

RAYMOND CENTRAL PUBLIC SCHOOLS - DISTRICT #55-0161
BOARD OF EDUCATION REGULAR MEETING, WEDNESDAY, JANUARY 14, 2026
- 6:00 PM
RAYMOND CENTRAL JR-SR HIGH SCHOOL - MUSTANG ROOM
1800 WEST AGNEW ROAD
RAYMOND, NE 68428-9783

AGENDA

1. Call to Order and Pledge of Allegiance
2. Nebraska Open Meetings Law
3. Motion to Excuse Board Member's Absence
4. District Mission Statement
The Raymond Central community is committed to providing a positive, challenging learning environment which prepares each individual to be a responsible citizen in an ever-changing society.
5. Annual Organizational Meeting
 - 5.1. Election of Officers
 - 5.1.1. Elect President
 - 5.1.2. Elect Vice President
 - 5.1.3. Elect Secretary
 - 5.1.4. Elect Treasurer
 - 5.2. Review Board Policy 8272 Code of Ethics

Code of Ethics

It shall be the policy of Raymond Central Public Schools that members of the Board of Education will exercise their responsibilities in accordance with the following Code of Ethics:

1. As a member of the local Board of Education, representing all the citizens of the Raymond Central School District, each Board member will recognize:
 - a. That he or she has been entrusted with the educational development of the children and youth of the district.
 - b. The district expects that the first and greatest concern of a school Board member will be the best interest of each and every one of the young people enrolled in the district's schools.
 - c. That the future welfare of this district, of this state, and of our nation depends in the largest measure upon the quality of education provided in Raymond Central Public Schools to meet the needs of every learner.
 - d. Members of the Board of Education must collectively take the initiative in helping all the people in this district to have updated, accurate information about the public schools system, and to provide the finest possible school programs, school staff, and school facilities.
 - e. That by statute the authority of the Board of Education is derived from the state which is ultimately responsible for the organization and operation of the public schools and which determines the degree of discretionary power exercised by the Board representing the people of the Raymond Central district.
 - f. That a school Board member must never neglect his or her personal obligation to the district and legal obligation to the State of Nebraska, nor surrender these responsibilities to any other person, group or organization; but that, beyond this, each school Board member has a moral and civic obligation to our country which can remain strong and free only so long as public schools in the United States are kept strong and free.
2. In view of the foregoing consideration, it must be the constant endeavor of each school Board member:
 - a. To devote time, thought and study to the duties and responsibilities of a school Board member so that he/she may render effective and creditable service.
 - i. If a board member is absent from more than two consecutive (regular) board meetings and the individual is not excused by the board, a vacancy is created in that seat.
 - b. To work with fellow school Board members in a spirit of harmony and cooperation so as to convert differences of opinion which arise during discussion and debate into a consensus for the benefit of the students enrolled in Raymond Central Public Schools.
 - c. To base personal decisions upon all available facts in each situation, to vote honest conviction in every case, unswayed by partisan bias of any kind; thereafter, to abide by and uphold the final majority decision of the Board of Education.
 - d. To remember at all times that individual Board members have no local authority outside the meetings of the Board of Education, and to conduct relationships with school staff members, local citizens, and all media of communication on the basis of this fact.

- e. To resist every temptation and outside pressure to use the position as a school Board member to benefit either oneself, immediate family or any other individual or agency apart from the total interest of the school system.
- f. To recognize that it is as important for the Board of Education to understand and evaluate the educational program of Raymond Central Public Schools as it is to plan for the business of the school district.
- g. To bear in mind under all circumstances that the primary function of the Board of Education is to establish and maintain the policies by which the schools are to be administered, but that the administration of the educational program and the conduct of school business shall be the primary responsibility of the Superintendent of Schools and the professional and non-professional staff members who are employed to work with the Superintendent of Schools.
- h. To welcome and encourage active cooperation by citizens, organizations, and the media of communication in Raymond Central Public Schools with respect to the establishment of policy on current school operation and proposed future developments.
- i. To strive step by step to achieve the ideal conditions for the most effective service by a Board of Education to its district, in a spirit of teamwork and unwavering commitment to the American system of public education as a primary means for preservation and perpetuation of our representative democracy.

Date of Adoption: May 18, 2009

Date of Revision: April 10, 2024

5.3. Approval of Committees, Positions, and Designation

- 5.3.1. Discuss, Consider and Take Action to approve Perry Law Firm and KSB Law Firm as the primary legal counsel.
- 5.3.2. Discuss, Consider President's appointment to board committee and representative positions.
- 5.3.3. Discuss, Consider and Take Necessary Action to select Jones Bank, Ceresco Bank and First Northeast Bank of Nebraska as depositories of record.
- 5.3.4. Discuss, Consider and Take Necessary action to select the Wahoo Newspaper, Lincoln Journal Star, or other newspapers of general circulation in the event of the need to publish a notice on short notice, as district newspapers of record.
- 5.3.5. Discuss, Consider and Take Necessary Action to appoint Superintendent as the Every Student Succeeds Act (ESSA) and all federal programs representative.
- 5.3.6. Discuss, Consider and Take Necessary Action to Appoint Bryon Hanson as the Complaint Coordinator.
- 5.3.7. Discuss, Consider and Take Necessary Action to Appoint Tony Kobza as the Title IV Coordinator.
- 5.3.8. Disseminate to Board members the conflict of interest policies.

Conflict of Interest/Contracts

It shall be the policy of Raymond Central Public Schools that any contract whether oral or written, formal or informal, which is entered into by the school district and in which a member of the Board of Education is directly or indirectly interested, is voidable unless certain reporting, disclosure and abstention requirements are met. The school district is authorized to enter into a contract in which a member of the Board of Education is directly or indirectly interested so long as:

1. The Board member makes a declaration on the record regarding the nature of his/her interest prior to official consideration of the contract.
2. The affected Board member does not participate in consideration or discussion of the contract.
3. The Board member does not vote on the granting of the contract except that if the number of members of the Board declaring an interest in the contract would prevent the Board with all members present from securing a quorum in the issue, then all members may vote on the matter.
4. The Board member does not in any way participate in the inspection, operation, administration or performance under the contract on the part of the district.

It shall further be the policy of Raymond Central Public Schools that the above provisions apply not only to formal contracts but also to open accounts.

Legal Reference: Neb. Rev. Stat. § 49-14,103.01

Date of Adoption: May 18, 2009

Reviewed with No Changes: April 10, 2024

Conflict of Interest/Employment of Family Member of Board Member or Supervisor and Employment of Board Member

1. A member of the Board of Education or an administrator or other employee with supervisory responsibilities may employ or recommend or supervise the employment of an immediate family member if:
 - a. He or she does not abuse his or her official position (for this purpose, “abuse” means employing an immediate family member: who is not qualified for and able to perform the duties of the position; at an unreasonably high salary; or who is not required to perform the duties of the position);
 - b. He or she makes a full disclosure on the record to the Board of Education and a written disclosure to the Superintendent and/or Secretary of the Board; and,
 - c. The Board of Education approves the employment or supervisory position.
2. No immediate family member of a Board of Education or an administrator or other employee with supervisory responsibilities shall be employed by the School District:
 - a. Without first having made a reasonable solicitation and consideration of applications for such employment.
 - b. Who is not qualified for and able to perform the duties of the position.
 - c. For any unreasonably high salary.
 - d. Who is not required to perform the duties of the position.
3. Neither the Board of Education nor an administrator or other employee with supervisory responsibilities shall terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.
4. This policy shall not apply to an immediate family member of a member of the Board of Education or an administrator or other employee with supervisory responsibilities who was previously employed in a position with the School District prior to the election or appointment of the Board member or employee. Prior to or as soon as reasonably possible after the official date a Board member takes office or an employee assumes his or her responsibilities, such Board member, administrator or other employee with supervisory responsibilities shall make a full disclosure of any immediate family member employed in a position subject to this policy.
5. A member of the Board of Education may not be engaged in a contract to teach with the Raymond Central Public School District. Nor shall a member of the Board of Education cast a vote in favor of the election of any employee when the Board member is related by blood or marriage to such employee.

Legal Reference: Neb. Rev. Stat. § 79-818; § 79-544; § 49-1499.04 and § 49-1499.05

Date of Adoption: May 18, 2009

Reviewed with No Changes: April 10, 2024

Conflict of Interest/Other Than Contracts or Employment

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

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

2. The provisions of paragraph 1 above shall not prevent a Board member from making or participating in the making of a School District-related decision to the extent that the individual's participation is legally required for the action or decision to be made. In such an event, the Board member shall report the occurrence to the Commission.
3. Except as defined in Nebraska statute and this policy, conflict of interest of a Board member shall not prevent a Board member from serving on the Board or restrict the hiring or purchasing practices of this School District.
4. The Superintendent, or the Superintendent's designee, shall provide:
 - a. Each Board member with copies of state statutes of Nebraska pertaining to conflicts of interest at the organizational meeting of the Board of Education held at the regular School Board meeting in January of each year. In addition, any newly appointed or elected Board member shall be provided such statutes.
 - b. When possible, provide each Board member with a list of financial matters on the agenda to come before the Board of Education at the next regular meeting in sufficient detail to allow the Board member to identify potential conflicts of interest and report and receive advice from the Commission.
5. For purposes of this policy, immediate family members shall be defined as a child residing in the Board member's household, a Board member's spouse or an individual claimed by that Board member or the Board member's spouse as a dependent for federal income tax purposes.

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

Date of Adoption: May 18, 2009

Reviewed with No Changes: April 10, 2024

5.4. Review the Plan for Review of Board Policy

6. Consent Agenda

6.1. Minutes of December 10, 2025 Meeting

Raymond Central Public Schools (District 0161) Board of Education Regular Meeting

Wednesday, December 10, 2025 at 6:00 PM

Raymond Central Jr-Sr High School - Mustang Room

1800 West Agnew Road

Raymond, NE 68428-9783

Present: Mary Benes, Bernadette Brase, Cathy Burklund, Larry Heyen, Bill Lange, Derek Matulka. Also in attendance were: Bryon Hanson, Superintendent; Troy Lurz, High School Principal; Tony Kobza, Asst Principal/Activities Director; Abby Horbach, Asst Principal; Steve Rose, Elementary Principal at Valparaiso; and Amanda Coufal, SpEd Director.

Call to Order and Pledge of Allegiance

President Burklund called the Regular Meeting to order at 6:00 PM and the Pledge of Allegiance was said.

Nebraska Open Meetings Law

The audience was reminded that Open Meeting Laws would be followed.

Motion to Excuse Board Member's Absence

All members were present.

District Mission Statement

The Raymond Central community is committed to providing a positive, challenging learning environment which prepares each individual to be a responsible citizen in an ever-changing society.

Consent Agenda

Motion by Matulka, second by Benes to approve the consent agenda as presented including the regular meeting minutes of November 12, 2025; November financial statement; monthly bills; resignation of Troy Lurz, Principal; and substitute teacher Breanna Borchers. RCV 6-0. Motion carried.

Minutes of November 12, 2025 Meeting

Financial Statement/Report

Monthly Bills

Policy Review

Certificated Staff Hire(s)/Reassignment(s)/Resignation(s)

Correspondence/Recognition

AQuESTT Report

Superintendent Hanson reviewed Raymond Central's AQuESTT Classification Report for the 2024-2025 school year. We received an overall rating of 3=great.

NDE Conference Update

Bernadette Brase, Cathy Burklund, Larry Heyen, and Bill Lange each highlighted sessions they attended at the 2025 State Education Conference.

Public Forum

Reports

Administrative Reports

Submitted by Troy Lurz, Jr-Sr High School Principal

Professional Development/Resource Adoption

We continue to carve out additional time for the English Language Arts team to advance their work with CommonLit, including best practices for delivering writing instruction with support from a CommonLit trainer. Early indicators suggest we are ahead of the typical implementation curve. The teachers are to be commended for their efforts to integrate these resources into their classrooms.

The Science Department is currently reviewing, sampling, and narrowing down potential resource options. Once complete, this will bring three content areas; Math, Science, and ELA to updated instructional materials within a 20-month window.

Our next professional development day is scheduled for January 19, where we will continue our Focus on New Learning.

Celebrate Everything

Friday celebrations continue, with 17 family members recently recognized for their contributions to the Mustang Way, 10 students and 7 staff members. The quality of the nominations and the thoughtful words used to describe honorees are impressive. Their service is truly noteworthy. We are authentically telling *Our Story* through the eyes of our school community.

Counseling: Tasha and Celia

- Mini College/Career/Military Fair dates February 4, March 11 - We would love to have local businesses come set up a booth for our career fairs. Please spread the word and have people contact tasha.osten@rcentral.org. Amazing feedback from reps that our kids and staff are attentive and purposeful when visiting booths!
- Lessons via our Naviance College, Career and Life Readiness curriculum are continuing.
- RC Caring Shelves served 22 families at Thanksgiving. Christmas boxes are already started with a growing list. Anyone interested in donations giving or receiving just needs to reach out. .

High School Student Council

The Student Council is organizing a Christmas Toy Drive to support several local children in need. Each member is responsible for providing one assigned gift. Members are also assisting with promotional materials, distributing collection boxes to advisories, and coordinating announcements. All gifts will be collected December 17. The goal is to ensure every assigned child receives age-appropriate toys or clothing for the holiday season.

Staff Meetings

High school staff meetings continue to highlight student learning, systems, upcoming events, and data. During the most recent meeting, we reviewed our district AQuESTT ratings, comparing last year's performance to this year's. While we are making meaningful progress, academic achievement within specific subgroups, content areas, and grade levels remains our greatest challenge.

Chronic absenteeism continues to be the Achilles' heel for many schools, and new legislation has made addressing it even more difficult. We provided staff with a brief overview of chronic absenteeism and its impact on ranking systems. Data-driven decision-making will remain a core component of our meetings. *We are* moving the academic needle.

Activity Moratorium

The mandatory NSAA No Activity Moratorium will be in effect from December 24-28. This is a valuable opportunity for families to spend quality time together while allowing student-athletes, participants, coaches, and sponsors to rest and recharge.

Thank You

Thank you for your leadership and for empowering the administration and staff to achieve and maintain the academic supports necessary to reach our school and district goals. Your guidance enables us

to provide the programming, curriculum, resources, and visionary direction needed to move our students forward academically and keep our district competitive.

Your continued support is sincerely appreciated as we strengthen our culture of learning - preserving what works well while focusing our efforts on academic priorities that best serve our students.

Submitted by Tony Kobza, Asst Jr-Sr High School Principal/Athletic Director

Activities

FBLA - We will be partnering with the Band to collect canned goods for the Caring Shelves before the concert on December 15. We will also hold our monthly meeting that same day.

Looking ahead, the next RC FBLA Craft Fair is scheduled for March 21, 2026.

FBLA is also launching a business clothes closet to provide members and RC students with professional clothing for competitions and the workforce. More details will be shared soon.

One Act - The Drama Program has had a very successful One Act season! The team placed 3rd overall at the NCC Competition, and received the Runner-Up Technical Award. The team heads to Districts at Ashland-Greenwood on December 5. We are incredibly proud of the students' accomplishments! As the One Act season is wrapping up, the Drama Program is gearing up for the Drama Showcase and the Spring Musical (to be announced), as well as our two planned show experiences coming up during the spring semester: *Hadestown* (based on Greek Mythology) and *Capital City* (based on Mari Sandoz's novel), both at the Lied Center. Beyond being a great deal of fun, experiences like this are invaluable to the students' learning because they can observe the "best of the best" in the performing arts and take inspiration for their own art, strengthening skills they use in and out of rehearsal.

Quiz Bowl - The school qualified a team to attend the National Academic Quiz Bowl Tournament in Chicago again this year. Students who will be attending are: Drew Tice, Sophia Burt, Deacon Christensen, and Marissa Tvrdy.

Band - We ended November with an awesome performance at the Nebraska All State Band in Lincoln on November 22, which Marissa Tvrdy was a part of. A huge congratulations to her. It was a great weekend of rehearsing with a large band and amazing conductor, and we got to listen to other ensembles that weekend as well.

We had our first JH pep band for a JH basketball game on December 2 for the boys, and it was a huge success. The students had a great time and it ran very smoothly overall. This was not required by students, but it was a great turnout from JH and a few HS helpers alike. We will have our second JH pep band on February 2 for the girls JH basketball game. If this goes well, it is my plan to add one JH football and JH volleyball game next year, and possibly make this a tradition to do one junior pep band game per sport. HS will kick off their first basketball pep band on December 11.

Choir: The 6-12 choir concert is Monday, December 8th at 6:30pm, and the 6-12 band concert is Monday, December 15th at 6:30pm. Both of these concerts will feature megaband/megachoir pieces with all students again!

Congratulations to the following students for being selected into the following honor bands / choirs as well! They will participate on the following dates.

- Underclassmen Honor Band (for 9th-10th grade students) - January 19 at Kearney HS: Xander Stenka (trombone), Aliya Chapman (clarinet), Grace Schulte (tenor sax), Connor Tice (trumpet)
- University of Nebraska-Kearney Honor Choir - January 26 at UNK: Kayla Behn, Evelyn Dickey, Elizabeth Sklenar, Raymond Liu, Rebecca Sklenar, Nicole Evans

Athletics

Winter Season has begun with games the first week of December.

Unified Bowling came to a close with a 4th place finish in districts. The unified events are an incredible experience and truly reflect what a great community we have.

Facilities/MTAF

Created parking area on the well field that can be used for overflow parking attached to current and

future parking areas.

The new driveway is fully operational. Take an opportunity to drive on it. The drive has multiple curves to keep speed down.

We have passed the \$1 million mark in funds and support raised for the project. The \$1 million includes individual/family donations, business sponsorships, fundraising efforts, grants and donated in-kind services.

We are close to being able to pursue the lease purchase option but WILL NOT move forward until we feel confident funding is available to complete next steps.

Next steps are:

- Site Drainage
- Fence and perimeter curb for playing surface
- Final Grading for field
- Rock and perimeter drain for sub base
- Air Drain System
- Turf Installation

Submitted by Abby Horbach, Asst Jr-Sr High School Principal

This week, we met with our Teacher Leadership Team to review the proposed changes to our Advisory/Intervention structure, and we will be rolling these updates out to the full staff by the end of the week. These changes will go into effect at the start of the second semester. The updated model aligns with our MTSS process and will provide a more intentional Tier II structure, allowing teachers to pull students for targeted reteaching and support.

Our Attendance Team has also been consistently meeting, and communication has gone out to multiple families regarding unexcused absences. As always, our approach is to be proactive. Attendance plays a critical role in long-term student success, and we appreciate the teamwork happening across departments to support our students and their families.

Behaviorally, we have seen a slight uptick in minor issues at the JH/HS level, but all discipline has been handled consistently and in alignment with our handbook. Staff are doing a great job following procedures and maintaining expectations.

Overall, our focus remains on supporting students through strong systems, proactive communication, and a team-oriented mindset. We look forward to implementing our second-semester adjustments and continuing to refine our structures to best meet student needs.

Submitted by Elementary Principals Steve Rose and Deb Kruse

Professional Learning Communities (PLCs)

Grade-level teams continue to meet weekly in their PLCs. Once every three weeks, teachers, administrators, our instructional coach, interventionist, and school psychologist come together to work through a full PLC data protocol. During last week's data PLCs, we reviewed student performance to determine whether each grade level is on track to meet its mid-year goals. We are excited about the progress students are making and are confident that most grade levels will be close to 80% at benchmark by January.

Teacher Leadership Team (TLT)

The teacher leadership team meets monthly and in December this team met to review student performance at each grade level. After looking at the data and grade level PLC notes, the team worked to remove barriers and identify professional learning opportunities to increase academic performance.

Evaluations

This semester's formal observations have all been completed. We continue to visit classrooms for various purposes: walkthroughs, to work with students, to coach teachers, etc.

GrandFriends Day

GrandFriends Day was held on November 25 at each building. The awesome afternoon centered around the theme of School, Then and Now at Valparaiso, and "Be a Team Player" at Ceresco. About 300 visitors at each location joined students in hands-on stations and activities, exploring how school has changed and practicing teamwork together. It was amazing to see our students proudly share their classrooms, projects, and culture with family and friends. They were able to create memorable connections with their GrandFriends.

Submitted by Amanda Coufal, Director of Special Education

Unified Bowling:

Unified Bowling had a very successful season! Districts were held on December 3. Travis Silverstrand, Leo Hain, and Connor Tice bowled an impressive 743, earning a 4th place finish! From last season to now, the growth in our athletes and partners has been remarkable - and so much fun to watch!

Annual Life Skills Thanksgiving Meal

Ms. Doan's class held their annual Thanksgiving meal on November 25. Students are taught life skills such as shopping, planning, prepping, and cooking for their families and special guests. It's always one of the best days of the year - filled with great company and delicious food!

Student Board Member Report

Superintendent's Report

Our NDE Rule 10 Visit has been completed and went very well with only a minor recommendation.

We had a few issues with parents not receiving the message about our late start on December 1 due to the snowfall. Going forward we will send out a text and a voice message when we have a late start or cancellation.

The Vision Committee met on December 2. Topics included how we can accomplish our mission, expanding/enhancing our classes and programs, and barriers we face in doing so.

Superintendent Hanson hosted a Community Engagement Event on December 9 giving us an opportunity to tell our story. Lunch was served by our FCS culinary kids and presentations were given by students involved in Unified Bowling, Quiz Bowl, Music, FBLA, FFA/Ag, and SkillsUSA.

Kristi Meier has been hired as a Jr-Sr High Assistant Cook.

We are securing proposals for a lighting project along the new driveway.

Classified Staff Hire(s)/Reassignment(s)/Resignation(s)

NASB Monthly Update

NRCSA Monthly Report

Update on Superintendent Goals

Safety Report

Facilities Report

Important Upcoming Dates

December 17 - Policy Committee Meeting at 6:00 PM

January 25-26 - Legislative Conference

March 4 - March Board Meeting moved up one week

Board Committee Reports

Curriculum & American Civics Committee (Burklund-chair, Lange, Matulka)

Facilities & Transportation Committee (Matulka-chair, Burklund, Lange)

Finance Committee (Burklund-chair, Heyen, Lange)

Negotiations Committee (Benes-chair, Heyen, Matulka)

Policy Committee (Benes-chair, Heyen, Brase)

Old Business

New Business

Discuss, Consider and Take Necessary Action to Approve an Early Graduation Request

Motion by Brase, second by Benes to approve the Early Graduation Request of Michael Penate. RCV 6-0. Motion carried.

Discuss, Consider and Take Necessary Action to Approve Computer Lab Power/Data Additions from Kidwell

Motion by Matulka, second by Benes to approve the bid for Computer Lab Power/Data Additions from Kidwell in the amount of \$20,675.00. RCV 6-0. Motion carried.

Discuss, Consider, and Take Necessary Action to Approve Family Services LMHP Invoice.

Motion by Heyen, second by Lange to approve the Lincoln Family Service invoice for fall semester 2025 services provided by Heather Sisel and Brianna Mumm in the amount of \$22,214.50. RCV 6-0. Motion carried.

Discuss, Consider, and Take Necessary Action to Approve the Resolution to Accept the Temporary Early Retirement Incentive Program Application and Agreements

Motion by Brase, second by Burklund to accept the Resolution to Approve the Temporary Early Retirement Incentive Program Application from Janet Dannelly. RCV 6-0. Motion carried.

Next Regular Board Meeting

The next regular Board of Education Meeting will be held Wednesday, January 14, 2026.

Adjournment

Motion by Benes, second by Matulka to adjourn the meeting at 7:04 PM. RCV 6-0. Motion carried.

6.2. Financial Statement/Report



Raymond Central Public Schools
General Fund Comparison to Previous Years
December 2025

	12/1/2025 12/31/2025	12/1/2024 12/31/2024	12/1/2023 - 12/31/2023
Balance - Beginning of Month	\$2,118,762.89	\$1,571,231.22	\$2,814,422.05
Receipts	\$533,455.36	\$497,022.14	\$403,631.37
Disbursements	<u>-\$1,023,713.40</u>	<u>-\$959,670.95</u>	<u>-\$1,286,244.39</u>
Certificate of Deposit	<u>\$1,046,829.13</u>	<u>\$1,011,717.81</u>	
Balance - End of Month	<u>\$2,675,333.98</u>	<u>\$2,120,300.22</u>	\$1,931,809.03



Raymond Central Public Schools

General Fund Receipts

December 2025

LANCASTER COUNTY TREASURER

TAXES	\$19,522.23
MOTOR VEHICLE TAXES	\$28,287.21
FINES & FEES	\$1,280.06
PERSONAL PROPERTY TAX	\$117.78

SAUNDERS COUNTY TREASURER

TAXES	\$9,735.83
MOTOR VEHICLE TAXES	\$17,056.45
FINES & FEES	\$2,215.20

SEWARD COUNTY TREASURER

TAXES	\$1,190.81
MOTOR VEHICLE TAXES	\$621.81
FINES & FEES	\$120.49

BUTLER COUNTY TREASURER

FINES & FEES	\$7.42
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STATE OF NEBRASKA

STATE AID NOV	\$119,720.00
STATE AID DEC	\$119,720.00
24-25SY SPED REIMB. SCHOOL AGE	\$184,768.00
24-25 IDEA SPED REIMB PRE K	\$2,865.00
MEDICAID IN PUBLIC SCHOOLS	\$2,861.38

ESU RECEIPTS

EMPOWER SUB TCHR REIMB

PRE K TUITION

PRE K TUITION	\$400.00
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RCPS HOT LUNCH FUND

PAYROLL EXPENSES REIMB DEC	\$19,010.23
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JONES BANK

GENERAL FUND INTEREST DEC	\$3,955.46
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TOTAL

\$533,455.36

DECEMBER 2025	Percent of Year Completed		33.00%			
2025-2026 RECEIPTS		M-T-D	Y-T-D	Y-T-D	Y-T-D	Y-T-D
	ANTICIPATED	RECEIVED	RECEIVED	RECEIVED	% Received	% Received
ACCOUNT	2025-2026	2025-2026	2025-2026	2024-2025	2025-2026	2024-2025
Property Taxes	\$9,026,306.00	\$30,448.87	\$896,011.78	\$1,340,868.84	9.93%	16.66%
Motor Vehicle Tax	\$540,000.00	\$45,965.47	\$204,885.89	\$158,566.21	37.94%	28.83%
Public Power Tax (5% Gross)	\$7,400.00	\$0.00	\$4,383.89	\$4,577.67	59.24%	13.87%
Carlisle Taxes	\$2,000.00	\$0.00	\$292.70	\$268.20	14.64%	10.73%
Other Tuition	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Interest	\$50,000.00	\$3,955.46	\$21,838.83	\$18,581.99	43.68%	61.94%
Local License Fees	\$300.00	\$0.00	\$1,720.00	\$300.00	573.33%	60.00%
Other Local Receipts(Pre-K)	\$30,000.00	\$400.00	\$10,850.00	\$14,495.00	36.17%	72.48%
Fines & License Fees	\$50,000.00	\$3,623.17	\$20,183.68	\$12,790.40	40.37%	31.98%
ESU Receipts	\$5,000.00	\$0.00	\$5,238.24	\$2,115.50	104.76%	72.95%
State Aid	\$1,197,203.00	\$239,440.00	\$478,880.00	\$496,936.00	40.00%	40.17%
Special Education	\$1,000,000.00	\$184,768.00	\$184,768.00	\$79,716.00	18.48%	6.99%
Special Educ. Transportation	\$52,000.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Homestead Exemption	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
High Ability Learners	\$4,000.00	\$0.00	\$5,675.00	\$4,750.00	141.88%	86.36%
Pro-Rate Motor Vehicles	\$12,000.00	\$0.00	\$1,269.57	\$2,370.45	10.58%	13.94%
State Apportionment	\$305,000.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Relief to Property Tax Payers	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Other State Receipts/CTE	\$7,500.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Personal Property Tax Credit	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	100.00%
Title I /II Funds	\$56,000.00	\$0.00	\$80,129.00	\$59,632.00	143.09%	79.51%
Other Federal Receipts	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
SPED IDEA Grant PreK	\$135,000.00	\$2,865.00	\$2,865.00	\$0.00	2.12%	0.00%
Local Revenue/Private Grants	\$150,000.00	\$0.00	\$1,500.00	\$0.00	1.00%	100.00%
Carl Perkins	\$2,500.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Other Non-Revenue Receipts	\$2,000.00	\$0.00	\$14,849.82	\$1,800.00	742.49%	100.00%
Ag Land,Personal Prop Credit	\$0.00	\$117.78	\$15,680.97	\$10,736.77	0.00%	100.00%
Sale of Property	\$200.00	\$0.00	\$0.00	\$526.25	0.00%	17.54%
MIPS-Medicaid-Public Schools	\$22,000.00	\$2,861.38	\$12,511.75	\$9,882.70	56.87%	24.71%
Insurance Adjustments	\$0.00	\$0.00	\$6,840.78	\$0.00	0.00%	100.00%
TOTAL	\$12,656,409.00	\$514,445.13	\$1,970,374.90	\$2,218,913.98	15.57%	19.37%
2025-2026 DISBUREMENTS		M-T-D	Y-T-D	Y-T-D	Y-T-D	Y-T-D
	BUDGET	DISBURSED	DISBURSED	DISBURSED	% Disbursed	% Disbursed
CATEGORY	2025-2026	2025-2026	2025-2026	2024-2025	2025-2026	2024-2025
Instructional Services	\$6,070,000.00	\$442,019.32	\$1,813,984.63	\$1,605,609.02	29.88%	27.21%
Special Education	\$2,490,000.00	\$199,184.09	\$767,586.23	\$735,453.74	30.83%	30.02%
Guidance	\$240,000.00	\$47,842.04	\$128,450.99	\$83,103.84	53.52%	41.55%
School Health Nurse	\$117,000.00	\$11,090.45	\$44,147.22	\$38,372.25	37.73%	33.08%
Safety & Security	\$53,000.00	\$23,962.00	\$28,523.49	\$35,348.23	53.82%	67.78%
Activities	\$90,000.00	\$3,313.79	\$47,620.98	\$38,590.21	52.91%	42.88%
Media, Technology	\$820,000.00	\$31,540.21	\$190,883.36	\$218,416.58	23.28%	27.30%
Gen.Admin (Supt/BOE/Legal)	\$396,000.00	\$29,534.56	\$110,235.01	\$108,064.46	27.84%	25.13%
School Admin (Principals)	\$1,070,000.00	\$73,457.40	\$301,465.99	\$386,289.22	28.17%	44.92%
Business	\$190,000.00	\$11,946.82	\$59,136.24	\$61,450.77	31.12%	17.56%
Operation/Maint of Plant	\$1,510,000.00	\$67,731.05	\$311,396.11	\$640,362.14	20.62%	54.00%
Pupil Transportation	\$570,100.00	\$48,915.12	\$150,534.11	\$312,207.11	26.40%	74.14%
Fed. Grants (Title,Perkins)	\$335,000.00	\$10,078.12	\$48,203.88	\$31,287.15	14.39%	10.79%
Transfers	\$225,000.00	\$0.00	\$0.00	\$100,000.00	0.00%	0.00%
TOTAL	\$14,176,100.00	\$1,000,614.97	\$4,002,168.24	\$4,394,554.72	28.23%	33.43%



Raymond Central Public Schools

Financial Report 12-31-25

GENERAL FUND

Purpose: Pays day to day expenses for District

Funded by: Local Taxes, State/Fed Reimb. for SPED, State Aid, Title 1, other misc. grants

For RC: Salaries, benefits, educ expenses, technology, building and grounds maintenance, transportation

Cash Balance -December 1, 2025	\$2,118,762.89
December Receipts	\$533,455.36
December Disbursements	<u>-\$1,023,713.40</u>
Cash Balance - December 31, 2025	\$1,628,504.85
Certificate of Deposit	<u>\$1,046,829.13</u>
Combined Balance - December 31, 2025	\$2,675,333.98

LUNCH FUND

Purpose: Pays all expenses for Hot Lunch program including kitchen payroll.

Funded by: Parent/Student/Staff payments for meals and State/Fed Reimb. for meals served.

For RC: Salaries, benefits for HL staff, food, milk, supplies, equipment, repairs associated with HL program.

Note: On 8/2025, the General Fund transferred \$100,000.00 to the HL account. No transfers out of HL Fund.

Cash Balance -December 1, 2025	\$190,824.46
December Receipts	\$47,047.12
December Disbursements	<u>-\$38,373.33</u>
Cash Balance - December 31, 2025	\$199,498.25

BUILDING/SINKING FUND

Purpose: To acquire new sites, improve existing buildings, all new building/construction expenses.

Funded by: Local Taxes, sale of property.

For RC: Previously used for HVAC projects, new propane tank HS, pays property taxes on farmland south of HS.

Used for new additions/construction.

Cash Balance -December 1, 2025	\$2,589,957.11
December Receipts	\$9,533.36
December Disbursements	<u>-\$17,918.20</u>
Cash Balance - December 31, 2025	\$2,581,572.27
Certificate of Deposit	<u>\$1,132,765.70</u>
Combined Balance - December 31, 2025	\$3,714,337.97

HIGH SCHOOL BOND FUND

Purpose: Pay principal/interest on loans for new construction and additions.

Funded by: Local Taxes through a bond.

For RC: Used to pay interest/principal payts on 2009 HS Bond

Cash Balance -December 1, 2025	\$92,315.73
December Receipts	\$3,005.92
December Disbursements	<u>\$0.00</u>
Cash Balance - December 31, 2025	\$95,321.65

DEPRECIATION FUND

Purpose: Pays to 'replace' not add. Fixing a roof, replacing a bus, upgrading systems.
Funded by: General Fund (GF) transfers at YE only with specific purpose identified.

Cash Balance -December 1, 2025	\$194,083.82
December Receipts	\$307.08
December Disbursements	<u>\$0.00</u>
Cash Balance - December 31, 2025	\$194,390.90
Certificate of Deposit	<u>\$1,788,070.79</u>
Combined Balance - December 31, 2025	\$1,982,461.69

QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND

Purpose: Pays for removal of environmental hazards (mold, asbestos) and reduction/removal of accesibility barriers in school buildings.

Funded by: Local taxes via tax levy.

For RC: Used for asbestos removal at Val and HS 2025.

Cash Balance -December 1, 2025	\$2,114.95
December Receipts	\$0.48
December Disbursements	<u>\$0.00</u>
Cash Balance - December 31, 2025	\$2,115.43

EMPLOYEE BENEFIT FUND - UNEMPLOYMENT

Purpose: Part of the General Fund. Can be used to pay unemployment, benefits, early retirement

Funded by: General Fund transfers at YE only with specific purpose identified.

For RC: In 8/2024 \$100,000.00 was transferred from the GF earmarked to pay Admin Benefit costs .

Cash Balance -December 1, 2025	\$102,950.29
December Receipts	\$69.81
December Disbursements	<u>\$0.00</u>
Cash Balance - December 31, 2025	\$103,020.10
Certificate of Deposit	<u>\$276,466.79</u>
Combined Balance - December 31, 2025	\$379,486.89



Raymond Central Public Schools
Student Activities Fund Balances Dec 2025

<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Revenues</u>	<u>Expenses</u>	<u>Balance</u>
Annual	11,896.10	645.00	99.00	12,442.10
AP Funds	51,473.90	5,996.26	0.00	57,470.16
APEX	119.05	0.00	0.00	119.05
ART CLUB	596.79	0.00	0.00	596.79
Athletics	84,648.32	8,865.27	9,980.00	83,533.59
Band	12.60	0.00	0.00	12.60
Band Trip	10,669.76	0.00	0.00	10,669.76
Baseball	(11.41)	0.00	714.50	(725.91)
Boys BB	(17.33)	805.00	432.00	355.67
Ceresco Pop	110.39	0.00	0.00	110.39
Cheerleaders	3,740.74	562.00	270.44	4,032.30
Choir	13,298.72	0.00	496.02	12,802.70
Class 2028	4,850.81	0.00	0.00	4,850.81
Class 2029 Field Trip Funds C	3,006.38	0.00	0.00	3,006.38
Class 2030 Field Trip Funds C	3,245.11	0.00	0.00	3,245.11
Class 2031	6,769.42	0.00	0.00	6,769.42
Class 2032 Field Trip Funds C	2,655.12	0.00	0.00	2,655.12
Class 2032 Field Trip Funds V	2,462.43	0.00	0.00	2,462.43
Class 2033 Field Trip Funds C	1,816.18	0.00	0.00	1,816.18
Class 2033 Field Trip Funds 2033	1,896.95	0.00	0.00	1,896.95
Class 2035 Cer	556.85	0.00	0.00	556.85
Class 2035 Val	1,684.09	0.00	0.00	1,684.09
Class 2036 C	287.63	0.00	0.00	287.63
Class 2036 Val	454.72	0.00	0.00	454.72
Class 2037 C	324.25	0.00	0.00	324.25
Class 3037 V	390.84	0.00	0.00	390.84
Class of 2026	(428.04)	0.00	0.00	(428.04)
Class of 2027	4,079.55	0.00	0.00	4,079.55
Class of 2034 Ceresco	1,394.10	0.00	0.00	1,394.10
Class of 2034 V	1,303.17	0.00	0.00	1,303.17
College Access Grant	3,813.40	0.00	32.99	3,780.41
Cross Country	497.10	0.00	0.00	497.10
Culinary Snack Cart	1,639.50	0.00	0.00	1,639.50
Dance	(228.45)	225.39	367.80	(370.86)
DI	4,614.68	0.00	0.00	4,614.68
Elem Fundraising	53,982.33	0.00	526.79	53,455.54
Elem Pictures/Yearbook	4,149.99	0.00	0.00	4,149.99
Elem Student Council	483.85	0.00	0.00	483.85
FBLA Act	609.83	529.65	178.99	960.49
FFA Act	39,537.70	2,241.00	17,799.00	23,979.70
Fines	827.31	0.00	0.00	827.31
Football	2,228.81	0.00	0.00	2,228.81
Girls BB	1,408.95	150.00	913.70	645.25
Girls Wrestling	433.57	0.00	0.00	433.57
Golf Activity	1,068.91	0.00	0.00	1,068.91
HS Caring Shelves	2,926.00	700.00	238.77	3,387.23
HS Pop	2,127.39	0.00	60.00	2,067.39

<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Revenues</u>	<u>Expenses</u>	<u>Balance</u>
HS Quiz Bowl	1,063.73	150.00	514.00	699.73
JH Boys BB	128.71	0.00	97.58	31.13
JH Boys Wrestling	(171.25)	0.00	0.00	(171.25)
JH Football	424.56	0.00	0.00	424.56
JH Girls BB	1,685.20	0.00	0.00	1,685.20
JH Speech	2,519.30	0.00	0.00	2,519.30
JH Student Council	1,332.08	7.50	264.00	1,075.58
JH Track	2,508.56	0.00	0.00	2,508.56
JH Volleyball	1,339.13	0.00	0.00	1,339.13
JR Achievements	629.57	0.00	0.00	629.57
Library	1,732.77	6.00	0.00	1,738.77
Life Skills	2.41	0.00	0.00	2.41
Mock Trial	380.96	0.00	0.00	380.96
National Honor Society	38.16	0.00	0.00	38.16
One Act	837.19	1,263.00	0.00	2,100.19
Professional Development	15,237.45	0.00	574.00	14,663.45
PTO	(100.00)	0.00	0.00	(100.00)
RC Backpack	20,984.16	0.00	0.00	20,984.16
RC Blue Crew	42.73	0.00	0.00	42.73
RC Concessions	32,631.43	6,376.10	4,034.74	34,972.79
RC Foundation	(11,221.00)	15,745.00	0.00	4,524.00
Restitution	190.00	0.00	0.00	190.00
Score Vision	15,384.93	0.00	0.00	15,384.93
Service Fees (Activity Acct)	16,177.75	634.18	0.00	16,811.93
Skills USA	715.90	125.00	0.00	840.90
Social Justice	194.12	0.00	0.00	194.12
Softball	1,618.67	0.00	0.00	1,618.67
Spanish Club	2,169.00	225.00	0.00	2,394.00
Speech	11,875.82	1,120.00	0.00	12,995.82
Spring Musical	3,425.33	0.00	2,225.00	1,200.33
Stem/ HAL	59.66	0.00	0.00	59.66
Student Council	9,908.25	0.00	20.62	9,887.63
Student Pop	1,868.40	0.00	0.00	1,868.40
Testing	4,904.23	18.00	267.12	4,655.11
Track	1,384.70	0.00	0.00	1,384.70
TShirt Press Acct	(607.33)	390.00	176.29	(393.62)
Unified Team	914.00	0.00	0.00	914.00
Val Book Fair	8,334.17	0.00	0.00	8,334.17
Val Pop	35.38	0.00	0.00	35.38
VolleyBall	9,629.25	0.00	0.00	9,629.25
Weight Room	4,050.00	0.00	0.00	4,050.00
Wrestling	1,298.06	0.00	8.99	1,289.07



Raymond Central Public Schools
Student Fees Fund Balance December 2025

<u>Activity Name</u>	<u>Beginning Balance</u>	<u>Receipts</u>	<u>Expenses</u>	<u>Balance</u>
Activity Pass	10,076.00	0.00	0.00	10,076.00
Service Fees (Student Fees)	1,840.21	1,108.39	261.02	2,687.58
Ag-Ed Labs	2,072.13	0.00	0.00	2,072.13
Art Class	1,604.43	0.00	0.00	1,604.43
Chromebooks	(2,707.50)	20.00	0.00	(2,687.50)
FBLA	106.00	0.00	0.00	106.00
Foods Class	559.94	0.00	262.25	297.69
Skills USA	822.33	0.00	0.00	822.33
Sports Fees	5,265.22	40.00	0.00	5,305.22
Tech Ed	416.40	0.00	0.00	416.40

6.3. Monthly Bills



Raymond Central Public Schools

Bills Paid Dec. 2025

General Fund - Report of Bills Paid December 2025

<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
12/19/2025	RCPS Dist 161	December Payroll	\$840,677.37
12/10/2025	Educational Service Unit #2	SPED 2nd Quarter 25-26	30,570.39
12/15/2025	Lancaster County Sheriff's Office	25-26 SY Contract SRO	23,962.00
12/10/2025	Family Services	Therapy Services HS 1st Semester 2025-26	22,214.50
12/15/2025	Norris Public Power	Electricity HS	9,351.11
12/10/2025	Educational Service Unit #2	Indepen. School 2nd quarter 25-26	9,205.62
12/15/2025	Truck Center Companies	Bus17B Fix Exhaust, Dash BlowerMtr	5,337.03
12/10/2025	Farmers Cooperative	Bus/Van Fuel	5,092.00
12/15/2025	Pine Cove Consulting	Managed Tech Service Nov 2025	4,500.00
12/18/2025	Truck Center Companies	Maint. Package Policy Bus 24	4,374.50
11/25/2025	Linde Gas & Equipment INC	Milleromatic 252 Welder	4,088.20
12/10/2025	DIODE TECHNOLOGIES	Phone System Upgrade	3,503.29
12/10/2025	Hands of Heartland	SPED Transitional Program Nov 2025	3,065.19
12/10/2025	Eakes Office Solutions	Custodial Supplies HS, V, C	2,715.92
12/10/2025	Access Systems, Inc	Copiers- Monthly	2,458.69
12/15/2025	Sid Dillon Ford Inc.	PreK Bus19D- Replace Brakes,Pats Rotors	2,305.31
12/15/2025	Butler Public Power District	Electricity V	2,244.38
12/15/2025	Nebraska Assoc of School Boards	NASB State Educ Conf. Fees-4 BOE/Supt	2,206.00
12/15/2025	Shaw, Hull & Navarrette, CPAs	Auditors 25-26	1,840.00
12/18/2025	US Bank	Laptop Screens, Batteries,Lights	1,328.84
12/10/2025	Hanson, James	Mileage Reimb 1st Semester 2025	1,303.40
12/18/2025	US Bank	Class materials Tech Ed	1,224.92
12/15/2025	Brooke L. Cheleen	Nov 2025 SPED Physical Therapy	1,164.45
12/18/2025	US Bank	Tech supply order	903.12
12/18/2025	US Bank	HS Art Supplies	854.18
12/15/2025	Dietze Music	Band Instrument Repairs, Reeds	773.70
12/15/2025	Midwest Automatic	Annual InspectionFireSprinklers HS	705.00
12/15/2025	Waste Connections Co	Garbage HS, V	698.33
12/15/2025	Liberty Lawn & Landscape	Lawn Treatment HS Winterizer	690.00
12/02/2025	Jared Shanahan	Cell Phone Annual Reimbursement	600.00
12/15/2025	Tvrdy's One Stop	Van #4 Repair Brakes, Flat Tire Repair	595.85
12/15/2025	Hauff Mid America Sports	Wrestling Mat Cleaner/Supplies	592.20
12/15/2025	Village of Ceresco	Utilities C Nov	582.80
12/15/2025	Windstream	Phone HS, Fax	581.29
12/04/2025	Menards Lincoln	Supplies: Maint HS and Bus Barn Supplies	550.39
12/15/2025	Summit Fire Protection	Repair: Heat Detector HS	549.00
12/10/2025	Curriculum Associates Inc.	2 Student Licenses - new students i-Read	506.06
12/18/2025	US Bank	SpEd Classroom Supplies C,V,HS	462.30
12/10/2025	Kiner Supply Company	Maint.Plumbing Parts HS	460.77
12/15/2025	Ron's Rolloffs Inc.	Dumpster/Dump Fees HS	454.10
12/15/2025	Mechanical Sales Parts Inc.	Controller	435.00
12/02/2025	Haxton, Richard	Snow Removal 11/29/25 V	425.00
12/15/2025	Summit Fire Protection	V - Kitchen Hood SemiAnnual Inspection	421.00
12/15/2025	National Time & Signal	4 Wall Clock	411.59
12/15/2025	Nebraska State Fire Marshal Agency	2026 Annual Fee-Flammable Storage Tanks	405.00
12/15/2025	Kruse, Deb	Reimb Mileage Fall 2025	400.40
12/02/2025	Metzger Property Solutions	Snow Removal C 11/29 & 12/1/25	371.25
12/15/2025	Summit Fire Protection	C - Kitchen Hood SemiAnnual Inspection	357.50
12/15/2025	Summit Fire Protection	Fire Alarm Inspect HS	354.50
12/04/2025	Coufal, Amanda	Reimb Nov/Dec 2025 Mileage	297.28
12/15/2025	Menards Lincoln	Maint Supplies Buses, HS Bldg	280.24
12/18/2025	Crees, Jennifer	Mileage Reimb HealthTech 11/11-12/17/25	274.40
12/10/2025	Hinz, Elvia	Interpretation Service SPED meetings	250.00
12/18/2025	US Bank	C Turman - 2026 ASHA Membership Dues	250.00
12/15/2025	Oak Valley Lumber Co	Building Maint Supplies	235.00
12/15/2025	Village of Valparaiso	Utilities V	223.84
12/10/2025	Jackson Services Inc.	Mats/Mops	207.22
12/04/2025	Amanda Ehlers	RN Reimb Mileage Oct/ Nov 2025	200.20
12/18/2025	Steve Rose	Mileage Reimb Nov-Dec	200.20
12/15/2025	NCSA	State Principal's Conference	190.00
12/04/2025	Fort Calhoun Public School	HS GWR at Ft Calhoun	185.00
12/15/2025	Silverstrand, Marty	Parent Mileage Reimb Nov 2025	168.00

<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
12/18/2025	US Bank	Supt Office Supplies	147.84
12/10/2025	Hauff Mid America Sports	Shooting Rings for basketball	142.90
12/10/2025	John Kliment	SpEd Mileage Reimb 10/24/25 -12/8/25	140.00
12/18/2025	US Bank	Lincoln Journal Star Renewal	120.00
12/15/2025	Little Bee Speech	Articulation App	119.99
12/15/2025	Column Software PBC	Publications	111.37
12/18/2025	US Bank	Buffer Pad - Maint. HS	109.40
12/18/2025	US Bank	Anatomy consumables	106.81
12/18/2025	US Bank	FCS Classroom Supplies	93.71
12/15/2025	Rivera, Riece	Activities Worker-Quiz Bowl Reader	90.00
12/18/2025	US Bank	Fuel Vans from KC, Lunch for Drivers	89.03
12/15/2025	One Source	Employee Background Checks	87.87
12/19/2025	Monica Blank	Mileage Reimb 1st Semester 25-26	84.70
12/18/2025	US Bank	Sensory Supplies Sped PreK	78.58
12/15/2025	Ankrom, Ed	Speech Judge Lincoln High 12/11	70.00
12/08/2025	Hain, Zach	Speech Judge 12/6	70.00
12/18/2025	US Bank	SLP Supplies C/V, BOE Mtg Microphone	62.75
12/18/2025	US Bank	Winter Choir concert materials C,V	62.01
12/10/2025	Institute for Multi Sensory Education	OG student practice pages K-2	60.00
12/18/2025	US Bank	Curriculum kindergarten	60.00
12/18/2025	US Bank	Gimkit Subscription Computer Class	59.88
12/18/2025	US Bank	Classroom Supplies	53.59
12/04/2025	Turman, Clair	Mileage Reimb SLP Nov 2025	52.92
12/10/2025	ASI	Payflex Admin Fees	50.00
12/15/2025	Lincoln High School	Lincoln High Speech Entry 12/11	48.00
12/18/2025	US Bank	JR Science Class Supplies	40.98
12/18/2025	US Bank	Fuel- Van back from KC	39.51
12/15/2025	Menards Lincoln	Plow Mount bolts	36.61
12/15/2025	O' Reilly Automotive	Bus 17A Headlight Repair Supplies	34.96
12/18/2025	US Bank	Social Studies Supplies	34.55
12/18/2025	US Bank	HS Office Supplies	32.98
12/18/2025	US Bank	HS Office Supp.: Tape, StickyTack, Expo	32.31
12/10/2025	Becky Studebaker	Reimb. Electricity-Bus Month 1/4(Dec)	30.00
12/15/2025	Huck, Cooper	Activities Worker	30.00
12/10/2025	Leann Wiese	Reimb. Electricity-Bus Month 1/4(Dec)	30.00
12/10/2025	Matt Smith	Reimb. Electricity-Bus Month 1/4(Dec)	30.00
12/10/2025	Wiese, Brian	Reimb Electricity Bus Warming Dec	30.00
12/10/2025	Woods, Carrie	Electricity Bus Plug in Dec	30.00
12/18/2025	US Bank	Office Supplies: AD	29.97
12/18/2025	US Bank	Omaha World Her. Monthly	28.99
12/18/2025	US Bank	Science Materials 6th grade	28.70
12/18/2025	US Bank	office/health supplies, and conc.	27.66
12/08/2025	Norris High School	Speech Entry 12/6	27.00
12/04/2025	Ralston Cheer and Dance Competition	Dance Team Registration for 1/24/26	25.00
12/18/2025	US Bank	PK4 Dishwasher Pods	21.77
12/18/2025	US Bank	HS Math Teaching supplies	4.95

Hot Lunch Fund - Report of Bills Paid December 2025

<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
12/19/2025	RCPS Dist 161	Hot Lunch Staff December Payroll	\$19,010.23
12/10/2025	Sysco Lincoln	Food and Supply	14,561.17
12/10/2025	Hiland Dairy	Milk	2,552.68
12/10/2025	Cash-Wa Distributing	Food	1,074.59
12/30/2025	EduTrak Fees	Edutrak Fees	540.29
12/18/2025	Summit Fire Protection	HS Kitchen Hood SemiAnnual Inspection	335.00
12/10/2025	Eakes Office Solutions	HL Dishwasher Detergent V	161.22
12/10/2025	Jackson Services Inc.	Cleaning Cloths- Kitchen	138.15

Building/Sinking Fund - Report of Bills Paid December 2025

<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
12/08/2025	Hazard Engineering	1st Payment - 2nd Driveway HS	17,550.21
12/18/2025	US Bank	Concrete mix - RCCF	367.99



Raymond Central Public Schools

Student Activities Fund Checks December 2025

<u>Activity Name</u>	<u>Date</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
Annual	12/18/2025	US Bank	Annual	99.00
Athletics	12/02/2025	Boutmahavong, Souks	Varsity BB Official 12/5	180.00
Athletics	12/09/2025	Hauff Mid America Sports	Baseball Pitching Machine	2,143.50
Athletics	12/15/2025	Gore, Coleman	Track Wrestling 12/12	200.00
Athletics	12/02/2025	Tobin, Reinwald	JHBB Official 12/2	120.00
Athletics	12/02/2025	Lebow, Ty	JHBB Official 12/4	120.00
Athletics	12/08/2025	Scheel, Ken	JVBB Official 12/13	60.00
Athletics	12/02/2025	Kratochvil, Ryan	Wrestling Dual Official 12/12	300.00
Athletics	12/02/2025	Gubbels, Chuck	Varsity BB Official 12/5	180.00
Athletics	12/02/2025	Beerbohm, Luke	JVBB Official 12/5	60.00
Athletics	12/02/2025	Beerbohm, Luke	JHBB Official 12/2	120.00
Athletics	12/08/2025	Beerbohm, Luke	JVBB Official 12/13	60.00
Athletics	12/08/2025	Beerbohm, Luke	JVBB Official 12/11	60.00
Athletics	12/09/2025	Whitemore, Erich	Varsity BB Official 12/11	180.00
Athletics	12/02/2025	Woolsey, Brian	Wrestling Dual Official 12/12	300.00
Athletics	12/08/2025	Nebraska Coaches Association	Aiden Cronin registration Fee 25-26	55.00
Athletics	12/04/2025	Lakeview Community Schools	Boys and Girls Entry Fee 12/5	380.00
Athletics	12/02/2025	Wallman, Jordan	JHBB Official 12/4	120.00
Athletics	12/09/2025	Book, PJ	Varsity BB Official 12/13	180.00
Athletics	12/02/2025	Plybon, Ross	JVBB Official 12/5	60.00
Athletics	12/08/2025	Plybon, Ross	JVBB Official 12/11	60.00
Athletics	12/02/2025	Liakos, Makenzie	JVBB Official 12/5	60.00
Athletics	12/08/2025	Liakos, Makenzie	JVBB Official 12/13	60.00
Athletics	12/02/2025	Jacobsen, Kevin	Wrestling Dual Official 12/12	300.00
Athletics	12/09/2025	Bracht, Jeff	Varsity BB Official 12/13	180.00
Athletics	12/09/2025	Morse, Wyatt	Varsity BB Official 12/11	180.00
Athletics	12/02/2025	Hunt, Nathan	Wrestling Dual Official 12/12	300.00
Athletics	12/02/2025	Smith, Shane	Varsity BB Official 12/5	180.00
Athletics	12/02/2025	Heiser, Anthony	JVBB Official 12/5	60.00
Athletics	12/08/2025	Heiser, Anthony	JHBB Official 12/9/2025	120.00
Athletics	12/08/2025	Heiser, Anthony	JVBB Official 12/13	60.00
Athletics	12/08/2025	Heiser, Anthony	JVBB Official 12/11	60.00
Athletics	12/09/2025	Sintek, Chris	Varsity BB Official 12/11	180.00
Athletics	12/09/2025	Awards Unlimited Inc	Spring Awards	1,516.50
Athletics	12/09/2025	Derowitsch, Luke	Varsity BB Official 12/13	180.00
Athletics	12/15/2025	Awards Unlimited Inc	replacement football record board	450.00
Athletics	12/02/2025	Spatz, Ryley	Wrestling Scrimmage Official 12/2	150.00
Athletics	12/08/2025	Benes, Adam	JHBB Official 12/9/2025	120.00
Athletics	12/09/2025	Benes, Adam	JVBB Official 12/11	60.00
Athletics	12/15/2025	High Plains Public Schools	Girls Varsity Invite 1/8/2026	200.00
Athletics	12/15/2025	Platteview HS	Boys Wrestling Invite Entry Fee	150.00
Athletics	12/09/2025	Palmyra Schools	JHBB Tourney Entry Fee	100.00
Athletics	12/02/2025	Hunt, Rusty(Donald)	Wrestling Dual Official 12/12	300.00
Athletics	12/09/2025	Hunt, Rusty(Donald)	Assignor's Fee for 25-26 season	75.00
Baseball	12/09/2025	Hauff Mid America Sports	Baseball Pitching Machine	714.50
Boys BB	12/09/2025	Hauff Mid America Sports	Boys BB	432.00
Boys Wrestling	12/18/2025	US Bank	Bulletin Board Border	8.99
Caring Shelves	12/18/2025	US Bank	Food for Pantry- Dec Boxes	238.77
Cheerleaders	12/18/2025	US Bank	Cheerleaders	270.44
Choir	12/18/2025	US Bank	Pizzas for dinner for Conference	468.12
Choir	12/18/2025	US Bank	Water	27.90
Coll Access Grant	12/18/2025	US Bank	Thank you notes	32.99
Concessions	12/15/2025	Jr High Student Council	Profit from 12/12 conc.	432.90
Concessions	12/15/2025	Music Boosters	Profit from conc. 12/5	389.70
Concessions	12/18/2025	US Bank	Pretzels for concessions	129.90
Concessions	12/18/2025	US Bank	Pretzels for concessions.	129.90
Concessions	12/18/2025	US Bank	pretzels and conc supplies	155.19
Concessions	12/18/2025	US Bank	pretzel rack for concessions	22.79
Concessions	12/18/2025	US Bank	office/health supplies, and conc.	35.24
Concessions	12/18/2025	US Bank	Conc. Items	29.61
Concessions	12/15/2025	Raymond Central Education Assoc	Profit fro 12/10 conc.	155.43
Concessions	12/09/2025	Cash-Wa Distributing	Pizza restock	1,272.95
Concessions	12/15/2025	Cash-Wa Distributing	Concessions restock	234.93

<u>Activity Name</u>	<u>Date</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
Concessions	12/15/2025	Pepsi Cola Of Lincoln	Concessions restock	153.00
Concessions	12/15/2025	Pepsi Cola Of Lincoln	pepsi restock	312.70
Concessions	12/04/2025	RCPS FBLA	Profit from conc. 11/22	114.30
Concessions	12/04/2025	RCPS FBLA	Profit from 12/2 conc.	219.30
Concessions	12/15/2025	RC Post Prom	Profit from 12/13 conc.	246.90
Dance Team	12/18/2025	US Bank	Dance-Activities Fund	332.80
Dance Team	12/04/2025	Ralston Cheer and Dance Competition	Dance Team Registration	35.00
Elem Fundraising	12/18/2025	US Bank	Supplies - Grandparents/Friends days	419.52
Elem Fundraising	12/18/2025	US Bank	Holiday Fun Day Supplies	107.27
FBLA Act	12/18/2025	US Bank	FBLA Act	178.99
FFA	12/18/2025	US Bank	Zipties	5.59
FFA	12/18/2025	US Bank	fruit and supplies for 12 days	52.48
FFA	12/18/2025	US Bank	Summer Sausage	25.84
FFA	12/18/2025	US Bank	Gingerbread Houses for FFA	29.82
FFA	12/18/2025	US Bank	Gingerbread Houses	49.70
FFA	12/18/2025	US Bank	Black TriFold Posters	32.99
FFA	12/18/2025	US Bank	Bags & Labels	34.48
FFA	12/04/2025	4Seasons Fund Raising	Fruit	7,568.20
FFA	12/15/2025	Wahoo Locker	Product for Fruit Sales	3,571.75
FFA	12/04/2025	Jisa Farmstead Cheese, LLC	Cheese for Fruit Sales	1,737.15
FFA	12/04/2025	Double K Popcorn LLC	Popcorn	1,752.00
FFA	12/09/2025	National FFA Organization	FFA Jacket & Scarf	81.00
FFA	12/04/2025	Leigh FFA Chapter	LDE Lunches	189.00
FFA	12/04/2025	Hazard Beef	FFA Fruit Sales/Beef Sticks	2,669.00
Girls BB	12/09/2025	Hauff Mid America Sports	GBB Backpacks	844.00
Girls BB	12/18/2025	US Bank	Non Stick Pad for Bball	69.70
JH Boys BB	12/09/2025	Hauff Mid America Sports	JH Boys BB Coach Shirts	97.58
Jr HS Student Council	12/15/2025	Rivalry	Shirts	264.00
Professional Development	11/26/2025	Hanson, James	Reimb-Staff Meal KC	101.65
Professional Development	12/18/2025	US Bank	Community Meal	72.00
Professional Development	12/18/2025	US Bank	Staff Development HS	78.74
Quiz Bowl	12/15/2025	Hergert Oil Co	pizza for QB lunch	198.00
Quiz Bowl	12/18/2025	US Bank	Question Set Fee	316.00
Spring Musical	12/15/2025	Music Theatre International	Musical Rights for Spring 2026	2,225.00
Student Council HS	12/18/2025	US Bank	donuts from walmart for food drive	20.62
Student Pop	12/08/2025	Family of Arlene Meyer	Jackson Memorial Donation	30.00
Student Pop	12/15/2025	Caring Shelves	Horback GMA memorial donation.	30.00
T Shirt Press	12/18/2025	US Bank	Tshirts	181.29
Testing	12/18/2025	US Bank	Testing PSAT	267.12



Raymond Central Public Schools
Student Fees Fund Checks December 2025

<u>Activity Name</u>	<u>Date</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
FCS Student Fees	12/18/2025	US Bank	Student Supplies FCS	262.25
Service Fees (Student Fees)	12/10/2025	EduTrak Fees	Service Fees (Student Fees)	261.02

6.4. Policy Review

Visiting School

Parents and other interested individuals are encouraged to visit school and are to be made welcome by the respective building staffs and student bodies. **We encourage individuals to make prior arrangements before visiting.** Under ordinary circumstances, the teacher being visited by a parent should continue with the regular classroom work. It is desirable that any individual parent-teacher conference be held before or after school in order that the normal instructional activities not be disrupted.

Contacts during school hours with non-school individuals and agencies for materials, service, or programs may be made only with the approval of the principal.

For security reasons, all school personnel and students are asked to see that all visitors are courteously directed to the building principal's office. In addition, the administration may exercise its discretion and has the authority to direct that certain individuals who may pose a threat of harm to students or staff or who may create or have created a disruption to the educational program be prohibited from being on school grounds.

Employees in school buildings shall report to the principal immediately any person loitering on or near the school grounds. If necessary, the principal will notify the appropriate law enforcement agency to investigate the situation.

Legal Reference: Neb. Rev. Stat. § 79-8,109 Teachers, Solicitation by Agents Prohibited, Exceptions
Neb. Rev. Stat. § 28-901 Obstructing Government Operations

Date of Adoption: February 16, 2009
Reviewed with no changes: March 15, 2023

Business Operations

Procurement Plan – School Food Authorities

The following procurement policy statement shall govern all purchasing activities that relate to any aspect of the National School Lunch and Breakfast Programs. This statement is meant to provide guidance to our personnel and vendors on acceptable and/or required procurement practices. Our goal is to fully implement all required and recommended procurement rules, regulations and policies set forth in 2 CFR 200, 7 CFR parts 210, 3016 and 3019, and by the State Agency.

Procurement Policy

The purchasing procedure to be followed shall be determined by the anticipated total annual expenditure on items related to the food service program:

- When the annual total for food service program related items is less than \$350,000 (simplified acquisition threshold) per procurement event or in aggregate purchases this organization will follow the informal simplified acquisition threshold procedures.
- When the annual total for food service program related items is greater than \$350,000 (simplified acquisition threshold) per year per procurement event or in aggregate purchases this organization will follow the Formal Competitive Solicitation Procedures.

Micro-Purchase Procedures

Micro-Purchases may be used for single purchases under \$15,000 made with a vendor [2 CFR 200.320(a)].

Prices will be reviewed for reasonableness [2 CFR 200.320(a)].

Purchases will be spread equitably among all qualified sources [2 CFR 200.320(a)].

Simplified Acquisition Threshold Procedures

For purchases made below the simplified acquisition threshold, simplified acquisition threshold procedures will be utilized to purchase necessary goods and services. When simplified acquisition threshold procedures are used, this organization will take the following steps:

1. Contact a reasonable number of qualified vendors.
2. Write specifications for goods and services.
3. Document each vendor's quoted price. (ex. log sheet)
3. Select the company that provides the lowest, most responsive, and responsible bid.
4. Document supplier who was awarded the quote.
5. Manage orders by confirming product and prices match quotes.

Formal Competitive Solicitation Procedures

For purchases made in excess of the simplified acquisition threshold, a Formal Competitive Solicitation will be conducted. When Formal Competitive Solicitation Procedures are used, this organization will take the following steps:

1. Prepare an Invitation for Bid (“IFB”) or Request for Proposal (“RFP”) document specifically addressing the items to be procured
 - a. Include detailed specifications
 - b. Ensure price will be most heavily weighted
2. Publicly announce and advertise the bid/proposal at least 21 calendar days prior to bid opening
 - a. Announcements will include the date, time and location in which bids will be opened
3. Determine the most responsive and responsible bid/proposal by using the selection criteria set forth in the bid/proposal document
 - a. Responsible bidders will be those whose bid/proposal conform to all of the terms, conditions and requirements of the IFB/RFP
 - b. Responsible bidders will be those who are capable of performing successfully under the terms and conditions of the contract.
4. Award the contract
 - a. To the most responsive and responsible bidder based on the criteria set forth in the IFB/RFP
 - b. At least two weeks before program operations begin
 - c. If a protest is received, it must be handled in accordance with 7 CFR 210.21
5. Retain all records pertaining to the formal competitive bid process for a period of five years plus the current year

(Note: If the simplified acquisition threshold established in the sponsor’s procurement policy statement is less than \$350,000, the smaller bid threshold will govern.)

Procurement Summary

This organization incorporates the following elements into the Procurement Policy Statement, as required by 2 CFR 200 and 7 CFR parts 210, 3016 and 3019.

- A. Competition: We shall demonstrate our goods and services are procured in an openly competitive manner. Competition will not be unreasonably restricted. [7 CFR 210.21(c)(1)] [2 CFR Part 200.319(a)(1-7)]
- B. Comparability: We recognize for true competition to take place, we must maintain reasonable product specifications to adequately describe the products to be purchased and the volume of planned purchases based upon pre-planned menu cycles. [2 CFR 200.319(d)(2)]
- C. Documentation: We shall maintain for the current year and the preceding three years all significant materials that will serve to document our policies and procedures. [2 CFR 200.318(i)]

- D. Code of Conduct: This program shall be governed by the attached Code of Conduct and it shall apply to all personnel, employees, directors, agents, officers, volunteers or any person(s) acting in any capacity concerning the food service procurement program. [2 CFR 200.318(c)(1)]
- E. Contract Administration: Purchases shall be checked or verified by designated staff to assure that all goods and services are received and prices verified. All invoices and receipts shall be signed, dated, and maintained in the documentation file. [2 CFR Part 200.318(b)]
- G. General Requirements:
1. Small, minority, veteran-owned, and women's businesses enterprises and labor surplus firms are used when possible. [2 CFR 200.321]
 2. Ensure compliance with the Buy American Provision when purchasing food 7 CRF 210.21(d).
 3. A cost or price analysis in connection with every procurement action in excess of the simplified acquisition threshold including contract modifications. [2 CFR 200.324(a)]
 4. Documented Procurement Procedures and activities will be maintained. [2 CFR 200.318(a)]
- H. Duties of Food Service Supervisor:
1. Plan the goods or services needed for the school food service program for the school year based on planned menus through needs assessment, forecasting and budgeting.
 2. Develop written specifications for food/supplies needed. Include details such as descriptions and product requirements (e.g. packaging, weight, pack size, etc.) for needed goods or services.
 3. Compare product specifications among all vendors/contractors. Information for prices obtained from grocery stores, farmer's markets, etc.
 4. Make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service, and price.
 5. Place and confirm orders with vendors or make plans to purchase the required items.
 6. To make procurement awards based on the lowest and best vendor's response as determined by quality, availability, service and price.
 7. To work with vendors on a fair and equal basis.
 8. To conduct an in-house procurement review once per year.

Date of Adoption: [Insert Date]

Business OperationsInternal Controls

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

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

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

Legal Reference: 2 C.F.R. § 200.303.

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

- 1) Maintain property records of the equipment (including equipment description, serial number or other identification number, source of funding, acquisition date, and the like);
- 2) Maintain a physical inventory procedure, with an inventory occurring at a minimum of every two (2) years;
- 3) Implement a control system to ensure safeguards for preventing property loss, damage, or theft;
- 4) Implement adequate maintenance procedures for the equipment; and
- 5) Implement sales and disposition procedures for the equipment to ensure the highest possible return.

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

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

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

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

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

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

Cross-Reference: Policies 3130 & 3131.

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

- 1) An assurance that minority business enterprises and labor surplus area firms are used, when possible;
- 2) An Anti-Lobbying clause for all contracts, including an Anti-Lobbying Certification, for contracts exceeding \$100,000;
- 3) A Suspension and Debarment clause;
- 4) A provision for termination for cause and for convenience, including the manner by which it will be affected and the basis for settlement;
- 5) A clause that addresses administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and a provision for sanctions and penalties;
- 6) For contracts in excess of \$150,000, a clause addressing the Clean Air Act and the Federal Water Pollution Control Act;
- 7) A provision maintaining contract oversight to ensure that contractors perform in accordance with the terms, conditions, and specifications of their contracts or purchase orders;
- 8) A provision addressing the District's conflict of interest policies; and
- 9) A requirement that the contractor maintains records related to the contracted work.

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

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

Legal Reference: 2 CFR §§ 200.310-200.313.

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

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

Legal Reference: 2 C.F.R. § 200.333, 2 C.F.R. § 200.334 & 34 C.F.R. § 81.31.

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

Legal Reference: 2 C.F.R. § 200.213.

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

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

Legal Reference: 2 C.F.R. § 200.302.

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

Legal Reference: 2 C.F.R. § 200.307.

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

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

Legal Reference: 2 C.F.R. § 200.306.

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

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

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

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

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

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

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

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

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

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

- 1) Capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the federal awarding agency or pass-through entity.
- 2) Capital expenditures for special purpose equipment are allowable as direct costs, provided that items with a unit cost of \$10,000 or more have the prior written approval of the federal awarding agency or pass-through entity.
- 3) Capital expenditures for improvements to land, buildings, or equipment which materially increase their value or useful life are unallowable as a direct cost except with the prior written approval of the federal awarding agency or pass-through entity.
- 4) Allowability of depreciation on buildings, capital improvements, and equipment shall be in accordance with 2 CFR § 200.436 and 2 CFR § 200.465.
- 5) When approved as a direct cost by the federal awarding agency or pass-through entity under Sections A - C, capital expenditures will be charged in the period in which the expenditure is incurred, or as otherwise determined appropriate and negotiated with the federal awarding agency.
- 6) If the District is instructed by the federal awarding agency to otherwise dispose of or transfer the equipment, the costs of such disposal or transfer are allowable.

- 7) Any depreciation will be computed, charged, and recorded in a manner consistent with federal regulations and any requirements of the federal awarding agency.

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

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

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

Unexpected or Extraordinary Circumstances: For all federal awards, if the District does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the District may amend or create a policy at a later date in order to put emergency contingencies in place for federal and non-federal similarly situated employees. If the conditions exist for charges to be made to the federal grant, then charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The District will take other steps to comply with federal award requirements in the event of unexpected or extraordinary circumstances.

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

Date of Adoption: [Insert Date]

Report of Treasurer

The Treasurer, Ex-Officio Treasurer, or **Business Manager** shall submit a monthly reconciliation to the Board which shall include:

1. Balances
2. Receipts
3. Disbursements
4. Investments

Date of Adoption: February 16, 2009
Date of Revision: June 14, 2023

6.5. Certificated Staff Hire(s)/Reassignment(s)/Resignation(s)

7. Correspondence/Recognition

8. Public Forum

9. Reports

9.1. Administrative Reports

January 2025 Board Report
Mr. Steven Rose and Mrs. Deb Kruse
Principal | Elementary

Winter Benchmark Testing

This week we administered the winter benchmark reading assessments using FastBridge. FastBridge provides reliable, research-based data that helps us monitor student progress and identify individual strengths and areas of need in early literacy and reading comprehension. The winter benchmark results will be used by grade-level teams and support staff during our benchmark protocol meetings the week of January 19th to review student growth since fall, adjust instructional practices, and determine appropriate interventions and supports. This data also helps ensure instructional decisions are aligned to meet the needs of all learners as we work toward end-of-year reading goals.

Board Report JH/HS: January 2026

Professional Development/Resource Adoption:

Our next professional development day is scheduled for January 19, 2026. During this session, we will continue our Focus on New Learning, with January's installment centered on Making Sense of New Learning. We will spend time reviewing relevant research that supports this work and will also provide staff with time to reflect on their learning. Thank you to Deb Kruse for continuing to guide this process.

We will also continue to carve out additional time for the English Language Arts team to advance their work with CommonLit, including best practices for delivering writing instruction, with support from a CommonLit trainer on January 19. Additionally, the Science Department continues to review, sample, and narrow down potential instructional resource options.

Counseling: Tasha and Celia

- Mini College/Career/Military Fair dates Feb. 4th, March 11th - We would love to have local businesses come set up a booth for our career fairs. Please spread the word and have people contact tasha.osten@rcentral.org.- Amazing feedback from reps that our kids and staff are attentive and purposeful when visiting booths!
- Lessons via our Naviance College, Career and Life Readiness curriculum are continuing
- RC Caring Shelves served 23 families at Christmas.
- We added 8 new students at semester.

High School Student Council:

The Raymond Central High School Student Council is proud to announce that they are organizing a community blood drive in partnership with the Nebraska Community Blood Bank. Because this blood drive supports the community blood bank, all donated blood stays right here in our local community, helping neighbors, friends, and families when they need it most.

The blood drive will take place on Friday, January 16, from 9:30 a.m. to 1:00 p.m., with the Bloodmobile located in the RCHS parking lot. The Student Council invites all eligible community members to come out and support this important cause.

This year's drive ties into the "Green Flag" theme, symbolizing care, responsibility, and doing the right thing for others. Donating blood is truly a green flag moment; one simple action that can save lives and make a meaningful difference.

We appreciate the continued support of our school and community as our students lead by example and give back in a powerful way.

JH Student Council: The Junior High Student Council is running concession stands on January 13 to raise money for Nebraska Make-A-Wish. A portion of the proceeds from the Middle School Dance on January 23 will also be contributed to Nebraska Make-A-Wish. We are excited for the dance. All RC 6-8th grade students are invited to attend from 7-10 PM in the New Gym on January 23. The theme is Hawaiian!

FBLA:

FBLA Members have been preparing for the State Leadership Conference. They will compete in objective tests, presentations, and role play events. SLC is April 16-18 in Kearney, NE.

Looking ahead, the next RC FBLA Craft Fair is scheduled for March 21, 2026.

FBLA is also launching a business clothes closet to provide members and RC students with professional clothing for competitions and the workforce. More details will be shared soon.

Staff Meetings:

High school staff meetings continue to focus on student learning, systems, upcoming events, and data. During the most recent meeting, we connected the time and effort of Dr. Job and Mr. Placke related to differentiation to the work of Ralph Tyler and Benjamin Bloom (Bloom's Taxonomy). This connection reinforces that our efforts to support students are grounded in their needs, as defined by this research.

I challenged staff to consider the evidence they are encountering and what they are willing to accept as meaningful. The goal is to identify evidence, review it, develop a plan, and use that plan to help students grow.

We also reviewed upcoming events, programs, and activities. In addition, staff received training on the Alternative Assessment protocol as defined by the Nebraska Department of Education.

Electronic Communication Log:

One of the new innovations we have implemented this year is the use of a communication log. This log is generated by classroom teachers and linked to a parent or guardian's email or text messaging system. Its purpose is to keep families informed about their student's progress at school.

While the communication log can be used to share academic concerns or behavioral issues, it is also designed to highlight the positive things students are doing. Staff have been encouraged to remember to send positive reports home as well. Too often, families only hear from the school when a student is struggling or having a difficult day. Through this process, we aim to share the many positive moments happening in our classrooms.

Over the past few months, we have observed a steady increase in the number of positive referrals being sent home through this system. Thank you Mrs. Osten, Mrs. Newman , and Ms. H0rbach for all of your efforts in bringing this to fruition.

Abby Horbach-Assistant Principal/MTSS

We officially rolled out our updated Intervention/Advisory structure, which went into effect at the start of the second semester. Under this new model, the Math department is pulling targeted students on Tuesdays and Thursdays for focused reteaching intervention, while ELA is pulling 11th grade on Wednesdays to support 11th-grade students with ACT preparation and providing grammar instruction for 8th grade students. While there are many moving parts to this new structure, staff have been highly receptive and collaborative, demonstrating a strong commitment to supporting student growth and achievement. The updated model continues to align with our MTSS framework and allows for more intentional Tier II supports.

Additionally, several staff members are piloting a new grading policy aimed at increasing instructional impact. This work focuses on prioritizing purposeful and standards-aligned formative and summative assessments with the goal of ensuring student tasks are meaningful, relevant, and directly connected to learning outcomes.

It might be the start of a new semester, but attendance remains an ongoing focus. Our team continues to take a proactive approach by communicating and meeting with families early to address concerns and support students before negative patterns become more established. Strong attendance is essential to student success, and we appreciate the continued collaboration among staff and families.

Overall, there has been a lot of positive momentum at the start of the second semester and I am excited to see how these structures continue to support students academically, social emotionally, and behaviorally as the semester progresses.

January Board Report
Amanda Coufal
Director of Special Education

Para Support Document:

To welcome staff back in January, Johanna Jackson and Stacey Doan developed a paraeducator resource titled *Paraprofessional Refresh and Reset: A Guide to Supporting Students Successfully*. This document provides clear expectations, instructional strategies, guidance on data collection to support student success, and guidelines for assistive technology.

Targeted Improvement Plan (TIP) Update

On January 7, Caitlin Roussan and myself attended a TIP meeting hosted by the Nebraska Department of Education (NDE) at the ESU. This year introduces updated components to the TIP process, including new data submission requirements. Our TIP plan is due on May 1st and will support the goal of improving reading in grades 2nd-5th grades.

TIP Team members: Caitlin Roussan, Deb Kruse, Monica Blank, Nicole Kliment, Paige Mestl, and Amanda Coufal.

Special Education Enrollment and Evaluation Data for First Semester:

- Current Total of B–12+ students: **122**
- Students currently in the evaluation process: **8**
- Students transferred out at the beginning of the school year: **9**
- Students that transferred in: **8**
- Initial evaluations to Qualify for Special Education Services: **7**
- Students transitioned to a 504 Plan: **3**

January 2026 AD Board Report
Mr. Tony Kobza
Assistant Principal/AD

AD Newsletter

I will include links to our weekly newsletter laying out the upcoming events as well as the successes from the previous week. Please take a look at them below with more in depth information:

[12/7/25](#)

[12/14/25](#)

[1/4/26](#)

Facilities

We moved and updated the senior pictures screen as well as updated the valedictorian and salutatorian plaques. We will continue to add to the Academic Wall with the help of the Teacher Leadership Team.

We are working to design updated recognition for the banners in the gym as well as CTSO, Activities and Athletics historical recognition.

Activities

FBLA - Looking ahead, the next RC FBLA Craft Fair is scheduled for March 21, 2026.

FBLA is also launching a business clothes closet to provide members and RC students with professional clothing for competitions and the workforce. More details will be shared soon.

One Act - The Drama Program is gearing up for the Drama Showcase and the Spring Musical (to be announced), as well as our two planned show experiences coming up during the spring semester: *Hadestown* (based on Greek Mythology) and *Capital City* (based on Mari Sandoz's novel), both at the Lied Center. Beyond being a great deal of fun, experiences like this are invaluable to the students' learning because they can observe the "best of the best" in the performing arts and take inspiration for their own art, strengthening skills they use in and out of rehearsal.

Quiz Bowl - The school qualified a team to attend the National Academic Quiz Bowl Tournament in Chicago again this year. Students who will be attending are: Drew Tice, Sophia Burt, Deacon Christensen, and Marissa Tvrdy.

Band: We will have our second JH pep band on February 2nd for the girls JH basketball game. If this goes well, it is my plan to add one JH football and JH volleyball game next year, and possibly make this a tradition to do one junior pep band game per sport. HS will kick off their first basketball pep band on December 11th.

Facilities/MTAF

Created parking area on the well field that can be used for overflow parking attached to current and future parking areas.

MTAF is over \$1 million raised through donations, sponsorships, fundraising, grants and in-kind commitments. The driveway is paved and close to being usable. This will affect traffic flow in a positive way.

We are working on fundraising and grants that will help us continue to show progress. Driveway is a major step.

We are close to being able to pursue the lease purchase option but WILL NOT move forward until we feel confident funding is available to complete next steps.

Next steps are:

- Site Drainage
- Fence and perimeter curb for playing surface
- Final Grading for field
- Rock and perimeter drain for sub base
- Air Drain System
- Turf Installation

9.2. Student Board Member Report

9.3. Superintendent's Report

3 year old info

4 year old info

BOTH classes

Preschool Advisory Committee

January 8, 2026

3:30pm

Agenda:

1. Pledge
2. Open Meeting Act
3. Welcome and introductions
 - a. Bryon Hanson- Superintendent
 - b. Megan Kemnitz- PK Teacher- 3 year olds
 - c. Ariel Broekemeier PK Teacher- 4 Year olds
 - d. Martha Ostrom PK Support ESU 2
 - e. Amanda Coufal- Special Education Director
4. Rule 11
 - a. Regulations for the approval of pre kindergarten programs established by the school Board or Educational Service Units and for the issuance of early childhood education grants.
 - b. A local Early Childhood Advisory Committee shall be established with membership representing families and community members.
5. Preschool News
 - a. Celebrations

3 year olds - Working on a lot of routines, rules, procedures, and SEL. In the Fall, they attended the apple orchard. They held a Holiday party before break. Upcoming - Literacy Show and Tell (students bring items with a certain letter). Will be asking for volunteer readers either a curriculum story or their child's favorite story. Host a Track & Field day with medals this year!.

4 year olds - Also working on rules, routines, and procedures. Really focusing on what it is like to be a student at school and paying attention to detail. Also held a Holiday program and a pajama day. Upcoming- Lincoln Children's Zoo in April. PT conferences. Valentine's Day party (closed session). Partnering with HS with pastry class. HS students design cookies and then PK decorate the cookies and these will be sent home in decorated boxes.

- b. Upcoming events
6. Instructional Hours

3 year old info

4 year old info

BOTH classes

- a. All preschools shall operate a minimum of 450 instructional hours per year.
 - b. No late starts
 - c. Friday make-up days
7. Home visits
- a. Must complete a minimum of two per year.
8. Round-up/Open House
- a. Required to have an orientation to the program for children and families.
9. Discussion items
- a. Strengths
 - i. Able to write his name, identify his name, identify Christmas presents.
 - ii. Come in prepared for kindergarten
 - iii. Social skills, speech has gotten so much better and talks non-stop, can zip her coat
 - iv. All are included even the quiet ones, she knows everyone, hears positive about herself
 - v. Have exceptional people that work with the students!!!
 - vi. Para-support is amazing! They all show up and work hard.
 - b. Suggestions for improvement
 - i. **What is Powerschool, how to use it, log in, etc. Need more training and communication for parents.**
 1. **In-person communication with email follow up → Overview, App, QR code, etc.**
 2. **Cheat sheet sent out to parents**
 3. **Back to school night and help with technology**
 4. **Website**
 5. **Video of paying accounts**
 6. **Elementary sheet, put it in all the forms, etc. Rooms (Aptegy) and Bound**
 - ii. **Getting emails about lunch balances and where to pay**
 - iii. **How to link students so they only have to pay in one spot**
 - iv. **Pick up and drop off time - last year was better. Next year, a parent will have a student at each school.**
 - v. **Discuss more than 2 days for PK. Bryon talked about staffing, space, and money.**
 - vi. **Round-Up: Prefer a parent meeting, follow up material, love an agenda, attachments, recapping the meeting with links, how to**

3 year old info

4 year old info

BOTH classes

contact teachers, etc. One parent liked to drop off the kids and then leave.

- vii. We could take parents to the Mustang room to discuss logistics, have students set up accounts. An overview of everything! PK teachers also talk to the parents about expectations and classroom structure.**
- viii. Get Apptegy for PK**
- ix. Has enrollment gone out for 3 year olds? No, but Cheryl is working on fliers and dates. Looking at a round up date for February.**

- c. Follow up from previous EC Meeting

- d. 2025-2026 Preschool Year
 - i. 4 year old room 34 students enrolled for next year

 - ii. 3 year old room 17 students enrolled for next year
 - 1. There are no district students on the waiting list.

- e. Program Structure

- f. Review a PK Handbook
 - i. Enrollment priority
 - 1. How do we know what kids are coming in - mid year
 - 2. Out of district and qualify mid year
 - 3. Had to say no to some out of district kids
 - ii. We are advertising to get the word out
 - iii. Price here is very reasonable compared to LPS and Malcolm

- g. Early Intervention

10. Closing

Martha motioned to adjourn

Bryon seconded

9.3.1. Classified Staff Hire(s)/Reassignment(s)/Resignation(s)

9.3.2. NASB Monthly Update

NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



Leadership

Innovation

Vision

Engagement

#liveNASB

2,000,000 Nebraskans

329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

IN THIS MONTH'S EDITION OF BOARD NOTES

This Month In ...

Training, Networking, Engagement & Upcoming Events

At The Board Table

Get to Know NASB's Endorsed Services

Threading A Moving Needle: LIC 2026

Thank You School Boards!

Your 2026 Advocacy Handbook & Annual Membership Guide are Coming Soon

Supporting District Financial Literacy Efforts

Your 2025 NASB Affiliates

Your NASB Board of Directors & Staff

... And Much More!

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Page 6

Page 7

Page 8

Page 9

Pages 10-12

Page 13

Snapshots



THIS MONTH IN ...

Leadership

Innovation

Vision

Engagement



2,000,000 Nebraskans 329,000 Students 1,700 Locally Elected School Board Members 260

<https://members.nasbonline.org/> 

THIS MONTH IN ...

A quick snapshot of the various programs, services, support and events NASB has planned for its members in the coming month!

ADVOCACY & GOVERNMENT RELATIONS ... The 2026 Legislative Session starts on Wednesday, January 7th and we are ready! The stockings are hung by the chimney with care, your Legislation Committee calls and meetings are scheduled, and our colored pens are ready to mark up anything pertinent as new bills are introduced the first 10 days. As mentioned, here are just some of the hot topics we anticipate in the coming year: ACT, Bonds, Spending Caps, Literacy, Option Enrollment, Petitions, Release Time, "Spaces", State Budget, Student Discipline, Superintendent Pay, Teacher Benefits/FMLA, Ten Commandments, and Truancy. Learn about all of these, hear from and have lunch with Senators and more at the Legislative Issues Conference, January 25-26, in Lincoln. Call Colby & Matt any time!

ALICAP ... ALICAP would like to welcome their newest member, Wausa Public Schools. This newest school district takes ALICAP's membership count to 227 total! Welcome Wausa, we're excited to have you join the pool!

BOARD LEADERSHIP ... Check out "At the Board Table" on Page 4 to learn about all things Board Leadership!

EDUCATION LEADERSHIP SEARCH SERVICE ... We have deadlines approaching for some great districts. If your district/ESU is just learning of a vacancy, there is time to do a full search process. Contact Shari for all things Search!

ENERGY PURCHASING ... As we close out 2025, the trends we highlighted last year have continued to shape the market. Demand for U.S. natural gas remains historically strong, driven primarily by electric power generation. While weather variability again played a role during peak summer and winter periods, structural growth in electricity demand has become an even more significant factor. Data centers supporting AI, cloud computing, and digital infrastructure continue to expand, placing sustained pressure on regional power grids and the natural gas resources that support them. At the same time, LNG exports and pipeline constraints in certain regions have contributed to greater price volatility. This remains relatively new territory for the natural gas industry, and your consultants at NJUMP and CJUMP continue to closely monitor market conditions, infrastructure developments, and regulatory changes to help secure reliable natural gas supplies at competitive and predictable rates for our members.

GALLUP STRENGTHS ... Let's talk about **Leadership**. When leaders operate from their strengths, followers get what they need. Teams become more confident, more resilient and more aligned on the work ahead. "What great leaders have in common is that each truly knows his or her strengths - and can call on the right strength at the right time." - Don Clifton. Schedule a Gallup retreat with Shari to learn more about your team's strengths.

MEMBER ENGAGEMENT ... Loved spending some time on the road in December visiting High Plains, Riverside, St. Paul, Northwest, Amherst, Litchfield, and Callaway. We are busy planning events for you in 2026 and look forward to seeing you at the Legislative Issues Conference in Lincoln, the President Retreat in Kearney, our 4th annual Federal Advocacy Fly In this April in Washington D.C., and Budget & Finance Workshops in Seward, Ogallala, West Point, and Kearney.

TECHNOLOGY ... As staff negotiations begin to wind down, please remember to enter your 2026-27 negotiated agreement into the Contract Settlement Form. If you need assistance, please email Darion! Happy Holidays!

NEBRASKA EDUCATION LAW BOOKS ... It is time to place your order for the 2025 Nebraska Education Laws Book! To streamline the ordering process, please submit your order directly to Colleen Saia at LexisNexis by calling 937-247-8171 or by email at colleen.m.saia@lexisnexis.com. When contacting Colleen, please include the number of print books and/or eBooks you wish to purchase, along with your tax-exempt documentation. Tiered pricing is as follows: 1 book = \$103, 2-24 books = \$97.85 each, 25-49 books = \$92.70 each, 50-149 books = \$82.40 each, 150-399 books = \$72.10 each, 400-999 books = \$61.80 each. Shipping costs vary, beginning at \$16.43 and increasing based on order size.

TRAINING, NETWORKING, ENGAGEMENT & EVENTS

Leadership

Innovation

Vision

Engagement

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JOIN US!

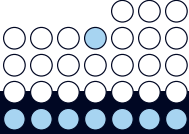


Events 1,700 Locally Elected School Board Members 260 Member Districts/ESUs ONE NEBRASKA

<https://members.nasbonline.org/events>

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

SMTWTF S



JANUARY 2026

JANUARY



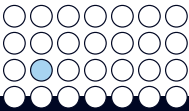
1st Day of the 2026 Legislative Session - Wednesday, January 7, 2026

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

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



SMTWTF S



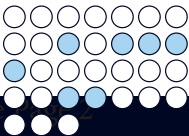
FEBRUARY 2026

FEBRUARY

President's Retreat - Monday, February 16 - Kearney*



SMTWTF S



MARCH 2026

MARCH

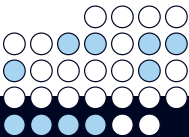
Budget & Finance Workshop - Tuesday, March 10 - Seward

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

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

NAEP State Convention - March 24-25 - Kearney

SMTWTF S



APRIL 2026

APRIL

Budget & Finance Workshop - Tuesday, April 7 - Ogallala

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

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

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

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



*Registration is Open

AT THE BOARD TABLE

Leadership

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ONE NEBRASKA



YOUR NASB BOARD LEADERSHIP UPDATE

<https://members.nasbonline.org/board-leadership>



2025

For more information about **NASB Board Leadership Services**, including: Board Retreats, Strategic Planning, Community Engagement and Alignment, Online Survey Services/Superintendent Evaluation, Board Self-Assessment, Board Resources, or Board Governance publications, please contact:

Marcia Herring - Katie Corfield - Caden Frank - Stacie Higgins - Ben Anderjaska
Stephanie Summers - Avary Pansing-Brooks - Becky Erdkamp

JANUARY BOARD MEETING AGENDA ITEMS

Board Presidents and Superintendents: Please check your inbox for the **[sample] January Board Meeting Agenda** that was emailed to you on Wednesday, December 15, 2025, from shiggins@NASBonline.org. This agenda is aligned with the NASB Annual Board Calendar. If you have any questions or would like the email resent, please contact Stacie at 402-209-1608.

DID YOU KNOW?

2026 is an Election Year! Important dates to add to the Board Calendar:

- January 5, 2026, first day a person may file for office to have their name placed on the ballot as a candidate at the 2026 election. (§32-606)
- January 5, 2026, also the deadline for political subdivisions [the school board] to notify the Secretary of State, County Clerks, or Election Commissioners of offices to be filled, terms, vacancies, votes to cast, and filing deadlines for each office. (§32-404 and §32-601)
- February 17, 2026, last day for incumbents (any current office holder) to file for office on the primary ballot. (§32-606)
- March 2, 2026, last day for non-incumbents (new filers) to file for office for the primary election. (§32- 606)

2026 President Retreat

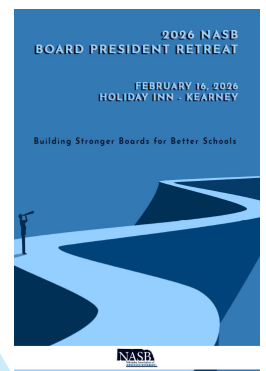
- When: Monday, February 16, 2026
- Where: Holiday Inn Kearney
- Who: Suggested Audience: Board Presidents, Aspiring Presidents, Superintendents including new hires, ESU Administrators

AGENDA:

Registration & Breakfast ... Crisis to Clarity ... Board Governance Standard VII: Board Operations ... Board Governance Standard II: Policy ... Lunch with a Side of Scenarios ... Board Governance Standard VIII: Board-Superintendent Relations ... Board Governance Standard IV: Accountability and Student Success ... Evaluation and Adjourn

**See the NASB Events page for more information and the registration link.
On site registrations welcome!**

<https://members.nasbonline.org/events/board-president-retreat> 



GET TO KNOW NASB'S ENDORSED SERVICES

Leadership

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Vision

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<https://members.nasbonline.org/endorsed-services> 

NASB is committed to providing our membership with high-quality programs, services, and advocacy to strengthen public education for all Nebraskans. In addition to the programs and services provided daily, in-house by the NASB staff, we are also able to offer key additional items through our Endorsement Program. NASB partners with local, regional, and national companies with a like-minded mission to offer a specific niche program or service in addition to those we currently offer which provide savings for school districts and ESUs.

For more detailed information, including who to contact, please visit the 'Endorsed Services' link on NASB's website linked above.



American Fidelity - Flexible Spending Account (FSA), Health Savings Account (HSA), and supplemental insurance.

eFunds for Schools - Secure electronic payment service that gives school students' parents the ability to pay for school expenses without writing a check or using cash.

Equifax - Responds to any and all Unemployment Claims on your district's behalf, provides professional development to your district staff, provides your district with a go-to resource who is an expert on Unemployment Claims, and prepares your district if the hearing process is necessary.

Lease Purchase Corporation - Formed in 1992, provides schools and ESUs a cost-effective way to finance the purchase of tangible assets including but not limited to buses, cars, vans, trucks, computers, instructional equipment, portables classrooms, remodeling, grounds equipment, cafeteria equipment, office equipment and furniture, heating and cooling units, and much more. The program allows you to refinance and consolidate existing leases into one loan at the lowest possible rate available at the time.

National Insurance Services - Provides schools and ESUs with a variety of supplemental insurance offerings for over 25 years: Group Long-Term Disability, Group Life, Group Accidental Death and Dismemberment, Vision and Health Care Savings Plans.

Nebraska Liquid Asset Fund - A money market fund that offers participants an option, other than their local bank, to invest public funds. The primary goal of the Fund is to provide flexibility while ensuring the safety and security of public funds entrusted to it. NLAFF was formed pursuant to the Interlocal Cooperation Act and follows the Nebraska laws governing that process.

OneSource - A Verified Credentials Company and Certified Contractors - Provides our members with background screening reports as part of their hiring process, and screens for state and federal criminal activity, adult and child abuse, credit history and social security verification. Certified Contractors elevates third-party background screening to support consistent security practices. This service provides an easy-to use credential that offers a clear picture of vendors through a powerful background check to meet your district's specific security concerns.

SafeSchools (Vector Solutions) - Provides over 250 Online Safety Training Courses via the internet, communicating with school staff on the administrator's behalf, and includes State Required Trainings like a one-hour Suicide Awareness Course. SafeSchools is free to any ALICAP member District/ESU.

THREADING A MOVING NEEDLE: LIC 2026

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<https://members.nasbonline.org/events/legislative-issues-conference>

Join us for the Legislative Issues Conference! January 25-26, 2026 (Sunday & Monday) - Cornhusker Marriott Lincoln

SUNDAY, JANUARY 25 - AGENDA

"Threading a Moving Needle: A panel with the K-12 representatives of the School Finance Review Commission"

In 2025, the Governor signed legislation creating the School Finance Review Commission. With several meetings behind them, goals set, and a report submitted, hear from the K-12 board members and administrators on the Commission as they update us on the goals, progress, discussion, and reports of their work. This panel will be facilitated by NASB's Colby Coash, and Brian Maher, Commissioner of Education. Panelists include Shavonna Holman (Omaha BOE), Keith Runge (Lakeview BOE), Ann Foster (Brady Superintendent), Aaron Plas (Bennington Superintendent), John Schwartz (Millard Superintendent), and Liz Standish (Lincoln - Associate Superintendent of Business Affairs). Registration will begin at 5:30 PM with the reception, dinner, and program beginning at 6:00 PM.



Photo courtesy of Zach Wendling/Nebraska Examiner

MONDAY, JANUARY 26 - AGENDA

Weeks into each year's Legislative Session, key committee chairs, senators, and education leaders are invited to share their respective views throughout the morning. Get a firsthand look at the bills which will have an impact on public education in Nebraska. Close the conference by networking over lunch as a majority of Senators join us to discuss key takeaways from the morning.

- 8:00 AM Registration
- 8:30 AM Welcome and Introductions - NASB Legislative Committee Chair
- Bill Review
- Speaker Arch - Session Preview
- Senator von Gillern - Revenue Committee Update
- Senator Bosn - Judiciary Committee/Juvenile Justice Update
- Senator Hughes - School Finance Legislation Update
- Senator Lonowski - Education Committee Update
- Final Talking Points Prior to Your Lunch with the Senators
- 12:00 PM Lunch with the Senators
- 1:30 PM Adjournment



(IN NO PARTICULAR ORDER, SPEAKER LIST SUBJECT TO CHANGE)

1:30 to 3:00 PM - NEW*

"Everything You Wanted To Know About The Legislature, But Never Wanted To Ask"

A 101 level review of bill searches, the legislative process, engagement strategies, and more with plenty of time for Q&A. You will leave ready to advocate!

THANK YOU SCHOOL BOARDS!



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<https://members.nasbonline.org/events>

Mark Your Calendars and Join Us!



School Board Member Week in Nebraska

January 25-31, 2026 (Sunday through Saturday)

THANK YOU SCHOOL BOARDS! The week of January 25, 2026 will serve as School Board Recognition Week in Nebraska. Thanks to the 1,700 locally elected volunteers who make up the Board of Education for Nebraska's Public Schools and ESUs.

Legislative Issues Conference

January 25-26, 2026 (Sunday & Monday) - Cornhusker Marriott Lincoln

President's Retreat

February 16, 2026 (Monday) - Holiday Inn Kearney

Build your knowledge and understanding of the role of Board President, leadership of the board, and management of the board meeting. Perfect for Board Presidents, Vice Presidents, Aspiring Presidents, Superintendents and/or ESU Administrators.

Budget & Finance Workshops

March 10 - Seward ... March 24 - West Point ... April 7 - Ogallala ... April 8 - Kearney*

Both new and veteran school board members must have a fundamental understanding of school finance. Superintendents, business managers, and bookkeepers are required to have a deep and comprehensive understanding of finance because taxpayers and citizens are asking districts to provide more detailed information about their finances. This workshop features all aspects of school district finance. (*Amplified Finance Workshop)

Nebraska Reception at the NSBA Conference

April 11 (Saturday) - San Antonio, TX

Join NASB and fellow attendees from Nebraska in San Antonio for the Nebraska Reception, Saturday afternoon, during the NSBA National Conference. For more information or to RSVP email Sharon. Conference attendees and their guests are welcome to attend. Sponsored by D.A. Davidson & Co.

Federal Advocacy Fly-In

April 26-29, 2026 (Sunday to Wednesday) - Washington, DC

Join us for our fourth annual Fly-In. Tours, briefings, meetings with our Federal Delegation and more. Spend the week with peers from across Nebraska advocating for all things public education.



YOUR 2026 ADVOCACY HANDBOOK IS COMING SOON

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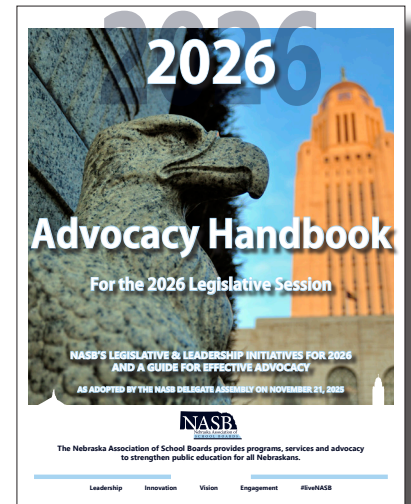
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<https://members.nasbonline.org/government-relations/nasb-advocacy-handbook>

We will soon post the 2026 Advocacy Handbook, to be used as a resource and guideline during the upcoming Legislative Session which begins Wednesday, January 7th. The Advocacy Handbook includes NASB's legislative and leadership initiatives, as well as tips for effective advocacy and much more. The Handbook will be available to view, download, and print at the Government Relations section of the NASB website, and the link above. We look forward to working for and with you again this session ... do not hesitate to reach out to NASB at any time with questions on particular bills, initiatives, becoming more engaged, or the overall legislative process.

Matt, Colby, John & Lindsey
Your NASB Legislative Team

Interested in becoming more engaged in the legislative process? Whether it is from home, or in Lincoln, let us help you share your story, and advocate for public education in Nebraska as bills, topics, and issues arise.



THE ANNUAL MEMBERSHIP GUIDE IS IN THE WORKS TOO

<https://members.nasbonline.org/news-resources/annual-membership-guide>

Each year, members receive the annual Membership Guide, a full-scale publication that includes information on everything NASB is and does such as:

- The History of NASB
- Organizations for Which NASB is Responsible
- Complexities & Governance Structure
- Your 2026 NASB Board of Directors & NASB Region Bylaws
- Your 2026 NASB Legislation Committee
- Advocacy & Engagement - What Is Your Role?
- Awards of Achievement & NASB Board Awards
- Ann Mactier - School Board Member of the Year
- Your NASB Programs & Services
- Your NASB Staff
- NASB's Endorsed Services; 2026 Platinum & Gold Level Affiliate Partners
- And more ...

Look for these Guides to be delivered early 2026!



NASB mourns the loss of ESU 13 Board Member Steve Diemoz. Pictured here in August receiving his Level X Award of Achievement at the Gering Area Membership Meeting with NASB Board Director Suzy Ernest, Steve devoted decades to serving students and schools as a member of both the Kimball and ESU 13 boards. A familiar and friendly face at many NASB events, Steve will be deeply missed. Our heartfelt condolences go out to his family, friends, fellow board members, and the administrators he worked alongside.



SUPPORTING DISTRICT FINANCIAL LITERACY EFFORTS

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<https://business.unl.edu/research/centers-and-institutes/economic-education/nebraska-council-economic-education/>

Supporting District Compliance with Nebraska's Financial Literacy Requirement

In partnership with Nebraska State Treasurer Joey Spellerberg, the Nebraska Council on Economic Education (NCEE) supports school districts and educators in delivering high-quality economic and financial literacy instruction across the state.

Under Nebraska's 2021 Financial Literacy Act, **Nebraska Revised Statutes 79-3001 through 79-3004**, linked below, every district is required to offer a semester-long personal finance course for all students and to report to their school board how the district is meeting this requirement. NCEE provides no-cost, standards-aligned curriculum resources, professional development for teachers, and implementation support to help districts confidently meet both the instructional and reporting expectations of the law.

School board members and administrators interested in learning more about available support may contact NCEE president, Dr. Jennifer Davidson at jdavidson2@unl.edu

RESOURCES:

<https://nebraskalegislature.gov/laws/statutes.php?statute=79-3001>

<https://treasurer.nebraska.gov/>



WARMEST WISHES FOR A MERRY CHRISTMAS AND A HAPPY NEW YEAR



FROM THE NASB BOARD AND STAFF

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Paul Grieger
Managing Director,
Public Finance
402-392-7986
pgrieger@dadco.com



Cody Wickham
Senior Vice President,
Public Finance
402-392-7989
cwickham@dadco.com



Andy Forney
Senior Vice President,
Public Finance
402-392-7988
aforney@dadco.com

Building a Better Future with Nebraska's Public Finance Partner

D.A. Davidson & Co. has long been a leader in innovative debt financing for school districts. What we're most proud of are the relationships we've nourished and the strong community improvements that are made as a result.

Our public finance professionals take a personal interest and a hands-on approach, carrying our deals from start to finish. Because you deserve solutions tailored to fit you.

- School Bond Issues
- Tax Anticipation / Construction Notes
- Lease-Purchase Financing
- QCPUF Bonds
- Refinancing Bond Issues



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

2025 Platinum Level Affiliates - American Fidelity - BCDM Architects - Boyd Jones Construction - BVH Architecture
Carlson West Povondra Architects - Clark & Enersen - CMBA Architects - D.A. Davidson - Enviser - Facility Advocates - Hamilton
Hausmann Construction - Nebraska Liquid Asset Fund - Northland, a First National Nebraska Company - Piper Sandler
Public Risk Management - Sampson Construction - Sparq Data Solutions - Third Rail Content

2025 Gold Level Affiliates - 914 Coatings - ABcreative, Inc. - BD Construction - Blue Cross Blue Shield of Nebraska
Cornhusker International - Darland - DLR Group - JEO Consulting Group, Inc. - Johnson Controls Inc. - Lunchtime Solutions
MCL Construction - Navitas - Omaha Public Schools Foundation

2025 Silver Level Affiliates - Amergis Staffing - Creative Sites - OneSource The Background Check Company - TeamMates Mentoring

2025 Bronze Level Affiliates - Alley Poyner Macchietto Architecture - Ameritas Investment Company - Community Building Solutions
Cunningham Recreation - Demco - Fisher Tracks, Inc. - James D. Watts & Associates, PC - Mueller Robak Schaefer Hruza & Hassebrook
National Insurance Services Nebraska Safety Center - Opaa! Food Management of Nebraska

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YOUR 2025 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit:

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



YOUR 2025 GOLD AFFILIATES



YOUR 2025 NASB AFFILIATES

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View the full, detailed listings with contact info at:
<https://members.nasbonline.org/about-us/affiliate-members>



ACCOUNTING

James D. Watts & Associates, PC

ARCHITECTS

Alley Poyner Macchietto Architecture

BCDM Architects
PLATINUM LEVEL AFFILIATE



BVH Architecture
PLATINUM LEVEL AFFILIATE



Carlson West Povondra Architects
PLATINUM LEVEL AFFILIATE



Clark & Enersen
PLATINUM LEVEL AFFILIATE



CMBA Architects
PLATINUM LEVEL AFFILIATE



DLR Group
GOLD LEVEL AFFILIATE

BUILDING CONTROLS AND BUILDING SERVICES

Navitas
GOLD LEVEL AFFILIATE

CONSTRUCTION SERVICES

914 Coatings
GOLD LEVEL AFFILIATE

BD Construction
GOLD LEVEL AFFILIATE

Boyd Jones
PLATINUM LEVEL AFFILIATE



Darland
GOLD LEVEL AFFILIATE

Hausmann Construction
PLATINUM LEVEL AFFILIATE



JEO Consulting Group, Inc.
GOLD LEVEL AFFILIATE

MCL Construction
GOLD LEVEL AFFILIATE

Sampson Construction
PLATINUM LEVEL AFFILIATE



ENERGY SERVICES

Community Building Solutions

Facility Advocates
PLATINUM LEVEL AFFILIATE



Johnson Controls, Inc.
GOLD LEVEL AFFILIATE

EQUIPMENT AND FURNITURE

ABcreative, Inc.
GOLD LEVEL AFFILIATE

Demco

FINANCIAL SERVICES

Ameritas Investment Company

D.A. Davidson & CO.
PLATINUM LEVEL AFFILIATE



Nebraska Liquid Asset Fund
PLATINUM LEVEL AFFILIATE



Northland
PLATINUM LEVEL AFFILIATE



Piper Sandler
PLATINUM LEVEL AFFILIATE



FOOD SERVICE

Lunchtime Solutions
GOLD LEVEL AFFILIATE

Opa! Food Management

FUNDRAISING

Omaha Public Schools Foundation
GOLD LEVEL AFFILIATE

INSURANCE SERVICES

American Fidelity
PLATINUM LEVEL AFFILIATE



Blue Cross Blue Shield of Nebraska
GOLD LEVEL AFFILIATE

National Insurance Services

Public Risk Management/ALICAP
PLATINUM LEVEL AFFILIATE



LEGAL SERVICES

Mueller Robak Schaefer Hruza & Hassebrook

PLAYGROUND/SCOREBOARDS/SURFACING

Creative Sites, LLC
SILVER LEVEL AFFILIATE

Cunningham Recreation/GameTime

Fisher Tracks, Inc.

SAFETY & SECURITY

OneSource - The Background Check Company
SILVER LEVEL AFFILIATE

STUDENT SERVICES

Amergis Educational Staffing
SILVER LEVEL AFFILIATE

TeamMates Mentoring Program
SILVER LEVEL AFFILIATE

TECHNOLOGY/SOFTWARE

Envisé
PLATINUM LEVEL AFFILIATE



Hamilton
PLATINUM LEVEL AFFILIATE



Sparq Data Solutions
PLATINUM LEVEL AFFILIATE



TRANSPORTATION PRODUCTS

Cornhusker International
GOLD LEVEL AFFILIATE

Nebraska Safety Center

VIDEO CREATION & PRODUCTION

Third Rail Content, Inc.
PLATINUM LEVEL AFFILIATE



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YOUR NASB BOARD OF DIRECTORS & STAFF

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<https://members.nasbonline.org/board-of-directors>



Region 1 - Neal Kanel
HTRS



Region 2 - Brenda Sherman
ESU 3



Region 3 - Kyle Fisher
Springfield Platteview



Region 4 - Elizabeth Kumru
Ralston



Region 5 - Shavonna Holman
Omaha



Region 6 - Ricky Smith
Omaha



Region 7 - Nancy Kratky
Omaha



Region 8 - John Goodwin
Lincoln



Region 9 - Mara Krivohlavek
Lincoln



Region 10 - Ed Swotek
Malcolm
NASB Vice President



Region 11 - Jim Vlach
Lyons-Decatur Northeast



Region 12 - Lisa Wagner
Central City



Region 13 - Marilyn Bohn
ESU 10



Region 14 - Steve Koch
Hershey



Region 15 - Allison Sandman
Wauneta-Palisade



Region 16 - Suzanne Sapp
Ashland-Greenwood
NASB Secretary



Region 17 - Michelle Reikofski
Osmond



Region 18 - Susan Ernest
Leyton



Region 19 - Stacy Jolley
Millard
NASB President



At-Large - Lisa Albers
Grand Island



At-Large - Steve Blocher
West Point
NASB Treasurer



At-Large - Patti Gubbels
Norfolk



At-Large - Laurie Kohmetscher
Sandy Creek

YOUR NASB STAFF

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

John Spatz
Executive Director



Nate Alspaugh
IT Specialist



Ben Anderjaska
Board Leadership
Engagement Associate



Makenzie Barry
ALICAP Data &
Financial Specialist



Shari Becker
Director of Education
Leadership Search Service



Matt Belka
Director of Marketing,
Communications & Advocacy



Megan Boldt
Associate Executive Director
Director of ALICAP



Craig Caples
Director of Technology



Colby Coash
Associate Executive Director
Dir. of Government Relations



Katie Corfield
Board Leadership Online
Survey Specialist



Sharon Endorf
Director of
Member Engagement



Becky Erdkamp
Board Leadership
Engagement Associate



Caden Frank
Board Leadership Community
Engagement Associate



Taida Grantski
Events & Engagement
Assistant



Lindsey Headrick
Administrative Specialist



Marcia Herring
Director of Board Leadership



Stacie Higgins
Board Leadership Specialist



Sallie Horky
Chief Operating Officer



Rachel Horstman
Business Manager



Avary Pansing Brooks
Board Leadership
Engagement Associate



Galina Slobonyuk
Executive Administrative
Assistant



Stephanie Summers
Board Leadership Specialist



9.3.3. NRCSA Monthly Report



Nebraska Rural Community Schools Association

Member Update

January 8, 2026



Photo Credit: Elba Public Schools



www.nrcsa.net



www.twitter.com/NRCSA1980



www.facebook.com/nrcsahome/

NRCSA Calendar



NRCSA Events

NRCSA Legislative Forum

February 26, 2026

Cornhusker Hotel in Lincoln

[More about this event](#)

NRCSA Spring Conference

March 18 & 20, 2026

Crowne Plaza & Younes North Convention Center in Kearney

[More about this event](#)

NRCSA Golf Tournament

July 28, 2026

Meadowlark Hills Golf Course in Kearney

[More about this event](#)

Committee Meetings

NRCSA Executive Committee

9:30 AM January 20, 2026

Via Zoom

NRCSA Legislative Committee

9:30 AM Thursdays during hearings

Via Zoom

NRCSA Scholarship & Recognition Committee

February 26 & 27, 2026

NCSA Conference Room

At the NCSA Building in Lincoln

NRCSA Executive Committee

3:00 PM March 18, 2026

Bronze 5 Room

At the Crowne Plaza in Kearney

NRCSA Search Service



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



Axtell Community Schools
Search Complete



Red Cloud Community Schools
Interim Search Complete



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



Sandy Creek Public Schools
Application Process Complete
Finalists Selected: **Jan. 5, 2026**
Interviews: **Jan. 10, 2026**
Contract Starts: **July 1, 2026**



Hampton Public Schools
Application Process Complete
Finalists Selected: **Nov. 21, 2025**
Interviews: **Dec. 6, 2025**
Contract Starts: **July 1, 2026**



Hayes Center Public Schools
Search Complete



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



Potter-Dix Public Schools
Search Complete

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

Login: member Password: learning

NRCSA Updates



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

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

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

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

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

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

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

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

NRCSA Leadership

Chris Kuncl, President.
Mullen Public Schools

Dr. Heather Nebesniak, Past Pres.
Ord Public Schools

Stephanie Kaczor, Pres-Elect.
Riverside Public Schools

Jeremy Braden, Secretary.
Doniphan-Trumbull Public Schs

District Representatives:

Ginger Meyer, West
Chadron Public Schools

Dale Hafer, North Central
Ainsworth Community Schools

Daryl Schrunk, Northeast
Randolph Public Schools

Andrew Havelka, Southeast
Freeman Public Schools

Jon Davis, South Central
Alma Public Schools

Jane Davis, Southwest
Hershey Public Schools

Executive Director:

Jack Moles

Lobbyists:

Jon Edwards
Scott Moore
Russell Westerhold

Legislative Co- Chairs:

Dr. Jason Dolliver
Pender Public Schools

Bryce Jorgenson
Southern Valley Schools

Scholarship & Recognition Co Chairs:

Jessica Bland,
Oakland-Craig Public Schools

Jim Widdifield
Minden Public Schools

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

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

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

POLICY ON CANCELLATIONS FOR NRCSA EVENTS

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

WEATHER CANCELLATION DECISION MADE BY NRCSA:

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

WEATHER POSTPONEMENT DECISION MADE BY NRCSA:

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

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

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

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

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

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

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

No refund will be provided.

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

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

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

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

Self-nominations for positions are accepted.

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

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

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

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

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

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

Applications for the Spring semester were received and the three recipients have been selected. They are:

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



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



THEDFORD PRINCIPAL ADAM KUNTZ, JACEY ANDERSON, JACK MOLES



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

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



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

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

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



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

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

The Executive Committee:

- approved a move to add three additional \$2,000 NRCSA Scholarships which go to students from NRCSA-member schools. The students must be entering the field of education. This brings the number of \$2,000 scholarships that NRCSA provides to seniors from member schools to 25. Twenty-three of the scholarships go to students entering education, while two go to students who will major in fine arts.
- approved the adoption of an “event cancellation policy”. The policy lays out the procedures for late cancellations of those who are signed up for events. NRCSA must commit to meals prior to hosting events. The policy will address how refunds are made for cancellations.
- agreed to partner with the Holocaust Learning Experience. This group provides free teacher materials that can be used in meeting Rule 10 requirements in teaching the Holocaust and other genocides. More information will come out later.
- accepted an invitation from the University of Kansas Literacy Grant. Member schools that choose to participate will receive grants and participating teachers will receive stipends.

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

The Legislative Committee discussed several “rumored” legislative issues.

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

SUPERINTENDENT SEARCH & PLANNING

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

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

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

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

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

[NRCSA Search Service Brochure](#)

[NRCSA Planning Support Brochure](#)

Board of Education meeting visits. Beginning in December, 2019, I started attending Board of Education meetings in member school districts/ESUs. Since then, I have attended 143 such meetings. I most recently attended the Board meetings at Superior on Dec. 8, Riverside on Dec. 9, and Blue Hill on Dec. 15.

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

MONDAY, JANUARY 12: Brady and Eustis-Farnam

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

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



RIVERSIDE BOARD OF EDUCATION AND ADMINISTRATION

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

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

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

The analysis highlights that chronic absenteeism—defined as missing 10 percent or more of the school year for any reason—has risen sharply in Nebraska since the COVID-19 pandemic and remains persistently high. Rates jumped from 10 percent in 2019–2020 to nearly 24 percent the following school year and have since remained above 20 percent statewide.

Key Findings from the NSWERS brief:

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

in postsecondary education compared to just 49 percent of chronic absentees.

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

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

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

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

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

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

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

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

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

Good Life EDU Podcast Featuring Anna Weber & Jane Davis

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

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

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

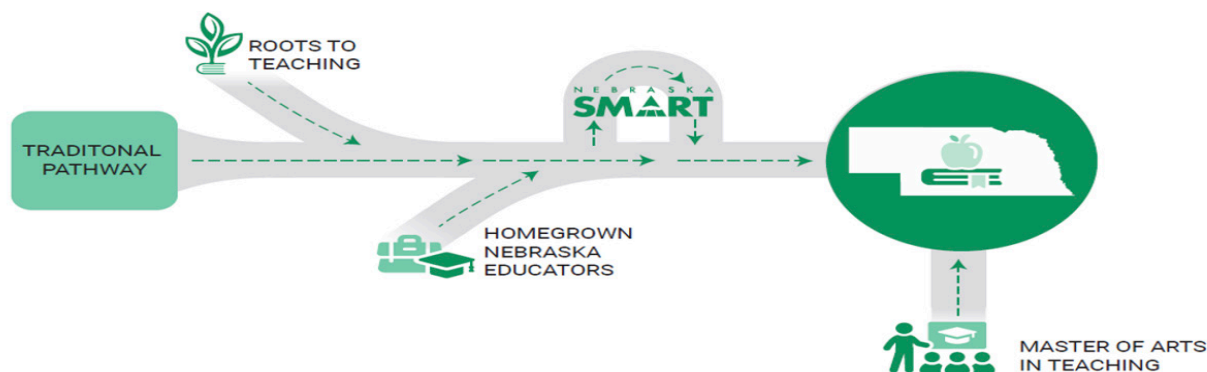
materials.

Nebraska Pre-School Programs

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

Expanding the Educator Pipeline through Innovative Nebraska State College Initiatives.

Educator Preparation Pathways



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

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

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

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

The **Nebraska SMART (Success Made Accessible through Rural Tutoring)** initiative connects teacher education candidates from the three State Colleges with K–12 students in their home districts through virtual

tutoring. Focused on supporting rural schools, SMART offers academic help during afternoons and evenings while providing early, meaningful field experience for teacher candidates. By allowing candidates to serve students in their own communities, the program strengthens local ties and broadens access to educational support. SMART not only improves outcomes for K–12 learners but also enhances the preparation of future educators committed to serving Nebraska’s rural schools and communities.

Lastly, the **Master of Arts in Teaching (MAT)** is a distinct, graduate-level program designed for individuals who hold a bachelor’s degree in a core content area and seek teacher certification in Nebraska. Delivered fully online, the 18-credit core of the program ensures that individuals fully meet certification requirements and provides a flexible path to licensure, while the additional 18 credits of the graduate program provide options to complete the required content courses to qualify for teaching dual credit courses or work toward specific endorsement requirements. Individuals can choose to complete the core course which lead to certification without committing to the MAT; however, the completion of the MAT graduate program assists individuals in completing elective coursework that moves them toward their career goals. Unlike the Homegrown Nebraska Educators apprenticeship model, which supports paraprofessionals pursuing a bachelor’s degree, the MAT serves adult career changers and professionals seeking a direct, advanced entry into the teaching profession. Together, these initiatives form a comprehensive ecosystem of entry points into the teaching profession. From high school dual credit options and rural tutoring roles to full apprenticeship models and flexible graduate pathways, the Nebraska State Colleges are creating scalable solutions to address Nebraska’s critical teacher shortage, ensuring every community has access to well-prepared, locally rooted educators for years to come.

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

[Superintendent Check List](#)

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

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

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

The mission of OpenSky Policy Institute is to provide impartial and precise research, analysis, education and leadership on fiscal policy-improving opportunities for all Nebraskans. Subscribe to their email updates at **<https://bit.ly/OpenSkyUpdates>** or contact Todd Henrichs at **thenrichs@openskypolicy.org**.

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

Dear friends,

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

We wanted to take an opportunity to share a few quick reference materials we have developed that we think

will be especially useful this session (attached).

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

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

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

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

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

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

Onward,
Rebecca

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

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

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

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

[New Leaf PowerPoint Presentation](#)

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



[New Leaf Flyer](#)

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

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

[NRCSA School Programs](#)

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

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

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

2026 NRCSA Legislative Forum

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

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

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

Be sure and make plans to attend!!

Room Reservations

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

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

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

Program Highlights

Thursday February 26, 2026

8:20 A.M. - Welcome & Announcements

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

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

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

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

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

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

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

12:00 P.M. - Lunch with Senators

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

1:45 P.M.- Closing & Adjourn

Please note: The schedule is subject to change.

2026 NRCSA Spring Conference

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

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

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

Be sure and make plans to attend!!

Room Reservations

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

These hotels participate in group rates for Spring Conference

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

These hotels do NOT participate in group rates

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

Program Highlights

Wednesday March 18, 2026

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

Presented by:



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

7:00 PM Early Registration and Hospitality Rooms Open

Thursday March 19, 2026

7:15 AM Registration & Exhibit Hall Open

8:00 AM General Session

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

12:00 PM General Session

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

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

6:00 PM Country Buffet

7:00 PM Hospitality Rooms Open

Friday March 20, 2026

7:30 AM Registration Open

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

9:00 AM – 9:50 AM Select-a-Session V

10:00 AM Brunch

10:50 AM Closing Session

12:50 PM Gifts, Prizes, & Giveaways



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

January 2026:

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

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



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

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

Nebraska Rural Community Schools Association

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



Josie Floyd



Troy Mauch



Johnnie Ostermeyer



Kimberly Roberts



Dr. Julie Downing



Patrick Moore

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

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

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

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

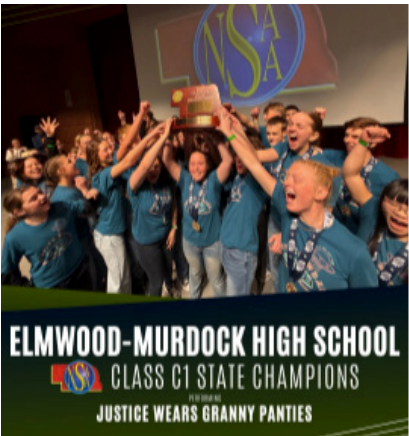


JACK TARR

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



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



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

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

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



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

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

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

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



Rose Woepfel (Chambers)



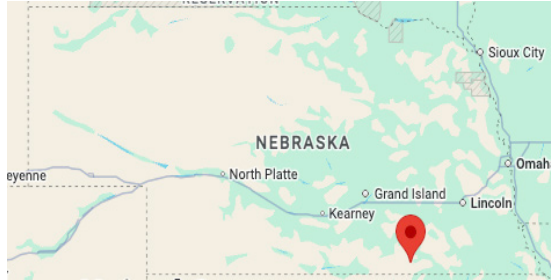
DAYTON CARLSON, (Louisville)

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

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

MEMBER SPOTLIGHT

Thayer Central Community Schools



Mascot: Titans

Enrollment: 420 students

Location(s): Hebron, NE

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

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

Superintendent: **Eric Miller**

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

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

Programs:

Special Education:

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

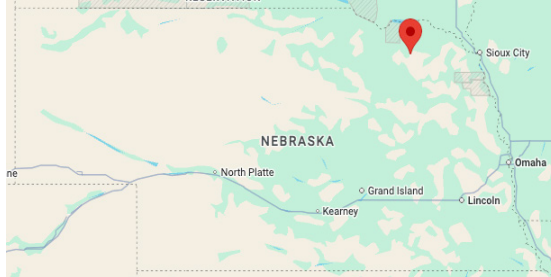
Vocal Music:

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



MEMBER SPOTLIGHT

Wausa Public Schools



Mascot: Vikings

Enrollment: 210 students

Location(s): Wausa, NE

Interesting Fact: Strong Community Support for Student Opportunities:

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

Superintendent: Brad Hoelsing

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

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



Programs:

Exceptional Fine-Arts Tradition:

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



ITE/SHOP/WHIP:

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

Updates from Members & Other Entities

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

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



Nebraska SMART Update

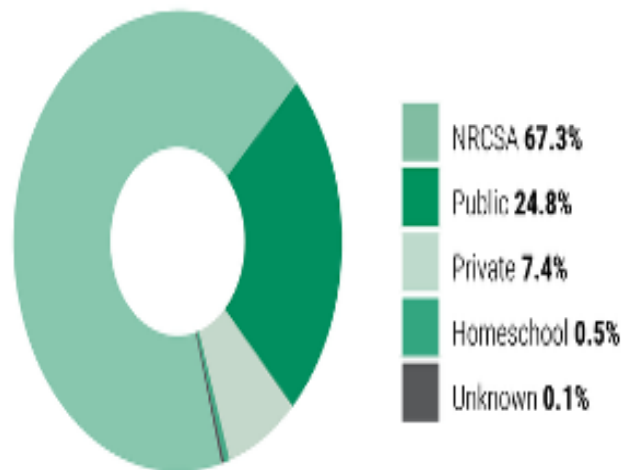
Free One-on-One Tutoring Now Available for All Nebraska Students

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

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

868 STUDENTS SERVED

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

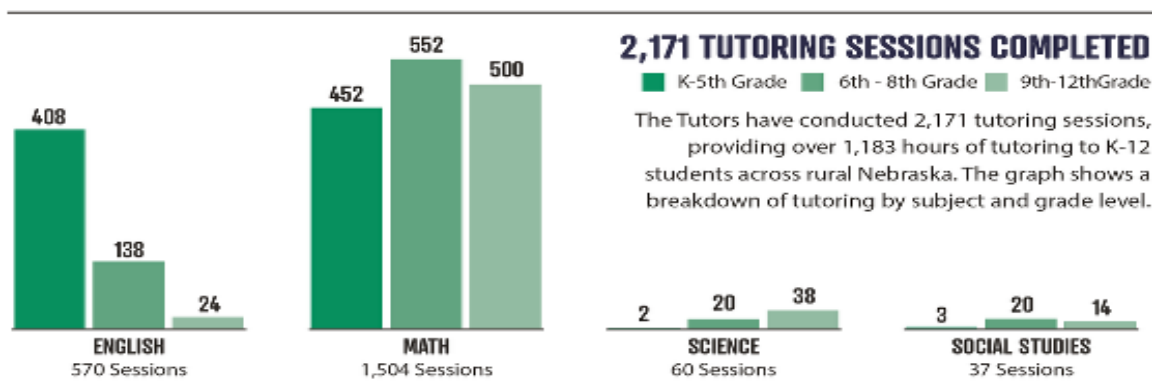


How to Access Tutoring

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

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

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



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

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

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

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

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

[Strengthening Rural Communities Through Public Education](#)

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

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

[State by State Fact Sheet](#)

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

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

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

[Board Member Onboarding](#)

From Rebecca Vogt, UNL

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

[Well Being of Rural Nebraskans](#)

From Jay Martin, NDE Director of School Safety & Security

Hello All,

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

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

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

Thanks for all you do in school safety.

[School Safety Newsletter Spring 2025](#)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

[Why Rural Matters 2025](#)

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

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

[Understanding REAP](#)



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

Book your School's Presentation

Parent Meetings or Special Events

THE ROLE OF PARENTS IN EDUCATION-BASED ATHLETICS

PRESENTED BY DARIN BOYSEN, NCA EXECUTIVE DIRECTOR

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

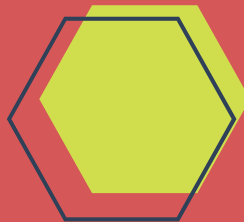


Before the Season

What do Athletes/Kids Really Want?

Releasing Your Son/Daughter to the Experience

Parental Red Flags

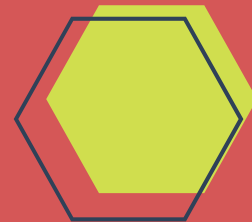


During the Game/Event

Modeling Appropriate Behavior

Big Picture

One Instructional Voice



After the Game/Event

Time & Space

Confidence Building

Relationship Building

Six Powerful Words

NEBRASKA COACHES ASSOCIATION

500 Charleston St, Ste 2, Lincoln, Nebraska 68508

402-310-5472 | darin@ncacoach.org

Official Association Endorsements as of September 1





Nebraska School Administrators & School Board Members,

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

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

Presentation Details:

45-Minute Parent Presentation with One School or Combined Schools

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

Audio/Visual Requirements from the Host School:

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

Cost – Payable the Day of Presentation:

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

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

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

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

Darin Boysen

Darin Boysen
Nebraska Coaches Association

Official Association Endorsements – as of September 1



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

I. Policy Intelligence and Education News

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

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

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

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

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

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

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

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

[NRCSA Principal Search Brochure](#)

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

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

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

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

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

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

Things for your consideration:

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

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

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

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

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

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

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

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

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

For more information, please visit our clinic website:

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

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

[NRCSA Spending Study](#)

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

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

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



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

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

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

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

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

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

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

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

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

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

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

Nebraska Rural Community Schools Association

Hershey Public Schools Activity Center & Renovations by Farris Engineering





Purple Ribbon Partners



Apptegy

Emily Milnamow
2201 Brookwood Dr, Suite 115
Little Rock, AR 72202
Phone: (317) 219-8686
conferenceteam@apptegy.com



CORNHUSKER
INTERNATIONAL
TRUCKS

Cornhusker International Trucks

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



Cheever Construction

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



DA Davidson

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



Clark Enersen Partners

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



DLR Group

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



CMBA Architects

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



Facility Advocates

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



Purple Ribbon Partners



FARRIS ENGINEERING

Farris Engineering

Kate Breitenfeld
12700 W Dodge Road
Omaha, NE 68154
Phone: (402) 330-5900
kbreitenfeld@farris-usa.com



Roofing and Building Maintenance

Tremco Roofing

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



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MCL Construction

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



Voss Lighting

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



Network For Educator Effectiveness (NEE)

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



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Wilkins Architecture, Design, Planning

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



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Sampson Construction



Student Assurance Services



Trane Technologies

Contact Information

NRCSA

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

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

Legislative Contacts

U.S. Senators

[Deb Fischer](#)

[Pete Ricketts](#)

U.S. House of Representatives

[Don Bacon](#)

[Mike Flood](#)

[Adrian Smith](#)

Nebraska Governor

[Jim Pillen](#)

NE State Senators

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



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9.3.4. Update on Superintendent Goals

9.3.5. Safety Report

9.3.6. Facilities Report

9.3.7. Important Upcoming Dates

9.4. Board Committee Reports

9.4.1. Curriculum & American Civics Committee (Burklund-chair, Lange, Matulka)

9.4.2. Facilities & Transportation Committee (Matulka-chair, Burklund, Lange)

9.4.3. Finance Committee (Burklund-chair, Heyen, Lange)

9.4.4. Negotiations Committee (Benes-chair, Heyen, Matulka)

9.4.5. Policy Committee (Benes-chair, Heyen, Brase)

10. Old Business

11. New Business

11.1. Discuss, Consider, and Take Necessary Action to approve Denise Kaiser and Aaron Haake as members of the Raymond Central Educational Foundation.

11.2. Discuss, Consider and Take Necessary Action to approve the granting of 1 PTO day for work done over Holiday Break.

12. Next Regular Board Meeting

13. Adjournment