

Regular Monthly Meeting (HS)
Monday, January 12, 2026 7:00 PM

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

Agenda

- I. CALL MEETING TO ORDER
- II. REORGANIZATION OF THE BOARD - ELECTION/APPOINTMENT OF OFFICERS
 - II.1.NOMINATION/ELECTION OF PRESIDENT
 - II.2.NOMINATION/ELECTION OF VICE PRESIDENT
 - II.3.NOMINATION/ELECTION OF SECRETARY
 - II.4.APPOINTMENT OF TREASURER
 - II.5.APPOINTMENT OF RECORDING SECRETARY
- III. APPROVAL OF AGENDA AND CHANGES TO AGENDA
- IV. CONSENT AGENDA
- V. EXCUSE ABSENT BOARD MEMBERS
- VI. PUBLIC COMMENT
- VII. INFORMATION AND PROPOSALS
 - VII.1. FACULTY AND STUDENT REPORT
 - VII.2. STUDENT BOARD MEMBER REPORT
 - VII.3. DIRECTOR OF ACTIVITIES AND TRANSPORTATION REPORT
 - VII.4. PRINCIPALS' REPORTS
 - VII.5. SUPERINTENDENT'S REPORT
 - VII.6. BOARD COMMITTEE REPORTS
 - VII.6.1. TRANSPORTATION, BUILDING, GROUNDS COMMITTEE MEETING - DECEMBER 18, 2025
 - VII.6.2. NEGOTIATIONS COMMITTEE MEETING - DECEMBER 31, 2025
- VIII. ACTION ITEMS
 - VIII.1. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO SELECTION OF DISTRICT LEGAL COUNSEL
 - VIII.2. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO SELECTION OF DISTRICT NEWSPAPER
 - VIII.3. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO NONDISCRIMINATION COMPLIANCE COORDINATORS
 - VIII.4. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO DESIGNATION OF DISTRICT DEPOSITORY
 - VIII.5. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO TEACHER RESIGNATION
 - VIII.6. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO BOARD MEMBER RESIGNATION
 - VIII.7. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO ADMINISTRATIVE CONTRACTS

- VIII.8. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO CLASSIFIED/TECHNICIAN COMPENSATION AND BENEFITS
- IX. DISCUSSION ITEMS
 - IX.1. BOARD MEMBER VACANCY
 - IX.2. ORGANIZATION OF BOARD COMMITTEES
 - IX.3. BOARD MEMBER CODE OF ETHICS (POLICY 8272)
 - IX.4. CONFLICT OF INTEREST STATEMENT (POLICY 8270)
 - IX.5. STUDENT BOARD MEMBER APPLICATION PROCESS FOR 2026-2027
 - IX.6. BOARD POLICY REVIEW PROCESS - 4000 SERIES (PERSONNEL)
- X. CORRESPONDENCE AND BOARD BULLETINS
- XI. UPCOMING BOARD MEETINGS, COMMITTEE MEETINGS, AND WORKSHOPS
 - XI.1. BOARD OF EDUCATION SPECIAL MEETING - MONDAY, JANUARY 19, 2026 (5:00 PM - LAUREL PUBLIC LIBRARY BOARD ROOM)
 - XI.2. BOARD OF EDUCATION CAMPUS VISIT (LCC MIDDLE SCHOOL) - MONDAY, FEBRUARY 9, 2026 (10:45 AM - LCC MIDDLE SCHOOL/COLERIDGE)
 - XI.3. BOARD OF EDUCATION REGULAR MEETING - MONDAY, FEBRUARY 9, 2026 (12:30 PM - LCC MIDDLE SCHOOL BOARD ROOM/COLERIDGE)
- XII. ADJOURN

Regular; Beginning Month 09/2025; Processing Month 12/2025; 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	117,555.56	112,880.05	85,555.60
	Total: Current Assets	80,880.09	117,555.56	112,880.05	85,555.60
Fund Balance					
05 704	FUND BALANCE	312,841.45	0.00	348.14	313,189.59
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	840.00	(257.54)
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)	1,613.96	5,396.30	(992.25)
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	263.00	207.79
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	300.00	1,544.36
05 704 1075	HIGH ABILITY LEARNERS	13,258.70	528.13	1,195.00	13,925.57
05 704 1080	CONCESSIONS	27,945.89	15,162.85	11,642.58	24,425.62
05 704 1085	MIDDLE SCHOOL STUDENT COUNCIL	4,343.71	2,922.15	1,615.92	3,037.48
05 704 1090	ELEMENTARY ACTIVITY FUND	335.14	851.00	956.00	440.14
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	798.83	314.56	3,260.14
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	2,781.09	4,368.00	1,625.52
05 704 1110	FCCLA	(5,539.12)	1,096.20	1,591.00	(5,044.32)
05 704 1115	FFA	12,674.82	18,321.01	19,518.14	13,871.95
05 704 1120	FACILITY USE	241.54	0.00	0.00	241.54
05 704 1124	COLERIDGE FITNESS CENTER	(9,797.42)	522.90	1,505.00	(8,815.32)
05 704 1125	LAUREL FITNESS CENTER	(19,052.89)	515.25	1,300.00	(18,268.14)
05 704 1126	MIDDLE SCHOOL PLAYGROUND	0.00	0.00	12,508.00	12,508.00
05 704 1130	MIDDLE SCHOOL FFA	713.63	0.00	0.00	713.63
05 704 1140	GENERAL ACTIVITIES	(299,716.39)	48,128.03	26,199.75	(321,644.67)
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)	52.37	0.00	(1,449.22)
05 704 1160	LIBRARY	6,497.45	0.00	0.00	6,497.45
05 704 1161	MAKERSPACE	2,995.54	2,153.04	2,390.00	3,232.50
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	2,727.01	18,378.08
05 704 1170	NATIONAL HONOR SOCIETY	1,286.27	28.00	800.00	2,058.27
05 704 1175	FOOTBALL	224.11	1,144.21	2,300.00	1,379.90
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

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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	2,101.00	3,863.34
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	400.00	801.47
05 704 1225	SKILLS USA	(40,740.19)	0.00	2,785.00	(37,955.19)
05 704 1230	VOCAL MUSIC	39.77	1,328.82	800.00	(489.05)
05 704 1235	VOLLEYBALL	(79.26)	315.00	1,836.00	1,441.74
05 704 1240	GIRLS BASKETBALL	1,807.55	455.00	400.00	1,752.55
05 704 1245	BOYS BASKETBALL	1,253.68	75.00	5,182.05	6,360.73
05 704 1250	WRESTLING	727.01	0.00	0.00	727.01
05 704 1255	E-SPORTS	(7,165.05)	730.18	534.19	(7,361.04)
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)	1,672.49	255.20	(9,990.95)
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	112,880.05	117,555.56	85,555.60
Revenue					
05 1510 0000	INTEREST ON INVESTMENTS	0.00	0.00	310.23	310.23
05 1790 1010	HIGH SCHOOL YEARBOOK	0.00	0.00	840.00	840.00
05 1790 1020	ART CLUB	0.00	0.00	400.00	400.00
05 1790 1025	HIGH SCHOOL BAND	0.00	0.00	5,396.30	5,396.30
05 1790 1050	CLASS OF 2027	0.00	0.00	263.00	263.00
05 1790 1070	BOYS GOLF	0.00	0.00	300.00	300.00
05 1790 1075	HIGH ABILITY LEARNERS	0.00	0.00	1,195.00	1,195.00
05 1790 1080	CONCESSIONS	0.00	459.39	11,300.55	10,841.16
05 1790 1085	MIDDLE SCHOOL STUDENT COUNCIL	0.00	0.00	1,492.32	1,492.32
05 1790 1090	ELEMENTARY ACTIVITY FUND	0.00	0.00	956.00	956.00
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	258.60	258.60
05 1790 1105	FBLA	0.00	0.00	4,368.00	4,368.00
05 1790 1110	FCCLA	0.00	0.00	1,591.00	1,591.00
05 1790 1115	FFA	0.00	0.00	19,510.58	19,510.58
05 1790 1124	COLERIDGE FITNESS CENTER	0.00	0.00	1,505.00	1,505.00
05 1790 1125	LAUREL FITNESS CENTER	0.00	0.00	1,300.00	1,300.00
05 1790 1126	MIDDLE SCHOOL PLAYGROUND	0.00	0.00	12,508.00	12,508.00
05 1790 1140	GENERAL ACTIVITIES	0.00	0.00	23,663.62	23,663.62
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	2,390.00	2,390.00
05 1790 1165	MISCELLANEOUS ACCOUNT	0.00	0.00	2,707.02	2,707.02
05 1790 1170	NATIONAL HONOR SOCIETY	0.00	0.00	800.00	800.00
05 1790 1175	FOOTBALL	0.00	0.00	2,300.00	2,300.00
05 1790 1180	CROSS COUNTRY	0.00	0.00	820.84	820.84
05 1790 1205	ONE ACTS	0.00	0.00	2,101.00	2,101.00
05 1790 1220	FCA	0.00	0.00	400.00	400.00
05 1790 1225	SKILLS USA	0.00	0.00	2,785.00	2,785.00

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Fund: 05 ACTIVITIES FUND

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
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
05 1790 1245	BOYS BASKETBALL	0.00	0.00	5,182.05	5,182.05
05 1790 1255	E-SPORTS	0.00	0.00	534.19	534.19
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	37.91	37.91
Total: Revenue		0.00	459.39	114,215.09	113,755.70
Expenditure					
05 2900 610 0 000 008	ACTIVITY DIRECTOR ACCOUNT	0.00	325.00	0.00	325.00
05 2900 610 0 000 075	HIGH ABILITY LEARNERS	0.00	528.13	0.00	528.13
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	1,328.82	0.00	1,328.82
05 2900 610 0 000 235	VOLLEYBALL	0.00	315.00	0.00	315.00
05 2900 610 0 000 240	GIRLS BASKETBALL	0.00	455.00	0.00	455.00
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	1,672.49	255.20	1,417.29
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	1,613.96	0.00	1,613.96
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	14,703.46	342.03	14,361.43
05 2900 610 1 000 105	FBLA	0.00	2,781.09	0.00	2,781.09
05 2900 610 1 000 110	FCCLA	0.00	1,096.20	0.00	1,096.20
05 2900 610 1 000 115	FFA	0.00	18,321.01	7.56	18,313.45
05 2900 610 1 000 140	GENERAL ACTIVITIES	0.00	48,128.03	2,536.13	45,591.90
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 1 000 170	NATIONAL HONOR SOCIETY	0.00	28.00	0.00	28.00
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	730.18	0.00	730.18
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	851.00	0.00	851.00
05 2900 610 2 000 100	ELEMENTARY STUDENT COUNCIL	0.00	798.83	55.96	742.87
05 2900 610 3 000 085	MIDDLE SCHOOL STUDENT COUNCIL	0.00	2,922.15	123.60	2,798.55
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	52.37	0.00	52.37
05 2900 610 3 000 161	MAKERSPACE	0.00	2,153.04	0.00	2,153.04
Total: Expenditure		0.00	112,420.66	3,340.47	109,080.19
Total: 05		161,760.18	343,315.66	347,991.17	393,947.09

Checking Account ID: 5

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
11323	12/02/2025	X			AMAZCAPITA	AMAZON CAPITAL SERVICES	69.95
11324	12/02/2025	X			ARENSR	RILEY ARENS	160.00
11325	12/02/2025	X			BALLERT	TYAN BALLER	120.00
11326	12/02/2025	X			CARLSONA	ANDREW CARLSON	160.00
11327	12/02/2025	X			CREIGHTON	CREIGHTON COMMUNITY SCHOOLS	250.00
11328	12/02/2025	X			ERWINTY	TY ERWIN	120.00
11329	12/02/2025	X			FCCLA	FAMILY, CAREER AND COMMUNITY LEADERS OF AMERICA	225.00
11330	12/02/2025	X			GATEWOODG	GRADY GATEWOOD	120.00
11331	12/02/2025	X			JANSEN	LONDON JANSEN	120.00
11332	12/02/2025	X			LAURELHOME	LAUREL'S HOMETOWN MARKET	550.50
11333	12/02/2025	X			LEISE	DERRICK LEISE	160.00
11334	12/02/2025	X			NATFFA	NATIONAL FFA ORGANIZATION	724.00
11335	12/02/2025	X			NCDA	NCDA	650.00
11336	12/02/2025	X			STANTON	STANTON COMMUNITY SCHOOL	135.00
11337	12/02/2025	X			VOMACKAJ	JOSEF VOMACKA	120.00
11340	12/09/2025	X			AMAZCAPITA	AMAZON CAPITAL SERVICES	39.30
11341	12/09/2025	X			BERNECKERJ	JAXSON BERNECKER	100.00
11342	12/09/2025	X			CHESTERMAN	CHESTERMAN COMPANY	1,152.58
11343	12/09/2025	X			EISCHEID	MATTHEW EISCHEID	160.00
11344	12/09/2025	X			ELANFINANC	ELAN FINANCIAL SERVICES	2,520.63
11345	12/09/2025	X			ELANFINANC	ELAN FINANCIAL SERVICES	1,356.37
11346	12/09/2025	X			ELKHORNVAL	ELKHORN VALLEY SCHOOLS	120.00
11347	12/09/2025	X			HAISCHBL	BRUCE HAISCH	100.00
11348	12/09/2025	X			HARRINGPAT	PAT HARRINGTON	100.00
11349	12/09/2025	X			HOMER	HOMER COMMUNITY SCHOOL	60.87
11350	12/09/2025	X			KVOLSJ	JULIE KVOLS	382.52
11351	12/09/2025	X	X	12/16/2025	LENTONC	CORY LENTON	160.00
11352	12/09/2025	X			LOECKERJ	JACKIE LOECKER	126.00
11353	12/09/2025	X			PATEROBE	ROBERT PATEFIELD	200.00
11354	12/09/2025	X	X	12/16/2025	STEUTERPAU	PAUL STEUTER Jr	160.00
11355	12/09/2025	X			SHAMROCK	SHAMROCK NURSERY	1,202.25
11356	12/09/2025	X			SPECHT	RYAN SPECHT	160.00
11357	12/09/2025	X			VIERGUTZB	BEAU VIERGUTZ	160.00
11358	12/09/2025	X			VOMACKAJ	JOSEF VOMACKA	100.00
11359	12/09/2025	X			WYHES	WYHE'S CHOICE FUNDRAISING	4,617.00
11360	12/09/2025	X			SPECHT	RYAN SPECHT	160.00
11361	12/16/2025	X			4SEASONS	4 SEASONS FUND RAISING	5,216.80
11362	12/16/2025	X			AMAZCAPITA	AMAZON CAPITAL SERVICES	272.16
11363	12/16/2025	X			ARENSR	RILEY ARENS	160.00
11364	12/16/2025	X			BALLERT	TYAN BALLER	100.00
11365	12/16/2025	X			BRENTLINGE	CASEY BRENTLINGER	100.00
11366	12/16/2025	X			CARLSONA	ANDREW CARLSON	160.00
11367	12/16/2025	X			CREATDZYNE	JANET MACKLIN	28.00
11368	12/16/2025	X			GATEWOODG	GRADY GATEWOOD	100.00
11369	12/16/2025	X			LAURELHOME	LAUREL'S HOMETOWN MARKET	2,152.75
11370	12/16/2025	X			MAJESTIC	THE MAJESTIC THEATRE	806.00
11371	12/16/2025	X			PIPERL	LESTER PIPER	160.00
11372	12/16/2025	X			ULDRICHCOR	COREY ULDRICH	160.00
11373	12/16/2025	X			WOLFPACK	WOLFPACK SPORTS	100.00
11374	12/16/2025	X			ZEMLICKAJ	JASON ZEMLICKA	160.00
11375	12/16/2025	X			GATEWOODG	GRADY GATEWOOD	120.00
11376	12/16/2025	X			KOEHLMOOSK	KLAY KOEHLMOOS	120.00
11377	12/16/2025	X			VOMACKAJ	JOSEF VOMACKA	120.00
11378	12/19/2025	X			AMAZCAPITA	AMAZON CAPITAL SERVICES	839.00
11379	12/19/2025	X			CREATDZYNE	JANET MACKLIN	455.00
11380	12/19/2025	X			BACKJENN	JENNIFER ISOM-BACKER	150.94
11381	12/19/2025	X	X	12/31/2025	LEISE	DERRICK LEISE	160.00

Checking Account ID: 5

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>
11382	12/19/2025				LENTONC	CORY LENTON	160.00
11383	12/19/2025	X			OSMONDSCHO	OSMOND PUBLIC SCHOOL	125.00
11384	12/19/2025	X			PROVIDENCE	PROVIDENCE MEDICAL CENTER	62.80
11385	12/19/2025				THOENEM	MYLES THOENE	160.00
11387	12/31/2025	X			CLOVER	CLOVER	370.80
11388	12/31/2025	X			REVTRAK	REVTRAK	2.91
Check Type Total:			Check		Void Total:	480.00	Total without Voids: 28,864.13
Checking Account Total:		5			Void Total:	480.00	Total without Voids: 28,864.13
Grand Total:					Void Total:	480.00	Total without Voids: 28,864.13

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	\$11,570.84	24.50%	December	\$11,181.75	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	\$19,049.10	17.87%
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	\$1,509,515.99	17.87%
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	\$199,209.50	17.87%
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	\$31,397.65	17.87%
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	\$26,918.68	17.87%
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	17.87%
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	17.87%
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	17.87%
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	\$43,846.84	69.23%	August	\$26,918.68	17.87%
Adjustment		85.69%	Adjustment		90.29%	Adjustment		91.84%	Adjustment		89.49%	Adjustment		89.64%	Adjustment		69.23%	Adjustment		17.87%
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	\$1,310,508.67	
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	(\$6,021,415.33)	

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	\$820,079.65	31.06%
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	31.06%
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	31.06%
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	31.06%
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	31.06%
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	31.06%
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	31.06%
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	31.06%
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	31.06%
Adjustment		92.86%	Adjustment		91.12%	Adjustment		78.55%	Adjustment		82.50%	Adjustment		89.88%	Adjustment		94.25%	Adjustment		31.06%
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	\$3,321,358.21	
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	(\$7,370,647.79)	

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

BCBS Insurance premium payment for School Board member

Board approval, November 13, 2017

Quarterly Report requested by the board:

[coding approved by Lori Olson, auditor]

Jan. 13, 2020	General fund check #105405 (2 months' premium (Dec 2019 & Jan 2020))	\$3,206.40	exp code 01 9000 890 0	payable to BCBS
	Rec'd check #3100 from JH	\$1,603.20	rcpt code 01 9000	payable to LCC
	Rec'd check #3181 from JH	\$1,603.20	rcpt code 01 9000	payable to LCC
Feb. 11, 2020	General fund check #105481	\$1,603.20	exp code 01 9000 890 0	payable to BCBS
	Rec'd check #3207 from JH	\$1,603.20	rcpt code 01 9000	payable to LCC
March. 9, 2020	General fund check #105560	\$1,603.20	exp code 01 9000 890 0	payable to BCBS
	Rec'd check #3235 from JH	\$1,603.20	rcpt code 01 9000	payable to LCC
April. 13, 2020	General fund check #105640	\$1,603.20	exp code 01 9000 890 0	payable to BCBS
	Rec'd check #3261 from JH	\$1,603.20	rcpt code 01 9000	payable to LCC
May. 11, 2020	General fund check #105718	\$1,603.20	exp code 01 9000 890 0	payable to BCBS
	Rec'd check #3281 from JH	\$1,603.20	rcpt code 01 9000	payable to LCC
June. 8, 2020	General fund check #105773	\$1,603.20	exp code 01 9000 890 0	payable to BCBS
	Rec'd check #3306 from JH	\$1,603.20	rcpt code 01 9000	payable to LCC
July. 13, 2020	General fund check #105832	\$1,603.20	exp code 01 9000 890 0	payable to BCBS
	Rec'd check #3328 from JH	\$1,603.20	rcpt code 01 9000	payable to LCC
August 11. 2020	General fund check #105912	\$1,603.20	exp code 01 9000 890 0	payable to BCBS
	Rec'd check #3363 from JH	\$1,603.20	rcpt code 01 9000	payable to LCC
September 14. 2020	General fund check # 106060	\$1,710.88	exp code 01 9000 890 0	payable to BCBS
	Rec'd check #3395 from JH	\$1,710.88	rcpt code 01 9000	payable to LCC
October 12. 2020	General fund check #106155	\$1,710.88	exp code 01 9000 890 0	payable to BCBS
	Rec'd check #3413 from JH	\$1,710.88	rcpt code 01 9000	payable to LCC
November 12. 2020	General fund check #106242	\$1,710.88	exp code 01 9000 890 0	payable to BCBS
	Rec'd check #3438 from JH	\$1,710.88	rcpt code 01 9000	payable to LCC
December 15. 2020	General fund check #106324	\$1,710.88	exp code 01 9000 890 0	payable to BCBS
	Rec'd check #3477 from JH	\$1,710.88	rcpt code 01 9000	payable to LCC
January 11. 2021	General fund check #106408	\$1,710.88	exp code 01 9000 890 0	payable to BCBS
	Rec'd check #3512 from JH	\$1,710.88	rcpt code 01 9000	payable to LCC

February 9. 2021	General fund check #106477 Rec'd check #3540 from JH	\$1,710.88 \$1,710.88	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
March 8. 2021	General fund check #106560 Rec'd check # 3563 from JH	\$1,710.88 \$1,710.88	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
April 12. 2021	General fund check #106617 Rec'd check # 3592 from JH	\$1,710.88 \$1,710.88	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
May 10. 2021	General fund check #106736 Rec'd check # 3618 from JH	\$1,710.88 \$1,710.88	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
June 21. 2021	General fund check #106821 Rec'd check # 3646 from JH	\$1,710.88 \$1,710.88	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
July 19. 2021	General fund check #106920 Rec'd check # 3673 from JH	\$1,710.88 \$1,710.88	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
August 9. 2021	General fund check #107036 Rec'd check #3685 from JH	\$1,710.88 \$1,710.88	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
September 13.2021	General fund check #107218 Rec'd check #3727 from JH	\$1,760.68 \$1,760.68	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
October 11. 2021	General fund check #107309 Rec'd check #3737 from JH	\$1,760.68 \$1,760.68	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
November 8. 2021	General fund check #107385 Rec'd check #3757 from JH	\$1,760.68 \$1,760.68	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
December 13. 2021	General fund check #107462 Rec'd check #3795 from JH	\$1,760.68 \$1,760.68	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
January 13. 2022	General fund check #107548 Rec'd check #3813 from JH	\$1,760.68 \$1,760.68	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
February 14. 2022	General fund check #107624 Rec'd check from JH	\$1,760.68 \$1,760.68	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
March 14. 2022	General fund check #107700 Rec'd check #3882 from JH	\$1,760.68 \$1,760.68	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
April 13. 2022	General fund check #107772 Rec'd check #3900 from JH	\$1,760.68 \$1,760.68	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
May 24. 2022	General fund check #107840 Rec'd check #3919 from JH	\$1,760.68 \$1,760.68	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>

June 20. 2022	General fund check #107920 Rec'd check #3944 from JH	\$1,760.68 \$1,760.68	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
July 18. 2022	General fund check #108018 Rec'd check #3974 from JH	\$1,760.68 \$1,760.68	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
August 9. 2022	General fund check #108114 Rec'd check #3985 from JH	\$1,760.68 \$1,760.68	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
September 16. 2022	General fund check #108231 Rec'd check #4026 from JH	\$1,863.67 \$1,863.67	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
October 21. 2022	General fund check #108321 Rec'd check #4037 from JH	\$1,863.67 \$1,863.67	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
November 17. 2022	General fund check #108412 Rec'd check #4073 from JH	\$1,863.67 \$1,863.67	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
December 19. 2022	General fund check #108507 Rec'd check #4097 from JH	\$1,863.67 \$1,863.67	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
January 11. 2023	General fund check #108587 Rec'd check #4116 from JH	\$1,863.67 \$1,863.67	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
February 13. 2023	General fund check #108669 Rec'd check #4144 from JH	\$1,863.67 \$1,863.67	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
March 13. 2023	General fund check #108753 Rec'd check #4172 from JH	\$1,863.67 \$1,863.67	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
April 14. 2023	General fund check #108818 Rec'd check #4190 from JH	\$1,863.67 \$1,863.67	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
May 8. 2023	General fund check #108889 Rec'd check #4202 from JH	\$1,863.67 \$1,863.67	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
June 12. 2023	General fund check #108979 Rec'd check #4242 from JH	\$1,863.67 \$1,863.67	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
July 10. 2023	General fund check #109075 Rec'd check #4248 from JH	\$1,863.67 \$1,863.67	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
August 15. 2023	General fund check #109174 Rec'd check #4289 from JH	\$1,863.67 \$1,863.67	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
September 11. 2023	General fund check #109338	\$1,863.67	exp code 01 9000 890 0	<i>payable to BCBS</i>

	Rec'd check #4311 from JH	\$1,991.86	rcpt code 01 9000	<i>payable to LCC</i>
October 9, 2023	General fund check #10409	\$1,991.86	exp code 01 9000 890 0	<i>payable to BCBS</i>
	Rec'd check #4319 from JH	\$1,991.86	rcpt code 01 9000	<i>payable to LCC</i>
November 13, 2023	General fund check # 109497	\$1,991.86	exp code 01 9000 890 0	<i>payable to BCBS</i>
	Rec'd check #4360 from JH	\$1,991.86	rcpt code 01 9000	<i>payable to LCC</i>
December 11, 2023	General fund check #109582	\$1,991.86	exp code 01 9000 890 0	<i>payable to BCBS</i>
	Rec'd check #4389 from JH	\$1,991.86	rcpt code 01 9000	<i>payable to LCC</i>
January 8, 2024	General fund check #109653	\$1,991.86	exp code 01 9000 890 0	<i>payable to BCBS</i>
	Rec'd check #4415 from JH	\$1,991.86	rcpt code 01 9000	<i>payable to LCC</i>
February 12, 2024	General fund check #109717	\$1,991.86	exp code 01 9000 890 0	<i>payable to BCBS</i>
	Rec'd check #4451 from JH	\$1,991.86	rcpt code 01 9000	<i>payable to LCC</i>
March 11, 2024	General fund check #109807	\$1,991.86	exp code 01 9000 890 0	<i>payable to BCBS</i>
	Rec'd check #4468 from JH	\$1,991.86	rcpt code 01 9000	<i>payable to LCC</i>
April 8, 2024	General fund check #109876	\$1,991.86	exp code 01 9000 890 0	<i>payable to BCBS</i>
	Rec'd check #4484 from JH	\$1,991.86	rcpt code 01 9000	<i>payable to LCC</i>
May 13, 2024	General fund check #109944	\$1,991.86	exp code 01 9000 890 0	<i>payable to BCBS</i>
	Rec'd check #4518 from JH	\$1,991.86	rcpt code 01 9000	<i>payable to LCC</i>
June 10, 2024	General fund check #110036	\$1,991.86	exp code 01 9000 890 0	<i>payable to BCBS</i>
	Rec'd check #4535 from JH	\$1,991.86	rcpt code 01 9000	<i>payable to LCC</i>
July 15, 2024	General fund check #110128	\$1,991.86	exp code 01 9000 890 0	<i>payable to BCBS</i>
	Rec'd check from JH	\$1,991.86	rcpt code 01 9000	<i>payable to LCC</i>
August 13, 2024	General fund check #110226	\$1,991.86	exp code 01 9000 890 0	<i>payable to BCBS</i>
	Rec'd check from JH	\$1,991.86	rcpt code 01 9000	<i>payable to LCC</i>
September 9, 2024	General fund check #110324	\$2,031.50	exp code 01 9000 890 0	<i>payable to BCBS</i>
	Rec'd check from JH	\$2,031.50	rcpt code 01 9000	<i>payable to LCC</i>
October 14, 2024	General fund check #110403	\$2,031.50	exp code 01 9000 890 0	<i>payable to BCBS</i>
	Rec'd check from JH	\$2,031.50	rcpt code 01 9000	<i>payable to LCC</i>
November 11, 2024	General fund check #110492	\$2,031.50	exp code 01 9000 890 0	<i>payable to BCBS</i>
	Rec'd check from JH	\$2,031.50	rcpt code 01 9000	<i>payable to LCC</i>
December 9, 2024	General fund check #110571	\$2,031.50	exp code 01 9000 890 0	<i>payable to BCBS</i>
	Rec'd check from JH	\$2,031.50	rcpt code 01 9000	<i>payable to LCC</i>

January 13, 2025	General fund check #110651 Rec'd check from JH	\$2,031.50 \$2,031.50	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
February 10, 2025	General fund check #110735 Rec'd check from JH	\$2,031.50 \$2,031.50	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
March 10, 2025	General fund check #110803 Rec'd check from JH	\$2,031.50 \$2,031.50	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
April 14, 2025	General fund check #110879 Rec'd check from JH	\$2,031.50 \$2,031.50	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
May 12, 2025	General fund check #110960 Rec'd check from JH	\$2,031.50 \$2,031.50	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
June 9, 2025	General fund check #111040 Rec'd check from JH	\$2,031.50 \$2,031.50	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
July 14, 2025	General fund check #111123 Rec'd check from JH	\$2,031.50 \$2,031.50	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
August 12, 2025	General fund check #111225 Rec'd check from JH	\$2,031.50 \$2,031.50	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
September 8, 2025	General fund check #111342 Rec'd check from JH	\$2,143.03 \$2,143.03	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
October 13, 2025	General fund check #111406 Rec'd check from JH	\$2,143.03 \$2,143.03	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
November 10, 2025	General fund check #111494 Rec'd check from JH	\$2,143.03 \$2,143.03	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>
December 8, 2025	General fund check #111572 Rec'd check from JH	\$2,143.03 \$2,143.03	exp code 01 9000 890 0 rcpt code 01 9000	<i>payable to BCBS</i> <i>payable to LCC</i>

Checking Account ID: 1

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
111636	01/12/2026				ELANFINANC	ELAN FINANCIAL SERVICES	6,956.55
111637	01/12/2026				ABBUSINESS	A & B BUSINESS SOLUTIONS	5,906.15
111638	01/12/2026				AMAZCAPITA	AMAZON CAPITAL SERVICES	1,941.11
111639	01/12/2026				APPEARA	APPEARA	366.97
111640	01/12/2026				ARTOFPROBL	ART OF PROBLEM SOLVING	250.00
111641	01/12/2026				ATT	AT&T	118.74
111642	01/12/2026				ATTMOBILIT	AT&T MOBILITY	647.54
111643	01/12/2026				BAYLOR	JOHN BAYLOR	1,832.91
111644	01/12/2026				BECKSARA	SARAH BECKWITH	1,140.60
111645	01/12/2026				BERMJJEFF	JEFF BERMEL	46.35
111646	01/12/2026				BEYEPATR	Patricia Beyeler	277.20
111647	01/12/2026				BLACKHILLS	BLACK HILLS ENERGY	6,343.55
111648	01/12/2026				BLUECROSS	BLUE CROSS BLUE SHIELD OF NEBRASKA	2,143.03
111649	01/12/2026				BOYSKIMB	KIMBERLY BOYSEN	92.40
111650	01/12/2026				CAMPBELLSV	CAMPBELL SERVICE, LLC	812.25
111651	01/12/2026				CARDIOPART	CARDIO PARTNERS INC	562.50
111652	01/12/2026				CEDARTRANS	CEDAR COUNTY TRANSIT	2,170.70
111653	01/12/2026				CEDARKNOX	CEDAR-KNOX PPD	7,499.12
111654	01/12/2026				CHEMSEARCH	CHEMSEARCH	234.12
111655	01/12/2026				CITYLAUREL	CITY OF LAUREL	2,331.97
111656	01/12/2026				CLAUALLI	ALLISON CLAUSSEN	117.60
111657	01/12/2026				COLEWELD	COLERIDGE WELDING, INC.	27.50
111658	01/12/2026				CORNHUSKER	CORNHUSKER STATE INDUSTRIES	13,230.00
111659	01/12/2026				CUBBYS	CUBBY'S INC.	235.99
111660	01/12/2026				DANACOLE	DANA F COLE & COMPANY, LLP	3,150.00
111661	01/12/2026				DUEREMIL	EMILY DUERST	188.64
111662	01/12/2026				ESU7	ESU 7	89.23
111663	01/12/2026				FAITHREGIO	FAITH REGIONAL HEALTH SERVICES	100.00
111664	01/12/2026				FARMERSPRI	FARMERS PRIDE	1,796.70
111665	01/12/2026				GENERALPC	GENERAL FUND PETTY CASH	341.24
111666	01/12/2026				GREIMEGA	MEGAN GREINER	58.80
111667	01/12/2026				H2O	H2O 4 U	71.25
111668	01/12/2026				HALLGAYL	GAYLENE HALLMAN	130.20
111669	01/12/2026				HANDSHEART	HANDS OF HEARTLAND	11,005.14
111670	01/12/2026				HANSSHAS	SHASTA HANS	550.20
111671	01/12/2026				HANSENBROS	HANSEN BROTHERS PARTS & SERVICE, INC.	4,178.22
111672	01/12/2026				HARTINGACE	HARTINGTON ACE HARDWARE	166.97
111673	01/12/2026				HDSUPPLY	HD SUPPLY FACILITIES MAINTENANCE, LTD	1,087.72
111674	01/12/2026				HEFNEROIL	HEFNER OIL & FEED CO. INC	2,220.09
111675	01/12/2026				INTERMEDIA	INTERMEDIA.NET, INC	140.23
111676	01/12/2026				BACKJENN	JENNIFER ISOM-BACKER	13.38
111677	01/12/2026				JAYMAR	JAYMAR	474.80
111678	01/12/2026				JOHNSONCON	JOHNSON CONTROLS	2,975.00
111679	01/12/2026				KARDELLS	DAVID KARDELL	321.31
111680	01/12/2026				KOESJUNE	JUNE KOESTER	55.69
111681	01/12/2026				KVOLALEX	ALEXIS KVOLS	664.30
111682	01/12/2026				LAURELACE	LAUREL ACE HARDWARE	426.53
111683	01/12/2026				LAURELHOME	LAUREL'S HOMETOWN MARKET	415.48
111684	01/12/2026				LIBERTYHAR	LIBERTY HARDWOODS, INC.	908.05
111685	01/12/2026				LUNDJENN	JENNIFER LUNDAHL	1,293.60
111686	01/12/2026				LUNDSHER	SHERIE LUNDAHL	151.20
111687	01/12/2026				MAINSTAPOT	MAIN STREET APOTHECARY	23.81
111688	01/12/2026				MAJESTIC	THE MAJESTIC THEATRE	175.00
111689	01/12/2026				MATHESON	MATHESON TRI-GAS INC	773.40
111690	01/12/2026				MENARDSNOR	MENARDS - NORFOLK	374.67
111691	01/12/2026				MENARDSC	MENARD'S - SIOUX CITY	364.32
111692	01/12/2026				MIDWESTALA	MIDWEST ALARM SERVICE	746.28
111693	01/12/2026				NESTATBOIL	NE STATE FIRE MARSHAL/BOILER DIV	36.00

Checking Account ID: 1

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
111694	01/12/2026				NCSADM	NEBR COUNCIL OF SCHOOL ADMIN	380.00
111695	01/12/2026				NASB	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	4,905.00
111696	01/12/2026				NICHPIPINO	NICHOLAS P. PIPINO ASSOCIATES, INC.	283.60
111697	01/12/2026				NORDLAUR	LAURA NORDBY	711.00
111698	01/12/2026				NENEBRINS	NORTHEAST NEBRASKA INSURANCE	1,526.00
111699	01/12/2026				NNNEWS	NORTHEAST NEBRASKA NEWS COMPANY	1,417.07
111700	01/12/2026				NNTC	NORTHEAST NEBRASKA TELEPHONE CO.	597.73
111701	01/12/2026				ONESOURCE	ONE SOURCE	381.50
111702	01/12/2026				ORKIN	ORKIN	264.27
111703	01/12/2026				OVERHEAD	OVERHEAD DOOR CO. OF NORFOLK	251.00
111704	01/12/2026				PARSROBE	ROBERT PARSONS	1,203.90
111705	01/12/2026				PERRY	PERRY, GUTHERY, HAASE & GESSFORD PC LLO	504.00
111706	01/12/2026				PROVIDENCE	PROVIDENCE MEDICAL CENTER	3,567.50
111707	01/12/2026				RDCATERING	R and D CATERING	276.00
111708	01/12/2026				RAYSMIDBEL	RAY'S MID-BELL MUSIC, INC	42.99
111709	01/12/2026				RIVERSTECH	RIVERSIDE TECHNOLOGIES INC.	1,950.00
111710	01/12/2026				SCOVLisa	LISA SCOVILLE	126.00
111711	01/12/2026				SECURITY	SECURITY BANK	63.76
111712	01/12/2026				SMOKINTS	SMOKIN' T'S CATERING	13.00
111713	01/12/2026				SPARQDATA	SPARQDATA SOLUTIONS	4,500.00
111714	01/12/2026				THIEMAN	THIEMAN PLUMBING LLC	533.80
111715	01/12/2026				TMS	TIME MANAGMENT SYSTEMS	404.00
111716	01/12/2026				USCELL	U.S. CELLULAR	76.53
111717	01/12/2026				VANMJENN	JENNIFER VAN METER	317.53
111718	01/12/2026				VERIZON	VERIZON	390.60
111719	01/12/2026				VILLAGECOL	VILLAGE OF COLERIDGE	97.00
111720	01/12/2026				WARDS	WARD'S SCIENCE	140.44
111721	01/12/2026				WASTECONN	WASTE CONNECTIONS OF NEBRASKA, INC.	278.87
111722	01/12/2026				WAYNEHERAL	WAYNE HERALD	492.00
111723	01/12/2026				WOSLAGER	ANGELICA WOSLAGER	100.00
111724	01/12/2026				YYLAWN	Y AND Y LAWN SERVICE LLC	15,494.50
Check Type Total:			Check		Void Total:	0.00	Total without Voids: 132,041.89
Checking Account Total:		1			Void Total:	0.00	Total without Voids: 132,041.89

Checking Account ID: 3

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
3075	01/12/2026				AMERICLAIM	AMERIFLEX	4,367.19
3076	01/12/2026				BANKFIRST	BANK FIRST	423.12
3077	01/12/2026				CITIZENSBA	CITIZENS STATE BANK	782.88
Check Type Total:			Check		Void Total:	0.00	Total without Voids: 5,573.19
Checking Account Total:		3			Void Total:	0.00	Total without Voids: 5,573.19
Grand Total:					Void Total:	0.00	Total without Voids: 137,615.08

Laurel-Concord-Coleridge School District 54 **Invoice Listing - Summary**

01/09/2026 9:23 AM

JANUARY 2026 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	12/13/2025	01/12/2026	111636	207.42
ACT	12/16/2025	01/12/2026	111636	350.00
ADOBE CREATIVE CLOUD/ACROPRO	12/12/2025	01/12/2026	111636	21.29
AMAZON.COM	12/16/2025	01/12/2026	111636	153.22
APPLE.COM	12/31/2025	01/12/2026	111636	3.98
BRAINPOP.COM	12/13/2025	01/12/2026	111636	400.00
CASEY'S	12/17/2025	01/12/2026	111636	73.77
COBBLESTONE HOTEL WAYNE	12/30/2025	01/12/2026	111636	228.87
CONDOLENCES.COM	12/16/2025	01/12/2026	111636	102.75
CUBBY'S INC.	12/09/2025	01/12/2026	111636	44.71
DOLLAR GENERAL	12/13/2025	01/12/2026	111636	108.14
ELAN FINANCIAL SERVICES	01/05/2026	01/12/2026	111636	81.03
GOFANTIX	12/11/2025	01/12/2026	111636	10.00
HOBBY LOBBY	12/06/2025	01/12/2026	111636	78.35
HOME DEPOT	12/03/2025	01/12/2026	111636	249.21
JIMMY JOHNS RESTAURANT	12/03/2025	01/12/2026	111636	53.78
KAHOOT!	12/10/2025	01/12/2026	111636	148.32
LAZLO'S BREWERY & GRILL	12/04/2025	01/12/2026	111636	59.72
LINCOLN MARRIOTT CORNHUSKER	12/04/2025	01/12/2026	111636	570.36
NAVIGATOR MOTORCOACHES, INC.	12/05/2025	01/12/2026	111636	1,596.40
NIELSENS COFFEE	12/09/2025	01/12/2026	111636	196.69
OPENAI.COM	12/27/2025	01/12/2026	111636	20.00
RATH'S MINI MART	01/02/2026	01/12/2026	111636	1,340.09
SAMS CLUB	12/07/2025	01/12/2026	111636	91.89
SCOOTERS COFFEE	12/16/2025	01/12/2026	111636	134.82
STARBUCKS	12/04/2025	01/12/2026	111636	30.68
TARGET	12/07/2025	01/12/2026	111636	543.97
TELESTREAM	12/07/2025	01/12/2026	111636	119.00
TOBII DYNAVOX SYSTEMS	12/21/2025	01/12/2026	111636	(198.00)
USPS	12/09/2025	01/12/2026	111636	11.37
WALMART	12/11/2025	01/12/2026	111636	40.72
X CORPORATION	12/05/2025	01/12/2026	111636	84.00

Total General Fund: 6,956.55

ACTIVITY FUND: 1413.97

Fund 01 GENERAL FUND CHECKING

12/1/25 \$19,634.30

Receipts

Cedar County Local Taxes	\$13,397.69
Cedar County Motor Vehicle Taxes	\$24,297.11
Cedar County Fines/Licenses	\$1,994.21
Dixon County Local Taxes	\$5,651.41
Dixon County Motor Vehicle Taxes	\$3,134.02
Dixon County Fines/Licenses	\$284.03
Wayne County Fines/Licenses	\$24.92
Randolph Public Schools	\$15,362.50
State of Nebraska - IDEA	\$115,823.00
State Aid	\$129,090.00
State of Nebraska - SPED School Age	\$118,712.00
State of Nebraska	\$500.00
State of Nebraska - MIPS	\$1,942.11
Preschool payments	\$2,100.00
LCC School Lunch Fund - November 2025 Payroll Reimbursement	\$20,473.64
LCC School Cooperative Fund - November 2025 Payroll Reimbursement	\$4,200.05
Miscellaneous receipts	\$3,870.51
Board member - insurance premium	\$2,143.03
Interest earned	\$433.83
Line of Credit - Security Bank	\$751,000.00
Total Receipts:	\$1,214,434.06

Disbursements

December Payroll (all funds)	\$618,676.39
December General Fund bills	\$178,482.18
RevTrak fee	\$7.80
Transfer to Lunch Fund	\$50,000.00
Total Disbursements:	(\$847,166.37)

General Fund Checking Balance 12/31/2025**\$386,901.99****GENERAL FUND SAVINGS**

Beginning Balance	\$706.85
Receipts: Interest earned	\$0.61
Disbursements:	\$0.00

Ending Savings Account Balance 12/31/2025**\$707.46**

GENERAL FUND PETTY CASH

\$5,000.00

GENERAL FUND BALANCE 12/31/2025

\$392,609.45

JANUARY PROJECTED PAYROLL

General Fund	\$565,588.85
Lunch Fund	\$18,787.09
Cooperative Fund	\$4,699.48
Total Payroll:	\$589,075.42

JANUARY PROJECTED BILLS

General Fund	\$132,041.89
Depreciation Fund	\$0.00
Employee Benefit Fund	\$5,573.19
Bond Fund	\$0.00
Special Building Fund - Original Account	\$0.00
Special Building Fund - Bond Account	\$0.00
Special Building Fund - Lease Purchase Account	\$0.00
QCPUF	\$0.00
Cooperative Fund	\$0.00
Student Fees Fund	\$0.00
Total Bills:	\$137,615.08

Fund 02 DEPRECIATION FUND

Beginning Balance	\$17,911.51
Receipts: Interest earned	\$16.13
Disbursements:	
Ending Balance 12/31/2025	\$17,927.64

Fund 03 EMPLOYEE BENEFIT FUND

Beginning Balance	\$13,376.60
Receipts: Interest earned	\$31.94
Staff contributions to flex plans	\$5,810.47
Disbursements:	(\$4,989.02)
Ending Balance 12/31/2025	\$14,229.99

Fund 06 SCHOOL LUNCH/MILK FUND

Beginning Balance	\$22,354.38
Receipts: Lunch/Milk/Reimbursement	\$21,960.22
Interest earned	\$24.83
Transfer from General Fund	\$50,000.00
Disbursements: Food/Supplies/Equipment Purchases	(\$27,165.86)
December 2025 Payroll	(\$20,473.64)
Ending Balance 12/31/2025	\$46,699.93

Fund 07 BOND FUND

Beginning Balance	\$382,400.24	
Receipts: Cedar County Taxes	\$2,393.15	
Dixon County Taxes	\$864.17	
Wayne County Taxes	\$0.00	
Interest earned	\$139.10	
Line of Credit - Security Bank	\$416,200.00	
Disbursements:	(\$798,401.25)	
Ending Balance 12/31/2025		\$3,595.41

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

Beginning Balance	\$18,258.91	
Receipts: Interest earned	\$16.44	
Disbursements:	\$0.00	
Ending Balance 12/31/2025		\$18,275.35

SPECIAL BUILDING FUND - Bond Account

Beginning Balance	\$357.23	
Receipts: Interest earned	\$0.76	
Disbursements:	\$0.00	
Ending Balance 12/31/2025		\$357.99

SPECIAL BUILDING FUND - Lease-Purchase Account

Beginning Balance	\$102,393.25	
Receipts: Cedar County Taxes	\$2,040.43	
Dixon County Taxes	\$860.68	
Wayne County Taxes	\$0.00	
Interest earned	\$88.30	
Disbursements:	(\$23,383.45)	
Ending Balance 12/31/2025		\$81,999.21

SPECIAL BUILDING FUND TOTAL: \$100,632.55

Fund 09 QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND

Beginning Balance	\$2,181.40	
Receipts: Cedar County Taxes	\$332.14	
Dixon County Taxes	\$140.12	
Wayne County Taxes	\$0.00	
Interest earned	\$2.20	
Disbursements:	\$0.00	
Ending Balance 12/31/2025		QCPUF TOTAL: \$2,655.86

Fund 10 COOPERATIVE FUND

Beginning Balance	\$54,216.54	
Receipts: Interest earned	\$47.65	
Building Blocks	\$0.00	
Disbursements:		
December Payroll-LCC General Fund	(\$4,200.05)	
Building Blocks charges	\$0.00	
Ending Balance 12/31/2025		\$50,064.14

Fund 12 STUDENT FEE FUND

Beginning Balance	\$10,863.41	
Receipts: Interest earned	\$9.92	
Disbursements:	\$0.00	
Ending Balance 12/31/2025		\$10,873.33

LAUREL-CONCORD-COLERIDGE SCHOOL DISTRICT #54
BOARD OF EDUCATION
Regular Monthly Meeting
Monday, December 8, 2025, 7:00 p.m.
LCC Board Room @ LCC School, Laurel, NE 68745

Attendance taken at 7:00 p.m.

Garry Anderson: Present
Carol Erwin: Present
Jon Graham: Present
Jay Hall: Present
Bryan Pippitt: Absent
Grant Settje: Present
Scott Taylor: Absent
Present: 5. Absent: 2.
Kate Tasler Absent
(Student Board Member)

I. CALL MEETING TO ORDER

The regular meeting was convened at 7:00 p.m. on December 8, 2025 in the LCC Board of Education Room at Laurel-Concord-Coleridge School, Laurel, Nebraska. The meeting notice was published in the December 3, 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 were present: Superintendent Jeremy Christiansen, High School Principal Jennifer Van Meter, Middle School Principal Mark Leonard, and Elementary Principal Keri Hart. 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 Grant Settje and a second by Garry Anderson.

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

Yea: 5, Nay: 0, Absent: 2.

III. CONSENT AGENDA

Motion to approve the consent agenda items including minutes of the November 10, 2025 regular meeting minutes; Treasurer reports; the General Fund bills in the amount of \$178,482.18; the Employee Benefit Fund bills in the amount of \$4,989.02; the Bond Fund bill in the amount of \$798,401.25; the Special Building Fund – Lease Purchase bill in the amount of \$23,383.45; the November 2025 Activity Fund bills in the amount of

\$22,078.55; and the projected payroll in the amount of \$618,676.39 passed with a motion by Grant Settje and a second by Garry Anderson.

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

Yea: 5, Nay: 0, Absent: 2.

IV. EXCUSE ABSENT BOARD MEMBERS

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

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

Yea: 5, Nay: 0, Absent: 2.

Motion to excuse the absence of Scott Taylor passed with a motion by Jon Graham and a second by Grant Settje.

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

Yea: 5, Nay: 0, Absent: 2.

V. PUBLIC COMMENT

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

VI. INFORMATION AND PROPOSALS

VI.1. FACULTY AND STUDENT REPORT

Representatives from each building level's Student Council organizations were present to share about their activities and functions as part of student representation and government.

VI.2. STUDENT BOARD MEMBER REPORT

Kate Tasler's report was available for the Board to review.

VI.3. DIRECTOR OF ACTIVITIES & TRANSPORTATION REPORT

Director of Activities and Transportation Quin Conner's report was available for the Board to review.

VI.4. PRINCIPALS' REPORTS

High School Principal Jennifer Van Meter shared her report with the Board. She discussed the leadership cadre with ESU and the recent state principals' conference that she attended.

Middle School Principal Mark Leonard shared his report with the Board. He discussed assessment data, community activities, the Makerspace program, and the state principals' conference.

Elementary Principal Keri Hart shared her report with the Board. She discussed the elementary art program, the recent parent advisory meeting, and the state principals'

conference.

VI.5. SUPERINTENDENT'S REPORT

Superintendent Jeremy Christiansen shared his report with the Board. He provided personnel updates and discussed various topics including the recent AQuESTT ratings.

VI.6. BOARD COMMITTEE REPORTS

VI.6.1. NEGOTIATIONS COMMITTEE MEETING – NOVEMBER 13, 2025

Jay Hall shared an update with the Board. The committee discussed the negotiated agreement with the LCCEA and thanked the teachers involved in the negotiations process.

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.

Motion to approve the two-year Negotiated Agreement with the LCC Education Association for 2026-2027 and 2027-2028 as provided passed with a motion by Jon Graham and a second by Carol Erwin.

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

Yea: 5, Nay: 0, Absent: 2.

VII.2. 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 Second 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 Grant Settje and a second by Jon Graham.

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

Yea: 5, Nay: 0, Absent: 2.

VII.3. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO THE ANNUAL AUDIT FOR 2024-2025.

Motion to approve the 2024-2025 annual audit as presented by Dana F. Cole & Company passed with a motion by Grant Settje and a second by Carol Erwin.

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

Yea: 5, Nay: 0, Absent: 2.

VII.4. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO THE SUPERINTENDENT EVALUATION.

Motion to approve the annual evaluation for Superintendent Jeremy Christiansen and to immediately place the evaluation in his personnel file passed with a motion by Jon Graham and a second by Carol Erwin.

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

Yea: 5, Nay: 0, Absent: 2.

VII.5. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO TEMPORARY LINE OF CREDIT.

Motion to approve a temporary line of credit with Security Bank for a term of no more than 6 months and not to exceed \$1,200,000.00 passed with a motion by Grant Settje and a second by Garry Anderson. District Treasurer, Megan Greiner, is authorized to borrow/sign necessary transactions.

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

Yea: 5, Nay: 0, Absent: 2.

VII.6. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO TEACHER CONTRACTS.

Motion to approve the teacher contract for Roberto Acuna for the 2026-2027 school year passed with a motion by Carol Erwin and a second by Garry Anderson.

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

Yea: 5, Nay: 0, Absent: 2.

VII.7. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO REGULAR BOARD OF EDUCATION MEETING DATES FOR 2026.

Motion to approve the Regular Board of Education meeting dates, times, and locations for 2026 as noted:

All meetings will begin at 7:00 pm unless otherwise noted.

- o Monday, January 12th @ HS/EL (Laurel)
- o Monday, February 9th @ MS (Coleridge) *12:30 pm
- o Monday, March 9th @ HS/EL (Laurel)
- o Monday, April 13th @ MS (Coleridge)
- o Monday, May 11th @ HS/EL (Laurel)
- o Monday, June 8th @ MS (Coleridge)
- o Monday, July 13th @ HS/EL (Laurel)
- o Tuesday, August 11th @ MS (Coleridge)
- o Monday, September 14th @ HS/EL (Laurel)
- o Monday, October 12th @ MS (Coleridge)
- o Monday, November 9th @ HS/EL (Laurel)
- o Monday, December 14th @ MS (Coleridge)

passed with a motion by Jon Graham and a second by Grant Settje.

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

Yea: 5, Nay: 0, Absent: 2.

VIII. DISCUSSION ITEMS

VIII.1. STATE EDUCATION CONFERENCE RECAP

Board members shared their experience attending the State Education Conference.

VIII.2. ADMINISTRATIVE CONTRACTS FOR 2026-2027

VIII.3. BOARD OF EDUCATION WORK SESSION

VIII.4. COMMUNITY ENGAGEMENT

IX. CORRESPONDENCE AND BOARD BULLETINS

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

X. UPCOMING BOARD MEETINGS, COMMITTEE MEETINGS, AND WORKSHOPS

X.1. CURRICULUM & INSTRUCTION COMMITTEE MEETING – DECEMBER 16, 2025 (7:00 A.M. – LCC ELEMENTARY CONFERENCE ROOM)

X.2. NEGOTIATIONS COMMITTEE MEETING – DECEMBER 17, 2025 (7:00 A.M. – LCC ELEMENTARY CONFERENCE ROOM)

X.3. TRANSPORTATION, BUILDINGS, AND GROUNDS COMMITTEE MEETING – DECEMBER 18, 2025 (6:00 P.M. – LCC SCHOOL BOARD ROOM, COLERIDGE)

X.4. BOARD WORK SESSION – MONDAY, JANUARY 5, 2026 (ESU 1 – WAKEFIELD, NE)

X.5. REGULAR BOARD OF EDUCATION MEETING – MONDAY, JANUARY 12, 2026 (7:00 P.M. – LCC SCHOOL BOARD ROOM, LAUREL)

XI. ADJOURN

Meeting adjourned at 8:22 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
BOARD OF EDUCATION
Board Work Session Meeting
Monday, January 5, 2026 6:00 p.m.
Educational Services Unit #1, Wakefield, NE 68784

Attendance taken at 6:00 p.m.

Garry Anderson: Present
Carol Erwin: Present
Jon Graham: Present
Jay Hall: Present
Bryan Pippitt: Present
Grant Settje: Present
Scott Taylor: Absent
Present: 6. Absent: 1.

I. CALL MEETING TO ORDER

The board work session meeting was convened at 6:00 p.m. on January 5, 2026 at the Educational Services Unit #1, Wakefield, Nebraska. The meeting notice was published in the December 31, 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 website. Board members were emailed notice. In addition to board members, the following was present: Superintendent Jeremy Christiansen, High School Jennifer Van Meter, Middle School Principal Mark Leonard, and Elementary Principal Keri Hart. The meeting was duly called to order by President Hall at 6:00 p.m. No members of the public were present. 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 Grant Settje.

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

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

III. EXCUSE ABSENT BOARD MEMBERS

Motion to excuse the absence of Scott Taylor passed with a motion by Jon Graham and a second by Garry Anderson.

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

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

IV. DISCUSSION ITEMS

The Board of Education held a work session to discuss district operations and planning, including an overview of services provided through Educational Service Unit 1, elementary

enrollment projections and class sections, personnel updates, a proposed student ineligibility policy, and middle school course and credit recovery options. The board reviewed the district's teacher evaluation and appraisal process, received a negotiations committee update on classified staff compensation and administrative contracts, discussed a board member resignation and vacancy timeline, and previewed the agenda and anticipated items for the January 12 regular board meeting. No action was taken.

V. ADJOURN

Meeting adjourned at 9:07 p.m.

Cedar County School District #54

Submitted by:

Megan Greiner
Recording Secretary

Attested by:

Grant Settje
Secretary of the Board

School Board Report – Monday, January 12th, 2026

FFA - They had a dirty soda bar at the basketball game on January 8th to fundraise.

Quizbowl- They competed in the KTIV radio competition on Thursday, January 8th. They competed greatly but lost in overtime.

Speech- They have been working on figuring out their speeches for the upcoming seasons.

NHS - We went up to Building Blocks before Christmas break. We split into the Toddler and Preschool rooms to do an activity with them. We made a snowman out of cotton balls. After the craft we played with them until it was time to go back to school. It was a great time to spend time with the kids.

FBLA - They got their puffins out. They are looking forward to the state coming up in a couple months.

Spirit Club- They have been working on planning the dressup themes for basketball games.

Skills USA - They are continuing to look for ways to fundraise more money for the state. They are also finalizing the competitions that they want to compete in and starting to work on them.

Overview

Students finished out the first half of the year strong. Now we're back at school and ready to get this semester started off strong. Many students changed their schedule and are getting used to their new classes. Speech is starting soon, which students are preparing for. Teachers clarified expectations for the upcoming semester. Many seniors applied to be teacher aids this semester. They enjoy the hands-on experience they get. There are also many seniors continuing to take work release. They greatly appreciate this opportunity as they are able to get great experience and also earn money for their future.

Home of the Bears

LAUREL CONCORD COLERIDGE

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

January '26 Board Report

Athletics

- **HS Girls/Boys Basketball**
 - Season is approaching the half way point
 - Play @ Wayne tomorrow, home vs. Summerland Friday, and @ Neligh on Saturday.
 - LCC will host the GNAC finals on Saturday, February 7th.
- **HS Girls/Boys Wrestling**
 - Has been a successful first half of the wrestling season for both the girls and boys teams with individuals bringing home medals on a consistent basis.
 - Boys will be @ West Holt on Friday, January 16th.
 - Girls will be @ Plainview on Saturday, January 17th.
 - Less than a month until girls districts @ Plainview on February 7th, followed by boys districts @ Madison on February 14th.
- **JH Girls Wrestling**
 - 3 Girls out for the first stand alone JH Girls Wrestling season.
 - First meet is today @ Randolph
 - 1/12 @ Randolph
 - 1/17 @ Plainview
 - 1/23 @ Summerland
 - 1/30 @ Wayne
 - 2/5 @ Pierce
- **JH Boys Basketball**
 - Had their first games last Thursday @ Plainview/Osmond & Saturday, vs West Holt.
 - Play today @ Elkhorn Valley
 - 1/15 @ Ponca
 - 1/19 @ Summerland
 - 1/22 vs. TCNE
 - 1/29 vs. Neligh-Oakdale
 - 2/5 vs. Hartington-Newcastle
 - 2/14 GNAC @ Summerland
 - 2/17 & 2/19 @ Hartington-Newcastle Tournament

Home of the Bears

LAUREL CONCORD COLERIDGE

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

Activities

- **Esports**
 - Will begin their spring season here in the next few weeks with practices and competitions.
 - Spring games: Valorant, Mario Kart, Hearthstone, Fortnite
- **Speech**
 - Season is getting underway with their first competition being this Saturday @ Wisner.
 - 1/17 @ Wisner
 - 1/31 @ Hartington
 - 2/13 @ Wakefield
 - 2/21 @ Wisner
 - 2/28 LCC
 - 3/7 @ Creighton
 - 3/9 @ LHNE (GNAC)
 - 3/17 Districts @ Homer
 - 3/27 State @ Kearney

Transportation

- Nothing of note to report at this time.



Board Report - January 2026

Keri Hart

Laurel - Concord - Coleridge Elementary



<p>Monthly Spotlight</p>	<p>December Assembly</p> <ul style="list-style-type: none"> Recognized students for growth in ELA, perfect attendance, and had a few fun challenges We had a lot of students with perfect attendance or who had missed 2 or less days! <p>IRIPs</p> <ul style="list-style-type: none"> 12 students were identified as needing individualized reading improvement plan (IRIP) for Winter 20 students were on IRIPs in the Fall 10 exited from Fall to Winter 9 continued to be eligible; 3 newly eligible in Winter (not eligible in Fall) <p>Leadership Team</p> <ul style="list-style-type: none"> Thank you to the leadership team! They meet with me about monthly. They serve as an advisory board to me to bounce ideas off and think through potential challenges prior to implementation of ideas. They have been instrumental in the change to standards-based grading by leading the way and providing feedback. They continue to provide insight and input as we always look to improve as a building! <ul style="list-style-type: none"> Laura Nordby, Mandi Fernau, Amy Gould, Jenna Tanderup, & Crystal Brummels
<p>PBIS (Positive Behavioral Intervention and Supports)</p>	<ul style="list-style-type: none"> 5th grade student advisory led our expectation review. Students rotated between 5 minute stations to quickly review expectations for the lunchroom, hallway, bathroom, recess, and morning arrival We're looking forward to a great 2nd semester! Students will continue to work towards their monthly goals
<p>SPED (Special Education)</p>	<ul style="list-style-type: none"> The SPED team continues to focus on collaborative planning with general education teachers. The goal is to plan together to support special education students effectively in the classroom.
<p>Professional Development & Curriculum and Instruction</p>	<ul style="list-style-type: none"> 1/14/26 - Appraisal Group - i2i Group - AI In Action <ul style="list-style-type: none"> This small group has explored how to utilize AI to enhance teaching and save time for teachers. Teachers have experimented with using AI to plan lessons, create rubrics, create unit plans, provide differentiation, and consider universal design for learning strategies. It's always fun to hear about each

	<p>teacher’s experience, including things that well and lessons learned, when we meet</p> <ul style="list-style-type: none"> ● Continuous School Improvement Goal <ul style="list-style-type: none"> ○ The district has identified math as an academic improvement goal, specifically math fact fluency. ○ At the elementary, teachers are implementing 10 minutes of fact fluency practice each day and utilizing quick practice (part of the Expressions curriculum) every day. The staff participated in an amazing training from Shannon Kiebler to help implement the Expressions curriculum more effectively and consistently. ○ Quick Practice is a practice that takes 5 minutes at the beginning of the lesson. It is meant to increase automaticity, fluency, and promote math talk by utilizing a student leader and choral responses. <p>Interventions</p> <ul style="list-style-type: none"> ● UFLI <ul style="list-style-type: none"> ○ Kindergarten will be implementing a new intervention called UFLI during intervention time. This intervention is based on the science of reading, is multisensory, and aligns with the CKLA instructional practices ● Lexia <ul style="list-style-type: none"> ○ 4th - 5th will be utilizing an intervention program called Lexia 2nd semester for students who fell below the benchmark on the Winter screening completed in December ● Social Studies <ul style="list-style-type: none"> ○ The social studies curriculum team continues to meet periodically and review instructional materials. The team will recommend instructional materials for adoptions during the 26-27 school year after the new Social Studies standards are released
<p>Activities & Events</p>	<ul style="list-style-type: none"> ● 1/12/26 - Read Bowl Kickoff <ul style="list-style-type: none"> ○ 2/6/26 - Read Bowl Celebration (Challenge to get students excited about reading by incorporating the Super Bowl theme) ● 1/13/26 - PTO Meeting ● Week of 1/19/26 - MAP Testing (2nd - 5th) ● 1/21/26 - Spelling Bee @ 2:30 ● 1/21/26 - SPED Meeting ● 1/24/26 - Sing Around NE ● 1/27/26 - Dental Screenings ● 2/6/26 - WSC Education Fair



Middle School Principal Report
Mark Leonard
January Board of Education Meeting
Monday, January 12, 2026

Curriculum/Instruction/Assessment/School Improvement

Curriculum & Instruction

Academic Spotlight – Benefits of WIN Time for Our Middle School Students

At the middle school, we are currently in our 4th year of providing our middle school students WIN time where each student receives additional reading and mathematics supports and instruction. At the beginning of the school year, we established reading and mathematics benchmarks for each student based on 2025 Spring NSCAS Growth data, their Fall Aims Web Plus assessment score, and their Fall NWEA MAP assessment scores in reading and mathematics as well as the benchmarks for requiring tier 2 or tier 3 supports for our students who struggle in reading and/or mathematics. Our WIN (Whatever Is Needed) time is a 30-minute segment where our students receive exactly what they need academically in these areas during this time. With the overall importance of reading and mathematics for most core subject areas and the level of significance that is placed on state assessments, our WIN time has been reconfigured over the years, so all our students receive reading and mathematics instruction, not just those struggling students. Every Wednesday, our WIN time is used for ROAR instruction. It is evident this time is paying huge dividends for our students. As stated at the beginning of this school year, we complete our Fall Aims Web Plus assessment in reading and mathematics for all our students to assist our teachers in structuring the appropriate instruction for each of our students during our WIN time. After completing our winter Aims Web Plus assessment in December, we saw marked improvement from their Fall composite scores. For 6th grade, 18 students saw improvement in their reading composite score (3 students scored above the 90% bracket) and 17 students saw improvement in their mathematics composite score (6 students scored above the 90% bracket). For 7th grade, 17 students saw improvement in their reading composite score (12 students scored above the 90% bracket) and 25 students saw improvement in their mathematics composite score (16 students scored above the 90% bracket). For 8th grade, 17 students saw improvement in their reading composite score (10 students scored above the 90% bracket) and 21 students saw improvement in their mathematics composite score (12 students scored above the 90% bracket). This data shows us that our WIN instruction time appears to be working at the middle school as a high majority of our students are showing significant progress and proficiency in reading and mathematics.

School Culture – G.A.B. Incentive (Grades/Attendance/Behavior) for Our Students

At the middle school, we are stressing the importance of working hard in the classroom (All Bs or higher on their 1st semester report card), consistent attendance/reduced absences at/from school (Fewer than 5 absences/semester and/or 3 tardies/semester), and demonstrating proper behaviors at all times in the classroom, on the bus, and around the school (No office referrals). We had 35 middle students who qualified in all 3 of these areas and earned a small incentive (one free movie ticket to the Majestic Theatre in Wayne) for their efforts. We want to talk (gab) about these students and their accomplishments and also encourage all our students to work hard to achieve this incentive for the 2nd semester of the 24-25 school year.

Assessment

Academically, we are currently preparing for and/or have completed several statewide assessments in conjunction with the Nebraska Department of Education and/or the Laurel-Concord-Coleridge School District. In December, all our students completed the Aims Web Plus Assessment, which is an online assessment, data management, and reporting system that provides national and local performance and growth norms for progress monitoring of reading and math skills for all students in Kindergarten through Grade 8. Aims Web Plus enables our school to quickly identify at-risk students, monitor and report student progress, and predict performance on grade-level expectations. In January, data is pulled from PowerSchool, our school's School Information System, to submit rosters and prepare student labels to take assessments. Students in grades K-12 who are not proficient in the English language are required to complete the ELPA21 (English Language Proficiency Assessment) Summative Assessment during the testing window of January 26th-March 13th. Our students in grades 3-8 will take the NSCAS (Nebraska Student-Centered Assessment System) English Language Arts and Math Growth Assessment during the testing window of March 3rd-May 1st, and our 5th and 8th graders and cohort 2026 students also take the NSCAS Science Summative Assessment during this testing window. NSCAS Growth is aligned to both the state standards and to the state summative blueprint. Adaptive outside of grade level and measuring growth, the NSCAS Growth will produce summative proficiency scores at year's end. Students who have been identified to take the NSCAS Alternate Assessment are also rostered during the month of January. Testing accommodations must also be in place for the NWEA MAP winter assessment (taken in the elementary in January) and the NSCAS ACT spring test, which will be conducted at LCC on March 24th. All the information for these assessments must be up to date in the assessment rosters in ADVISER before our students are able to take these assessments.

The Play Pound - Playground Initiative

Over Holiday Break, we were fortunate to receive another grant toward our playground initiative, The Play Pound, at the middle school. Our project goal is to provide a safe, accessible, and affordable playground area so all our students can actively participate and also younger families with children and other community members can enjoy this space, construct a walking/rehabilitation trail near the perimeter of the playground area to promote cardiovascular health and wellness for students, community members, and senior citizens who wish to utilize this trail for exercise and fitness, and furnish inclusive playground and therapeutic/rehabilitation equipment along the walking trail where our Level III students can have fun and interact together with our other students, and our adult community members and senior citizens can improve their overall mobility and bone strength in an all-inclusive environment that also encourages social interaction and fosters a sense of belonging within the community. To date through grants, we have been able to raise a total of \$12,508 through 3 separate grants (\$8,294 – Gardner Foundation, \$2,214 – Cedar County Tourism Board, and \$2,000 – Walmart Spark for Good). I have constructed two separate grants (T-Mobile Hometown Grant - \$50,000 and Casey's Cash for Classrooms Grant - \$7,940) that we are waiting to see if we are approved for in the near future. We are estimating the cost of this project to total somewhere between \$75,000-\$80,000 upon completion.

Activities/Events

First LEGO League

Every year, LEGO League releases a new challenge based on a real-world, scientific theme. The theme for the 25-26 competition year is entitled UNEARTHED, challenging students to solve real-world problems dealing with archaeology. During the UNEARTHED season, our LEGO League teams dive deep into the mysteries of the past to become tomorrow's archaeologists uncovering hidden treasures, revealing forgotten stories, and sharing history with the world in bold, new ways. This season's UNEARTHED challenge board contains 15 missions for our LEGO League teams to try and complete. Our LEGO League teams (Lego-cy Hunters and Lego Diggers) are signed up for the FIRST LEGO League State Competition at the University of Nebraska-Lincoln on Friday & Saturday, March 20th-21st. Our competition teams have been working very hard at programming their LEGO creations to complete their 'missions' on the challenge board.

Middle School Girls Wrestling

Middle School Girls Wrestling began practice on Monday, December 15th. There are 4 girls out for junior high girls' wrestling. The girls' wrestling team began their season today (Monday, January 12th) at the Randolph Invite.

Middle School Boys Basketball

Middle School Boys Basketball began practice on Monday, December 15th. There are 16 boys out for junior high boys' basketball (6 – 8th Graders & 10 – 7th Graders) and 2 – 6th Grade student managers. The boys' basketball team began their season on Thursday, January 8th with victories over Plainview-Osmond.

Middle School Activities (December/January)

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

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

Thursday, December 11th – Class C-1 State One-Act Competition (Norfolk); JH Girls Basketball @ Plainview; GNAC JH Boys Wrestling Tournament (Elkhorn Valley); 5th Grade Boys Basketball Practice (Middle School Gymnasium)

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

Saturday, December 13th – HS Boys Wrestling @ Stanton; HS Girls Wrestling @ Elkhorn Valley; LCC Staff Christmas Party (Laurel Community Center)

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

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

Wednesday, December 17th – PowerSchool Bi-Weekly Meeting (via Zoom); Early Dismissal/Staff Meeting; District-Level Professional Development (Climate and Culture Building)

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

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

Saturday, December 20th – NO SCHOOL (Winter Break); HS Boys Wrestling @ Osmond

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/Boys Game; Administrative Supervision)

Tuesday, December 30th – NO SCHOOL (Winter Break); HS Boys Wrestling @ Newman Grove; HS Boys/Girls Basketball (Wayne Holiday Tournament vs. Omaha Concordia; Administrative Supervision)

Wednesday, December 31st – NO SCHOOL (Winter Break); HS Girls Basketball (Wayne Holiday Tournament vs Hartington CC; 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 (Administrative Supervision)

Saturday, January 3rd – HS Boys Basketball Reserve Tournament @ Allen

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

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

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

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

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

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

Sunday, January 11th – FCA Ministry Leadership Halftime Meeting (3:00-5:00 PM, Norfolk)

Monday, January 12th – Administrative Team Meeting (Middle School Board Room); Weekly Mental Health Meeting with Mrs. Settje; HS Girls Wrestling @ Randolph Invite; JH Boys Basketball @ Summerland; FFA Chapter Meeting (Laurel Ag Room); School Board of Education Meeting (Middle School Board Room)

Middle School Upcoming Activities Scheduled (January/February)

Tuesday, January 13th – HS Girls/Boys Basketball JV/Varsity @ Wayne (4:30 PM, Administrative Supervision); PTO 3rd Quarter Meeting (6:30 PM, Laurel Library Conference Room)

Wednesday, January 14th – PowerSchool Bi-Weekly Meeting (9:15 AM, via Zoom); Early Dismissal (2:00 PM; Staff Meeting – 2:00 PM; District-Level Professional Development – 2:30 PM, Appraisal Groups and New Teacher Program); Coleridge Community Club Meeting (6:30 PM – Rodeos)

Thursday, January 15th – Student-led Middle School FCA Meeting (12:00 PM, Mr. Brown's Room); JH Boys Basketball @ Ponca (3:00 PM); Parent Advisory Team Meeting (6:30 PM, Laurel Library Conference Room)

Friday, January 16th – Title III Administrator Meeting (8:30 AM, via Zoom); HS Boys Wrestling @ West Holt (12:00 PM); HS Girls/Boys Basketball JV/Varsity vs. Summerland (4:30 PM, Administrative Supervision & Announcing Duties)

Saturday, January 17th – HS Speech @ Wisner-Pilger Speech Meet (8:00 AM); JH/HS Girls Wrestling @ Plainview (10:00 AM); HS Girls/Boys Basketball JV/Varsity @ Neligh-Oakdale (1:30 PM, Administrative Supervision)

Monday, January 19th – Martin Luther King Jr. Day; Start of Elementary NWEA MAP Testing; Administrative Team Meeting (9:00 AM – High School Conference Room); HS Girls Wrestling @ Battle Creek (10:30 AM); TeamMates Board Meeting (12:00 PM – Middle School Boardroom); Weekly Mental Health Meeting with Mrs. Settje (12:30 PM); JH Boys Basketball @ Summerland (4:00 PM); Special School Board of Education Meeting (5:00 PM, Laurel Library Conference Room); HS Girls/Boys JV Basketball vs. Stanton (6:00 PM, Administrative Supervision); HS FCA Meeting (6:30 PM, High School Commons Area)

Tuesday, January 20th – ESU 1 Principal's Meeting (9:00 AM-2:30 PM, ESU 1 - Wakefield); HS Girls/Boys JV/Varsity Basketball @ Hartington-Newcastle (4:30 PM, Administrative Supervision)

Wednesday, January 21st – NCSA Region 3 Principal’s Meeting (10:00 AM, Northeast Community College, Norfolk); Early Dismissal (2:00 PM; Staff Meeting – 2:15 PM; Building-Level Professional Development – 2:30 PM, Student Problem Solving Meeting); LCC Spelling Bee Competition (2:30 PM, High School Commons Area)

Thursday, January 22nd – HS Girls/Boys Wrestling @ GNAC Conference Tournament (1:00 PM, Plainview); JH Boys Basketball vs. Tri-County Northeast (3:00 PM; Administrative Supervision & Clock Duties); HS Girls/Boys JV/Varsity Basketball @ Battle Creek (4:30 PM; Administrative Supervision)

Friday, January 23rd – HS Boys Wrestling @ Madison Invite (9:00 AM); JH Girls Wrestling @ Summerland Invite (4:00 PM)

Saturday, January 24th – Sing Around Nebraska Event (TBD, Fremont)

Monday, January 26th – Administrative Team Meeting (9:00 AM – Elementary School Conference Room); GNAC Instrumental Music Contest (10:00 AM Start & 5:30 PM Concert, Neligh-Oakdale); Weekly Mental Health Meeting with Mrs. Settje (12:30 PM); HS JV Girls/Boys Basketball @ Crofton (TBA); HS FCA Meeting (6:30 PM, High School Commons Area)

Tuesday, January 27th – K-12 Dental Screenings (9:00 AM); Erin Meyers ELA Collaboration Meeting (1:30 PM, Middle School Campus); HS Girls/Boys JV/V Basketball @ Lutheran High NE (4:30 PM; Administrative Supervision)

Wednesday, January 28th – FFA Livestock Judging (Northeast Community College, Norfolk); PowerSchool Bi-Weekly Meeting (9:15 AM, via Zoom); Early Dismissal (2:00 PM; Staff Meeting – 2:00 PM; District-Level Professional Development – 2:30 PM, CPR Recertification & Skills Assessment)

Thursday, January 29th – Student-led Middle School FCA Meeting (12:00 PM, Mr. Brown’s Room); JH Boys Basketball vs. Neligh-Oakdale (3:00 PM, Administrative Supervision & Clock Duties); HS Girls/Boys Junior Varsity/Varsity BB vs. Wakefield (4:30 PM; Administrative Supervision & Announcing Duties; TeamMates Taco-in-a-Bag Meal); HS Girls/Boys Wrestling @ Randolph (6:00 PM)

Friday, January 30th – JH Girls Wrestling @ Wayne (4:00 PM)

Saturday, January 31st – HS Speech @ Hartington-Newcastle Invite (8:00 AM); HS Boys Wrestling @ Plainview (9:30 AM); Laurel Rec Youth Basketball Tournament (TBD)

Sunday, February 1st - First Day of Black History Month

Monday, February 2nd – Administrative Team Meeting (9:00 AM – Middle School Board Room); Weekly Mental Health Meeting with Mrs. Settje (12:30 PM); HS Boys Varsity Basketball (GNAC Tournament, 1st Round – TBD)

Tuesday, February 3rd – HS Girls Varsity Basketball (GNAC Tournament, 1st Round – TBD, Administrative Supervision)

Wednesday, February 4th – FFA State Interviews (TBD, Neligh-Oakdale); Early Dismissal (2:00 PM; Staff Meeting – 2:15 PM; Building-Level Professional Development – 2:30 PM, Professional Learning/CIA Teams)

Thursday, February 5th – JH Boys Basketball vs. Hartington-Newcastle (2:00 PM, Administrative Supervision & Clock Duties); JH Girls Wrestling @ Pierce (3:00 PM); HS Boys Varsity Basketball (GNAC Tournament, 2nd Round – TBD)

Friday, February 6th – HS Boys Wrestling @ Leigh (10:00 AM); HS Girls District Wrestling (TBD, Plainview); HS Girls Varsity Basketball (GNAC Tournament, 2nd Round – TBD; Administrative Supervision)

Saturday, February 7th – HS Girls District Wrestling (TBD, Plainview); HS Girls/Boys Varsity Basketball (GNAC Tournament Championships @ LCC, Administrative Supervision)

Monday, February 9th – Administrative Team Meeting (9:00 AM – High School Conference Room); Weekly Mental Health Meeting with Mrs. Settje (12:30 PM); School Board of Education Meeting (12:30 PM, Middle School Board Room); IPG Walkthrough (3:30 PM); FFA Chapter Meeting (7:00 PM, Laurel Campus)



Laurel-Concord-Coleridge High School
Principal's Report - January 2026

Curriculum, Instruction, & Assessment

- Erin Meyers met with our English, Social Studies, and Science teachers to discuss content writing rubrics. Each teacher spent time working on a rubric for a current unit of study, with state standards as the baseline. The overall goal is to provide students with objective, clear feedback on writing assignments.

Staff

- Dan Meers, KC Wolf mascot, spoke to the staff on January 5th about living a life of influence. Feedback was very positive.
- Our focus this quarter continues to be intentional use of class time (for both teacher and students), clearly stated objectives, and the use of rubrics to assess content and quality of student work.

Students

- One Act finished their season well, even though it didn't end like we hoped.
- Three students graduated at semester! Two finished early, and one completed her diploma requirements from last May.
- In December, 15 National Honor Society students went to Building Blocks in Laurel. They did a craft with the toddlers and preschoolers and then either played or read books with the daycare students.
- John Baylor walked our juniors through a 3 hour ACT English review. He also did a 30 minute PreACT practice with the sophomores and freshmen and met over the lunch hour with several parents
- All high school students with a study hall have been to the library to check out a book, and they are being encouraged to read in their free time.

- Dan Meers spoke to the MS/HS student body on January 6th. He shared the ABCs of Success (attitude, behavior, and character).

Parent Advisory Committee

- They were highly supportive of a change to the ineligibility policy. They feel it reflects a commitment to academic rigor which is important as the majority of our students go on to some type of higher education.
- They advocated for thinking about how we can better prepare students for college (e.g., teaching students they have to work hard, do homework without cheating, correctly write papers).
- We also discussed how to increase school-wide spirit. I'll be talking with the admin team and Quin about some of their ideas regarding elementary classes, standardized send off routes, and crowd participation.

Upcoming Activities & Events

- January 19 - Teammates Board Meeting
- January 20 - ESU 1 Principal's Meeting
- January 21 - NCSA Region 3 Principal's Meeting
- January 22 - Student Council



Memo to: Board of Education
From: Jeremy Christiansen
Re: Superintendent's Report
Date: Monday, January 12, 2026

Superintendent's Report

Reorganization of the Board - Election/Appointment of Officers

- Annually in January, it is necessary for the Board to reorganize as part of the annual Election/Appointment of officers. Board President, Jay Hall will call the meeting to order and then will turn the meeting over to the Superintendent. The Superintendent will call for nominations for President. Board members should nominate one or more than one member. A board member may make a motion to cease nominations at any point. Once seconded, voting will commence. If there is more than one nomination, then a secret ballot will be conducted. If only one member is nominated, then we will conduct a Roll Call Vote. Once the Board President position has been filled, she/he will proceed with the remaining Election/Appointment of officers for Vice President, Secretary, Treasurer (appointed) and Recording Secretary (appointed).

Personnel Updates

Certified Staff

- Title I Teacher (EL/MS) - We plan to first advertise internally for this position that will be open to fill for the 2026-2027 school year. As you will recall, Sheri Christiansen agreed to fill the position for one year and then plans to return to a paraprofessional role. Should the position be filled by a current teacher/staff member, then we will seek to advertise/fill any such position. Should an internal candidate not apply or be selected, then we will post and advertise externally.
- Elementary Special Education - We have received a resignation from Crystal Brummels effective at the end of the current 2025-2026 school year. We will post and advertise for this position following the January Board meeting.
- Technology Coordinator Role - As you recall, we did not have applicants to fill this position vacancy for the current school year. We contracted with ESU 1 for LAN management and onsite support both in the summer and during the school year (1 to 2 days per week). We also arranged for additional school-based support by providing extended contract days to both Bob Parsons and Eric DePew. While this plan has proven successful during the transition, we believe that a more effective and beneficial approach is to assign Bob Parsons as full-time Technology Coordinator for the upcoming 2026-2027 school year. He will continue to teach a HS Audio/Video Production course.

We will reduce the contract with ESU 1 for LAN Management/Support to 1 to 2 days per month during the next school year. We will also continue to have Eric DePew support district technology with extended contract days.

- Librarian/Media Specialist - The Technology Coordinator assignment creates an internal vacancy for the district's Librarian/Media Specialist position. I plan to reassign certified staff member, Denise Kinkaid, to the district Librarian/Media Specialist role. Mrs. Kinkaid has completed the coursework and earned her Librarian/Media Specialist endorsement during this past year.

Classified Staff

- Custodial Services (HS/EL) - We have one position to fill that is vacant due to a staff member resignation in late December. We will continue to advertise and interview prospective candidates.
- Paraprofessional (HS) - We have one position to fill that is currently vacant due to a staff member unable to work due to medical reasons and who is out on FMLA leave.
- High School Administrative Assistant - As previously discussed, we plan to advertise and interview for this position in February/March with an intended start date of April 7, 2026 to allow for sufficient training with Lois Urwiler. Mrs. Urwiler will continue working until June 30, 2026 when she officially retires.

Action Items

- Selection of District Legal Counsel
 - Each January, the Board identifies and selects its legal counsel for the calendar year. LCC School has previously retained the services of Perry Law Firm in Lincoln, NE. It is recommended to continue this relationship and designation.
- Selection of District Newspaper
 - Each January, the Board identifies and selects those newspapers to be designated for official school business, including advertisements and publication. It is recommended that LCC School designate the Laurel Advocate as the district newspaper.
- Nondiscrimination Compliance Coordinators
 - Each January, the Board identifies and selects those individuals who will serve in the following roles:
 - The Laurel-Concord-Coleridge School does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected category in admission or access to, or treatment of employment, in its programs and activities.
 - The Coordinators designated to handle inquiries regarding complaints, grievance procedures or the application of these policies of nondiscrimination are:

- Jeremy Christiansen (Title VI, Homeless Student Liaison, and Safe and Drug Free Schools and Communities);
 - Jennifer Van Meter (Title IX); and
 - Sarah Beckwith (Section 504 of the Rehabilitation Act and the Americans with Disability Act).
- District Depository
 - Each January the Board must designate the bank(s) which can or will be utilized as depositories for district funds.
 - The Board-approved Sponsorship Agreement with Security Bank expired in December 2025, however, we are actively working on a renewal agreement for Board consideration at the February 2026 meeting. I recommend that the Board designate Security Bank as the district depository for the current calendar year.
- Teacher Resignation
 - Crystal Brummels (Elementary Special Education Teacher) has submitted her letter of resignation effective at the conclusion of the current 2025-2026 school year.
- Board Member Resignation
 - Scott Taylor has submitted his resignation from his elected position on the Board of Education. Upon Board acceptance of Mr. Taylor's resignation, it will become effective immediately. We recognize and thank Mr. Taylor for 7 years of dedicated service to the LCC Board of Education.
- Administrative Contracts (Principals)
 - The Board is considering approval of one-year administrative contracts for each of the following school principals for the 2026–2027 school year.
 - Jennifer Van Meter - High School Principal: Base salary of \$89,828.00.
 - Mark Leonard - Middle School Principal: Base salary of \$94,112.00.
 - Keri Hart - Elementary School Principal: Base salary of \$94,112.00.
 - These represent a 3.25% increase in each administrator's base salary.
- Classified Staff/Technician Compensation Schedule
 - The Negotiations Committee met on December 31, 2025 to review and discuss recommended modifications to the Classified Staff/Technician Compensation and Benefits Schedule.
 - The Committee is recommending the following adjustments and modifications for the 2026-2027 school year:
 - Apply a 2% increase to the hourly rates for the following positions: Activity Bus Drivers, Accompanist, Level III Drivers, Certified Van/Bus Drivers, and Substitute Certified Van/Bus Drivers.
 - Apply increases to the following positions as noted: Substitutes (paras, cooks, secretary, custodian) - 5.7%, Summer Paras (custodial) - 5.1%
 - Increase the Substitute Teacher Rate (full day) to \$160.00
 - Adjust the beginning Steps for the following classified staff positions as noted: Paraprofessional, Nutrition Services and Custodial; Librarian Assistant (Step 9); Level III Paraprofessional Assignment (Step 11)

- Transition the current Sick Leave and Personal Leave system to a Paid Time Off (PTO) system with an increase to the maximum days that can be carried over in sick leave accrual. See the proposal in the Board materials.
- Modify the Vacation Leave provisions for 12-month employees to allow for a maximum of five (5) unused vacation days to transfer into the classified staff member's sick leave accrual until the staff member reaches the established maximum sick leave accrual (45 days). In the event the classified staff member's sick leave accrual has reached the established maximum sick leave accrual, a maximum of five (5) unused vacation days will be paid at the rate of \$100 per day.

Discussion Items

- Board Member Vacancy
 - The Board will review the Vacancy Notice to be published and shared with County Clerks.
 - The Board will also discuss the requirements, options, and procedures for filling the Board position vacancy.
- Organization of Board Committees for 2026
 - A copy of the 2025 committee assignments has been provided for your reference. The Board needs to identify committee assignments for this calendar year.
 - Please Note: Committees will need to maintain membership of 3 or less Board Members so as to not constitute a quorum during any meeting.
- Board Member Code of Ethics (Policy 8272)
 - Each January, Board members are provided a copy of the Code of Ethics (Policy 8272) to review.
- Conflict of Interest Statement (Policy 8270)
 - Each January, Board members are provided a copy of the Conflict of Interest Statement from the Nebraska Accountability Commission. Please review, complete, sign and return to the Superintendent on or before the February Board meeting. Please let me know if you have any questions about this form.
- Student Member of the School Board for 2026-2027 Application Process (Policy 9115)
 - The Board should discuss the Student Member of the School Board position and give the Superintendent direction as to the continuation of this for the upcoming 2026-2027 school year. The Committee on American Civics has previously reviewed applications, conducted interviews and made a recommendation to the full Board regarding selection of a high school student for this role.
- Board Policies - 4000 Series (Personnel)
 - The Board Policy Review Schedule calls for a review of policies in the 4000 series (Personnel). The policies will be discussed at the February 2026 regular Board meeting with consideration of approval at the March and April meetings. The Policy Board will be meeting to review the policies as well.
 - The policies are accessible on the school district website and may also be accessed by using the following link - [4000 Series Policies \(Personnel\)](#)

Correspondence

- Regular communication and updates from NASB and NRCSA have been included in monthly materials.

Upcoming Meetings and Workshops

- Special Board of Education Meeting
 - Monday, January 19, 2026 (5:00 pm - Laurel Public Library Board Room/Laurel)
- Regular Board of Education Meeting
 - Monday, February 12, 2026 (7:00 pm - Laurel Public Library Board Room/Laurel)
- Committee Meetings to Schedule
 - Transportation/Buildings/Grounds



Laurel-Concord-Coleridge School

**Board of Education
Committee Meeting Agenda/Minutes**

Board Committee: Transportation/Buildings/Grounds	Meeting Date: December 18, 2025
Meeting Location: Middle School Supt Office	Meeting Start Time: 6:00 pm End Time: 6:50 pm
Participants: Grant Settje (Chair), Jon Graham, Jeremy Christiansen Absent: Scott Taylor	
Agenda 1. Vehicle Replacement Schedule a. Options for Replacement of 2 small vehicles b. Minivan vs SUV 2. Elementary Electric Duct Heater a. Cabinet Heater Pricing Proposal b. Current Trends 3. Roof Maintenance Program Proposals a. No Updates b. Waiting on JM Approved Contractor Proposals 4. Roof Restoration/Replacement Recommendations a. No Updates 5. Stage Project a. Jeremy scheduled site visit to Hartington-Newcastle b. Waiting on vendor proposals i. Stage Rigging and Curtains ii. Lighting System iii. Sound System	

6. Locker Room Project

- a. CWP to schedule staff interviews
- b. Waiting on updated design and cost proposals

7. Bus Barn Project

- a. Initial estimate - \$45/sq ft (not including plumbing or electrical)
- b. Updated design/drawings
- c. Additional cost estimates

8. Capital Improvement Discussion

- a. Track Visitor Bleachers
- b. Future Track Repair
 - i. Resurface (est. \$600k)
 - ii. Replace Concrete Base (est. \$1.3 million)
- c. Laurel Campus Roof Replacement (Gyms)
- d. MS Roof Repair/Replacement
- e. Flag/Bell Plaza (\$8,000 Pledge Received)
- f. Highway Sign (\$75,000 Pledged)
- g. Library Sign (Partnership with Library Board and City of Laurel)
- h. MS HVAC System

9. Other Items for Discussion

- a. Pickleball Court Project
- b. Flooring on Ramp (Fitness Center Hallway)

Discussion (Topics and Notes)	Follow Up (Who's Responsible/Timeline)
<p>Vehicle Replacement Schedule Quin researched/identified several options for a small vehicle replacement for two Impalas in the coming months. Options included various models of Kia Carnival, Chevy Tahoe, Ford Expedition. The committee recommended looking further at the Kia Carnival models.</p>	<p>Jeremy, Quin, and a member of the committee may try to schedule a test drive in the coming weeks.</p>
<p>Elementary Electric Duct Heater The pricing came back related to the alternate in-room heating unit as compared to the in-duct unit with the cost comparison being nearly identical. The committee recommended getting an additional opinion and bid from an electrical or HVAC contractor for comparison. We are also tracking data through the current winter months to see if the prior adjustments to the system made a</p>	<p>Jeremy will contact an electrical or HVAC contractor for an additional opinion and bid.</p> <p>Jeff and Jeremy will continue to track data during the winter months to share with the committee.</p>

<p>difference or not.</p>	
<p>Roof Maintenance Program Proposals We are waiting to get estimates from additional JM approved roofing contractors related to roof repair estimates and proposals for maintenance programs.</p>	<p>Jeremy will update the committee as this information becomes available.</p>
<p>Roof Restoration/Replacement Recommendations Same as the previous agenda item.</p>	<p>Same as the previous agenda item.</p>
<p>Capital Improvement Discussion Stage Project</p> <ol style="list-style-type: none"> 1. Jeremy will visit Hartington-Newcastle to see their stage renovation and to discuss design and vendor feedback. Jeremy will also begin to reach out to stage vendors for rigging/curtains, lighting and sound elements to schedule onsite visits and to request bids. <p>Locker Room Project</p> <ol style="list-style-type: none"> 2. Jeremy is working with Bob Soukup and CWP to schedule an onsite visit to meet with coaches, PE teachers, etc. to get input related to the design process. He will update the committee when additional information is available. <p>Bus Barn Project</p> <ol style="list-style-type: none"> 3. A preliminary conversation was had with Jason Stewart regarding the scope of the bus barn project. He provided some initial estimates verbally. Jeremy will coordinate with Pat Harrington to have students involved in the design process. 	<p>Jeremy will continue to work on the stage, locker room and bus barn projects to keep progress moving forward. Updates will be shared with the committee and board as available.</p>
<p>5. Other Items for Discussion Pickleball Court Project</p> <ol style="list-style-type: none"> 1. Jeremy updated the committee on items set for spring construction of the pickleball court. <p>Flooring on Ramp</p>	<p>Jeremy will continue to monitor progress with each topic area discussed.</p>

<p>2. Jeremy is working with Hausmann and Complete Floors to get estimates on the ramp flooring by the Fitness Center as there have been some issues with adherence.</p> <p>Elementary Conference Room Concrete</p> <p>3. There was some shifting of the concrete in one section of the floor. It was determined that this was within allowable movement and that there was not a subfloor issue. The floor will be leveled in the coming weeks and flooring replaced.</p>	
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Recorded by: Jeremy Christiansen

Crystal Brummels
Special Education Teacher
December 2025

Dear Mr. Jeremy Christiansen,

Please accept this letter as formal notice of my resignation from my position as Special Education Teacher with Laurel-Concord-Coleridge School effective at the end of the 25/26 contract year, in accordance with district policy and my contract.

I appreciate the opportunities for professional growth and the experience gained while working with students, families, and colleagues in the district. I am committed to ensuring a smooth transition and will complete all required responsibilities prior to my departure.

Thank you for the support and opportunities provided during my time with the district.

Sincerely,
Ms. Crystal Brummels

Received 12/30/25
10:51am
Jeremy Christiansen

Resignation Letter

Formal Notice of Resignation from LCC School Board

Date: 01/02/2026

Dear Jeremy Christiansen and LCC Board Members,

I am writing to formally announce my resignation from the LCC School Board, effective two weeks from today, on 01/16/2026.

This decision was not easy and took a lot of consideration. However, after careful thought, I have decided that due to my recent health conditions I feel that I need to focus on my health and take care of myself. I am grateful for the things we accomplished as a team at LCC.

I want to express my sincere appreciation for your support. I have enjoyed working with the past and current board members and administration, and I am proud of what we have accomplished together.

Thank you again for everything. I wish all of you and LCC continued success in the future.

Sincerely,

Scott Taylor

ADMINISTRATORS CONTRACT OF EMPLOYMENT

THIS CONTRACT is made by and between the Board of Education of the Laurel-Concord-Coleridge School District No. 54, located in Cedar County in the State of Nebraska, hereinafter referred to as “the Board”, and **JENNIFER VAN METER**, hereinafter referred to as “the Administrator”.

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the **12th day of January, 2026** the board hereby agrees to employ the Administrator and the Administrator hereby agrees to accept such employment as **HIGH SCHOOL PRINCIPAL** subject to the following terms and conditions:

SECTION 1. TERM OF CONTRACT. The Administrator shall be employed for a period of one (1) year beginning on the first day of **August, 2026**, and expiring on the last day of **July, 2027**. This contract shall be for twelve (12) months of work and shall include **220 duty days**, exclusive of Saturdays, Sundays, scheduled school vacation days and legal holidays. The Administrator’s duty schedule shall be established by the Superintendent and Board consistent with the needs of the District. The Administrator will have duty and supervision responsibilities assigned at times that fall outside of the typical school day schedule, including evenings and weekends. The salary of the Administrator shall be payable in 12 equal installments. The first installment shall be payable on the **20th day of August 2026** and the remaining installments shall be payable on the 20th day of each month thereafter.

SECTION 2. SALARY. In consideration of an annual salary of at least **\$89,828.00**, and of the further agreements and considerations hereinafter stated, the Administrator agrees to perform faithfully the duties of Administrator in and for the District as prescribed by the laws of the State of Nebraska, directives of the Superintendent, and by the rules and regulations promulgated by the Board hereunder. This salary includes pay for services contracted to other school districts and for supervision of other non-traditional revenue producing activities. Salaries may be adjusted in subsequent contract years if any of these revenue sources are discontinued. The Board retains the right to adjust the Administrator’s annual salary upward during the term of this contract, as amendment hereto, without such adjustment constituting a new contract or extending the length of this Contract. The Administrator’s salary shall not be reduced during the term of this Contract.

SECTION 3. PROFESSIONAL STATUS. The Administrator hereby affirms that he/she is not under contract with another school board or board of education covering any part of or all of the same term provided in this Contract. The Administrator further affirms that throughout the term of this Contract he/she will hold a valid and appropriate certificate to act as an **HIGH SCHOOL PRINCIPAL** in the State of Nebraska, which certificate shall be registered in the office of the Superintendent as required by law.

SECTION 4. ADMINISTRATOR’S DUTIES. The duties of the Administrator, initially at least, shall be as prescribed for the position of **HIGH SCHOOL PRINCIPAL** by the Superintendent or board of education, whose duties shall be performed in accordance with standards and goals established by the Superintendent of Schools. The duties of the Administrator shall also be subject to assignment or reassignment from time to time. The Administrator agrees to devote his/her time, skill, labor and attention to his/her duties as **HIGH SCHOOL PRINCIPAL** or other duties as assigned throughout the term of this Contract; provided, however, the Administrator, by agreement with the Superintendent of Schools, may undertake consultative work, speaking engagements, writing, summer school, lecturing, or other professional duties and obligations.

SECTION 5. EXTRA DUTIES. The Administrator will devote 100% of his/her time to the duties provided herein or as otherwise assigned and be responsible for supervision of any programs delegated by the Superintendent.

SECTION 6. DISCHARGE. Throughout the term of this Contract the Administrator may be discharged or this Contract may be amended, non-renewed, terminated or canceled in accordance with the procedures and requirements of Sections 79-824 through 79-842 R.R.S, the reduction in force provisions of Sections 79-846 through 79-849 or any other applicable state statutes as they now exist or as they may be amended from time to time. Nothing contained herein shall prevent the suspension of the Administrator, with pay, from his/her duties during the pendency of proceedings under this section.

SECTION 7. DISABILITY. Should the Administrator be unable to perform his/her duties by reason of illness, accident or other disability beyond his/her control, and such disability shall continue for more than six (6) months, or

if such disability is permanent, irreparable, or of such a nature as to make performance of his/her duties impossible, the Board may in its discretion terminate this Contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Administrator under any insurance coverage furnished by the District.

SECTION 8. TRANSPORTATION. The Board shall provide the Administrator with transportation required in the performance of his/her official duties or shall reimburse for such transportation at the rate adopted by the District.

SECTION 9. PROFESSIONAL LEAVE, PAID TIME OFF, VACATION, AND SICK LEAVE. The professional leave, Paid Time Off (PTO), vacation leave, and sick leave shall be left to the discretion of the Board of Education and Superintendent. At no time shall it be set at a lesser amount than what is granted to other certificated employees as defined in the applicable Negotiated Agreement.

The Administrator shall be entitled to **20 working days** of vacation during the **2026-2027** contract year. Saturdays, Sundays, scheduled school vacation days, and legal holidays, shall not be counted as working days. Vacation shall not be taken during the school year calendar period (first teacher contract day to last teacher contract day). Vacation shall be scheduled as far in advance as reasonably possible and shall be approved in advance by the Superintendent. Vacation days are to be used in the contract year in which they become available. There is no carry-over or accumulation of unused vacation leave from one contract year to another contract year. At the end of the contract year, July 31, a maximum of five (5) unused vacation days will transfer into the Administrator's sick leave accrual until the Administrator reaches the established maximum sick leave accrual (45 days). In the event the Administrator's sick leave accrual has reached the established maximum sick leave accrual, a maximum of five (5) unused vacation days will be paid at the rate of \$100 per day. Any other unused vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Administrator has for the following contract year, such that the total vacation days at the beginning of each contract year be twenty (20) days. Upon ending employment, unused vacation days will not be paid except to the extent required by law. If payable, unused vacation will be paid at the effective daily rate of pay at the time each unused vacation day first became available. There shall be no pay for unused vacation days in the event the Board determines that the Administrator has engaged in misconduct which provides just cause for termination or cancellation.

SECTION 10. PROFESSIONAL DEVELOPMENT. The Administrator shall continue his/her professional development by attending appropriate professional meetings at the local, state and national levels. The expenses of approved local, state and national meetings will be paid by the District. Attendance at national conferences is allowable once every two contract years. In lieu of attending the national conference, the Administrator may elect to participate in an administrative professional development program (i.e., tuition for a specialist or doctoral program up to \$5000). In the event that the District reimburses tuition for an advanced degree program, the Administrator shall provide evidence of course completion or progress not less than every six months. Upon approval by the Superintendent, the Administrator shall be compensated, as accorded to other certified staff, for participation in expected or required professional development activities conducted beyond the devotion of time necessary to accomplish regularly assigned duties, as determined by the Superintendent.

SECTION 11. FRINGE BENEFITS. The District shall provide the Administrator with fully paid family health and dental insurance, or benefit plan, which is equivalent to the cost of full family health insurance. The District will also provide **\$600.00 per year** for cellular phone compensation. Professional association dues will be paid by the District. The Administrator will also be granted other fringe benefits accorded certified staff that are not specifically mentioned herein.

SECTION 12. NO PENALTY FOR RELEASE OR RESIGNATION. There shall be no penalty for release or resignation by the Administrator from this Contract; provided no resignation shall become effective until expiration of the Contract unless accepted by the Board and the Board shall fix the time at which the resignation shall take effect.

SECTION 13. COMPENSATION UPON TERMINATION. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fractions thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract shall be refunded by the Administrator.

SECTION 14. GOVERNING LAWS. The parties shall be governed by all applicable state and federal laws, rules and regulations in performance of their respective duties and obligations under this Contract.

SECTION 15. AMENDMENTS TO BE IN WRITING. This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board of Education.

SECTION 16. SEVERABILITY. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of Contract.

SECTION 17. HOLD HARMLESS CAUSE. The Board of Education agrees, as a further condition of this employment contract, that it shall defend, hold harmless, and indemnify the Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator in his/her official capacity as agent and employee of the Laurel-Concord-Coleridge School and the Board of Education, provided the incident arose while the Administrator was acting within the scope of his/her employment.

If in the good faith opinion of the Administrator, a conflict exists as regards the defense to such claim between the legal position of the Administrator and the legal position of the Board of Education, upon approval of the Board of Education the Administrator may engage counsel in which event the Board shall indemnify the Administrator for the costs of legal defense.

SECTION 18. CONTRACT RENEWAL. The Board of Education and the Administrator will use the following time table as a non-binding guideline concerning contract renewal and negotiations.

February Board Meeting - Contracts offered or termination indicated.

March Board Meeting - Contract due.

SECTION 19. CONTRACT RELEASE. After the contract has been signed the Administrator will receive the same consideration for release as granted to other certificated employees or by mutual agreement of the Board of Education and the Administrator.

SECTION 20. RESIDENCE IN DISTRICT. The Administrator agrees to reside in the District unless otherwise mutually agreed to in writing. The Administrator further agrees that absent a mutually agreed upon exception, that non-compliance with the residence requirement shall constitute "just cause" to non-renew, terminate or cancel this Contract and all employment relations with the District.

IN WITNESS WHEREOF, the parties have executed this Contract on the dates indicated below.

Executed by the Board this ____ day of _____, 2026.

President, Board of Education District #54

Secretary, Board of Education District #54

Executed by the Administrator this ____ day of _____, 2026.

Jennifer Van Meter, High School Principal

ADMINISTRATORS CONTRACT OF EMPLOYMENT

THIS CONTRACT is made by and between the Board of Education of the Laurel-Concord-Coleridge School District No. 54, located in Cedar County in the State of Nebraska, hereinafter referred to as “the Board”, and **MARK LEONARD**, hereinafter referred to as “the Administrator”.

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the **12th day of January, 2026** the board hereby agrees to employ the Administrator and the Administrator hereby agrees to accept such employment as **MIDDLE SCHOOL PRINCIPAL** subject to the following terms and conditions:

SECTION 1. TERM OF CONTRACT. The Administrator shall be employed for a period of one (1) year beginning on the first day of **August, 2026**, and expiring on the last day of **July, 2027**. This contract shall be for twelve (12) months of work and shall include **220 duty days**, exclusive of Saturdays, Sundays, scheduled school vacation days and legal holidays. The Administrator’s duty schedule shall be established by the Superintendent and Board consistent with the needs of the District. The Administrator will have duty and supervision responsibilities assigned at times that fall outside of the typical school day schedule, including evenings and weekends. The salary of the Administrator shall be payable in 12 equal installments. The first installment shall be payable on the **20th day of August 2026** and the remaining installments shall be payable on the 20th day of each month thereafter.

SECTION 2. SALARY. In consideration of an annual salary of at least **\$94,112.00**, and of the further agreements and considerations hereinafter stated, the Administrator agrees to perform faithfully the duties of Administrator in and for the District as prescribed by the laws of the State of Nebraska, directives of the Superintendent, and by the rules and regulations promulgated by the Board hereunder. This salary includes pay for services contracted to other school districts and for supervision of other non-traditional revenue producing activities. Salaries may be adjusted in subsequent contract years if any of these revenue sources are discontinued. The Board retains the right to adjust the Administrator’s annual salary upward during the term of this contract, as amendment hereto, without such adjustment constituting a new contract or extending the length of this Contract. The Administrator’s salary shall not be reduced during the term of this Contract.

SECTION 3. PROFESSIONAL STATUS. The Administrator hereby affirms that he/she is not under contract with another school board or board of education covering any part of or all of the same term provided in this Contract. The Administrator further affirms that throughout the term of this Contract he will hold a valid and appropriate certificate to act as a **MIDDLE SCHOOL PRINCIPAL** in the State of Nebraska, which certificate shall be registered in the office of the Superintendent as required by law.

SECTION 4. ADMINISTRATOR’S DUTIES. The duties of the Administrator, initially at least, shall be as prescribed for the position of **MIDDLE SCHOOL PRINCIPAL** by the Superintendent or board of education, whose duties shall be performed in accordance with standards and goals established by the Superintendent of Schools. The duties of the Administrator shall also be subject to assignment or reassignment from time to time. The Administrator agrees to devote his/her time, skill, labor and attention to his/her duties as **MIDDLE SCHOOL PRINCIPAL** or other duties as assigned throughout the term of this Contract; provided, however, the Administrator, by agreement with the Superintendent of Schools, may undertake consultative work, speaking engagements, writing, summer school, lecturing, or other professional duties and obligations.

SECTION 5. EXTRA DUTIES. The Administrator will devote 100% of his/her time to the duties provided herein or as otherwise assigned and be responsible for supervision of any programs delegated by the Superintendent.

SECTION 6. DISCHARGE. Throughout the term of this Contract the Administrator may be discharged or this Contract may be amended, non-renewed, terminated or canceled in accordance with the procedures and requirements of Sections 79-824 through 79-842 R.R.S, the reduction in force provisions of Sections 79-846 through 79-849 or any other applicable state statutes as they now exist or as they may be amended from time to time. Nothing contained herein shall prevent the suspension of the Administrator, with pay, from his/her duties during the pendency of proceedings under this section.

SECTION 7. DISABILITY. Should the Administrator be unable to perform his/her duties by reason of illness, accident or other disability beyond his/her control, and such disability shall continue for more than six (6) months, or

if such disability is permanent, irreparable, or of such a nature as to make performance of his/her duties impossible, the Board may in its discretion terminate this Contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Administrator under any insurance coverage furnished by the District.

SECTION 8. TRANSPORTATION. The Board shall provide the Administrator with transportation required in the performance of his/her official duties or shall reimburse for such transportation at the rate adopted by the District.

SECTION 9. PROFESSIONAL LEAVE, PAID TIME OFF, VACATION AND SICK LEAVE. The professional leave, Paid Time Off (PTO), vacation leave, and sick leave shall be left to the discretion of the Board of Education and Superintendent. At no time shall it be set at a lesser amount than what is granted to other certificated employees as defined in the applicable Negotiated Agreement.

The Administrator shall be entitled to **20 working days** of vacation during the **2026-2027** contract year. Saturdays, Sundays, scheduled school vacation days, and legal holidays, shall not be counted as working days. Vacation shall not be taken during the school year calendar period (first teacher contract day to last teacher contract day). Vacation shall be scheduled as far in advance as reasonably possible and shall be approved in advance by the Superintendent. Vacation days are to be used in the contract year in which they become available. There is no carry-over or accumulation of unused vacation leave from one contract year to another contract year. At the end of the contract year, July 31, a maximum of five (5) unused vacation days will transfer into the Administrator's sick leave accrual until the Administrator reaches the established maximum sick leave accrual (45 days). In the event the Administrator's sick leave accrual has reached the established maximum sick leave accrual, a maximum of five (5) unused vacation days will be paid at the rate of \$100 per day. Any other unused vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Administrator has for the following contract year, such that the total vacation days at the beginning of each contract year be twenty (20) days. Upon ending employment, unused vacation days will not be paid except to the extent required by law. If payable, unused vacation will be paid at the effective daily rate of pay at the time each unused vacation day first became available. There shall be no pay for unused vacation days in the event the Board determines that the Administrator has engaged in misconduct which provides just cause for termination or cancellation.

SECTION 10. PROFESSIONAL DEVELOPMENT. The Administrator shall continue his/her professional development by attending appropriate professional meetings at the local, state, and national levels. The expenses of approved local, state, and national meetings will be paid by the District. Attendance at national conferences is allowable once every two contract years. In lieu of attending the national conference, the Administrator may elect to participate in an administrative professional development program (i.e., tuition for a specialist or doctoral program up to \$5000). In the event that the District reimburses tuition for an advanced degree program, the Administrator shall provide evidence of course completion or progress not less than every six months. Upon approval by the Superintendent, the Administrator shall be compensated, as accorded to other certified staff, for participation in expected or required professional development activities conducted beyond the devotion of time necessary to accomplish regularly assigned duties, as determined by the Superintendent.

SECTION 11. FRINGE BENEFITS. The District shall provide the Administrator with fully paid family health and dental insurance, or benefit plan, which is equivalent to the cost of full family health insurance. The District will also provide **\$600.00 per year** for cellular phone compensation. Professional association dues will be paid by the District. The Administrator will also be granted other fringe benefits accorded certified staff that are not specifically mentioned herein.

SECTION 12. NO PENALTY FOR RELEASE OR RESIGNATION. There shall be no penalty for release or resignation by the Administrator from this Contract; provided no resignation shall become effective until expiration of the Contract unless accepted by the Board and the Board shall fix the time at which the resignation shall take effect.

SECTION 13. COMPENSATION UPON TERMINATION. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fractions thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract shall be refunded by the Administrator.

SECTION 14. GOVERNING LAWS. The parties shall be governed by all applicable state and federal laws, rules and regulations in performance of their respective duties and obligations under this Contract.

SECTION 15. AMENDMENTS TO BE IN WRITING. This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board of Education.

SECTION 16. SEVERABILITY. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of Contract.

SECTION 17. HOLD HARMLESS CAUSE. The Board of Education agrees, as a further condition of this employment contract, that it shall defend, hold harmless, and indemnify the Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator in his/her official capacity as agent and employee of the Laurel-Concord-Coleridge School and the Board of Education, provided the incident arose while the Administrator was acting within the scope of his/her employment.

If in the good faith opinion of the Administrator, a conflict exists as regards the defense to such claim between the legal position of the Administrator and the legal position of the Board of Education, upon approval of the Board of Education the Administrator may engage counsel in which event the Board shall indemnify the Administrator for the costs of legal defense.

SECTION 18. CONTRACT RENEWAL. The Board of Education and the Administrator will use the following timetable as a non-binding guideline concerning contract renewal and negotiations.

February Board Meeting - Contracts offered or termination indicated.
March Board Meeting - Contract due.

SECTION 19. CONTRACT RELEASE. After the contract has been signed the Administrator will receive the same consideration for release as granted to other certificated employees or by mutual agreement of the Board of Education and the Administrator.

SECTION 20. RESIDENCE IN DISTRICT. The Administrator agrees to reside in the District unless otherwise mutually agreed to in writing. The Administrator further agrees that absent a mutually agreed upon exception, that non-compliance with the residence requirement shall constitute "just cause" to non-renew, terminate or cancel this Contract and all employment relations with the District.

IN WITNESS WHEREOF, the parties have executed this Contract on the dates indicated below.

Executed by the Board this ____ day of _____, 2026.

President, Board of Education District #54

Secretary, Board of Education District #54

Executed by the Administrator this ____ day of _____, 2026.

Mark Leonard, Middle School Principal

ADMINISTRATORS CONTRACT OF EMPLOYMENT

THIS CONTRACT is made by and between the Board of Education of the Laurel-Concord-Coleridge School District No. 54, located in Cedar County in the State of Nebraska, hereinafter referred to as “the Board”, and **KERI HART**, hereinafter referred to as “the Administrator”.

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the **12th day of January, 2026** the board hereby agrees to employ the Administrator and the Administrator hereby agrees to accept such employment as **ELEMENTARY SCHOOL PRINCIPAL** subject to the following terms and conditions:

SECTION 1. TERM OF CONTRACT. The Administrator shall be employed for a period of one (1) year beginning on the first day of **August, 2026**, and expiring on the last day of **July, 2027**. This contract shall be for twelve (12) months of work and shall include **220 duty days**, exclusive of Saturdays, Sundays, scheduled school vacation days and legal holidays. The Administrator’s duty schedule shall be established by the Superintendent and Board consistent with the needs of the District. The Administrator will have duty and supervision responsibilities assigned at times that fall outside of the typical school day schedule, including evenings and weekends. The salary of the Administrator shall be payable in 12 equal installments. The first installment shall be payable on the **20th day of August 2026** and the remaining installments shall be payable on the 20th day of each month thereafter.

SECTION 2. SALARY. In consideration of an annual salary of at least **\$94,112.00**, and of the further agreements and considerations hereinafter stated, the Administrator agrees to perform faithfully the duties of Administrator in and for the District as prescribed by the laws of the State of Nebraska, directives of the Superintendent, and by the rules and regulations promulgated by the Board hereunder. This salary includes pay for services contracted to other school districts and for supervision of other non-traditional revenue producing activities. Salaries may be adjusted in subsequent contract years if any of these revenue sources are discontinued. The Board retains the right to adjust the Administrator’s annual salary upward during the term of this contract, as amendment hereto, without such adjustment constituting a new contract or extending the length of this Contract. The Administrator’s salary shall not be reduced during the term of this Contract.

SECTION 3. PROFESSIONAL STATUS. The Administrator hereby affirms that he/she is not under contract with another school board or board of education covering any part of or all of the same term provided in this Contract. The Administrator further affirms that throughout the term of this Contract he/she will hold a valid and appropriate certificate to act as an **ELEMENTARY SCHOOL PRINCIPAL** in the State of Nebraska, which certificate shall be registered in the office of the Superintendent as required by law.

SECTION 4. ADMINISTRATOR’S DUTIES. The duties of the Administrator, initially at least, shall be as prescribed for the position of **ELEMENTARY SCHOOL PRINCIPAL** by the Superintendent or board of education, whose duties shall be performed in accordance with standards and goals established by the Superintendent of Schools. The duties of the Administrator shall also be subject to assignment or reassignment from time to time. The Administrator agrees to devote his/her time, skill, labor and attention to his/her duties as **ELEMENTARY SCHOOL PRINCIPAL** or other duties as assigned throughout the term of this Contract; provided, however, the Administrator, by agreement with the Superintendent of Schools, may undertake consultative work, speaking engagements, writing, summer school, lecturing, or other professional duties and obligations.

SECTION 5. EXTRA DUTIES. The Administrator will devote 100% of his/her time to the duties provided herein or as otherwise assigned and be responsible for supervision of any programs delegated by the Superintendent.

SECTION 6. DISCHARGE. Throughout the term of this Contract the Administrator may be discharged or this Contract may be amended, non-renewed, terminated or canceled in accordance with the procedures and requirements of Sections 79-824 through 79-842 R.R.S, the reduction in force provisions of Sections 79-846 through 79-849 or any other applicable state statutes as they now exist or as they may be amended from time to time. Nothing contained herein shall prevent the suspension of the Administrator, with pay, from his/her duties during the pendency of proceedings under this section.

SECTION 7. DISABILITY. Should the Administrator be unable to perform his/her duties by reason of illness, accident or other disability beyond his/her control, and such disability shall continue for more than six (6) months, or

if such disability is permanent, irreparable, or of such a nature as to make performance of his/her duties impossible, the Board may in its discretion terminate this Contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Administrator under any insurance coverage furnished by the District.

SECTION 8. TRANSPORTATION. The Board shall provide the Administrator with transportation required in the performance of his/her official duties or shall reimburse for such transportation at the rate adopted by the District.

SECTION 9. PROFESSIONAL LEAVE, PAID TIME OFF, VACATION, AND SICK LEAVE. The professional leave, Paid Time Off (PTO), vacation leave, and sick leave shall be left to the discretion of the Board of Education and Superintendent. At no time shall it be set at a lesser amount than what is granted to other certificated employees as defined in the applicable Negotiated Agreement.

The Administrator shall be entitled to **20 working days** of vacation during the **2026-2027** contract year. Saturdays, Sundays, scheduled school vacation days, and legal holidays, shall not be counted as working days. Vacation shall not be taken during the school year calendar period (first teacher contract day to last teacher contract day). Vacation shall be scheduled as far in advance as reasonably possible and shall be approved in advance by the Superintendent. Vacation days are to be used in the contract year in which they become available. There is no carry-over or accumulation of unused vacation leave from one contract year to another contract year. At the end of the contract year, July 31, a maximum of five (5) unused vacation days will transfer into the Administrator's sick leave accrual until the Administrator reaches the established maximum sick leave accrual (45 days). In the event the Administrator's sick leave accrual has reached the established maximum sick leave accrual, a maximum of five (5) unused vacation days will be paid at the rate of \$100 per day. Any other unused vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Administrator has for the following contract year, such that the total vacation days at the beginning of each contract year be twenty (20) days. Upon ending employment, unused vacation days will not be paid except to the extent required by law. If payable, unused vacation will be paid at the effective daily rate of pay at the time each unused vacation day first became available. There shall be no pay for unused vacation days in the event the Board determines that the Administrator has engaged in misconduct which provides just cause for termination or cancellation.

SECTION 10. PROFESSIONAL DEVELOPMENT. The Administrator shall continue his/her professional development by attending appropriate professional meetings at the local, state and national levels. The expenses of approved local, state and national meetings will be paid by the District. Attendance at national conferences is allowable once every two contract years. In lieu of attending the national conference, the Administrator may elect to participate in an administrative professional development program (i.e., tuition for a specialist or doctoral program up to \$5000). In the event that the District reimburses tuition for an advanced degree program, the Administrator shall provide evidence of course completion or progress not less than every six months. Upon approval by the Superintendent, the Administrator shall be compensated, as accorded to other certified staff, for participation in expected or required professional development activities conducted beyond the devotion of time necessary to accomplish regularly assigned duties, as determined by the Superintendent.

SECTION 11. FRINGE BENEFITS. The District shall provide the Administrator with fully paid family health and dental insurance, or benefit plan, which is equivalent to the cost of full family health insurance. The District will also provide **\$600.00 per year** for cellular phone compensation. Professional association dues will be paid by the District. The Administrator will also be granted other fringe benefits accorded certified staff that are not specifically mentioned herein.

SECTION 12. NO PENALTY FOR RELEASE OR RESIGNATION. There shall be no penalty for release or resignation by the Administrator from this Contract; provided no resignation shall become effective until expiration of the Contract unless accepted by the Board and the Board shall fix the time at which the resignation shall take effect.

SECTION 13. COMPENSATION UPON TERMINATION. Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fractions thereof to the date of such termination bears to the twelve months in the annual salary period in which termination occurs. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract shall be refunded by the Administrator.

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SECTION 15. AMENDMENTS TO BE IN WRITING. This Contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board of Education.

SECTION 16. SEVERABILITY. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of Contract.

SECTION 17. HOLD HARMLESS CAUSE. The Board of Education agrees, as a further condition of this employment contract, that it shall defend, hold harmless, and indemnify the Administrator from any and all demands, claims, suits, actions, and legal proceedings brought against the Administrator in his/her official capacity as agent and employee of the Laurel-Concord-Coleridge School and the Board of Education, provided the incident arose while the Administrator was acting within the scope of his/her employment.

If in the good faith opinion of the Administrator, a conflict exists as regards the defense to such claim between the legal position of the Administrator and the legal position of the Board of Education, upon approval of the Board of Education the Administrator may engage counsel in which event the Board shall indemnify the Administrator for the costs of legal defense.

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SECTION 19. CONTRACT RELEASE. After the contract has been signed the Administrator will receive the same consideration for release as granted to other certificated employees or by mutual agreement of the Board of Education and the Administrator.

SECTION 20. RESIDENCE IN DISTRICT. The Administrator agrees to reside in the District unless otherwise mutually agreed to in writing. The Administrator further agrees that absent a mutually agreed upon exception, that non-compliance with the residence requirement shall constitute "just cause" to non-renew, terminate or cancel this Contract and all employment relations with the District.

IN WITNESS WHEREOF, the parties have executed this Contract on the dates indicated below.

Executed by the Board this ____ day of _____, 2026.

President, Board of Education District #54

Secretary, Board of Education District #54

Executed by the Administrator this ____ day of _____, 2026.

Keri Hart, Elementary Principal

Classified Staff/Technician Compensation/Benefits Proposals for 2026-2027

	2024-2025	2025-2026	2026-2027		Starting Step for Classified Positions			
Transportation, Substitute and Other Positions	Hourly Rate	Hourly Rate	Proposed Rate	Change		2025-2026	2026-2027	
						Starting Step	Proposed Step	Change
Activity Bus Drivers	\$18.36	\$18.73	\$19.10	2% (0.37)	Paraprofessional, Nutrition Services and Custodial; Librarian Assistant	8	9	\$16.39 to \$16.85 (0.46)
Substitutes (Paras, Cooks, Secretary, Custodian) and Level III Para	\$15.30/\$16.32	\$15.61 / \$16.65	\$16.50 / \$17.50	5.7% (0.89) / 5.1% (0.85)	Level III Paraprofessional Assignment	10	11	\$17.32 to \$17.78 (0.46)
Summer Paras (Custodial)	\$15.30	\$15.61	\$16.50	5.7% (0.89)				
Accompanist	\$16.32	\$16.65	\$17.00	2.1% (0.35)				
Level III Drivers	\$25.50	\$26.01	\$26.53	2% (0.52)				
Certified Van/Bus Drivers per Hour	\$32.64	\$33.29	\$33.96	2% (0.67)				
Substitute Certified Van/Bus Drivers	\$32.64	\$33.29	\$33.96	2% (0.67)				

Substitute Teacher Rate (Full Day)	2025-2026	2026-2027	Proposal: Transition from Sick/Personal Leave to Paid Time Off (PTO)				
	Daily Rate	Proposed Rate	Employee Group	2025-2026	2025-2026	2026-2027	
				Sick Leave	Personal Leave	Proposed PTO	Notes
Stanton	\$170		12-Month Classified	6 (accum to 25)	4	10	Accumulate to 45
Randolph	\$165	\$170 - \$175	9-/10-Month Classified	4 (accum to 20)	4	8	
Pender	\$160						
Pierce	\$160						

			Paid Time Off (PTO) Leave			
Wakefield	\$160		1. Upon initial employment, a classified staff member be credited with a PTO leave allowance according to her/his assigned employee group and will be prorated based on the classified staff employee Work Agreement Calendar (August 1st - July 31st). The classified staff member will be credited with that same number of PTO days each subsequent year of employment.			
Wayne	\$160		2. The PTO allowance shall be used for personal leave and for absences caused by illness or physical disability of the staff member or immediate family.			
West Point	\$160		3. At the beginning of each Work Agreement Year, a staff member's accrued sick leave balance will reflect the balance recorded at the conclusion of the prior Work Agreement Year. A classified staff member's accrued sick leave balance has a forty-five (45) day limitation.			
Wisner-Pilger	\$155		4. All PTO days must be used during the Work Agreement Year before any leave can be used from the classified staff member's sick leave accrual.			
Battle Creek	\$150		5. At the end of the Work Agreement Year, any PTO days remaining will transfer into the classified staff member's sick leave accrual until the staff member reaches the established maximum sick leave accrual (45 days).			
Winside	\$150		6. At the end of the Work Agreement Year, in August, any unused PTO days remaining after transfer to sick leave accrual (above and beyond 45) will be paid at the rate of \$50 per day.			
LCC	\$145	\$160	7. Personal leave taken beyond the credited PTO leave must be approved by the Superintendent or designee and will be considered non-paid leave.			
West Holt	\$145		8. PTO leave may be taken in hourly increments.			
Allen	\$145	\$155 - \$160	9. The Superintendent shall furnish each classified staff member a written statement at the beginning of each school year setting forth the total of PTO credit and accrued sick leave credit.			
Plainview	\$140		10. Upon separation and after a minimum of 10 years of employment service, any unused, accrued sick leave days will be paid out, at the rate of \$50 per day.			
Neligh-Oakdale	\$140					
Summerland	\$140					
Elkhorn Valley	\$135					
Wausa	\$130					

Proposal: Vacation Leave Usage (12-month Employees)	
Current Vacation Leave Guidelines	12-month employees must use all credited Vacation Leave during each Work Agreement Year (August 1st - July 31st). Unused Vacation Leave does not carry over to subsequent Work Agreement Years and is not compensated if unused.
Proposed Vacation Leave Guidelines	At the end of the Work Agreement Year, a maximum of five (5) unused vacation days will transfer into the classified staff member's sick leave accrual until the staff member reaches the established maximum sick leave accrual (45 days). In the event the classified staff member's sick leave accrual has reached the established maximum sick leave accrual, a maximum of five (5) unused vacation days will be paid at the rate of \$100 per day.

NOTICE OF VACANCY

A vacancy in the membership of the school board of Cedar County School District 14-0054, a/k/a Laurel-Concord-Coleridge School, exists by reason of board member resignation. The vacancy occurred as a result of approval of board member Scott Taylor's resignation at the January 12, 2026 regular Board of Education meeting. The length of the unexpired term is for one year concluding January 7, 2027.

Note: This notice is to be: (a) given to the election commissioner or county clerk and (b) published in a newspaper of general circulation in the school district. §32-570(1).

Accepting a Board Member's Resignation and Filling the Vacancy

Action on Resignation

The resignation must be in writing. It does “not take effect until accepted by the board or officer to whom the resignation is tendered.” The resignation and the action to accept the resignation must be included in the Board Minutes.

Timing

The Board must fill the vacancy “within forty-five days after the vacancy occurs unless good cause is shown that the requirement imposes an undue burden.” The 45-day timeline begins when the Board member's resignation is accepted by the school board.

Notices of Vacancy

Notice of the vacancy is required to be given: “The school board shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term (a) in writing to the election commissioner or county clerk(s) and (b) by a notice published in a newspaper of general circulation in the school district.”

Filling the Vacancy

1. Fill by Appointment. The vacancy is to “be temporarily filled by appointment of a qualified registered voter by the remaining members of the board.”
2. Term of Appointment. The appointed member will serve for the remainder of the unexpired term (in this case until the first Thursday after the first Tuesday in January, 2027 - Thursday, January 7, 2027).
3. Qualifications of Appointee. The appointee must “meet the same requirements as the member whose office is vacant.” The requirements are that the appointee be a registered voter in the school district and not be employed as a teacher by the school district.
4. Selection of the Appointee. The statutes do not dictate a specific process for selecting the person to fill the vacancy. As such, the process is to be determined by the Board.

Boards have typically used one of the following approaches:

- a. Appoint the non-elected candidate from the last election who received the highest number of votes, after confirming that the candidate is willing to fill the vacancy. This approach has the advantage of being simple and politically neutral. The

disadvantages are that the person appointed via this approach may not be the most qualified person available nor may no longer be interested in serving on the board.

- b. Board members informally recruit candidates and Board votes to appoint a successor.
- c. Formal advertisement, application and interview process. Where there is no clear “best” candidate to fill the vacancy, or where there are a number of good candidates for the vacancy, the Board may use a formal “vacancy filling process.”

The formal process is as follows:

- i. Advertise to solicit applicants for the vacancy.

- ii. Have the candidates complete an application to provide information about their background and their reasons for wanting to be on the Board.

- iii. Interview the candidates. The interviews may not be held in closed session. Some Boards have used a Board committee approach to conduct the interviews in private.

5. Appointment Action. Ultimately, whichever process is used, the Board would take action by adopting a motion. Once appointed, the new member must take the oath of office before voting on any matter. We must then inform the County Clerks that the Board has made the appointment.

LAUREL-CONCORD-COLERIDGE SCHOOL

2025 Board of Education Officers

Board President	Jay Hall
Board Vice-President	Carol Erwin
Board Secretary	Grant Settje
Treasurer (appointed)	Megan Greiner
Recording Secretary (appointed)	Megan Greiner



2025 Board of Education Committees

Committee on American Civics

Scott Taylor
Grant Settje
Garry Anderson

Curriculum/Instruction

Carol Erwin
Bryan Pippitt
Jon Graham

Finance

Jon Graham
Grant Settje
Jay Hall

Negotiations

Jay Hall
Carol Erwin
Scott Taylor

Policy/Library Board

Bryan Pippitt
Jay Hall
Garry Anderson

Transportation/Building/Grounds

Grant Settje
Scott Taylor
Jon Graham

Student Member of School Board

Kate Tasler (Class of 2026)

Education Foundation Liaison

Bryan Pippitt

TeamMates Program Liaison

Carol Erwin

Laurel Economic Development Advisory

Garry Anderson

Internal Board Policies - Board MembersCode of Ethics

It shall be the policy of Laurel-Concord-Coleridge School that members of the Board of Education will exercise their responsibilities in accordance with the following Code of Ethics:

1. As a member of the local Board of Education, representing all the citizens of the Laurel-Concord-Coleridge School District, each Board member will recognize:
 - a. That he or she has been entrusted with the educational development of the children and youth of the district.
 - b. That the district expects that the first and greatest concern of a school Board member will be the best interest of each and every one of the young people enrolled in the district's schools.
 - c. That the future welfare of this district, of this state, and of our nation depends in the largest measure upon the quality of education provided in Laurel-Concord-Coleridge School to meet the needs of every learner.
 - d. That members of the Board of Education must collectively take the initiative in helping all the people in this district to have updated, accurate information about the public schools system, and to provide the finest possible school programs, school staff, and school facilities.
 - e. That by statute the authority of the Board of Education is derived from the state which is ultimately responsible for the organization and operation of the public schools and which determines the degree of discretionary power exercised by the Board representing the people of the Laurel-Concord-Coleridge District.
 - f. That a school Board member must never neglect his or her personal obligation to the district and legal obligation to the State of Nebraska, nor surrender these responsibilities to any other person, group or organization; but that, beyond this, each school Board member has a moral and civic obligation to our country which can remain strong and free only so long as public schools in the United States are kept strong and free.
2. In view of the foregoing consideration, it must be the constant endeavor of each school Board member:
 - a. To devote time, thought and study to the duties and responsibilities of a school Board member so that he/she may render effective and creditable service.

- b. To work with fellow school Board members in a spirit of harmony and cooperation so as to convert differences of opinion which arise during discussion and debate into a consensus for the benefit of the students enrolled in Laurel-Concord-Coleridge School.
- c. To base personal decisions upon all available facts in each situation, to vote honest conviction in every case, unswayed by partisan bias of any kind; thereafter, to abide by and uphold the final majority decision of the Board of Education.
- d. To remember at all times that individual Board members have no local authority outside the meetings of the Board of Education, and to conduct relationships with school staff members, local citizens, and all media of communication on the basis of this fact.
- e. To resist every temptation and outside pressure to use the position as a school Board member to benefit either oneself, immediate family or any other individual or agency apart from the total interest of the school system.
- f. To recognize that it is as important for the Board of Education to understand and evaluate the educational program of Laurel-Concord-Coleridge School as it is to plan for the business of the school district.
- g. To bear in mind under all circumstances that the primary function of the Board of Education is to establish and maintain the policies by which the schools are to be administered, but that the administration of the educational program and the conduct of school business shall be the primary responsibility of the Superintendent of Schools and the professional and non-professional staff members who are employed to work with the Superintendent of Schools.
- h. To welcome and encourage active cooperation by citizens, organizations, and the media of communication in Laurel-Concord-Coleridge School with respect to the establishment of policy on current school operation and proposed future developments.
- i. To strive step by step to achieve the ideal conditions for the most effective service by a Board of Education to its district, in a spirit of teamwork and unwavering commitment to the American system of public education as a primary means for preservation and perpetuation of our representative democracy.

Date of Adoption: August 10, 2015

<p style="text-align: center;">NEBRASKA ACCOUNTABILITY AND DISCLOSURE COMMISSION 1225 L St., Suite 400 P.O. Box 95086 Lincoln, NE 68509 (402) 471-2522</p> <p>BEFORE COMPLETING THIS FORM READ THE FILING REQUIREMENTS ON PAGE 3</p>	<h2 style="margin: 0;">POTENTIAL CONFLICT OF INTEREST STATEMENT</h2> <h3 style="margin: 10px 0 0 0;">NADC FORM C-2A</h3> <p>(Village, City, School Officials Except Omaha and Lincoln Officials)</p>	<p>POSTMARK DATE _____</p> <p>MICROFILM NUMBER _____</p> <p style="text-align: center; border-top: 1px solid black;">OFFICE USE ONLY</p>
---	--	--

- An official of a village or city holding elective office or an official of a school district holding elective office must file this form if he or she has a potential conflict of interest.
- **Officials of the cities of Lincoln and Omaha** holding elective office with a potential conflict of interest **should not use this form.** Use Form C-2.
- This form should be filed with the person who normally keeps records for the school district, city or village. **There is no requirement to file this form with the Nebraska Accountability and Disclosure Commission.**
- Persons who fail to disclose a potential conflict of interest or who otherwise do not comply with the law are subject to penalties.

ITEM 1	NAME, ADDRESS AND TELEPHONE NUMBER
---------------	---

Name _____ Telephone No. _____

Last First Middle

Address _____

STREET ADDRESS OR RURAL ROUTE City STATE ZIP CODE

EM 2	TITLE, AGENCY (City, Village, School), ADDRESS AND PHONE
-------------	---

Your Title _____ Agency _____

Agency Address _____

Agency Phone _____

ITEM 3	DESCRIBE POTENTIAL CONFLICT OF INTEREST IN DETAIL (Use Item 6 Continuation, if necessary)
---------------	--

Date action is to be taken or decision is to be made: _____

Description of Potential Conflict:

ITEM 4 PERSONS WHO MAY RECEIVE FINANCIAL BENEFIT OR DETRIMENT

You

Member of your Immediate Family: _____
NAME

Business With Which You
Are Associated (See Definitions) _____
NAME OF BUSINESS

ITEM 5 NATURE OF FINANCIAL BENEFIT OR DETRIMENT

ITEM 6 CONTINUATION

(SIGNATURE)

(DATE)

General Information - Filing Requirements

I. What is a Potential Conflict of Interest? - A public official has a potential conflict of interest if he or she is faced with making an official action or making an official decision which may result in a financial benefit or a financial detriment to the public official; a member of his or her immediate family; or a business with which he or she is associated. The financial effect of the action or decision must be distinguishable from the financial effect on the general public or a broad segment of it.

II. Who Must File:

- A. An official of a city or village holding elective office who has a potential conflict of interest. An official of the cities of Lincoln or Omaha holding elective office who has a potential conflict of interest should not file this form, but instead should use Form C-2.
- B. An official of a school district holding elective office who has a potential conflict of interest.
- C. An elective office is a public office normally filled by an election. A person appointed to fill a vacancy in a public office normally filled by election holds an elective office.

III. When and Where to File:

- A. This form should be filed as soon as the person holding elective office is aware that he or she may have a potential conflict of interest and prior to the time that the action is to be taken or the decision made.

- B. This form should be filed with the person who normally keeps records for the governing body of the official holding elective office. For example, the person who keeps records for a city or village may be the city clerk or village clerk. **This form does not need to be filed with the Commission.**
- C. The person filing the form should abstain from participating in or voting on the matter in which he or she has a potential conflict of interest. However, if the person wants an opinion from the Commission as to whether he or she has an actual conflict of interest requiring abstention or non-participation, he or she may send a copy of the form to the Commission along with request for an opinion.

Disclosure of Contractual Interests by Local Officers. If you are a local elected official disclosing an interest in a contract or an open account in which a local governing body on which you serve is a party, use NADC Form C-3, Contractual Interest Statement.

Disclosure of the Employment of Immediate Family Members. If you are disclosing the employment of an immediate family member, use NADC Form C-4, Employment of Immediate Family Members Disclosure Statement.

Definitions

Immediate family shall mean a child residing in your household, your spouse or an individual claimed by you or your spouse as a dependent for federal income tax purposes.

Business shall mean any corporation, partnership, limited liability company, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint-stock company, receivership, trust, activity, or entity. NOTE: The definition includes for profit and non-profit entities.

Business with which you are associated shall mean a business: (1) of which you are the sole proprietor; (2) or in which you are a partner, director, or officer; (3) or in which you or a member of your immediate family is a stockholder of closed corporation stock worth \$1,000 or more at fair market value or which represents more than a 5 percent equity interest, or is a stockholder of publicly traded stock worth \$10,000 or more at fair market value or which represents more than a 10 percent equity interest.

Elective office shall mean a public office filled by an election, except for federal offices. A person who is appointed to fill a vacancy in a public office which is ordinarily elective holds an elective office.

Person means a business, individual, proprietorship, firm partnership, joint venture, syndicate, business trust, labor organization, company, corporation, association, committee, or any other organization or group of persons acting jointly.

Statutory Authority: Section 49-1499.03 Revised Statutes of Nebraska.

Internal Board PoliciesConflict of Interest—Other Than Contracts or Employment

1. Members of the Board of Education of this School District shall abstain from voting on matters on which they may have a conflict of interest. Any Board member who would be required to take any action or make any decision in the discharge of his or her duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

- (A) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and,
- (B) Deliver a copy of the statement to the Secretary of the Board of Education who shall enter the statement into the public records of the School District.

The Board member shall take such action as the Commission shall advise or prescribe to remove himself or herself from influence over the action or decision in the matter.

2. The provisions of paragraph 1 above shall not prevent a Board member from making or participating in the making of a School District-related decision to the extent that the individual's participation is legally required for the action or decision to be made. In such event, the Board member shall report the occurrence to the Commission.

3. Except as defined in Nebraska statute and this policy, conflict of interest of a Board member shall not prevent a Board member from serving on the Board or restrict the hiring or purchasing practices of this School District.

4. The Superintendent, or the Superintendent's designee, shall provide:

- (A) Each Board member with copies of state statutes of Nebraska pertaining to conflicts of interest at the organizational meeting of the Board of Education held at the regular School Board meeting in January of each year. In addition, any newly appointed or elected Board member shall be provided such statutes.
- (B) When possible, provide each Board member with a list of financial matters on the agenda to come before the Board of Education at the next regular meeting in sufficient detail to allow the Board member to identify potential conflicts of interest and report and receive advice from the Commission.

5. For purposes of this policy, immediate family member shall be defined as a child residing in the Board member's household, a Board member's spouse or an individual claimed by that Board member or the Board member's spouse as a dependent for federal income tax

purposes.

Legal Reference: Neb. Rev. Stat. § 49-1425; § 49-14,101; § 49-14,102; § 49-14,103;
§ 49-14,103.01; § 49-14,103.02; § 49-14,103.03; § 49-14,103.04;
§ 49-14,103.05; § 49-14,103.06; § 79-818; § 79-544 and § 49-1499.

Date of Adoption: August 10, 2015

Updated: July 11, 2016



LAUREL-CONCORD-COLERIDGE SCHOOL

Student Member of School Board Application **for 2026-2027**

In order to provide the School Board with greater insight into student activities, programs, and interests, as well as to encourage student involvement in school district governance and civic activities, the LCC School Board is seeking candidates interested in serving as a nonvoting student member to serve on the Board of Education. The role of the student member is advisory.

Selection and Term of Student Member of School Board

- The student member will be selected using the following criteria: A Senior Class representative selected by voting members of the LCC Board of Education, using an application process determined by the Superintendent.
- The term of office will be one school year, beginning with the September Board meeting and ending with the April Board meeting. However, the Board may, in its discretion, end a student member's term during the middle of the school year.
- Student members will not participate in executive or closed sessions, and will not have access to any confidential information, such as private student or employee data.

Student Member of School Board Guidelines

- Student membership on the Board of Education is limited to Senior students.
- Student members may not introduce motions.
- Student members are expected to attend all public meetings of the board and can be appointed to committees of the board at the discretion of the President.
- Student members must remain in good academic eligibility standing and may be removed for any academic or disciplinary concerns at the sole discretion of the Board.
- The Board President, in consultation with the Superintendent, has the right to bar the participation of a student member at the Board's discretion. The decision of the Board President is final and is not subject to review.

Student Member of School Board Application Process

- Please compose a 300 to 500 word essay describing how you would positively contribute to the LCC Board of Education as a student member.
- In the heading of your essay, include your first and last name, as well as your phone number and email address.
- Email your essay to Mr. Jeremy Christiansen, LCC School Superintendent at: jeremy.christiansen@lccschool.org.
- **Applications are due on or before Friday, February 13, 2026.** Applications received after the deadline will not be considered.
- The LCC Board of Education's Committee on American Civics will review applications and will select and invite some candidates to participate in brief, in-person interviews with the Committee. Interviews will be conducted at a location and date to be determined.
- The Student Member of the LCC School Board will receive a \$500 scholarship for successful completion of his/her term of office.
- The Board of Education reserves the right to not fill the student member position.

STUDENTS

Policy No. 9115

Students

Student Member of School Board

In order to provide the School Board with greater insight into student activities, programs, and needs, and to encourage student involvement in school district governance activities, the Board may allow one nonvoting student member to serve on the Board of Education. The role of student member is advisory. The Board, in its own discretion, may decide whether to have a student member.

Selection and Term of Student Member

The student member may be selected using the following criteria:

A Senior Class Representative selected by voting members of the Board of Education using an application process determined by the Superintendent.

The Board may deviate from this criteria, without any explanation needed.

The term of office will normally be one school year, beginning with the September Board meeting and ending with the April Board meeting. However, the Board may, in its discretion, end a student member's term during the middle of the school year.

Student members will not participate in executive or closed sessions. Student members will not have access or be privy to any confidential information, such as private student data or employee personnel files.

Guidelines

Student membership on the board of education is limited to senior students.

Student members may not introduce motions.

Student members are expected to attend all public meetings of the board and can be appointed to committees of the board at the discretion of the president.

Student members must remain in good academic eligibility standing and may be removed for any academic or disciplinary concerns at the sole discretion of the Board.

STUDENTS

Policy No. 9115

The Board President, in consultation with the Superintendent, has the right to bar the participation of a student member at the Board's discretion. The decision of the Board President is final and is not subject to review.

Adopted on: April 8, 2019

Reviewed: November 11, 2024

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 NASBe This Month?*



Austin, TX
Bloomfield

Brady
Franklin
Fullerton
Las Vegas, NV
Lewiston
Lexington
Lincoln
Loomis

McCool Junction
Norfolk

Perkins County
Shickley
St. Paul

Summerland
Sutton

The Capitol
Thedford
Wakefield

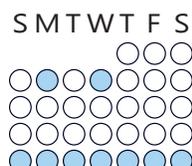
Wheeler Central
Wilber-Clatonia

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

*Items currently scheduled

Your 2026 Advocacy Handbook is now posted!

<https://members.nasbonline.org/government-relations>



JANUARY 2026

JANUARY



TODAY (January 5): DEADLINE for school boards to notify the Sec of State, County Clerks, or Election Commissioners of offices to be filled, terms, vacancies, votes to cast, and filing deadlines for each office. (§32-404 & §32-601)

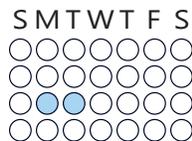
TODAY (January 5): First day to file for office to have name placed on the ballot as a candidate for the 2026 election. (§32-606)

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

Look for your annual Membership Guide to be delivered soon!



FEBRUARY 2026

FEBRUARY



Board President Retreat - Monday, February 16 - Kearney

February 17: Deadline for incumbents (any current office holder) to file for office on the primary ballot. (§32-606)



Continued on Page 2

Leadership

Innovation

Vision

Engagement

#liveNASB

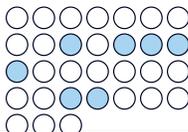
NASB BOARD QUICKS

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

SMTWTF S



MARCH 2026

MARCH



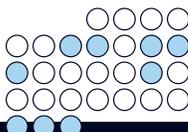
Budget & Finance Workshop - Tuesday, March 10 - Seward

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

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

NAEP State Convention - March 24-25 - Kearney

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APRIL 2026

APRIL



Budget & Finance Workshop - Tuesday, April 7 - Ogallala

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

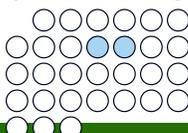
NSBA Annual Conference - April 10-12 - San Antonio, TX

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

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



SMTWTF S



JUNE 2026

JUNE

NASB Member Golf Outing - Wednesday, June 10 - Kearney Country Club

School Law Seminar - June 10-11 - Kearney



Continued on Page 3

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 3



ALICAP Summer Workshop - Tuesday, July 7 - Gering

ALICAP Summer Workshop - Wednesday, July 8 - Kearney

ALICAP Summer Workshop - Thursday, July 9 - Lincoln

Candidate Workshops - Summer

Area Membership Meetings - August through September

State Education Conference - November 18-20 - Omaha

New Board Member Workshops - December 2026 & January 2027

YOUR 2026 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

#liveNASB



Nebraska Rural Community Schools Association

Member Update

January 8, 2026



Photo Credit: Elba Public Schools



www.nrcsa.net

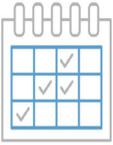


www.twitter.com/NRCSA1980



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



Red Cloud Community Schools
Interim Search Complete



Bancroft-Rosalie Community Schools
Application Process Complete
Finalists Selected: **Nov. 17, 2025**
Interviews: **Dec. 6, 2025**
Contract Starts: **July 1, 2026**



Sandy Creek Public Schools
Application Process Complete
Finalists Selected: **Jan. 5, 2026**
Interviews: **Jan. 10, 2026**
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



Newman Grove Public Schools
[Announcement of Vacancy](#)
[Apply for this Vacancy](#)
Application Deadline: **Jan. 22, 2026**
Finalists Selected: **Jan. 28, 2026**
Interviews: **Feb. 4, 2026**
Contract Starts: **July 1, 2026**



Potter-Dix Public Schools
Search Complete

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

Login: member Password: learning

NRCSA Updates



The Nebraska Unicameral started the 2026 session on Wednesday, Jan. 7. A regular focus of the first ten days is always bill introductions, but there are other issues that will be discussed, such as the budget deficit and a possible personnel move within the roster of Senators.

NRCSA's Legislative Committee will begin weekly Zoom meetings on **Thursday, Jan. 15** to discuss bills that have been introduced and upcoming bill hearings. Once all bills have had their hearings, the Committee will begin meeting every other week for the remainder of the session.

A new feature for NRCSA members is that we are going to try and put out a short weekly update on what is going on legislatively. The plan is to put this out on Friday each week.

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.

The application period is now open and closes on Friday, January 16. Application information may be accessed at <https://www.nrcsa.net/member-services/superintendent-search>.

The NRCSA Legislative Forum will be held on Thursday, February 26 at the Cornhusker Hotel in Lincoln. The Forum gives us a chance to hear first hand from Senators and others involved in the legislative process. Speakers will share insight during the morning session, followed by a luncheon.

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

During the luncheon we attempt to make it possible for you to have lunch with your Senator if he/she is able to join us. Information on registration can be accessed here:

[Register for the 2026 NRCSA Legislative Forum](#)

Ideas on how to deal with cancellations for NRCSA events were shared with the Executive Committee several months ago. After receiving input from the Committee members, a policy was presented at the November meeting of the Executive Committee and adopted. Following is the policy that will be followed moving forward:

POLICY ON CANCELLATIONS FOR NRCSA EVENTS

When planning for a large event (i.e. NRCSA Spring Conference or NRCSA Legislative Forum), NRCSA must make financial commitments such as facility rental and costs of meals. Weather sometimes causes a decision to be made by NRCSA in the form of a cancellation or postponement of the event, or for registrants to decide whether or not they can attend the event. Sometimes registrants need to make a decision not to attend due to other reasons. NRCSA has weighed the issues of its financial commitments versus registrants not being able to attend for various reasons. Thus, the following policy has been adopted:

WEATHER CANCELLATION DECISION MADE BY NRCSA:

All registrants, including vendors, will be offered a full refund or to have the registration fee carried forward to the next year's event.

WEATHER POSTPONEMENT DECISION MADE BY NRCSA:

All registrants, including vendors, will be offered a full refund or to have the registration fee carried forward to the re-scheduled event.

DECISION BY A REGISTRANT, INCLUDING VENDORS, TO NOT ATTEND THE EVENT AND COMMUNICATED TO NRCSA AT LEAST A WEEK PRIOR TO THE EVENT:

Two options will be provided to the registrant, including vendors: A full refund OR carry the registrant amount forward to the following year.

DECISION BY A REGISTRANT, INCLUDING VENDORS, TO NOT ATTEND THE EVENT AND COMMUNICATED TO NRCSA WITHIN A WEEK PRIOR TO THE EVENT:

For members, an option will be provided to have the registration fee carried forward to the next year's event OR a refund minus the costs to NRCSA for meal(s). (NOTE: In 2026, for the Spring Conference this would be \$105, for the Legislative Forum the cost is \$45.)

For vendors, the option to carry the registration amount to the following year will be provided.

DECISION BY A REGISTRANT TO NOT ATTEND THE EVENT, BUT FAILS TO COMMUNICATE WITH NRCSA PRIOR TO THE EVENT:

No refund will be provided.

There will be a few NRCSA leadership spots available for the 2026-27 school year. We are currently taking nominations for the following positions:

PRESIDENT ELECT—this position is part of a three year Presidency cycle (President-Elect, President, Past-President). This is a state-wide election with each member entity having one vote.

NORTH CENTRAL DISTRICT REPRESENTATIVE TO THE EXECUTIVE COMMITTEE—Current North Central District rep Dale Hafer is term-limited, thus the position will be open. The position has a term of three years, with the ability to run for a second term. This position is voted on by member entities in the North Central District.

SCHOLARSHIP AND RECOGNITION COMMITTEE MEMBER: The committee will possibly be moving from two year to three year terms. To make this work we would only add one new committee member for the coming year. The person can come from any of the NRCSA geographic districts.

Self-nominations for positions are accepted.

We need help in identifying student groups to help with the NRCSA Spring Conference. Each year we like to put a focus on groups from our member schools. Needed are:

- A student instrumental music group
- A student vocal music group
- Two successful FFA programs to share on the successful programs their chapters have undertaken.
- Two successful student-led businesses to share on their learning experiences and community involvement in their businesses.

If you have a group you would like to have considered, please contact NRCSA Executive Director Jack Moles.

The NRCSA Spring Conference is quickly approaching! The conference will be held at the Younes Conference Center North in Kearney on March 19 & 20. We are also offering a free pre-conference. Franklin-Covey has provided NRCSA with the opportunity to provide a very valuable experience, centered around the work of Steven Covey. The pre-conference will take place on Wednesday, March 18, 2025 from 10:00 a.m. to 2:00 p.m. A free lunch will also be provided.

[Register to attend the 2026 NRCSA Spring Conference](#)

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 each 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 are:

- Jacey Anderson, Thedford
- Maren DeJonge, HTRS
- Kylie Hiatt, Shelby-Rising City



SHELBY-RISING CITY ELEMENTARY PRINCIPAL HEATHER THOMPSON, JACK MOLES, KYLIE HIATT, SHELBY-RISING CITY SUPERINTENDENT TUCKER TEJKL



THETFORD PRINCIPAL ADAM KUNTZ, JACEY ANDERSON, JACK MOLES



HTRS SUPT GEORGE GRIFFIN, JACK MOLES, MAREN DEJONGE, HTRS PRINCIPAL KIM CANIGLIA

Former Senator Lynne Walz was recently presented with NRCSA's Friend of Rural Education Award. Sen. Walz had been unable to attend the NRCSA Spring Conference to receive her award, so NRCSA Executive Director Jack Moles travelled to Fremont to make the presentation. The Friend of Rural Education Award goes to individuals who are not NRCSA members who have made significant contributions to rural education in Nebraska or to NRCSA itself.



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.



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 additional \$2,000 NRCSA Scholarships which go to students from NRCSA-member schools. The students must be entering the field of education. This brings the number of \$2,000 scholarships that NRCSA provides to seniors from member schools to 25. Twenty-three of the scholarships go to students entering education, while two go to students who will major in fine arts.
- approved the adoption of an “event cancellation policy”. The policy 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, Bancroft-Rosalie, Hampton, Hayes Center, and Potter-Dix Boards of Education identify their next Superintendent. We are currently assisting the Sandy Creek and Newman Grove Boards of Education with their search. We also assisted 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@nrca.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](#)

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 143 such meetings. I most recently attended the Board meetings at Superior on Dec. 8, Riverside on Dec. 9, and Blue Hill on Dec. 15.

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

MONDAY, JANUARY 12: Brady and Eustis-Farnam

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.



RIVERSIDE BOARD OF EDUCATION AND ADMINISTRATION

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@aplum.com or visit www.aplum.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

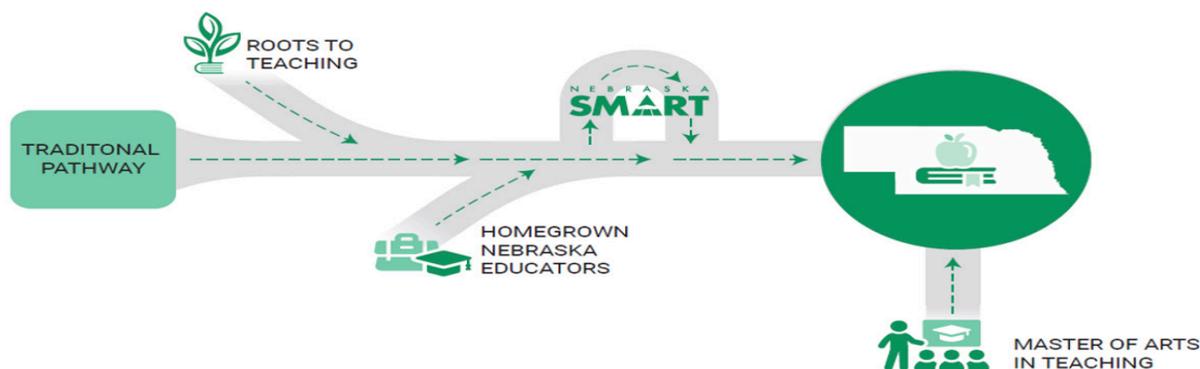
materials.

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 Prososki, 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 Superintendency. 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.

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](#)

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

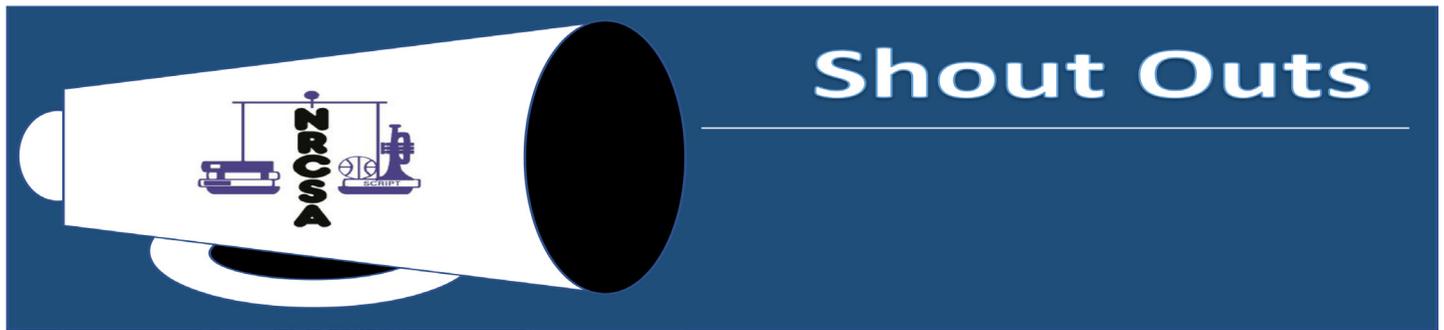
8:00 AM - 8:50 AM Select-a-Session IV

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

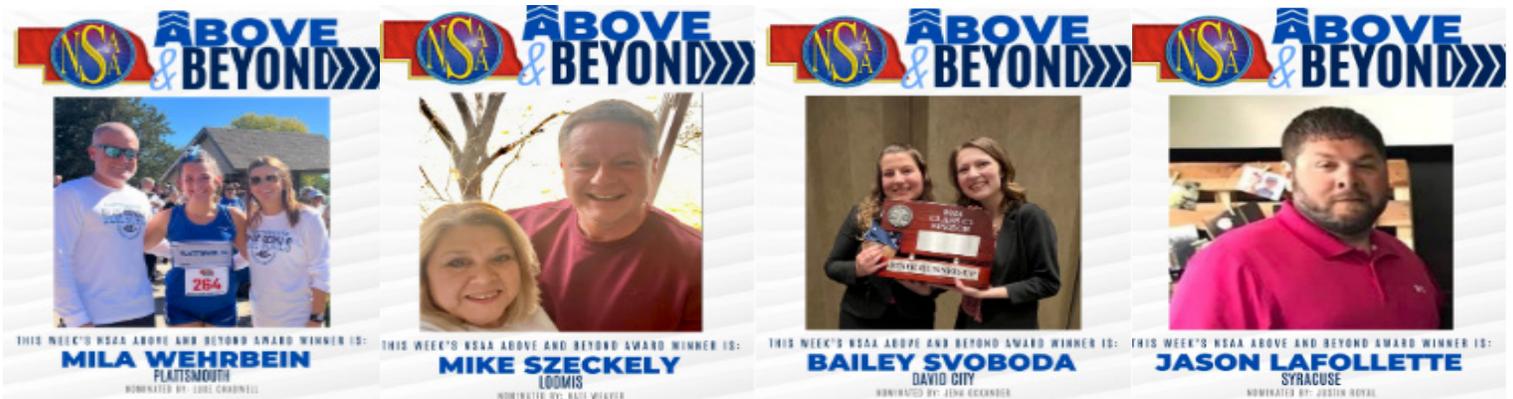


NRCSA wishes to share in the celebration of the special accomplishments and recognitions going on in our member schools and ESUs.

January 2026:

*** 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:**

- January 7: Mila Wehrbein of Plattsmouth.
- December 24: Mike Szeckely of Loomis.
- December 17: Bailey Svoboda of David City.
- December 10: Jason LaFollette of Syracuse.



*** NCSA recently hosted the State Principal’s Conference in Lincoln. Those from NRCSA-member districts who received special recognitions included:**

- This year’s Nebraska Distinguished Principal is Josie Floyd, principal of Dudley Elementary in Gothenburg.
- The 2025-26 NSASSP Middle School Principal of the Year is Troy Mauch, who has served Alliance Middle School since 2015.
- Crofton High School’s Johnnie Ostermeyer is announced as the 2026 NSASSP High School Principal of the Year.
- The Outstanding New Principal of the Year Award recipient was Kimberly Roberts, Principal at Central Elementary for Fairbury Public Schools.
- Dr. Julie Downing, Professional Learning Coordinator with ESU 13, is named the recipient of the 2025 Friend of NSASSP Award.

Nebraska Rural Community Schools Association

- The NSASSP Distinguished Service Award is presented to Patrick Moore, 7-12 principal at Blue Hill Community Schools.



Josie Floyd



Troy Mauch



Johnnie Ostermeyer



Kimberly Roberts



Dr. Julie Downing



Patrick Moore

*** Several players from NRCSA-member schools received first team All-State honors in Volleyball from the Omaha World-Herald (OWH) and/or the Lincoln Journal-Star (LJS). Included were:**

- ALL CLASS ALL STATE: Shayla Rautenberg, Milford (OWH, LJS). She was also named the honorary captain for the All Class-All State Team by both the Omaha World-Herald and the Lincoln Journal-Star.
- CLASS C1: Shayla Rautenberg, Milford (OWH, LJS), Nora Herian, Pierce (OWH, LJS), Halle Dolliver, Malcolm (OWH, LJS), Payton Dolliver, Malcolm (OWH, LJS), Kamryn Behrns (OWH, LJS), David City (OWH, LJS), Kelsey Haynes, Louisville (LJS).
- CLASS C2: Briar Ray, Oakland-Craig (OWH, LJS), Rena Rasmussen, Laurel-Concord-Coleridge (OWH, LJS), Alicia Johansen, Freeman (OWH, LJS), Ashley Beethe, Johnson County Central (OWH), Carlie Kvols, Laurel-Concord-Coleridge (OWH), Addison Kastanek, Freeman (OWH, LJS), Mia Thomsen, Oakland-Craig (LJS)
- CLASS D1: Kyra Nelms, Southwest (OWH, LJS), Kaydence Haase, Exeter-Milligan/Friend (OWH, LJS), Erin Gegg, Shelton (OWH, LJS), Daisy Ryan, Overton (OWH, LJS), Libby Mitchell, Amherst (OWH, LJS), Kyla Elfgren, Overton (OWH), Breckyn Veskerna, Amherst (OWH), Kyla Griess, Sutton (LJS), Eden Peterson, Cross County (LJS)
- CLASS D2: Taryn Arbuthnot, S-E-M (OWH, LJS), Kenna Oligmueller, Wynot (OWH, LJS), Brooklyn Holtze, Cambridge (OWH, LJS), Emily Schack, Dundy County-Stratton (OWH, LJS), Clara Spargo, Dundy County-Stratton (OWH, LJS), Haley Wieseler, Wynot (OWH, LJS), Jaylin Geisen, Wynot (OWH, LJS)

*** Alliance was the Class B State Runner-up in Unified Bowling.**

*** Jack Tarr, retired Activities Director for Malcolm, will receive the National Federation of State High School Association's National Athletic Directors Citation Award.**

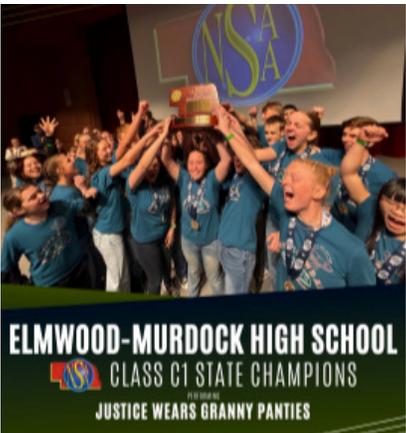


JACK TARR

*** The NSAA honored Keri Hogue of Elmwood-Murdock as the 2025 as the Outstanding Theater Educator.**



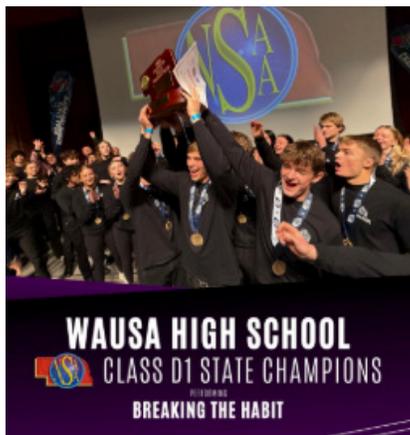
*** Elmwood-Murdock was the Class C1 State Champion in Play Production.**



*** Ravenna was the Class C2 State Runner-up in Play Production.**

*** Louisville was the Class B State Runner-up in Play Production.**

*** Wausa won the Class D1 State Play Production championship. This was Wausa's 17th State Championship in Play Production. Pawnee City was the runner-up.**



* **Arnold was the runner-up in Class D2 State Play Production.**

* **Several students and crews from NRCSA member schools won Outstanding Performer and**

* **Outstanding Technical Crew recognitions at the State Play Production competition. Include were:**

- CLASS D2 OUTSTANDING PERFORMER: Rose Woepfel (Chambers)
- CLASS D1 OUTSTANDING PERFORMERS: Braydon Hoelsing (Wausa) and Tyler Tegtmeier (Pawnee City)
- CLASS D1 OUTSTANDING TECHNICAL CREW: Sutherland
- CLASS D1 OUTSTANDING TECHNICAL CREW MEMBERS: Payten Weber (Sutherland) and Hadlee Scott (Sutherland)
- CLASS C2 OUTSTANDING PERFORMERS: Wyton Fiddelke (Ravenna) and Owen Standage (Ravenna)
- CLASS C1 OUTSTANDING PERFORMER: Brooklyn Dowding (Elmwood-Murdock)
- CLASS B OUTSTANDING PERFORMER: Dayton Carlson (Louisville)
DAYTON CARLSON, LOUISVILLE
- CLASS B OUTSTANDING TECHNICAL CREW: David City
- CLASS B OUTSTANDING TECHNICAL CREW MEMBERS: Madeleine Summers (David City) and Rylee Thoendel (David City)



Rose Woepfel (Chambers)



DAYTON CARLSON, (Louisville)

*** Many football players from NRCSA-member schools were recognized as First Team All State honorees by the Omaha World-Herald (OWH) and/or the Lincoln Journal-Star. Included were:**

- ALL CLASS: Keian Kaiser, Sidney (OWH)
- CLASS B: Tristan Campbell, McCook (LJS)
- CLASS C1: Wyatt Dent, Central City (OWH, LJS), Canon Allen, Aurora (OWH, LJS), Luke Wellman, Lakeview (OWH, LJS), Ben Monheiser, Sidney (OWH), Rhys Dorcey, Sidney (OWH), Nolan Asher, DC West (OWH, LJS), Grayson Vogt, Lakeview (OWH, LJS), Keian Kaiser, Sidney (OWH, LJS), Parker Osten, Lakeview (OWH, LJS), Logan Brewer, Fort Calhoun (OWH, LJS), Alek Doty, Sidney (OWH, LJS), Porter Mathews, O'Neill (OWH, LJS), Will Janssen, Syracuse (LJS), Garrett Schoen, Milford (LJS), Brandon DeAnda, Lakeview (LJS), Hunter Holle, Syracuse (LJS), Axel Jorgensen, Gothenburg (LJS), Grady Welke, O'Neill (LJS), Ryder Thiesen, Pierce (LJS), Jayce Hoffman, Chadron (LJS)
- CLASS C2: Jack Poppe, Doniphan-Trumbull (OWH, LJS), Colt Meyer, Ord (OWH, LJS), Brogan Benes, Boone Central (OWH, LJS), Kaleb Fenner, Yutan (OWH, LJS), Connor Heiderman, Battle Creek (OWH, LJS), Jordan Williams, Ord (OWH, LJS), Owen Sutter, Yutan (OWH, LJS), Rhodee Hill, Hershey (OWH, LJS), Madden Brabec, Wood River (OWH, LJS), Nolan Duzic, Malcolm (LJS)
- CLASS D1: Wes Biltoft, Sandy Creek (OWH, LJS), Brody Koehler, Johnson-Brock (OWH, LJS), Gatlin Davidson, Stanton (OWH, LJS), Hayven Stewart, Plainview (OWH, LJS), Christian Shaw, Sandy Creek (OWH, LJS), Kam Sealey, Sandy Creek (OWH, LJS), Tyson Jackson, Crofton (OWH, LJS), Gage Walton, Plainview (OWH, LJS), Kohen Lingenfelter, Plainview (OWH, LJS), Eli Fjell, Shelby-Rising City (OWH, LJS), Coy Vrbka, Shelby-Rising City (OWH, LJS), Alston Clark, Sandy Creek (OWH, LJS), Grant Jordan, Crofton (OWH), Ethan Latta, Dundy County-Stratton (OWH, LJS), Jeff Vrbka, Shelby-Rising City (OWH), Carson McDonald, McCool Junction (OWH), Brock Jeannoutot, Bloomfield (OWH, LJS), Brock Bailey, Dundy County-Stratton (LJS), Jacob Huxoll, Sutton (LJS), Owen Larsen, Pender (LJS), Preston Hoxhoven, Crofton (LJS), Preston Prochaska, East Butler (LJS)
- CLASS D2: Kotner Koch, Wynot (OWH, LJS), Briggs Ernst, Howells-Dodge (OWH, LJS), Tate Kvanvig, Mullen (OWH), Carson Sieber, Deshler (OWH, LJS), Hunter Luther, Howells-Dodge (OWH, LJS), Parker Schmidt, Wynot (OWH, LJS), Lane Heimes, Wynot (OWH, LJS), Dane Duryea, Anselmo-Merna (OWH, LJS), Wyatt Frey, Lawrence-Nelson (OWH, LJS), Maurice Robinson, Sandhills/Thedford (OWH, LJS), Oran Grint, South Loup (OWH), Caden Swanson, Loomis (LJS), Nicholas Gonzalez (LJS), Jackson Williams, Lawrence, Nelson (LJS), Eli Luther, Overton (LJS), Dashiell Coleman, Elmwood-Murdock (LJS)
- CLASS D6 (as selected by the 6-Man Coaches Association: Jacob Barber, (Southwest), Cody Holmgren (Crawford), Kayde Ramm (Stuart), Houston Billeter (Southwest), Gage Ely (Red Cloud), Kaycen Hanna (Arthur County), Landon Duester (Silver Lake, Deric Kelley (Southwest), Atreyu Kling (Pawnee City, Owen Littau (Stuart), Drew Schmaderer (Stuart), Kaleb Miller (Leyton)

MEMBER SPOTLIGHT

Thayer Central Community Schools



Mascot: Titans

Enrollment: 420 students

Location(s): Hebron, NE

Interesting Fact: Thayer Central is in Hebron, Nebraska. It also consists of Chester, Hubbell, Byron, Gilead, and Belvedere.

Fact: Chester, Nebraska, is known as the birthplace of 6-man football, invented in 1934 by Stephen Epler, a coach at Chester High School, as a way for small schools with limited players and finances to enjoy the sport during the Great Depression. The first game was played in Hebron, NE, and the game emphasized speed over size, quickly becoming popular in small communities.

Superintendent: **Eric Miller**

Principal(s): **Eric Hoops** – Elementary, **Bryan Solomon** – Secondary

Board of Education: President – **Rob Marsh**, Vice President – **Tysen Hissong**, Secretary – **Nate Casey**, **Jeremy Heitman**, **Karen Kroll**, **Thad Mumm**

Programs:

Special Education:

Thayer Central Community Schools would like to recognize our growing Special Education Department as it responds to the evolving needs of our students. Over the past three years, our special education population has grown by nearly 39 percent, a clear indication of both increased need and increased trust in the services we provide. In response, the district has expanded programming to include a Life Skills component, at each level, strengthening our ability to serve students with diverse learning and developmental needs. Most importantly, our students in this program continue to demonstrate measurable growth, increased independence, and meaningful success. This progress reflects the professionalism, dedication, and student-centered focus of our special education staff, whose work makes a lasting difference for students and families every day.

Vocal Music:

Mrs. Erin VanderSchaaf (pictured below), is in her 6th year at TCCS and has built an exceptional vocal music program that is visible across our school and community. From the elementary programs that sparks early enthusiasm for music, to meaningful 7–12 performances, Erin consistently creates authentic opportunities for students to grow and perform. Her students regularly represent the district with pride, through performing the national anthem at athletic events, selections to state-wide events, or community outreach at local nursing homes and churches. In the classroom, Erin exemplifies what it means to be a master teacher: she values every student, fosters inclusion through shared musical interests, and builds strong relationships rooted in respect. Erin's impact extends far beyond our music room, and Thayer Central is stronger because of her leadership, talent, and commitment to students.



MEMBER SPOTLIGHT

Wausa Public Schools



Mascot: Vikings

Enrollment: 210 students

Location(s): Wausa, NE

Interesting Fact: Strong Community Support for Student Opportunities:

Voters in the Wausa school district recently approved a \$2.15 million bond to upgrade and expand the school's sports facilities, demonstrating strong local commitment to enhancing opportunities for students both on and off the field. In 2020, Wausa Public Schools approved a 3 million dollar bond for upgrades to their school building, with an additional 1 million dollar donation for a new ITE/AG Building.

Superintendent: Brad Hoelsing

Principal: Shane Anderson - High School Principal, Heather Heimes - Elementary Principal

Board of Education: Mike Kumm, Katie Clausen, Amanda Nipp, Derek Cunningham, Brian Wakeley, Eric Wynia



Programs:

Exceptional Fine-Arts Tradition:

Corie Clausen is the dedicated K-12 band and choir director at Wausa Public Schools, where she leads both programs with passion and commitment, growing strong ensembles that bring music to life for dozens of students each year. Under her guidance, the Wausa High School marching band has earned top honors in its class at regional events, including winning its division at Wayne State College’s annual Band Day, showcasing the band’s precision, spirit, and musical excellence under her direction. Clausen’s choir program is equally vibrant – with around 30 students in high school choir and about 25 in high school band – and her students regularly compete in regional and state contests, as well as having a strong showing in both All state honor choir and Class D All state Band and Jazz band. Mrs. Clausen is building strong vocal skills and musical confidence for her students while representing Wausa across the region. Wausa High School’s One-Act Play program is a statewide powerhouse – under the directorship of Sheila Hoelsing, the team has qualified for the state play production contest for 20 straight years, winning 17 state championships and one runner up in play production in that timespan, showcasing a long tradition of excellence in theater and the arts. Mrs. Hoelsing’s program is a showcase program for the Wausa school district, something that the community has long supported, and holds incredibly high expectations for.



ITE/SHOP/WHIP:

Wausa Public Schools has partnered with Builders of the Future and the Wausa Economic Development Corporation to build a house for the community of Wausa. Wausa’s WHiP (Wausa High Internship Program) as well as the Skills USA and Builders of the Future has been instrumental in partnering with the economic development group in Wausa in providing students opportunities to learn about the trades while working in real world environments while giving back to our community through the building of houses in our community.

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

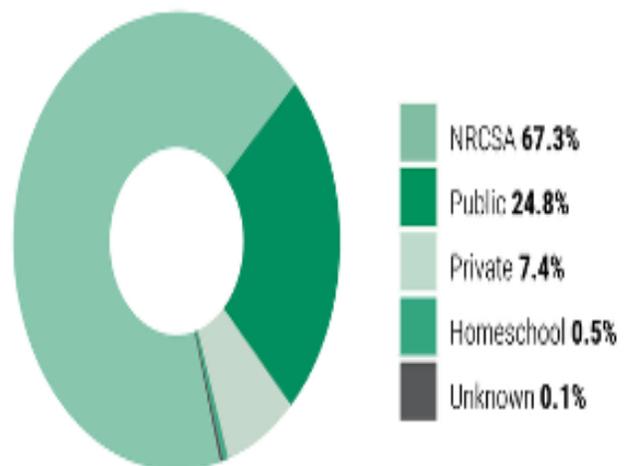
Free One-on-One Tutoring Now Available for All Nebraska Students

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.

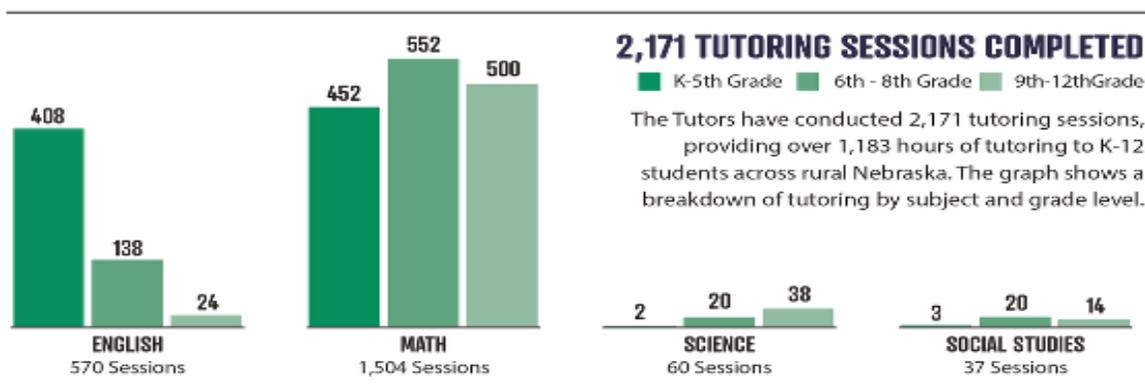


How to Access Tutoring

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.

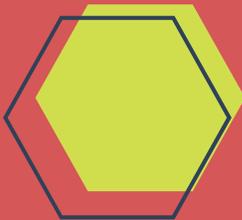
Book your School's Presentation

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

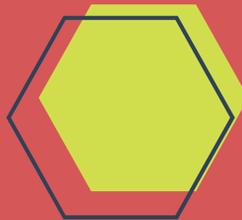


Before the Season

What do Athletes/Kids Really Want?

Releasing Your Son/Daughter to the Experience

Parental Red Flags

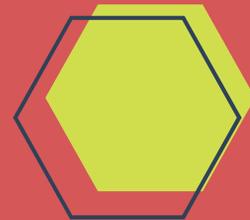


During the Game/Event

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.



Since 1967, Farris Engineering has helped rural Nebraska school districts plan and phase facility improvements to maximize funding opportunities, stretch budgets, and support long-term success. Through comprehensive facility assessments, master planning, and thoughtful MEP design, we help schools set priorities, reduce operating costs, and create flexible learning spaces that adapt to student needs.

Phasing is key to the success of rural facilities. By breaking projects into manageable steps aligned with grants, bonds, and budgets, districts can address aging infrastructure without straining resources. Our recommendations optimize costs across the lifecycle to boost building performance, cut energy use, and improve comfort while staying on budget.

Efficient HVAC, lighting, and controls deliver major long-term savings. Simple, smart systems help districts reduce utility costs, improve reliability, enable technology-rich classrooms, and qualify for incentives. These strategies matter in rural areas, where staffing is limited, and systems must be robust and easy to operate.

Farris has served many NRCSA districts, including Gordon-Rushville, Hemingford, Mitchell, Chambers, Mullen, Meridian, Hershey, and Ponca, providing assessments, energy audits, HVAC upgrades, technology-ready infrastructure, and cost-effective renovations. Our focus: safe, comfortable, efficient spaces for students to thrive.

As a 100% employee-owned firm with offices in Sidney, Lincoln, and Omaha, NE; Council Bluffs, IA; Colorado Springs and Sterling, CO; and Kansas City, MO, we take great pride in supporting the rural schools that anchor our communities. We are honored to partner with NRCSA to help districts plan wisely, invest strategically, and build facilities that serve students for decades.

Project Spotlight: Hershey Public Schools Activity Center & Renovations Hershey, NE • 55,000 SF Renovated + 30,000 SF New Construction

The Hershey Public Schools Activity Center and Renovation project shows how Farris Engineering modernizes rural districts by helping them update facilities with strategic phasing, MEP design, and budget-conscious planning. This multi-year Activity Center and Renovation project turned a 1959 building into adaptable, future-ready learning spaces while maximizing long-term value.

Farris renovated 55,000 square feet, creating modern K-12 spaces, updated high school classrooms, and dedicated areas for Title I, Speech, and Special Education. The former gymnasium was converted into a PreK-12 Media Center and Collaboration Space, serving as a key hub without the need to build new facilities.

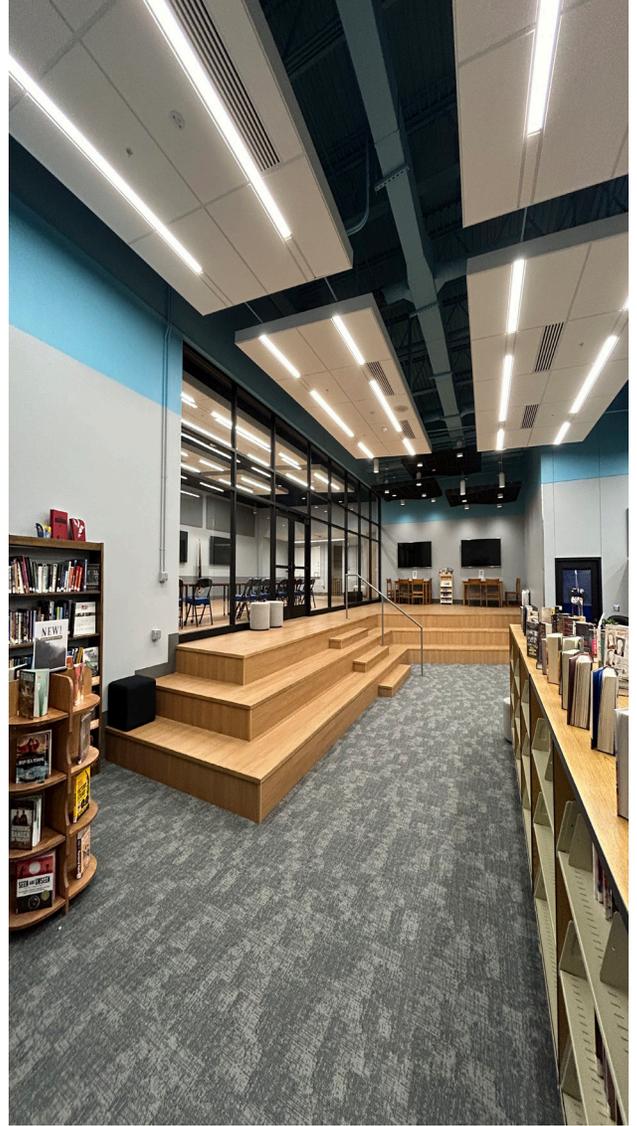
Beyond refurbishing existing spaces, the district added 30,000 square feet—including a cafeteria, kitchen, Health Science area, multipurpose room, and new locker rooms. Farris' MEP and life-safety design improved ventilation, lighting, comfort, and reliability to support modern classrooms.

Safety was a key focus. Farris provided new fire alarm and suppression systems, enhanced building controls, infrastructure for a secure entrance, and upgraded intercoms. These updates ensure safety and easy maintenance—important for rural districts with limited staff.

This project shows how phased improvements, smart mechanical, electrical, and plumbing (MEP) planning, and community-driven investment help rural Nebraska schools expand capacity, improve instruction, and reduce operating costs. It also highlights Farris' collaborative approach: practical, energy-efficient, maintainable systems built to serve students for decades.

Nebraska Rural Community Schools Association

Hershey Public Schools Activity Center & Renovations by Farris Engineering





Purple Ribbon Partners



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