF THE YEAR: Erin Heath, Holdrege

*** The Nebraska Coaches Association recently released Super State and Class All State Teams for Boys and Girls Cross Country, Boys Tennis, and Girls Golf. Students from NRCSA-member schools who were recognized included:**

- SUPER STATE GIRLS GOLF: Peyton Hartman (Adams Central), Mia Hiebner (Heartland), Daleni Knust (West Holt), KayLynn Jorgensen (Minden), Macy Jorgensen (Minden), Julia Messere (Aurora)
- SUPER STATE BOYS CROSS COUNTRY: Isac Portillo-Munoz (Lexington), Trevor Zurn (Alliance), Tyler Hetz, (Gothenburg), Elijah Goodell (Perkins County), Kaser Johnson (Doniphan-Trumbull)
- SUPER STATE GIRLS CROSS COUNTRY: Scout Bell (Gothenburg), Avery Arens (Crofton)
- CLASS B ALL STATE BOYS CROSS COUNTRY: Isac Portillo-Munoz (Lexington), Trevor Zurn (Alliance)
- CLASS C ALL STATE BOYS CROSS COUNTRY: Tyler Hetz, (Gothenburg), Avery Carter (Milford), Nolan Gartner (Syracuse), Trevin Huskey (Johnson County Central), Samuel McQuistan (Holdrege), Bryson Neels (Gothenburg)
- CLASS C ALL STATE GIRLS CROSS COUNTRY: Scout Bell (Gothenburg), Macie Carter (Milford), Addison Hauxwell (Chase County), Hailey Hengtgen (Palmyra), Tayla Hurner (Wayne), Emma Williams (North Bend Central)

Nebraska Rural Community Schools Association

- CLASS D ALL STATE BOYS CROSS COUNTRY: Elijah Goodell (Perkins County), Kaser Johnson (Doniphan-Trumbull), Hector Bonilla (Wood River), Samuel Holsing (Tri County)
- CLASS D ALL STATE GIRLS CROSS COUNTRY: Avery Arens (Crofton), Kayleigh Betka (McCool Junction), Rarity Cournoyer (Gordon-Rushville), Sage Holtmeier (Tri County), Reagan Moody (Ainsworth), Delani Runnels (Niobrara/Verdigre), Madison Shaw (Sandy Creek)

*** The Nebraska Coaches Association and HUDL recently announced their coaches of the year for some of the fall sports. Coaches from NRCSA–member districts who were recognized include:**

- SOFTBALL: Mitch Sadd, Northwest
- BOYS CROSS COUNTRY: Corey Hatt, Doniphan-Trumbull
- GIRLS CROSS COUNTRY: Troy Hauxwell, Chase County



*** Several NRCSA-member schools won the Sportsmanship Award for the State Volleyball Tournament. The award is annually presented by the Nebraska Coaches Association and Currency. Winning the award were:**

- CLASS D2: Dundy County-Stratton
- CLASS D1: Southwest
- CLASS C2: Johnson County Central
- CLASS C1: Malcolm



* Morgan Harms of Broken Bow was presented the 2025 NFHS Outstanding High School Music Educator Award.

* Southwest was the Class D6 State Football runner-up.

* Sandy Creek was the Class D1 State Football Champion. They are a repeat champion from last year. Crofton was the runner-up.



* Wynot won the Class D2 State Football Championship.



* Holdrege's Erin Heath is the 2025 NebPreps Volleyball Awards Coach of the Year.



* Several students from NRCSA-member schools were honored by Governor Jim Pillen and Nebraska Commissioner of Education Brian Maher at the annual Commissioner's Recognition for Excellence in Nebraska Career and Technical Education ceremony in the State Capitol. Students were recognized for being national level officers in their organizations or placing at the organization's national conference. They include:

- EDUCATORS RISING: Layryn Breitreutz (Centennial), Riley Hopkins (Bayard), Amy Albro (Bayard),

Nebraska Rural Community Schools Association

Shayla Jacobsen (Plainview)

- **FBLA:** James Fletcher (Litchfield), Maria Adle (Chase County), Tara Buzek and Austin Schmidt (Heartland), Braxton Soll, Lucas Chappelle, Wyatt Flesner, Trent Koger (Arlington), August Burns and Joe Burns (Arlington), Mia Deras (Fairbury), Sarah Lange (Raymond Central), Georgia Ramsey and Heidi Taylor (Wayne State College), Braxton Dalton (Wayne State College), Mekenna Fisher (Chadron State College), Lander Imbimbo (Peru State College)
- **FCCLA:** Jaiden Ertzner, Alaina Rogat, Presley Wolf (Battle Creek), MaHaylee Dotson-Monroe (Cross County), Clara Preister (Twin River), Lynn Miner (O'Neill), Brittin Fink and Madisyn White (Medicine Valley), Clare Holoubek and Chloe Indra (Clarkson), Layla Borowiak and Lausyn Matthes (Twin River), Zuri Booth and Brylee Ramaekers (Twin River), Jazy York (O'Neill), Addilyn Doke (Ainsworth), Quinn Ross (Elmwood Murdock), Jailyn Romesser (O'Neill), Aracely Negrete and Lillie Shoemaker (Ord), Mary Licking and Emerson Pettit (Thedford), Gracen Eckert (Boyd County), Charlotte Welsh (O'Neill), Brooklyn Eckert (Boyd County), Cheney Dishman, Angel Johnson, Kaygan Witthuhn (Callaway), Kiarra Kennedy (O'Neill), Klayton Rinne (Dundy County-Stratton)
- **FFA:** Claire Woeppel (Chambers, now at UNL), Reece Steiner (Elm Creek), Katelyn Melvin (Johnson-Brock), Ashley Beethe and Catherine Wendt (Johnson County Central), Craig Anthony (Johnson-Brock), Elizabeth Olson and Ansley Cadwallader (West Holt), Molly Weber and Saige Rother (Johnson County Central), Erika Donahue, Kiarra Eppenbach, Marissa Tvrdy, Carlee Wolfe (Raymond Central), Carson Reiman (Gothenburg), Mason Dutro, Toby Orvis, Parker Walahoski, Paige Walahoski (Overton), Bela Jedlicka, Abigail Reyna, Addison Vavricek, Allison Vavricek (Schuyler), Cora Hoffschneider (Centennial), Sam Wells (St. Paul)
- **HOSA:** Emma Baldeh (Dundy County-Stratton)
- **SKILLS USA:** Roger Meraz (Wayne State College), Levi Vaughan (Central City), Jackson Nordhues, Joe Grone, Brett Staab (Wayne State College), Delainey Mumm (Thayer Central), Hailey Hoffman, John Mann (Wayne State College)



O'NEILL FCCLA



*ASHLEY BEETHE, CATHERINE WENDT, MOLLY WEBER,
SAIGE ROTHER OF JOHNSON COUNTY CENTRAL*



LEVI VAUGHN, CENTRAL CITY

MEMBER SPOTLIGHT

Shelton Public Schools



Mascot: Bulldogs

Enrollment: 280 students

Location(s): Shelton, NE

Superintendent: Rodney Engel



Principal(s): Jeff Kenton, Elementary & Amy Hostetler, High School

Board of Education: *Shelton Public Schools Board Members (Left to right):* Back row - **Levi Rogers, Chuck Wiese, Dana Tompkin** Front row- President **Kay Johnson**, Secretary **Emmy Power**, Vice President **Lisa Stewart**



Programs:

FFA:

The Shelton FFA Chapter is an important part of the academic strength of Shelton Public Schools. Chartered in 2016, the chapter has had its share of accomplishments in the past ten years. The FFA Chapter proudly boasts 40-50 members each year in grades 7-12, with membership hitting its highest number yet in 2025 with 56 members. 46% of eligible students in the high school are FFA members, and 56% of the 7-12 student body is enrolled in an agriculture education class!

Many are surprised to learn that Shelton hasn't always had an agriculture program, being that it is a rural community. Shelton had an ag program and an FFA chapter in the 60s, but it was discontinued and replaced with industrial technology. When the industrial technology teacher departed in 2016, the administration and school board saw it as the perfect opportunity to revive the program. The program has grown, not only in the number of students, but also in the variety of courses offered and other opportunities. In 2019, with the help of the Shelton FFA Booster Group and other local donors, the school was able to build a large outdoor greenhouse, which is utilized by the agriculture program and FFA chapter for hands-on learning opportunities all year long! The agriculture program offers courses in animal science, veterinary science, agronomy, floriculture, landscaping, agribusiness, ag sales, and welding!

Students in the FFA chapter have been able to learn about the agriculture industry through these courses, FFA competitions, and their Supervised Agriculture Experiences (SAE), which take place outside of the classroom. Students in Shelton have a diverse range of SAE projects, from working for local producers to managing their own livestock, crops, or produce. The community and school are proud of the many accomplishments the chapter has garnered in the past ten years, including a State Champion Livestock Management CDE Team in 2022 and producing an FFA State Officer in 2022! The chapter has been honored at the Nebraska FFA Convention for awards in Livestock Evaluation, Meat Evaluation, Livestock Management, Veterinary Science, Dairy Cattle Evaluation, Proficiency Award Finalists, State Star Farmer Finalists, and over 20 State Degree Recipients. In the past four years, the chapter has had six American FFA Degree Recipients, and is looking to increase that number in the future!

In 2023, Miss Horak was awarded the Nebraska Farm Bureau Agriculture Educator of the Year! She was the advisor who first chartered the program in 2016 and continues to be at the forefront of its success.

Volleyball:

The Shelton Volleyball team has built an impressive legacy over the past four seasons, earning four consecutive trips to the Nebraska State Tournament and showcasing the program's growth, resilience, and competitive excellence. Their run began with a standout 3rd place finish in 2022, followed by another strong performance as State Qualifiers in 2023. The team reached a historic milestone in 2024, capturing the D-2 State Championship and bringing home the program's first state title. In 2025, the Bulldogs moved up a class and still delivered a remarkable season, finishing 4th at State.

FFA:



Volleyball:



MEMBER SPOTLIGHT

Elba Public Schools



Mascot: Bluejays

Enrollment: 108 students

Location(s): Elba, NE

Interesting Fact Something that immediately sets Elba Public Schools apart is our mascot: the Purple Bluejay. Over the years, I've noticed that people around the state are often puzzled by why our Bluejays are purple. Curious, I asked around and heard several interesting theories and stories from longtime community members and alumni—but no one seemed to know the real answer, just rumors passed down over time. While I may not know the full history, here is my take on why we are the Purple Bluejays.

Elba Public Schools' mascot, the Purple Bluejay, is more than just a symbol—it represents the spirit and pride of our school community. Bluejays are known for their intelligence, energy, and strong sense of community, qualities we want our students to embody every day. The purple color makes our Bluejay unique and bold, standing out just like our students do in academics, athletics, and the arts. Whether on the court, the stage, or in the classroom, the Purple Bluejay reminds everyone at Elba to work hard, support each other, and take pride in being part of something bigger.

Superintendent: Bobby Kelley

Principal: Tim Potter

Board of Education: Left to Right: Robyn Rasmussen (Secretary), Travis Frederick, Ryan Rasmussen, Terry Spilinek (President), Jim Thompson (Vice President), Brittany Christensen (Treasurer)



Programs:

Elba Public Schools House Program

The House Program at Elba Public Schools is built around the idea that students thrive when they feel connected, supported, and part of a team. Every student and staff member belongs to one of our character-based houses, and those houses stay with them throughout their time at Elba. Each house focuses on a core trait we want our students to grow in, and the goal is to create smaller “families” across the building where older students mentor younger ones, everyone has a sense of belonging, and positive behavior is consistently reinforced.

For example, Respect House focuses on what it means to treat others well, listen, communicate, and show appreciation for our school and community. Students in this house often lead by example—modeling how to handle disagreements, how to work with others, and how to take pride in their actions. Other houses follow the same idea, each highlighting a different character strength such as Responsibility, Integrity, Leadership, Service, or Perseverance (adjust these to match your actual house names if needed). Students earn points for their houses through positive behavior, participation, academics, and showing those character traits in action.

Throughout the year, we hold House competitions, group activities, and service projects. These events give students a chance to work as a team while building relationships across grade levels. Over time, the houses have created a stronger school culture—students look out for each other, celebrate each other’s wins, and take real pride in the house they represent. It’s been a powerful way to grow character and community at the same time.

Elba Athletics and Fine Arts Programs

At Elba Public Schools, our athletic and fine arts programs are thriving and giving students countless ways to grow. Our athletes compete in basketball, volleyball, track, and more, learning teamwork, leadership, and perseverance every step of the way. Meanwhile, our fine arts programs—like one-act, band, and choir—allow students to explore their creativity, build confidence, and shine in front of the community. Together, these programs help students discover their talents, work hard, and take pride in their accomplishments.



MEMBER SPOTLIGHT

Tri-County Public Schools



Mascot: Trojans

Enrollment: 435 students

Location(s): DeWitt, NE

Interesting Fact: Tri County Public Schools cover approximately 270 square miles.



Superintendent: **Brian Rottinghaus**

Principal(s): **Ryan Clark**, Secondary Principal; **Jesse Gronemeyer**, Elementary Principal; **Caleb Armstrong**, AD & Assistant Principal

Board of Education:

Brian Quackenbush, Brian Scherling, Annette Weise, Derrick Damrow, Dustin Gronemeyer & Tom Koch



Programs:

Tri County has become a major partner in the Southeast Community College Career Academy Partnership (SENCAP) welding program. Through our partnership with this program, students are able to graduate high school with certification and welding. Over the past eight years, an average of 19 students each year have participated in the program. Over that time frame, a total of 53 have received dual-credit certificates in welding through SENCAP.



Tri County has been a leader in its music program. Over the past two decades, Tri County has received the Best Community for Music designation by The National Association of Music Merchants 13 times. That is more than any other school in Nebraska and among the top 167 school districts nationwide. These designations are given to districts demonstrating an exceptionally-high commitment to music education acquisition.



MEMBER SPOTLIGHT

Ponca Public Schools



Mascot: Indians

Enrollment: 447 students

Locations: 3-12 Campus in Ponca, PK-2 Campus in Jackson

Interesting Fact: Ponca High School has won an incredible seven NCA Sportsmanship Award trophies from various state tournaments in recent years. This reflects not only how our athletes compete and our school community supports them, but also how our kids demonstrate leadership, respect, resilience, and class on the biggest stages.

Superintendent: Brendan Calahan



Principal(s): Allison Stansberry (7-12), John Stroud (PK-6)

Board of Education: Front Row (L-R): **Casey McGhee** (Vice President), **Phil Kramper**, **Christina Luebe**. Back Row (L-R): **Richard Dohma** (President), **Jerod Davis**, **Julie Schamp**



Buddy Program: Our 7th Grade Buddy Program pairs incoming junior high students with dedicated upperclassmen who help guide their transition into Ponca High School. These student mentors serve as positive role models, offering support, encouragement, and practical guidance as 7th graders navigate new routines, expectations, and opportunities. Through regular check-ins, group activities, and a focus on building strong relationships, the program helps younger students feel welcomed, confident, and connected from day one. This mentorship model not only eases the transition to high school but also strengthens our school community by empowering older students to lead with empathy and purpose.



Student Leadership Team: The Student Leadership Team is a flagship opportunity for Ponca High School students to step into meaningful leadership and make a real impact on school culture and the broader community. Through this program, students collaborate to strengthen school pride, promote positive relationships, and lead initiatives that bring people together. Members take on projects that support a welcoming, inclusive environment and serve as ambassadors of our district's values both inside the school and out in the community. By applying their voices, creativity, and service-minded approach, Student Leadership Team members help shape the experiences of their peers and leave a lasting mark on not just our school, but the community as a whole.



2026 NRCSA Legislative Forum

The 2026 NRCSA Legislative Forum will be held on Thursday, February 26, 2026, at the Cornhusker Marriott Hotel in Lincoln.

This year's program will feature remarks by many educational policy leaders.

There will again be the opportunity to discuss issues of local interest with senators over lunch. This provides an invaluable opportunity to network and discuss issues with your senator.

Be sure and make plans to attend!!

Room Reservations

There are rooms available at the Cornhusker Hotel at a discounted rate of \$119.00 per night for Wednesday February 25, 2026. The Cornhusker is a Marriott Hotel; they have instructed customers to use the central reservation line or the link below to reserve a room.

*Cornhusker Marriott Hotel: 1-866-706-7706

The deadline to reserve from NRCSA's room block is **February 5, 2026**

Program Highlights

Thursday February 26, 2026

8:20 A.M. - Welcome & Announcements

8:30 A.M. - Committee Chair or Rural Senator

9:00 A.M. - Committee Chair or Rural Senator

9:30 A.M. - Committee Chair or Rural Senator

10:00 A.M. - Committee Chair or Rural Senator

10:30 A.M. - Committee Chair or Rural Senator

11:00 A.M. - Committee Chair or Rural Senator

11:30 A.M. - Committee Chair or Rural Senator

12:00 P.M. - Lunch with Senators

1:10 P.M.- Jack Moles & Russ Westerhold;
NRCSA Executive Director & Lobbyist

1:45 P.M.- Closing & Adjourn

Please note: The schedule is subject to change.

2026 NRCSA Spring Conference

The 2026 NRCSA Spring Conference will be held on March 18 to 20, 2026, at the Crowne Plaza and Younes North Convention Center in Kearney.

There will be many informative and timely sessions regarding law, TEEOSA, school finance, curriculum development, updates from the Department of Ed, staff and board development, updates regarding current federal and state legislation and others. Sessions highlighting special programs and initiatives are always a plus. A total of 35 sessions will be provided at the conference. As always, the general sessions will feature music groups, speakers on Thursday and Friday, scholarships, awards, recognitions, and the traditional meals that have become a mainstay of the conference.

As usual, there will be many opportunities for networking and informal discussions with attendees from other schools!

Be sure and make plans to attend!!

Room Reservations

There are several hotels in and around the area. Attendees will need to make room arrangements for the conference.

These hotels participate in group rates for Spring Conference

Crowne Plaza (308) 238-7000
Hampton Inn (308) 234-3400

These hotels do NOT participate in group rates

Holiday Inn (308) 237-5971
Comfort Inn & Suites (308) 236-3400
La Quinta Inn & Suites (308) 237-4400
America Inn & Suites (308) 234-7800
Fairfield Inn (308) 236-4200
Holiday Inn Express (308) 234-8100
Microtel Inn & Suites (308) 698-3003
New Victorian Inn & Suites (308) 237-5858
Wingate Inn (308) 237-4400

Program Highlights

Wednesday March 18, 2026

10:00 AM Pre-Conference: The Seven Habits of Highly Effective People

Presented by:



6:30 PM Exhibitor Check-In and Set-Up

7:00 PM Early Registration and Hospitality Rooms Open

Thursday March 19, 2026

7:15 AM Registration & Exhibit Hall Open

8:00 AM General Session

11:00 AM – 11:50 AM Select-a-Session I

12:00 PM General Session

2:20 PM - 3:10 PM Select-a-Session II

3:35 PM - 4:25 PM Select-a-Session III

6:00 PM Country Buffet

7:00 PM Hospitality Rooms Open

Friday March 20, 2026

7:30 AM Registration Open

8:00 AM - 8:50 AM Select-a-Session IV

9:00 AM – 9:50 AM Select-a-Session V

10:00 AM Brunch

10:50 AM Closing Session

12:50 PM Gifts, Prizes, & Giveaways

Updates from Members & Other Entities

From NRCSA Executive Director Jack Moles: *NRCSA is backing the work of the Nebraska State College System and the Nebraska SMART program. This is a unique approach to providing free tutoring services to your students. Information on the program is provided below. This program is beneficial on many levels. Among them are:*

- *The program is FREE for kids and families.*
- *The program provides valuable experience for prospective teachers.*
- *The program provides a paying job for prospective teachers.*
- *The program provides another great connection between Chadron State, Peru State, and Wayne State with NRCSA member school districts. All three of the State Colleges are NRCSA members.*
- *The program provides an opportunity to connect prospective teachers with rural schools. Some of the tutors did not attend rural high schools and this provides an opportunity for them to connect with rural.*
- *The program provides an opportunity to connect YOUR school with prospective teachers. You may be in the market to hire one of these tutors in the future and this connection could help!*



Nebraska SMART Update

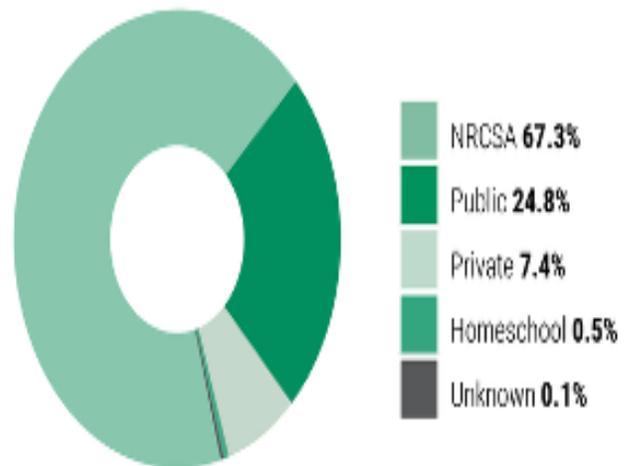
Free One-on-One Tutoring Now Available for All Nebraska Students

Nebraska SMART is helping students across the state reach their full academic potential through free, online tutoring available to all K–12 students. The program connects students with trained college tutors who provide personalized, one-on-one support in core subjects.

To date, Nebraska SMART tutors have completed more than **2,171** tutoring sessions, serving **868** students statewide. The program’s success is possible thanks to strong partnerships with schools and organizations across Nebraska like NRCSA. These partnerships ensure that students, no matter where they live, have access to high-quality academic support.

868 STUDENTS SERVED

Since February 2024, 868 students have registered for free online tutoring with Nebraska SMART. The chart shows the distribution of students registered based on school type.

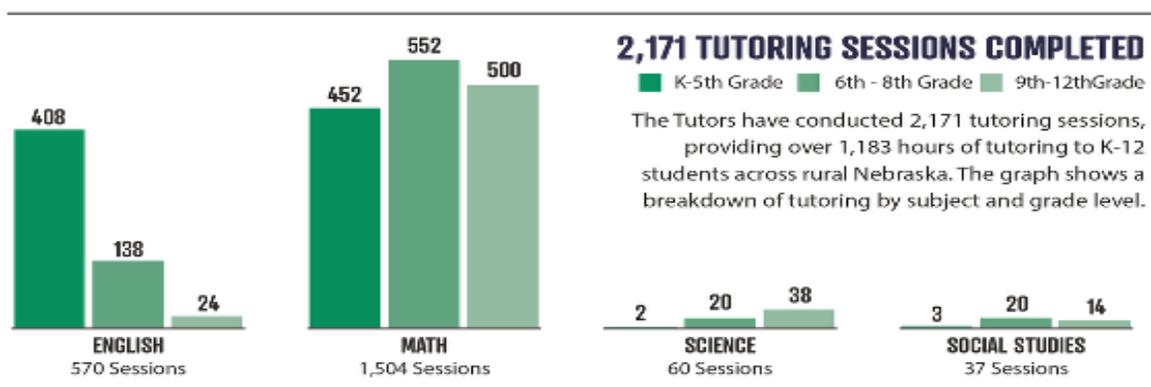


How to Access Tutoring

To access tutoring, parents need to register their student(s) through our website. After registering, parents and students can log in to schedule tutoring appointments or request on-demand tutoring with a Tutor. Students are encouraged to provide the homework or assignment for which they need help. Assignments can be uploaded to the secure classroom, sent to the Tutor in advance via message, or a picture can be taken of the assignment when connected to the Tutor in the classroom.

For NRCSA schools, Nebraska SMART offers a meaningful way to extend learning beyond the classroom without adding extra cost or staff burden. Teachers and school leaders are encouraged to share this opportunity with students and families and to remind them that free, one-on-one tutoring is just a click away. Please help promote this free service to your students and families by sharing our [flyer](#) (also available in [Spanish](#)).

Together, the Nebraska State Colleges, the Nebraska Department of Education, and NRCSA schools are making a statewide impact, helping every student build confidence, master challenging subjects, and stay on the path to success.



Together, the Nebraska State Colleges, the Nebraska Department of Education, and NRCSA schools are making a statewide impact, helping every student build confidence, master challenging subjects, and stay on the path to success.

To learn more or help your students get started, visit www.nscs.edu/nebraskasmart or contact Judi Yorges at [jyorges@nscs.edu](mailto: jyorges@nscs.edu).

As we hear concern from rural districts concerning moves in the national front regarding the Department of Education, the National Rural Education Association (NREA) and the National Education Association (NEA) have combined to share a website outlining the amount of federal funding that goes to public schools. The website can be accessed here:

[How Much Funding Does My Public School Get from the Federal Government](#)

Dr. Steven Johnson, a member of the NREA Executive Committee, provided a document entitled, “Strengthening Rural Communities Through Public Education”. Many of you had an opportunity to meet Steve at the NRCSA Spring Conference. His article may be accessed here:

[Strengthening Rural Communities Through Public Education](#)

The Center on Budget and Policy Priorities, along with the Food Research and Action Center, has drawn attention to the possibility that the Community Eligibility Provision (CEP) might be substantially altered. This change

could have a negative impact on several school districts in Nebraska. The following website provides a great overview of the concern and allows the viewer to go specifically to Nebraska to see how the change could affect districts.

[State by State Fact Sheet](#)

The ESUCC and ESU 3 have shared a document which outlines all of the trainings and mandates that are required of districts. The document, “School District Plans, Policies, and Annual Trainings Requirements”, is a handy reminder for districts. Thanks to ESUCC Executive Director Kraig Lofquist and ESU 3 Administrator Dan Schnoes for developing and distributing this handy tool. The document may be accessed here:

[School District Plans, Policies, & Annual Trainings](#)

Jeremy Braden, Superintendent at Doniphan-Trumbull, has developed a useful agenda for onboarding new Board of Education members. Many of our districts will bring on new Board members in January. Jeremy’s instrument could be a nice template for Superintendents and Board Presidents to use in working with new Board members. It may be accessed here:

[Board Member Onboarding](#)

From Rebecca Vogt, UNL

Today we are releasing the first of the reports from the 2024 Rural Poll, focusing on the well-being of rural Nebraskans. The report can be accessed online. The press release for this report can be found here.

[Well Being of Rural Nebraskans](#)

From Jay Martin, NDE Director of School Safety & Security

Hello All,

Time for the home stretch to the end of another school year! I hope it all goes well with all the events planned this spring.

Below you will find the School Safety Newsletter and information. The main question to look for is a Threat Assessment Survey. We are gaging schools’ interest in future Threat Assessment trainings. The last page has a breakdown of the three Threat Assessment trainings offered by UNLPPC. Please take a moment to complete this survey by April 15, 2025.

Remember to apply for your Diamond status Safety Badge to display at your school letting your school community know you “Place School Safety First!”

Thanks for all you do in school safety.

[School Safety Newsletter Spring 2025](#)

UNL Extension Center: Embracing Innovation: Exploring the Dynamics of New Partnerships

Developing business & Industry, organizational, and postsecondary partnerships with school districts can play a pivotal role in enriching the educational experience, supporting student achievement, and strengthening

connections between schools and their communities. By leveraging external resources, expertise, and support, schools can create a more inclusive, engaging, and supportive learning environment for all students. While partnerships within school districts can bring numerous benefits, there are also challenges that may be encountered. These can be overcome by fostering a culture of collaboration, prioritizing communication and relationship-building, seeking creative funding solutions, and promoting equity and inclusivity in partnership efforts. Additionally, leveraging support from district leadership, community stakeholders, and external resources can help schools overcome obstacles and maximize the benefits of collaborative partnerships.

We in the Institute of Agriculture and Natural Resources (IANR), specifically the College of Agricultural Sciences & Natural Resources (CASNR) and Nebraska Extension 4-H, believe this strategy for K-12 partnerships will result in a strong learning innovation network of support for every learner and every educator in the state of Nebraska. The world of higher education is evolving, driven by changes in technology, demographics, workforce demands, and societal expectations. To meet the needs of today's learners in the 21st century and prepare them for the challenges of tomorrow, we are embracing innovation, collaboration, and a student-centered approach.

In recent years, CASNR has created two new positions to help in this work. Dr. Tammy Mittelstet (tmittelstet@unl.edu) is serving as the CASNR Statewide Education and Career Pathways Coordinator and Bailey Feit (bailey.feit@unl.edu) serves as the LPS/CASNR Early College and Career Pathways Coordinator. They engage in co-creating education and career pathways for students and supporting teachers by:

- creating opportunities and minimizing barriers for all learners in the exploration of education and career pathways,
- investing in and supporting teachers to innovate and integrate cross-curricular concepts of Food, Energy, Water, and Societal Systems (FEWSS) throughout K-12 education,
- encouraging our higher education institutions to share content expertise to build curriculum that will inform best practices in the areas of FEWSS and mentor future systems thinkers for the continuum of learners through our higher education institutions,
- connecting and developing a team of community leaders to build partnerships that combine resources to support student and teacher innovation, and
- building a workforce of tomorrow with the support of the industry of today by developing work-based learning opportunities.

If you would like to get monthly updates, consider signing up for the L.I.N.K.S. newsletter at <https://casnr.unl.edu/k-12-partners>.

Nebraska Extension brings University of Nebraska expertise and research in 8 key areas of impact directly to Nebraskans from all walks of life in each of the state's 93 counties. Nebraskans turn to Nebraska Extension to strengthen their families, inspire their communities, empower young people, conserve and protect natural resources and advance their farms, ranches and businesses. Nebraska 4-H represents one of the eight key areas, and has been a leader in the career and college readiness field by being one of the first in the country to support a statewide educator position and team to provide leadership in program development and delivery.

The National Rural Education Association (NREA) is proud to release Why Rural Matters 2025—the 11th edition in a long-standing series of reports that examine the contexts and conditions of rural education across all 50 states. This report continues the critical mission of drawing attention to the urgent need for policymakers, educators, and communities to address rural education challenges and opportunities within their own states.

Since its inception, the Why Rural Matters series has sought to make publicly available data more accessible and actionable. The overarching goal remains clear: to promote informed, civil dialogue about our shared civic responsibility to ensure that every student—rural or urban—has access to high-quality educational opportunities.

New in this year's edition is the inclusion of Bureau of Indian Education (BIE) schools. In his topical essay, Alex

Red Corn provides critical insights into the significance of BIE schools, which educate students from multiple tribes and nations with unique histories and cultures. The report carefully distinguishes between “states” proper and BIE schools while underscoring their shared place in the broader rural education landscape. The analyses and data presented in *Why Rural Matters 2025* are intended to inform policy discussions, guide decision-making, and inspire action. The report highlights states that have demonstrated measurable progress over time, highlighting examples where thoughtful policy interventions have led to improved outcomes for rural students. These stories of progress offer valuable lessons and serve as evidence that strategic, context-sensitive policies can make a tangible difference in the lives of rural learners.

Data used in *Why Rural Matters 2025* come from public sources: the National Center for Education Statistics (NCES), the United States Department of Education, the U.S. Health Resources & Services Administration, and the U.S. Census Bureau.

The National Rural Education Association is proud to launch the 2025 *Why Rural Matters* report, a project with a more than 20-year history of shaping the conversation about rural education. First conceptualized by the Rural Schools and Community Trust, the report has evolved into a vital resource for policymakers, educators, and communities. Today, NREA carries this important work forward, ensuring that the voices, needs, and strengths of rural schools and students remain at the forefront of education policy and practice nationwide. We are also grateful to the Rural Schools Collaborative, whose continued support strengthens NREA’s work on behalf of rural schools, educators, and students across the country.

I would encourage you to take a look at WHY RURAL MATTERS, which can be accessed here:

[Why Rural Matters 2025](#)

The National Rural Education Association (NREA) partnered with AASA in producing a report on REAP. REAP is a program that benefits many of our smaller districts. The report can be accessed here:

<https://www.aasa.org/docs/default-source/resources/reports/rural-education-achievement-program-survey-report.pdf>

[Understanding REAP](#)



The NCA & Proactive Coaching partner to bring Coach Bruce Brown's legendary insights about the parent's role in education-based athletics to your school & community.

Book your School's Presentation

Parent Meetings or Special Events

THE ROLE OF PARENTS IN EDUCATION-BASED ATHLETICS

PRESENTED BY DARIN BOYSEN, NCA EXECUTIVE DIRECTOR

"Outstanding information, well delivered. There were times I thought he was talking directly to me, which is a sign of a great communicator. I personally feel I'm better today than yesterday as a sports parent because I was able to listen to this message." – Parent & School Board Member

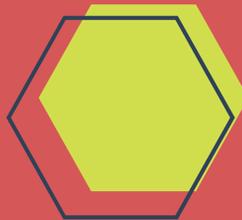


Before the Season

What do Athletes/Kids Really Want?

Releasing Your Son/Daughter to the Experience

Parental Red Flags

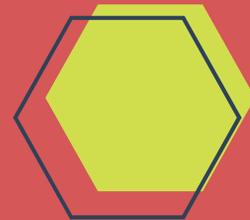


During the Game/Event

Modeling Appropriate Behavior

Big Picture

One Instructional Voice



After the Game/Event

Time & Space

Confidence Building

Relationship Building

Six Powerful Words

NEBRASKA COACHES ASSOCIATION

500 Charleston St, Ste 2, Lincoln, Nebraska 68508

402-310-5472 | darin@ncacoach.org

Official Association Endorsements as of September 1





Nebraska School Administrators & School Board Members,

The Nebraska Coaches Association (NCA) is excited to announce a partnership with Proactive Coaching to bring Coach Bruce Brown’s legendary insights about “**The Role of Parents in Education-Based Athletics**” to your school and community. Please see the attached flyer for highlights/focus of the in-person presentation.

NCA Executive Director, Darin Boysen, will begin travel across Nebraska multiple times throughout the 2024-2025 school year to deliver this powerful and passionate message. The NCA, Proactive Coaching and Darin are partnering to bring this message to your school at a **50% discounted rate from the standard Proactive Coaching in-person booking fee.**

Presentation Details:

45-Minute Parent Presentation with One School or Combined Schools

- Single school presentations are recommended but not required
- One presentation = one fee (no additional fee for schools merging)

Audio/Visual Requirements from the Host School:

- Overhead Projector with HDMI Connection
- Screen or Scoreboard Display
- Microphone

Cost – Payable the Day of Presentation:

- Within 75 miles of Lincoln/150 miles Round Trip
 - \$750 flat rate
- Beyond 75 miles of Lincoln/150 miles Round Trip
 - \$750 flat rate
 - 50 Cents per mile Round-Trip -OR- Cost of a Rental Vehicle/Gas
 - In some cases, a rental car may be cheaper for longer distances
 - Hotel Expense – if needed
- **Please Note:** Working together with other area schools to book separately on consecutive days of the week can greatly save travel and lodging expenses

The following booklets authored by Bruce Brown will be available for purchase for \$5 each (15% discount) after the presentation or ordered by the school in advance:

- *The Role of Parents in Athletics*
- *Playing with Confidence*
- *Life Lessons for Athletes*

Please let us know if you have any questions regarding the presentation or booking a date.

All the best,

Darin Boysen

Darin Boysen
Nebraska Coaches Association

Official Association Endorsements – as of September 1



The National Rural Education Association, of which NRCSA is a member, works closely with the the Committee for Education Funding (CEF) on federal policy issues. Following is an update on education issues on the federal level from CEF:

I. Policy Intelligence and Education News

Department of Education's website is periodically offline – The Department of Education's (ED's) website (www.ed.gov) has been repeatedly offline today, with some of the career and technical education and adult education sites down since last night. I asked the education authorizing committee and Appropriations Committee staffers if this is related to the government shutdown and having no staff there to fix a technical problem or is this a statement of the Administration's intention to close ED; apparently it is an inadvertent technical issue. I wouldn't normally assume nefarious intentions, but this year has demonstrated that the Administration is working to dismantle ED from within. The website glitches serve to as a reminder that if there is information on the ED website that you regularly use, you should download it and save it elsewhere.

Judge extends order halting layoffs of federal employees during the shutdown – Yesterday a federal judge extended her original order that temporarily stopped the Administration from firing federal employees during the shutdown, which had included about 465 employees at ED. The Administration is now prohibited from making a reduction in force (RIF) during the government shutdown. So those employees given RIF notices in early October now likely have their jobs for the time being but most are furloughed and not being paid. See [CNBC article](#) for details.

Government shutdown continues – The government has been mostly shut down for more than four weeks now, with apparently no high-level talks about how to resolve the conflicts; the House has been in recess since mid-September. Proposals to pay specific groups of federal employees – those still working, or those at specific agencies – and to continue funding specific programs – such as SNAP benefits – have not passed the Senate. The impacts of the shutdown will be felt more widely this week as federal employees except for troops get no October paycheck, the Administration is not using a contingency fund to pay SNAP benefits on November 1 so 42 million beneficiaries will be without income for food, some federally supported programs that had been kept open this month with leftover funds will shut down, and Obamacare health care premiums for 2026 get posted that do not include a subsidy that

is expiring. These actions result from choices that Congress and the Administration are making. When there is a will to spend federal funds – for instance, for billions of dollars of tax breaks in Republicans' bill this summer, for an emergency response or financial bailout – or to cut funds – for instance, for student loans, for research, for SNAP benefits or Medicaid - Congress can pass legislation that spends more or cuts funding, or that provides a tax break or tax increase.

Fact sheets from House Appropriations Committee Republicans and Democrats – Yesterday both House Appropriations Committee Democrats and Republicans posted material that bolster their opposing positions:

Republican press release listing 300+ groups supporting the House-passed funding bill to reopen the government – The [press release](#) lists hundreds of organizations that support the House-passed bill, including many representing agricultural and business interests, the airline industry, chambers of commerce, veterans groups, and conservative interest organizations.

Democratic [fact sheet](#) about how Administration actions “make their shutdown more painful” – The Democratic fact sheet lists three ways that the Administration's actions are making the shutdown more painful for Americans: the mass layoffs announced in early October (now paused due to the District Court judge mentioned above, but I'd expect the Administration to appeal); executive orders to cancel funding to specific cities or state led by Democrats; and delaying or withholding funding for programs that have a source of funding available, like SNAP and some emergency assistance programs.

Three years ago, NRCSA began a Principal Search Service. This service is patterned after our successful Superintendent Search Service. Two options are available. Both options will involve NRCSA consultants recruiting candidates for the position. One option will involve the NRCSA consultant making background calls, while the reduced version of the service will place that role with the Superintendent. If you are interested in getting more information about the service now, please contact Jack. Here is a brochure outlining the service.

[NRCSA Principal Search Brochure](#)

Chadron State College Special Education Para-to-Teacher Program Initiative.

Purpose: This “Grow Your Own” Special Education Teacher program is designed to provide school districts with the opportunity to cultivate and participate in the training of their para-professionals who wish to continue their education to become special education teachers.

Who: Any individual who holds a minimum of an Associate’s Degree (or equivalent credit hours) from an accredited higher education institution, and who is employed as a para-professional within a school district. **What:** Chadron State will provide required course work and enrichment activities via online, face-to-face (via Zoom), and on the job experiential learning, leading to a Bachelor’s in Education Degree, and a Nebraska Teaching Certificate with an endorsement in Special Education (grades PK-12). With administrator input, program course work will be tailored to best fit your district practices and expectations. Each course will be offered in an 8-week format, with 12-13 credit hours to be completed each 16 week semester.

How: Program participants will be advised, monitored, and supported by CSC faculty/staff, and a CSC Education Program liaison is specifically assigned to facilitate their progress. District para-professionals may enter the program at any time in the academic year.

When: once participants reach their senior academic year they will embark on completing their capstone course work, via online and Zoom class sessions. This course work has been pared down considerably with the understanding and assumption that these student teachers will be learning “on-the-job”. For example, one section covers classroom management practices. Clearly, one can argue and attest that these student teacher interns are learning more about managing a classroom from being mentored by veteran teachers within your school, and observing them in action. This is the belief and learning approach embraced during this senior year. However, to ensure and assess concept learning, Chadron State faculty will be meeting with your student teacher cohort twice per week for 1.5 hours, via Zoom conferencing technology.

Graduation: At the completion of this program students/candidates graduate from Chadron State College, and apply for teaching licensure resulting in a valid initial teaching certificate with and endorsement in PK-12 Special Education. Chadron State’s education program is nationally and State accredited. As such, interstate certification reciprocity is not a problem.

Things for your consideration:

- 1) To qualify for this program participants must hold at least an Associate’s Degree or the equivalent in college credit hours. *(CSC will work with those applicants to provide them with the needed coursework leading up to program entry).*
- 2) Districts must agree to maintain para-professional employment throughout the course of the program—including during the student teaching experience.

Please contact Dr. Adam Fette for more program information, at afette@csc.edu.

The UNL Department of Educational Psychology has received a grant from the Swanson Foundation which allows them to offer mental health services to rural schools.

From Dr. Michael Scheel, Chair of the UNL Department of Educational Psychology:

The UNL Department of Educational Psychology would like to offer counseling and psychological services, as well as consultation services to the schools and communities of Southeast Nebraska. We run a mental health counseling and therapy clinic and we are offering counseling and consultation services to teachers, administrators, students, and community members of Southeast Nebraska. Services will be provided through remote and confidential means (i.e., Zoom conferencing). We are hoping that schools, families, and individuals contact us to schedule an appointment for a telehealth counseling or consultation session.

We have recently learned that a donor will support our work with individuals living in rural Southeast NE by paying all fees for services. Thus, whoever seeks out our services will simply have to indicate they live in Southeast Nebraska, and any services we provide will be paid for through the UNL Foundation. Individual, couple, and family counseling will be provided without financial expense. Additionally, we can provide teachers, school administrators, school counselors, and school social workers consultation services for students of their schools without charge.

We are very excited to enter a partnership with schools and communities of SE Nebraska to promote mental health and well-being. We are aware of the mental health counseling disparities that exist in Nebraska

rural areas, and our department, our College of Education and Human Sciences, and UNL are highly interested in offering our expertise and resources with the goal of enhancing the well-being of SE Nebraska individuals, schools, and communities. We are a group comprised of licensed psychologists and psychology graduate students who regularly provide services through our clinic to the Lincoln community. We are seeking to reach beyond Lincoln to connect more with surrounding rural areas. We also are acutely aware of the importance of addressing mental health concerns right now as we all are experiencing the stress of going through the COVID-19 pandemic.

The Counseling and School Psychology Clinic is a training clinic in which graduate students in counseling and school psychology work with clients under the supervision of licensed psychologists. Services are available to all on a sliding scale. For clients from SE Nebraska communities, services will be paid for through UNL Foundation funds supplied by a donor who cares deeply about the welfare of schools and communities in SE Nebraska. Counseling services are offered to improve well-being, improve academic and behavioral issues, stabilize mood, manage stress, and improve life-adjustment issues.

For more information, please visit our clinic website:

<https://cehs.unl.edu/edpsych/clinic/>

A common theme from some of the decision makers on the state level is that “out of control” local spending is to blame for the property tax problem. NRCSA, along with many other educational entities, maintains that we do not have a school spending issue, but instead have a school funding issue. Attached are two reports, one from NRCSA, the other from Open Sky, that discuss the myth of “out of control” school spending. It is my hope that administrators and Board of Education members will read, then use these reports to counter those claims. When you do please tell your district’s story as that is the most powerful way to get this message across.

[NRCSA Spending Study](#)

[A Look at School Spending in NE from Open Sky](#)

NRCSA developed a corporate sponsorship/partnership program. The program is designed to provide our corporate partners with more opportunities for contact with the decision makers in our member school districts, ESUs, and the colleges through increased exposure. Corporate partners are able to choose among three levels of sponsorship: Purple Ribbon Partners, Blue Ribbon Friends, and Red Ribbon Sponsors. Different forms of contact with our members are made available in each of the three levels.

We are very pleased to partner with our corporate sponsors, and NRCSA is so very thankful that each of you has chosen to partner with us.



Rural school districts across Nebraska continue to balance the challenge of delivering high-quality education with the realities of aging buildings, evolving programs, and limited staffing resources. Even with strong maintenance teams in place, the ongoing demands of facility care, long-term planning and compliance requirements can place a significant strain on district capacity. At Wilkins ADP, we understand that every building decision a district makes, whether small repairs or major capital improvements, impacts students, staff, and the community for years to come. Our team partners closely with rural districts to develop clear and practical strategies rooted in both current facility conditions and long-range goals. A key component of these strategies is helping districts navigate funding and financing options for their facility projects. Our team has extensive experience guiding districts through successful bond efforts and helping communities understand the facility needs behind those initiatives. At the same time, we recognize that passing a bond has become far more challenging in today's environment. Because of this, we also help districts explore alternate financing options that may be available to schools such as QCPUF (Qualified Capital Purpose Undertaking Fund) and Lease-Purchase for certain types and sizes of projects, ensuring each district can find the most practical path forward for their needs.

Careful facility planning is an essential step in making these funding decisions effective. By understanding the condition, use, and long-term needs of their facilities, districts can align projects with available resources and prioritize investments that deliver the greatest impact. A customized facility planning process goes beyond identifying deficiencies and considers how educational programs are changing, how each building supports student learning, and what investments will provide the greatest long-term value. Our architects and consulting engineers work side by side with district leaders to evaluate buildings, discuss growth or decline trends and map out phased and budget-conscious solutions. We regularly assist districts with understanding the life cycle of building systems, estimating replacement timelines, evaluating instructional spaces for flexibility and safety, identifying opportunities to improve energy performance, exploring renovation and addition scenarios, and preparing clear planning documents that support future decision-making.

Thoughtful facility planning does not have to be overwhelming or expensive. With the right guidance, districts can confidently prioritize projects, extend the life of their buildings, and make the most of their available resources. Wilkins ADP remains committed to supporting rural schools throughout Nebraska as they navigate both daily facility needs and long-term planning efforts. To learn more about how we can assist your district, visit wilkinsadp.com or call us at **(308) 237-5787**.



Purple Ribbon Partners



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Purple Ribbon Partners



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[Pete Ricketts](#)

U.S. House of Representatives

[Don Bacon](#)

[Mike Flood](#)

[Adrian Smith](#)

Nebraska Governor

[Jim Pillen](#)

NE State Senators

[Bob Andersen, Dist 49](#)

[John Arch, Dist 14](#)

[Christy Armendariz, Dist 18](#)

[Beau Ballard, Dist 21](#)

[Carolyn Bosn, Dist 25](#)

[Eliot Bostar, Dist 29](#)

[Tom Brandt, Dist 32](#)

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[Machaela Cavanaugh, Dist 6](#)

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[Wendy DeBoer, Dist 10](#)

[Barry DeKay, Dist 40](#)

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[John Fredrickson, Dist 20](#)

[Dunixi Guereca, Dist 7](#)

[Bob Hallstrom, Dist 1](#)

[Ben Hansen, Dist 16](#)

[Brian Hardin, Dist 48](#)

[Rick Holderoft, Dist 36](#)

[Jana Hughes, Dist 24](#)

[Megan Hunt, Dist 8](#)

[Teresa Ibach, Dist 44](#)

[Mike Jacobson, Dist 42](#)

[Margo Juarez, Dist 5](#)

[Kathleen Kauth, Dist 31](#)

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[Ashlei Spivey, Dist 13](#)

[Tonya Storer, Dist 43](#)

[Jared, Storm, Dist 23](#)

[Paul Strommen, Dist 47](#)

[Brad Von Gillern, Dist 4](#)

[Dave Wordekemper, Dist 15](#)

Nebraska Rural Community Schools Association



“Quality Rural Schools”

www.nrcsa.net



NRCSA Programs

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[Planning Support Service](#)

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[USBank OneCard Program](#)



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www.nrcsa.net



www.twitter.com/NRCSA1980



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