

Fremont Board of Education
Board of Education Regular Meeting
Board Room
130 E 9th St
Fremont, NE 68025
Monday, November 10, 2025 6:30 PM

AGENDA SUMMARY

1. CALL TO ORDER AND ROLL CALL

INDIVIDUALS WISHING TO ADDRESS THE BOARD WILL BE RECOGNIZED TO SPEAK AT THE BOARD TABLE. WHEN RECOGNIZED BY THE CHAIR, PLEASE STATE YOUR NAME BEFORE PROCEEDING WITH YOUR COMMENTS. A MAXIMUM TIME LIMIT OF 5 MINUTES WILL BE ALLOWED FOR EACH AUDIENCE UNLESS AN EXCEPTION IS GRANTED BY THE CHAIR.

1.1. Open Meetings Act

A copy of the Open Meetings Act is posted in the Board Room. The Board may meet in Closed Session to consider issues including, but not limited to 1) strategy sessions with respect to collective bargaining, real estate purchases, or litigation; 2) discussion regarding deployment of security personnel or devices; 3) investigative proceedings regarding allegations or misconduct; or 4) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person or persons. The vote to hold a Closed Session shall be taken in open session and the subject matter and reason for the session shall be included in the motion. The motion and the vote of each member of the Board and the time when the session commenced and concluded shall be recorded in the minutes. If the motion passes, the President will restate on the record the limitation of the subject matter of the Closed Session.

2. CONSENT SECTION

All matters listed under the Consent Section are considered to be routine and will be enacted by one motion. There will be no separate discussion of these items. If discussion is desired, the item(s) will be considered at the end of the Consent Section.

Motion to approve the consent section as presented passed with a motion by Board Member #1 and a second by Board Member #2.

2.1. Legality of Meeting

Approve that all legal requirements have been met as to advance notice of this meeting to both individual Board Members and to the public.

2.2. Approval of Agenda

Approval of the agenda as published/revised. Note that items can be removed or amended from the published agenda at this time but additions can be made only through an emergency resolution.

2.3. Minutes from Previous Meeting(s)

2.4. Policy & Board Reports

2.4.1. Option Enrollment

2.4.2. Student Enrollment

2.5. Personnel Reports

2.5.1. Certified / Classified Monthly Personnel Report

2.6. Business Reports

2.6.1. Bill Listing

2.6.2. Fund Reports

2.7. Surplus/Salvage Items

3. Audit Report

Erickson & Brooks will present and discuss the annual audit.

Motion to accept the audit as presented passed with a motion by Board Member #1 and a second by Board Member #2.

4. REPORT ITEMS

4.1. FEA

4.2. AI Presentation

4.3. FHS Fundraising Update

5. ACTION ITEMS

5.1. Board Items

5.1.1. Board Policy Revisions

The Policy Committee has been reviewing policies in order to move towards a full adoption of policies as recommended by Perry Law Firm. The rationale for the work of the policy committee is to:

- Align policy with current state and federal regulations.
- Clarify procedural language for consistency and transparency.
- Remove outdated references and add recent statutory requirements.
- Consolidation of overlapping policies for efficiency

Once the Perry policies are fully approved and implemented the maintenance of District policies will involve periodic updates which are provided at no charge through the ESU on an annual basis. This will enable a more efficient and effective policy process ensuring the legality, relevance and accuracy of the District's policies.

The sections of policy brought forth this month include the sections of School Community, Community Use of School Facilities, Anti-Discrimination, Fund Raising and Gifts, and Student Fees Update.

Motion to approve the recommended policies and waive the second reading passed with a motion by Board Member #1 and a second by Board Member #2.

5.2. Elementary/Secondary Items

5.2.1. Calendar Parameters 2026-2027

See attachment

Motion to approve the 2026-2027 calendar parameters passed with a motion by Board Member #1 and a second by Board Member #2.

5.3. Curriculum and Instruction Items

5.4. Personnel Items

5.5. Business/Facility Items

5.5.1. Transportation Bus Purchase

FPS has a total of three buses that are either DOT grounded or inoperable due to mechanical concerns and are in the process of being disposed of. The district is in need of two 14 passenger buses, one STARS equipped, and a larger 47 passenger route bus, also STARS equipped. The Director of Operations and the Transportation department worked with Truck Center Company of Omaha to extend the pricing presented through the Norfolk Public Schools, Bruning-Davenport Community Schools and Blair Community Schools competitive bidding processes to FPS. The total cost for all three buses is \$380,710.00.

Source of Funds: Depreciation Fund

It is the recommendation of the Administration to enter into a contract to purchase and deliver two 2026 Chevy Minotour 14 passenger buses, one STARS equipped and one 2027 Thomas SAF-T Liner C2 47 passenger, STARS equipped bus at a not to exceed total price of \$380,710.00 from Truck Center Companies of Omaha. The source of funds for this purchase is the Depreciation Fund.

The Board, by approving these contracts is approving the previously entered into contract documents, and all associated documents related thereto according to the terms and conditions as on file with district records or such other or additional terms and provisions as negotiated and approved by the Assistant Superintendent or a designee, and the Board is hereby delegating to and authorizing the Assistant Superintendent or a designee to sign, execute, and deliver the contract documents and all such related documents, make all contract payments, and to take or cause to be taken any and all other action and sign any other documents as may be necessary to complete the transaction, and to administer, operate, and/or implement the contract and all associated documents related thereto on a day-to-day basis during this project as contemplated thereby, for and on behalf of this school district, and hereby designates the Director of Operational Services, or another person as selected by the Assistant Superintendent or a designee from time to time as its program administrator under this agreement.

Motion to approve the bus purchase as presented passed with a motion by Board Member #1 and a second by Board Member #2.

6. CLOSED SESSION

Fremont Public Schools Board of Education is authorized by state statute to hold closed sessions. Closed sessions may be held when clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual. Reasons that meet this standard include but are not limited to: (a) strategy sessions with respect to collective bargaining, real estate matters, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; (b) discussion regarding deployment of security personnel or

devices; (c) investigative proceedings regarding allegations of criminal misconduct; (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; and (e) legal advice. Motion to go into Closed Session passed with a motion by Board Member #1 and a second by Board Member #2.

7. ADJOURNMENT

Motion to adjourn passed with a motion by Board Member #1 and a second by Board Member #2.

Posted Locations:

- Fremont Tribune
Posted Date: 10/4/25
- Dodge County Courthouse
- City of Fremont Municipal Building
- Main Street Education and Administration Center
Posted Date: 10/8/25

**Board of Education Regular Meeting
Monday, October 13, 2025 6:30 PM**

**Board Room
130 E 9th St
Fremont, NE 68025**

Attendance Taken at 6:30 PM.

Todd Hansen: Present
Jon Ludvigsen: Present
Pam Murphy: Present
Mike Petersen: Present
Sandi Proskovec: Present
Terry Sorensen: Present

1. CALL TO ORDER AND ROLL CALL

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2. CONSENT SECTION

All matters listed under the Consent Section are considered to be routine and will be enacted by one motion. There will be no separate discussion of these items. If discussion is desired, the item(s) will be considered at the end of the Consent Section.

Motion to approve the consent section as presented passed with a motion by Terry Sorensen and a second by Todd Hansen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi

Proskovec: Yea, Terry Sorensen: Yea

Yea: 6, Nay: 0

2.1. Legality of Meeting

Approve that all legal requirements have been met as to advance notice of this meeting to both individual Board Members and to the public.

2.2. Approval of Agenda

Approval of the agenda as published/revised. Note that items can be removed or amended from the published agenda at this time but additions can be made only through an emergency resolution.

2.3. Minutes from Previous [Hearing & Meeting](#)

2.4. Policy & Board Reports

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2.4.2. [Student Enrollment](#)

2.5. Personnel Reports

2.5.1. [Certified / Classified Monthly Personnel Report](#)

2.6. Business Reports

2.6.1. [Bill Listing](#)

2.6.2. [Fund Reports](#)

2.7. Surplus/Salvage Items

- [Bell Field Elementary](#)
- [Fremont High School](#)

3. REPORT ITEMS

3.1. FEA

FEA President, Keith Cunnings noted the end of first quarter and had staff in the audience introduce themselves.

3.2. [Special Programs/Program Participation](#)

Brent Cudly and Joel Kerkman presented on the ML and Special Education programs.

3.3. [Summer School Update](#)

Jen Robinson presented on 2025 summer school programming.

3.4. [American Civics Committee - Meeting of the Whole](#)

Kate Heineman presented the American Civics curriculum overview.

4. ACTION ITEMS

4.1. Board Items

4.1.1. Board Policy 5006/51A.2a - 2026-2027 Option Enrollment Capacity

See attachment

Motion to approve the resolution for specific standards for the acceptance or rejection of option enrollment applications for the 2026-2027 school year passed with a motion by Pam Murphy and a second by Terry Sorensen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

4.1.2. Update Board Policy 3130/35E Purchasing Policies

The changes to Policy 3130/35E include increasing the current threshold from \$10,000 to \$30,000 (item #1), which allows the administration authorization to purchase any items specifically budgeted which has a sales price between \$0.00 and \$30,000. Additionally, this will also change the threshold in item #2 to read \$30,000 - \$100,000. The cost of doing normal business has increased since this policy was last revised, and we are oftentimes having to delay purchases for routine items.

Motion to approve the changes to Board Policy 3130/35E and waive the second reading passed with a motion by Todd Hansen and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

4.2. Elementary/Secondary Items

4.2.1. FHS Fanuc Robot Purchase

The High School Mechatronics program is requesting approval for the purchase of a fenceless FANUC robot arm and conveyor. The robot will be used in the Advanced Manufacturing class. This equipment will accommodate more courses and advanced programming. The use of this robot can lead to industry certification and dual credit, along with directly relating to real-world industry applications in Fremont manufacturing plants.

The source of funding will be Perkins Grants.

Motion to approve the purchase of a fenceless ER-4iA FANUC robot for \$40,375.00 passed with a motion by Pam Murphy and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

4.3. Curriculum and Instruction Items

4.3.1. Confirming Action: Comprehensive State Literacy Grant Lexia & TNTF

Fremont Public Schools received the Comprehensive State Literacy Development Grant (CLSD) in August of 2025 focused on evidenced based instruction for the improvement of literacy outcomes for our students. As a part of this work in collaboration with the Nebraska Department of Education, we are building upon the K-4 Science of Reading work we began four years ago

based upon Lexia Learning LETRS (Language Essentials for Teachers of Reading and Spelling). LETRS is comprehensive professional learning designed to provide early childhood and elementary educators and administrators with deep knowledge to be literacy and language experts in the science of reading. Developed by Dr. Louisa Moats and leaders in the field of literacy, Lexia LETRS teaches the skills needed to master the foundational and fundamentals of reading and writing instruction — phonological awareness, phonics, fluency, vocabulary, comprehension, and written language. In addition, FPS is partnering with TNTP for the Secondary Science of Reading course and support for teachers and administrators in grades 5-12. The course helps secondary educators gain the knowledge and skills needed to meet the needs of students with gaps in their literacy instruction using evidence-based instructional practices

The administration requests confirming action of the Lexia Learning LETRS Certified Facilitator training for \$159,984.00 and LETRS Administrator Training for \$3,750.00 and approval for the TNTP Secondary Science of Reading Course and Support for \$279,940.00 all funded by the CLSD Grant.

Motion to confirm and approve the purchases as presented passed with a motion by Pam Murphy and a second by Mike Petersen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi

Proskovec: Yea, Terry Sorensen: Yea

Yea: 6, Nay: 0

4.4. Personnel Items

4.5. Business/Facility Items

4.5.1. FHS AHU/ACCU Coil Replacement

Over the summer multiple compressors quit working, causing the FHS Science wing to have no air conditioning for a week. The FPS Facilities and Maintenance Team worked with a mechanical contractor to get the units running at 50% capacity. The temporary fix has worked through the first quarter of school and all spaces were able to be air conditioned. Morrissey Engineering created specifications to update the 25 year old HVAC in that area to connect it to the geothermal well system. This part of the building was not renovated during the 2021 bond projects.

Bids were received on October 2, 2025, at 1:00 p.m. for the Fremont Public Schools - High School AHU/ACCU Coil Replacement project. The scope of the project includes the replacement of the existing condensing unit, air handling unit coil, and associated temperature controls. Six bids were received. The low base bid was submitted by Fluid Mechanical in the amount of \$201,000.

It is the recommendation of the administration to approve the project at a not to exceed price of \$201,000.00 with the work being completed by Fluid Mechanical. The source of funds will be the Special Building Fund.

The Board, by approving this purchase is approving the contract documents, and all associated documents related thereto according to the terms and conditions as on file with district records or

such other or additional terms and provisions as negotiated and approved by the Associate Superintendent or a designee, and the Board is hereby delegating to and authorizing the Associate Superintendent or a designee to sign, execute, and deliver the contract documents and all such related documents, make all contract payments, and to take or cause to be taken any and all other action and sign any other documents as may be necessary to complete the transaction, and to administer, operate, and/or implement the contract and all associated documents related thereto on a day-to-day basis during this project as contemplated thereby, for and on behalf of this school district, and hereby designates the Director of Facilities, or another person as selected by the Associate Superintendent or a designee from time to time as its program administrator under this agreement.

Motion to approve the FHS AHU/ACCU Coil Replacement as presented passed with a motion by Terry Sorensen and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

4.5.2. Recognition of FEA as Bargaining Unit for 2027-2028 Contract Year

See attachment

Motion to recognize the FEA as the exclusive bargaining agent for non-supervisory certificated staff for the 2027-2028 contract year passed with a motion by Jon Ludvigsen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

5. CLOSED SESSION

Fremont Public Schools Board of Education is authorized by state statute to hold closed sessions. Closed sessions may be held when clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual. Reasons that meet this standard include but are not limited to: (a) strategy sessions with respect to collective bargaining, real estate matters, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; (b) discussion regarding deployment of security personnel or devices; (c) investigative proceedings regarding allegations of criminal misconduct; (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; and (e) legal advice. Motion to go into Closed Session passed with a motion by Pam Murphy and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0
Time: 7:29 pm

After a short recess the Board convened in closed session. 7:35 pm

Motion to return to regular session passed with a motion by Terry Sorensen and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

Time: 7:50 pm

6. Settlement Agreement

Motion to approve the settlement agreement with 405 W Washington Street passed with a motion by Todd Hansen and a second by Pam Murphy.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

7. ADJOURNMENT

Motion to adjourn passed with a motion by Todd Hansen and a second by Jon Ludvigsen.

Todd Hansen: Yea, Jon Ludvigsen: Yea, Pam Murphy: Yea, Mike Petersen: Yea, Sandi Proskovec: Yea, Terry Sorensen: Yea
Yea: 6, Nay: 0

Time: 7:51 pm

Board Secretary

**FREMONT PUBLIC SCHOOLS
OPTION ENROLLMENT REPORT
November 10, 2025**

| <u>ENTER 2025-2026</u> | <u>Grade</u> | <u>From</u> |
|-------------------------------|---------------------|--------------------|
| Middlebrooks, Emilie | 6 | Oakland-Craig |
| Middlebrooks, Macie | 7 | Oakland-Craig |

| <u>EXIT 2025-2026</u> | <u>Grade</u> | <u>To</u> |
|------------------------------|---------------------|------------------|
| Johnson, Preston | K | Cedar Bluffs |
| Luschen, Trinity | 9 | Cedar Bluffs |
| Porter, Sarenatie | 11 | North Bend |
| Winter, Berkeley | 3 | Mead |

| <u>ENTER 2026-2027</u> | <u>Grade</u> | <u>From</u> |
|-------------------------------|---------------------|--------------------|
|-------------------------------|---------------------|--------------------|

| <u>EXIT 2026-2027</u> | <u>Grade</u> | <u>To</u> |
|------------------------------|---------------------|------------------|
|------------------------------|---------------------|------------------|

Change of Status

Byrd, Cato
Previous option to Logan View; returned to resident district, Fremont

Densberger, Brooke
Previous option to Logan View; returned to resident district, Fremont

Francis, Alexander
Previous option to Logan View; moved to Tekamah

German, Jacob
Previous option to Logan View; returned to resident district, Fremont

Jokumsen, Aubrei
Previous option to Logan View; moved out of state then returned to Fremont

Hallmark, Dominic
Previous option to Fremont; return to resident district, Columbus

Hass, David
Previous option to Logan View; residence change to Logan View District

Poppe, Lyric
Previous option to Papillion LaVista; residence change to Papillion LaVista

Schleiger, Gavin
Previous option to Logan View; returned to resident district, Fremont

Walker, Elliot
Previous option to Wahoo; residence change to North Bend

Walker, Emilee
Previous option to Wahoo; residence change to North Bend

DENIED

Castellanos Grado, Vanessa

Past deadline per Board Policy 5006 and had not relocated after February 1.

GRADUATED

Elementary–Julie Anderson; Elementary Office Associates; Middle School Counseling; High School Counseling; Transportation–Jeff Rump; Athletic Director–Scott Anderson; Registrars–Lori Essen and Abdiel Jimenez; K-12 Principals; Director of Special Education-Joel Kerkman; Director of Student Information-Ginger Fredericksen; Assistant Superintendents-Kate Heineman and Chris Loofe; Superintendent-Brad Dahl

Fremont Public Schools Enrollment Report November 2025

| | Senior High/LC combined | Learning Ctr (column not in sum as they are included in FHS#s) | YAP | Middle School | Johnson Crossing | Bell Field | Deer Pointe | Grant | Howard | Linden | Milliken Pk | Washington | Cont Out | Trin/Berg/Home (Title and/or SPED) FTE<1 | Pathfinder | Home Based or Head Start or Walk In | Sixpence | Total |
|--------------------|-------------------------|--|-----|---------------|------------------|------------|-------------|-------|--------|--------|-------------|------------|----------|--|------------|-------------------------------------|----------|-------|
| PreSchool | | | | | | 30 | 18 | 31 | 24 | 28 | 25 | 31 | 0 | 0 | | 60 | 28 | 275 |
| Free/Reduced | | | | | | 20 | 9 | 20 | 13 | 22 | 15 | 25 | 0 | 0 | | 17 | 7 | 148 |
| SpED | | | | | | 5 | 9 | 19 | 15 | 8 | 14 | 9 | 0 | 0 | | 60 | 2 | 141 |
| Kindergarten | | | | | | 37 | 47 | 12 | 41 | 55 | 35 | 102 | 0 | 11 | 1 | | | 341 |
| Classroom Teachers | | | | | | 2 | 2 | 1 | 2 | 3 | 2 | 4 | 0 | 0 | 0 | | | 16 |
| Free/Reduced | | | | | | 32 | 24 | 5 | 31 | 45 | 27 | 83 | 0 | 3 | 1 | | | 251 |
| SpED | | | | | | 8 | 11 | 2 | 7 | 9 | 11 | 17 | 0 | 3 | 2 | | | 70 |
| ELL | | | | | | 16 | 10 | 4 | 20 | 34 | 15 | 86 | 0 | 0 | 0 | | | 185 |
| 1st Grade | | | | | | 61 | 48 | 18 | 45 | 51 | 40 | 93 | 0 | 17 | 6 | | | 379 |
| Classroom Teachers | | | | | | 3 | 2 | 1 | 2 | 3 | 2 | 4 | 0 | 0 | 0 | | | 17 |
| Free/Reduced | | | | | | 37 | 30 | 15 | 39 | 36 | 28 | 79 | 0 | 6 | 5 | | | 275 |
| SpED | | | | | | 12 | 15 | 3 | 5 | 5 | 8 | 14 | 0 | 7 | 6 | | | 75 |
| ELL | | | | | | 13 | 8 | 5 | 25 | 29 | 20 | 68 | 0 | 0 | 0 | | | 168 |
| 2nd Grade | | | | | | 48 | 43 | 22 | 63 | 64 | 46 | 74 | 0 | 10 | 3 | | | 373 |
| Classroom Teachers | | | | | | 2 | 2 | 1 | 3 | 3 | 2 | 4 | 0 | 0 | 0 | | | 17 |
| Free/Reduced | | | | | | 36 | 20 | 17 | 43 | 50 | 35 | 62 | 0 | 1 | 2 | | | 266 |
| SpED | | | | | | 10 | 11 | 6 | 14 | 11 | 14 | 5 | 0 | 3 | 3 | | | 77 |
| ELL | | | | | | 18 | 3 | 4 | 25 | 37 | 26 | 52 | 0 | 1 | 1 | | | 167 |
| 3rd Grade | | | | | | 36 | 50 | 24 | 78 | 61 | 45 | 79 | 2 | 11 | 1 | | | 387 |
| Classroom Teachers | | | | | | 2 | 2 | 1 | 4 | 3 | 2 | 3 | 0 | 0 | 0 | | | 17 |
| Free/Reduced | | | | | | 25 | 23 | 19 | 57 | 49 | 30 | 63 | 1 | 0 | 1 | | | 268 |
| SpED | | | | | | 12 | 12 | 5 | 15 | 7 | 12 | 14 | 2 | 4 | 1 | | | 84 |
| ELL | | | | | | 7 | 5 | 2 | 28 | 26 | 17 | 49 | 0 | 0 | 0 | | | 134 |
| 4th Grade | | | | | | 53 | 59 | 15 | 71 | 51 | 50 | 83 | 1 | 4 | 4 | | | 391 |
| Classroom Teachers | | | | | | 2 | 3 | 1 | 3 | 3 | 2 | 4 | 0 | 0 | 0 | | | 18 |
| Free/Reduced | | | | | | 38 | 32 | 13 | 42 | 35 | 32 | 67 | 1 | 1 | 4 | | | 265 |
| SpED | | | | | | 15 | 14 | 1 | 15 | 6 | 21 | 14 | 1 | 4 | 4 | | | 95 |
| ELL | | | | | | 8 | 8 | 2 | 30 | 19 | 13 | 51 | 0 | 0 | 0 | | | 131 |
| 5th Grade | | | | | 370 | | | | | | | | 0 | 2 | 3 | | | 375 |
| Free/Reduced | | | | | 251 | | | | | | | | 0 | 1 | 3 | | | 255 |
| SpED | | | | | 93 | | | | | | | | 0 | 2 | 3 | | | 98 |
| ELL | | | | | 107 | | | | | | | | 0 | 1 | 0 | | | 108 |
| 6th Grade | | | | | 378 | | | | | | | | 0 | 2 | 4 | | | 384 |
| Free/Reduced | | | | | 249 | | | | | | | | 0 | 1 | 4 | | | 254 |
| SpED | | | | | 82 | | | | | | | | 0 | 2 | 4 | | | 88 |
| ELL | | | | | 127 | | | | | | | | 0 | 0 | 0 | | | 127 |
| 7th Grade | | | | | 382 | | | | | | | | 0 | 1 | 4 | | | 387 |
| Free/Reduced | | | | | 261 | | | | | | | | 0 | 0 | 2 | | | 263 |
| SpED | | | | | 89 | | | | | | | | 0 | 1 | 4 | | | 94 |
| ELL | | | | | 103 | | | | | | | | 0 | 0 | 0 | | | 103 |
| 8th Grade | | | | | 318 | | | | | | | | 0 | 0 | 1 | | | 319 |
| Free/Reduced | | | | | 195 | | | | | | | | 0 | 0 | 0 | | | 195 |
| SpED | | | | | 71 | | | | | | | | 0 | 0 | 1 | | | 72 |
| ELL | | | | | 44 | | | | | | | | 0 | 0 | 0 | | | 44 |

Fremont Public Schools Enrollment Report November 2025

| | Senior High/LC combined | Learning Ctr (column not in sum as they are included in FHS#s) | YAP | Middle School | Johnson Crossing | Bell Field | Deer Pointe | Grant | Howard | Linden | Milliken Pk | Washington | Cont Out | Trin/Berg/Home (Title and/or SPED) FTE<1 | Pathfinder | Home Based or Head Start or Walk In | Sixpence | Total |
|------------------|-------------------------|--|----------|---------------|------------------|------------|-------------|------------|------------|------------|-------------|------------|----------|--|------------|-------------------------------------|-----------|----------------|
| 9th Grade | 389 | 1 | | | | | | | | | | | 2 | 1 | 3 | | | 395 |
| Free/Reduced | 239 | 1 | | | | | | | | | | | 1 | 0 | 1 | | | 241 |
| SpED | 74 | 0 | | | | | | | | | | | 2 | 1 | 3 | | | 80 |
| ELL | 54 | 0 | | | | | | | | | | | 0 | 0 | 0 | | | 54 |
| 10th Grade | 396 | 3 | | | | | | | | | | | 2 | 0 | 9 | | | 407 |
| Free/Reduced | 250 | 3 | | | | | | | | | | | 2 | 0 | 7 | | | 259 |
| SpED | 61 | 2 | | | | | | | | | | | 2 | 0 | 9 | | | 72 |
| ELL | 97 | 0 | | | | | | | | | | | 0 | 0 | 0 | | | 97 |
| 11th Grade | 419 | 16 | | | | | | | | | | | 2 | 1 | 2 | | | 424 |
| Free/Reduced | 240 | 10 | | | | | | | | | | | 2 | 0 | 2 | | | 244 |
| SpED | 92 | 5 | | | | | | | | | | | 2 | 1 | 2 | | | 96 |
| ELL | 112 | 0 | | | | | | | | | | | 0 | 0 | 0 | | | 112 |
| 12th Grade | 431 | 45 | 7 | | | | | | | | | | 0 | 1 | 6 | | | 445 |
| Free/Reduced | 231 | 31 | 5 | | | | | | | | | | 0 | 1 | 5 | | | 241 |
| SpED | 63 | 9 | 7 | | | | | | | | | | 0 | 1 | 6 | | | 76 |
| ELL | 65 | 1 | 0 | | | | | | | | | | 0 | 0 | 0 | | | 65 |
| TOTAL | 1635 | 65 | 7 | 700 | 748 | 265 | 265 | 122 | 322 | 310 | 241 | 462 | 9 | 61 | 47 | 60 | 28 | 5282 |
| SpED | 290 | 16 | 7 | 160 | 175 | 62 | 72 | 36 | 71 | 46 | 80 | 73 | 9 | 29 | 48 | 60 | 2 | 1220 |
| *% of Dist Sped | 23.8% | 1.3% | 0.6% | 13.1% | 14.3% | 5.1% | 5.9% | 3.0% | 5.8% | 3.8% | 6.6% | 6.0% | 0.7% | 2.4% | 3.9% | 4.9% | 0.2% | |
| *% of total enr. | 5.5% | 0.3% | 0.1% | 3.0% | 3.3% | 1.2% | 1.4% | 0.7% | 1.3% | 0.9% | 1.5% | 1.4% | 0.2% | 0.5% | 0.9% | 1.1% | 0.0% | 23.1% |
| *% of building | 17.7% | 24.6% | 100.0% | 22.9% | 23.4% | 23.4% | 27.2% | 29.5% | 22.0% | 14.8% | 33.2% | 15.8% | 100.0% | 47.5% | 102.1% | 100.0% | 7.1% | |
| ELL | 328 | 1 | 0 | 147 | 234 | 62 | 34 | 17 | 128 | 145 | 91 | 306 | 0 | 0 | 1 | | | 1493 |
| *% of Dist ELL | 22.0% | 0.1% | 0.0% | 9.8% | 15.7% | 4.2% | 2.3% | 1.1% | 8.6% | 9.7% | 6.1% | 20.5% | 0.0% | 0.0% | 0.1% | | | % on K-12 |
| *% of total enr. | 6.2% | 0.0% | 0.0% | 2.8% | 4.4% | 1.2% | 0.6% | 0.3% | 2.4% | 2.7% | 1.7% | 5.8% | 0.0% | 0.0% | 0.0% | | | 29.8% |
| *% of building | 20.06% | 1.54% | 0.00% | 21.00% | 31.28% | 23.40% | 12.83% | 13.93% | 39.75% | 46.77% | 37.76% | 66.23% | 0.00% | 0.00% | 2.13% | | | |
| Free/Reduced | 960 | 45 | 5 | 456 | 500 | 188 | 138 | 89 | 225 | 237 | 167 | 379 | 7 | 14 | 37 | 17 | 7 | 3426 |
| *% of Dist F/R | 28.0% | 1.3% | 0.1% | 13.3% | 14.6% | 5.5% | 4.0% | 2.6% | 6.6% | 6.9% | 4.9% | 11.1% | 0.2% | 0.4% | 1.1% | 0.5% | 0.2% | % on Attending |
| *% of total enr. | 18.2% | 0.9% | 0.1% | 8.6% | 9.5% | 3.6% | 2.6% | 1.7% | 4.3% | 4.5% | 3.2% | 7.2% | 0.1% | 0.3% | 0.7% | 0.3% | 0.1% | 66.7% |
| *% of building | 58.7% | 69.2% | 71.4% | 65.1% | 66.8% | 70.9% | 52.1% | 73.0% | 69.9% | 76.5% | 69.3% | 82.0% | 77.8% | 23.0% | 78.7% | 28.3% | 25.0% | |

FPS Human Resources Report

November 10, 2025

The following report is position centric. The 'Employee' column is the name of the current/previous employee in that position. The 'Effective Date' is the date in which the Action takes effect. The 'Replacement Status/New Hire' column is the newly hired employee who will fill the position noted in the 'Position' column. Board Action items are bold/highlighted and are new to the report.

*Classified employee is staying on in a substitute status

ACTION ITEMS

CERTIFIED PERSONNEL

| Position | Employee | Action | Effective Date | Site/Department | Replacement Status/New Hire | Start Date |
|---------------------------------------|-----------------|--------------------------|----------------|------------------|-----------------------------|------------|
| Speech Language Pathologist | Lisa Robertson | Early Separation Program | 5/21/2026 | Howard | TBD | TBD |
| Teacher, 1st Grade | Emily Furley | Resignation | 5/21/2026 | Howard | TBD | TBD |
| Teacher, 5/6 | Paula Stormberg | Resignation | 5/21/2026 | Johnson Crossing | TBD | TBD |
| Teacher, Special Education Resource 2 | Lori Bute | Resignation | 10/9/2025 | Middle School | Lindsey Jannenga | 10/14/2025 |
| Teacher, Special Education Resource 3 | Nathan Wiebers | Resignation | 5/21/2026 | High School | TBD | TBD |

CLASSIFIED PERSONNEL

| Position | Employee | Action | Effective Date | Site/Department | Replacement Status/New Hire | Start Date |
|---|-----------------------|---|----------------|-------------------------------------|-----------------------------|------------|
| Audio Visual Coordinator (8 hrs) | *Kim VanBuskirk | Resignation | 11/12/2025 | Middle School | Posted/Pending Hire | TBD |
| Behavior Support Technician (7.5 hrs) | *Paige Denny | Resignation | 10/30/2025 | Pathfinder | Posted/Pending Hire | TBD |
| Bus Driver (3 hrs) | Richard Waage | Deceased | 9/27/2025 | Transportation | TBD | TBD |
| Custodian II (8 hrs) | Jacob Pavlik | Transfer | 10/27/2025 | Middle School | Guadalupe Pinales | 10/20/2025 |
| Custodian II (8 hrs) | Aaron Pavlik | Resignation | 9/5/2025 | Johnson Crossing | Christian Gonzales | 10/1/2025 |
| ELL Paraeducator (7.5 hrs) | Alysha Robertson | Resignation | 9/25/2025 | High School | Roberto Chavira Espinosa | 11/6/2025 |
| ELL Paraeducator (7.5) | Maria Rodriguez | Resignation | 9/19/2025 | High School | Katie Dougherty | 11/3/2025 |
| Food Service Worker (6.25 hrs) | Lorena Baez Veliz | Resignation | 8/4/2025 | High School | Abigail Acker | 10/20/2025 |
| Food Service Worker (Was 5 hrs, will now be 7 hrs) | Louanne Kampschneider | Retirement | 5/16/2025 | Washington | Sandra Conn | 9/30/2025 |
| Food Service Worker (7 hrs) | *Kathy Satorie | Resignation | 9/8/2025 | Milliken Park | Dawn Sherman | 10/20/2025 |
| Food Service Worker (7 hrs) | N/A | New Position | Upon Hire | Grant Elementary | Laurie Milota Forsberg | 10/14/2025 |
| Food Service Worker (7 hrs) | Kelley Bentley | Transfer | 8/6/2025 | Johnson Crossing | Tasha Strong | 10/14/2025 |
| Food Service Worker (was 5.75 hrs, will now be 7 hrs) | Samantha Stroscheim | Change to Position | 8/6/2025 | High School | N/A | N/A |
| Health Paraeducator (3 hrs) | N/A | New Position (Temporary through end of Dec. 2025) | 10/9/2025 | District Wide | Melissa Kubicek | 10/9/2025 |
| Health Paraeducator (7.25 hrs) | N/A | New Position | 10/9/2025 | Howard | Sarah Neal | 10/9/2025 |
| Maintenance Worker I (8 hrs) | N/A | New Position | Upon Hire | Facilities Management / High School | Jacob Pavlik | 10/27/2025 |

| | | | | | | |
|---------------------------------------|----------------------|-------------|------------|------------------|----------------------|------------|
| Paraeducator (7 hrs) | Nancy Roeder | Deceased | 10/31/2025 | Washington | TBD | TBD |
| Special Ed. Para - BR (7 hrs) | Connor Husen | Resignation | 8/14/2025 | Pathfinder | Sierra Mehaffey | 10/15/2025 |
| Special Ed. Para (7 hrs) | Taylor Masek | Resignation | 9/18/2025 | Milliken Park | Jocelyn Blair | 11/3/2025 |
| Special Ed. Para (7 hrs) | *Ashley Windeshausen | Resignation | 10/8/2025 | Johnson Crossing | Posted/Pending Hire | TBD |
| Special Ed. Para (7.25 hrs) | McKayla Wallace | Transfer | 10/14/2025 | Middle School | Posted/Pending Hire | TBD |
| Special Ed. Para (7.5 hrs) | Lindsey Jannenga | Transfer | 10/14/2025 | Middle School | McKayla Wallace | 10/14/2025 |
| Special Education Health Para (7 hrs) | *Melissa Kubicek | Resignation | 10/08/2025 | Middle School | Will Not Be Replaced | N/A |
| Vocal Music Accompanist (8 hrs) | Marilyn Puepple | Deceased | 9/22/2025 | FMS/FHS | Krista Braun | 11/3/2025 |

21st CENTURY/EXPANDED LEARNING/AFTER SCHOOL PROGRAM

| Position | Employee | Action | Effective Date | Site/Department | Replacement Status/New Hire | Start Date |
|---|---------------|-------------|----------------|------------------|---|------------|
| After School Activity Aide (3.25 hrs) | N/A | Additional | Upon Hire | Washington | Alexander Garcia Aguilar | 10/15/2025 |
| After School Activity Aide (3.25 hrs) | N/A | Additional | Upon Hire | Washington | Makiah Elsey | 9/25/2025 |
| After School Activity Aide (3.25 hrs) | N/A | Additional | Upon Hire | Milliken Park | Elaine Lopez | 9/24/2025 |
| After School Activity Leader (3.25 hrs) | Hunter Martin | Discharged | 10/09/2025 | Johnson Crossing | Will Be Replaced in future based on program enrollment and need | N/A |
| After School Activity Leader (3.25 hrs) | N/A | Additional | Upon Hire | Linden | Keaira Ferdinand | 11/3/2025 |
| After School Activity Leader (3.25 hrs) | N/A | Additional | Upon Hire | Bell Field | Memphis Dyess | 10/15/2025 |
| After School Activity Leader (3.25 hrs) | N/A | Additional | Upon Hire | Bell Field | Marisa Scott | 10/15/2025 |
| After School Activity Leader (3.25 hrs) | N/A | Additional | Upon Hire | Howard | Ashley Castro Henriquez | 9/25/2025 |
| After School Activity Leader (3.25 hrs) | N/A | Additional | Upon Hire | Washington | Katie Kimes | 10/1/2025 |
| After School Activity Leader (3.25 hrs) | Katie Kimes | Resignation | 10/14/2025 | Washington | Will Be Replaced in future based on program enrollment and need | N/A |

General Fund Expenditures
OCTOBER 2025

| | |
|--------------------|----------------|
| Accounts Payable | \$872,624.56 |
| Payroll | \$5,633,371.38 |
| | <hr/> |
| TOTAL General Fund | \$6,505,995.94 |

Fremont Public Schools
Check Listing
2025-2026

Bank Account: RVR Bank 451126 From: 10/1/25 To: 10/31/25

| Check Number | Date | Payee | Amount |
|--------------|------------|--------------------------------------|-------------|
| 129919 | 10/31/2025 | A & D TECHNICAL SUPPLY CO INC | \$91.15 |
| 129825 | 10/13/2025 | A UNITED AUTOMATIC DOORS & GLASS INC | \$470.00 |
| 129920 | 10/31/2025 | AASPA | \$275.00 |
| 129826 | 10/13/2025 | ACE HARDWARE | \$783.18 |
| 129921 | 10/31/2025 | ACE HARDWARE | \$243.51 |
| 129827 | 10/13/2025 | ACT | \$48.50 |
| 129828 | 10/13/2025 | ADVENTURE ENTERPRISES, LLC | \$10,419.00 |
| 129922 | 10/31/2025 | ADVENTURE ENTERPRISES, LLC | \$6,332.00 |
| 129923 | 10/31/2025 | ALPHACARD | \$256.24 |
| 129829 | 10/13/2025 | AMAZON.COM LLC | \$8,632.09 |
| 129924 | 10/31/2025 | AMAZON.COM LLC | \$11,674.14 |
| 129925 | 10/31/2025 | AMERGIS HEALTHCARE STAFFING, INC | \$8,549.80 |
| DDP | 10/15/2025 | ANDERSON, SCOTT | \$656.60 |
| DDP | 10/15/2025 | ANKERSEN, MARK | \$6.72 |
| DDP | 10/15/2025 | ANZALONE, SAMUEL | \$41.42 |
| 129830 | 10/13/2025 | ARROW STAGE LINES | \$1,702.00 |
| 129926 | 10/31/2025 | ATHLETICO EXCEL NEBRASKA LLC | \$120.00 |
| 129831 | 10/13/2025 | AWARENESS COUNSELING | \$3,450.00 |
| 129927 | 10/31/2025 | BAUER BUILT INC | \$681.96 |
| DDP | 10/15/2025 | BEHRING, JENNIFER | \$34.79 |
| 129832 | 10/13/2025 | BENICOMP INC | \$4,772.85 |
| 129928 | 10/31/2025 | BENICOMP INC | \$8,620.01 |
| DDP | 10/15/2025 | BENNETT, LEIGH | \$247.80 |
| 129833 | 10/13/2025 | BESTCO SERVICES | \$2,460.00 |
| 129834 | 10/13/2025 | BIOLOGIX | \$1,004.25 |
| 129835 | 10/13/2025 | BOMGAARS SUPPLY INC | \$79.99 |
| 129929 | 10/31/2025 | BOMGAARS SUPPLY INC | \$118.04 |
| 129836 | 10/13/2025 | BORDER STATES INDUSTRIES INC | \$395.18 |
| 129930 | 10/31/2025 | BORDER STATES INDUSTRIES INC | \$1,397.61 |
| 129931 | 10/31/2025 | BOUNDLESS ASSISTIVE TECHNOLOGY LLC | \$433.00 |
| 129932 | 10/31/2025 | BSN SPORTS | \$625.00 |
| 129837 | 10/13/2025 | BUTLER MACHINERY CO | \$288.70 |
| 129933 | 10/31/2025 | BUTLER MACHINERY CO | \$72.34 |
| 129838 | 10/13/2025 | CALI DEKLAVS | \$176.12 |
| 129934 | 10/31/2025 | CAMELOT TRANSPORTATION INC | \$5,310.00 |
| 129935 | 10/31/2025 | CARE CORPS INC | \$4,350.00 |
| DDP | 10/15/2025 | CASPER, COURTNEY | \$19.60 |
| 129936 | 10/31/2025 | CENGAGE LEARNING INC | \$2,800.00 |
| 129839 | 10/13/2025 | CENTERVENTION | \$120.00 |
| 129840 | 10/13/2025 | CENTRALREACH LLC | \$1,159.12 |

| Check Number | Date | Payee | Amount |
|--------------|------------|-------------------------------------|--------------|
| 129937 | 10/31/2025 | CHICAGO DISTRUTION CENTER | \$319.83 |
| DDP | 10/15/2025 | CHRISTENSEN, KODY | \$65.80 |
| 129938 | 10/31/2025 | CI SOLUTIONS | \$3,175.00 |
| 129939 | 10/31/2025 | CITY OF FREMONT | \$1,187.50 |
| 129841 | 10/13/2025 | COLUMN SOFTWARE PBC | \$14.35 |
| 129940 | 10/31/2025 | COLUMN SOFTWARE PBC | \$174.61 |
| 129941 | 10/31/2025 | COMPUTER CABLE CONNECTION INC | \$1,891.85 |
| 129942 | 10/31/2025 | CORNHUSKER INTERNATIONAL TRUCKS INC | \$597.93 |
| 129842 | 10/13/2025 | CULLIGAN | \$735.50 |
| 129943 | 10/31/2025 | CULLIGAN | \$506.25 |
| 129843 | 10/13/2025 | DALTON CHIROPRACTIC | \$500.00 |
| 129844 | 10/13/2025 | DECKER EQUIPMENT/SCHOOL FIX | \$378.20 |
| 129944 | 10/31/2025 | DEMCO | \$1,011.97 |
| 129945 | 10/31/2025 | DIETZE MUSIC HOUSE | \$324.90 |
| DDP | 10/15/2025 | DOSTAL, ERIN | \$81.62 |
| 129946 | 10/31/2025 | EAKES OFFICE PLUS | \$12,764.25 |
| 129845 | 10/13/2025 | EDUCATIONAL CONSULTING SERVICE | \$1,200.00 |
| 129947 | 10/31/2025 | EDUCATIONAL CONSULTING SERVICE | \$1,200.00 |
| 129846 | 10/13/2025 | EDUCATIONAL SERVICE UNIT #2 | \$101,186.69 |
| 129948 | 10/31/2025 | EDUCATIONAL SERVICE UNIT #2 | \$150.00 |
| 129949 | 10/31/2025 | EDUCATIONAL SERVICE UNIT #3 | \$200.00 |
| 129847 | 10/13/2025 | EGAN SUPPLY CO | \$793.89 |
| 129950 | 10/31/2025 | EGAN SUPPLY CO | \$655.87 |
| 129848 | 10/13/2025 | ELEMENOT SERVICES | \$22,257.17 |
| 129849 | 10/13/2025 | EMBASSY SUITES LINCOLN | \$149.00 |
| 129850 | 10/13/2025 | ENGINEERED CONTROLS, INC | \$420.00 |
| 129951 | 10/31/2025 | EQUIPMENT & ENGINE TRAINING COUNCIL | \$650.00 |
| DDP | 10/15/2025 | ESCOBEDO, SAVANNAH | \$252.00 |
| 129952 | 10/31/2025 | EVERLY PLUMBING & HEATING INC | \$100.00 |
| 129953 | 10/31/2025 | FASTENAL COMPANY | \$38.54 |
| 129851 | 10/13/2025 | FBG SERVICE CORPORATION | \$82,111.50 |
| DDP | 10/15/2025 | FELDHAUS, JAMES | \$70.74 |
| 129852 | 10/13/2025 | FIFTH SEASON, INC. | \$427.00 |
| 129954 | 10/31/2025 | FIFTH SEASON, INC. | \$136.95 |
| 129955 | 10/31/2025 | FILTER SHOP INC | \$549.00 |
| 129853 | 10/13/2025 | FIRST NATIONAL BANK OMAHA | \$99.36 |
| 129914 | 10/16/2025 | FIRST NATIONAL BANK OMAHA | \$379.22 |
| 129956 | 10/31/2025 | FIRST STUDENT INC | \$46,512.05 |
| 129854 | 10/13/2025 | FIRST WIRELESS INC | \$35.00 |
| 129957 | 10/31/2025 | FIRST WIRELESS INC | \$873.66 |
| 129958 | 10/31/2025 | FLINN SCIENTIFIC INC | \$71.89 |
| 129855 | 10/13/2025 | FORCE EQUIPMENT HVAC, INC | \$2,499.31 |
| DDP | 10/15/2025 | FOXHOVEN, RICK | \$247.21 |
| 129959 | 10/31/2025 | FPS FOOD SERVICE | \$1,063.20 |
| 129856 | 10/13/2025 | FREMONT AREA CHAMBER | \$500.00 |
| 129960 | 10/31/2025 | FREMONT BUILDERS SUPPLY | \$161.92 |

| Check Number | Date | Payee | Amount |
|--------------|------------|-------------------------------------|-------------|
| 129857 | 10/13/2025 | FREMONT DEPT OF UTILITIES | \$87,533.18 |
| 129915 | 10/16/2025 | FREMONT DEPT OF UTILITIES | \$187.38 |
| 129961 | 10/31/2025 | FREMONT DEPT OF UTILITIES | \$41,529.22 |
| 129962 | 10/31/2025 | FREMONT ELECTRIC INC | \$896.44 |
| 129858 | 10/13/2025 | FREMONT WINNELSON CO | \$1,402.69 |
| 129963 | 10/31/2025 | FREMONT WINNELSON CO | \$423.72 |
| 129859 | 10/13/2025 | FUN SERVICES | \$2,491.98 |
| 129964 | 10/31/2025 | GETZSCHMAN HEATING, LLC | \$2,773.00 |
| 129860 | 10/13/2025 | GLASS HOUSE | \$1,720.22 |
| 129965 | 10/31/2025 | GLASS HOUSE | \$332.00 |
| DDP | 10/15/2025 | GRAHAM, ALLISON | \$57.05 |
| 129966 | 10/31/2025 | GREAT PLAINS COMMUNICATIONS | \$2,531.75 |
| 129861 | 10/13/2025 | GREATER FREMONT DEVELOPMENT COUNCIL | \$2,000.00 |
| 129862 | 10/13/2025 | GREATER NEBRASKA SCHOOLS ASSOC | \$4,250.00 |
| DDP | 10/15/2025 | GRUBB, BAILEY | \$79.03 |
| 129863 | 10/13/2025 | Happy Numbers, Inc | \$370.00 |
| 129864 | 10/13/2025 | HD SUPPLY - FORMERLY HOME DEPOT PRO | \$3,864.98 |
| 129967 | 10/31/2025 | HD SUPPLY - FORMERLY HOME DEPOT PRO | \$8,543.70 |
| DDP | 10/15/2025 | HENKENIUS, MELISSA | \$17.64 |
| 129968 | 10/31/2025 | HireRight LLC | \$264.95 |
| DDP | 10/15/2025 | HLADIK, LEAH | \$316.90 |
| 129969 | 10/31/2025 | HOBBY LOBBY | \$18.30 |
| 129916 | 10/16/2025 | HOMETOWN LEASING | \$15,457.13 |
| DDP | 10/15/2025 | HULTGREN, MARTA | \$284.13 |
| 129918 | 10/21/2025 | HY-VEE INC | \$2,286.46 |
| DDP | 10/15/2025 | IBARRA BOJORQUEZ, BRENDA | \$25.20 |
| 129970 | 10/31/2025 | INTERNATIONAL EXPERT RESOURCES, LLC | \$5,267.00 |
| 129865 | 10/13/2025 | INTERSTATE POWER SYSTEMS | \$572.62 |
| 129971 | 10/31/2025 | J.W. PEPPER & SON INC | \$566.12 |
| DDP | 10/15/2025 | JIMENEZ OCHOA, ABDIEL | \$6.65 |
| 129866 | 10/13/2025 | JOHN DEER FINANCIAL | \$1,130.94 |
| 129972 | 10/31/2025 | JOHN DEER FINANCIAL | \$1,455.34 |
| 129973 | 10/31/2025 | JOSTENS INC | \$13.05 |
| DDP | 10/15/2025 | KARDISCO, APRIL | \$48.58 |
| DDP | 10/15/2025 | KERKMAN, JOEL | \$233.00 |
| DDP | 10/15/2025 | KERKMAN, RITA | \$16.66 |
| DDP | 10/15/2025 | KING, PAT | \$252.00 |
| 129974 | 10/31/2025 | KIRBY, DAVID | \$210.00 |
| DDP | 10/15/2025 | KUBICEK, MELISSA | \$3.50 |
| DDP | 10/15/2025 | KUDDER, TINA | \$11.41 |
| DDP | 10/15/2025 | LEINDECKER, JEANNIE | \$49.00 |
| 129867 | 10/13/2025 | LESSONPIX, INC | \$252.00 |
| 129975 | 10/31/2025 | LINCOLN LIBRARY PRESS, INC | \$1,876.00 |
| 129868 | 10/13/2025 | LISA RENEE REHTMEYER | \$1,299.60 |
| 129976 | 10/31/2025 | LISA RENEE REHTMEYER | \$1,003.20 |
| 129977 | 10/31/2025 | Lotus Behavioral Health, LLC | \$2,400.00 |

| Check Number | Date | Payee | Amount |
|--------------|------------|--|-------------|
| DDP | 10/15/2025 | MANKA, JEFFREY | \$860.30 |
| 129869 | 10/13/2025 | MARTIN'S HILLSIDE ORCHARD LLC | \$30.00 |
| DDP | 10/15/2025 | MARY JANE ROBINSON | \$12,636.14 |
| 129978 | 10/31/2025 | MAX D. SIGNS | \$284.00 |
| DDP | 10/15/2025 | MAXWELL, MARI | \$2.73 |
| DDP | 10/15/2025 | MCCLAIN, SETH | \$298.20 |
| DDP | 10/15/2025 | MCKENZIE, CAMDEN | \$13.37 |
| 129870 | 10/13/2025 | MENARDS | \$784.83 |
| 129979 | 10/31/2025 | MENARDS | \$1,603.83 |
| 129871 | 10/13/2025 | MIDWEST BUS PARTS, INC | \$834.96 |
| 129980 | 10/31/2025 | MIDWEST CDL TRAINING LLC | \$207.00 |
| 129981 | 10/31/2025 | MIDWEST PETROLEUM EQUIPMENT LLC | \$1,454.08 |
| 129982 | 10/31/2025 | MISSION LEARNING SYSTEMS LLC | \$8,645.00 |
| 129872 | 10/13/2025 | MORRISSEY ENGINEERING INC | \$10,450.00 |
| DDP | 10/15/2025 | MORSE, CHRISTINE | \$2.73 |
| DDP | 10/15/2025 | MOTTL, LISA | \$38.22 |
| DDP | 10/15/2025 | MUELLER, SHAWN | \$15.19 |
| 129873 | 10/13/2025 | NACIA | \$40.00 |
| 129874 | 10/13/2025 | NASB | \$534.00 |
| 129983 | 10/31/2025 | NASCO | \$25.30 |
| 129984 | 10/31/2025 | NATA | \$65.00 |
| 129875 | 10/13/2025 | NBEA | \$745.00 |
| 129876 | 10/13/2025 | NCS PEARSON | \$553.74 |
| 129877 | 10/13/2025 | NEBRASKA COUNCIL OF SCHOOL ADMINISTRATOR | \$830.00 |
| 129985 | 10/31/2025 | NEBRASKA DEPARTMENT OF EDUCATION | \$17.00 |
| 129986 | 10/31/2025 | NEBRASKA LIBRARY ASSOCIATION | \$30.50 |
| 129878 | 10/13/2025 | NEBRASKA MUSIC EDUCATORS ASSOC | \$50.00 |
| 129987 | 10/31/2025 | NEBRASKA SAFETY CENTER @ UNK | \$300.00 |
| 129988 | 10/31/2025 | NEBRASKA SCHOOLMASTERS CLUB | \$190.00 |
| 129989 | 10/31/2025 | NEBRASKA SIGN & COVER-IT | \$95.00 |
| 129879 | 10/13/2025 | NOVACOAST | \$7,622.50 |
| DDP | 10/15/2025 | OCHOA PEREDA, SANDRA | \$17.43 |
| 129991 | 10/31/2025 | OMAHA PAPER CO. | \$9,316.00 |
| 129992 | 10/31/2025 | ONE SOURCE | \$677.00 |
| 129881 | 10/13/2025 | OperationsHERO, INC | \$7,957.02 |
| 129993 | 10/31/2025 | OperationsHERO, INC | \$8,410.10 |
| 129880 | 10/13/2025 | O'REILLY AUTOMOTIVE INC | \$600.26 |
| 129990 | 10/31/2025 | O'REILLY AUTOMOTIVE INC | \$987.32 |
| 129882 | 10/13/2025 | OTICON INC | \$639.99 |
| 129994 | 10/31/2025 | OVER DRIVE, INC. | \$45.00 |
| 129883 | 10/13/2025 | P & H ELECTRIC INC | \$593.00 |
| 129884 | 10/13/2025 | PAPER TIGER SHREDDING INC | \$536.00 |
| 129885 | 10/13/2025 | PAPIO TRANSPORT SCHOOL SERVICE INC | \$13,522.50 |
| 129995 | 10/31/2025 | PERFORMANCE DIESEL SERVICE | \$516.33 |
| 129886 | 10/13/2025 | PERRY, GUTHERY, HAASE & GESSFORD, P.C., | \$2,189.78 |
| DDP | 10/15/2025 | PETERS, MARIAN | \$6.44 |

| Check Number | Date | Payee | Amount |
|--------------|------------|--|-------------|
| 129996 | 10/31/2025 | POWERSCHOOL GROUP, LLC | \$52,817.61 |
| 129887 | 10/13/2025 | PRIME COMMUNICATIONS, INC | \$34,168.87 |
| 129997 | 10/31/2025 | PRIME COMMUNICATIONS, INC | \$5,468.90 |
| 129998 | 10/31/2025 | QUADIENT FINANCE USA, INC | \$8,000.00 |
| 129999 | 10/31/2025 | RAPTOR TECHNOLOGIES, LLC | \$105.00 |
| DDP | 10/15/2025 | REESON, BROOKE | \$29.40 |
| 129917 | 10/20/2025 | REGION II ELEMENTARY PRINCIPALS | \$150.00 |
| 129888 | 10/13/2025 | REMEDY ROAD LLC | \$7,162.47 |
| DDP | 10/15/2025 | REYNOLDS, DEBRA | \$17.50 |
| DDP | 10/15/2025 | ROBERTSON, APRIL | \$116.90 |
| DDP | 10/15/2025 | ROBERTSON, LISA | \$110.74 |
| 130000 | 10/31/2025 | ROCHESTER MIDLAND CORP | \$754.00 |
| 129889 | 10/13/2025 | ROSALINA HERNANDEZ HERNANDEZ | \$26.88 |
| 129890 | 10/13/2025 | RUDA SEPTIC LLC | \$450.00 |
| 129891 | 10/13/2025 | S2 ROLL-OFFS, LLC | \$3,200.90 |
| 129892 | 10/13/2025 | SAPP BROS, INC | \$150.63 |
| 130001 | 10/31/2025 | SAPP BROS, INC | \$14,466.51 |
| 129824 | 10/8/2025 | SARA NICOLE GREIN | \$1,493.34 |
| DDP | 10/15/2025 | SCHLEICHER, MICHAEL | \$194.60 |
| 129893 | 10/13/2025 | SCHMIDT SPEECH LANG PATHOLOGY SRV, LLC | \$26,975.28 |
| 129894 | 10/13/2025 | SCHOOL SPECIALTY | \$10.86 |
| 129895 | 10/13/2025 | SELCOM, LLC | \$175.00 |
| 129896 | 10/13/2025 | SIDNER, SVOBODA, SCHILKE, THOMSEN, | \$2,177.50 |
| DDP | 10/15/2025 | SIKORA, MYRON | \$75.60 |
| 129897 | 10/13/2025 | SOLARWINDS WORLDWIDE, LLC | \$1,510.89 |
| 130002 | 10/31/2025 | SOLARWINDS WORLDWIDE, LLC | \$374.60 |
| 129898 | 10/13/2025 | SOLID STONE FABRICS, INC | \$1,672.80 |
| DDP | 10/15/2025 | SORENSEN, JESSICA | \$226.80 |
| 129899 | 10/13/2025 | STAPLES ADVANTAGE | \$637.10 |
| 130003 | 10/31/2025 | STAPLES ADVANTAGE | \$776.81 |
| 130004 | 10/31/2025 | STERLING COMPUTERS | \$9,620.58 |
| DDP | 10/15/2025 | STEWART, COURTNEY | \$76.93 |
| DDP | 10/15/2025 | STOKLASA, LAUREN | \$46.48 |
| DDP | 10/15/2025 | STUMPE, DENISE | \$7.84 |
| DDP | 10/15/2025 | STYSKAL, STEVE | \$154.29 |
| 129900 | 10/13/2025 | SUPER TEACHER WORKSHEETS | \$24.95 |
| 129901 | 10/13/2025 | T SQUARE SUPPLY LLC | \$80.40 |
| DDP | 10/15/2025 | TALKINGTON, BEVERLY | \$19.32 |
| 129902 | 10/13/2025 | TALX UC EXPRESS | \$731.99 |
| 129903 | 10/13/2025 | TAYLOR'S | \$504.05 |
| 130005 | 10/31/2025 | TEACHMETOTALK.COM | \$150.00 |
| 130006 | 10/31/2025 | TEC21 EDUCATIONAL SERVICES | \$750.00 |
| DDP | 10/15/2025 | THARP, SHARON | \$5.04 |
| 130007 | 10/31/2025 | The Award Factory/Rapid Ribbons | \$440.20 |
| 130008 | 10/31/2025 | TIMME WELDING & SUPPLY | \$790.51 |
| 129904 | 10/13/2025 | TK Elevator | \$315.00 |

| Check Number | Date | Payee | Amount |
|--------------|------------|-------------------------------------|----------------------------|
| 129905 | 10/13/2025 | TOBII DYNAVOX LLC | \$398.00 |
| 129906 | 10/13/2025 | TODD VALLEY FARMS | \$600.00 |
| 129907 | 10/13/2025 | TRACTOR SUPPLY CREDIT PLAN | \$119.97 |
| 130009 | 10/31/2025 | TRACTOR SUPPLY CREDIT PLAN | \$30.48 |
| 130010 | 10/31/2025 | TRANE | \$5,794.02 |
| DDP | 10/15/2025 | TRIMPE, SARAH | \$26.04 |
| 130011 | 10/31/2025 | TRUCK CENTER COMPANIES | \$1,379.34 |
| DDP | 10/15/2025 | TRUNER, ELIZABETH | \$85.47 |
| 130012 | 10/31/2025 | TYLER BUSINESS FORMS | \$1,145.16 |
| 130013 | 10/31/2025 | U.S. CELLULAR | \$59.58 |
| 130014 | 10/31/2025 | UNO SCHOOL OF MUSIC, SPAC 226 | \$250.00 |
| 130015 | 10/31/2025 | US OMNI & TSACG COMPLIANCE SERVICES | \$89.87 |
| 129908 | 10/13/2025 | VERNE SIMMONDS CO INC | \$1,400.00 |
| 130016 | 10/31/2025 | VERNE SIMMONDS CO INC | \$6,100.00 |
| 129909 | 10/13/2025 | VIRCO INC | \$1,355.04 |
| 129910 | 10/13/2025 | WALNUT RADIO LLC | \$950.00 |
| 129911 | 10/13/2025 | WARD'S NATURAL SCIENCE | \$121.19 |
| DDP | 10/15/2025 | WESCH, SARAH | \$60.41 |
| 129912 | 10/13/2025 | WEST MUSIC | \$1,089.41 |
| 130017 | 10/31/2025 | WEST MUSIC | \$128.30 |
| 129913 | 10/13/2025 | WIESE PLUMBING & EXCAVATING INC | \$1,752.56 |
| 130018 | 10/31/2025 | WIESE PLUMBING & EXCAVATING INC | \$982.22 |
| DDP | 10/15/2025 | WILSON, MEGHAN | \$59.78 |
| 130019 | 10/31/2025 | WORLD GLOBES & MAPS LLC | \$217.00 |
| 130020 | 10/31/2025 | ZONAR SYSTEMS INC | \$1,927.92 |
| DDP | 10/15/2025 | ZOUCHA, KADY | \$52.78 |
| | | TOTAL | <u><u>\$872,624.56</u></u> |

Fremont Public Schools
Financial Reports

Recommendation

October 31, 2025

Submitted by: Susan Plank

The attached reports are for your information, review and approval:

**Summary Statement of General Fund Accounts (at October 31)
Activity Fund Balance Sheets**

This Summary of General Fund accounts for the Fiscal Year 2025-26 represents our approved budget and corresponding expenditures through this month-end. It is recommended that the October 2025 Financial Statements be accepted by the Board of Education as presented.

Moved by: _____

Seconded by: _____

Roll Call Vote --

Aye: _____

No: _____

Absent: _____

Fremont Public Schools
October 31, 2025

| <u>Fund Name</u> | <u>Balance</u> <u>9/30/2025</u> | <u>Receipts October</u> | <u>Disbursements</u> <u>October</u> | <u>Statement</u> <u>Balance</u> <u>10/31/2025</u> | <u>Interfund</u> <u>Transfers</u> | <u>Account Balance</u> <u>Without</u> <u>Transfers</u> |
|--|------------------------------------|-------------------------|--|---|--------------------------------------|--|
| <u>First National Bank Fremont:</u> | | | | | | |
| General Fund | \$19,739,030.69 | \$3,498,706.49 | \$6,907,734.17 | \$16,330,003.01 | \$0.00 | \$16,330,003.01 |
| Payroll | \$17,272.55 | \$5,650,027.64 | \$5,648,797.70 | \$18,502.49 | \$0.00 | \$18,502.49 |
| Flex Benefit Fund | \$43,578.73 | \$18,084.65 | \$20,506.66 | \$41,156.72 | \$0.00 | \$41,156.72 |
| Special Building Fund | \$7,351,191.44 | \$15,830.30 | \$69,355.00 | \$7,297,666.74 | \$0.00 | \$7,297,666.74 |
| Bond District 11 | \$7,824.18 | \$0.00 | \$0.00 | \$7,824.18 | \$0.00 | \$7,824.18 |
| FPS 2022 GO Bond | \$4,377,716.03 | \$8,501.22 | \$897,168.56 | \$3,489,048.69 | \$0.00 | \$3,489,048.69 |
| <u>Pinnacle Bank:</u> | | | | | | |
| General Fund | \$26,404.45 | \$20.18 | \$0.00 | \$26,424.63 | \$0.00 | \$26,424.63 |
| QCPUF Fund | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| <u>RVR Bank:</u> | | | | | | |
| Disbursing Account | \$258,199.17 | \$1,262,622.69 | \$1,155,276.56 | \$365,545.30 | \$0.00 | \$365,545.30 |
| Depreciation Fund | \$3,239,201.16 | \$7,434.92 | \$63,936.45 | \$3,182,699.63 | \$0.00 | \$3,182,699.63 |
| <u>US Bank:</u> | | | | | | |
| District Activity Fund | \$57,009.40 | \$9,842.98 | \$34,363.55 | \$32,488.83 | \$0.00 | \$32,488.83 |

Fremont Public Schools
 FPS 2022 GO Bond Detail
 October 2025

| | | |
|---|-----------------------|--|
| Beginning Balance 9/30/2025 | | \$4,377,716.03 |
| October Receipts: | | \$8,501.22 |
| 10/31/2025 | Sweep Interest | \$8,501.22 |
| October Expenditures: | | -\$897,168.56 |
| 9/29/2025 | ck 413 Hausmann Const | Pay App 40 Renovations |
| | | -\$157,205.72 |
| 9/29/2025 | ck 414 Olsson Inc | FHS and Fields SWPPP Inspections thru 9-6-25 |
| | | -\$1,000.00 |
| 10/13/2025 | ck 415 BVH | FHS Projects, Press Box and Clarmar Demo/Reno |
| | | -\$4,496.25 |
| 10/14/2025 | ck 416 Max D Signs | HS Stadium signs |
| | | -\$4,529.20 |
| 10/17/2025 | ck 417 Trimark | Thurmaduke solid top utility counter for Washington & Deer |
| | | -\$212,988.00 |
| 10/22/2025 | ck 418 Hausmann Const | Pay App 41 - FHS |
| | | -\$516,949.39 |
| Ending Balance 10/31/25 - FPS 2022 GO Bond | | \$3,489,048.69 |
| FNBO Capital Markets Par Value | | \$0.00 |
| | | \$3,489,048.69 |

**Fremont Public Schools
Pledged Securities
10/31/2025**

Fremont National Bank

| Description | Receipt # | Maturity Date | Current Face |
|-------------|-----------|---------------|--------------|
|-------------|-----------|---------------|--------------|

Pooled Pledged Securities with Nebraska Bankers Insurance and Services Company

| Description | Receipt # | Maturity Date | Current Face |
|------------------------------------|-----------|---------------|-----------------------|
| Douglas Cnty NE SD #59 GO Unltd | 259353LA6 | 6/15/2026 | \$197,877.18 |
| Douglas Cnty NE SD #59 GO Unltd | 259353MV9 | 12/15/2027 | \$140,238.74 |
| Fairbury NE Go Unltd | 303665GH0 | 10/15/2026 | \$168,271.05 |
| Fremont NE GO Unltd | 357406DV6 | 8/1/2026 | \$198,162.86 |
| Fremont NE Hgwy Alloctn GO LTD | 357406EA1 | 12/15/2025 | \$249,407.04 |
| Gretna NE GO Unltd | 397802MJ5 | 8/15/2027 | \$216,386.87 |
| Papillion NE GO Unltd | 698856P70 | 12/15/2025 | \$249,461.27 |
| Sarpy Cnty NE SD#37 GO Unltd | 803770VP8 | 12/15/2036 | \$280,077.69 |
| Scottsbluff Cnty NE SD#32 Go Unltd | 810181GG6 | 12/1/2026 | \$196,391.82 |
| Tecumseh NE GO Unltd | 878848JM3 | 12/15/2026 | \$119,204.21 |
| | | | <u>\$2,015,478.73</u> |

Fremont Public Schools
Pledged Securities Recap
October 31, 2025

| Fund Name | Statement Balance 10/31/2025 | Total All Accounts | Total Pledged Securities Required | Total Pledged Securities Market Value | Pledging Excess/(Shortage) |
|--|------------------------------------|------------------------|---|---|-------------------------------|
| First National Bank Fremont: | | | | | |
| General Fund | \$16,330,003.01 | | | | |
| Payroll | \$18,502.49 | | | | |
| Flex Benefit Fund | \$41,156.72 | | | | |
| Special Building Fund | \$7,297,666.74 | | | | |
| Bond District 11 | \$7,824.18 | | | | |
| FPS 2022 GO Bond | \$3,489,048.69 | | | | |
| Learning Center | \$544.07 | | | | |
| FDIC Insured \$250,000 | | <u>\$27,184,745.90</u> | | | |
| Pinnacle Bank: | | | | | |
| General Fund | \$26,424.63 | | | | |
| QCPUF Fund | \$0.00 | | | | |
| FDIC Insured \$250,000 | | <u>\$26,424.63</u> | <u>\$0.00</u> | <u>\$0.00</u> | <u>\$0.00</u> |
| RVR Bank: | | | | | |
| High School Activity | \$163,052.91 | | | | |
| MS/JCAC Activity | \$86,051.37 | | | | |
| HS House Build | \$23,901.25 | | | | |
| FDIC Insured \$250,000 | | <u>\$273,005.53</u> | <u>\$23,005.53</u> | | |
| Disbursing Account | \$365,545.30 | | | | |
| Food Service | \$250,000.00 | | | | |
| Depreciation | \$1,000.00 | | | | |
| FDIC Insured \$250,000 | | <u>\$616,545.30</u> | <u>\$366,545.30</u> | | |
| Food Service Sweep | \$75,685.70 | | | | |
| ICS Sweep | | <u>\$72,396.86</u> | <u>\$3,288.84</u> | | |
| Depreciation Sweep | \$3,181,699.63 | | | | |
| ICS Sweep | | <u>\$3,181,697.75</u> | <u>\$1.88</u> | | |
| | | | <u>\$3,290.72</u> | | |
| Total Pledging Required | | | <u>\$392,841.55</u> | | |
| Pledging Requirement 102% of Above Balance | | | <u>\$400,698.38</u> | <u>\$2,015,478.73</u> | <u>\$1,614,780.35</u> |
| US Bank: | | | | | |
| District Activity Fund | \$32,488.83 | | | | |
| Elementary Activity Fund | \$19,855.79 | | | | |
| FDIC Insured \$250,000 | | <u>\$52,344.62</u> | <u>\$0.00</u> | <u>\$0.00</u> | <u>\$0.00</u> |

Fremont Public Schools
General Fund
School Year 2025-2026
October 2025

FPS GENERAL FUND

Receipts:

| | <u>Budgeted</u> | <u>Actual Receipts</u> | <u>% Received</u> |
|-----------------------------|-------------------|------------------------|-------------------|
| Local Sources | 2,903,328 | 618,830 | 21.31% |
| County Sources | 433,500 | 1,490 | 0.34% |
| State Aide | 19,955,987 | 3,991,198 | 20.00% |
| State Sources | 8,385,659 | 49,974 | 0.60% |
| Federal Sources | 2,988,377 | 775,313 | 25.94% |
| Personal and Property Taxes | 35,205,699 | 7,787,174 | 22.12% |
| Cash Reserve | 1,657,550 | 0 | 0.00% |
| | <u>71,530,100</u> | <u>13,223,978</u> | <u>18.49%</u> |

Expenditures:

| | <u>Budgeted</u> | <u>Expenditures YTD</u> | <u>% Disbursed</u> |
|-------------------------------|-------------------|-------------------------|--------------------|
| Regular Instruction | 32,821,167 | 5,935,284 | 18.08% |
| Special Education | 8,820,765 | 1,497,520 | 16.98% |
| Pupil Support Services | 7,049,600 | 1,238,451 | 17.57% |
| Instruct Support Services | 3,295,102 | 489,697 | 14.86% |
| Board of Education | 585,000 | 761,712 * | 130.21% |
| General Administration | 1,600,757 | 418,065 | 26.12% |
| School Administration | 2,460,447 | 504,139 | 20.49% |
| Business Support | 2,310,022 | 368,087 | 15.93% |
| Facilities & Operations | 6,993,699 | 1,317,405 | 18.84% |
| Regular Transportation | 1,068,812 | 167,367 | 15.66% |
| Special Ed Transportation | 1,717,970 | 322,041 | 18.75% |
| State Grants | 561,990 | 56,779 | 10.10% |
| Debt Services (Tax Repayment) | 0 | 0 | 0.00% |
| Federal Programs | 4,737,024 | 712,828 | 15.05% |
| Summer Programs | 15,296 | 0 | 0.00% |
| Transfers to Other Funds | 250,000 | 1,689 | 0.68% |
| | <u>74,287,651</u> | <u>13,791,062</u> | <u>18.56%</u> |

*Includes District Liability Insurance Premiums

Fremont Elementary School Activities Fund

Balance Sheet 2025-2026

As of October 31, 2025

| | <u>Oct 31, 25</u> |
|---------------------------------------|-------------------------|
| ASSETS | |
| Current Assets | |
| Checking/Savings | |
| 1000 · Checking | <u>18,477.56</u> |
| Total Checking/Savings | <u>18,477.56</u> |
| Total Current Assets | <u>18,477.56</u> |
| TOTAL ASSETS | <u>18,477.56</u> |
| LIABILITIES & EQUITY | |
| Equity | |
| Net Income | <u>18,477.56</u> |
| Total Equity | <u>18,477.56</u> |
| TOTAL LIABILITIES & EQUITY | <u>18,477.56</u> |

9:20 AM

Fremont Middle School and Johnson Crossing Academic Center

11/03/25

Balance Sheet 2025-2026

Cash Basis

October 2025

| | <u>Oct 31, 25</u> |
|---------------------------------------|-------------------------|
| ASSETS | |
| Current Assets | |
| Checking/Savings | |
| FMS Checking | 83,100.20 |
| Total Checking/Savings | <u>83,100.20</u> |
| Total Current Assets | <u>83,100.20</u> |
| TOTAL ASSETS | <u><u>83,100.20</u></u> |
| LIABILITIES & EQUITY | |
| Equity | |
| 1110 - Fund Balance | 902.50 |
| Net Income | 82,197.70 |
| Total Equity | <u>83,100.20</u> |
| TOTAL LIABILITIES & EQUITY | <u><u>83,100.20</u></u> |

Fremont High Activities Fund
Balance Sheet
As of October 31, 2025

| | <u>Oct 31, 25</u> | <u>Sep 30, 25</u> |
|----------------------------|--------------------------|--------------------------|
| ASSETS | | |
| Current Assets | | |
| Checking/Savings | | |
| CTE Checking | 20,205.82 | 59,709.77 |
| Checking | 145,999.67 | 82,767.92 |
| Total Checking/Savings | <u>166,205.49</u> | <u>142,477.69</u> |
| Total Current Assets | <u>166,205.49</u> | <u>142,477.69</u> |
| TOTAL ASSETS | <u><u>166,205.49</u></u> | <u><u>142,477.69</u></u> |
| LIABILITIES & EQUITY | | |
| Equity | | |
| Net Income | 166,205.49 | 142,477.69 |
| Total Equity | <u>166,205.49</u> | <u>142,477.69</u> |
| TOTAL LIABILITIES & EQUITY | <u><u>166,205.49</u></u> | <u><u>142,477.69</u></u> |

9:34 AM

11/04/25

Accrual Basis

LC Activity Account
Balance Sheet
As of October 31, 2025

| | <u>Oct 31, 25</u> | <u>Oct 31, 24</u> |
|---------------------------------------|----------------------|----------------------|
| ASSETS | | |
| Current Assets | | |
| Checking/Savings | | |
| Fremont National Bank | 544.07 | 318.89 |
| Total Checking/Savings | 544.07 | 318.89 |
| Total Current Assets | 544.07 | 318.89 |
| TOTAL ASSETS | <u>544.07</u> | <u>318.89</u> |
| LIABILITIES & EQUITY | | |
| Equity | | |
| Retained Earnings | 197.85 | 757.06 |
| Net Income | 346.22 | -438.17 |
| Total Equity | 544.07 | 318.89 |
| TOTAL LIABILITIES & EQUITY | <u>544.07</u> | <u>318.89</u> |

Fremont Public School Food Service

130 East Ninth Street
Fremont, Nebraska 68025
Jeff Glosser
Director of Operational Services

Monthly Report of: Oct 2025

Fund Balance: 9/30/25 \$ 141,155.01

Receipts:

| | |
|----------------------------------|----------------------|
| 1510 Interest | \$ 450.76 |
| 1611 School Lunch Program | \$ 69,878.51 |
| 1990 Other Misc Income | \$ 1,603.77 |
| 3150 State Reimbursement | |
| 4210 Federal Reimbursement | \$ 327,363.54 |
| 5200 Funds Transfer In | |
| Total Monthly Income | <u>\$ 399,296.58</u> |

Expenditures:

| | |
|---------------------------------|----------------------|
| 110 Labor | \$ 175,761.22 |
| 430 Repairs & Maintenance | \$ 6,470.25 |
| 610 General Equipment | \$ 5,649.08 |
| 630 Food | \$ 204,579.93 |
| 650 Supplies-Technology | |
| 739 Other Equipment | |
| 810 Dues & Fees | \$ 10.00 |
| 890 Misc Expenditures | \$ 66.60 |
| Total Expenditures | <u>\$ 392,537.08</u> |

Fund Balance: 10/31/25 \$ 147,914.51

| FREMONT PUBLIC SCHOOLS | | | | | | | | | | | | |
|-----------------------------|--------------------|----------|--------------------|----------|--------------------|----------|--------------------|----------|--------------------|----------|--------------------|----------|
| GENERAL FUND | | | | | | | | | | | | |
| RECEIPTS | FYE 8-31-25 | % | FYE 8-31-24 | % | FYE 8-31-23 | % | FYE 8-31-22 | % | FYE 8-31-21 | % | FYE 8-31-20 | % |
| Property Taxes | 22,016,547 | 29% | 28,349,624 | 42% | 28,003,323 | 44% | 26,476,551 | 46% | 27,772,975 | 45% | 23,361,985 | 43% |
| Other Local Receipts | 3,562,406 | 5% | 3,233,026 | 5% | 2,928,544 | 5% | 2,757,439 | 5% | 2,908,262 | 5% | 2,642,479 | 5% |
| County Receipts | 520,419 | 1% | 433,767 | 1% | 502,647 | 1% | 419,690 | 1% | 353,699 | 1% | 362,919 | 1% |
| State Receipts | 42,921,147 | 57% | 31,591,729 | 47% | 27,117,039 | 42% | 23,066,824 | 40% | 23,882,011 | 39% | 24,391,799 | 45% |
| Federal Receipts | 5,671,354 | 8% | 3,295,759 | 5% | 5,509,833 | 9% | 4,079,087 | 7% | 6,537,580 | 11% | 3,504,734 | 6% |
| Other Receipts | 376,550 | 1% | 305,792 | 0% | 287,847 | 0% | 209,189 | 0% | 56,049 | 0% | 73,041 | 0% |
| | 75,068,423 | 100% | 67,209,697 | 100% | 64,349,233 | 100% | 57,008,780 | 100% | 61,510,576 | 100% | 54,336,957 | 100% |
| EXPENDITURES | FYE 8-31-25 | % | FYE 8-31-24 | % | FYE 8-31-23 | % | FYE 8-31-22 | % | FYE 8-31-21 | % | FYE 8-31-20 | % |
| Instruction | 38,547,318 | 55% | 35,968,720 | 55% | 34,879,140 | 55% | 32,158,399 | 57% | 31,649,483 | 55% | 30,131,328 | 57% |
| Special Education | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% | 0 | 0% |
| Support Services | 26,593,352 | 38% | 25,452,799 | 39% | 22,751,416 | 36% | 20,044,465 | 35% | 19,658,390 | 34% | 19,406,054 | 36% |
| State Categorical | 501,187 | 1% | 400,212 | 1% | 330,089 | 1% | 311,752 | 1% | 366,443 | 1% | 309,169 | 1% |
| Federal Programs | 3,934,505 | 6% | 3,582,710 | 5% | 4,853,945 | 8% | 4,136,369 | 7% | 5,991,027 | 10% | 3,315,042 | 6% |
| Other Expenditures | 65,623 | 0% | 83,700 | 0% | 54,951 | 0% | 98,006 | 0% | 389,668 | 1% | 28,022 | 0% |
| | 69,641,985 | 100% | 65,488,141 | 100% | 62,869,541 | 100% | 56,748,991 | 100% | 58,055,011 | 100% | 53,189,615 | 100% |
| EXPENDITURES | FYE 8-31-25 | % | FYE 8-31-24 | % | FYE 8-31-23 | % | FYE 8-31-22 | % | FYE 8-31-21 | % | FYE 8-31-20 | % |
| Payroll | 47,786,033 | 69% | 44,311,147 | 68% | 41,766,132 | 66% | 39,683,861 | 70% | 38,410,838 | 66% | 37,065,076 | 70% |
| Benefits | 12,818,764 | 18% | 12,060,145 | 18% | 11,459,636 | 18% | 10,501,379 | 19% | 11,148,770 | 19% | 10,392,115 | 20% |
| Capital Outlay | 474,775 | 1% | 159,372 | 0% | 108,119 | 0% | 537,520 | 1% | 25,744 | 0% | 120,201 | 0% |
| Other | 8,562,413 | 12% | 8,957,477 | 14% | 9,535,654 | 15% | 6,026,231 | 11% | 8,469,659 | 15% | 5,612,223 | 11% |
| | 69,641,985 | 100% | 65,488,141 | 100% | 62,869,541 | 100% | 56,748,991 | 100% | 58,055,011 | 100% | 53,189,615 | 100% |
| Growth Rate | 6.34% | | 4.17% | | 10.79% | | -2.25% | | 9.15% | | 3.73% | |
| CASH | | | | | | | | | | | | |
| Increase (Decrease) in Cash | 5,426,438 | | 1,721,556 | | 1,479,692 | | 259,789 | | 3,455,565 | | 1,147,342 | |
| Beginning Cash | 18,809,547 | | 17,087,991 | | 15,608,299 | | 15,348,510 | | 11,892,945 | | 10,745,603 | |
| Ending Cash | 24,235,985 | | 18,809,547 | | 17,087,991 | | 15,608,299 | | 15,348,510 | | 11,892,945 | |
| Outstanding Loans | 0 | | 0 | | 0 | | 0 | | 0 | | 0 | |
| Reported Cash | 24,235,985 | | 18,809,547 | | 17,087,991 | | 15,608,299 | | 15,348,510 | | 11,892,945 | |
| Cash to Expenditures | 34.80% | | 28.72% | | 27.18% | | 27.50% | | 26.44% | | 22.36% | |



Artificial Intelligence Integration Proposal for Fremont Public Schools

Vision for AI Integration

AI will be used responsibly to **enhance teaching, learning, and district operations.**

The district will:

- **Empower teachers** with tools that reduce workload and increase the effectiveness of instructional time.
 - **Support students** with equitable, personalized learning opportunities.
 - **Prepare graduates** with AI literacy for college, career, and citizenship.
-

District Goals for AI Integration

- **Teaching & Learning** – AI tools for planning, differentiation, and assessment.
 - **Student Readiness** – Embed AI literacy across K–12.
 - **Efficiency** – Streamline district operations ethically.
 - **Professional Growth** – Build staff capacity with PD and an AI Professional Learning Community.
 - **Ethics & Governance** – Ensure equity, privacy, and transparency.
-



Action Plan

Year 1: Foundations (2024–25)

- Develop guidelines & technology approval process
- Pilot 2–3 AI tools (School AI, MagicSchool AI, and Curipod)
- Introductory PD for staff
- Integration into Teaching and Learning activities

Year 2: Expansion (2025–26)

- Scale pilots district-wide
- Integrate AI into curriculum planning
- Content-specific PLC for acceptable use of AI in education
- Advanced content-specific PD
- AI literacy lessons for students in grades 3–12
- Update district AI policy/guidelines

Year 3: Sustainability (2026–27)

- Continued work on AI literacy lessons for students in grades 3-12
- Embed AI into CIP and MTSS
- Student AI showcase/capstones
- Partnerships with higher ed and industry
- Continuous evaluation and refinement
- Create a PLC to continue learning about AI in education

Year 4: Innovation and Leadership (2027–28)

- AI becomes standard practice across classrooms and operations
- Teacher leaders mentor and coach peers in AI integration
- Parent/community AI education Series
- Develop a clear AI career and college readiness pathway through partnership with higher ed and industry



Measures of Success

Teaching & Learning

Provide AI tools that support lesson planning, differentiation, and personalized learning.

Success Measure: Teachers report reduced time on routine tasks and increased focus on instruction and relationships.

Student Readiness

Embed AI literacy across K–12 to prepare all students for the future.

Success Measure: Students demonstrate AI literacy by applying critical thinking, ethical use, and problem-solving with AI in coursework.

Efficiency

Streamline district operations through ethical and effective AI use.

Success Measure: District processes, such as planning, curriculum development, and communication, show measurable gains in efficiency (e.g., time saved, cost reductions, improved workflows).

Professional Growth

Build staff capacity with PD and an AI Learning Community.

Success Measure: Participation in PD increases, with teachers reporting greater confidence in using AI responsibly in their subject areas.

Ethics & Governance

Ensure equity, privacy, and transparency in all AI decisions.

Success Measure: District maintains compliance with COPPA/FERPA; stakeholder surveys reflect strong trust in the district's approach to AI.



Fremont High School Activities Department Sponsorship Update

11.10.25

Sponsorship Levels

Super Anchor Sponsor: 3 spots at \$7,500 per year

Anchor Sponsor: 6 spots at \$5,000 per year

Founding Sponsor: 6 spots at \$2,500 per year

Gold Sponsor: 12 spots at \$1000 per year

Varsity Group Digital AD Sponsor: Up to 25 spots at \$750 per year



FREMONT HIGH SCHOOL

Sponsorship Length

- Super Anchor, Anchor, Founding and Gold Level sponsorship agreements are for 5 years
- Varsity Group sponsorship Agreements are 1-3 years in length



So Far in 2025.....

- Agreements in place with:
 - 3 Super Anchor Sponsors
 - 4 Founding Sponsors
 - 8 Gold Level Sponsors
- Received check from Varsity Group for \$5200 in July

Super Anchor signage will be displayed in the Bahe Gym soon

Currently working on additional sponsorship agreements with Fremont Area businesses



Policy Committee

The Policy Committee has been reviewing policies in order to move towards a full adoption of policies as recommended by Perry Law Firm. The rationale for the work of the policy committee is to:

- Align policy with current state and federal regulations.
- Clarify procedural language for consistency and transparency.
- Remove outdated references and add recent statutory requirements.
- Consolidation of overlapping policies for efficiency

Once the Perry policies are fully approved and implemented the maintenance of District policies will involve periodic updates which are provided at no charge through the ESU on an annual basis. This will enable a more efficient and effective policy process ensuring the legality, relevance and accuracy of the District's policies.

The sections of policy brought forth this month include the sections of School Community, Community Use of School Facilities, Anti-Discrimination, Fund Raising and Gifts, and Student Fees Update.

The intent of the policy committee is that the listed policies would be adopted as a group, waiving a second reading.

1000 - 1310; 53C.4

| Perry Policy - School Communication | | | |
|--|----------------------|------------------------------|---|
| | Policy: | FPS Policy: | Notes: |
| Statement of Intent | 1000 | | New |
| Visiting School | 1010 | 11A.6/11A.6a | Update to 1010; Rescind 11A.6, 11A.6a |
| Citizen Communication to the Board of Education | 1020 | | New |
| Parent / Patron Comment Forms | 1030 | | New |
| Annual Report and School Improvement | 1040 | 86F.10 | Update to 1040 Rescind 86F.10 |
| Public Access to School Records | 1050 | | Adopted 06/10/24 |
| Advertising and Promotion | 1060 | | New |
| Publication, Radio, and Television | 1070 | | New |
| Perry Policy - Community Use of School Facilities | | | |
| | Policy: | FPS Policy: | Notes: |
| Community Use of School Facilities | 1100 | 1100 | Adopted 07/14/2025 Add quarterly reports |
| Use of School Facilities: Student Groups | 1101 | 14D | Adopted 7-10-23 but update completely to 1101 |

| | | | |
|--|---------------------------------|-------------------------------------|--|
| | | | Rescind 14D |
| Recording of Others | 1102 | | New |
| Bulletin Boards, Display Case, and Posted Material | 1110 | | New |
| Tobacco Policy | 1120 | 14A | Update to 1120 Rescind 14A |
| Perry Policy - Anti-Discrimination Policies | | | |
| | Policy: | FPS Policy: | Notes: |
| Anti-Discrimination, Designation of Coordinator and Grievance Policy | 1200 | 15E | Adopt 1200 Rescind 15E |
| Title IX - Discrimination | 1210 | 17G/1210 | Adopted 1210 in 2024 Rescind 17G |
| | Regulation 1210 | FPS Regulation 1210 | Replace FPS regulation to Perry current regulation |
| ADA and Section 504 Grievance Procedures | 1240 | | New |
| ADA - Designation of Coordinator | 1250 | | New |
| Service Animals | 1260 | | New |

Perry Policy - Fund Raising and Gifts

| | Policy: | FPS Policy: | Notes: |
|-------------------------|-------------------------------|---------------------------|------------------------------|
| Fund Raising Activities | 1300 | | New |
| Gifts to School | 1310 | 11A.4e | Adopt 1310 Rescind 11A.4e |
| | | | |
| Student Fees | Current 53C.4 | New 53C.4 | Update to new 53C.4 |

Community RelationsStatement of Intent

It is the desire and intent of the Board of Education that there be continuous planned public relations activities for all participants in the school community - for students, staff, parents and for the public at large. The public relations efforts should emanate from the school, as well as from the administrative offices.

Because the Board is proud of the staff, students and the school, public relations activities should encompass all areas of school life, including regular instructional activities, special events of unusual interest, extra-curricular activities, accomplishments of students and staff and Board of Education activities.

The purpose of the public relations activities shall be to inform so that all participants in the public education endeavor may gain pride in and understanding of their schools.

Methods of Communication

The Board of Education will use various media to keep the public informed—including news releases on the school website, to the area newspapers, issuance of newsletters, school newspapers, presentations before parent groups and other community organizations.

All Board of Education publicity releases shall be made through the Superintendent or Superintendent's designee. The Superintendent shall establish procedures for the dissemination of information regarding deliberations and decisions of the Board of Education. The Superintendent shall also establish procedures for the dissemination of local school news, emphasizing student and staff activities and achievements.

Date of Adoption: [Insert Date]

Community RelationsCitizen Communication to the Board of Education

The Board of Education recognizes the necessity for open communication with students, parents, patrons and staff but is also aware that a procedure for processing concerns and complaints is imperative to the normal operations of the District. It is the intent of the Board that concerns and complaints be resolved at the lowest possible level.

Complaints Made to Individual Board Members

Members of the Board of Education have no authority or power to act on behalf of the Board or the District except when acting as a member of the entire Board at a duly called Board meeting or when acting with express, specific authority granted by the Board or by law. Should any member of the Board be approached by a student, parent, patron or staff member who has a concern or complaint, the member should:

1. Listen attentively to the concerns but not take any inflexible position.
2. Instruct the individual about the District's process for resolving concerns and complaints and direct the individual to the appropriate complaint or grievance procedure or to the Superintendent for information concerning such procedures. If the concern or complaint involves a teacher, the individual should be informed to discuss the matter with the teacher first.
3. Inform the Superintendent of the concern.

The Board and the District shall not be bound in any way by the action or statement on the part of any individual Board member or committee, except when such statement or action is taken or made in conformance with express, specific authority granted by the Board or by law.

Complaints Made to the Board

Concerns or complaints may be made to the Board of Education at a duly called Board meeting at such time as the agenda provides for public participation or comment.

In the event the complaint involves a personnel matter relating to an employee of the District, the individual raising the complaint shall be directed to first exhaust the appropriate complaint or grievance procedure. The Board shall not respond or take action on such a complaint until such complaint or grievance procedure has been exhausted, unless it is determined by the Board, under the circumstances, that an immediate response or action is required.

Individuals raising concerns or complaints involving non-personnel matters which may be the subject of a complaint or grievance procedure may also be directed to first use such complaint or grievance procedure.

Date of Adoption: [Insert Date]

Community RelationsParent/Patron Comment Forms

Parents and patrons may submit comments or concerns to the Superintendent by email, letter, online, or by requesting an in-person meeting.

Comments or concerns that directly involve a staff member shall be forwarded to the staff member's immediate supervisor for discussion and resolution. Written comments or concerns shall not be placed in the staff member's personnel files unless deemed appropriate by the Superintendent or immediate supervisor.

Date of Adoption: [Insert Date]

ANNUAL REPORTS

It is the policy of the Board to have the District's administrative personnel submit promptly all such reports as required by law or by other agencies. It is further expected that the Superintendent of Schools, or his/her designee, will prepare and submit an annual report of the School District to the Board.

Adopted: September 25, 1978

Adopted: November 9, 1987 Community Relations

Annual Report and School Improvement

The Superintendent shall prepare and distribute each year an Annual Report in accordance with Rule 10, Regulations and Procedures for the Legal Operation of Schools. The Annual Report shall be distributed to residents of the School District by the Superintendent distributing it to the members of the Board of Education and to the parents of students enrolled in the School District each school year and making it available to other residents. The report shall include information required by Rule 10. The results of the annual report shall be used to plan and make needed changes to improve instruction for all students. The report is to include:

- A. Student academic performance. The report shall include results of student success in achieving the state standards set forth in Appendices A through D of Rule 10 or local content standards approved by the Department, on a building basis. Individual test scores shall be kept confidential. If the school has fewer than ten students in the grades being reported, or if reporting would allow for the identification of students because they all had comparable scores, no public reports of student

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performance shall be provided for those grades.

- B. School system demographics.
- C. School improvement goals and progress.
- D. School system financial information.

The Superintendent shall further ensure that the School District implements a systematic on-going process that guides planning, implementation, and evaluation and renewal of school improvement activities to meet local and statewide goals and priorities. The school improvement process shall focus on improving student learning and include a periodic review by visiting educators who provide consultation to the local school/community in continued accomplishment of plans and goals. The school improvement process shall further include the following activities at least once within each five years:

- A. Review and update of the mission and vision statements.
- B. Collection and analysis of data about student performance, demographics, learning climate, and former high school students.
- C. Selection of improvement goals. At least one goal is directed toward improving student academic achievement.
- D. Development and implementation of an improvement plan which includes procedures, strategies, actions to achieve goals, and an aligned professional development plan.
- E. Evaluation of progress toward improvement goals.

The school improvement process shall further include a visitation by a team of external representatives to review progress and provide written recommendations. A copy of the school system's improvement plan and the written recommendations shall be provided to the Department. The external team visits shall be conducted at least once each five years.

Legal Reference: NDE Rule 10.01, 10.5.02, 10.9 and 10.10

Date of Adoption: [Insert Date]

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Community RelationsPublic Access to School Records - Examination, Making Memoranda, and Copying

1. The School District, through the Superintendent, shall provide interested persons access to the records of the School District as required by law. Such access shall include the opportunity to examine School District records, when permitted by law. The School District shall not make records of individual students, personnel, or other confidential material available, except as allowed by law or compelled by court order.

2. Records may be examined at the School District offices during the hours such offices are open for the ordinary transaction of business. School district offices will be open for the ordinary transaction of business (a) during the school year on such days as school is in session, and (b) during the summer months when school is not in session, Monday through Friday, except legal holidays or other days the District is closed.

3. Records may be obtained in the form in which the record is maintained including, but not limited to, printouts, electronic data, and photocopies. The School District will not be required to produce or generate any record in a new or different form or format modified from that of the original School District record. Copies of records may be made as follows:

(a) Copies may be made by persons using their own copying or photocopying equipment, provided that such copies shall be made on the premises of the School District offices or at a location mutually agreed to by the requester and the School District.

(b) Copies may be obtained from the School District if the School District has copying equipment reasonably available, and upon payment of a fee for providing copies. The Superintendent shall determine a reasonable fee for the copying of school district records, provided that such fee is not to exceed the actual cost of making the copies available. If the copies requested are estimated by the School District to be more than fifty dollars (\$50.00), the School District may require the requester to furnish a deposit prior to fulfilling such request.

4. For residents of Nebraska and news media desiring to submit a public records request to the School District, a requester must submit a written request to the School District. Upon written request for access to records, the School District will provide to the requester as soon as is practicable and without delay, but not more than four (4) business days after actual receipt of the request:

(a) Access to or, if copying equipment is reasonably available, copies of the school district records requested;

(b) A written denial of the request, or portion thereof, if there is a legal basis for such denial of access to school district records on a written form from the school district; or

(c) If the entire request cannot with reasonable good faith efforts be fulfilled within four (4) business days after actual receipt of the request due to the significant difficulty or extensiveness of the request, the school district shall provide a written explanation, including the earliest practicable date for fulfilling the request, and estimate of the expected cost of any copies, and an opportunity to modify or prioritize the items within the request. If the response to the request is expected to require more than eight cumulative hours of staff time spent searching, identifying, physically redacting, or copying, the District may require the requester to furnish a deposit, as permitted under the Public Records Request Laws.

5. For nonresidents of Nebraska, a requester must submit a written request to the School District. The School District may then require the requester to submit a deposit, as permitted under the Public Records Request Laws.

Legal Reference: Neb. Rev. Stat. Sec. 84-712 et seq.

Date of Adoption: June 10, 2024

Community RelationsAdvertising and Promotion

Neither the facilities, the staff, nor the students of the school district shall be employed in any manner for advertising or otherwise promoting the interests of any commercial, political, or other non-school agency, individual, or organization, except that:

1. The District may cooperate in furthering the work of any non-profit, community-wide social service agency, provided that such cooperation does not restrict or impair the educational program of the schools.
2. The District may use films or other educational materials bearing mention of the producing firm or sponsor, providing such materials can be justified on the basis of their actual educational values.
3. The District may cooperate with any agency in promoting the activities in general public interest, and which promote the education or other best interest of students.
4. The Superintendent or designee may cooperate in furthering the work of any non-profit, community-wide social service agency provided such cooperating does not infringe on school programs or diminish the amount of time devoted thereto.
5. The Superintendent or designee may, at its discretion, announce, or authorize to be announced, any presentation, community activity, or film which has educational merit.

Legal Reference: Neb. Rev. Stat. Sec. 79-526
Neb. Rev. Stat. Sec. 79-8,100 Teachers, Solicitation by Agents

Date of Adoption: [Insert Date]

Community RelationsPublications, Radio, and Television

The Board of Education welcomes the active participation of the media in promoting the educational programs of the School District. No identification or endorsement of the school with the promotion of any commercial or political enterprise will be permitted.

All radio and television broadcasts of any school activity originating from the District's facilities must be coordinated through the Activities Director or designee.

Companies interested in such broadcasts must: (1) Contact the Activities Director at least forty-eight (48) hours in advance of the event (or as soon as reasonably practical) to gain permission and make arrangements for attending the activity. (2) Any company interested in broadcasting an activity will be responsible for all necessary equipment, transmission lines, power sources, and accompanying expenses. (3) Any company interested in broadcasting an activity will be responsible for any financial and legal liabilities pertaining to its equipment and personnel.

Legal Reference: Neb. Rev. Stat. Sec. 79-526 Board Authority for Supervision and Control
 Neb. Rev. Stat. Sec. 79-1312 et. seq. Telecommunications Operated by the
 Nebraska Educational Telecommunications Commission

Date of Adoption: [Insert Date]

Community RelationsCommunity Use of School Facilities

School facilities are primarily intended for the District's educational and extracurricular activity programs. School facilities may, however, be made available for use by outside groups to further the interests of the District and the community. Use by non-school groups is allowed pursuant to an application process and is subject to the terms and conditions set forth in this policy.

1. Application for Use.

Outside groups that wish to use school facilities must submit a completed Application for Use form signed by a representative of the outside group who has authority to commit the outside group to the terms and conditions of the Application. The outside group shall specify the nature of the intended use, the dates and times of the requested use, and the facilities for which use is requested.

The form shall be developed and may be modified by the Superintendent or designee. The form shall include the statement that:

This application is subject to the terms of the Board's "Community Use of School Facilities" policy. The terms and conditions of that policy are incorporated into this application by this reference. Applicant accepts all such terms and conditions.

2. Acceptance of Application for Use.

Acceptance or rejection of applications shall be the responsibility of the Superintendent or the Superintendent's designee.

Applications shall not be rejected for any unlawful reason, including unlawful discrimination on the basis of race, national origin, gender, religion, disability, age, marital status, or veteran status, and including the applicant's legally protected exercise of constitutional or statutory rights.

The District's facilities are designated as nonpublic forums. Accordingly, applications shall not be accepted for:

- a. Uses that may conflict with or that disrupt the District's educational or extracurricular activity programs.
- b. Uses inconsistent with the mission of the District.
- c. Uses that present an unacceptable risk that the conditions of use set forth in this policy will not be adhered to; either due to the nature of the requested use or the character of the group or individuals within the group.
- d. Uses that present an unacceptable risk of damage or unacceptable wear and tear to facilities or equipment.

- e. Uses for outside commercial activities except with approval of the Board; and except for camps and other activities for high school students subject to and consistent with Bylaws of the Nebraska School Activities Association.
- f. Uses that involves gambling or games of chance.
- g. Uses that involves a group or activity which advocates or condones the violent overthrow of the Constitution or of the government.
- h. Personal uses that is inconsistent with or unrelated to the District's mission and its goals.

Applications for use of facilities may be denied based on unsuitability of the date or time of the requested use. Facilities will generally not be available for community use at times when school staff are not available to monitor the Applicant's use, such as on legal holidays; before 7:00 a.m.; after 10:00 p.m. and Sunday mornings prior to Noon.

Applications may be denied based on the determination of the Superintendent or the Superintendent's designee that the Applicant does not have the financial ability or financial responsibility to pay fees or expenses or to reimburse the District for any damages that may be sustained to facilities or equipment or any liability that may be created by the use.

When an Application conflicts with another Application, the Applications will be accepted according to the following priority order:

- a. Events or activities that are designed to service students of the District or which are related to any function of the District, including approved school-community associations and school-affiliated non-profit groups.
- b. Tax-supported agencies such as educational entities or units of city, county or state government.
- c. Nonprofit community agencies such as private educational agencies.
- d. Groups where the majority of the members reside within the District.

For conflicts within each group, priority will be given to the first to submit their Application; provided that the Superintendent or the Superintendent's designee may approve an Application that is not first-filed if the other Applicant's use could be feasibly changed to a non-conflicting time or area.

Applications that are accepted may not be assigned or transferred to another outside group.

Applications that are accepted are subject to cancellation by the Superintendent or the Superintendent's designee. Cancellation will occur in the event the administration reasonably determines:

- a. Any of the reasons for non-acceptance of an application exist.
- b. The Applicant fails to meet any term or condition required prior to the use. This includes but is not limited to failure of the Applicant to pay required fees or deposits or failure to show evidence that any required insurance is in place.
- c. Circumstances make the use unsuitable. This includes but is not limited to:

- i. The condition of the facilities being unsafe. For example, the presence of snow, ice, fallen limbs or other potential hazards that the school would not otherwise clear prior to the activity or event. The Applicant may request that the District clear the hazards such that it may proceed with its activity or event. If the District agrees to do so, the Applicant shall be responsible for all costs incurred by the District in clearing the hazard.
- ii. School staff being unavailable to monitor the use or to provide set-up or clean-up services where the District has accepted responsibility for such.
- iii. The need to use the facilities for a school activity or purpose.

Generally, if school is closed on the date of the Applicant's intended use due to inclement weather or hazardous conditions, the Applicant's use will be cancelled.

The Applicant shall remain responsible for fees or expenses, and any deposit that has been received by the District shall be forfeited and be kept by the District, if cancellation occurs because of the fault of the Applicant. Otherwise, the District will return any deposit that has been received by the District. The District will in no event be responsible for any damages, expenses, or losses incurred by the Applicant or any person arising from the cancellation.

An Applicant may withdraw its Application at any time prior to acceptance. An accepted application may be withdrawn by the Applicant, subject to approval of the Superintendent or the Superintendent's designee. Approval is subject to the conditions that the Applicant has given reasonable advance notice (ordinarily, at least 48 hours) and that the Applicant reimburse the District for any expense the District has incurred.

3. Conditions of Use.

The conditions for use are as follows:

- a. Compliance. Applicant agrees to:
 - i. Comply with all local, state and federal laws, including health and fire codes.
 - ii. Comply with Board policies concerning non-discrimination and the use of school facilities.
 - iii. Comply with reasonable administrative rules related to use of facilities and the requests of school officials related to the Applicant's use of the facility.
- b. Disclaim School Sponsorship. The District does not sponsor or endorse the Applicant or the activity or event conducted by the Applicant. To ensure that the public understands this fact, the Applicant agrees to not make any statements suggesting such sponsorship and to publish statements of non-school sponsorship in such form and manner as the administration may request.
- c. Supervision. Applicant agrees to provide appropriate supervision of the activity or event in all respects, including supervision reasonably necessary to ensure that no

person participating in or attending the activity or event:

- i. Is presented with conditions that pose an unreasonable risk of personal injury or damage to personal property.
- ii. Enters any area of the school facilities that the Applicant has not been given permission to use, or accesses any school records.
- iii. Engages in the use of tobacco, alcohol, or illegal drugs, or is under the influence of alcohol or illegal drugs.
- iv. Possesses a firearm or a weapon.
- v. Engages in disorderly, lewd, or lascivious conduct.
- vi. Engages in any criminal behavior.

Applicant shall remove any person from the activity or event who engages in any of the above listed conduct. Applicant agrees to report to the school administration by the close of the next business day the identity of any person who engaged in any of the above listed conduct and the details of the conduct. If the offending person is a student, the report shall be made immediately.

Applicant agrees to ensure that all persons attending its activity or event are off school grounds at the end of its time of permitted use, except for students or school staff who are authorized to remain for a school-related purpose.

d. Condition of Premises. Applicant agrees to:

- i. Conduct a reasonable inspection of the premises prior to the activity or event to ensure that the premises are safe for the intended use. In the event of any unsafe condition, Applicant shall notify an administrator. In the event the unsafe condition is not corrected prior to the activity or event, the Applicant shall postpone or cancel the activity or event.
- ii. Not use or allow any school equipment to be used without express approval of school administration.
- iii. Not bring or allow others to bring food or beverages on to school grounds without express approval of school administration.
- iv. Not bring or allow others to bring or use any flammable items (including candles or incense) or any volatile chemical or any explosive.
- v. Not use any electrical equipment that has been brought onto the premises without express approval of school administration.
- vi. Not park or allow others to park in fire lanes or reserved spaces or in any manner inconsistent with the school's parking rules.
- vii. Not cause or allow others to cause damage to school facilities or equipment.
 1. In the event damages are sustained, Applicant accepts responsibility for reimbursing the District for the cost of repair or replacement.
 2. Applicant agrees that the school administration's determination that damage was sustained in connection with the Applicant's use, and of the cost of repair or replacement, is controlling.
 3. Applicant shall immediately report to the school administration any damage to school facilities or equipment that occurs during the

Applicant's use of school facilities that may present a risk of injury to students or any subsequent users. Any other damage shall be reported by the close of the next business day.

- viii. Return the facilities in as good a condition as it was prior to use. This includes, without limitation, cleaning, removal of trash, and returning tables and chairs and other school property to their proper location. The clean-up shall be promptly completed. In the event the District provides the clean-up service, Applicant agrees to reimburse the District for the cost of such clean-up.
- ix. Remove any property brought in by the Applicant and by any person attending the activity or event. The District is not responsible for any personal property that is left on the premises.

- e. Financial Responsibility. Applicant agrees to:
 - i. Procure, at its own expense, a Comprehensive General Liability insurance policy naming the District as an additional insured. This policy shall be written with a minimum of \$1,000,000 Combined Single Limit per occurrence. A Certificate of Insurance evidencing coverage must be submitted prior to the Applicant's use.
 - ii. The insurance requirement is subject to waiver by the Superintendent or the Superintendent's designee only in circumstances where the intended use presents very little potential for injury or damage and the activity or event is designed to serve the District's students or staff.
 - iii. Indemnify and hold the District, the Board, school employees and agents of the District harmless from any and all claims, demands, causes of action, or lawsuits for any death or personal injury or damage to property sustained during, caused by or arising out of the Applicant's use of school facilities.

4. Fees for Use.

The Superintendent or Superintendent's designee may establish a daily use fee schedule that establishes rates for specific parts of the school facilities (that is, kitchen, auditorium, gymnasium, athletic field, classrooms, meeting rooms). The rates shall be reviewed on a periodic basis.

The fee schedule shall be applied evenly to all Applicants, with two exceptions:

- a. A different fee may be assessed where the Superintendent or Superintendent's designee reasonably determines that the Applicant's use will require staff time or cause direct costs different than those used in establishing the fee schedule.
- b. A fee waiver or reduced fee rate shall be given for use where the activity or event is designed to serve students of the District or children; such as approved school-community associations and school-affiliated non-profit groups and summertime sports leagues, sports camps, etc., that are subject to NSAA regulations.

5. Reporting.

The administration shall submit a report on a quarterly basis with the Board to inform the Board of community usage of school facilities in the prior quarter, including identification of the applicant users.

5.6. Use Consistent with NSAA Bylaws.

Use of school facilities for activities that are subject to the Bylaws of the Nebraska School Activities Association (NSAA) shall be permitted subject to and in accordance with the NSAA Bylaws. Such use shall be consistent with this policy for non-school groups. Examples of acceptable use of school facilities for activities are:

- a. Summer Leagues. There must be evidence that the organization or individual conducting the league has rented or leased the facility (for example, via an Application for Use) to prove the school is not involved in its sponsorship or funding.
- b. Commercial Sport Camps/Clinics. School facilities for use by individuals, including the District's own coaches or other organizations for commercial camps/clinics or schools. Camps conducted by high school coaches shall be publicized as open to all area individuals wishing to attend and not limited to students from the coach's high school.
- c. All-Star competition that involves graduated seniors.
- d. Competitive meets and contests sponsored by non-school groups.
- e. Facilities approved under the above stipulations include: gymnasiums, tracks, swimming pools, tennis courts, athletic playing fields, and baseball and softball diamonds.

Date of Adoption: July 14, 2025

Community RelationsUse of School Facilities: Student Groups

1. Access by Youth Organizations. The District will allow, upon request, a representative of a recognized youth organization to provide: (1) oral or written information to students regarding the youth organization and how such youth organization furthers the educational interests and civic involvement of students in a manner consistent with good citizenship; and (2) services and activities to any student who is a member of such youth organization. A “recognized youth organization” is limited to those group listed in 36 U.S.C. Subtitle II, Part B. Each requesting youth organization will be permitted to provide information at school at least once during each school year. The administration will make a good faith effort to find a mutually agreeable date, time, and location for each requesting youth organization, though the administration shall have the ultimate authority to select the date, time, and location for any requesting youth organization. Under no circumstances will any requesting youth organization be permitted to provide oral information to students during instructional time, unless previously approved by the Superintendent or Superintendent’s designee. Every representative from a requesting youth organization must submit to, at the organization’s cost, a background check. The Superintendent or Superintendent’s designee may refuse to allow an individual to be on school grounds if the individual's background check discloses a prior felony conviction or if, in the Superintendent’s discretion, the background check otherwise reveals concerns about student safety. Nothing in this Paragraph preempts or undermines any provision of the District’s Parental Involvement Policy.

2. Equal Access to Student Groups. In the event any of the secondary schools (grades 6-12) have a limited open forum as defined in the Equal Access Act, such school(s) shall not deny equal access or a fair opportunity to, or discriminate against, any students who wish to conduct a meeting within that limited open forum on the basis of the religious, political, philosophical, or other content of the speech at such meetings. A limited open forum for this purpose exists if the secondary school grants an offering to or opportunity for one or more non-curriculum related student groups to meet on school premises during noninstructional time.

All such student meetings at school are subject to the following requirements:

- a. the meeting must be voluntary and student-initiated;
- b. the meeting must not materially and substantially interfere with the orderly conduct of educational activities within the school; and
- c. non-school persons may not direct, conduct, control, or regularly attend activities of the student group.

The administration shall in all respects maintain the District in compliance with the Equal Access Act.

3. Equal Access to Outside Groups Meeting at School. If the District provides an opportunity for one or more outside youth or community groups to meet on school premises or in school facilities before or after school hours, the District shall make that opportunity available to other similarly situated groups. The administration shall in all respects maintain the District in compliance with the Equal Access Act.

Legal Reference: 20 U.S.C. Section 4071-4074 (Equal Access Act)
20 U.S.C. Sec. 7905 (Boy Scouts of America Equal Access Act) & 34
CFR Part 108
Neb. Rev. Stat. Sec. 79-297

Date of Adoption: [Insert Date]

Community RelationsRecording of Others

To ensure the privacy and confidentiality of student information, no person is authorized to record or transmit any sound or image of any person (including themselves) without the prior consent or authorization of either (1) the person or persons being recorded or whose image or sound is being transmitted, (2) by authorized staff for purposes of child welfare (for example, to record images of injuries to students caused or believed to be caused by another person), or (3) the Superintendent or Superintendent's designee. This prohibition applies to all persons, including staff, students and community members, regardless of the content or context of the image or sound; however, this provision shall not apply to District-sponsored athletic or activity events where the focus of the recording or transmission is on the student performances or activity. Nothing in this provision shall prohibit the recording of an Individualized Education Program meeting if the recording is necessary to ensure that the parent understands the IEP or the IEP process or to implement other parental rights guaranteed by the Individuals with Disabilities Education Act.

The Superintendent or designee is authorized to implement consequences for any person who violates this Policy, which may include preventing such person from attending school events or being on school grounds.

Legal Reference: Neb. Rev. Stat. Sec. 86-290
Letter to Anonymous, 40 IDELR 70 (OSEP 2003)

Date of Adoption: [Insert Date]

Community Relations

Bulletin Boards, Display Case, and Posted Material

School bulletin boards, display cases, and posting areas are for the purposes of conveying information about school activities and programs to students, staff, and the visiting public as deemed appropriate by the Principal or designee.

Legal Reference: Neb. Rev. Stat. Sec. 79-526

Date of Adoption: [Insert Date]

Community RelationsTobacco Policy

The use of tobacco products is prohibited in all school buildings and all school vehicles. Smoking on school grounds shall be strictly prohibited.

For purposes of this policy, tobacco means any tobacco product (including but not limited to cigarettes, cigars, and chewing tobacco), vapor products (such as e-cigarettes), electronic nicotine delivery systems, alternative nicotine products, tobacco product look-alikes, and products intended to replicate tobacco products either by appearance or effect. This does not preclude individuals from wearing non-visible nicotine patches, or using nicotine gum without displaying the product container, as part of a smoking cessation program.

Legal Reference: Neb. Rev. Stat. Sections 71-5716 to 5734 (Nebraska Clean Indoor Air Act)

Date of Adoption: [Insert Date]

Community RelationsPersonnel - All Employees and StudentsAnti-discriminationA. **Elimination of Discrimination.**

The policy of Fremont Public Schools is to not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, in admission or access to, or treatment with regard to employment or with regard to its programs and activities.

Fremont Public Schools and its staff shall comply with all state and federal laws prohibiting discrimination. The Board of Fremont Public Schools intends to take any necessary measures to assure compliance with such laws against any prohibited form of discrimination and directs its staff to take all actions necessary to meet this objective.

The Superintendent shall be the Coordinator for anti-discrimination laws (including the Americans with Disabilities Act of 1990 (ADA), and Section 504 of the Rehabilitation Act of 1973 (Section 504)) and complaints or concerns involving discrimination or compliance with those laws should be addressed to said Coordinator.

B. **Preventing Harassment and Discrimination of Employees and Students.**

1. **Purpose:** Fremont Public Schools is committed to offering employment and educational opportunity to its employees and students based on ability and performance in a climate free of discrimination. Accordingly, unlawful discrimination or harassment of any kind by administrators, teachers, co-workers or other persons is prohibited. In addition, Fremont Public Schools will try to protect employees or students from reported discrimination or harassment by non-employees or others in the work place and educational environment.

For purposes of this policy, discrimination or harassment based on a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status, is prohibited. The following are general definitions of what might constitute prohibited harassment.

- a. In general, ethnic or racial slurs or other verbal or physical conduct relating to a person's sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, military or veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical

condition, sexual orientation or gender identity, or other protected status, constitutes harassment when they unreasonably interfere with the person's work performance or create an intimidating work, instructional or educational environment.

- b. Age harassment is a form of age discrimination. It can consist of demeaning jokes, insults or intimidation based on a person's age.
- c. Sexual harassment is a form of sex discrimination. It can consist of unwelcome sexual advances, requests for sexual favors, or physical or verbal conduct of a sexual nature by supervisors or others in the work place, classroom or educational environment.

Sexual harassment may exist when:

- (a) Supervisors or managers make submission to such conduct either an explicit or implicit term and condition of employment (including hiring, compensation, promotion, or retention);
- (b) Submission to or rejection of such conduct is used by supervisors or managers as a basis for employment related decisions such as promotion, performance evaluation, pay adjustment, discipline, work assignment, etc.
- (c) The conduct has the purpose or effect of unreasonably interfering with an individual's work or educational performance or creating an intimidating, hostile, or offensive working, class room or educational environment.

Sexual harassment may include explicit sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing", "practical jokes", jokes about gender-specific traits, foul or obscene language or gestures, displays of foul or obscene printed or visual material, and physical contact, such as patting, pinching or brushing against another's body.

2. **Procedures:**

- a. Employees or students should initially report all instances of suspected discrimination or harassment to their immediate supervisor or teacher. However, if the employee or student is uncomfortable in presenting the problem to the supervisor or teacher, or if the supervisor or teacher is the problem, the employee or student is encouraged to go to the next level of supervision.
- b. If the report is not satisfactorily resolved within ten calendar days, or if the discrimination or harassment continues, the complaint should be reported to the Superintendent of Fremont Public Schools.

- c. If a satisfactory arrangement cannot be obtained through the Superintendent, the complaint may be sent to the Board of Education.
- d. The person to whom the complaint is made is to thoroughly investigate the complaint and work with the person filing the complaint to seek an appropriate resolution so the discrimination or harassment can be remedied and put to an end.
- e. Complaints of discrimination or harassment will be treated with the utmost confidence, consistent with resolution of the problem.
- f. Based on the results of the investigation, appropriate corrective action may be taken.
- g. Under no circumstances will a supervisor or a teacher or the Board threaten or retaliate against a person for alleging discrimination or harassment.

Legal Reference: Title VI, 42 U.S.C. Sec. 2000d, Title VII, 42 U.S.C. Sec. 2000e, Title IX; 20 U.S.C. Sec. 1681, and the Nebraska Fair Employment Practices Act, Neb. Rev. Stat. Sec. 48-1101 et seq.
Age Discrimination in Employment Act (ADEA), the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. Sec. 621 et seq., and the Nebraska Age Discrimination in Employment Act, Neb. Rev. Stat. Sec. 48-1001 et seq.;

Americans with Disabilities Act (ADA), 42 U.S.C. Sec. 12101 et seq.
Section 504 of the Rehabilitation Act of 1973 (Section 504)
Pregnancy Discrimination Act, 42 U.S.C. Sec. 2000e(k)
Uniform Service Employment and Reemployment Rights Act (USERRA), 38 U.S.C. Sec. 4301 et seq.
Neb. Rev. Stat. Sec. 79-2,115, et seq

Date of Adoption: June 9, 2025

Community RelationsTitle IX - Discrimination

Fremont Public Schools, in response to federal and state regulations for Title IX of the Education Amendments of 1972 - Prohibiting Sex Discrimination in Education, hereby adopts and re-affirms the following policy:

- 1) The Board of Education affirms its intent to comply with provisions of Title IX - Prohibiting Sex Discrimination in Education.
- 2) The publication of this statement re-affirms the District's efforts to comply with Title IX to inform citizens of non-discriminatory practices in the dissemination process.
- 3) The Board of Education hereby authorizes and directs the Superintendent of Schools, in conjunction with relevant personnel as determined by the Superintendent, to adopt and publish grievance procedures providing for prompt and equitable resolution of complaints of sex discrimination in the District. Such grievance procedures shall be developed and be made publicly available, and such forms as needed shall be developed and made available to the public.
- 4) The grievance procedures adopted and implemented by the Superintendent shall be followed by all individuals with concerns about discriminatory practices in the District, including suspected sex discrimination.

Procedures for Complaints of Sex Discrimination

A. Background

All employees are responsible for helping to prevent discrimination on the basis of sex. Employees, or students who believe they have been subjected to, or believe they have witnessed, discrimination on the basis of sex should contact the Title IX Coordinator.

The following individuals may file a complaint alleging sex-discrimination:

- a. A student or employee of Fremont Public Schools who is alleged to have been subjected to conduct that could constitute discrimination on the basis of sex.
- b. A parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant; or
- c. The District's Title IX Coordinator(s).

Anyone making a claim of discrimination must submit the complaint in writing to the Title IX Coordinator using the following contact information:

TITLE IX COORDINATOR CONTACT INFORMATION

Mr. Scott Jensen
130 E. 9th Street
Fremont, NE 68025
402-727-3000
scott.jensen@fpsmail.org

Complaints of discrimination on the basis of sex shall be investigated and, if substantiated, corrective or disciplinary action taken, up to and including dismissal from employment if the offender is an employee, or suspension and/or expulsion if the offender is a student. Retaliatory action will not be taken against an employee or student for good faith reporting discrimination or harassment.

The following will apply to all investigations of sex-discrimination, pursuant to this procedure:

- a. The District will treat complainants (the employee, student, or representative making the claim) and respondents (those accused of sex discrimination) equitably.
- b. The District will not permit any Title IX Coordinator, investigator, or decisionmaker to have a conflict of interest or bias for or against any complainant or respondent.
- c. The District will ensure that the Title IX Coordinator, investigator, and decisionmaker will not predetermine or presume that the respondent is responsible for the alleged sex harassment until a determination is made at the conclusion of the investigation process.
- d. The District will take reasonable steps to protect the privacy of the parties and witnesses during the grievance process. These steps will not restrict the ability

of the parties to obtain and present information, including speaking to witnesses, consulting with their family members, confidential resources, or advisors; or otherwise preparing for or participating in the grievance procedures.

- e. The District will not allow the parties to engage in retaliation.
- f. The District will objectively evaluate all evidence that is relevant and not otherwise impermissible, including both inculpatory and exculpatory evidence. Credibility determinations will not be based on a person's status as a complainant, respondent, or witness.
- g. The District will not require, allow, rely upon, or otherwise use questions or evidence that constitute, or seek disclosure of, information protected under a legally recognized privilege, unless the person holding such privilege has waived the privilege.

B. Informal Complaint Process

When the Title IX Coordinator receives or initiates a concern of possible sex discrimination in the District, the Coordinator may designate a District employee (including themselves) to initiate an investigation. Within a reasonable time after receipt of the concern, the Title IX Coordinator may file a formal Title IX Complaint if the Coordinator determines a formal complaint is warranted.

C. Formal Complaint Process for Complaints of Sexual Harassment

The following procedures apply only in the event that a Formal Complaint is filed with the Title IX Coordinator. All other reports of sexual harassment shall be resolved using the informal complaint process or other Board Policies. Any timelines set forth in the following procedures may be extended by the Title IX Coordinator with notice to the parties.

1. Misconduct Which May Be Investigated Under a Formal Complaint: The Formal Complaint process is only available if the Formal Complaint alleges: (i) conduct which occurs on District grounds or property owned or controlled by the District; (ii) conduct which occurs in the context of District employment or an education program or District-sponsored activity within the United States, and (iii) conduct which occurs when the District has substantial control over both the Respondent and the context in which the sexual harassment or sexual misconduct occurs. The conduct must also fall within one of the following categories: (a) an employee of the District conditioning an aid, service, or benefit of the District on an individual's participation in unwelcome sexual contact; (b) unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a student equal access to the District's education program or activity; (c) sexual assault; (d) domestic violence; (e) dating violence; or (f) stalking.

2. Parties to a Formal Complaint: The only parties to a Formal Complaint are the

Complainant, who is the person alleged to have been subject to misconduct, and the Respondent, the person who is alleged to have committed the misconduct.

3. Filing a Formal Complaint: A Formal Complaint may only be filed by a Complainant or the Title IX Coordinator. An employee or student Complainant may file a Formal Complaint in writing with the Title IX Coordinator in person, by mail, or by electronic mail. The Formal Complaint must be signed by the Complainant or by the Title IX Coordinator.

4. Dismissal of Formal Complaint: Upon receipt of a Formal Complaint, the Title IX Coordinator will conduct an initial assessment of the allegations contained within the Formal Complaint to determine if the allegations in the Formal Complaint, if true, allege misconduct which may be investigated under the Formal Complaint process. If the allegations in the Formal Complaint do not allege misconduct which may be investigated under the Formal Complaint process, the Title IX Coordinator must dismiss the Formal Complaint and may proceed under the general complaint process.

5. Notice of Formal Complaint: If the allegations in the Formal Complaint allege misconduct which qualifies under the Formal Complaint process (as outlined in Paragraph C.1.), the Title IX Coordinator shall provide the following to all known parties: (1) The complaint procedure as outlined in this policy; and (2) Notice of the allegations of sexual harassment, known by the District at the time of filing the Notice, including (i) the identities of the parties involved, if known, (ii) the conduct allegedly constituting sexual harassment, and (iii) the date and location of the alleged incident.

6. Investigation of Formal Complaint: Upon receipt of a Formal Complaint, the Investigator will promptly investigate the allegations contained within. The Investigator will complete the investigation within a reasonable time frame, as determined by the Title IX Coordinator and may be extended upon the determination of the Title IX Coordinator. Prior to the conclusion of the investigation, the Investigator shall send each party the evidence that is subject to inspection and review in an electronic format or a hard copy. This information shall be known as the "Draft Investigative Report." The Draft Investigative Report shall include all evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which the Investigator does not intend to relay to the Decisionmaker. The parties shall then have ten (10) calendar days to submit a written response, which the Investigator will consider. The Investigator will consider the information provided by the parties and will incorporate relevant information into the Final Investigative Report. The Final Investigative Report will fairly summarize the relevant evidence. The Investigator shall then submit the Final Investigation Report to the Decisionmaker. The parties shall each receive a copy of the Final Investigative Report at the same time as the Decisionmaker.

6a. Additional Rights of the Parties During Formal Investigations:

- During any meetings or interviews, any party may bring up to two people to this meeting: (1) Support Person and/or (2) Advisor of Choice. The Advisor of Choice may or may not be an attorney. Neither the Support Person nor the Advisor of Choice can direct questions or comments to the Investigator, nor may the Support Person or Advisor of Choice advise a student or employee how to answer the

Investigator's questions.

- The District shall provide written notice of the date, time, location, participants, and purpose of any investigative interviews or other meetings throughout the course of the formal investigation to the party whose participation is invited or expected.

7. Determination of Responsibility Under Formal Complaint: Upon receipt of the Final Investigative Report, the Decisionmaker shall provide 10 days for each party to submit written, relevant questions that a party wants asked of any party or witness. Questions shall be submitted to the Title IX Coordinator who shall determine whether questions are relevant. The Title IX Coordinator shall contact parties or witnesses to request answers to the parties' relevant questions. The Title IX Coordinator will provide each party, and the Decisionmaker with the answers provided by the opposing party or witness and allow for additional, limited follow-up questions from each party. Once the Decisionmaker has received the answers to relevant questions submitted by the parties, the Decisionmaker shall consider the answers and the Decisionmaker shall issue a written determination regarding responsibility by a preponderance of the evidence within a reasonable time frame, as determined by the Title IX Coordinator. The Decisionmaker shall consider all relevant evidence, including inculpatory and exculpatory evidence, and will not consider the credibility of the evidence to be based on a person's status, such as the Complainant, Respondent, or witness. The Decisionmaker shall provide the written determination to both parties simultaneously. The written determination shall include:

- (a) Identification of the allegations potentially constituting sexual harassment;
- (b) A description of the procedural steps taken from the receipt of the Formal Complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, and methods used to gather evidence;
- (c) Findings of fact supporting the determination;
- (d) Conclusions regarding the application of each recipient's code of conduct to the facts;
- (e) A statement of, and rationale for, the results as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the recipient imposes on the Respondent, and whether remedies designed to restore or preserve equal access to the recipient's education program or activity will be provided by the recipient to the Complainant; and
- (f) The recipient's procedures and permissible bases for the Complainant and Respondent to appeal.

8. Appeal of Formal Complaint: If either party is not satisfied with the outcome of the investigation and the decision of the Decisionmaker, they may appeal only on the following bases: 1) Procedural irregularity that affected the outcome of the matter; 2) New evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter; and/or 3) The Title IX Coordinator, Investigator, or Decisionmaker had a conflict of interest or bias for or against the Complainant or Respondent generally or the individual Complainant or Respondent that affected the outcome of the matter. The request for an appeal shall be in writing and submitted to the Superintendent within ten days of the receipt of the Final Report. Upon notice of an appeal by either party, the Superintendent shall notify the other party in writing when the appeal is filed and of the appeal procedures, which apply equally to both parties. The Superintendent shall give both parties a reasonable and equal opportunity to submit a written statement in support of or challenging the outcome. The

Superintendent shall review the investigative report, Decisionmaker's determination, and written statements of the parties and then issue a written decision describing the result of the appeal and the rationale for the result. The Superintendent shall provide the written decision simultaneously to both parties.

D. Removal from Education Environment During Investigation

During an investigation under a general complaint or a formal complaint, the District may place an employee on administrative leave during the pendency of the investigation. The District may also act to remove a student respondent entirely or partially from its education programs or activities on an emergency basis when an individualized safety and risk analysis has determined that an immediate threat to the physical health or safety of any student or other individual arising from the allegations justifies removal.

E. Supportive Measures

Throughout the investigation, either party may be entitled to supportive measures. The Title IX Coordinator is responsible for coordinating the implementation of supportive measures. Complainants and Respondents are both entitled to supportive measures. Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, leaves of absence, increased security and monitoring of certain areas of the campus and other similar measures. The District shall maintain as confidential any supportive measures provided to the complainant or respondent to the extent that maintaining such confidentiality would not impair the ability of the District to provide the supportive measures.

F. Record Keeping

The District will maintain relevant documentation obtained during the investigation and findings, supportive measures, and disciplinary sanctions for a period of seven years.

Community RelationsADA and Section 504 Grievance Procedure

The following grievance procedure shall be used for resolution of complaints of alleged violations of the Americans with Disabilities Act of 1990 (ADA) or Section 504 of the Rehabilitation Act of 1973:

- 1) Complaints shall be filed with the ADA and Section 504 Coordinator. Complaints shall be made in writing, unless the Complainant's disability prevents such, in which event the Complaint can be made verbally.
- 2) Complaints shall set forth: (a) the name of the Complainant, (b) the address and telephone number or other such information sufficient to enable the Coordinator to contact the Complainant, (c) a brief description of the alleged violation, and (d) the relief requested by the Complainant.
- 3) Complaints shall be investigated by the Coordinator or the Coordinator's designee. Investigations shall be thorough and the Complainant shall be given a full opportunity to submit evidence relevant to the complaint.
- 4) The Coordinator shall make a decision on the Complaint within thirty (30) days of the filing of the Complaint, unless such time period is extended by agreement with the Complainant or a longer period is reasonably necessitated by the circumstances. The decision shall be made in writing, shall set forth the Coordinator's proposed resolution of the Complaint, and shall be forwarded to the Complainant.
- 5) The Complainant shall have ten (10) days from the date the Coordinator's decision is sent to the Complainant to accept or reject the Coordinator's proposed resolution. The Complainant shall be deemed to have accepted the proposed resolution unless the Complainant rejects the proposed resolution within such time period.
- 6) In the event the Complainant rejects the proposed resolution, the Complainant shall be given the opportunity to file a request for reconsideration within ten (10) days from the date the Coordinator's decision is sent to the Complainant. The request for reconsideration shall be filed with the Coordinator. Upon receipt of the request for reconsideration, the Coordinator shall promptly forward the request for reconsideration and all evidence received by the Coordinator in connection with the Complaint to a third person for review (either an administrator or other employee of the District, or members of the Board of Education or Committee of the Board).

- 7) A decision on the request for reconsideration shall be made within ten (10) days after the request for reconsideration was filed unless the Board or Committee of the Board is the reviewer, in which event the decision shall be made within thirty (30) days of the filing of the request for reconsideration, unless such time period is extended by agreement with the Complainant or a longer period is reasonably necessitated by the circumstances.

Legal Reference: Americans with Disabilities Act of 1990 (ADA)
 Section 504 of the Rehabilitation Act of 1973 (Section 504)

Date of Adoption: [Insert Date]

Community RelationsDesignation of Coordinator

Fremont Public Schools does not discriminate on the basis of disability in the admission or access to, or treatment or employment in, its programs or activities.

The Superintendent shall either coordinate or designate one or more persons to coordinate Fremont Public School's compliance with the requirements of the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973, as amended (ADA and Section 504).

The Coordinator shall take such actions as required to maintain compliance with such laws; to provide information concerning such laws and their applicability to the services, programs, or activities of the District; and to resolve any complaints or grievances related to alleged non-compliance by the District with such laws.

In the event an employee has a disability and is in need of a reasonable accommodation to perform the employee's duties or to otherwise receive benefits and privileges of employment equal to those enjoyed by similarly-situated employees without a disability, the employee is to inform their supervisor and request a meeting with the ADA Coordinator to discuss the provision of reasonable accommodations.

In the event a student has a disability and needs or is believed to need special education or related services, the 504 Coordinator shall initiate the 504 evaluation and accommodation process.

Legal Reference: Americans with Disabilities Act of 1990 (ADA)
Section 504 of the Rehabilitation Act of 1973 (Section 504)

Date of Adoption: [Insert Date]

Community Relations

Service Animals

Individuals with a disability shall be permitted to use a service animal on school premises as and to the extent provided by law.

1. Definition of Service Animal

A service animal is a dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability. Other species of animals are not service animals for the purposes of this definition, though miniature horses are in certain circumstances entitled to similar treatment.

The work or tasks performed by a service animal must be directly related to the handler's disability. Examples of work or tasks that a service dog may perform to meet this definition include:

- Navigation: assisting individuals who are blind or have low vision with navigation and other tasks,
- Alerting: alerting individuals who are deaf or hard of hearing to the presence of people or sounds,
- Protection: providing non-violent protection or rescue work,
- Pulling: pulling a wheelchair,
- Seizure: assisting an individual during a seizure,
- Allergens: alerting individuals to the presence of allergens,
- Retrieving: retrieving items such as medicine or the telephone,
- Physical support: providing physical support and assistance with balance and stability to individuals with mobility disabilities, and
- Interrupting behaviors: helping persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors.

Work or tasks that are excluded from meeting the definition are:

- Guard dogs: the crime deterrent effects of an animal's presence and
- Companion dogs: the provision of emotional support, well-being, comfort, or companionship.

2. Permit Presence of Service Animals

An individual with a disability shall be permitted to be accompanied by his or her service animal in all areas where members of the public, participants in services, programs or activities, or invitees, as relevant, are allowed to go. A bona fide trainer of a service animal also has the right to be accompanied by such animal in training. The individual may not be required to pay an extra fee for the service animal to attend events for which a fee is charged.

Service animals may be excluded from school premises if:

- a. The service animal is out of control and the service animal's handler does not take effective action to control it;

- b. The service animal is not housebroken; or
- c. The presence of the service animal poses a direct threat to the health or safety of others. To determine whether a “direct threat” exists, an “individualized assessment” is to be made to ascertain: the nature, duration, and severity of the risk; the probability that the potential injury will actually occur; and whether reasonable modifications of policies, practices, or procedures or the provision of auxiliary aids or services will mitigate the risk.

3. Control of the Service Animal.

The service animal must be under the control of its handler. In most cases, the dog must have a harness, leash, or other tether. The service animal does not need to be on a leash, however, if the handler is unable because of a disability to use a leash. A leash is also not required if it would interfere with the service animal’s safe, effective performance of work or tasks. If either of the leash exceptions applies the service animal must be under the handler’s control via voice control, signals, or other effective means.

4. Responsibility for Care or Supervision.

The school district is not responsible for the care or supervision of the service animal. The individual with the service animal shall be liable for any damage done to the premises or facilities or to any person by such animal.

5. Inquiries.

When addressing a service animal matter, staff shall not ask about the nature or extent of the person’s disability.

Staff may not ask questions about the dog’s qualifications as a service animal when it is readily apparent that the dog is trained to do work or perform tasks for an individual with a disability. Examples include where the dog is observed guiding an individual who is blind or has low vision, pulling a person’s wheelchair, or providing assistance with stability or balance to an individual with an observable mobility disability.

Where it is not readily apparent that the dog qualifies as a service animal, staff may ask if the dog’s presence is required because of a disability and what work or task the dog has been trained to perform. Staff may not require documentation, such as proof that the dog has been certified, trained, or licensed as a service animal.

Legal Reference: Americans with Disabilities Act of 1990 (ADA), 28 CFR Sec. 28.104 and Sec. 35.136; Section 504 of the Rehabilitation Act of 1973 (Section 504); and Neb. Rev. Stat. Sections 20-126.01 and 20-127

Date of Adoption: [Insert Date]

Community RelationsFund Raising Activities

Fundraising is the selling of a product, providing a service or activity, or requesting donations of any kind. School fundraising directly funds school programs and student organizations.

A. General Guidelines.

The School Board of Fremont Public Schools recognizes a desire and a need for ongoing fundraising support. The School Board also recognizes a need for restraint to prevent fundraising activities from becoming too numerous and overly demanding on employees, students, and the general public.

All fundraising for student organizations and charitable giving campaigns must have prior administrative approval. School District employees who supervise official school programs or extracurricular activities are directed not to organize, conduct, or involve students in fundraising activities unless the fundraising activity has been approved by the building administration.

B. Student Organization Fundraising.

Student organizations are groups that are sponsored by the district and approved by the School Board. They are designed to provide opportunities for students to participate, on an individual or group basis, in school and public events for the improvement of skills. Student organizations are directed or supervised by School District staff.

1. Approval Criteria. Student organization fundraising activities are to be considered for approval based on the following criteria: (1) the project will be fun and safe for students, (2) students will not be exploited for political or commercial purposes, (3) the project will accomplish the goals for the fundraiser without undue risk of financial loss, (4) the project will be consistent with the mission and goals of the School District and the student organization, (5) the number of fundraisers run by the particular student organization and within the school and the District within the last twelve months, and (5) the project meets all legal requirements.
2. Food Sales. The sale of foods as a fundraiser is subject to the School Wellness Policy.
3. Safety Considerations. The District does not sponsor activities involving driving vehicles unless a school employee or sponsor or a responsible adult is driving. Projects that involve door-to-door sales will not be approved for student participants who are not in high school. Parent approval must be given before any student is permitted to participate in door-to-door sales.
4. Non-Approved Activities. The following activities may not be approved as fundraising activities: raffles, lotteries, car bashes (or other comparable destructive activity), direct solicitation of money, and slave days.

5. Contracts. Teachers, coaches and sponsors are not authorized to sign contracts for the procurement of items to be sold or used in student organization fundraisers. Any contract that obligates school funds shall be submitted to the building principal for approval and execution.
6. Purchases. All purchases related to student organization fundraisers are to be made in the school district name. Deliveries of fundraising items for sale shall be made to the school building, not to personal addresses. Items shall be kept in a secure place to avoid theft. Items which are overpriced or of an embarrassing or controversial nature to the school will be rejected.
7. Money-Handling. All funds collected must be given by the fundraiser sponsor intact (i.e., cash and checks must be deposited in the same cash/check mix in which they were received) to the building principal or designee for deposit into the School District depository account no later than the next school day following receipt. Funds may not be deposited into personal accounts and may not be taken home.
8. Inventory. The fundraiser sponsor shall maintain an inventory of items related to the project. Upon completion of the project, unsold items may not be given away. The items shall be returned to the vendor for credit, sold at reduced prices in a clearance sale, or kept for sale in a future student organization fundraising event.
9. Disbursement of Fundraising Proceeds. Fundraising proceeds shall be disbursed to and used by the student organization for the purposes for which the project was initiated.
10. Records. The fundraiser sponsor shall submit all records related to the fundraising project at the conclusion of the project. The records to be maintained and submitted include: fundraiser approval, purchase order or procurement card receipt, invoices and packing slips, student checkout sheets, deposit receipts, inventory of merchandise and list of unsold merchandise, receipt for return of merchandise and records of credit or receipt for returned merchandise.
11. Student Conduct. All students who participate in approved fundraising activities are expected to represent the school, the student organization, and the community in a positive manner. All rules pertaining to student conduct and student discipline extend to student fundraising activities.

If a donation of cash or equipment is offered to a staff member for a school organization or the School District, the coach or sponsor shall refer the intended donor to the building administration. If the donor insists on giving the cash or equipment immediately, the staff member shall turn the donation over to the building principal immediately upon receipt.

Coaches or sponsors who also coach, manage or otherwise participate in club teams or similar non-school organizations must clearly separate any student organization fundraising from fundraising activities for their club team. Such individuals who receive donation offers must request that the donor be very clear as to whether the donation is intended for the student organization or the club team.

C. Fundraising by Outside Organizations.

Outside organizations are non school-funded groups such as parent/teacher organizations, sports booster groups, and commercial enterprises that provide supplementary services to existing school entities. Outside organizations are separate and apart from the School District. Any fundraising activities at school by outside organizations must receive prior approval from the school administration.

Independent sales consultants may not use schools as a source of sales, even if the consultant intends to donate a portion of the funds raised to the school. An independent sales consultant includes individuals who operate as a franchisee for businesses that sell products such as food storage containers, cosmetics, etc.

D. Charitable Giving Campaigns.

A charitable giving campaign is fundraising conducted for the purpose of providing money for a charitable cause not directly related to any District goal. Purposes for which such a campaign may be permitted include fundraising for student scholarships or student exchange programs, to assist families within the District who have experienced a catastrophe, or to fund community projects.

Any fund-raising activity conducted by any such organization using Fremont Public Schools' facilities or using the District's name in solicitation of donations must have prior approval of the Fremont Board of Education. If the request is approved, the organization shall include a statement that the Fremont Public Schools is not endorsing the organization or campaign and has no affiliation with the event.

District funds cannot be used to off-set, front-fund, or pre-pay expenses for any charitable giving campaign. A charitable giving campaign shall not be permitted to conduct fundraising among the student population.

E. Sales Outside of Fund Raising.

Other than those fund raising activities authorized and approved under this policy, the selling of goods and services is prohibited on District property without the prior approval of the Superintendent or designee.

Date of Adoption: [Insert Date]

Community RelationsGifts to the School District

The Board of Education welcomes monetary and material contributions or other types of citizen contributions to the general school program. All donations become the property of the School District and will be used in the interest of all of the children of the School District.

The Fremont Public School Foundation is recognized as an appropriate tax-exempt charitable organization for receipt and management of such gifts.

Gifts to School Employees

Gifts to employees from parents or students, with a monetary value in excess of \$50.00, are to be referred to the Fremont Public School Foundation for disbursement.

Students and patrons shall not in any way be encouraged to give personal gifts to school personnel. If gifts are offered, school personnel should minimize such acts and not give publicity or public recognition to such gifts or publicly praise the donor.

Gifts by School Employees

Gifts to students by their teachers or other employees who serve the student as part of their employment are not to be made. Exceptions may be allowed with prior administrative approval.

Date of Adoption: [Insert Date]

STUDENT FEES

The Board of Education of the Fremont Public Schools adopts the following student fees policy in accordance with the Public Elementary and Secondary Student Fee Authorization Act.

The District's general policy is to provide for the free instruction in school in accordance with the Nebraska State Constitution and Nebraska statutes. The District also provides activities, programs, and services that extend beyond the minimum level of constitutionally required free instruction. Under the Public Elementary and Secondary Student Fee Authorization Act, the District is permitted to charge students fees for these activities or to require students to provide specialized equipment and attire for certain purposes. This policy is subject to further interpretation or guidance by administrative or board regulations. Students are encouraged to contact their building administration, their teachers or their coaches, and sponsors for further specifics.

Extracurricular activities mean those student activities or organizations that: (1) are supervised or administered by the District; (2) do not count toward graduation or advancement between grades; and (3) are not otherwise required by the District.

Post-secondary education costs refer to tuition and other fees associated with obtaining credit from a post-secondary educational institution.

Students and their parents have historically contributed to the District's efforts to provide such activities, programs, and services. Such student and parent contributions have included: students coming to school with the basic clothing and personal supplies to be successful in the classroom (clothing, shoes, pencils, pens, paper, notebooks, calculators, and the like), students bringing their own or paying the reasonable cost of specialized equipment or supplies for the personal preference or personal retained benefit of students (for example, band and orchestra equipment, locker deposit or rental fees, shop class materials where the student keeps the product, and college tuition or fees for college credit for advanced placement courses or correspondence courses), students providing their own specialized clothing and equipment to be prepared for the extracurricular activities in which they choose to participate (sporting apparel, including shoes, undergarments, and the like), and assisting with special programs, such as field trips, summer school, school dances and plays. The District's general policy is to continue to encourage and to require, to the extent permitted by law, such student and parent contributions to enhance the educational program provided by the District.

(1) Guidelines for Clothing Required for Specified Courses and Activities

Students are responsible for complying with the District's grooming and attire guidelines and for furnishing all clothing required for any special programs, courses or activities in which they participate. The teacher, coach, or sponsor of the activity

will provide students with written guidelines that detail any special clothing requirements and explain why the special clothing is required for the specific program, course or activity.

(2) Safety Equipment and Attire

The District will provide students such safety equipment and attire as may be required by law, specifically including appropriate industrial-quality eye protective devices for courses of instruction in vocational, technical, industrial arts, chemical or chemical-physical classes which involve exposure to hot molten metals or other molten materials, milling, sawing, turning, shaping, cutting, grinding, or stamping of any solid materials, heat treatment, tempering, or kiln firing of any metal or other materials, gas or electric arc welding or other forms of welding processes, repair or servicing of any vehicle, or caustic or explosive materials, or for laboratory classes involving caustic or explosive materials, hot liquids or solids, injurious radiations, or other similar hazards. Building administrators are directed to assure that such equipment is available in the appropriate classes and areas of the school buildings, teachers are directed to instruct students in the usage of such devices and to assure that students use the devices as required, and students have the responsibility to follow such instructions and use the devices as instructed.

(3) Personal or Consumable Items

The District will provide students with facilities, equipment, materials and supplies, including books. Students are encouraged to supply their own personal or consumable items for participation in courses and activities including, but not limited to, pencils, paper, pens, erasers and notebooks so long as those items comply with the requirements of the District. Students are responsible for the careful and appropriate use of school property. Students will be charged for damage to school property caused by the student and will be held responsible for the reasonable replacement cost of any school property that they lose or damage.

(4) Materials Required for Course Projects

The District will provide students with the materials necessary to meet course requirements, and enable all students, depending upon their performance, the opportunity to achieve the highest grade possible for the course. In courses where students produce a project that requires more than minimal cost for materials, the finished product will remain the property of the District unless the students either furnish or pay for the reasonable cost of materials required for the course project. Students must furnish musical instruments for participation in optional music courses that are not extracurricular activities. Use of a musical instrument without charge is available under the District's fee waiver policy (p. 11-12); however, the District is not required to provide for the use of a particular type of musical instrument for any student.

(5) Extracurricular Activities – Specialized Equipment or Attire

The District may charge students a fee to participate in extracurricular activities to cover the District's reasonable costs in offering such activities. The District may require students to furnish specialized equipment and clothing that is required for participation in extracurricular activities, or may charge a reasonable fee for the use of District-owned equipment or attire. Attached to this policy is a list of the fees charged for particular activities. The coach or sponsor may provide students with additional written guidelines detailing the fees charged, the equipment and/or clothing required, or the usage fee charged. The guidelines will explain the reasons that fees, equipment and/or clothing are required for the activity. Equipment or attire fitted for the student and which the student generally wears exclusively, such as dance squad, cheerleading, and music/dance activity (e.g. choir or show choir) uniforms and outfits, along with t-shirts for teams and school sponsored student organizations will be required to be provided by the participating student. The cost of maintaining any equipment or attire, including uniforms, which the student purchases or uses exclusively, shall be the responsibility of the participating student. Equipment which is ordinarily exclusively used by an individual student participant throughout the year, such as golf clubs, softball gloves, and the like, are required to be provided by the student participant. Items for the personal medical use or enhancement of the student (braces, mouthpieces, and the like) are the responsibility of the student participant.

Students have the responsibility to furnish personal or consumable equipment or attire for participation in extra-curricular activities or for paying a reasonable usage cost for such equipment or attire.

For music courses that are extracurricular activities, students may be required to provide specialized equipment, such as musical instruments, or specialized attire, or for paying a reasonable usage cost for such equipment or attire.

(6) Extracurricular Activities – Fees for Participation

The District generally charges fees for participation in extracurricular activities and these are enumerated herein.

(7) Post-secondary Education Costs

Students are responsible for post-secondary education costs. For a course in which students receive high school credit and for which the student may also receive post-secondary education credit, the course shall be offered without charge except for tuition and other fees associated with obtaining credits from a post-secondary education institution.

(8) Transportation Costs

Students are responsible for fees established for transportation services provided by the District as and to the extent permitted by federal and state laws and regulations.

(9) Copies of Student Files or Records

The Superintendent or the Superintendent's designee shall establish a schedule of fees representing a reasonable cost of reproduction for copies of a student's files or records for the parents or guardians of such student. A parent, guardian or student who requests copies of files or records shall be responsible for the cost of copies reproduced in accordance with such fee schedule. The imposition of a fee shall not be used to prevent parents of students from exercising their right to inspect and review the students' files or records and no fee shall be charged to search for or retrieve any student's files or records. The fee schedule shall permit one copy of the requested records be provided for or on behalf of the student without charge and shall allow duplicate copies to be provided without charge to the extent required by federal or state laws or regulations.

(10) Participation in Before-and-After-School or Pre-kindergarten Services
Students are responsible for fees required for participation in before-and-after-school or pre-kindergarten services offered by the District, except to the extent such services are required to be provided without cost.

(11) Participation in Summer School or Night School
Students are responsible for fees required for participation in summer school, including driver education, or night school. Students are also responsible for correspondence courses.

(12) Breakfast and Lunch Programs
Students shall be responsible for items which students purchase from the District's breakfast and lunch programs. The cost of items to be sold to students shall be consistent with applicable federal and state laws and regulations.

Students are also responsible for the cost of food, beverages, and personal or consumable items which the students purchase from the District or at school, whether from a "school store," a vending machine, a booster club or parent group sale, a book order club, or the like.

(13) Waiver Policy
The District's policy is to provide fee waivers in accordance with the Public Elementary and Secondary Student Fee Authorization Act. Students who qualify for free or reduced-price lunches under the United States Department of Agriculture child nutrition programs shall be provided a fee waiver or be provided the necessary materials or equipment without charge for: (1) participation in extracurricular activities and (2) use of a musical instrument in optional music courses that are not extracurricular activities. Participation in a free-lunch program or reduced-price lunch program is not required to qualify for free or reduced-price lunches for purposes of this section. Students or their parents must request a fee waiver prior to participating in or attending the activity, and prior to purchase of the materials.

(14) Distribution of Policy

The Superintendent or the Superintendent's designee shall publish the District's student fee policy in the Student Handbook or the equivalent (for example, publication may be in an addendum or a supplement to the student handbook). The Student Handbook or the equivalent shall be provided to every student of the District or to every household in which at least one student resides, at no cost.

(15) Student Fee Fund

The School Board hereby establishes a Student Fee Fund. The Student Fee Fund shall be a separate school district fund not funded by tax revenue, and will serve as a depository for all monies collected from students subject to the Student Fee Fund. Funds subject to the Student Fee Fund consist of money collected from students for (1) participation in extracurricular activities, (2) post-secondary education costs, and (3) summer school or night school. Monies in the Student Fee Fund shall be expended only for the purposes for which they were collected from students.

(16) Optional Device Maintenance Program Replace & Repair Computing Devices

CERTIFICATION

On the 12th day of June, 2023 the School Board held a public hearing at a meeting of the School Board on a proposed student fee policy. Such a public hearing followed a review of the amount of money collected from students accounted for at that time, and the use of waivers provided in the student fee policy for the 2022-2023 school year. The foregoing student fee policy was adopted after such a public hearing by a majority vote of the school board at an open public meeting in compliance with the public meetings laws.

Superintendent or Other Authorized School Official

Legal References:

Neb. Rev. Stat 79-2,125 to 79,134

Neb. Constitution, Article VII, section 1.

Neb. Rev. Stat. §§79-241, 79-605, and 79-611 (transportation)

Neb. Rev. Stat. §79-2,104 (student files or records)

Neb. Rev. Stat. §79-715 (eye-protective devices)

Neb. Rev. Stat. §79-737 (liability of students for damages to school books)

Neb. Rev. Stat. §79-1104 (before-and-after-school or pre-kindergarten services)

Neb. Rev. Stat. §§79-1106 to 79-1108.03 (accelerated or differentiated curriculum program)

Adopted: November 9, 1987

Revised: June 17, 2002

Revised: July 21, 2003
Revised: July 18, 2005
Reviewed: July 17, 2006
Reviewed: July 16, 2007
Reviewed: July 21, 2008
Revised: August 17, 2009
Revised: August 9, 2010
Revised: May 9, 2011
Revised: June 11, 2012
Revised: July 8, 2013
Revised: June 9, 2014
Reviewed: June 8, 2015
Revised: June 13, 2016
Revised: June 12, 2017
Revised: June 11, 2018
Revised: June 10, 2019
Revised: July 13, 2020
Revised: June 21, 2021
Revised: June 13, 2022
Revised: June 12, 2023
Reviewed: June 10, 2024
Reviewed: June 9, 2025

Administrative Regulation to Policy 53C.4

The administrative procedure was developed to provide guidelines, clarification, and assistance for those individuals responsible for implementation of Board Policy 53C.4. The following list represents the fees charged of students and the kinds of supplies and materials students are expected to provide for participation in various programs and activities. The student fee policy and guidelines will be published annually in the Student Handbook.

Minor personal and/or consumable items are requested of all students. Teachers may ask parents to voluntarily supply various personal or consumable items for use in school. The following list provides an example of the types of items that may be considered personal or consumable.

Pencils, colored pencils, pens, paper, graph paper, facial tissues, athletic shoes, tablets, notebooks, activity calendars, organizers, planners, crayons, markers, erasers, blunt end scissors, Elmer's Glue (other types may create usage difficulties), glue, white out, highlighters, school box to hold supplies, compass, protractor, calculator, blank computer disks, blank audio or video tapes, reeds for musical instruments, make-up kits for drama.

Fines will be charged for books damaged in excess of what would be considered normal wear-and-tear. Fees will be charged for lost or retained books, uniforms normally provided by the District, and lost or retained equipment. The waiver option does not apply to these charges.

Attendance at summer school is optional, as is participation in summer driver education and summer band. Therefore, for the following examples of summer programs, **the waiver option does not apply.**

Pursuant to Policy 53C.4 and *Neb. Rev. Stat* § 79-135 *et. seq.*, the District may, and hereby does, require and collect fees or other funds from or on behalf of the District students or require District students to furnish or provide, supplies, equipment or attire as provided for herein below:

ELEMENTARY SCHOOL (K-4) (waiver option does not apply unless specifically noted)

- Fines/fees may be charged, as indicated herein, for lost, stolen, or damaged books or materials.
- Prior to the commencement of the school year, each school publishes a listing of supplies requested of parents by that school.
- **Orchestra: Students provide their own instrument. Limited supply to rent from FPS for \$50.00 / year. Fee waiver applies.**

- Summer Orchestra Camp for Beginners - OPTIONAL - \$20.00 - Fee waiver does not apply.
- Students are responsible for providing appropriate clothing for physical education - shoes, socks, personal undergarments, running shorts and t-shirts.
- Elementary Athletic Tickets (K- 6) \$30.00

Johnson Crossing Academic Center (5-6)

- Activity Card (\$30.00) – covers admission to all home HIGH SCHOOL athletic events except Conference, District or State contests. Fee Waiver does not apply!!
- Participation Fee (\$15.00) – One-time fee that permits the student to participate in all 5th/6th grade Intramural Athletic activities. Fee Waiver applies.
- Band & Orchestra: Students provide their own instrument. Limited supply to rent from FPS for \$50.00 / year. Fee waiver applies.
- Music Performance Polo - \$15.00. Fee waiver applies.
- Students are responsible for providing appropriate clothing for physical education - shoes, socks, personal undergarments, running shorts and t-shirts.

MIDDLE SCHOOL (7–8) (waiver option does not apply unless specifically noted)

- Physical Education: Students are responsible for providing appropriate clothing for physical education - shoes, socks, personal undergarments, running shorts and t-shirts
- Student Activity Ticket
Fee covers admission to Middle School & High School athletic events. Fee waiver does not apply. \$30.00
- Student Participation Fee and Admission Ticket
Admission to High School athletic events **and** participation in athletics. Fee waiver applies. \$60.00
- Band & Orchestra: Students provide their own instrument. Limited supply to rent from FPS for \$50.00 / year. Fee waiver applies.
- Music Performance Polo - \$15.00. Fee waiver applies.

Physical Education: Students are responsible for providing appropriate clothing for physical education - shoes, socks, personal undergarments, running shorts and t-shirts

The Student Fee Policy and guidelines will be published annually in the Student Handbook.

High School Admission Fees:

Varsity Football, Baseball, Volleyball, Basketball, Track, Wrestling, Softball, Soccer

| | |
|--|--------|
| Adults | \$7.00 |
| Students K-12, no activity ticket – with ID | \$5.00 |
| FPS student K-12 with activity ticket | FREE |
| Visiting students K-12 with ID | \$5.00 |
| Senior Citizens | \$3.50 |
| | |
| Non-Varsity Athletic Activities General Admission – Adults | \$7.00 |
| Students K-12, no activity ticket – with ID | \$5.00 |
| FPS student K-12 with activity ticket | FREE |
| Visiting students K-12 with ID | \$5.00 |
| Senior Citizens | \$3.50 |

Other Fees

| | |
|--|--------------------|
| Homecoming Dance per person | \$5.00 per person |
| Junior-Senior Prom | \$10.00 per person |
| Cap and Gown Purchase (depending on charges from vendor) | \$65.00 |
| Student Parking Tag - Provides admission to school parking areas, no space is guaranteed available and purchase is not required. | \$5.00 |
| Student Participation Fee and Admission Ticket | |
| Admission to High School athletic events <u>and</u> participation in athletics. Fee waiver applies. | \$60.00 |

Band & Orchestra: Students provide their own instrument. Limited supply to rent from FPS for \$50.00 / year. Fee waiver applies.

Student Fee Waiver Procedures

The Board recognizes that while certain fees, specialized equipment, specialized attire, or project materials are appropriate and authorized some students and their families are not financially able to afford them. The School District will grant waivers upon request to students of families eligible for free or reduced price meals under the Federal Child Nutrition program. Parents of students who wish to obtain a waiver of fees may do so by obtaining a fee waiver form from the Office of the Principal of the school their child(ren) attends, providing the required information and completing the necessary forms. Such waiver request must be made for any and all events, activities, or classes no later than the last Friday in September, by the Friday of the fourth week following enrollment of the student in Fremont Public Schools, or by the Friday of the fourth week when a student formerly not eligible for a waiver becomes eligible (free or reduced price lunch as provided under the United States Department of Agriculture Child Nutrition Program). Waivers will not be approved retroactively for fees previously paid or specialized items, attire, or project materials purchased by students. Only those fees and items eligible for waivers as required by state statute shall be waived.

Student Fee Waiver Application

The Board recognizes that while certain fees, specialized equipment, specialized attire, or project materials are appropriate and authorized, some students and their families are not financially able to afford them. The school district will grant waivers upon request to students of families eligible for free or reduced price meals under the Federal Child Nutrition Program. If you would like the school district to waive specific student fees for your child, you **must** complete this form in its entirety and submit it, along with any required documentation, to the office of the Building Principal.

Student Fee Waiver Procedures

If you are interested in receiving assistance for your child for any of the programs below, you can simply **check the appropriate box(es) below and sign**. Your child's eligibility will be automatically shared with the programs you selected. (Note: The only information that will be shared is your child's eligibility for free or reduced price meals. The personal and financial information contained on the free and reduced price meal application form **will not** be shared. Not sharing this information will in no way affect your child's status in the Free and Reduced Price Meal Program). Such waiver request must be made for any and all programs covered by this program no later than the last Friday in September; by the Friday of the fourth week following enrollment of a student in Fremont Public Schools; or by the Friday of the fourth week when a student not formerly eligible for a waiver, becomes eligible (free or reduced lunch as provided under the United States Department of Agriculture child nutrition program). Waivers will not be approved retroactively for fees previously paid for specialized items, attire or project materials purchased by students. Only those fees and items eligible for waivers as required by state statute shall be waived. Any clothing, equipment, or other materials used in connection with this waiver will remain the property of the school district.

* * * * *

By signing below I agree to permit my child (name) _____ eligibility in the free and reduced price meals program to be shared with the program areas checked below: (Complete a separate form for each child)

- ___ Field Trips
- ___ Activity Fees/Athletic Teams/Clubs/Band & Vocal Music
- ___ Transportation
- ___ All Programs/Services Where Assistance May be Available

(Signature of Parent/Guardian)

School Calendar Committee
Parameters
For
2026-2027

1. The calendar is developed with the needs of children in mind.
2. One calendar option for 2026-2027 will be developed. A rough-draft of the 2027-2028 calendar will also be developed.
3. The proposals developed by the committee are recommendations only. The decision on the final calendar is made by the Board of Education.
4. It would be the best of all worlds to have the calendar proposals completed by March 1st for presentation at the March Board meeting. According to Policy 40A.4h the calendar must be adopted and published on or before the second Monday of May.
5. The recommendation should be taken to the Board of Education by members of the Calendar Committee.
6. The length of the day should not be considered as part of the calendar development, as the length of day is governed by other policy.
7. Every attempt shall be made to schedule school holiday vacations to be on the same dates and lengths for students PreK-12. (Semester work days and teacher “Comp Days” for P/T Conferences without students **may** vary.)
8. Calendars should provide that the first day of school is the same at all levels, K-12, to accommodate the fact that many families have children at various levels within the school system.

9. The calendar options **may** provide the first one or two student days to be either half-days or full days for K-8 students, but the work day for teachers will be full day regardless.
10. All elementary parent-teacher conferences should be scheduled so that non-student days are the same throughout the district, but allow for flexibility in scheduling the evening parent-teacher conferences.
11. The calendar will allow for no school on the Wednesday before **Thanksgiving**.
12. First semester **should** end prior to the holiday break.
13. **Spring Break** may be up to five days and should avoid the testing window for State required testing.
14. The calendar shall include six professional development / work days, prior to all teachers reporting at the beginning of the year. These days are specifically provided to support teachers **NEW** to FPS to make them as effective as possible in working with our students. These days shall include one Mentoring day with their Mentors, four days of New Teacher Induction Activities and one day of general orientation.
15. The calendar should provide for the following non-student attendance days in support of the District philosophy that the individual and collective professional development of our staff is THE MOST IMPACTFUL way for our District to improve student learning/achievement. These days should be used in this manner:
 - a. **2 days**. These should be prior to students reporting to school for planning and general preparation to “open” school.
 - b. **2 days**. The activities planned for these additional days should be determined by the Administration. These should be prior to school starting to “pre-capture” teacher

contract days lost due to weather related cancellations during the year. Should weather related cancellations during the year be less than the two days “pre-captured”, school will be dismissed up to two days early in the Spring – thus maintaining the appropriate number of contract days. Student days will only be made up if the number of weather related cancellations exceeds two – at which time student days may be added to the end of the year as needed to remain above the minimum requirements of the state.

- c. **5 days.** One in each August, September, October or November, February and April. These days should be used for Professional Development and Curriculum Work.
- d. **4 days.** One at the end of Quarters 1 and 3. Two will be prior to, after or will “bookend” Winter Break. $\frac{1}{2}$ of each day should be used for Professional Development and Curriculum Work and $\frac{1}{2}$ should be reserved for individual Teacher work time.
- e. **1 day.** This day should follow the last student day for general work and “closing” of school for the summer.
- f. Administration reserves the right to hold meetings during work time, planning time, preparation time, etc. - and will work to limit any such meetings in a way that still provides teachers with a reasonable amount of time for their personal planning/preparation for their classes.

16. The minimum total days for all faculty will be 185.

17. The calendar should be above the State minimums (Nebraska Revised Statute 79-211) and attempt to stay within the following ranges of hours or days of student instruction:

Elementary

State Minimum: 1,032 hours or 151.1 days

FPS Range: 1,112 hours or 169 days
to
1,086 hours or 165 days

Johnson Crossing

State Minimum: 1,032 hours or 151.1 days

FPS Range: 1,175 hours or 172 days
to
1,147 hours or 168 days

Middle School

State Minimum: 1,032 hours or 151.1 days

FPS Range: 1,175 hours or 172 days
to
1,147 hours or 168 days

High School

State Minimum: 1,080 hours or 158.13 days

FPS Range: 1,175 hours or 172 days
to
1,147 hours or 168 days

The logo for Fremont Public Schools features a tiger's head at the top, a shield in the center containing a lyre and an atom symbol, and a banner at the bottom with the text 'P FREMONT S'.

Fremont Public Schools

Transportation Request

Nov. 10, 2025

Dr. Chris Loofe - Asst. Supt.



Buses to be Replaced

1. 03J - 2003 12 seat + 1 wheelchair Blue Bird. Currently DOT grounded and scheduled to be crushed ASAP. No trade in value. 119K miles
2. 04G - 2004 12 seat + 1 wheelchair Blue Bird. Currently DOT grounded and scheduled to be crushed ASAP. No trade in value. 158K miles
3. 98A - 1998 36 seat International pusher w/ option for one wheelchair. Currently grounded due to mechanical concerns and scheduled to be crushed when replaced. No trade in value. 103K miles



FREMONT PUBLIC SCHOOLS WE EDUCATE

14 Passenger



Customer Quotation

Prepared For:
FREMONT PUBLIC SCHOOLS
957 N. PIERCE ST.
FREMONT, NE 68025

Prepared By :
COREY SUNDBERG
TRUCK CENTER COMPANIES
OMAHA, NE 68138

Quote Number:
419110

Quote Date:
10/16/2025

Customer Order No:
Framont Mino 14

CHEVROLET MINOTOUR: 14 Passenger School Bus

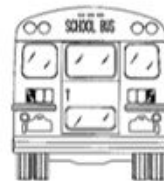
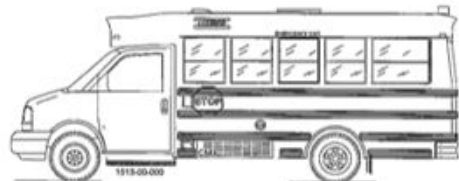
| | |
|---------------------|--|
| Product Type: | School Transportation |
| Year: | 2026 |
| Chassis Model: | CG33803 |
| Chassis MFG: | CHEVROLET |
| GVWR: | 12,300 |
| Passenger Capacity: | 14 |
| Headroom: | 73 |
| Wheelbase: | 159 |
| Brake Type: | HYDRAULIC |
| Engine Type: | GM V8 GASOLINE, 8 Cyl, 6.6 LITER, 401 HP |
| Fuel Type: | GASOLINE |
| Fuel Tank Capacity: | 33 |
| Transmission Type: | AUTOMATIC |
| Axle, Front: | 4300-lb Capacity |
| Axle, Rear: | 8600-lb Capacity |
| Tires, Front: | LT225/75R16E |
| Tires, Rear: | LT225/75R16E |
| Suspension Front: | SPRING |
| Suspension Rear: | SPRING |

TOTAL PURCHASE PRICE.....\$102,250.00

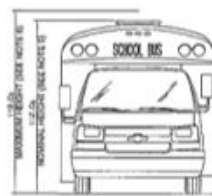
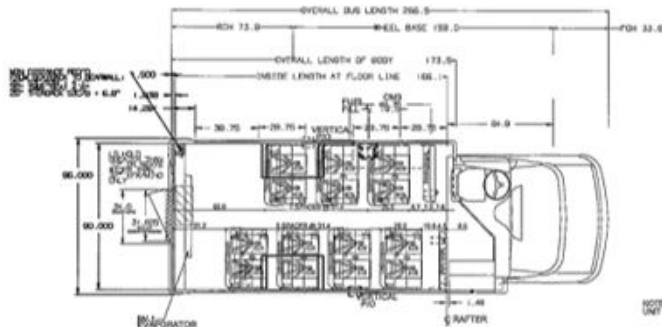
State pricing with piggyback off
of Bruning-Davenport Schools.

Subject to Availability. Limited chassis available
Estimated Delivery: September, 2026

SEATING CAPACITY: 14 + DRIVER



CAUTION - LEFT SIDE BARRIER IS NOT IN STANDARD LOCATION, SEE SEATING PLAN.
CAUTION - RIGHT SIDE BARRIER IS NOT IN STANDARD LOCATION, SEE SEATING PLAN.



NOTE: UNIT EQUIPPED WITH PLYWOOD FLOOR



SUMMARY

1. 14 Passenger w/ Lift - with state pricing piggyback with Norfolk - \$111,350.00
2. 14 Passenger w/o Lift - with state pricing piggyback w/ BD - \$102,250.00
3. 47 Passenger w/ Lift - with state pricing piggyback with Blair - \$167,110.00

Total Transportation expense from Depreciation - \$380,710.00