

Regular Monthly Meeting (MS)  
Monday, February 9, 2026 12:30 PM

BOARDROOM @ LCC MIDDLE SCHOOL  
203 S Main  
Coleridge, NE 68727

## **Agenda**

- I. CALL MEETING TO ORDER
- II. BOARD VACANCY APPOINTMENT
- III. BOARD MEMBER OATH OF OFFICE
- IV. APPROVAL OF AGENDA AND CHANGES TO AGENDA
- V. CONSENT AGENDA
- VI. EXCUSE ABSENT BOARD MEMBERS
- VII. PUBLIC COMMENT
- VIII. INFORMATION AND PROPOSALS
  - VIII.1. FACULTY AND STUDENT REPORT
  - VIII.2. STUDENT BOARD MEMBER REPORT
  - VIII.3. DIRECTOR OF ACTIVITIES & TRANSPORTATION REPORT
  - VIII.4. PRINCIPALS' REPORTS
  - VIII.5. SUPERINTENDENT'S REPORT
  - VIII.6. BOARD COMMITTEE REPORTS
    - VIII.6.1. NEGOTIATIONS COMMITTEE MEETING - JANUARY 19, 2026
- IX. ACTION ITEMS
  - IX.1. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO SUPERINTENDENT CONTRACT
  - IX.2. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO DIRECTOR OF ACTIVITIES AND TRANSPORTATION CONTRACT
  - IX.3. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO RESIGNATIONS
  - IX.4. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO TEACHER CONTRACTS
  - IX.5. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO NASB MEMBERSHIP
- X. DISCUSSION ITEMS
  - X.1. BOARD COMMITTEE ORGANIZATION
  - X.2. BOARD POLICY REVIEW PROCESS - 4000 SERIES (PERSONNEL)
  - X.3. STUDENT MEMBER OF SCHOOL BOARD APPLICATION PROCESS FOR 2026-2027
  - X.4. SCHOOL DISTRICT AND SUPERINTENDENT GOALS
  - X.5. SCHOOL CALENDAR DEVELOPMENT FOR 2026-2027
  - X.6. 2026 LEGISLATIVE SESSION (NASB RESOURCE)
- XI. CORRESPONDENCE AND BOARD BULLETINS
- XII. UPCOMING BOARD MEETINGS, COMMITTEE MEETINGS, AND WORKSHOPS

XII.1. NASB MEMBER ENGAGEMENT - WEDNESDAY, FEBRUARY 11,  
2026 (11:30 AM - LAUREL PUBLIC LIBRARY BOARD ROOM)

XII.2. BOARD OF EDUCATION MEETING - MONDAY, MARCH 9, 2026  
(7:00 PM - LAUREL PUBLIC LIBRARY BOARD ROOM)

XIII. ADJOURN

# *Laurel-Concord-Coleridge School*

#LCCPRIDE

502 Wakefield Street  
Laurel, NE 68745

(402) 256-3133  
www.lccschool.org



## **Oath of Office for School Board Member**

I, \_\_\_\_\_, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska, against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation, or for purpose of evasion; and that I will faithfully and impartially perform the duties of the office of Laurel-Concord-Coleridge Board of Education member, according to law, and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States, or of this state, by force or violence; and that during such time as I am in this position, I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States, or of this state, by force or violence. So help me God.

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Signature

Legal Reference: §11:101

## Fund 01 GENERAL FUND CHECKING

1/1/26 \$386,901.99

**Receipts**

Cedar County Local Taxes	\$684,638.60
Cedar County Motor Vehicle Taxes	\$32,719.97
Cedar County Fines/Licenses	\$2,264.63
Dixon County Local Taxes	\$145,467.13
Dixon County Motor Vehicle Taxes	\$6,848.46
Dixon County Fines/Licenses	\$260.27
Dixon County ProRate MV	\$536.37
Wayne County Local Taxes	\$10,905.09
Wayne County Motor Vehicle Taxes	\$673.85
Wayne County Fines/Licenses	\$30.16
Wayne County ProRate MV	\$81.83
State Aid	\$64,822.75
State of Nebraska - SPED School Age	\$119,395.00
State of Nebraska - State Apportionment	\$110,149.43
State of Nebraska - MIPS	\$1,942.11
Preschool payments	\$2,700.00
LCC School Lunch Fund - January 2026 Payroll Reimbursement	\$18,787.09
LCC School Cooperative Fund - January 2026 Payroll Reimbursement	\$4,699.48
Miscellaneous receipts	\$1,258.34
Board member - insurance premium	\$2,143.03
Interest earned	\$472.23
<b>Total Receipts:</b>	<b>\$1,210,795.82</b>

**Disbursements**

January Payroll (all funds)	\$589,909.02
January General Fund bills	\$132,041.89
Transfer to Employee Benefit fund	\$1,218.52
RevTrak fee	\$15.27
<b>Total Disbursements:</b>	<b>(\$723,184.70)</b>

General Fund Checking Balance 1/31/2026

\$874,513.11

**GENERAL FUND SAVINGS**

Beginning Balance	\$707.46
Receipts: Interest earned	\$0.61
Disbursements:	\$0.00

Ending Savings Account Balance 1/31/2026 \$708.07

GENERAL FUND PETTY CASH \$5,000.00

GENERAL FUND BALANCE 1/31/2026 **\$880,221.18**

**FEBRUARY PROJECTED PAYROLL**

General Fund	\$580,851.25
Lunch Fund	\$23,590.73
Cooperative Fund	\$5,047.23
<b>Total Payroll:</b>	<b>\$609,489.21</b>

**FEBRUARY PROJECTED BILLS**

General Fund	\$100,992.30
Depreciation Fund	\$0.00
Employee Benefit Fund	\$4,542.19
Bond Fund	\$0.00
Special Building Fund - Original Account	\$0.00
Special Building Fund - Bond Account	\$0.00
Special Building Fund - Lease Purchase Account	\$12,686.26
QCPUF	\$0.00
Cooperative Fund	\$0.00
Student Fees Fund	\$0.00
<b>Total Bills:</b>	<b>\$118,220.75</b>

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**Fund 02 DEPRECIATION FUND**

Beginning Balance	\$17,927.64
Receipts: Interest earned	\$16.11
Disbursements:	
<b>Ending Balance 1/31/2026</b>	<b>\$17,943.75</b>

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**Fund 03 EMPLOYEE BENEFIT FUND**

Beginning Balance	\$14,229.99
Receipts: Interest earned	\$0.28
Staff contributions to flex plans	\$5,810.47
Transfer from General fund - HSA contributions	\$1,218.52
Disbursements:	(\$5,573.19)
<b>Ending Balance 1/31/2026</b>	<b>\$15,686.07</b>

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**Fund 06 SCHOOL LUNCH/MILK FUND**

Beginning Balance	\$46,699.93
Receipts: Lunch/Milk/Reimbursement	\$25,568.09
Interest earned	\$114.56
Disbursements: Food/Supplies/Equipment Purchases	(\$19,251.98)
January 2026 Payroll	(\$18,787.09)
<b>Ending Balance 1/31/2026</b>	<b>\$34,343.51</b>

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**Fund 07 BOND FUND**

Beginning Balance	\$3,595.41	
Receipts: Cedar County Taxes	\$147,140.93	
Dixon County Taxes	\$31,914.55	
Wayne County Taxes	\$2,420.63	
Interest earned	\$78.38	
Disbursements:	\$0.00	
<b>Ending Balance 1/31/2026</b>		<b>\$185,149.90</b>

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

Beginning Balance	\$18,275.35	
Receipts: Interest earned	\$15.29	
Disbursements:	\$0.00	
<b>Ending Balance 1/31/2026</b>		<b>\$18,290.64</b>

**SPECIAL BUILDING FUND - Bond Account**

Beginning Balance	\$357.99	
Receipts: Interest earned	\$0.07	
Disbursements:	\$0.00	
<b>Ending Balance 1/31/2026</b>		<b>\$358.06</b>

**SPECIAL BUILDING FUND - Lease-Purchase Account**

Beginning Balance	\$81,999.21	
Receipts: Cedar County Taxes	\$117,803.19	
Dixon County Taxes	\$25,139.63	
Wayne County Taxes	\$1,890.42	
Interest earned	\$128.25	
Disbursements:	\$0.00	
<b>Ending Balance 1/31/2026</b>		<b>\$226,960.70</b>

**SPECIAL BUILDING FUND TOTAL: \$245,609.40**

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**Fund 09 QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND**

Beginning Balance	\$2,655.86	
Receipts: Cedar County Taxes	\$120.69	
Dixon County Taxes	\$4.59	
Wayne County Taxes	\$0.00	
Interest earned	\$2.26	
Disbursements:	\$0.00	
<b>Ending Balance 1/31/2026</b>		<b>QCPUF TOTAL: \$2,783.40</b>

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**Fund 10 COOPERATIVE FUND**

Beginning Balance	\$50,064.14	
Receipts: Interest earned	\$39.61	
Building Blocks	\$0.00	
Disbursements:		
January 2026 Payroll-LCC General Fund	(\$4,699.48)	
Building Blocks charges	\$0.00	
<b>Ending Balance 1/1/2026</b>		<b>\$45,404.27</b>

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**Fund 12 STUDENT FEE FUND**

Beginning Balance	\$10,873.33	
Receipts: Interest earned	\$9.03	
Disbursements:	\$0.00	
<b>Ending Balance 1/31/2026</b>		<b>\$10,882.36</b>

**Checking Account ID: 1**

**Check Type: Check**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
111726	02/09/2026				ELANFINANC	ELAN FINANCIAL SERVICES	8,284.26
111727	02/09/2026				ABBUSINESS	A & B BUSINESS SOLUTIONS	5,909.30
111728	02/09/2026				AMAZCAPITA	AMAZON CAPITAL SERVICES	1,714.02
111729	02/09/2026				AMAZCAPITA	AMAZON CAPITAL SERVICES	490.36
111730	02/09/2026				APPEARA	APPEARA	733.94
111731	02/09/2026				ATT	AT&T	59.09
111732	02/09/2026				ATTMOBILIT	AT&T MOBILITY	647.31
111733	02/09/2026				BARTLUAN	LUANN BARTELS	16.80
111734	02/09/2026				BERMJEFF	JEFF BERMEL	163.99
111735	02/09/2026				BEYEPATR	Patricia Beyeler	200.10
111736	02/09/2026				BLACKHILLS	BLACK HILLS ENERGY	6,737.00
111737	02/09/2026				BLUECROSS	BLUE CROSS BLUE SHIELD OF NEBRASKA	2,143.03
111738	02/09/2026				BOYSKIMB	KIMBERLY BOYSEN	147.90
111739	02/09/2026				CAPSAN	CAPITAL SANITARY SUPPLY	833.59
111740	02/09/2026				CASEYROOF	CASEY ROOFING LLC	165.00
111741	02/09/2026				CEDARKNOX	CEDAR-KNOX PPD	8,409.52
111742	02/09/2026				CHEMSEARCH	CHEMSEARCH	268.25
111743	02/09/2026				CHRIJERE	JEREMY CHRISTIANSEN	637.15
111744	02/09/2026				CHRIKATI	KATIE CHRISTIANSEN	65.96
111745	02/09/2026				CLAUALLI	ALLISON CLAUSSEN	147.90
111746	02/09/2026				CLEVER	CLEVER INC	2,425.00
111747	02/09/2026				CUBBYS	CUBBY'S INC.	242.81
111748	02/09/2026				DIVERDRUG	DIVERSIFIED SAFETY AND COMPLIANCE	396.00
111749	02/09/2026				ESUONE	EDUCATION SERVICE UNIT ONE	18,128.68
111750	02/09/2026				ESU1	EDUCATIONAL SERVICE UNIT #1	50.00
111751	02/09/2026				FARMERSPRI	FARMERS PRIDE	697.02
111752	02/09/2026				FOSTERS	FOSTER'S INC	1,255.99
111753	02/09/2026				GENERALPC	GENERAL FUND PETTY CASH	2,000.00
111754	02/09/2026				GRANMEGA	MEGAN GRANQUIST	40.60
111755	02/09/2026				GREIMEGA	MEGAN GREINER	111.65
111756	02/09/2026				GUSTERYN	ERYN GUSTMAN	17.40
111757	02/09/2026				H2O	H2O 4 U	382.26
111758	02/09/2026				HALLGAYL	GAYLENE HALLMAN	161.68
111759	02/09/2026				HANDSHEART	HANDS OF HEARTLAND	5,890.34
111760	02/09/2026				HANSSHAS	SHASTA HANS	147.90
111761	02/09/2026				HANSENBROS	HANSEN BROTHERS PARTS & SERVICE, INC.	1,736.97
111762	02/09/2026				HARRINGTON	PATRICK HARRINGTON	1,050.00
111763	02/09/2026				HDSUPPLY	HD SUPPLY FACILITIES MAINTENANCE, LTD	573.20
111764	02/09/2026				HEFNEROIL	HEFNER OIL & FEED CO. INC	3,426.46
111765	02/09/2026				INTERMEDIA	INTERMEDIA.NET, INC	80.96
111766	02/09/2026				JWPEPP	J W PEPPER & SON INC	158.99
111767	02/09/2026				KARDELLS	DAVID KARDELL	25.00
111768	02/09/2026				LAURELACE	LAUREL ACE HARDWARE	1,071.99
111769	02/09/2026				LCCACT	LAUREL-CONCORD-COLERIDGE ACTIVITY ACCT	6,320.98
111770	02/09/2026				LAURELHOME	LAUREL'S HOMETOWN MARKET	1,091.73
111771	02/09/2026				LIFETRACK	LIFE TRACK SERVICES	400.00
111772	02/09/2026				MATHESON	MATHESON TRI-GAS INC	668.45
111773	02/09/2026				MENARDSC	MENARD'S - SIOUX CITY	1,189.35
111774	02/09/2026				NASP	NASP INC	314.00
111775	02/09/2026				NASB	NEBRASKA ASSOCIATION OF SCHOOL BOARDS	300.00
111776	02/09/2026				NNNEWS	NORTHEAST NEBRASKA NEWS COMPANY	767.75
111777	02/09/2026				NNTC	NORTHEAST NEBRASKA TELEPHONE CO.	298.77
111778	02/09/2026				ONESOURCE	ONE SOURCE	48.00
111779	02/09/2026				PITNEYFINA	PITNEY BOWES GLOBAL FINANCIAL SERVICES, LLC	221.46
111780	02/09/2026				PROVIDENCE	PROVIDENCE MEDICAL CENTER	4,955.00
111781	02/09/2026				PROVCANINE	PROVIDENCE WORKING CANINES INC.	163.66

**Checking Account ID: 1**

**Check Type: Check**

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
111782	02/09/2026				SCHMITT	SCHMITT CONSTRUCTION	2,306.25
111783	02/09/2026				SMOKINTS	SMOKIN' T'S CATERING	13.00
111784	02/09/2026				SPAHRKYLA	KYLA SPAHR	400.00
111785	02/09/2026				TMS	TIME MANAGMENT SYSTEMS	407.00
111786	02/09/2026				USCELL	U.S. CELLULAR	76.52
111787	02/09/2026				UNIVERSITY	UNIVERSITY OF NEBRASKA LINCOLN	970.00
111788	02/09/2026				UNMCENTER	UNMC CENTER FOR CONTINUING EDUCATION	150.00
111789	02/09/2026				VANMJENN	JENNIFER VAN METER	319.00
111790	02/09/2026				VILLAGECOL	VILLAGE OF COLERIDGE	107.60
111791	02/09/2026				WASTCONN	WASTE CONNECTIONS OF NEBRASKA, INC.	318.91
111792	02/09/2026				WAYNEHERAL	WAYNE HERALD	287.00
111793	02/09/2026				WSC	WAYNE STATE COLLEGE	55.00
111794	02/09/2026				YYLAWN	Y AND Y LAWN SERVICE LLC	997.50
Check Type Total:			Check		Void Total:	0.00	Total without Voids: 100,992.30
Checking Account Total:		1			Void Total:	0.00	Total without Voids: 100,992.30

**Checking Account ID: 3**

**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>
3078	02/09/2026				AMERICCLAIM	AMERIFLEX	4,542.19
Check Type Total:			Check		Void Total:	0.00	Total without Voids: 4,542.19
Checking Account Total:		3			Void Total:	0.00	Total without Voids: 4,542.19

**Checking Account ID: 365157**

**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>
2084	02/09/2026				CITIZENSBA	CITIZENS STATE BANK	6,343.13
2085	02/09/2026				SECURITY	SECURITY BANK	6,343.13
Check Type Total:			Check		Void Total:	0.00	Total without Voids: 12,686.26
Checking Account Total:		365157			Void Total:	0.00	Total without Voids: 12,686.26
			Grand Total:		Void Total:	0.00	Total without Voids: 118,220.75

**Invoice Listing - Summary**

FEBRUARY 2026 CREDIT CARD PAYMENT

<u>Vendor Name</u>	<u>Invoice Date</u>	<u>Check Date</u>	<u>Check Number</u>	<u>Invoice Amount</u>
ADOBE CREATIVE CLOUD/ACROPRO	01/12/2026	02/09/2026	111726	21.29
AMAZON.COM	01/21/2026	02/09/2026	111726	211.02
APPLE.COM	02/02/2026	02/09/2026	111726	266.73
B.E.PUBLISHING	01/08/2026	02/09/2026	111726	1,100.76
BLOOM AND GRACE LLC	01/31/2026	02/09/2026	111726	288.40
BUFFALO ALICE	01/23/2026	02/09/2026	111726	75.81
CANVA.COM	01/15/2026	02/09/2026	111726	120.00
CASEY'S	01/30/2026	02/09/2026	111726	31.77
CLASSTEAMBUILDING.COM	01/23/2026	02/09/2026	111726	25.00
DEEP SPACE SPARKLE	01/12/2026	02/09/2026	111726	379.00
DOLLAR GENERAL	01/28/2026	02/09/2026	111726	162.41
EMPOWER CONSULTING	01/21/2026	02/09/2026	111726	792.00
FIESTA-BRAVA	01/28/2026	02/09/2026	111726	93.56
J W PEPPER & SON INC	01/19/2026	02/09/2026	111726	454.99
LAQUINTA BY WYNDHAM	01/21/2026	02/09/2026	111726	182.40
LAUREL'S HOMETOWN MARKET	01/13/2026	02/09/2026	111726	117.84
OPENAI.COM	01/27/2026	02/09/2026	111726	20.00
PAC'N'SAVE, INC.	01/13/2026	02/09/2026	111726	25.57
PIZZA RANCH	01/21/2026	02/09/2026	111726	37.06
PRIME STOP	02/01/2026	02/09/2026	111726	41.23
RATH'S MINI MART	02/02/2026	02/09/2026	111726	1,494.85
RIVERSIDE INSIGHTS	02/02/2026	02/09/2026	111726	1,443.00
TEACHERSPAYTEACHERS.COM	01/08/2026	02/09/2026	111726	175.73
USPS	01/16/2026	02/09/2026	111726	20.72
WALMART	01/24/2026	02/09/2026	111726	703.12
Total General Fund:				8,284.26

ACTIVITY FUND: 6085.38  
 LUNCH FUND: 62.5

Regular; Beginning Month 09/2025; Processing Month 01/2026; Fund Number 05

**Fund: 05      ACTIVITIES FUND**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
<b>Current Assets</b>					
05 101	CASH	80,880.09	132,429.81	146,594.95	66,714.95
	Total: Current Assets	80,880.09	132,429.81	146,594.95	66,714.95
<b>Fund Balance</b>					
05 704	FUND BALANCE	312,841.45	0.00	423.00	313,264.45
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	40.00	400.00	5,963.18
05 704 1025	HIGH SCHOOL BAND	(4,774.59)	1,893.51	5,396.30	(1,271.80)
05 704 1034	CHEERLEADING	2,066.67	432.00	1,020.00	2,654.67
05 704 1035	HIGH SCHOOL DANCE	378.51	0.00	0.00	378.51
05 704 1040	CLASS OF 2028	407.48	0.00	400.00	807.48
05 704 1045	CLASS OF 2026	(265.03)	0.00	0.00	(265.03)
05 704 1050	CLASS OF 2027	(0.01)	55.20	1,148.00	1,092.79
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	928.13	1,195.00	13,525.57
05 704 1080	CONCESSIONS	27,945.89	18,003.50	16,192.75	26,135.14
05 704 1085	MIDDLE SCHOOL STUDENT COUNCIL	4,343.71	3,885.59	1,641.12	2,099.24
05 704 1090	ELEMENTARY ACTIVITY FUND	335.14	851.00	956.00	440.14
05 704 1091	JUNIOR HIGH ACTIVITIES	0.00	231.86	400.00	168.14
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	862.88	862.88
05 704 1100	ELEMENTARY STUDENT COUNCIL	3,744.41	881.83	520.39	3,382.97
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)	1,207.37	1,676.00	(5,070.49)
05 704 1115	FFA	12,674.82	18,753.87	20,312.34	14,233.29
05 704 1120	FACILITY USE	241.54	0.00	0.00	241.54
05 704 1124	COLERIDGE FITNESS CENTER	(9,797.42)	535.05	1,705.00	(8,627.47)
05 704 1125	LAUREL FITNESS CENTER	(19,052.89)	515.25	2,275.00	(17,293.14)
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)	72,561.14	29,763.75	(342,513.78)
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)	600.00	0.00	(10,255.32)
05 704 1155	LEO	557.44	0.00	0.00	557.44
05 704 1156	MIDDLE SCHOOL PBIS	(1,396.85)	82.37	0.00	(1,479.22)
05 704 1160	LIBRARY	6,497.45	0.00	0.00	6,497.45
05 704 1161	MAKERSPACE	2,995.54	2,202.64	2,409.99	3,202.89
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	3,352.01	19,003.08
05 704 1170	NATIONAL HONOR SOCIETY	1,286.27	268.00	800.00	1,818.27
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

Regular; Beginning Month 09/2025; Processing Month 01/2026; Fund Number 05

<b>Fund: 05</b>	<b>ACTIVITIES FUND</b>	<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
05 704 1200	SPANISH CLUB	113.80	168.00	0.00	(54.20)
05 704 1205	ONE ACTS	3,763.34	2,001.00	2,501.00	4,263.34
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	2,825.00	(37,915.19)
05 704 1230	VOCAL MUSIC	39.77	1,588.82	1,010.00	(539.05)
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	2,364.26	5,182.05	4,071.47
05 704 1250	WRESTLING	727.01	0.00	0.00	727.01
05 704 1255	E-SPORTS	(7,165.05)	780.29	534.19	(7,411.15)
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
<b>Total: Fund Balance</b>		<b>80,880.09</b>	<b>146,594.95</b>	<b>132,429.81</b>	<b>66,714.95</b>
<b>Revenue</b>					
05 1510 0000	INTEREST ON INVESTMENTS	0.00	0.00	382.39	382.39
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 1034	CHEERLEADING	0.00	0.00	1,020.00	1,020.00
05 1790 1040	CLASS OF 2028	0.00	0.00	400.00	400.00
05 1790 1050	CLASS OF 2027	0.00	0.00	1,148.00	1,148.00
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	506.89	15,831.82	15,324.93
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 1091	JUNIOR HIGH ACTIVITIES	0.00	0.00	400.00	400.00
05 1790 1096	ELEMENTARY CIRCLE OF FRIENDS	0.00	0.00	862.88	862.88
05 1790 1100	ELEMENTARY STUDENT COUNCIL	0.00	0.00	412.45	412.45
05 1790 1105	FBLA	0.00	0.00	4,368.00	4,368.00
05 1790 1110	FCCLA	0.00	0.00	1,676.00	1,676.00
05 1790 1115	FFA	0.00	0.00	20,304.78	20,304.78
05 1790 1124	COLERIDGE FITNESS CENTER	0.00	0.00	1,705.00	1,705.00
05 1790 1125	LAUREL FITNESS CENTER	0.00	0.00	2,275.00	2,275.00
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	26,767.62	26,767.62
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	3,332.02	3,332.02
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

Regular; Beginning Month 09/2025; Processing Month 01/2026; Fund Number 05

**Fund: 05      ACTIVITIES FUND**

		<u>Beginning Balance</u>	<u>Debits</u>	<u>Credits</u>	<u>Ending Balance</u>
05 1790 1205	ONE ACTS	0.00	0.00	2,501.00	2,501.00
05 1790 1220	FCA	0.00	0.00	400.00	400.00
05 1790 1225	SKILLS USA	0.00	0.00	2,825.00	2,825.00
05 1790 1230	VOCAL MUSIC	0.00	0.00	1,010.00	1,010.00
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	40.61	40.61
Total: Revenue		0.00	506.89	128,513.27	128,006.38
<b>Expenditure</b>					
05 2900 610 0 000 008	ACTIVITY DIRECTOR ACCOUNT	0.00	325.00	0.00	325.00
05 2900 610 0 000 020	ART CLUB	0.00	40.00	0.00	40.00
05 2900 610 0 000 075	HIGH ABILITY LEARNERS	0.00	928.13	0.00	928.13
05 2900 610 0 000 124	COLERIDGE FITNESS CENTER	0.00	535.05	0.00	535.05
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	1,588.82	0.00	1,588.82
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	2,364.26	0.00	2,364.26
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	1,893.51	0.00	1,893.51
05 2900 610 1 000 034	CHEERLEADING	0.00	432.00	0.00	432.00
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	17,496.61	360.93	17,135.68
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	1,207.37	0.00	1,207.37
05 2900 610 1 000 115	FFA	0.00	18,753.87	7.56	18,746.31
05 2900 610 1 000 140	GENERAL ACTIVITIES	0.00	72,561.14	2,996.13	69,565.01
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 1 000 152	PROM	0.00	600.00	0.00	600.00
05 2900 610 1 000 170	NATIONAL HONOR SOCIETY	0.00	268.00	0.00	268.00
05 2900 610 1 000 190	QUIZ BOWL	0.00	52.34	0.00	52.34
05 2900 610 1 000 200	SPANISH CLUB	0.00	168.00	0.00	168.00
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	780.29	0.00	780.29
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	881.83	107.94	773.89
05 2900 610 3 000 085	MIDDLE SCHOOL STUDENT COUNCIL	0.00	3,885.59	148.80	3,736.79
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	82.37	0.00	82.37
05 2900 610 3 000 161	MAKERSPACE	0.00	2,202.64	19.99	2,182.65
Total: Expenditure		0.00	146,088.06	3,916.54	142,171.52
Total: 05		161,760.18	425,619.71	411,454.57	403,607.80

Checking Account ID: 5

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
11386	01/02/2026	X			STEUTERPAU	PAUL STEUTER Jr	160.00
11389	01/08/2026	X			4SEASONS	4 SEASONS FUND RAISING	40.69
11390	01/08/2026	X			BALLERT	TYAN BALLER	100.00
11391	01/08/2026	X			BSNSPORTS	BSN SPORTS	2,289.26
11392	01/08/2026	X			CARLSONA	ANDREW CARLSON	160.00
11393	01/08/2026	X			CASH	CASH	200.00
11394	01/08/2026	X			CLAUALLI	ALLISON CLAUSSEN	77.17
11395	01/08/2026	X			GRADUATE	GRADUATE LINCOLN	3,874.00
11396	01/08/2026	X			HAISCHBL	BRUCE HAISCH	100.00
11397	01/08/2026	X			KOEHLMOOSK	KLAY KOEHLMOOS	100.00
11398	01/08/2026	X			LAURELHOME	LAUREL'S HOMETOWN MARKET	840.91
11399	01/08/2026				RANDOLPHSC	RANDOLPH PUBLIC SCHOOLS	100.00
11400	01/08/2026				SUMMERLAND	SUMMERLAND PUBLIC SCHOOL	30.00
11401	01/08/2026	X			ULDRICHCOR	COREY ULDRICH	160.00
11402	01/08/2026	X			ULDRICH	DAVE ULDRICH	160.00
11403	01/08/2026	X			WEMHOFFJ	JACK WEMHOFF	100.00
11404	01/08/2026	X			WESTHOLT	WEST HOLT PUBLIC SCHOOLS	100.00
11405	01/08/2026	X			WINSIDE	WINSIDE PUBLIC SCHOOL	280.00
11406	01/08/2026	X			ARENSR	RILEY ARENS	160.00
11407	01/08/2026	X			BALLERT	TYAN BALLER	120.00
11408	01/08/2026	X			BERNECKERJ	JAXSON BERNECKER	100.00
11409	01/08/2026	X			CATTAU	CHAD CATTAU	160.00
11410	01/08/2026	X			HARDERT	TED HARDER	160.00
11411	01/08/2026	X			JANSEN	LONDON JANSEN	120.00
11412	01/08/2026				KOEHLMOOSK	KLAY KOEHLMOOS	100.00
11413	01/08/2026	X	X	01/09/2026	VOMACKAJ	JOSEF VOMACKA	100.00
11414	01/08/2026	X			WEMHOFFJ	JACK WEMHOFF	100.00
11415	01/09/2026	X			HAISCHBL	BRUCE HAISCH	100.00
11416	01/15/2026	X			AMAZCAPITA	AMAZON CAPITAL SERVICES	504.35
11417	01/15/2026	X			BALLERT	TYAN BALLER	100.00
11418	01/15/2026	X			BATTLECREE	BATTLE CREEK HIGH SCHOOL	125.00
11419	01/15/2026	X			BERNECKERJ	JAXSON BERNECKER	100.00
11420	01/15/2026	X			CHESTERMAN	CHESTERMAN COMPANY	1,176.88
11421	01/15/2026				CROFTO	CROFTON COMMUNITY SCHOOLS	10.00
11422	01/15/2026	X			EIKMEIER	GARY EIKMEIER	160.00
11423	01/15/2026	X			ELANFINANC	ELAN FINANCIAL SERVICES	1,413.97
11424	01/15/2026	X			GATEWOODG	GRADY GATEWOOD	100.00
11425	01/15/2026	X			BACKJENN	JENNIFER ISOM-BACKER	18.00
11426	01/15/2026				JANSEN	LONDON JANSEN	120.00
11427	01/15/2026				KOEHLMOOSK	KLAY KOEHLMOOS	120.00
11428	01/15/2026	X			LCCLUNCH	LAUREL-CONCORD-COLERIDGE LUNCH FUND	240.00
11429	01/15/2026	X			LCCDIST54	LAUREL-CONCORD-COLERIDGE SCHOOL DISTRICT #54	1,281.00
11430	01/15/2026	X			LEONMARK	MARK LEONARD	30.00
11431	01/15/2026	X			MADISON	MADISON HIGH SCHOOL	150.00
11432	01/15/2026	X			PETERSJ	JOHN PETERS	160.00
11433	01/15/2026	X			PROVIDENCE	PROVIDENCE MEDICAL CENTER	60.00
11434	01/15/2026	X			RIDDELL	RIDDELL ALL AMERICAN SPORTS CORP.	12,076.78
11435	01/15/2026	X			WEMHOFFJ	JACK WEMHOFF	100.00
11436	01/15/2026	X			ZEMLICKAJ	JASON ZEMLICKA	160.00
11437	01/15/2026	X	X	01/20/2026	BRENTLINGE	CASEY BRENTLINGER	120.00
11438	01/15/2026	X	X	01/20/2026	ERWINTY	TY ERWIN	120.00
11439	01/15/2026	X	X	01/20/2026	JANSEN	LONDON JANSEN	120.00
11440	01/21/2026				AINSWORTH	AINSWORTH COMMUNITY SCHOOLS	80.00
11441	01/21/2026				AMAZCAPITA	AMAZON CAPITAL SERVICES	38.96
11442	01/21/2026	X			BALLERT	TYAN BALLER	120.00
11443	01/21/2026				NELIGHOAKD	NELIGH-OAKDALE SCHOOLS	138.00
11444	01/21/2026				NECC	NORTHEAST COMMUNITY COLLEGE	115.00

Checking Account ID: 5

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
11445	01/21/2026				PLAINV	PLAINVIEW PUBLIC SCHOOLS	250.00
11446	01/21/2026	X			STEPHENS	ZECHARIA STEPHENS	50.11
11447	01/21/2026				WSC	WAYNE STATE COLLEGE	50.00
11448	01/21/2026	X			WEMHOFFJ	JACK WEMHOFF	120.00
11449	01/21/2026				WISNER	WISNER-PILGER SCHOOLS	58.00
11450	01/29/2026				AMAZCAPITA	AMAZON CAPITAL SERVICES	83.00
11451	01/29/2026	X			BALLERT	TYAN BALLER	120.00
11452	01/29/2026				BANDSHOPPE	BAND SHOPPE	141.55
11453	01/29/2026				BARRETTD	DEAN BARRETT	160.00
11454	01/29/2026				CITYLAUREL	CITY OF LAUREL	250.00
11455	01/29/2026				CREATDZYNE	JANET MACKLIN	600.00
11456	01/29/2026				EHRISMANR	REID EHRISMAN	160.00
11457	01/29/2026				EISCHEID	MATTHEW EISCHEID	160.00
11458	01/29/2026				FRESHIDEA	FRESH IDEAS	19.00
11459	01/29/2026				GATEWOODG	GRADY GATEWOOD	100.00
11460	01/29/2026				HAISCHBL	BRUCE HAISCH	100.00
11461	01/29/2026				LCCEA	LAUREL-CONCORD-COLERIDGE EDUCATION ASSOCIATION	400.00
11462	01/29/2026				MALLOUXM	MITCHELL MAILLOUX	100.00
11463	01/29/2026				OMAHAPER	OMAHA PERFORMING ARTS	40.00
11464	01/29/2026				PIERCEHS	PIERCE PUBLIC SCHOOL	100.00
11465	01/29/2026				PLAINV	PLAINVIEW PUBLIC SCHOOLS	125.00
11466	01/29/2026				SIMMONSS	SCOUT SIMMONS	100.00
11467	01/29/2026				TIMELESS	TIMELESS TREASURES	82.17
11468	01/29/2026				TITIMLJ	JESSE TITIML	350.00
11469	01/29/2026				WAYNECOMMU	WAYNE COMMUNITY SCHOOLS	100.00
11470	01/29/2026				WEMHOFFJ	JACK WEMHOFF	120.00
11471	01/30/2026	X			CLOVER	CLOVER	450.38
11472	01/30/2026	X			REVTRAK	REVTRAK	12.15
Check Type Total:			Check		Void Total:	460.00	Total without Voids: 33,091.33
Checking Account Total:		5			Void Total:	460.00	Total without Voids: 33,091.33
Grand Total:					Void Total:	460.00	Total without Voids: 33,091.33

**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	\$841,010.82	29.34%
February	\$325,440.60	46.23%	February	\$303,631.95	49.55%	February	\$275,073.54	52.29%	February	\$173,100.02	49.20%	February	\$212,567.44	48.77%	February	\$191,750.25	40.22%	February	\$191,750.25	40.22%
March	\$94,744.09	47.84%	March	\$116,615.58	51.44%	March	\$102,118.58	53.86%	March	\$145,490.31	51.33%	March	\$114,857.70	50.50%	March	\$53,955.12	40.99%	March	\$53,955.12	40.99%
April	\$293,093.56	52.81%	April	\$307,474.39	56.42%	April	\$376,384.02	59.64%	April	\$350,242.48	56.44%	April	\$310,514.51	55.19%	April	\$226,302.02	44.19%	April	\$226,302.02	44.19%
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	65.58%
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	68.40%
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	68.85%
August	\$35,236.94	85.69%	August	\$31,145.75	90.29%	August	\$33,129.22	91.84%	August	\$32,985.32	89.49%	August	\$43,846.84	89.64%	August	\$26,918.68	69.23%	August	\$26,918.68	69.23%
Adjustment		85.69%	Adjustment		90.29%	Adjustment		91.84%	Adjustment		89.49%	Adjustment		89.64%	Adjustment		69.23%	Adjustment		69.23%
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	\$2,151,519.49	
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	(\$5,180,404.51)	

**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	30.49%	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	\$820,349.65	31.07%
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	\$697,555.10	37.59%
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	47.95%
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	54.35%
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	62.44%
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	69.18%
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	76.67%
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	85.10%
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	94.25%
Adjustment		92.86%	Adjustment		91.12%	Adjustment		78.55%	Adjustment		82.50%	Adjustment		89.88%	Adjustment		94.25%	Adjustment		94.25%
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	\$4,019,183.31	
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	(\$6,672,822.69)	

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

**LAUREL-CONCORD-COLERIDGE SCHOOL DISTRICT #54**  
**BOARD OF EDUCATION**  
**Regular Monthly Meeting**  
**Monday, January 12, 2026 7:00 p.m.**  
**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:	Present
Grant Settje:	Absent
Scott Taylor:	Absent
Present: 5. Absent: 2.	
Kate Tasler	Present
(Student Board Member)	

**I. CALL MEETING TO ORDER**

The regular meeting was convened at 7:00 p.m. on January 12, 2026 in the Board Room at Laurel-Concord-Coleridge School, Laurel, Nebraska. The meeting notice was published in the January 7, 2026 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 Director of Activities and Transportation Quin Conner. Members of the public were present and welcomed. The meeting was duly called to order by President Jay 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. REORGANIZATION OF THE BOARD – ELECTION/APPOINTMENT OF OFFICERS**

**II.1. NOMINATION/ELECTION OF PRESIDENT**

President Jay Hall turned the meeting over to the Superintendent. Superintendent Jeremy Christiansen opened nominations for President. Motion to nominate Jay Hall for President passed with a motion by Garry Anderson and a second by Bryan Pippitt. Motion to cease nominations for President passed with a motion by Bryan Pippitt and a second by Jon Graham.

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

Yea: 5, Nay: 0, Absent: 2

Jay Hall was elected President. Superintendent Christiansen turned the meeting over to Hall, newly elected President.

## **II.2. NOMINATION/ELECTION OF VICE PRESIDENT**

Nominations for Vice President were opened. Motion to nominate Carol Erwin for Vice President passed with a motion by Jay Hall and a second by Garry Anderson. Motion to cease nominations for Vice President passed with a motion by Garry Anderson and a second by Jon Graham.

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

Yea: 5, Nay: 0, Absent: 2

Carol Erwin was elected Vice President.

## **II.3. NOMINATION/ELECTION OF SECRETARY**

Nominations for Secretary were opened. Motion to nominate Grant Settje for Secretary passed with a motion by Bryan Pippitt and a second by Jon Graham. Motion to cease nominations for Secretary passed with a motion by Jon Graham and a second by Garry Anderson.

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

Yea: 5, Nay: 0, Absent: 2

Grant Settje was elected Secretary.

## **II.4. APPOINTMENT OF TREASURER**

Motion to appoint Megan Greiner as Treasurer passed with a motion by Bryan Pippitt and a second by Jon Graham.

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

Yea: 5, Nay: 0, Absent: 2

Megan Greiner was appointed Treasurer.

## **II.5. APPOINTMENT OF RECORDING SECRETARY**

Motion to appoint Megan Greiner as Recording Secretary passed with a motion by Jon Graham and a second by Carol Erwin.

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

Yea: 5, Nay: 0, Absent: 2

Megan Greiner was appointed Recording Secretary.

## **III. 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 Jon Graham.

Anderson: Yea, Erwin: Yea, Graham: Yea, Hall: Yea, Pippitt: Yea, Settje: Absent, Taylor: Absent  
Yea: 5, Nay: 0, Absent: 2

#### **IV. CONSENT AGENDA**

Motion to approve the consent agenda items including minutes of the December 8, 2025 Regular Board Meeting; minutes of the January 5, 2026 Board work session; Treasurer reports; the General Fund bills in the amount of \$132,041.89; the Employee Benefit Fund bills in the amount of \$5,573.19; the Activity Fund bills in the amount of \$28,864.13; and the projected payroll in the amount of \$589,075.42 passed with a motion by Garry Anderson and a second by Bryan Pippitt.

Anderson: Yea, Erwin: Yea, Graham: Yea, Hall: Yea, Pippitt: Yea, Settje: Absent, Taylor: Absent  
Yea: 5, Nay: 0, Absent: 2

#### **V. EXCUSE ABSENT BOARD MEMBERS**

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

Anderson: Yea, Erwin: Yea, Graham: Yea, Hall: Yea, Pippitt: Yea, Settje: Absent, Taylor: Absent  
Yea: 5, Nay: 0, Absent: 2

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

Anderson: Yea, Erwin: Yea, Graham: Yea, Hall: Yea, Pippitt: Yea, Settje: Absent, Taylor: Absent  
Yea: 5, Nay: 0, Absent: 2

#### **VI. PUBLIC COMMENT**

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

#### **VII. INFORMATION AND PROPOSALS**

##### **VII.1. FACULTY AND STUDENT REPORTS**

Shasta Hans, Art and Digital Media instructor, along with middle school student Aizlynn Kossler and community members Carol Milander and Betty Jo Leapley, were present to share information regarding a school-community partnership.

##### **VII.2. STUDENT BOARD MEMBER REPORT**

Kate Tasler shared her report with the Board. Members of the National Honor Society visited the Building Blocks daycare to do activities with the children before Christmas break. Seniors appreciate the opportunities provided with work release.

##### **VII.3. DIRECTOR OF ACTIVITIES & TRANSPORTATION REPORT**

Director of Activities and Transportation Quin Conner shared his report with the Board. LCC will host the GNAC basketball finals on February 7<sup>th</sup>. There are four girls out for the first stand-alone JH girls wrestling team. Esports will begin its spring season soon.

#### **VII.4. PRINCIPALS' REPORTS**

Elementary Principal Keri Hart's written report was available for review.

Middle School Principal Mark Leonard shared his report with the Board. To stress the importance of working hard in the classroom, Mr. Leonard has implemented the G.A.B. incentive (Grades, Attendance, Behavior). The Middle School received another grant toward its playground initiative. The LCC Spelling Bee competition will be held January 21<sup>st</sup>. Sing Around Nebraska music event will take place January 24<sup>th</sup> in Fremont.

High School Principal Jennifer Van Meter shared her report with the Board. Erin Meyers with the ESU met with English, Social Studies, and Science teachers to discuss content writing rubrics. One-Act finished the season attending the state competition. John Baylor walked the juniors through a 3-hour ACT English review. He also conducted a 30-minute PreACT practice with the sophomores and freshman.

The written Principal reports are available at the Office of the Superintendent.

#### **VII.5. SUPERINTENDENT'S REPORT**

Superintendent Christiansen provided his written report to the Board. He provided various personnel updates. Dan Meers, the KC Wolf mascot, spoke to students and staff on January 6<sup>th</sup>.

#### **VII.6. BOARD COMMITTEE REPORTS**

##### **VII.6.1. TRANSPORTATION, BUILDING, AND GROUNDS COMMITTEE MEETING – DECEMBER 18, 2025**

Jeremy Christiansen shared updates with the Board, including small vehicle replacement.

##### **VII.6.2. NEGOTIATIONS COMMITTEE MEETING – DECEMBER 31, 2025**

Jay Hall shared some highlights from the most recent meeting, including the Classified Staff salary/benefit schedule.

#### **VIII. ACTION ITEMS**

##### **VIII.1. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO SELECTION OF DISTRICT LEGAL COUNSEL.**

Motion to select Perry Law Firm as the school district's legal counsel passed with a motion by Bryan Pippitt and a second by Carol Erwin.

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

Yea: 5, Nay: 0, Absent: 2

##### **VIII.2. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO SELECTION OF DISTRICT NEWSPAPER.**

Motion to select the Laurel Advocate as the district's designated newspaper passed with

a motion by Jon Graham and a second by Garry Anderson.

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

Yea: 5, Nay: 0, Absent: 2

**VIII. 3. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO NONDISCRIMINATION COMPLIANCE COORDINATORS.**

Motion to name the following nondiscrimination compliance coordinators: 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) passed with a motion by Carol Erwin and a second by Jon Graham.

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

Yea: 5, Nay: 0, Absent: 2

**VIII.4. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO DESIGNATION OF DISTRICT DEPOSITORY.**

Motion to designate Security Bank as the official depository for school district funds passed with a motion by Bryan Pippitt and a second by Jon Graham.

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

Yea: 5, Nay: 0, Absent: 2

**VIII.5. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO TEACHER RESIGNATION.**

Motion to accept the resignation of Crystal Brummels effective at the end of the 2025-2026 school year passed with a motion by Garry Anderson and a second by Jon Graham.

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

Yea: 5, Nay: 0, Absent: 2

**VIII.6. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO BOARD MEMBER RESIGNATION.**

Motion to accept the resignation of Board of Education member Scott Taylor passed with a motion by Bryan Pippitt and a second by Garry Anderson.

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

Yea: 5, Nay: 0, Absent: 2

We recognize and thank Mr. Taylor for 7 years of dedicated service to the LCC Board of Education.

**VIII.7. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO ADMINISTRATIVE CONTRACTS.**

Motion to approve the High School Principal contract for Jennifer Van Meter for 2026-2027 with an annual salary of \$89,828.00 passed with a motion by Bryan Pippitt and a second by Garry Anderson.

Anderson: Yea, Erwin: Yea, Graham: Yea, Hall: Yea, Pippitt: Yea, Settje: Absent,  
Taylor: Absent  
Yea: 5, Nay: 0, Absent: 2

Motion to approve the Middle School Principal contract for Mark Leonard for 2026-2027 with an annual salary of \$94,112.00 passed with a motion by Garry Anderson and a second by Bryan Pippitt.

Anderson: Yea, Erwin: Yea, Graham: Yea, Hall: Yea, Pippitt: Yea, Settje: Absent,  
Taylor: Absent  
Yea: 5, Nay: 0, Absent: 2

Motion to approve the Elementary School Principal contract for Keri Hart for 2026-2027 with an annual salary of \$94,112.00 passed with a motion by Jon Graham and a second by Bryan Pippitt.

Anderson: Yea, Erwin: Yea, Graham: Yea, Hall: Yea, Pippitt: Yea, Settje: Absent,  
Taylor: Absent  
Yea: 5, Nay: 0, Absent: 2

#### **VIII.8. CONSIDER, DISCUSS, AND TAKE NECESSARY ACTION WITH REGARD TO CLASSIFIED/TECHNICIAN COMPENSATION AND BENEFITS.**

Motion to approve the 2026-2027 Classified Staff/Technician Compensation and Benefits Schedule as presented and provided passed with a motion by Jon Graham and a second by Carol Erwin.

Anderson: Yea, Erwin: Yea, Graham: Yea, Hall: Yea, Pippitt: Yea, Settje: Absent,  
Taylor: Absent  
Yea: 5, Nay: 0, Absent: 2

### **IX. DISCUSSION ITEMS**

#### **IX.1. BOARD MEMBER VACANCY**

#### **IX.2. ORGANIZATION OF BOARD COMMITTEES**

The 2026 board committees were discussed and assigned as determined by the Board of Education: Committee on American Civics – TBD, Anderson, Settje;  
Curriculum/Instruction – Erwin, Pippitt, Graham; Finance – Hall, Graham, Settje;  
Education Foundation Liaison – Pippitt; Negotiations – Hall, Erwin, Pippitt;  
Policy/Library Board – Anderson, Hall, Pippitt; TeamMates Program Liaison – Erwin;  
Transportation/Building/Grounds – Settje, Graham, TBD; Laurel Economic Development Advisory – Garry Anderson.

#### **IX.3. BOARD MEMBER CODE OF ETHICS (POLICY 8272)**

Board members were provided a copy of the Code of Ethics (Policy 8272) to review.

#### **IX.4. CONFLICT OF INTEREST STATEMENT (POLICY 8270)**

Board members were provided a copy of the Conflict of Interest Statement from the Nebraska Accountability Commission. Board members were asked to review, complete, sign, and return to the Superintendent on or before the February board meeting.

**IX.5. STUDENT BOARD MEMBER APPLICATION PROCESS FOR 2026-2027**

The Board discussed the Student Member of the School Board position and gave the Superintendent direction as to the continuation of this position for the upcoming 2026-2027 school year. The Committee on American Civics has previously reviewed all applications, conducted interviews, and made a recommendation to the full Board regarding selection of a high school student for this role.

**IX.6. BOARD POLICY REVIEW PROCESS – 4000 SERIES (PERSONNEL)**

**X. CORRESPONDENCE AND BULLETINS**

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

**XI. UPCOMING BOARD MEETINGS, COMMITTEE MEETINGS, AND WORKSHOPS**

Board members were reminded of upcoming meetings and workshops.

**XI.1. BOARD OF EDUCATION CAMPUS VISIT (LCC MIDDLE SCHOOL) – MONDAY, FEBRUARY 9, 2026 (10:45 A.M. – LCC MIDDLE SCHOOL, COLERIDGE)**

**XI.2. REGULAR BOARD OF EDUCATION MEETING – MONDAY, FEBRUARY 9, 2026 (12:30 P.M. – LCC BOARD ROOM, COLERIDGE)**

**XII. ADJOURN**

Meeting adjourned at 8:32 p.m.

**Cedar County School District #54**

**Submitted by:**

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Megan Greiner  
Recording Secretary

**Attested by:**

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Grant Settje  
Secretary of the Board

## School Board Report – Monday, February 9th, 2026

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**FFA** - They had State Degree Interviews: Stella Kock and Kennedy Hall participated and received the highest degree the State FFA can bestow. Also, they had proficiency reviews. They submitted 6 proficiencies, and 2 qualified for state. Proficiencies are the students SAE (supervised agriculture experience) or job. The chapter is also in the process of a Valentine's Day Flower Fundraiser with the elementary and community.

**Speech**- Speech began their season at Hartington Newcastle on January 31st. Faith Galvin got 3rd in Champs Extemporaneous Finals, Cloey Young got 3 in Honors Poetry Finals, and Ambriella Kock got 6th in JV POI finals. There are only 9 people out for speech, but they are excited for this year!

**NHS** - They are still having 3 members help the janitors clean up the gym after the home games. The janitors have expressed their gratitude and said this has helped them speed up the cleaning process. They also have been working on planning the senior project.

**FBLA** - They are very busy with FBLA week next week. They are planning a crispy cream donut fundraiser. They are having an ice cream social. They are also planning to clean up the parking lot soon.

**Skills USA** - Students have been finalizing their events that they want to compete in at State Skills USA. They have also been working on their resumes and other requirements for the event.

**Student Council**- At their recent meeting, they discussed ways to encourage more school spirit at the Basketball games. There were many ideas discussed. One being music being played during halftime to keep the spirits high. They also talked about finding a way to get the Bear Mascot back into use. They also have been encouraging everyone to participate in the cheers to keep our spirit high!

### Overview

The month of January flew by! Students have all been staying very busy. They have been working hard on their school, sports, and clubs. I know many of them were appreciative of the late start we received because of the cold weather. Many kids have also been enjoying the nice weather we've had recently and have been trying to get outside when we can! We are looking forward to spring.

## February '26 Board Report

### Athletics

- **HS Girls/Boys Basketball**
  - Season is quickly approaching post season play.
    - Girls & Boys will play their last double header @ Wisner on Thursday.
    - Girls sub district play will begin either February 16th or 17th @ TBD time and location.
    - Boys have one stand alone game vs. Wynot on February 20th and will then enter subdistrict play the following week @ TBD time and location.
    - LCC hosted the GNAC consolation and championships this past Saturday. \*Results are TBD\*
- **HS Girls/Boys Wrestling**
  - Has been a successful wrestling season for both the girls and boys teams with individuals bringing home medals on a consistent basis.
    - Boys will be @ Madison for districts on Saturday, January 14th. .
    - Girls wrestled at districts in Plainview on Friday, February 6th & Saturday, February 7th. \*Results are TBD\*
    - State Wrestling @ Omaha
      - Girls: 2/17-2/18/26
      - Boys: 2/19-2/21/26
- **JH Girls Wrestling**
  - 4 Girls out for the first stand alone JH Girls Wrestling season.
  - Wrapped up their season last Thursday in a very competitive tournament at Pierce.
    - 1/12 @ Randolph
    - 1/17 @ Plainview
    - 1/23 @ Summerland
    - 1/30 @ Wayne
    - 2/5 @ Pierce
- **JH Boys Basketball**
  - Will be wrapping up their season over the next 2 weeks.
  - Play this Saturday @ Summerland for the GNAC JH tournament where our boys have earned the 2 seed, with a 5-1 record against conference opponents.
    - 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](mailto:quin.conner@lccschool.org) | (402) 256-3133

## Activities

- **Esports**
  - Spring season is underway with practices and competitions.
  - State is scheduled for April 18th @ Doane University.
    - Spring games: Valorant, Mario Kart, Hearthstone, Fortnite
- **Speech**
  - Season is underway with a few competitions already under our belt.
  - 10 students out this season.
    - 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

- Busses survived the cold snap successfully.



**Middle School Principal Report**  
**Mark Leonard**  
**January Board of Education Meeting**  
Monday, February 9, 2026

**Curriculum/Instruction/Assessment/School Improvement**

**Curriculum & Instruction** - February is CTE Month. LCC School would like to raise awareness of the role that CTE has in preparing learners for college and career success. At the middle school, we are offering several exploratory CTE courses to prepare our students for their future high school courses. CTE courses that we are currently offering at our middle school include MakerSpace, Digital Media, Career Exploration/Financial Literacy, Family & Consumer Science (FCS), Agriculture, and Industrial Technology.

***Academic Spotlight – Designer of the Day***

Near the end of January, we were approached by the *Wayne Herald* in partnering with them on an art/digital media idea they originated last school year called Designer of the Day. I was approached by Carly Kaup, Local Marketing Specialist, from the *Wayne Herald/Morning Shopper* about implementing this idea/project at our middle school. Our 6<sup>th</sup> graders (Exploratory Art course) and our 7<sup>th</sup> graders (Exploratory Digital Media course) would construct various business advertisements for the March 3<sup>rd</sup> *Morning Shopper*. Carly would go around to businesses in our school district and secure sponsorships for our students to create an advertisement for their business in the *Morning Shopper*. Our students would create a black and white advertisement (either constructed during their Art or Digital Media course) to be included in the *Morning Shopper*. Students would create the advertisement including various items such as the business address, the business phone number, and a graphic and possibly a slogan that would describe the area business and have their name included underneath the business advertisement.

Carly and I met about the advertisement idea at the end of January. Both Ms. Scoville (6<sup>th</sup> Grade Exploratory Art) and Mrs. Hans (7<sup>th</sup> Grade Digital Media) were very excited to undertake this project with their students. Once all the business sponsorships have been secured (there are 26 businesses), Carly would supply the list of businesses to myself/Ms. Scoville/Mrs. Hans, and the students would then proceed to construct the advertisements in their respective classes. Students will have a February 24<sup>th</sup> deadline to complete their business advertisement so it will be included in the March 3<sup>rd</sup> edition of the *Morning Shopper*. I will bring last year's Designer of the Day business packet that was done in the Wayne community last year for everyone to get a better understanding of the project that was done within the Wayne community previously.

**Safety Drills** - The middle school completed our monthly Fire Drill on Wednesday, January 28<sup>th</sup> (late morning/early afternoon). We are in the process as an administrative team in planning our next fire drill as a school district as well as another ALICE Tabletop activity and a district reunification drill.

**Assessments**

***Assessment/Testing Schedule for Spring Semester***

*NWEA MAP Winter Assessment (Reading/Math/Science – Elementary)*

Late January/Early February

This assessment was administered to students in grades 2-5 during the month of January (5<sup>th</sup> grade was the only grade that was assessed in Science). Teachers and specialists are able to compare this assessment with the NWEA MAP Fall Assessment to determine student growth as well as areas where changes in instruction and/or student supports may need to be adjusted/modified.

### *ELPA21 (English Language Proficiency Assessment) Summative Assessment*

January 26<sup>th</sup>-March 13<sup>th</sup>

This assessment is administered only to those students whose primary language is not identified as English and have not tested Proficient in the English language. Currently, we have 3 students in grades K-12 that will be taking this assessment (we completed one student ELPA21 student assessment on February 3<sup>rd</sup>).

### *CoGAT (Cognitive Abilities Test) Assessment*

5<sup>th</sup> & 8<sup>th</sup> Grade Students; Testing Dates: End of February/Beginning of March

This assessment is used as one of the determining factors in the placement of students in our HAL (High Ability Learners) program and is administered by Mrs. Nordby, our HAL teacher and programmer.

### *NSCAS (Nebraska Student-Centered Assessment System) English Language Arts and Math Growth Assessment*

March 23<sup>rd</sup>-May 1<sup>st</sup> for 3<sup>rd</sup>-8<sup>th</sup> grade students

The NSCAS Growth Assessment prioritizes grade level content but will go off-grade up to two grades either direction. NSCAS Growth generates two different scores that aim to provide comprehensive information on a student's results – the NSCAS Scale score (summative) and RIT score (diagnostic). The NSCAS scale score and associated achievement level is based on a subset of items (about 27 items) that are on-grade and aligned to the state summative blueprint. The RIT score is based on all items that a student took during that test (about 27 on-grade level items plus about 13 items that adapt on- and off-grade-level as needed).

### *NSCAS Science Summative Assessment*

March 23<sup>rd</sup>-May 1<sup>st</sup> for our 5<sup>th</sup> and 8<sup>th</sup> grade students and cohort 2027 students.

### *NSCAS Alternate Assessment*

March 23<sup>rd</sup>-May 1<sup>st</sup> for our 5<sup>th</sup> and 8<sup>th</sup> grade students and cohort 2027 students who have accommodations in their IEPs to take the NSCAS Alternate Assessment.

### *Spring ACT*

March 24<sup>th</sup> – This assessment is administered to our cohort 2027 students (juniors).

### *Spring PreACT*

March 24<sup>th</sup> - This assessment is administered to our cohort 2028 students (sophomores) and cohort 2029 students (freshmen).

### *Aims Web Plus Assessment*

April 27<sup>th</sup>-May 8<sup>th</sup> for our elementary/middle school students (K-8<sup>th</sup> Grade)

This is used to measure growth and also to determine benchmark data for reading and mathematics.

### **The Play Pound - Playground Initiative**

There are no new developments as far as funding goes for our playground initiative/improvement. 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 (T-Mobile end of February and Caseys will be at the end of March/early April). We are estimating the cost of this project to total somewhere between \$75,000-\$80,000 upon completion.

## Activities/Events

### First LEGO League

Our LEGO League teams (Lego-cy Hunters and Lego Diggers) are signed up to compete at a mini-competition at Northeast Community College on Saturday, February 21<sup>st</sup> and the FIRST LEGO League State Competition at the University of Nebraska-Lincoln on Friday & Saturday, March 20<sup>th</sup>-21<sup>st</sup>. Our competition teams have been working very hard at programming their LEGO creations to complete their 'missions' on the challenge board and to present their Innovation Projects.

### LCC Spelling Bee Competition

Congratulations to Aizlynn Kossler for placing 1<sup>st</sup> and Reuben Badley for placing 3<sup>rd</sup> at the LCC Spelling Bee that was held on Wednesday, January 21<sup>st</sup>.

### Sing Around Nebraska

The following middle school students participated in the Sing Around Nebraska event in Fremont on Saturday, January 24<sup>th</sup>: Kimber Bloom, Ainsley Lubberstedt, Evie Specht, and Mason Wiebelhaus.

### Middle School Girls Wrestling

The girls' wrestling team completed their season on Thursday, February 5<sup>th</sup> at the Pierce Junior High Wrestling Invite. There were four girls on the team (3 - 8<sup>th</sup> graders and 1 - 7<sup>th</sup> grader) and overall showed great development and improvement throughout the season.

### Middle School Boys Basketball

The boys' basketball team are entering the final stages of their competitive season. Their final games will be the GNAC Junior High Boys Basketball Tournament in Summerland (our boys should be one of the top seeds) on Saturday, February 14<sup>th</sup> and the Hartington-Newcastle Tournament on February 17<sup>th</sup> and 19<sup>th</sup>.

### 5<sup>th</sup>/6<sup>th</sup> Grade Honor Band

The following six grade band members will be participating in the 3rd annual 5<sup>th</sup> & 6<sup>th</sup> Grade Honor Band at the LCC Middle School on Tuesday, February 10<sup>th</sup>: Andre Badley, Elliot Barnes, Darian Boysen, Avri Carson, Rayne Conaway, Cooper Detlefsen, Hannah Detlefsen, Valarie Nelson, Hadley Nordby, and Mason Wiebelhaus.

**Stanton Honor Band & Class C All-State Band** – Mrs. Beyeler nominated several LCC students to the Stanton Junior High Honor Band. Those students chosen to attend are Jacey Folkers-flute; Ryleigh Loberg-clarinet; Stella Graham-bass clarinet; & Reuben Badley-trumpet. This event will take place on Saturday, February 14<sup>th</sup>. The following students were selected for the Class C All-State Junior High Band: Stella Graham-bass clarinet; Foster Stone-trumpet; Caden Barnes-batter percussion; and Tenlie Christiansen-batter percussion. Class C All-State Band will be held on Saturday, March 28<sup>th</sup>, at Kearney High School.

### Middle School Activities (January/February)

**Tuesday, January 13<sup>th</sup>** – HS Girls/Boys Basketball JV/Varsity @ Wayne (Administrative Supervision); PTO 3<sup>rd</sup> Quarter Meeting (Laurel Library Conference Room)

**Wednesday, January 14<sup>th</sup>** – PowerSchool Bi-Weekly Meeting (via Zoom); Early Dismissal (Staff Meeting and District-Level Professional Development – Appraisal Groups and New Teacher Program); Coleridge Community Club Meeting (Rodeos; Discussion for Landscaping on New Sign north of town)

**Thursday, January 15<sup>th</sup>** – Student-led Middle School FCA Meeting (Mr. Brown's Room); JH Boys Basketball vs. Ponca; Parent Advisory Team Meeting (Laurel Library Conference Room)

**Friday, January 16<sup>th</sup>** – Title III Administrator Meeting (via Zoom); HS Boys Wrestling @ West Holt; HS Girls/Boys Basketball JV/Varsity vs. Summerland (Administrative Supervision & Announcing Duties)

**Saturday, January 17<sup>th</sup>** – HS Speech @ Wisner-Pilger Speech Meet; JH/HS Girls Wrestling @ Plainview; HS Girls/Boys Basketball JV/Varsity @ Neligh-Oakdale (Administrative Supervision)

**Monday, January 19<sup>th</sup>** – Martin Luther King Jr. Day; Start of Elementary NWEA MAP Testing; Administrative Team Meeting (High School Conference Room); HS Girls Wrestling @ Battle Creek; TeamMates Board Meeting (Middle School Boardroom); Weekly School Mental Health Meeting with Mrs. Settje; JH Boys Basketball @ Summerland; HS FCA Meeting (High School Commons Area)

**Tuesday, January 20<sup>th</sup>** – ESU 1 Principal's Meeting (ESU 1 - Wakefield); HS Girls/Boys JV/Varsity Basketball @ Hartington-Newcastle (Administrative Supervision)

**Wednesday, January 21<sup>st</sup>** – NCSA Region 3 Principal's Meeting (NE Community College, Norfolk); Early Dismissal (Staff Meeting & Building-Level Professional Development – Student Problem Solving Meeting); LCC Spelling Bee Competition (High School Commons Area)

**Thursday, January 22<sup>nd</sup>** – HS Girls/Boys Wrestling @ GNAC Conference Tournament (Plainview); JH Boys Basketball vs. Tri-County Northeast (Administrative Supervision & Clock Duties); HS Girls/Boys JV/Varsity Basketball @ Battle Creek (Administrative Supervision)

**Friday, January 23<sup>rd</sup>** – LATE START; HS Boys Wrestling @ Madison Invite; JH Girls Wrestling @ Summerland Invite

**Saturday, January 24<sup>th</sup>** – Sing Around Nebraska Event (Fremont)

**Monday, January 26<sup>th</sup>** – Administrative Team Meeting (Middle School Boardroom); GNAC Instrumental Music Contest (Neligh-Oakdale); Weekly School Mental Health Meeting with Mrs. Settje; HS FCA Meeting (High School Commons Area)

**Tuesday, January 27<sup>th</sup>** – K-12 Dental Screenings; Erin Meyers ELA Collaboration Meeting (Middle School Campus); HS Girls/Boys JV/Varsity Basketball @ Lutheran High NE (Administrative Supervision)

**Wednesday, January 28<sup>th</sup>** – FFA Livestock Judging (Northeast Community College, Norfolk); PowerSchool Bi-Weekly Meeting (via Zoom); Early Dismissal (Staff Meeting and District-Level Professional Development – CPR Recertification & Skills Assessment); Middle School Student MDT/IEP Meeting (High School Conference Room)

**Thursday, January 29<sup>th</sup>** – Student-led Middle School FCA Meeting (Mr. Brown's Room)); JH Boys Basketball vs. Neligh-Oakdale (Administrative Supervision & Clock Duties); HS Girls/Boys Junior Varsity/Varsity BB vs. Wakefield (Administrative Supervision & Announcing Duties; TeamMates Taco-in-a-Bag Meal); HS Girls/Boys Wrestling @ Randolph

**Saturday, January 31<sup>st</sup>** – HS Speech @ Hartington-Newcastle Invite; HS Boys Wrestling @ Plainview; Laurel Rec Youth Basketball Tournament

**Sunday, February 1<sup>st</sup>** - First Day of Black History Month

**Monday, February 2<sup>nd</sup>** – Weekly School Mental Health Meeting with Mrs. Settje; HS Boys Varsity Basketball (GNAC Tournament, 1<sup>st</sup> Round – vs. Summerland at Plainview)

**Tuesday, February 3<sup>rd</sup>** – Administrative Team Meeting (1:00 PM – High School Conference Room); HS Girls Varsity Basketball (GNAC Tournament, 1<sup>st</sup> Round – vs. Neligh-Oakdale at West Holt, Administrative Supervision)

**Wednesday, February 4<sup>th</sup>** – FFA State Interviews (Neligh-Oakdale); Early Dismissal (Staff Meeting and Building-Level Professional Development – Professional Learning/CIA Teams)

**Thursday, February 5<sup>th</sup>** – JH Boys Basketball vs. Hartington-Newcastle (Administrative Supervision & Clock Duties); JH Girls Wrestling @ Pierce; HS Boys Varsity Basketball (GNAC Tournament, 2<sup>nd</sup> Round – TBD)

**Friday, February 6<sup>th</sup>** – HS Boys Wrestling @ Leigh; HS Girls District Wrestling (Plainview); HS Girls Varsity Basketball (GNAC Tournament, 2<sup>nd</sup> Round – TBD; Administrative Supervision)

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

**Monday, February 9<sup>th</sup>** – Administrative Team Meeting (9:00 AM – Middle School Boardroom); Weekly School Mental Health Meeting with Mrs. Settje; School Board of Education Meeting (Middle School Board Room); IPG Walkthrough; FCA HS Meeting (High School Commons Area); FFA Chapter Meeting (Laurel Campus)

**Middle School Upcoming Activities Scheduled (February/March)**

**Tuesday, February 10<sup>th</sup>** – 5<sup>th</sup>/6<sup>th</sup> Grade Honor Band (12:00 PM, Middle School Gymnasium); Continuous School Improvement (CSI) Team Meeting (12:30 PM, Laurel Library Conference Room); Middle School Student IEP Meeting (3:45 PM, Middle School Boardroom)

**Wednesday, February 11<sup>th</sup>** – PowerSchool Bi-Weekly Meeting (10:30 AM, via Zoom); Early Dismissal (2:00 PM; Staff Meeting: 2:00 PM; District-Level Professional Development: 2:30 PM – Professional Learning Teams, Vertical Alignment); Coleridge Community Club Meeting (6:30 PM, Rodeos)

**Thursday, February 12<sup>th</sup>** – Student-Led Middle School FCA Meeting (12:00 PM, Mr. Brown’s Room); Middle School Student Council to Coleridge Assisted Living Centers (2:00-3:00 PM); HS Girls/Boys Junior Varsity/Varsity Basketball @ Wisner-Pilger (4:30 PM; Administrative Supervision)

**Friday, February 13<sup>th</sup>** – HS Speech Meet @ Wakefield (8:00 AM); Middle School Love of Reading Event (All Day, Middle School Library)

**Saturday, February 14<sup>th</sup>** – HAPPY VALENTINES DAY!; HS Boys District Wrestling (9:00 AM, Madison High School); JH Boys Basketball @ GNAC Conference Tournament (9:00 AM, Summerland High School)

**Monday, February 16<sup>th</sup>** – NO SCHOOL (President’s Day); KINDNESS WEEK; FFA CDE Workday; TeamMates Board Meeting (12:00 PM, Middle School Boardroom); HS Varsity Girls Basketball Sub-Districts (TBD; Administrative Supervision); HS FCA Meeting (6:30 PM, HS Commons Area)

**Tuesday, February 17<sup>th</sup>** – KINDNESS WEEK; Middle School Student ELPA21 Testing; JH Boys Basketball @ Hartington-Newcastle Tournament (2:00 PM; Administrative Supervision); HS Varsity Girls Basketball Sub-Districts (TBD; Administrative Supervision); HS Girls State Wrestling Tournament (TBD, Omaha)

**Wednesday, February 18<sup>th</sup>** – KINDNESS WEEK; UDL Coffee Connect Webinar (TBD); Early Dismissal (2:00 PM; Staff Meeting: 2:15 PM; Building-Level Professional Development: 2:30 PM – School Specific/Paras – Autism Modules); HS Girls State Wrestling Tournament (TBD, Omaha)

**Thursday, February 19<sup>th</sup>** – KINDNESS Week; Middle School Student ELPA21 Testing; JH Boys Basketball @ Hartington-Newcastle Tournament (TBD; Administrative Supervision); HS Varsity Girls Basketball Sub-Districts (TBD; Administrative Supervision); HS Boys State Wrestling Tournament (TBD, Omaha)

**Friday, February 20<sup>th</sup>** –KINDNESS WEEK; HS Boys Junior Varsity/Varsity Basketball vs. Wynot (6:00 PM; Administrative Supervision & Announcing Duties; Laurel 18U Softball Spaghetti Feed); HS Boys State Wrestling Tournament (TBD, Omaha)

**Saturday, February 21<sup>st</sup>** –Wisner-Pilger HS Speech Meet (TBA); HS Boys State Wrestling Tournament (TBD, Omaha)

**Monday, February 23<sup>rd</sup>** – Public Schools Week; National FFA Week; FCCLA ED Conference (TBA, Kearney); IPG Training (9:00 AM-3:00 PM, Lifelong Learning Center – NECC-Norfolk); 5<sup>th</sup>/6<sup>th</sup> Grade Honor Choir (5:00 PM Concert); HS Varsity Boys Basketball Sub-Districts (TBD; Administrative Supervision); HS FCA Meeting (6:30 PM, High School Commons Area)

**Tuesday, February 24<sup>th</sup>** – Public Schools Week; National FFA Week; FFA LDEs (TBD, NECC – Norfolk); Bloomfield External Team Visit with Hartington-Newcastle; HS Varsity Boys Basketball Sub-Districts (TBD; Administrative Supervision)

**Wednesday, February 25<sup>th</sup>** – Public Schools Week; National FFA Week; FFA Teacher Breakfast (7:30 AM); PowerSchool Bi-Weekly Meeting (9:15 AM, via Zoom); Bloomfield External Team Visit with Hartington-Newcastle; Early Dismissal (2:00 PM); Staff Meeting: 2:00 PM; District-Level Professional Development: 2:30 PM – Appraisal Groups & New Teacher Program); USD Pack Drumline Event (6:00 PM, University of South Dakota)

**Thursday, February 26<sup>th</sup>** – Public Schools Week; National FFA Week; ESU 1 Principals Zoom Group Meeting (9:00 AM, via Zoom); Student-Led Middle School FCA Meeting (12:00 PM, Mr. Brown’s Room); Bloomfield External Team Visit with Hartington-Newcastle; HS Varsity Boys Basketball Sub-Districts (TBD; Administrative Supervision)

**Friday, February 27<sup>th</sup>** – Public Schools Week; National FFA Week

**Saturday, February 28<sup>th</sup>** –LCC HS Speech Meet (8:00 AM)

**Sunday, March 1<sup>st</sup>** - First Day of Women’s History Month; FFA Community Breakfast (8:30 AM)

**Monday, March 2<sup>nd</sup>** – Administrative Team Meeting (9:00 AM, High School Conference Room); Weekly School Mental Health Meeting with Mrs. Settje (12:30 PM); Elementary Family Math & Game Night (6:00-8:00 PM, Elementary/HS Commons Area); Start of One School, One Book Initiative (Continues through March 24<sup>th</sup>)

**Tuesday, March 3<sup>rd</sup>** – HS/MS Pops Concert (7:00 PM, Laurel Campus)

**Wednesday, March 4<sup>th</sup>** – PowerSchool Bi-Weekly Meeting (9:15 AM, via Zoom); Early Dismissal (2:00 PM); Staff Meeting: 2:15 PM; Building-Level Professional Development: 2:30 PM – Student Problem Solving Meeting); HS Girls State Basketball Championships (Lincoln, TBD)

**Thursday, March 5<sup>th</sup>** – HS Girls State Basketball Championships (Lincoln, TBD)

**Friday, March 6<sup>th</sup>** – HS Girls State Basketball Championships (Lincoln, TBD)

**Saturday, March 7<sup>th</sup>** – Creighton HS Speech Invite (8:00 AM); HS Girls State Basketball Championships (Lincoln, TBD)

**Sunday, March 8<sup>th</sup>** – Daylight Savings Time Begins

**Monday, March 9<sup>th</sup>** –GNAC Speech Meet @ Lutheran High NE (9:00 AM); Administrative Team Meeting (9:00 AM, Middle School Boardroom); Weekly School Mental Health Meeting with Mrs. Settje (12:30 PM); SCHOOL BOARD OF EDUCATION MEETING (7:00 PM, Laurel Library Conference Room)



# Board Report - February 2026

Keri Hart

Laurel - Concord - Coleridge Elementary



<p><b>Monthly Spotlight</b></p>	<p><b>Read Bowl Challenge</b></p> <ul style="list-style-type: none"> <li>• Students have been logging their minutes read during January and the first part of February during our read bowl challenge!</li> <li>• Friday, February 6th, we celebrated the winning class with the most minutes read and students got to participate in a variety of super bowl themed activities. We ended the afternoon with a read party, where students could bring any book or magazine of choice and all students (preschool - 5th) read in the commons area. It was so fun to see older and younger students pair up, as well as small groups of friends sit together and enjoy books together.</li> </ul> <p><b>Next Up: Kindness Week</b></p> <ul style="list-style-type: none"> <li>• Week of February 16th</li> <li>• There will be dress up days for the overall theme of “show your kindness”</li> <li>• Students will watch a video each day in their classroom that promotes kindness and reflect on a quote. There are also a variety of activities to promote kindness. Check social media later that week to see what activities the students all enjoyed!</li> </ul> <p><b>Additions to Elementary Teaching Staff</b></p> <ul style="list-style-type: none"> <li>• I am excited to add Jessi Gallegos, Karley Jackson, and Carlee Waldow to our teaching staff for the 2026 - 2027 school year!</li> <li>• All three of these candidates will be great additions to our team as they each bring a variety of experience with them. During the interviews they also seemed to be a great “fit” and addition to our culture and elementary team. We’re excited to have them join the LCC team!</li> </ul>
<p><b>PBIS</b> (Positive Behavioral Intervention and Supports)</p>	<ul style="list-style-type: none"> <li>• Students are working towards their February reward, which will be the Winter Olympics.</li> <li>• This month we’re continuing to focus on respect and respectful interactions with all students and staff.</li> </ul>
<p><b>SPED</b> (Special Education)</p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Becky met with the SPED team in January while Keri was on maternity leave. Continued work and support was provided with collaborative planning.</li> <li>• The SPED team continues to meet monthly to collaborate</li> </ul>

<p><b>Professional Development &amp; Curriculum and Instruction</b></p>	<ul style="list-style-type: none"> <li>● <b>Math Genius Hub - Expressions</b> <ul style="list-style-type: none"> <li>○ Purchased the math genius hub for 1st and 4th grade as a trial. This hub has lesson resources and guidance for effective unit planning for each lesson to be more consistent with implementation of Expression instructional materials. Mrs. Fernau and Ms. Peters have really enjoyed the resources so far and look forward to digging into them more. We will continue to review data to consider purchasing this resource for all teachers in the future</li> </ul> </li>   <li>● <b>MAP Data Review</b> <ul style="list-style-type: none"> <li>○ Students showed good progress on the Winter MAP assessment. Teachers are continuing to review the data to inform future instruction and adjustments</li> <li>○ 3rd - 5th grade teachers are utilizing NSCAS prep to help students prepare for NSCAS testing and the types of questions they will see on the assessment</li> <li>○ NEW - 4th Grade constructed response <ul style="list-style-type: none"> <li>■ 4th graders have to complete a written constructed response to assess writing. This year constructed responses will not be scored, but next school year they will be. Teachers have also discussed how to best prepare students for this change</li> </ul> </li> </ul> </li> </ul>
<p><b>Activities &amp; Events</b></p>	<ul style="list-style-type: none"> <li>● 2/10/26 - Continuous School Improvement</li> <li>● 2/10/26 - 5th - 6th Honor Band</li> <li>● 2/11/26 - Vertical Alignment Work during PD</li> <li>● 2/13/26 - Valentine's Day Party</li> <li>● 2/16/26 - No School</li> <li>● Week of 2/16 - KINDNESS WEEK</li> <li>● 2/20/26 - ROAR</li> <li>● 2/27/26 - FFA Activities with Elementary Students</li> <li>● Week of 3/2 - Read Across America and Book Blast</li> <li>● 3/2/26 - Family Math and Game Night by PTO</li> <li>● 3/6/26 - ROAR</li> </ul>



**Laurel-Concord-Coleridge High School**  
**Principal's Report - February 9, 2026**

**Curriculum, Instruction, & Assessment**

- The Math department continues to prep students for the ACT with their twice weekly bellringers using ACT questions. They're also working through John Baylor's On to College math prep series on Mondays. The English department will be starting their corresponding series on Feb 9th. The ACT will be given on March 24th.
- All high school students have completed the auto placement testing for Lexia. Our next step is to determine how to build out our high school multi-tiered system of supports (MTSS) using this data.
- After tracking weekly data and since Dec 1st, and sharing it with teachers, 100% of them now consistently post objectives. Maximizing instructional time continues to be a focus with the weekly average being 78%. This is the number of teachers who are actively teaching or circulating while students work, when I conduct walkthroughs.
- We are exploring the possibility of changing assessments to have stronger data points with which to assess. We're looking at adding MAP Growth for 9th and 10th grades and offering the ACT in the fall and spring for juniors, with an option for sophomores and seniors. This extends our ACT opportunities, which means we're exploring a new local administration date for fall of each year. This will give us timely data each semester, and it provides the opportunity for multi-year analysis from 7th-10th grades. It also gives our students multiple opportunities to improve on the ACT. We're also looking into professional development around data literacy.

**Staff**

- Mrs. Krepel and Mr. Holcomb are completing their New Teacher Cadre sessions through ESU 1. Erin Meyers, at the invitation of each of them, has been in to observe and offer suggestions for teaching practices.

- The Ineligibility Policy was discussed in depth at our recent staff meeting. Teachers are very supportive. They had two recommendations: 1) run the first list three weeks into the semester, 2) limit the grace week to once/semester. After discussion with Mr. Christiansen, we're moving ahead with the former but not the latter.
- CPR recertification was completed for staff during February professional development.
- Several activities are planned for staff in February - to inject some fun into each of the buildings.
- Sarah, Bryce, and I are in the beginning stages of exploring how to transition from work release for our seniors to a work-based learning model. This is an area of interest and certification for Bryce.

### **Students**

- The Student Council unanimously agreed the proposed ineligibility policy was fair and should be put into place. They had no concerns, stating that if work is completed in courses, everyone should be able to pass classes.
- CNA courses are being offered cooperatively with Randolph HS. They alternate locations weekly. We have 2 students enrolled. A CMA class is also being held for LCC students. We have 4 enrolled.
- First semester Honor Roll was released in January. Twenty students earned 4.0s, and a total of 51 students earned at least a 3.25 (all Bs or higher).
- Students have been very active in clubs, activities, and athletics the past month.

### **Upcoming Activities & Events**

- February 10 - Parent Advisory Meeting
- February 16 - No School; Teammates Board Meeting
- February 26 - Student Council
- February 28 - Speech Meet at LCC
- March 3 - Pops Concert @ 7pm



### **Current Policy (Section 4, “Academic Standards”, pgs. 75-76)**

2. To be eligible to participate in extracurricular activities, after the second week of each semester, a student's semester grade must be passing in all but one (1) subject area. Any student failing more than one (1) course will be placed on academic probation for one (1) week (Tuesday-Monday). Students will have a one (1) week period to bring their grades to a passing level. If, after the end of that time, the student is failing two (2) or more classes (does not have to be the same classes), the student will be ineligible for the following week. Raising grades during that time will have no effect on the eligibility for that week. If, at the end of the week in which the student was ineligible, the student is still failing more than one (1) class, the ineligibility continues for the next week. Students do not get another week of probation until they have worked themselves off of the ineligibility list by having one (1) or fewer failing grade averages. During a period of ineligibility, students are expected to attend practice sessions for the activities in which they are involved. The eligibility list will be generated at 8:00 a.m. on Tuesdays.

3. Academic requirements do not apply to:

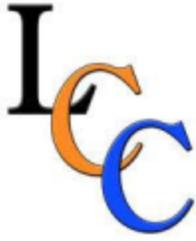
- a. Instructional field trips which are a part of the scheduled course learning experience; and
- b. Activities or events which are a part of the student's grade requirements.

### **Proposed Policy**

2. To be eligible to participate in extracurricular activities (*athletics, clubs, and activities*), after the *third week* of each semester, a student's semester grade must be passing in *all subject areas*. Any student failing one (1) or more courses will be placed on academic probation for one (1) week (Tuesday-Monday). Students will have a one (1) week period to bring their grades to a passing level. If, after the end of that time, the student is failing one (1) or more classes (does not have to be the same class), the student will be ineligible for the following week (**Tuesday-Monday**). Raising grades during that time will have no effect on the eligibility for that week. If, at the end of the week in which the student was ineligible, the student is still failing one (1) or more classes, the ineligibility continues for the next week. *During a period of ineligibility, students may not participate in ala carte or open campus lunch*. Students are still expected to attend practice sessions for the activities in which they are involved while ineligible, *unless informed otherwise by the principal, teacher, or coach*. The eligibility list will be generated at 8:00 a.m. on Tuesdays.

3. Academic requirements do not apply to:

- a. Instructional field trips which are a part of the scheduled course learning experience; and
- b. Activities or events which are a part of the student's grade requirements.



**Memo to: Board of Education**  
**From: Jeremy Christiansen**  
**Re: Superintendent's Report**  
**Date: Monday, February 9, 2026**

## **Superintendent's Report**

### **NRCSA Spring Conference**

- The school district is a member of NRCSA, an organization of rural Nebraska school boards. I would encourage board members to consider attendance. This year's conference will be held in Kearney on March 19th and 20th.
- If interested, please let me know so that I can process registrations and make lodging and travel arrangements.
- Here is a link to the Conference website - <https://www.nrca.net/events/spring-conference>

### **Personnel Updates**

#### **Classified Staff**

- Custodial Services (HS/EL) - We now have two positions to fill that are vacant due to resignations. We will continue to advertise and interview prospective candidates. In the meantime, we have had some staff and a student step up to offer to support our custodial staff in the evenings and during the day.
- 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**

- **Superintendent's Contract**
  - The Board is considering approval of a two-year Superintendent contract spanning the 2026-2027 and 2027-2028 school years. The Negotiations Committee is recommending a contract reflecting a year-one base salary of \$154,500 (3.93% increase). The updated contract documents are attached to your meeting materials for review.
- **Director of Activities & Transportation Contract**
  - The Board is considering a one-year contract for the Director of Activities and Transportation with Quin Conner for the 2026-2027 school year with a salary of \$74,873.00, representing a 3.88% base salary increase. This is the same base

salary percentage increase that was approved in the Negotiated Agreement for 2025-2026.

- Teacher Resignation
  - We have received the resignation from Erica Mogensen, Speech-Language Pathologist. She has accepted an Early Childhood SLP position with ESU 1. We will miss Erica as she has made a significant impact on the speech program, students, and families at LCC School. We anticipate that this will be a challenging position to fill and may likely need to utilize support from the ESU to meet our speech-language therapy needs for the upcoming school year.
  - We have also received a resignation from Izac Reifenrath, Elementary teacher. Izac has determined that he will either consider a Permanent Substitute position within the district or consider other employment opportunities. We anticipate that Mr. Reifenrath will continue with coaching assignments within the school district.
  
- Teacher Contracts
  - Jessi Gallegos - Ms. Gallegos graduated from Wayne State College in May 2022 with a BS degree in Business Management (Accounting/Finance). Since January 2021 he has worked as an accountant. He also acquired a substitute teaching certificate while living in Colorado and completed numerous substitute teaching assignm
  - Karley Jackson -
  - Carlee Waldow -
  
- NASB Membership Renewal
  - The Board is considering the renewal of our school districts' annual membership with the Nebraska Association of School Boards. NASB provides valuable services and support to our local district in addition to the opportunities provided for Board members to network and to build knowledge and capacity in support of their important leadership roles. I recommend approval of the annual membership renewal.

## **Discussion Items**

- Organization of Board Committees for 2026
  - A copy of the draft 2026 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 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 this month's regular Board meeting with consideration of approval at the March and April meetings. The Policy Board will need to schedule a meeting prior to the March Board 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 \(Personnel\)](#)

- Student Member of the School Board for 2026-2027 Application Process (Policy 9115)
  - Applications are being accepted for the Student Member of the School Board position through Friday, February 13th. The Committee on American Civics will need to schedule a time to meet to conduct interviews and make a recommendation to the full Board regarding selection of a high school student for this role.
- District and Superintendent Goals
  - The goals developed by the Board for the district and the superintendent in 2025 will be attached to your Board materials for review. We need to discuss the goals and goal progress to revise and develop updated goals for 2026.
- School Calendar Development for 2026-2027
  - I am facilitating the development of a proposed calendar for the next school year with input from faculty and staff members, the administrative team, students' families, as well as Board members. A brief survey opportunity will be shared with each stakeholder group to solicit feedback related to school calendar development in comparison to the current school year calendar. Board consideration for approval of the 2026-2027 calendar will be in either March or April.
- 2026 Legislative Session (NASB Resource)
  - NASB has provided a link to a [2026 Legislative Session Bill Tracker Site](#) that provides bill summaries as well as the current position of NASB on each bill.

## **Correspondence**

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

## **Upcoming Meetings and Workshops**

- Regular Board of Education Meeting
  - Monday, March 9, 2026 (7:00 pm - Laurel Public Library Board Room/ Laurel)
- Committee Meetings to Schedule
  - Transportation/Buildings/Grounds
  - Policy
  - Committee on American Civics

# 2026 School/ESU Board Election Information

## January 5, 2026

- First day a person may file for office to have their name placed on the ballot as a candidate at the 2026 election. (§32-606)

## January 5, 2026

- Last day for political subdivisions [the school board] to notify the Secretary 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 and §32-601)

## February 17, 2026

- Last day for incumbents (any current office holder) to file for office on the primary ballot. (§32-606)

## March 2, 2026

- Last day for non-incumbents (new filers) to file for office on primary election. (§32- 606)

## May 12, 2026

Statewide Primary Election (§32-401)

## June 15, 2026

- ESUs holding elections in conjunction with the statewide general election must notify the Secretary 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 and §32-601)

## July 15, 2026

- Last day for incumbents (any current office holder) not on the Primary Ballot to file. (§32-606) Educational Service Unit Board Members.

## August 3, 2026

- Last day for non-incumbents (new filers) to file for office. (§32-606) Educational Service Unit Board Members.

## October 23, 2026

- Last day for write-in candidate to file notarized affidavit and filing fee with the filing officer. (§32-615)

## November 3, 2026

Statewide General Election (§32-403)

## SUPERINTENDENT'S CONTRACT

**THIS CONTRACT** is made by and between the Cedar County School District 14-0054, Laurel-Concord-Concord School District, hereinafter referred to "District", and **JEREMY CHRISTIANSEN**, a legally qualified school Superintendent, hereinafter referred to as "the Superintendent."

**WHEREAS:** District desires to employ the Superintendent to operate the schools of the District, and

**WHEREAS:** The Superintendent wishes to be employed by the District, and

**WHEREAS:** It is the intent of the parties to have this agreement to execute an agreement subject to the terms and conditions stated herein,

**NOW, THEREFORE,** the parties hereto agree to the following:

- 1. Offer and Acceptance:** That the Board of Education of the District ("the Board"), on behalf of the District, offers to employ the Superintendent to be its chief administrative officer pursuant to the terms and conditions of this contract. The Superintendent accepts such offer of employment.
- 2. Assignments:** The Superintendent's primary assignment is as Superintendent of Schools. For purposes of Neb. Rev. Stat. § 79-824, et. seq. the Superintendent shall be considered a probationary certificated employee.
- 3. Term of the Contract:**
  - A. Term:** This contract shall be for a period of **two (2) contract years, which shall begin July 1, 2026, and end June 30, 2028.** References to "contract year" shall mean the annual period from July 1st through June 30<sup>th</sup> and shall consist of all days except Saturdays, Sundays, and holidays as set by the Board. It is understood, however, that the Superintendent may, from time to time, be required to perform duties on Saturdays, Sundays, and holidays as set by the Board.
  - B. Discharge.** The Contract of the Superintendent may be canceled or amended by a majority of the members of the School Board during the term of the Contract for any of the following reasons: (a) revocation or suspension of a certificate by the Nebraska State Board of Education; (b) breach of any of the material provisions of this Contract; (c) for any of the reasons set forth in this employment contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality; (i) physical or mental incapacity; (j) intemperance; or (k) conviction of a felony. The procedures for cancellation during the term of the contract shall be in accordance with applicable Nebraska statutes.
  - C. Cancellation of Contract:** Upon cancellation of this contract for just cause, or upon the release of the Superintendent from this contract, the compensation paid or to be paid hereunder shall be prorated to the end of the current contract year.

- D. Resignation at Year End:** The Superintendent shall have the right to unilaterally resign from this contract effective June 30<sup>th</sup> of any given year if he or she submits his or her written resignation to the president of the Board on or before February 1<sup>st</sup> of that year. If the Superintendent desires to resign with an effective date other than June 30<sup>th</sup> or if his or her written resignation is received by the president of the Board after February 1<sup>st</sup>, the resignation must be agreed to by the Board.
- E. Renewal of Contract:** In the event that the Board President does not inform the Superintendent in writing on or before **January 31, 2027**, of the Board's intention to not renew his contract, then this contract shall automatically renew for a period of one contract year. For each year thereafter, the contract will automatically renew for a period of one contract year, unless the Board President informs the Superintendent in writing on or before January 31<sup>st</sup> of the Board's intention not to renew the contract. Notwithstanding anything to the contrary herein, nothing in this paragraph shall prevent the Board from canceling this contract, as provided by law. The Superintendent shall remind the Board in writing of this provision on or before December 1<sup>st</sup> of each contract year. Such renewal shall be reduced to writing and executed by the parties hereto, pursuant to approval by the Board and to Neb. Rev. Stat. § 79-824, et. seq. and other applicable laws.
- F. Non-Renewal of Contract at the End of the Term:** In the event that the term of this contract is not extended by renewal, or if the Board determines to non-renew the Superintendent's contract effective at the end of its term, or any extensions thereof, the Board shall notify the Superintendent of its intent to consider the non-renewal of the contract on or before January 31<sup>st</sup> of the last year of the contract, and proceed according to the provisions of Neb. Rev. Stat. § 79-824, et. seq. and other applicable laws.
- G. No Penalty for Release from Contract:** There shall be no penalty for release or resignation by the Superintendent from this contract

**4. Compensation:**

- A. Salary:** The annual salary for the **2026-2027** contract year shall be at least **one hundred fifty-four thousand, five hundred dollars (\$154,500.00)**. The annual salary for the second and any subsequent year of this contract will be set by the Board in or prior to the month of March preceding the second and any subsequent contract year. The annual salary shall not be less than the salary for the prior contract year in the absence of mutual agreement between the Board and the Superintendent. Increases in compensation shall be based upon evaluations satisfactory to the Board and satisfactory accomplishments of district goals and objectives, goals of the Superintendent, and compliance with the job description found in Board policy. The Board retains the right to adjust the Superintendent'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.

On an annual basis, the Superintendent shall be responsible for taking all necessary steps to ensure that the District has complied with the Superintendent Pay Transparency Act.

- B. Benefits:** The District shall provide the Superintendent 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 **\$1500.00 per year** for cellular phone compensation. Professional association dues will be paid by the District. The Superintendent will also be granted other fringe benefits accorded certified staff that are not specifically mentioned herein.

Annuity Contribution: In addition to the salary and other benefits provided under this Contract, the District shall make an annual annuity contribution on behalf of the Superintendent in the amount of **four thousand dollars (\$4,000.00)**, beginning July 1, 2026. Such contribution shall be paid in equal monthly installments and deposited into a tax-deferred annuity or other eligible retirement account selected by the Superintendent, subject to all applicable state and federal laws and regulations. This annuity contribution shall be considered a contractual fringe benefit and shall not be reduced during the term of this Contract except by mutual written agreement of the parties.

The Superintendent shall purchase long-term disability insurance from the school district's carrier at the Superintendent's own expense. The Board may increase the Superintendent's salary by the amount of the premium cost or by an otherwise reasonable amount to cover the premiums, as determined by the Board's sole and absolute discretion.

- C. Equal Installments:** The salary shall be paid in 12 equal installments with the first installment being payable on July 20<sup>th</sup> and the remaining installments shall be paid on the 20<sup>th</sup> day of each month thereafter.

- D. Payroll Deductions:** This contract shall conform to the regulations governing deductions from the above stated compensation with reference to withholding tax, Social Security, and retirement. Other deductions may be withheld as agreed to by the parties to this contract.

- E. Not Subject to Reduction:** The Superintendent's salary and benefits shall not be reduced during the term of this contract unless the Superintendent violates rules regarding leave set forth herein.

**F. Professional Activities and Expenses:**

- i. **Professional Activities and Organizations:** The Superintendent shall attend appropriate professional meetings at the local, state and national (allowed attendance every other year) levels, provided that such attendance does not interfere with the proper performance of his duties under this Contract and be paid by the District. In lieu of attending the national conference, the Superintendent may elect to participate in another Superintendent Professional Development Program (i.e., tuition for doctoral program up to \$5,000.00). In the event that the District pays tuition for a doctoral program, the Superintendent shall provide evidence of course completion or progress not less often than every six months. The Superintendent shall be paid (in addition to wages, fringe benefits and other compensation as may be allowed herein) for dues and travel related expenses associated with performance of duties in

local, state and national professional organizations and; such other organizations as may be assigned by the Board.

- ii. **Reasonable Expenses and Mileage:** The Superintendent shall be reimbursed for all reasonable expenses incurred in the performance of his duties as Superintendent. The Superintendent shall be reimbursed for mileage within and outside the District, when using a personally owned vehicle and on district business. The Superintendent will use District owned vehicles when available and appropriate. The Superintendent will provide a log of the miles and the District will reimburse the miles at the current maximum IRS rate and in accordance with IRS rules.

## 5. **Holidays, Duty Days, and Leaves:**

**A. Holidays:** The Superintendent shall be granted the following holidays without loss of pay: New Year's Eve Day; New Year's Day; Good Friday; the Monday following Easter; Memorial Day; July 4<sup>th</sup>; Labor Day; Thanksgiving Day; the Friday following Thanksgiving; Christmas Eve Day; and Christmas Day. For purposes of this section, the term week days shall not include any Saturday, Sunday or legal holiday.

**B. Duty Days and Inclement Weather:** The Superintendent shall be on duty during all student days and teacher contract days subject to leave provisions, vacation, and professional meetings. On days of inclement weather when classes are not conducted and teaching staff is not required to report to work, the Superintendent shall report to work, if able to safely report and return home.

**C. Vacation:** The Superintendent shall be allowed twenty five (25) working days of vacation leave each contract year. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled Board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year). Vacation is to be used during each contract year. Vacation days are to be used in the contract year in which it becomes 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, June 30, a maximum of five (5) unused vacation days will be paid at the rate of \$200 per day. Any other unused vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Superintendent has for the following contract year, such that the total vacation days at the beginning of each contract year be twenty (25) 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 Superintendent has engaged in misconduct which provides just cause for termination or cancellation. Any vacation leave of more than two (2) consecutive days must be reported to the Board. Vacation time may be taken at any time of the year subject to the terms of this agreement.

**D. Sick Leave:** The Superintendent shall be granted ten (10) days of sick leave per year with a maximum accumulation of sick leave not to exceed 60 days. The use of sick leave days shall be governed by the same terms and conditions as set forth in the

applicable negotiated agreement between the District and the Laurel-Concord-Coleridge Education Association or as otherwise agreed upon by the Board. Unused sick leave days may be carried over and accumulated in subsequent contract years. Unused sick leave shall not be paid at termination, expiration, cancellation, or other separation from the District.

**E. Leave Records:** The Superintendent shall report each day of leave to the business manager of the District as vacation leave or sick leave as described in this section. All such days must be accounted for and shall be reviewed by the Board. The Superintendent shall have the same bereavement leave benefits as provided for other certified employees. The Superintendent shall maintain a log of all leave days, paid or unpaid. The Board shall review such reports at its discretion when deemed appropriate or necessary. The business manager shall have no authority to approve or disapprove any leave. For purposes of this section only, an absence is defined as not present for work on District property on a day required by this contract. Attendance at seminars, meetings, conferences, tournaments, and other similar or related activities done for the benefit of the District shall not be considered an absence.

**6. Legal Requirements:** The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a Superintendent of Schools in the State of Nebraska throughout the term of this contract and any extensions of this contract; (2) the required certificate to act as a Superintendent of Schools in the State of Nebraska shall be registered as required by law; and (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this contract. It is further agreed that there shall be no penalty for release or resignation by the Superintendent from this contract; provided no resignation shall become effective until expiration of the remaining contract year unless the Board fixes an earlier effective date.

**7. Performance of Duties:**

**A. Use of Time:** The Superintendent shall faithfully perform the duties of the Superintendent of Schools in and for the District as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board thereunder. The Superintendent agrees to devote the Superintendent's full time, skill, labor and attention to the performance of the duties of the Superintendent of Schools throughout the term of this contract; provided, however, the Superintendent, by consent of the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as such other work is not inconsistent with the Superintendent's duties and obligations to the Board. Regular, dependable attendance is an essential function of the Superintendent's duties. Vacation leave must be used by the Superintendent for any days used for the activities described above, except for weekends and holidays, unless prior consent is given by the Board.

**B. Specification of Duties:** The duties of the Superintendent shall be as described in the Board of Education Job Description for Superintendent, which duties are incorporated by reference into this Contract as if set forth verbatim herein. The duties as described in the Board of Education Job Description for Superintendent shall not be substantially changed during this contract without the consent of the Superintendent

by amendment to this contract. The Superintendent shall not be responsible for performance of duties assigned by individual members of the Board of Education, or duties assigned without official action of the Board of Education, except as specifically set forth in the Board of Education Job Description for Superintendent.

**C. Evaluation:** The Superintendent shall be subject to no less than one (1) evaluation in each year of this agreement and two evaluations during the first year of employment. All evaluations will be based upon performance of job duties, meeting expectations as set forth in the Policy Manual, accomplishment of District goals and objectives and such other criteria as the Board may reasonably deem necessary to ensure the District is operated at the highest standards.

**D. Residency:** After a reasonable period to move to the District, the Superintendent shall reside within boundaries of the School District that holds the contract.

**8. Superintendent Indemnification:**

**A. Superintendent as Named Insured:** The District shall include the Superintendent as a named insured in its liability and errors and omission insurance policies.

**B. Indemnification of Superintendent:** The District shall, to the full extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against him in his individual capacity or in his official capacity as an agent and/or employee of the District, provided that the incident arose while the Superintendent was acting on matters related to his employment with the District.

**C. Conflict of Defenses:** If, in the good faith opinion of the Superintendent, conflict exists regarding legal defenses to a third party claim against the Superintendent and District (i.e., pressing the defense of one party would tend to injure the other party), the Superintendent may engage separate counsel, and the District shall indemnify the Superintendent for the reasonable costs of such counsel, subject to the same limitations, provisions and exceptions set forth above. The District shall not, however, be required to pay the costs of any legal proceeding in the event the District and the Superintendent have adverse interests in any litigation.

**9. Contract Enforceability:**

**A. Applicable Law:** 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. The contract shall be interpreted under the laws of the State of Nebraska.

**B. Amendments:** This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

**C. 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 this contract.

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

**EXECUTED BY THE BOARD** this \_\_\_\_ day of \_\_\_\_\_, 2026.

**CEDAR COUNTY SCHOOL DISTRICT  
14-0054, LAUREL-CONCORD-COLERIDGE  
SCHOOL**

By:

\_\_\_\_\_  
President, Board of Education

By:

\_\_\_\_\_  
Secretary, Board of Education

**EXECUTED BY THE SUPERINTENDENT** on this \_\_\_\_ day of \_\_\_\_\_, 2026.

By:

\_\_\_\_\_  
Jeremy Christiansen, Superintendent

## SUPERINTENDENT'S CONTRACT

**THIS CONTRACT** is made by and between the Cedar County School District 14-0054, Laurel-Concord-Concord School District, hereinafter referred to "District", and **JEREMY CHRISTIANSEN**, a legally qualified school Superintendent, hereinafter referred to as "the Superintendent."

**WHEREAS:** District desires to employ the Superintendent to operate the schools of the District, and

**WHEREAS:** The Superintendent wishes to be employed by the District, and

**WHEREAS:** It is the intent of the parties to have this agreement to execute an agreement subject to the terms and conditions stated herein,

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2. **Assignments:** The Superintendent's primary assignment is as Superintendent of Schools. For purposes of Neb. Rev. Stat. § 79-824, et. seq. the Superintendent shall be considered a probationary certificated employee.
3. **Term of the Contract:**
  - A. **Term:** This contract shall be for a period of **two (2) contract years, which shall begin July 1, 2025 2026, and end June 30, 2027 2028.** References to "contract year" shall mean the annual period from July 1st through June 30<sup>th</sup> and shall consist of all days except Saturdays, Sundays, and holidays as set by the Board. It is understood, however, that the Superintendent may, from time to time, be required to perform duties on Saturdays, Sundays, and holidays as set by the Board.
  - B. **Discharge.** The Contract of the Superintendent may be canceled or amended by a majority of the members of the School Board during the term of the Contract for any of the following reasons: (a) revocation or suspension of a certificate by the Nebraska State Board of Education; (b) breach of any of the material provisions of this Contract; (c) for any of the reasons set forth in this employment contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality; (i) physical or mental incapacity; (j) intemperance; or (k) conviction of a felony. The procedures for cancellation during the term of the contract shall be in accordance with applicable Nebraska statutes.
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- D. Resignation at Year End:** The Superintendent shall have the right to unilaterally resign from this contract effective June 30<sup>th</sup> of any given year if he or she submits his or her written resignation to the president of the Board on or before February 1<sup>st</sup> of that year. If the Superintendent desires to resign with an effective date other than June 30<sup>th</sup> or if his or her written resignation is received by the president of the Board after February 1<sup>st</sup>, the resignation must be agreed to by the Board.
- E. Renewal of Contract:** In the event that the Board President does not inform the Superintendent in writing on or before **January 31, 2026 2027**, of the Board's intention to not renew his contract, then this contract shall automatically renew for a period of one contract year. For each year thereafter, the contract will automatically renew for a period of one contract year, unless the Board President informs the Superintendent in writing on or before January 31<sup>st</sup> of the Board's intention not to renew the contract. Notwithstanding anything to the contrary herein, nothing in this paragraph shall prevent the Board from canceling this contract, as provided by law. The Superintendent shall remind the Board in writing of this provision on or before December 1<sup>st</sup> of each contract year. Such renewal shall be reduced to writing and executed by the parties hereto, pursuant to approval by the Board and to Neb. Rev. Stat. § 79-824, et. seq. and other applicable laws.
- F. Non-Renewal of Contract at the End of the Term:** In the event that the term of this contract is not extended by renewal, or if the Board determines to non-renew the Superintendent's contract effective at the end of its term, or any extensions thereof, the Board shall notify the Superintendent of its intent to consider the non-renewal of the contract on or before January 31<sup>st</sup> of the last year of the contract, and proceed according to the provisions of Neb. Rev. Stat. § 79-824, et. seq. and other applicable laws.
- G. No Penalty for Release from Contract:** There shall be no penalty for release or resignation by the Superintendent from this contract

**4. Compensation:**

- A. Salary:** The annual salary for the **2025-2026 2026-2027** contract year shall be at least ~~one hundred forty-eight thousand, six hundred sixty dollars (\$148,660.00)~~ **one hundred fifty-four thousand, five hundred dollars (\$154,500.00)**. The annual salary for the second and any subsequent year of this contract will be set by the Board in or prior to the month of March preceding the second and any subsequent contract year. The annual salary shall not be less than the salary for the prior contract year in the absence of mutual agreement between the Board and the Superintendent. Increases in compensation shall be based upon evaluations satisfactory to the Board and satisfactory accomplishments of district goals and objectives, goals of the Superintendent, and compliance with the job description found in Board policy. The Board retains the right to adjust the Superintendent'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.

On an annual basis, the Superintendent shall be responsible for taking all necessary steps to ensure that the District has complied with the Superintendent Pay

Transparency Act.

- B. Benefits:** The District shall provide the Superintendent 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 \$1500.00 per year for cellular phone compensation.** Professional association dues will be paid by the District. The Superintendent will also be granted other fringe benefits accorded certified staff that are not specifically mentioned herein.

**Annuity Contribution:** In addition to the salary and other benefits provided under this Contract, the District shall make an annual annuity contribution on behalf of the Superintendent in the amount of **four thousand dollars (\$4,000.00)**, beginning July 1, 2026. Such contribution shall be paid in equal monthly installments and deposited into a tax-deferred annuity or other eligible retirement account selected by the Superintendent, subject to all applicable state and federal laws and regulations. This annuity contribution shall be considered a contractual fringe benefit and shall not be reduced during the term of this Contract except by mutual written agreement of the parties.

The Superintendent shall purchase long-term disability insurance from the school district's carrier at the Superintendent's own expense. The Board may increase the Superintendent's salary by the amount of the premium cost or by an otherwise reasonable amount to cover the premiums, as determined by the Board's sole and absolute discretion.

- C. Equal Installments:** The salary shall be paid in 12 equal installments with the first installment being payable on July 20<sup>th</sup> and the remaining installments shall be paid on the 20<sup>th</sup> day of each month thereafter.

- D. Payroll Deductions:** This contract shall conform to the regulations governing deductions from the above stated compensation with reference to withholding tax, Social Security, and retirement. Other deductions may be withheld as agreed to by the parties to this contract.

- E. Not Subject to Reduction:** The Superintendent's salary and benefits shall not be reduced during the term of this contract unless the Superintendent violates rules regarding leave set forth herein.

**F. Professional Activities and Expenses:**

- i. **Professional Activities and Organizations:** The Superintendent shall attend appropriate professional meetings at the local, state and national (allowed attendance every other year) levels, provided that such attendance does not interfere with the proper performance of his duties under this Contract and be paid by the District. In lieu of attending the national conference, the Superintendent may elect to participate in another Superintendent Professional Development Program (i.e., tuition for doctoral program up to \$5,000.00). In the event that the District pays tuition for a doctoral program, the Superintendent shall provide evidence of course completion or progress not less often than every six months. The Superintendent shall be paid (in addition

to wages, fringe benefits and other compensation as may be allowed herein) for dues and travel related expenses associated with performance of duties in local, state and national professional organizations and; such other organizations as may be assigned by the Board.

- ii. **Reasonable Expenses and Mileage:** The Superintendent shall be reimbursed for all reasonable expenses incurred in the performance of his duties as Superintendent. The Superintendent shall be reimbursed for mileage within and outside the District, when using a personally owned vehicle and on district business. The Superintendent will use District owned vehicles when available and appropriate. The Superintendent will provide a log of the miles and the District will reimburse the miles at the current maximum IRS rate and in accordance with IRS rules.

## 5. **Holidays, Duty Days, and Leaves:**

**A. Holidays:** The Superintendent shall be granted the following holidays without loss of pay: New Year's Eve Day; New Year's Day; Good Friday; the Monday following Easter; Memorial Day; July 4<sup>th</sup>; Labor Day; Thanksgiving Day; the Friday following Thanksgiving; Christmas Eve Day; and Christmas Day. For purposes of this section, the term week days shall not include any Saturday, Sunday or legal holiday.

**B. Duty Days and Inclement Weather:** The Superintendent shall be on duty during all student days and teacher contract days subject to leave provisions, vacation, and professional meetings. On days of inclement weather when classes are not conducted and teaching staff is not required to report to work, the Superintendent shall report to work, if able to safely report and return home.

**C. Vacation:** The Superintendent shall be allowed twenty five (25) working days of vacation leave each contract year. Vacation shall not be taken at times that would interfere with the Superintendent's attendance at regularly scheduled Board meetings or at times when the Superintendent's duties require the Superintendent's attendance at school (e.g., beginning and end periods of the school year). Vacation is to be used during each contract year. Vacation days are to be used in the contract year in which it becomes 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, June 30, a maximum of five (5) unused vacation days will be paid at the rate of \$200 per day. Any other unused vacation days remaining from a prior contract year shall be subtracted from the number of vacation days the Superintendent has for the following contract year, such that the total vacation days at the beginning of each contract year be twenty (25) 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 Superintendent has engaged in misconduct which provides just cause for termination or cancellation. Any vacation leave of more than two (2) consecutive days must be reported to the Board. Vacation time may be taken at any time of the year subject to the terms of this agreement.

**D. Sick Leave:** The Superintendent shall be granted ten (10) days of sick leave per year

with a maximum accumulation of sick leave not to exceed 60 days. The use of sick leave days shall be governed by the same terms and conditions as set forth in the applicable negotiated agreement between the District and the Laurel-Concord-Coleridge Education Association or as otherwise agreed upon by the Board. Unused sick leave days may be carried over and accumulated in subsequent contract years. Unused sick leave shall not be paid at termination, expiration, cancellation, or other separation from the District.

**E. Leave Records:** The Superintendent shall report each day of leave to the business manager of the District as vacation leave or sick leave as described in this section. All such days must be accounted for and shall be reviewed by the Board. The Superintendent shall have the same bereavement leave benefits as provided for other certified employees. The Superintendent shall maintain a log of all leave days, paid or unpaid. The Board shall review such reports at its discretion when deemed appropriate or necessary. The business manager shall have no authority to approve or disapprove any leave. For purposes of this section only, an absence is defined as not present for work on District property on a day required by this contract. Attendance at seminars, meetings, conferences, tournaments, and other similar or related activities done for the benefit of the District shall not be considered an absence.

**6. Legal Requirements:** The Superintendent affirms that: (1) the Superintendent holds or will hold a valid and appropriate certificate to act as a Superintendent of Schools in the State of Nebraska throughout the term of this contract and any extensions of this contract; (2) the required certificate to act as a Superintendent of Schools in the State of Nebraska shall be registered as required by law; and (3) the Superintendent is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this contract. It is further agreed that there shall be no penalty for release or resignation by the Superintendent from this contract; provided no resignation shall become effective until expiration of the remaining contract year unless the Board fixes an earlier effective date.

**7. Performance of Duties:**

**A. Use of Time:** The Superintendent shall faithfully perform the duties of the Superintendent of Schools in and for the District as prescribed by the laws of the State of Nebraska and by the rules and regulations promulgated by the Board thereunder. The Superintendent agrees to devote the Superintendent's full time, skill, labor and attention to the performance of the duties of the Superintendent of Schools throughout the term of this contract; provided, however, the Superintendent, by consent of the Board, may undertake consultative work, speaking engagements, writing, lecturing, or other professional duties and obligations so long as such other work is not inconsistent with the Superintendent's duties and obligations to the Board. Regular, dependable attendance is an essential function of the Superintendent's duties. Vacation leave must be used by the Superintendent for any days used for the activities described above, except for weekends and holidays, unless prior consent is given by the Board.

**B. Specification of Duties:** The duties of the Superintendent shall be as described in the Board of Education Job Description for Superintendent, which duties are incorporated by reference into this Contract as if set forth verbatim herein. The duties as described

in the Board of Education Job Description for Superintendent shall not be substantially changed during this contract without the consent of the Superintendent by amendment to this contract. The Superintendent shall not be responsible for performance of duties assigned by individual members of the Board of Education, or duties assigned without official action of the Board of Education, except as specifically set forth in the Board of Education Job Description for Superintendent.

**C. Evaluation:** The Superintendent shall be subject to no less than one (1) evaluation in each year of this agreement and two evaluations during the first year of employment. All evaluations will be based upon performance of job duties, meeting expectations as set forth in the Policy Manual, accomplishment of District goals and objectives and such other criteria as the Board may reasonably deem necessary to ensure the District is operated at the highest standards.

**D. Residency:** After a reasonable period to move to the District, the Superintendent shall reside within boundaries of the School District that holds the contract.

## **8. Superintendent Indemnification:**

**A. Superintendent as Named Insured:** The District shall include the Superintendent as a named insured in its liability and errors and omission insurance policies.

**B. Indemnification of Superintendent:** The District shall, to the full extent permitted by law, defend, hold harmless, and indemnify the Superintendent from any and all demands, claims, suits, actions, and legal proceedings brought against him in his individual capacity or in his official capacity as an agent and/or employee of the District, provided that the incident arose while the Superintendent was acting on matters related to his employment with the District.

**C. Conflict of Defenses:** If, in the good faith opinion of the Superintendent, conflict exists regarding legal defenses to a third party claim against the Superintendent and District (i.e., pressing the defense of one party would tend to injure the other party), the Superintendent may engage separate counsel, and the District shall indemnify the Superintendent for the reasonable costs of such counsel, subject to the same limitations, provisions and exceptions set forth above. The District shall not, however, be required to pay the costs of any legal proceeding in the event the District and the Superintendent have adverse interests in any litigation.

## **9. Contract Enforceability:**

**A. Applicable Law:** 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. The contract shall be interpreted under the laws of the State of Nebraska.

**B. Amendments:** This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

**C. 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 this contract.

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

**EXECUTED BY THE BOARD** this \_\_\_\_ day of \_\_\_\_\_, ~~2025~~ **2026**.

**CEDAR COUNTY SCHOOL DISTRICT  
14-0054, LAUREL-CONCORD-COLERIDGE  
SCHOOL**

By:

\_\_\_\_\_  
President, Board of Education

By:

\_\_\_\_\_  
Secretary, Board of Education

**EXECUTED BY THE SUPERINTENDENT** on this \_\_\_\_ day of \_\_\_\_\_, ~~2025~~ **2026**.

By:

\_\_\_\_\_  
Jeremy Christiansen, Superintendent

## MEMORANDUM OF UNDERSTANDING

This **Memorandum of Understanding (“MOU”)** is entered into by and between the Cedar County School District 14-0054, Laurel-Concord-Coleridge School District, hereinafter referred to as the “District” or “Board,” and **Jeremy Christiansen**, Superintendent, hereinafter referred to as the “Superintendent.”

### **Purpose**

The purpose of this Memorandum of Understanding is to document the Board’s intent to recognize and compensate the Superintendent for the professional accomplishment of earning a Doctor of Education (Ed.D.) degree and the anticipated benefit this achievement provides to the District through enhanced leadership, expertise, and service.

### **Terms of Agreement**

1. **One-Time Salary Increase:** Upon the Superintendent’s successful completion and official conferral of a Doctor of Education (Ed.D.) degree from an accredited institution, the District shall provide a one-time increase of ten thousand dollars (\$10,000.00) to the Superintendent’s annual base salary.
2. **Effective Date:** The salary adjustment shall be applied beginning with the next contract year following the date the degree is officially conferred, provided the Superintendent submits appropriate documentation verifying completion of the degree. The increase shall not be prorated for any partial contract year prior to the start of the next full contract term.
3. **Recognition of Professional Achievement:** This compensation adjustment is intended as recognition of the Superintendent’s significant professional accomplishment and the value such advanced preparation brings to the students, staff, and community of the Laurel-Concord-Coleridge School District.
4. **Non-Recurring Adjustment:** This increase is a one-time adjustment to the Superintendent’s base salary and shall not be interpreted as establishing an ongoing stipend, differential, or automatic increase beyond the salary schedule. This adjustment is unique to the Superintendent’s circumstances and shall not establish a policy, practice, or precedent for other employees or future superintendents.

5. **Future Compensation:** All subsequent salary adjustments and compensation determinations shall remain at the sole discretion of the Board and will be established in accordance with the salary provisions outlined in the Superintendent's employment contract. Nothing in this MOU shall alter or change any provision of the Superintendent's employment contract with the Board of Education.
  
6. **Contract Relationship:** Except as expressly modified by this Memorandum of Understanding, all other terms and conditions of the Superintendent's Contract shall remain in full force and effect.

**Entire Agreement**

This MOU represents the understanding between the parties regarding the subject matter herein and shall become effective upon approval by the Board and execution by both parties. This document shall be attached to and incorporated into the Superintendent's Contract as an addendum.

**IN WITNESS WHEREOF**, the parties have executed this Memorandum of Understanding on the dates indicated below.

EXECUTED BY THE BOARD this \_\_\_\_ day of \_\_\_\_\_, 2026.

**CEDAR COUNTY SCHOOL DISTRICT 14-0054,  
LAUREL-CONCORD-COLERIDGE SCHOOL**

By: \_\_\_\_\_  
President, Board of Education

By: \_\_\_\_\_  
Secretary, Board of Education

EXECUTED BY THE SUPERINTENDENT on this \_\_\_\_ day of \_\_\_\_\_, 2026.

By: \_\_\_\_\_  
Jeremy Christiansen, Superintendent

**DIRECTOR OF ACTIVITIES & TRANSPORTATION  
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 **QUIN CONNER**, hereinafter referred to as “the Employee”.

**WITNESSETH:** That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the **9th day of February, 2026** the board hereby agrees to employ the Employee and the Employee hereby agrees to accept such employment as **DIRECTOR OF ACTIVITIES & TRANSPORTATION** subject to the following terms and conditions:

**SECTION 1. TERM OF CONTRACT.** The Employee 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 **200 duty days**, exclusive of Saturdays, Sundays, scheduled school vacation days and legal holidays. The Employee’s duty schedule shall be established by the Superintendent and Board consistent with the needs of the District. The Employee 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 Employee 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 **\$74,873.00**, and of the further agreements and considerations hereinafter stated, the Employee agrees to perform faithfully the duties of Employee 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 Employee’s annual salary upward during the term of this contract, as amended hereto, without such adjustment constituting a new contract or extending the length of this Contract. The Employee’s salary shall not be reduced during the term of this Contract.

**SECTION 3. PROFESSIONAL STATUS.** The Employee 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 Employee further affirms that throughout the term of this Contract he/she will hold a valid and appropriate certificate to act as a **COACH** in the State of Nebraska, which certificate shall be registered in the office of the Superintendent as required by law. The Employee further affirms that throughout the term of this Contract he/she will hold valid and appropriate **SCHOOL BUS PASSENGER LICENSURE AND ENDORSEMENT** or must be working to obtain such licensure and endorsement in the event he/she does not already possess such licensure and endorsement.

**SECTION 4. EMPLOYEE’S DUTIES.** The duties of the Employee, initially at least, shall be as prescribed for the position of **DIRECTOR OF ACTIVITIES & TRANSPORTATION** 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 Employee shall also be subject to assignment or reassignment from time to time. The Employee agrees to devote his/her time, skill, labor and attention to his/her duties as **DIRECTOR OF ACTIVITIES & TRANSPORTATION** or other duties as assigned throughout the term of this Contract; provided, however, the Employee, 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 Employee 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 Employee 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 Employee, with pay, from his/her duties during the pendency of proceedings under this section.

**SECTION 7. DISABILITY.** Should the Employee 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 Employee under any insurance coverage furnished by the District.

**SECTION 8. TRANSPORTATION.** The Board shall provide the Employee 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.

**SECTION 10. PROFESSIONAL DEVELOPMENT.** The Employee 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 Employee 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 Employee shall provide evidence of course completion or progress not less than every six months. Upon approval by the Superintendent, the Employee 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 Employee 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 Employee 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 Employee 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 Employee.

**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 Employee from any and all demands, claims, suits, actions, and legal proceedings brought against the Employee 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 Employee was acting within the scope of his/her employment.

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

**SECTION 18. CONTRACT RENEWAL.** The Board of Education and the Employee 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 Employee will receive the same consideration for release as granted to other certificated employees or by mutual agreement of the Board of Education and the Employee.

**SECTION 20. RESIDENCE IN DISTRICT.** The Employee agrees to reside in the District unless otherwise mutually agreed to in writing. The Employee 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.

\_\_\_\_\_  
Quin Conner, Director of Activities & Transportation

Erica Mogensen  
Laurel, NE 68745  
February 6, 2026

Jeremy Christiansen  
LCC School Board  
502 Wakefield Street  
Laurel, NE 68745

Dear Mr. Christiansen and Board of Education,

Please accept this letter as a formal notice of my resignation from my position as Speech-Language Pathologist at Laurel-Concord-Coleridge School effective at the conclusion of my 2025-2026 contract period. I have accepted a position as a Speech-Language Pathologist at Educational Service Unit 1.

Laurel-Concord-Coleridge will always hold a special place in my heart as the district I grew up in, and I will continue to value my experiences with staff, students, and families that have had the opportunity to serve over the last five years. I am most grateful for the privilege of having worked alongside educators who instilled a passion for learning in me at a young age. I am also proud of the speech therapy program that I have developed and implemented with students across the district. I will continue to dedicate my time in the months ahead to ensure a smooth transition for my students.

I am appreciative to the school board, administrative team, and Laurel-Concord-Coleridge Community for your support.

Thank you,

A handwritten signature in cursive script that reads "Erica Mogensen". The signature is written in black ink and is positioned below the typed name.

Erica Mogensen, M.S., CCC-SLP, Ed.S.



**Izac Reifenrath**

to me ▾

Fri, Feb 6, 12:07 PM (21 hours ago)



Jeremy,

I will be resigning from my teaching position for the 2026-27 year.

**Izac Reifenrath**

**5th Grade**

**Head Football**

**LCC Schools**

**Laurel, NE**

**TEACHER'S CONTRACT**

For Class II, III, & VI Schools

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

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the district for a school year, which shall begin on or about 8/10/2026, and end on or about 5/19/2027, and shall consist of 186 days of service and that the Teacher hereby agrees to accept such employment at the salary specified in the negotiated agreement between the board of education and the LAUREL-CONCORD-COLERIDGE Education Association for the 2026-2027 school year and under the following conditions.

**Experience allowed: 5 (4 Outside + 1 Inside)**

**FTE: 1.0**

**Position: Duties Assigned by Supt.**

**Education Step: BA + 06**

**Factor: 1.16**

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

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

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

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

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

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

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

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

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

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

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the District on or before 2/9/2026 shall constitute a rejection by the Teacher of the offer of employment.

TWELFTH: Other Contract Terms:

Executed: 2/5/2026  
Date

Carlee Waldow  
Teacher

Executed: 2/9/2026  
Date

School District of LAUREL-CONCORD-COLERIDGE

Attest: \_\_\_\_\_  
Secretary

No. 54

County of CEDAR

By: \_\_\_\_\_  
President

# TEACHER'S CONTRACT

For Class II, III, & VI Schools

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

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the district for a school year, which shall begin on or about 8/10/2026, and end on or about 5/19/2027, and shall consist of 186 days of service and that the Teacher hereby agrees to accept such employment at the salary specified in the negotiated agreement between the board of education and the LAUREL-CONCORD-COLERIDGE Education Association for the 2026-2027 school year and under the following conditions.

**Experience allowed:** 8 (7 Outside + 1 Inside)

**FTE:** 1.0

**Position:** Duties Assigned by Supt.

**Education Step:** MA + 00

**Factor:** 1.48

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

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

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

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

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

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

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

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

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

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

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the District on or before 2/9/2026 shall constitute a rejection by the Teacher of the offer of employment.

TWELFTH: Other Contract Terms:

Executed: 2/5/20  
Date

Jessi Gallegos  
Teacher

Executed: 2/9/2026  
Date

School District of LAUREL-CONCORD-COLERIDGE

Attest: \_\_\_\_\_  
Secretary

No. 54

County of CEDAR

By: \_\_\_\_\_  
President

**TEACHER'S CONTRACT**

For Class II, III, & VI Schools

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

WITNESSETH: That the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the district for a school year, which shall begin on or about 8/10/2026, and end on or about 5/19/2027, and shall consist of 186 days of service and that the Teacher hereby agrees to accept such employment at the salary specified in the negotiated agreement between the board of education and the LAUREL-CONCORD-COLERIDGE Education Association for the 2026-2027 school year and under the following conditions.

**Experience allowed:** 13 (12 Outside + 1 Inside)

**FTE:** 1.0

**Position:** Duties Assigned by Supt.

**Education Step:** MA + 00

**Factor:** 1.68

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

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

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

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

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

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

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

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

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

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

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the District on or before 2/9/2026 shall constitute a rejection by the Teacher of the offer of employment.

TWELFTH: Other Contract Terms:

Executed: 2/6/26  
Date

Karley A. Jackson  
Teacher

Executed: 2/9/2026  
Date

School District of LAUREL-CONCORD-COLERIDGE

Attest: \_\_\_\_\_  
Secretary

No. 54

County of CEDAR

By: \_\_\_\_\_  
President

# MEMBERSHIP DUES INVOICE

in account with

## Nebraska Association of School Boards

1311 Stockwell, Lincoln, NE 68502 (402) 423-4951 or 1-(800) 422-4572

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**Name:** Laurel-Concord-Coleridge School

**County:** Cedar

**NASB Region:** 17

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DATE	DESCRIPTION	AMOUNT DUE
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January 1, 2026	<b>Annual Membership Dues</b> for NASB	\$5,005
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Fiscal Year 4/1/2026 to 3/31/2027

All districts/ESUs who pay dues by 4/1/2026 \$100

may subtract 2% from their total dues.

**TOTAL AMOUNT DUE IF PAID BY APRIL 1, 2026 \$4,905**

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Thank you for your support and participation in NASB.

# LAUREL-CONCORD-COLERIDGE SCHOOL

## 2026 Board of Education Officers

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



## 2026 Board of Education Committees

### Committee on American Civics

Grant Settje  
Garry Anderson

### Curriculum/Instruction

Carol Erwin  
Bryan Pippitt  
Jon Graham

### Finance

Jon Graham  
Grant Settje  
Jay Hall

### Negotiations

Jay Hall  
Carol Erwin  
Bryan Pippitt

### Policy/Library Board

Bryan Pippitt  
Jay Hall  
Garry Anderson

### Transportation/Building/Grounds

Grant Settje  
Jon Graham

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### 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



## Superintendent's Leadership Goals

2025

**Jeremy Christiansen, Superintendent**

The Laurel-Concord-Coleridge Board of Education and Superintendent, Jeremy Christiansen, met on January 3, 2025 as part of a scheduled Board of Education Workshop. Discussion was held regarding priorities identified through the Superintendent's 2024 annual performance evaluation which have then been translated into the following goal(s) which will be reflected in the Superintendent's 2025 performance evaluation.

### **Goal #1: Systematic Analysis and Evaluation of Facilities and Programs**

The Superintendent will be responsible for development and implementation of a systematic process to analyze and evaluate the school district's facilities and programs. This process will assess their effectiveness, efficiency, and alignment with the district's mission, while prioritizing their value and impact on student learning and well-being.

### **Key Components and Action Steps**

#### **1. Development of an Evaluation Framework**

- Design a comprehensive evaluation framework that outlines criteria for assessing the effectiveness, efficiency, and alignment of facilities and programs including consideration of value and impact on student learning.
- Include stakeholder input through surveys, focus groups, and committee discussions.

#### **2. Comprehensive Data Collection**

- Conduct a district-wide inventory of facilities and programs by March 10, 2025.
- Compile baseline data on utilization rates, cost efficiency, and student outcomes by April 14, 2025.

#### **3. Program and Facility Audits**

- Evaluate facilities for space utilization, safety compliance, and projected future capital improvement needs.
- Assess programs for their alignment with student needs, opportunities for excellence, district goals, and cost-effectiveness.

#### **4. Stakeholder Engagement**

- Facilitate opportunities for input from students, families, staff, and community members throughout the evaluation process.
- Host opportunities for public input, committee meetings, and engagement sessions to share findings and gather feedback.

#### **5. Recommendations and Implementation Plan**

- Present findings to the Board, including actionable recommendations for improving facilities and programs.
- Develop a phased implementation plan with timelines, budget considerations, and measurable outcomes.

#### **6. Ongoing Monitoring and Reporting**

- Establish a system for continuous monitoring and regular updates on the implementation of recommendations.
- Adjust plans based on new data, stakeholder feedback, and evolving district priorities.

### **Goal #2: Creating and Fostering a Culture of Connection and Stakeholder Engagement**

The Superintendent will be responsible for the development of a culture rooted in meaningful connections and active engagement among all stakeholders, including students, families, staff members, business partners, and community members. This goal will enhance collaboration, strengthen trust, and promote shared responsibility for student success.

#### **Key Components and Action Steps**

##### **1. Stakeholder Communication and Outreach**

- Establish clear, consistent, and multi-modal communication channels to ensure stakeholders are informed and heard.
- Document the district-wide communication plan, including regular newsletters, social media updates, and district app and website applications.
- Conduct annual surveys to assess stakeholder satisfaction with communication, engagement efforts, and perceived impact on connection and trust.

##### **2. Focus Groups and Anecdotal Evidence**

- Organize biannual focus groups to collect qualitative data on stakeholder experiences and suggestions for improvement.
- Document and share success stories that illustrate the impact of connection and engagement efforts.

### **3. Student and Family Engagement**

- Ensure availability of opportunities for students and families to voice their perspectives through focus groups, surveys, and advisory committees.
- Assess current and determine the need for any additional opportunities for family-centered events, such as workshops, open houses, and community forums to strengthen school-family connections.

### **4. Staff Connection and Collaboration**

- Support and develop staff engagement initiatives, such as professional learning communities, team-building activities, and recognition programs, to foster a supportive work environment.

### **5. Community and Business Partnerships**

- Support and enhance partnerships with local businesses, nonprofit organizations, and community leaders to support student learning and career readiness.
- Assess and identify opportunities for collaboration and resource sharing with community and business partners.
- Measure the number and scope of new partnerships formed, as well as the tangible benefits provided to students (e.g., internship opportunities, financial support, or program sponsorships).

### **6. Board Reports and Accountability**

- Include stakeholder engagement as a standing agenda item at monthly Board meetings, with updates on progress and challenges.
- Publish an annual report summarizing stakeholder engagement efforts, outcomes, and next steps.

## **Laurel-Concord-Coleridge School**

### **School District Goals Established 2025**

#### **Goal #1: Systematic Analysis and Evaluation of Programs and Facilities**

The Board of Education will support and monitor the development and implementation of a systematic process to analyze and evaluate the school district's programs and facilities. This process will assess their effectiveness, efficiency, and alignment with the district's mission, while prioritizing their value and impact on student learning and well-being.

This goal and its associated benchmarks aim to foster transparency, accountability, and a commitment to continuous improvement, ensuring that district resources are optimized to maximize student success.

#### **Goal #2: Creating and Fostering a Culture of Connection and Stakeholder Engagement**

The Board of Education will prioritize and support the development of a culture rooted in meaningful connections and active engagement among all stakeholders, including students, families, staff members, business partners, and community members. This goal will enhance collaboration, strengthen trust, and promote shared responsibility for student success.

This goal emphasizes collaboration, trust-building, and shared responsibility, fostering a supportive and inclusive environment that strengthens the district's ability to meet the needs of all students.



# LAUREL-CONCORD-COLERIDGE SCHOOL

## 2025 - 2026 SCHOOL YEAR

Adopted April 14, 2025

July 2025						
S	M	T	W	R	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

August 2025						
S	M	T	W	R	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

September 2025						
S	M	T	W	R	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

October 2025						
S	M	T	W	R	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

November 2025						
S	M	T	W	R	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

December 2025						
S	M	T	W	R	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Student Days - 86  
Staff Days - 91

District Website  
[www.lccschool.org](http://www.lccschool.org)

### Important Dates:

<b>August</b>
8/8 - No School; New Teacher Orientation
8/11 - 8/13 - No School; Professional Development
8/14 - First Day for EL/MS/HS; Early Dismissal (1:00)
8/18 - First Day for Preschool and Level III Program
<b>September</b>
9/1 - No School (Labor Day)
<b>October</b>
10/13 - No School; Prof Development (Indigenous Peoples' Day)
10/15 - End of First Quarter (43 Student Days)
10/23 - No School; Parent-Teacher Conferences (2:00-7:00)
10/24 - No School
<b>November</b>
11/11 - Veterans Day
11/27 - 11/28 - No School (Thanksgiving Break)
<b>December</b>
12/20 - End of Second Quarter (43 Days)/First Semester (86 Days)
12/22 - 12/31 - No School (Christmas/Winter Break)
12/24 - 12/28 - NSAA Moratorium
<b>January</b>
1/1 - No School (New Year's Day)
1/2 - No School (Christmas/Winter Break)
1/5 - No School; Professional Development
1/6 - School Resumes; Start of Second Semester
1/19 - Martin Luther King Jr. Day
<b>February</b>
2/14 - Valentines Day
2/16 - No School (President's Day)
<b>March</b>
3/11 - End of Third Quarter (46 Days)
3/19 - No School; PT Conferences; HS Registration (2:00-7:00)
3/20 - No School
<b>April</b>
4/3 - 4/6 - No School (Easter Break)
4/24 - No School for Students (PK-12) LCC Hosts District Music
<b>May</b>
5/9 - LCC High School Graduation
5/10 - Mother's Day
5/19 - Last Day; Early Dismissal (1:00); Professional Development
5/19 - End of Fourth Quarter (44 Days)/Second Semester (90 Days)
5/20 - No School; Professional Development
5/25 - Memorial Day
School Day
School Day; Early Dismissal (1:00); First and Last Days of School
School Day; Early Dismissal (2:00); Professional Development
No School
No School; New Teacher Orientation
No School; Professional Development
No School; Parent-Teacher Conferences (2:00-7:00)
NSAA Moratorium (No School; No Activities/Practices)
Graduation

Regular School Day Start & Dismissal Times	
High School: Start - 8:00 am Dismissal - 3:40 pm	
Middle School & Elementary: Start - 8:00 am Dismissal - 3:37 pm	
Wednesday and Other Early Dismissals - 2:00 pm (1:57 pm)	

January 2026						
S	M	T	W	R	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Student Days 19  
Staff Days 20

February 2026						
S	M	T	W	R	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

Student Days 19  
Staff Days 19

March 2026						
S	M	T	W	R	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Student Days 20  
Staff Days 21

April 2026						
S	M	T	W	R	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Student Days 19  
Staff Days 20

May 2026						
S	M	T	W	R	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						1

Student Days 13  
Staff Days 14

June 2026						
S	M	T	W	R	F	S
1	2	3	4	5	6	
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Student Days - 90  
Staff Days - 94

Student Total - 176  
Staff Total - 185

# NASB BOARD QUICKS

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

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

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

JOIN US!

LEARN MORE!

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

## Where Will NASB be This Month?\*



**Bruning-Davenport**

Grand Island

Hay Springs

Kearney

Lincoln

Nashville, TN

Perkins County

Plattsmouth

The Capitol

Washington, DC

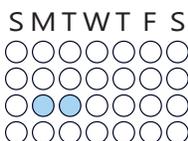
For ... Advocacy, Board Retreats, Engagement, Events, Strategic Planning, and more!

\*Items currently scheduled

**Now Hiring - Board Leadership Engagement Associate**

Visit the **ABOUT US** page for more information!

<https://members.nasbonline.org/about-us>



FEBRUARY 2026

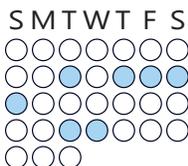
FEBRUARY



**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)**

**Look for Legislative Lunch dates in and around your area coming soon ...**



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**



Continued on Page 2

Leadership

Innovation

Vision

Engagement

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# NASB BOARD QUICKS

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

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

## PAGE 2

SMTWTF S



APRIL  
2026

# APRIL



**Budget & Finance Workshop - Tuesday, April 7 - Ogallala**

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

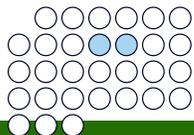
**NSBA Annual Conference - April 10-12 - San Antonio, TX**

**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**



**ALICAP Summer Workshops - July 7 - Gering; July 8 - Kearney; July 9 - Lincoln**

**Candidate Workshops - Summer**

**Area Membership Meetings - August through September**

**Labor Relations - September 29-30 - Lincoln**

**State Education Conference - November 18-20 - Omaha**

**New Board Member Workshops - December 2026 & January 2027**

Continued on Page 3

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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

### 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>

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# Nebraska Rural Community Schools Association

*Member Update*

*February 5, 2026*



*Photo Credit: Ponca Public Schools*



[www.nrcsa.net](http://www.nrcsa.net)



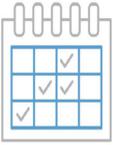
[www.twitter.com/NRCSA1980](https://www.twitter.com/NRCSA1980)



[www.facebook.com/nrcsahome/](https://www.facebook.com/nrcsahome/)

# NRCSA Calendar

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## 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 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 Executive Committee**

June 2026

Time & location TBD

## *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**



**Superior Public Schools**  
**[Announcement of Vacancy](#)**  
**[Apply for this Vacancy](#)**  
Application Deadline: **Feb. 18, 2026**  
Finalists Selected: **Feb. 22, 2026**  
Interviews: **Mar. 2, 2026**  
Contract Starts: **July 1, 2026**



**Hayes Center Public Schools**  
Search Complete



**Newman Grove Public Schools**  
Application Process Complete  
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](http://www.nrcsa.net) anytime.

**Login: member Password: learning**

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## ***NRCSA Updates***

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### **Nebraska Rural Community Schools Association Names Paul Sheffield as Executive Director-Elect**



The Nebraska Rural Community Schools Association (NRCSA) Executive Committee met January 29–30, 2026, to interview candidates for the organization’s open Executive Director position. Four highly qualified individuals were selected for interviews: Dr. Curtis Cogswell, Paul Sheffield, Dr. Jon Cerny, and Stephen Grizzle. Each candidate demonstrated strong leadership experience and a deep commitment to serving Nebraska’s rural schools.

After thoughtful deliberation, the Executive Committee extended an offer for the position of Executive Director-Elect to Paul Sheffield on January 31. Sheffield accepted the offer and will begin a transition period alongside current Executive Director Jack Moles to ensure continuity and a smooth leadership handoff for the Association.

“The Executive Committee was thrilled to have applications from four highly respected rural educational leaders in Nebraska,” said NRCSA President Chris Kuncl. “The process was both rewarding and challenging. One thing that was evident is that Nebraska rural schools have tremendous educational leaders. NRCSA rural schools are in good hands. We are thankful for the leadership of our current Executive Director, Jack Moles, and we look forward to growing NRCSA in the future under the leadership of Paul Sheffield.”

The search process was led by the NRCSA Executive Committee, which consists of President Chris Kuncl, Past President Heather Nebesniak, President-Elect Stephanie Kaczor, Secretary Jeremy Braden, Northwest Representative Ginger Meyer, Southwest Representative Jane Davis, North Central Representative Dale Hafer, South Central Representative Jon Davis, Northeast Representative Daryl Schrunck, and Southeast Representative Andrew Havelka.

#### **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 Schrunck, 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

## About Paul Sheffield

Sheffield brings more than 30 years of educational leadership experience to the role, along with a longstanding commitment to rural schools and the NRCSA mission. He previously served on the NRCSA Executive Board as the Southeast Representative for six years, completing two terms and actively supporting advocacy efforts on behalf of rural districts across the state.

Originally from Russell, Minnesota, Sheffield is a graduate of Russell–Tyler High School. He began his postsecondary education at South Dakota State University before earning a Bachelor of Science in Mathematics Education from the University of Nebraska–Omaha in 1991.

He began his career in education in 1992 as a math, health, and physical education teacher and coach at Keya Paha County High School in Springview, Nebraska. He later earned a Master’s degree in Educational Administration from South Dakota State University and held multiple leadership roles at Shickley Public Schools, including principal, activities director, technology director, and superintendent. He earned an Educational Specialist degree from the University of Nebraska–Kearney in 2005.

In 2008, Sheffield became superintendent at Exeter–Milligan Public Schools, where he served until his retirement in 2025. Throughout his administrative career, he focused on student-centered decision-making, staff support, community engagement, and strong fiscal and organizational stewardship.

Sheffield and his wife, Karla, have been married since 1988 and have three children serving their communities in the military, agriculture, and healthcare professions.

NRCSA looks forward to Sheffield’s leadership and continued advocacy on behalf of rural community schools across Nebraska.

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## A rural AI strategy lab is available



**Rural AI Strategy Lab**  
**Applications Now Open!**

**A learning network supporting practical, equitable AI innovations in rural schools.**

- 6-month cohort experience
- Guided support, AI expertise, and peer learning
- \$4,000 team stipend
- Travel + registration for the FullScale Symposium 2026

Apply By **February 13**

[bit.ly/rural-ai](https://bit.ly/rural-ai)

Led by **FullScale** **All4Ed**

## [Rural AI Program website](#)

## **From Blue Cross Blue Shield**

Nominations are open for 2026 Touchdown for Teachers!

Below is the flier for this year's program. The flier includes a QR code that take you directly to the nomination page- making it quick and easy for anyone to submit a teacher they'd like to recognize.

If you would be so kind, please post or share the flier within your school and throughout your community-bulletin boards around town, staff lounges, newsletters, social media pagers, or anywhere it might help spread the word. Let's get nominations coming in to honor our deserving teachers!

Nominations will be accepted through February 2026.

Thank you for helping us recognize the amazing work teachers do every day!

## **Touchdown for Teachers Nomination**



**The Nebraska Unicameral started the 2026 session on Wednesday, Jan. 7.** Bill hearings are scheduled through Friday, Feb. 27, at which point they will move into full-day floor debate.

NRCSA's Legislative Committee holds weekly Zoom meetings on Thursdays 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 Thursday for the remainder of the session.

A new feature for NRCSA members is that we are going to put out a short weekly update on what is going on legislatively. The plan is to put this out on Friday each week. All contacts who have been shared with us from NRCSA-member entities will receive the Legislative Update. If you do not receive this please contact us.

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**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. 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. The tentative line-up of speakers includes:

- 8:30 a.m. Governor Jim Pillen
- 9:00 a.m. Senator Jana Hughes
- 9:30 a.m. Senator Brad von Gillern
- 10:00 a.m. TBD
- 10:30 a.m. Senator Dave Murman
- 11:00 a.m. Senator Wendy DeBoer
- 11:30 a.m. TBD

Information on registration can be accessed here:

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

[Book a room at the Cornhusker Hotel](#)

*Note: If the block of rooms is full you may still be able to secure the government rate by telling the hotel you are there on behalf of your school district.*

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**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.

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**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. We have one nomination at

this point.

**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. We have one nomination at this point.

**SCHOLARSHIP AND RECOGNITION COMMITTEE MEMBER**: The committee will be moving from two year to three year terms. To make this work we will 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.

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**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.
- One 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.

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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](#)**

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**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.



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**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. **Scholarship applications are due on Friday, February 6.**

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. **Nominations are due on Friday, February 6.**

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

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## **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, Potter-Dix, Sandy Creek Boards of Education identify their next Superintendent. We are currently assisting the Superior 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, 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](mailto: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 145 such meetings. I most recently attended the Board meetings at Brady and Eustis-Farnam on Monday, Jan. 12.

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

**THURSDAY, FEBRUARY 12:** Lewiston

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.



*EUSTIS-FARNAM BOARD OF EDUCATION AND ADMINISTRATION*



*BRADY BOARD OF EDUCATION AND ADMINISTRATION*

**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>

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**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.

A few more NRCSA-member districts have since started working with A-Plum Creative. This campaign is available exclusively to NRCSA member districts. To learn more or reserve your spot, contact Anna Weber at [anna@a-plum.com](mailto:anna@a-plum.com) or visit [www.a-plum.com](http://www.a-plum.com).

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

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**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.

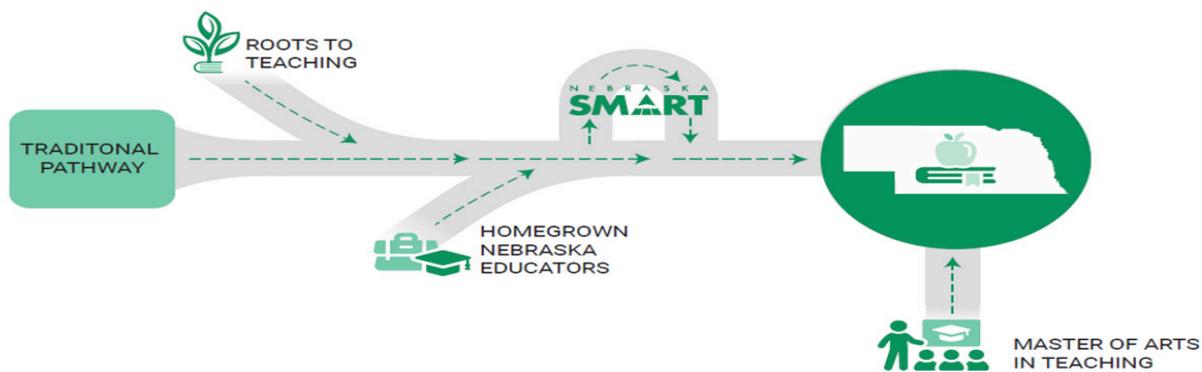
### [Nebraska Pre-School Programs](#)

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!

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### [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.

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

**[Superintendent Check List](#)**

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**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](mailto: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](http://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.

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**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](#)

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**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](mailto:jmoles@nrca.net)) or Jeff Bundy ([jbundy@nrca.net](mailto: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.** - Jim Pillen; Governor of Nebraska

**9:00 A.M.** - Senator Jana Hughes, Dist 24;  
Education Committee Vice-Chair

**9:30 A.M.** - Senator R. Brad Von Gillern, Dist 4;  
Revenue Committee Chair

**10:00 A.M.** – TBD

**10:30 A.M.** – Senator Dave Murman, Dist 38;  
Education Committee Chair

**11:00 A.M.** - Senator Wendy DeBoer, Dist 10;  
Judiciary Committee Vice-Chair

**11:30 A.M.** – TBD

**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

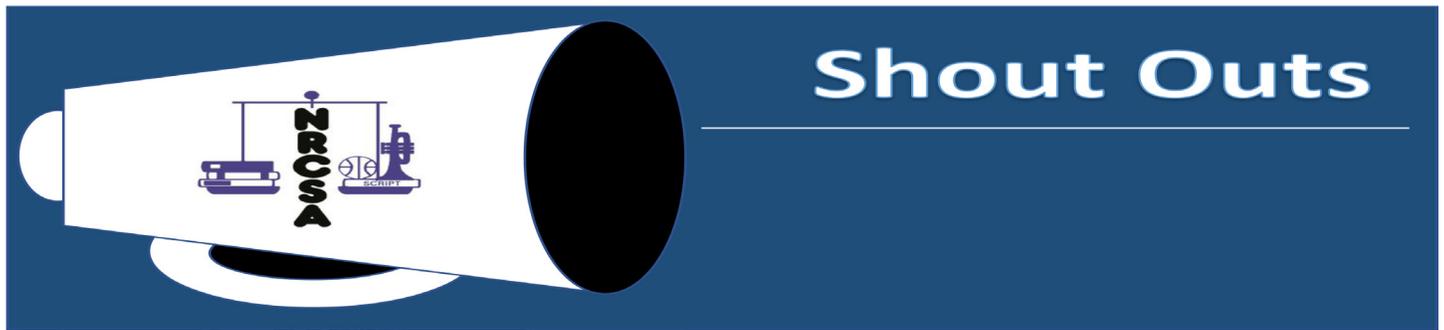
**8:00 AM - 8:50 AM** Select-a-Session IV

**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.**

**February 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 recently were:**

- January 14: Mike Mayer of Perkins County.
- January 28-: Landon Mackey of Madison.



**\* Luke Eisenmann, a sophomore at Leigh, won Nebraska VFW's Voice of Democracy Contest. For winning the state competition, Luke won \$2,000 and an all-expense paid trip to Washington DC where he will be representing the state of Nebraska at nationals! The State Runner-up was Ben Ruyle of Freeman**

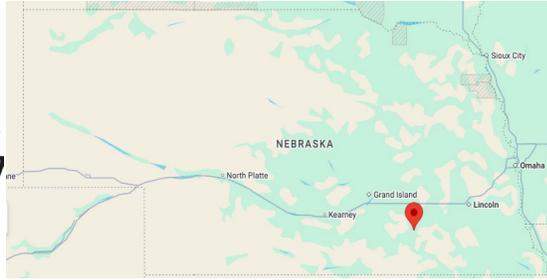


**\*The Academic Decathlon teams from Adams Central, Cambridge, Johnson County Central, and Ravenna qualified for the State Championships that will be held at UNO on February 20 and 21.**

**\*Karen Keller of Valentine has been named the VFW Nebraska Middle School Teacher of the Year.**

# MEMBER SPOTLIGHT

## *Fillmore Central Public Schools*



**Mascot:** Panthers

**Enrollment:** 610 students

**Location(s):** Elementary School and High School in Geneva, Middle School in Fairmont

**Interesting Fact:** We have an alum that is an Olympian and has competed in the past three Olympics. Maggie Malone graduated from Fillmore Central in 2012 and is a javelin thrower that set the national record in 2021 and was the 2016 collegiate record holder and NCAA National Champion. She competed in the 2016 games in Rio de Janeiro, the 2021 games in Tokyo, and the 2024 games in Paris. Maggie has come back and presented to our students on several occasions.

Superintendent: **Josh Cumpston**

Principal(s): **Aaron Veleba** – Elementary Principal; **Lisa Lamb** – Middle School Principal; **Ryun Theobald** - High School Principal

Board of Education: **Chad Engle** – President; **Shaun Farmer** – Vice President; **Christin Lovegrove** – Secretary; **Nate Girmus**; **Whitney Peppard**; **Adam Wallin**

**Programs:**

Bond Issue:

Our Community recently passed a \$48.8 million school bond issue and then had an additional \$8 million anonymous donation to build a theater as part of our larger project. The bond will allow for a new middle school to be added to the high school in Geneva, build a new music room and band room, a large commons entry into a new competition gym, locker rooms, and a new theater. The high school will be completely renovated and the infrastructure updated, and the elementary will have the front entrance and office area changed for safety and security.

School Community Partnerships:

We have tremendous partnerships between the community and our school to help provide learning and mentoring opportunities. We work with our local hospital for job shadowing and other local businesses for work-based learning. The Geneva Arts Council helps us to provide opportunities in the Fine Arts for our students. Our construction classes have done projects for the school and for the community. We also have a very strong Teammates Chapter and our high school students do a lot of mentoring of our elementary students through Panther Cubs and Elementary Mentors.



# MEMBER SPOTLIGHT

## *Johnson County Central Public Schools*



**Mascot:** Thunderbirds

**Enrollment:** 473 students

**Location(s):** Cook & Tecumseh, NE

**Interesting Fact:** The school song was written and composed for Johnson County Central by Tecumseh 1998 graduates, Nathan Morrissey and Daniel (Kettlehake) Christian.

**Superintendent: Jon Rother**



**Principals:** Justin Damme, High School Principal; Marsha Bacon, (4-5) Middle School Principal; Beckie Robeson, (PK-3) Elementary Principal; Laura Rademacher, SPED Director; Garrett Collin, Activities Director

**Board of Education:** Kim Wellensiekm, President; Dan Jones, Vice President; Gail Hutt, Treasurer; Justin Beethe; Jon Schmid; Sarah Weber

**Programs:**

JCC STRIV - Mr. Marcus Scheer. JCC's broadcasting team has become renowned for their quality and professional level live streaming of school activities. Last year, they were named the state's number one STRIV team. Apart from broadcasting home events such as volleyball, football, basketball, wrestling and track, the team partners with the MUDECAS Conference, the ECNC Conference and NSAA to live-stream conference and state level events. All of this is due to Mr. Scheer's high level of attention to detail, the coaching he does with students and in-depth knowledge of technology and media. The students commit many hours and late nights in preparation for broadcasting and the tear down of equipment post events.



JCC FFA Program - JCC's Future Farmers of America, led by Mrs. Christy Hodges and Mr. Connor Bartels, is a 13-time recipient of the NIFA Governor's Excellence Award.



# MEMBER SPOTLIGHT

## Twin River Public Schools



**Mascot:** Titans

**Enrollment:** 406 students

**Location(s):** Main school is in Genoa, NE but we also still have the Silver Creek School and utilize the Monroe community owned Gym

**Interesting Fact:** I do think several know this but we are currently in year 2 of a 3-year renovation and addition project to be completed the summer of 2027. Next school year, we will be in a new addition that includes a new gym, wrestling room, weight room, music classrooms, CTE spaces, offices, cafeteria, and classrooms! Our 1929 building will be demolished in May after school gets out and they will begin building more elementary classrooms over that spot with a new playground in the back. Our existing “elementary wing” will also have renovations this summer. We are very excited to see what the new spaces will provide for our students at Twin River!

**Superintendent: Brandi Bartels**

**Principal(s): Brenda Buhl, Elementary Principal; Andy Banahan, 7-12 Principal; Logan Douglas, Assistant Principal/AD**

**Board of Education:**

**Jennifer Swantek, President; John Nelson, Vice President; Alex Cornwell, Secretary; John Reeg, Treasurer; Chelsa Thompson; Jeremy Vetick**



## Programs:

### Speech Program

Twin River Public School's speech program, coached by Mr. Jonathan Anderson, Mr. Sam Robb, and Mr. Ryan Sidwell, has built an impressive résumé among rural speech programs in Nebraska over the past several years. Competing with a roster of around 30 students annually, the team won back-to-back East Husker Conference Championships in 2023 and 2024, followed by a Crossroads Conference Championship in 2025 after the school's conference realignment. In Nebraska School Activities Association district competition, Twin River claimed championships three years running: 2022, 2023, and 2024. At the state level, the program finished as the NSAA C2 State Runners-Up in both 2022 and 2024, and earned a third-place finish in 2023, demonstrating a consistency at the highest level that few small schools can match. Recognizing that long-term success starts early, the coaches developed a Junior High Speech program for students in grades 6 through 8. This program gives young competitors the chance to build foundational skills in public speaking, critical thinking, and confidence before they ever step onto the varsity stage. In a rural school community where every student counts, investing in a middle school program shows that the success enjoyed by the varsity team isn't just a product of talent, but of a system designed to develop it from the ground up.



### SHIP

Twin River School and Home in Partnership (SHIP) is a group of parent and teacher volunteers who work together to provide opportunities to make connections between school and home. SHIP's most recent events had over 100 people! At an Ornament Making Night, families enjoyed hot cocoa, cookies, and crafts. Book Bingo featured a free meal, bingo, and each student got to take home two free books! Over summer break, SHIP hosts "Popsicles in the Park" at all three towns that make up our school. Students were able to come to the park and see some friends and teachers that they haven't seen in months! SHIP hosted their first Color Run last summer. It was a messy, fun, unforgettable experience! SHIP also extends appreciation to all staff several times a year with random treat carts, a coffee truck during teacher appreciation week, and snacks during parent teacher conferences. This includes everyone that supports students....bus drivers, janitors, cooks, etc! The last two years, SHIP has purchased shirts for every student to wear on Field Day. Each class has a specific color so teachers can easily group students and parents can easily find their children! SHIP is a perfect example of how important it is for teachers and parents to work together to see success at both school and home!



# MEMBER SPOTLIGHT

## *Educational Service Unit 15*



**Locations:** Trenton and Mc Cook NE

**Interesting Fact:** ESU 15 covers an area larger than the state of Connecticut

**Administrator: Phillip Picquet**

**Board of Education: Kate Repass, President; Allison Sandman, Vice President; Mary Dueland, Treasurer/Secretary; Jesse Stevens; Jason Loop; Michael Harris; Nathan Behlke; Jon Lechtenberg; Marty Conroy; & Michael Fisher**

### Literacy and Instruction Initiative

ESU 15 launched an innovative regional literacy coaching program in direct response to the Nebraska Commissioner of Education's literacy initiative, spearheaded by Regional Literacy Coach Angie Dickey with support from staff developers Nicole Long and Sara Calvert. The program recognizes that sustainable change requires starting at the top—equipping administrators and lead teachers with instructional coaching skills before literacy interventions reach the classroom. Rather than pulling the best teachers out of classrooms, ESU 15 trains school leaders first, helping them shift from evaluators to instructional coaches. Through a partnership with Dr. Mary Webb from the Instructional Coaching Group, administrators across the ESU 15 region are participating in intensive workshops based on Jim Knight's proven 20-year coaching model—the same research-backed framework used by the Florida Center for Reading Research.

The first session took place this fall at McCook Community College, bringing together superintendents and principals for highly interactive professional development, where they learned the “go slow to go fast” philosophy and received manageable strategies to implement. Now, our ESU 15 team actively supports districts as partners throughout the journey, providing expertise as administrators work to understand data, support effective delivery, and put the right instructional leaders in place. This systemic approach is already transforming literacy instruction across the region by empowering administrators and teachers to drive sustainable classroom change with genuine teacher buy-in. Throughout the year, work has continued to implement LETRS and the Science of Reading. We are excited to host our five-day conference, June 8-12, with Jim Knight and ICG, which will further build competencies and capacity in instruction and literacy for both teachers and administrators.

### Title I C Migrant Program

The Migrant Title IC program, operating out of ESU 15, serves 302 students across 15 counties, covering 13,857 square miles—this is approximately 18% of Nebraska! The program is led by Title IC Migrant Director Sara Calvert and continues to grow and expand its reach to serve students across the region. The team is staffed by five members totaling 2.95 FTE: Sara Calvert (Director, .75 FTE), Esmirna Lopez (Service Provider, 1.0 FTE), Jean Isom (Recruiter, 1.0 FTE), Justen Lusk (Service Provider, 1.0 FTE), and Kim Pearson (Data Specialist, .20 FTE). The mission of the Nebraska Department of Education (NDE) is to help migratory children ages 3 through 21 meet high academic challenges by overcoming obstacles created by frequent moves, educational disruption, cultural and language differences, and health-related problems, ensuring that all migrant students graduate with a high school diploma or HSED that prepares them for responsible citizenship, further learning, and productive employment. This service is greatly impacting students, especially in rural areas and communities across the region.

The program's key goals include increasing school readiness and graduation rates, providing instructional support in English Language Arts and mathematics, serving Out of School Youth, and offering non-instructional support services such as health, dental care, food, clothing, and life skills development. Students receive categorical eligibility for free school meals, instructional support both in school and at home, advocacy services, and access to Family and Community Engagement programs that support family literacy, including the Prime Time Nebraska for Humanities Grant and local and state Parent Advisory Councils. The program collaborates with ESU providers including Speech-Language Pathologists and Psychologists, and the Director also serves as the ELL Coordinator. As the program continues to grow and serve more families throughout the region, federal funds are allocated to State Educational Agencies through a formula based on each state's per pupil expenditure and counts of eligible migratory children residing within the state.

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## Updates from Members & Other Entities

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**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

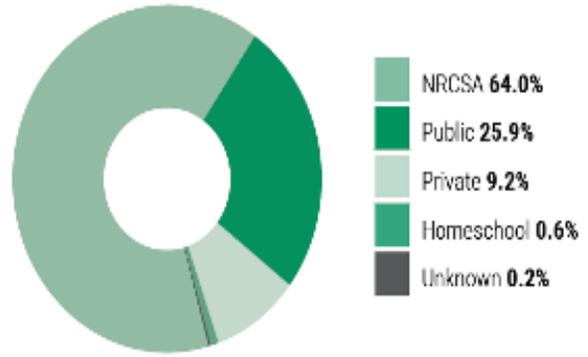
<p><b>TUTORING HOURS</b> </p> <p><b>Monday - Thursday</b> <b>3:30 to 8:30 PM CT</b></p>	<p>Tutoring sessions are available after school, in the evenings, and on weekends, giving students the flexibility to get help when it works best for them. Each session is customized to meet the student's needs, whether they're catching up, preparing for a test, or seeking to strengthen key skills.</p> <p><b>Tutoring for Spring Semester:</b> <b>Jan. 12 – May 7</b></p>
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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 **2,365** tutoring sessions, serving **945** 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.

## 945 STUDENTS SERVED

Since February 2024, 945 students have registered for free online tutoring with Nebraska SMART. The chart shows the distribution of students registered based on school type.

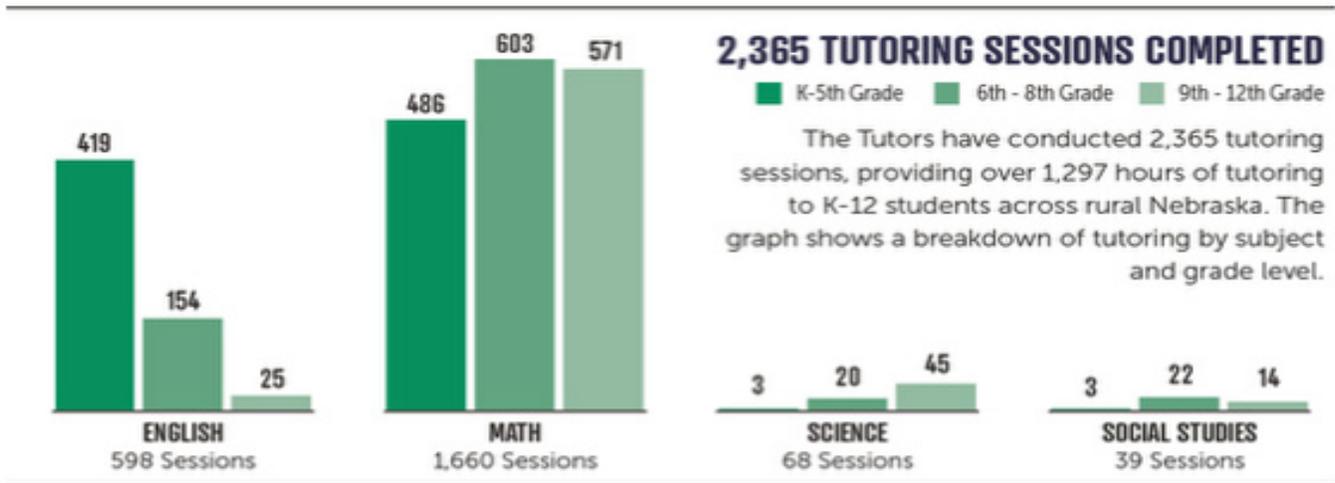


## How to Access Tutoring

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.



To learn more or help your students get started, visit [www.nscs.edu/nebraskasmart](http://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](#)

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**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](#)

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**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](#)

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#### **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](#)

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#### **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**

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### **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](mailto:tmittelstet@unl.edu)) is serving as the CASNR Statewide Education and Career Pathways Coordinator and Bailey Feit ([bailey.feit@unl.edu](mailto: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.

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**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](#)**

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**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](#)**

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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.

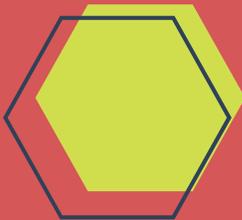
Book your School's Presentation

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

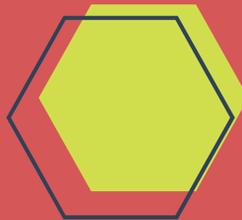


### Before the Season

What do Athletes/Kids Really Want?

Releasing Your Son/Daughter to the Experience

Parental Red Flags

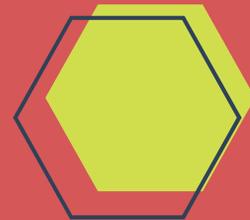


### During the Game/Event

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](mailto: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](http://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.

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**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](#)

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**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](mailto:afette@csc.edu).

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**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/>

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**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](#)**

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**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.



**BOLD:** Bridging Organization, Learning and Design

**Marilyn Dennison**

Education is in my blood. A life-long learner myself, my career has been spent in and around schools, students, educators, and administrators as both an educator and school administrator. Research has been a staple of my career to illuminate the needs of students and how environments affect learning.

Equipping learners with the skills and capacities for a successful future – including self-directed learning, global awareness, collaboration, and creativity – is no small matter. Many educational leaders are finding that traditional forms of education are not keeping students engaged; assisting students in taking responsibility for their own learning, or providing opportunities for students to work together. Pedagogies must evolve and respond to the changing world in order to remain relevant to the next generation of learners. Many schools are working on transforming their spaces, but often focus on influencing only one aspect of education either academic standards, instructional practices, or the physical environment, but seldom all three. This can prohibit reform efforts, and produce less than desirable results. This is where the next stage in my career has taken me. I lead the BOLD initiative within DLR Group to bring my passion and knowledge to help bridge the gap between education and design.

**What is BOLD?**

BOLD (Bridging Organization, Learning and Design) is a robust consultation process grounded in decades of successful change efforts. Our role is to help schools holistically respond to changes in the world that impact the overall learning experience for every learner. Our systems-based approach addresses teaching and learning while leveraging collaborative learning environments to increase confidence and engagement of educators and learners.

**What does the BOLD process look like?**

The BOLD process is designed to lead you through a series of explorations that discover, imagine, define, develop, and achieve the path to your desired outcomes. Within this framework, BOLD’s specific services are custom-selected to meet the unique needs of your district or school. These might include strategic planning, process consulting, spatial affordance training, change leadership coaching, culture development, inquiry based learning implementation, teaching and learning consulting services, or others.

**To learn more about DLR Group’s services and the BOLD research initiative please visit us at:**

<https://www.dlrgroup.com/sector/k-12-education/?ref=menulist>

<https://bold.dlrgroup.com/>





# Purple Ribbon Partners



### **Apptegy**

Alex Brownstein  
2201 Brookwood Dr, Suite 115  
Little Rock, AR 72202  
Phone: (832) 722.3053  
conferenceteam@apptegy.com



CORNHUSKER  
INTERNATIONAL  
TRUCKS

### **Cornhusker International Trucks**

Russ Folts  
3131 Cornhusker Hwy  
Lincoln, NE 68504  
Phone: (402) 304-4016  
russ.folts@cornhuskerinternational.com



### **Cheever Construction**

Doug Klute  
3425 N 44th St  
Lincoln, NE 68504  
Phone: (402) 477-6745  
dklute@cheeverconstruction.com



### **DA Davidson**

Paul Grieger  
450 Regency Parkway, Suite 400  
Omaha, NE 68114  
Phone: (402) 392-7984  
pgrieger@dadco.com



### **Clark Enersen Partners**

Steve Miller  
1010 Lincoln Mall, Suite 200  
Lincoln, NE 68508  
Phone: (402) 430-3803  
steve.miller@clarkenersen.com



### **DLR Group**

Emily O'keeffe  
6457 Frances St, Suite 200  
Omaha, NE 68106  
Phone: (402) 393-4100  
eokeeffe@dlrgroup.com



### **CMBA Architects**

Troy Keilig  
208 N Pine ST, Ste 301  
Grand Island, NE 68801  
Phone: (308) 384-4444  
keilig.t@cmbaarchitects.com



### **Facility Advocates**

Dave Raymond  
3738 S 149th St, Suite 102  
Omaha, NE 68144  
Phone: (402) 206-8777  
draymond@facilityadvocates.com



# Purple Ribbon Partners



construction | the people you build with

## **MCL Construction**

Travis Justice  
14558 Portal Circle  
Omaha, NE 68138  
Phone: (402) 339-2221  
tkj@mcconstruction.com



## **Network For Educator Effectiveness (NEE)**

Marc Doss  
288 Maguire Blvd  
Columbia, MO 65211  
Phone: (844) 793-4357  
dossm@missouri.edu



Roofing and Building Maintenance

## **Tremco Roofing**

Jim Wolfsohn  
3735 Green Road  
Beachwood, OH 44122  
Phone: (909) 302-0617  
jim.jwolfsohn@tremcoinc.com



## **Voss Lighting**

Mike Little  
4624 S 140th St  
Omaha, NE 68137  
Phone; (402) 850-9789  
mike.little@vosslighting.com



**WILKINS**

ARCHITECTURE | DESIGN | PLANNING

## **Wilkins Architecture, Design, Planning**

Jacob Sertich  
2204 University Dr, Suite 130  
Kearney, NE 68845  
Phone: (308) 237-5787  
jsertich@wilkinsadp.com

## Contact Information

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### NRCSA

Jack Moles, Executive Director  
(402) 335-7732  
[jmoles@nrcea.net](mailto:jmoles@nrcea.net)

Jeff Bundy, Office Manager  
(402) 202-6028  
[jbundy@nrcea.net](mailto:jbundy@nrcea.net)

### Legislative Contacts

#### U.S. Senators

[Deb Fischer](#)

[Pete Ricketts](#)

#### U.S. House of Representatives

[Don Bacon](#)

[Mike Flood](#)

[Adrian Smith](#)

#### Nebraska Governor

[Jim Pillen](#)

#### NE State Senators

[Bob Andersen, Dist 49](#)

[John Arch, Dist 14](#)

[Christy Armendariz, Dist 18](#)

[Beau Ballard, Dist 21](#)

[Carolyn Bosn, Dist 25](#)

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[Mike Jacobson, Dist 42](#)

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# Nebraska Rural Community Schools Association



*“Quality Rural Schools”*

[www.nrcsa.net](http://www.nrcsa.net)



## *NRCSA Programs*

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*NRCSA Rural Community Schools Association*  
*440 S 13th St, Suite B*  
*Lincoln, NE 68508*



[www.nrcsa.net](http://www.nrcsa.net)



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