

Agenda

1. Opening Procedures
 - 1.a. Call to Order
 - 1.b. Roll Call
 - 1.c. Excuse Absent Member(s)
2. Pledge of Allegiance
3. Open Meetings Law
4. Consent Agenda
 - 4.a. Adopt Agenda
 - 4.b. Approval of Certified Staff Hire
 - 4.b.1. Olivia Miller, Kindergarten, Roosevelt Elementary
 - 4.b.2. Jeremy Gumm, AFJROTC, Scottsbluff High School
 - 4.b.3. Ryan Bosche, Art, Scottsbluff High School
 - 4.b.4. Giles Hovseth, Freshman Academy Math, Scottsbluff High School
 - 4.b.5. Kaden Hubbard, Ag, Food & Natural Resources, Scottsbluff High School
 - 4.b.6. Madison Schaefer, Strength and Conditioning, Scottsbluff High School
 - 4.c. Approval of Certified Staff Resignation
 - 4.c.1. Elizabeth Dunegan, Kindergarten, Roosevelt Elementary
 - 4.c.2. Scott O'Dell, Freshman Academy Math, Scottsbluff High School
 - 4.c.3. Wendy Ramirez, Registered Nurse, SBPS
 - 4.c.4. Shelbi Cotton, Registered Nurse, SBPS
 - 4.d. Administrator Appointment
 - 4.d.1. Ashley Dillman, Assistant Principal, Bluffs Middle School
 - 4.e. Approve Minutes as follows:
 - 4.e.1. February 9, 2026
5. Expenditures
 - 5.a. Expenditures: \$1,197,264.44
6. Awards and Recognitions
 - 6.a. Girls Wrestling
Speaker(s): Shaide Bowthorpe
 - 6.b. Boys Wrestling
Speaker(s): Dustin Stodola
 - 6.c. Girls Basketball
Speaker(s): Hattie Burford
 - 6.d. Swimming
Speaker(s): Vanessa Woolsey
 - 6.e. Drill Team
Speaker(s): Angie Hinze
 - 6.f. Educators Rising
Speaker(s): Anne Schmall

- 6.g. Anne Schmall - Educators Rising Teacher Leader of the Year
Speaker(s): Kelli Jensen
- 7. Student Report
Speaker(s): Ava Reed
- 8. Public Comment - a total of 120 minutes will be allotted (no more than 5 minutes per speaker).
- 9. Unfinished Business
 - 9.a. Revision of Board Policy 2230 - “Evaluation of Principals and Other Certificated Administrative Personnel” - Second Reading
- 10. New Business
 - 10.a. Westmoor Student Leadership Team
Speaker(s): Bethany Jolliffe & Holly Marker
 - 10.b. Administrator Evaluation Change
Speaker(s): Mike Mason
 - 10.c. DALI Chromebooks
Speaker(s): David Davis
 - 10.d. Network LAN Extensions
Speaker(s): David Davis
 - 10.e. Westmoor Elementary Modernization Furniture Purchase
Speaker(s): Marianne Carlson
 - 10.f. Vehicle Purchase
Speaker(s): Marianne Carlson
 - 10.g. Facilities Condition Assessment RFP
Speaker(s): Marianne Carlson
 - 10.h. Certified Negotiated Agreement
Speaker(s): Marianne Carlson
 - 10.i. Executive Director of Finance Contract Changes
Speaker(s): Dr. Andrew Dick
 - 10.j. Superintendent Evaluation Instrument
- 11. Reports and Proposals
 - 11.a. Board Members
 - 11.b. Board Committee Reports
 - 11.b.1. Curriculum & Instruction/Americanism Committee - Next Meeting: March 30, 2026 @ 11:30 AM
Speaker(s): Mike Mason
 - 11.b.2. Facility Committee - Next Meeting: April 7, 2026 @ 11:30 AM
Speaker(s): Marianne Carlson
 - 11.b.3. Finance Committee - Next Meeting: April 7, 2026 @ 1:00 PM
Speaker(s): Marianne Carlson
 - 11.b.4. Policy Committee - Next Meeting: March 18, 2026 @ 2:30 PM
Speaker(s): Dr. Andrew Dick
 - 11.b.5. Student Services Committee - Next Meeting: March 19, 2026 @ 11:30 AM
Speaker(s): Dr. Wendy Kemling
 - 11.c. From the Administrative Staff:
 - 11.c.1. Executive Director of Finance

Speaker(s): Marianne Carlson

11.c.2. Executive Director of Student Services

Speaker(s): Dr. Wendy Kemling

11.c.3. Executive Director of Curriculum and Instruction

Speaker(s): Mike Mason

11.c.4. Superintendent

Speaker(s): Dr. Andrew Dick

12. Future Meetings and Dates to Remember

12.a. March 12, 2026 - End of 3rd Quarter

12.b. March 13, 2026 - ½ PD & ½ Workday - No School for Students

12.c. March 18, 2026 - Parent-Teacher Conferences (4:00-8:00 PM)

12.d. March 19, 2026 - Parent-Teacher Conferences (8:00 AM-8:00 PM) - No School for Students

12.e. March 20, 2026 - No School for Students & Staff

12.f. March 24, 2026 - ReConnect Graduation @ 5:30 PM - BMS Cafeteria

12.g. April 2-6, 2026 - No School for Students & Staff

12.h. April 7, 2026 - No School for PK-5 Students

12.i. April 13, 2026 - Regular Board of Education Meeting

13. Adjournment

PO Box 1709
Scottsbluff, NE 69363

AFFIDAVIT OF PUBLICATION

State of Florida, County of Broward, ss:

Anjana Bhadoriya, being first duly sworn, deposes and says: That (s)he is a duly authorized signatory of Column Software, PBC, duly authorized agent of Scottsbluff Star-Herald, a legal newspaper of general circulation, published daily except Mondays, at Scottsbluff, Scotts Bluff County, Nebraska; that the notice hereto attached and which forms a part of this affidavit was Published in said paper, and that said notice was published in the regular and entire issues and every number of the paper on the days mentioned, the same being the corresponding day of each week during the period of time of publication and that said notice was published in the newspaper proper and not in the supplement, with insertion date(s) having been on:

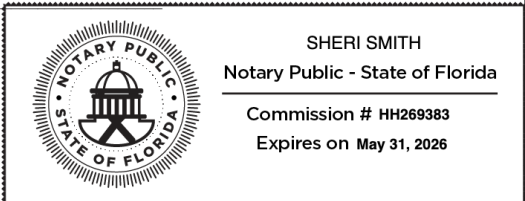
Mar. 7, 2026

Anjana Bhadoriya

(Signed) _____

VERIFICATION

State of Florida
County of Broward



Subscribed in my presence and sworn to before me on this: 03/10/2026

S. Smith

Notary Public

Printers Fee: **\$12.00**
Customer Number: 1014315
Order Number: COL-NE-203941

Notarized remotely online using communication technology via Proof.

NOTICE IS HEREBY GIVEN that a Regular Meeting of the Board of Education for the School District of Scottsbluff, in the county of Scotts Bluff, in the State of Nebraska, will be held at 6:00 P.M. Monday, March 9, 2026, at Scottsbluff High School, 313 East 27th Street, Scottsbluff, NE 69361 and via virtual meeting. The meeting agenda, kept continuously current, is available for inspection on the website www.sbps.net. Agenda items may be subject to Closed Session. Agenda items are subject to change up until 24 hours prior to the meeting. Sequence of the agenda may be adjusted, please attend the entire meeting.

Published in the Star-Herald
Scottsbluff, NE
COL-NE-203941 March 7, 2026



Frances Burkhalter, Principal
1306 9th Avenue
Scottsbluff, NE 69361

Jessica Stec, Assistant Principal
www.sbbs.net/roosevelt
308.635.6259

To: Scottsbluff Public Schools Board of Education Members
From: M. Frances Burkhalter
RE: Letter of Recommendation for Hire
Date: March 2, 2026

I am pleased to recommend Ms. Olivia Miller for hire as Roosevelt Elementary Kindergarten Teacher for the 2026-27 school year. Ms. Miller will complete a Bachelor of Arts degree in Early Childhood Education Inclusive at the University of Nebraska at Kearney in May 2026. Ms. Miller is currently completing student teaching at Bear Cub Preschool and has had one year of experience substitute teaching in Kearney, NE. Olivia anticipates being eligible for a Nebraska teaching certificate through the Nebraska Department of Education upon completion of her program in May 2026. Olivia will be an excellent addition to the Roosevelt Elementary Team.

Respectfully,

A handwritten signature in black ink that reads "M. Frances Burkhalter". The signature is written in a cursive, flowing style.

M. Frances Burkhalter
Principal
Roosevelt Elementary School



Scottsbluff Senior High School

313 E. 27TH STREET | SCOTTSBLUFF, NE 69361 | PHONE (308) 635-6230 | FAX (308) 635-6240 | WWW.SBPS.NET

JUSTIN SHADDICK
PRINCIPAL

MATT HUCK
ASSISTANT PRINCIPAL

KELLI JENSEN
ASSISTANT PRINCIPAL

KENNA URWILLER
ASSISTANT PRINCIPAL

NATE ROCK
ACTIVITIES DIR./AP

BRENDA ANDERSON
COUNSELING DIRECTOR

To: Scottsbluff School Board and Dr. Andrew Dick, Superintendent

From: Justin Shaddick, Principal Scottsbluff High School

Re: Letter of Recommendation for Hire

Date: March 4, 2026

Dear Dr. Andrew Dick and Scottsbluff School Board of Education,

I am excited to recommend Mr. Jeremy Gumm as an instructor for our AFJROTC program. Mr. Gumm comes to us from Cheyenne, where he is currently serving on active duty in the United States Air Force. While in the Air Force, Mr. Gumm has had the opportunity to participate in a large variety of experiences. His most fond experience was serving as a flight instructor, where he realized his passion for education and aptitude for teaching. Mr. Gumm's references cited his professionalism and his love of working with youth as areas of strength. Mr. Gumm will retire from the Air Force in July 2026 and begin working with our cadets at the start of the 2026-2027 school year.

We are confident Mr. Gumm will be a great addition to our SHS team and are excited for him to begin working with our students at our Scottsbluff High School.

Sincerely,

Justin Shaddick
Principal
Scottsbluff High School



Scottsbluff Senior High School

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BRENDA ANDERSON
COUNSELING DIRECTOR

To: Scottsbluff School Board and Dr. Andrew Dick, Superintendent

From: Justin Shaddick, Principal Scottsbluff High School

Re: Letter of Recommendation for Hire

Date: February 27, 2026

Dear Dr. Andrew Dick and Scottsbluff School Board of Education,

I am excited to recommend Mr. Ryan Bosche for the Arts Instructor at SHS. Mr. Bosche brings a wide range of experience to SHS, having graduated from the University of Wyoming with a degree in Studio Arts and having taught all grade levels at three schools. In addition, Mr. Bosche served as our everyday substitute two years ago and established great relationships with staff and students during his time at SHS. Mr. Bosche's references recognize his creativity, art knowledge, and positive relationships as his most notable strengths.

We are excited to welcome Mr. Bosche to SHS, and we look forward to the positive impact he will have on Scottsbluff Public Schools and our students.

Sincerely,

Justin Shaddick
Principal
Scottsbluff High School



Scottsbluff Senior High School

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BRENDA ANDERSON
COUNSELING DIRECTOR

To: Scottsbluff School Board and Dr. Andrew Dick, Superintendent

From: Justin Shaddick, Principal Scottsbluff High School

Re: Letter of Recommendation for Hire

Date: February 27, 2026

Dear Dr. Andrew Dick and Scottsbluff School Board of Education,

I am excited to recommend Mr. Giles Hovseth as our Freshman Academy Math teacher. Mr. Hovseth is an SHS alumni, and he is eager to give back to our students and community. Mr. Hovseth comes from a diverse background, having majored in Advertising and Public Relations with minors in Philosophy and Mathematics, and worked as a content writer for Spotify before moving back to the area. Since this time, Mr. Hovseth has taught adult education at WNCC, served as a Job Coach at ReConnect, and is currently employed as our everyday substitute and assistant Math Club coach at SHS. Mr. Hovseth received his Math certification earlier this year.

Mr. Hovseth has made a positive impact during his time at SHS, building strong relationships, providing support to our students, and jumping in wherever he is needed. We are excited to have Mr. Hovseth remain at SHS in a long-term capacity, teaching in the content area of his passion and expertise.

Sincerely,

Justin Shaddick
Principal
Scottsbluff High School



Scottsbluff Senior High School

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BRENDA ANDERSON
COUNSELING DIRECTOR

To: Scottsbluff School Board and Dr. Andrew Dick, Superintendent

From: Justin Shaddick, Principal Scottsbluff High School

Re: Letter of Recommendation for Hire

Date: March 2, 2026

Dear Dr. Andrew Dick and Scottsbluff School Board of Education,

I am excited to recommend Mr. Kaden Hubbard as our Ag, Food, and Natural Resources teacher. Mr. Hubbard comes to us from the Ag industry, working across several branches, including sales, production, and livestock. Mr. Hubbard is excited to continue his education while serving in his role as our Ag instructor. Mr. Hubbard comes highly recommended, with former employers citing his work ethic, positive relationships, and agricultural knowledge as notable strengths.

Mr. Hubbard is a native of Mitchell and has many ties to the agricultural community. We are excited for him to begin working with our students at SHS and to leverage his relationships and connections as an asset to our program.

Sincerely,

Justin Shaddick
Principal
Scottsbluff High School



Scottsbluff Senior High School

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BRENDA ANDERSON
COUNSELING DIRECTOR

To: Scottsbluff School Board and Dr. Andrew Dick, Superintendent

From: Justin Shaddick, Principal Scottsbluff High School

Re: Letter of Recommendation for Hire

Date: March 2, 2026

Dear Dr. Andrew Dick and Scottsbluff School Board of Education,

I am excited to recommend Ms. Madison Schaefer for the Strength and Conditioning position at SHS. Ms. Schaefer brings a wide range of experience to SHS, graduating with a degree in Exercise Science and working several years in the training industry before earning her education degree. Over the past three years, Ms. Schaefer has worked at West Side High School in Omaha as an Assistant Strength and Conditioning Coach, serving as a HOSA Sponsor, Unified Sports head coach, assistant coach for cross-country and track, and teaching courses in strength, conditioning, and nutrition. Ms. Schaefer's references recognize her expertise, work ethic, and ability to form positive relationships with staff and students as her most notable strengths.

Ms. Schaefer is a Morrill High School graduate, and we are excited to welcome her back to the panhandle. We look forward to the positive impact she will have on Scottsbluff Public Schools and our students.

Sincerely,

Justin Shaddick
Principal
Scottsbluff High School



Bluffs Middle School

Teaming for Success

Jana Mason Principal

James Miller Assistant Principal

Brittini Chancellor Assistant Principal

TO: Dr. Andrew Dick, Superintendent
Scottsbluff Public Schools Board of Education
DATE: February 20, 2026
RE: Letter of Recommendation for Hire

Dear Dr. Andrew Dick and the Board of Education,

I am pleased to recommend Miss Ashley Dillman as an Assistant Principal at Bluffs Middle School for the 2026-27 school year. Miss Dillman brings nine years of valuable middle school teaching experience to this role. Miss Dillman originally obtained a Bachelor of Science in Education from Chadron State College. She furthered her education with two Master's degrees: a Master of Education in Curriculum and Instruction, obtained in 2020, and a Master of Arts in Educational Leadership PK-12, obtained in 2023.

Miss Dillman's tenure at Bluffs Middle School has given her a comprehensive understanding of our school's operations, culture, and community needs. This existing familiarity is a significant asset that will allow her to build on this foundation as she enters the role of Assistant Principal. Miss Dillman is exceptional at building positive relationships and fostering strong collaboration with students, families, and staff. Her commitment to our students extends beyond the classroom; she is highly visible and supportive at various school activities, demonstrating her dedication to the student body and school environment.

I have full confidence that Miss Dillman possesses the leadership qualities, operational understanding, and dedication necessary to excel as Assistant Principal and be a vital member of the Bluffs Middle School administration team.

Sincerely,

Brittini Chancellor
Assistant Principal
Bluffs Middle School

Scottsbluff Board of Education Regular Meeting
Monday, February 9, 2026 6:00 PM

Scottsbluff High School Board Meeting Room
313 E 27th Street
Scottsbluff, Nebraska 69361

Mark Lang: Present
Beth Merrigan: Present
Robert Polk: Present
Scott Reisig: Absent
Tory Schwartz: Present
Paul Snyder: Present

1. Opening Procedures

The Regular Board of Education Meeting was called to order by Board Vice President Beth Merrigan at 6:00 PM.

1.a. Call to Order

1.b. Roll Call

1.c. Excuse Absent Member(s)

Motion to excuse absent member Scott Reisig Passed with a motion by Robert Polk and a second by Paul Snyder.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

2. Pledge of Allegiance

3. Open Meetings Law

This meeting was held in accordance to the Open Meetings Act. Notice of this meeting was published in the Star-Herald on Saturday, February 7, 2026, and on the Scottsbluff Public Schools website on Wednesday, February 4, 2026.

4. Consent Agenda

Motion to accept the Consent Agenda Passed with a motion by Mark Lang and a second by Robert Polk.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

4.a. Adopt Agenda

4.b. Approval of Certified Staff Hire

4.b.1. Kathryn Abernethy, ELA, Scottsbluff High School

4.c. Approval of Certified Staff Resignation

4.c.1. Evelyn Andrews, Preschool, Bear Cub Preschool

4.c.2. Elizabeth Pierce, Special Education, Bluffs Middle School

4.c.3. Regan Hodsdon, Agriculture, Scottsbluff High School

4.d. Approval of Certified Staff Retirement

4.d.1. Nancy Wallace, Art, Scottsbluff High School

4.e. Administrator Appointment

4.e.1. Brittini Chancellor, Principal, Bluffs Middle School

4.e.2. Jadie Beam, Executive Director of Curriculum and Instruction - Effective July 1, 2027

4.f. Approve Minutes as follows:

4.f.1. January 12, 2026 - Regular Board Meeting

4.f.2. January 19, 2026 - Special Board Meeting

5. Expenditures

5.a. Expenditures, without Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C. and Tree Monkeys: \$814,314.71

Motion to approve the expenditures without Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C. and Tree Monkeys for the amount of \$814,314.71 Passed with a motion by Robert Polk and a second by Mark Lang.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

5.b. Expenditures for Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C.: \$822.50

Motion to approve the expenditures for Douglas, Kelly, Ostdiek, Snyder, Ossian and Vogl, P.C. for the amount of \$822.50 Passed with a motion by Mark Lang and a second by Tory Schwartz. Paul Snyder: Abstain (With Conflict), Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Tory Schwartz: Yea

5.c. Expenditures for Tree Monkeys: \$2,250.00

Motion to approve the expenditures for Tree Monkeys for the amount of \$2,250.00 Passed with a motion by Paul Snyder and a second by Mark Lang.

Robert Polk: Abstain (With Conflict), Mark Lang: Yea, Beth Merrigan: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

6. Student Report

Scottsbluff High School Senior Ava Reed provided an update to the Board of Education. Ava stated the students of SHS celebrated Winter Royalty Week last week, which had many fun-filled school-spirit activities and highlighted by an energetic pep rally and the Winter Royalty Dance. Ava stated the seniors once again claimed victory in the Clash of Classes challenge. Ava thanked the Bearcat Publication Team and the Drill Team for helping create such a memorable week, and offered congratulations to Keon Delgado and Sheridan Ferguson for being crowned Winter Royalty King and Queen. Ava noted SHS athletes had an exciting week as well, hosting the Western Conference Basketball Tournament, where the Boys team won the championship for the fifth straight year and the Girls team finished in third place. The Girls Wrestling team competed at districts, with Jazmyn Garcia placing first and Marcella Colin placing third, both earning trips to the upcoming state meet. Additionally, the SHS Speech team recently won A-B Sweepstakes at Chadron, and Scottsbluff High School welcomed 50 new members into the

National Honor Society during the recent Induction Ceremony. Finally, Ava noted the SHS staff and students recognized Scott and Heather Neu last Friday evening for their generous donation of the Luxedo Projection System, which has enhanced games and events for all students, and thanked the Neus for their generous donation. Ava stated SHS has a busy month ahead as winter activities conclude their seasons, and the CTSO organizations prepare for their upcoming state competitions. Ava thanked the Board of Education for their continued support and for the opportunities provided for the students of Scottsbluff High School.

7. Update

7.a. Continuous Improvement Visit Summary

Executive Director of Curriculum and Instruction Mike Mason provided a summary of the District's recent Continuous Improvement Visit.

7.b. Committee on American Civics Review

Executive Director of Curriculum and Instruction Mike Mason provided an update on the Committee on American Civics. No member of the public wished to address the Board during the public comment portion of the Committee on American Civics Update.

8. Public Comment - a total of 120 minutes will be allotted (no more than 5 minutes per speaker). There were no members of the public present who wished to address the Board of Education.

9. Unfinished Business

9.a. Board Policy Review & Revision - 2000 Series - "Administration" - Second Reading

Motion to approve the review and revisions to the 2000 Series - "Administration" as presented. Passed with a motion by Paul Snyder and a second by Tory Schwartz.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

9.b. Revision of Board Policy 1010 - "Visiting School," Policy 3131 - "Procurement Plan - School Food Authorities," Policy 3132 - "Internal Controls," Policy 3600 - Acceptance of Gifts for Schools," Policy 5414 - "Identification of Learners with High Ability," and Policy 6270 - "Regulations for School Trips" - Second Reading

Motion to approve the revision of Board Policy 1010 - "Visiting School," Policy 3131 - "Procurement Plan - School Food Authorities," Policy 3132 - "Internal Controls," Policy 3600 - Acceptance of Gifts for Schools," Policy 5414 - "Identification of Learners with High Ability," and Policy 6270 - "Regulations for School Trips" as presented. Passed with a motion by Robert Polk and a second by Mark Lang.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

10. New Business

10.a. Revision of Board Policy 2230 - "Evaluation of Principals and Other Certificated Administrative Personnel" - First Reading

10.b. Approval of Student Teacher Stipend

Motion to approve the Student Teacher Stipend for the 2026-2027 school year. Passed with a motion by Paul Snyder and a second by Tory Schwartz.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

10.c. Approval of MyPerspectives Grades 6-8 Annual Consumables

Motion to approve the purchase of MyPerspectives ELA consumables for \$45,832.50. Passed with a motion by Mark Lang and a second by Robert Polk.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

10.d. Sale of Decommissioned Laptops

Motion to sell decommissioned laptops to Ingram Micro Passed with a motion by Tory Schwartz and a second by Mark Lang.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

10.e. Westmoor Audio Enhancement

Motion to purchase the Audio Enhancement EPIC system from Kansas City Audio Visual for \$108,099.46. Passed with a motion by Robert Polk and a second by Mark Lang.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

10.f. SHS Auditorium Cove Lighting Change Order

Motion to approve the Auditorium Cove Lighting Change Order to Anderson-Shaw Construction for \$51,056.91 Passed with a motion by Robert Polk and a second by Mark Lang.

Paul Snyder: Nay, Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Tory Schwartz: Yea

11. Reports and Proposals

11.a. Board Members

Board member Paul Snyder stated he had the opportunity to participate in the Continuous Improvement External Visit this past week and to speak with some of the review team members. He stated this was an enlightening experience, and though he was already proud of the District, hearing the feedback provided from the external team members made him even more proud. He noted the work he saw from the staff in preparation for this visit was phenomenal.

Board member Mark Lang noted that School Board Recognition Week was two weeks ago, and thanked everyone for the cards, gift cards, and clothing. He stated that he especially liked the cards from the students, as well as the thumbprint tree art created by the students of Bear Cub Preschool.

Board member Rob Polk echoed Mark's comments and thanked the staff members who reached out during School Board Recognition Week. He stated it was nice to be appreciated and to see the individual efforts of both staff and students. He noted the items from the kids are always the very best.

Board Vice President Beth Merrigan stated she also participated in the Continuous Improvement External Visit along with the review team members who attended the visit from all over the state. She noted that based on the reactions of some of the external team members, it was clear some of them had not been to Scottsbluff Public Schools before, as they were struck by the energy, the passion, and the wonderful things that are happening in the District. She said the reaction of these professional educators representing multiple other school districts made her very proud to be part of these things happening every day in the classroom.

11.b. Board Committee Reports

11.b.1. Curriculum & Instruction/Americanism Committee — Next Meeting: February 20, 2026 @ 11:30 AM

No report.

11.b.2. Facility Committee — Next Meeting: March 3, 2026 @ 11:30 AM

No report.

11.b.3. Finance Committee — Next Meeting: March 2, 2026 @ 11:30 AM

No report.

11.b.4. Policy Committee — Next Meeting: March 2, 2026 @ 2:15 PM

No report.

11.b.5. Student Services Committee — Next Meeting: February 26, 2026 @ 11:30 AM

No report.

11.c. From the Administrative Staff:

11.c.1. Executive Director of Finance

No report.

11.c.2. Executive Director of Student Services

No report.

11.c.3. Executive Director of Curriculum and Instruction

No report.

11.c.4. Superintendent

Superintendent Dr. Andrew Dick thanked Nancy Wallace, Art Teacher at Scottsbluff High School, whose retirement was approved by the Board during this meeting, for her service to the District over the last 19 years.

Dr. Dick echoed the comments of Paul and Beth, stating it was a privilege to be part of the Continuous Improvement External Visit last week, and to hear the feedback on Scottsbluff Public Schools. Dr. Dick shared that he has previously participated in other external visits, including those for Millard Public Schools and South Sioux City Community Schools, and will serve later this month on the Kearney Public Schools External Team. Dr. Dick stated that it was a joy to be on the other side of the visit. He noted that Mike Mason, Executive Director of Curriculum and Instruction, shared some of the written recommendations provided by the external team, but that he would like to highlight some of the verbal commendations provided by the external team members during the oral report: "The sense of belonging, not just by students, but by adults, is remarkable." "What those high schoolers have to experience is significant." "Everyone knows that the culture is nurturing." A fourth grader within the District stated, "Amazing teachers teach us amazing new things. They are here to help us." "Bluffs Middle School helps you reveal your hidden talents." "Overt support of social and emotional health." Dr. Dick noted that this comment has been a priority of the District.

Dr. Dick stated that additional commendations included, "The knowledge and implementation that staff exhibited about the Strategic Plan during the visit, as well as our use of data, is second to none." He extended a special thank you to Mike Mason for his outstanding leadership of the District's Continuous Improvement efforts, not only this year but throughout his tenure as Executive Director of Curriculum and Instruction. He stated Mike ensured the District was exceptionally well-prepared and provided the external team with a thorough profile of the

District. Dr. Dick also recognized Jadie Beam, ELA Content Area Specialist, and Mandy Hadenfeldt, Math Content Area Specialist, for their valuable support in preparing for the visit. He noted these external visits are no small task, and it was the collective efforts of staff that made a tremendous difference, and thanked them once again.

12. Future Meetings and Dates to Remember

12.a. February 13, 2026 - No School for Students/Staff

12.b. February 16, 2026 - ESU PD Day - No School for Students

12.c. February 17, 2026 - No School for PK-8 Students

12.d. March 9, 2026 - Board of Education Meeting

13. Adjournment

The Regular Board of Education meeting adjourned at 7:05 PM.

Motion to adjourn Passed with a motion by Mark Lang and a second by Robert Polk.

Mark Lang: Yea, Beth Merrigan: Yea, Robert Polk: Yea, Tory Schwartz: Yea, Paul Snyder: Yea

Scottsbluff Public Schools

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2025-2026 From Date: 2/1/2026 To Date: 2/28/2026

Account Mask: 01???????????????

Account Type: EXPENDITURE

Print accounts with zero balance
 Include Inactive Accounts
 Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
01 - GENERAL FUND						
2 - EXPENSE						
105 - SUPERINTENDENT SALARY	\$222,000.00	\$18,500.00	\$111,000.00	\$111,000.00	\$0.00	100.00%
110 - NON INSTRUCTION WAGES	\$3,957,738.86	\$337,924.51	\$2,082,679.76	\$608,792.08	\$1,266,267.02	68.01%
111 - SALARIES TEACHERS/PROFESSIONAL STAFF	\$25,143,269.95	\$2,029,263.80	\$12,264,303.42	\$12,182,825.46	\$696,141.07	97.23%
112 - INSTRUCTIONAL AIDE WAGES	\$3,200,392.67	\$306,057.11	\$1,764,050.53	\$21,544.02	\$1,414,798.12	55.79%
113 - SUBS	\$15,600.00	\$0.00	\$1,350.00	\$0.00	\$14,250.00	8.65%
114 - SALARIES TECHNICAL STAFF	\$329,742.00	\$27,344.58	\$167,748.61	\$119,424.46	\$42,568.93	87.09%
116 - REGULAR NON CERTIFIED STAFF	\$279,022.00	\$34,014.25	\$204,085.50	\$215,145.98	(\$140,209.48)	150.25%
120 - NON INSTRUCTION TEMP WAGES	\$171,043.00	\$10,966.80	\$95,751.20	\$0.00	\$75,291.80	55.98%
121 - SALARIES OF TEMP EMP PD TO TEACH/PROF	\$461,356.74	\$63,159.81	\$306,112.58	\$52,717.67	\$102,526.49	77.78%
125 - TEMPORARY HELP - ACT	\$30,975.00	\$260.00	\$500.00	\$0.00	\$30,475.00	1.61%
130 - OVERTIME NON INSTRUCTION	\$58,211.00	\$16,901.51	\$104,231.02	\$0.00	(\$46,020.02)	179.06%
134 - OVERTIME TECHNICAL STAFF	\$0.00	\$3.04	\$24.52	\$0.00	(\$24.52)	0.00%
151 - CERTIFIED STIPENDS NEGOTIATED	\$784,874.45	\$84,280.72	\$586,271.36	\$563,974.73	(\$365,371.64)	146.55%
161 - CERTIFIED STIPENDS ADDITIONAL	\$31,000.00	\$4,855.63	\$33,973.23	\$4,480.02	(\$7,453.25)	124.04%
210 - GROUP INSURANCE	\$28,986.82	\$2,603.89	\$15,644.19	\$4,546.98	\$8,795.65	69.66%
211 - GROUP INSURANCE FOR TEACHERS/PROF STAFF	\$184,163.69	\$14,429.96	\$86,431.20	\$86,246.08	\$11,486.41	93.76%
212 - GROUP INSURANCE INSTRUCTIONAL AIDES/ASSTS	\$23,453.45	\$2,148.53	\$12,532.17	\$161.23	\$10,760.05	54.12%
214 - GROUP INSURANCE TEHNCIAL STAFF	\$2,473.07	\$205.11	\$1,258.29	\$895.68	\$319.10	87.10%
215 - GROUP INSURANCE SUPERINTENDENTS	\$1,665.00	\$138.75	\$832.50	\$832.50	\$0.00	100.00%
216 - GROUP INSURANCE NON CERT PROF STAFF	\$2,092.67	\$268.94	\$1,613.64	\$1,613.64	(\$1,134.61)	154.22%
220 - FICA SS	\$317,240.93	\$26,007.01	\$161,312.79	\$45,268.38	\$110,659.76	65.12%
221 - FICA SS TEACHERS	\$2,776,771.20	\$155,695.84	\$939,925.63	\$910,924.98	\$925,920.59	66.65%
222 - FICA SS INSTRUCTIONAL AIDES/ASSTS	\$247,742.49	\$23,026.84	\$134,025.80	\$1,460.25	\$112,256.44	54.69%
223 - FICA SS SUBSTITUTE TEACHERS	\$0.00	\$0.00	\$103.41	\$0.00	(\$103.41)	0.00%
224 - FICA SS TECHNICAL STAFF	\$25,225.28	\$2,048.02	\$12,340.75	\$8,940.54	\$3,943.99	84.36%
225 - FICA SS SUPERINTENDENTS	\$17,085.00	\$1,388.86	\$5,676.27	\$8,333.16	\$3,075.57	82.00%
226 - FICA SS PROF NON CERT STAFF	\$21,345.20	\$2,483.53	\$14,898.26	\$14,897.27	(\$8,450.33)	139.59%
230 - RETIREMENT CONTRIBUTIONS	\$320,910.05	\$28,364.72	\$173,596.19	\$48,341.58	\$98,972.28	69.16%
231 - RETIREMENT TEACHERS/PROF STAFF	\$1,892,588.27	\$155,995.80	\$942,698.73	\$927,706.52	\$22,183.02	98.83%
232 - RETIREMENT INSTRUCTIONAL AIDES/ASSTS	\$261,668.02	\$24,438.66	\$140,957.97	\$1,737.19	\$118,972.86	54.53%
234 - RETIREMENT TECHNICAL STAFF	\$26,643.15	\$2,209.69	\$13,556.07	\$9,649.49	\$3,437.59	87.10%
235 - RETIREMENT SUPERINTENDENTS	\$16,273.63	\$1,494.80	\$8,978.50	\$8,968.80	(\$1,673.67)	110.28%

Scottsbluff Public Schools

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2025-2026 From Date: 2/1/2026 To Date: 2/28/2026

Account Mask: 01???????????????

Account Type: EXPENDITURE

Print accounts with zero balance
 Include Inactive Accounts
 Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
236 - RETIREMENT PROF NON CERT STAFF	\$22,544.98	\$2,897.32	\$17,383.87	\$17,383.84	(\$12,222.73)	154.21%
240 - ON BEHALF OF	\$278,775.00	\$0.00	\$4,343.00	\$0.00	\$274,432.00	1.56%
251 - TUITION REIMBURSEMENT TEACHERS/PROF STAFF	\$0.00	\$4,412.50	\$9,707.54	\$0.00	(\$9,707.54)	0.00%
260 - UNEMPLOYMENT NON INSTRUCTION	\$13,368.87	\$1,281.45	\$6,937.75	\$4,395.74	\$2,035.38	84.78%
280 - HEALTH BENEFITS-NON INSTRUCTIONAL	\$10,179.84	\$17,364.14	\$94,153.73	\$22,551.06	(\$106,524.95)	1146.43%
281 - HEALTH BENEFITS-TEACHERS/PROFESSIONAL STAFF	\$1,117,066.47	\$74,183.75	\$452,464.82	\$438,455.48	\$226,146.17	79.76%
282 - HEALTH BENEFITS-INSTRUCTIONAL AIDES/ASSISTANTS	\$550,000.00	\$13,547.04	\$64,227.65	\$0.00	\$485,772.35	11.68%
284 - HEALTH BENEFITS-IT SUPPORT STAFF	\$0.00	\$536.93	\$3,221.58	\$3,221.58	(\$6,443.16)	0.00%
286 - HEALTH BENEFITS-PROFESSIONAL NON CERTIFIED STAFF	\$6,107.88	\$3,132.09	\$18,792.54	\$18,792.54	(\$31,477.20)	615.35%
291 - OTHER BENEFITS TEACHERS/PROF STAFF	\$10,500.00	\$2,604.23	\$11,718.98	\$0.00	(\$1,218.98)	111.61%
310 - PROFESSIONAL & TECHNICAL SERVICES	\$11,600.00	\$0.00	\$0.00	\$0.00	\$11,600.00	0.00%
312 - REPAIRS	\$62,130.00	\$111.44	\$3,540.20	\$1,289.98	\$57,299.82	7.77%
314 - INSERVICE	\$214,245.00	\$2,365.00	\$55,141.04	\$1,090.13	\$158,013.83	26.25%
315 - ACCOUNTING & AUDITING SERVICES	\$32,050.00	\$0.00	\$34,000.00	\$0.00	(\$1,950.00)	106.08%
316 - DATA PROCESSING	\$6,000.00	\$1,920.00	\$6,440.00	\$0.00	(\$440.00)	107.33%
317 - LEGAL SERVICES	\$68,250.00	\$518.00	\$11,787.35	\$0.00	\$56,462.65	17.27%
318 - CONTRACTED OR SECURED SERVICES	\$340,808.75	\$9,786.30	\$34,052.60	\$0.00	\$306,756.15	9.99%
319 - OTHER PROFESSIONAL & TECHNICAL SERVICES	\$826,423.00	\$97,539.29	\$429,620.01	\$17,019.63	\$379,783.36	54.04%
320 - PROFESSIONAL EDUCATIONAL SERVICES	\$0.00	\$0.00	\$18,766.00	\$0.00	(\$18,766.00)	0.00%
321 - FUEL	\$361,200.00	\$51,877.15	\$123,619.97	\$0.00	\$237,580.03	34.22%
322 - ELECTRICITY	\$562,675.00	\$57,758.70	\$350,733.14	\$3,390.68	\$208,551.18	62.94%
323 - WATER & SEWER	\$91,350.00	\$1,038.41	\$52,108.64	\$4,447.38	\$34,793.98	61.91%
325 - GARBAGE	\$98,700.00	\$3,842.54	\$50,706.57	\$15,096.04	\$32,897.39	66.67%
327 - RENTALS OR LEASES	\$210,750.00	\$2,983.65	\$29,498.07	\$16,758.23	\$164,493.70	21.95%
328 - PROPERTY INSURANCE	\$697,305.00	\$0.00	\$0.00	\$0.00	\$697,305.00	0.00%
330 - EMPLOYEE TRAINING AND DEVELOPMENT	\$94,000.00	\$245.00	\$15,750.88	\$0.00	\$78,249.12	16.76%
331 - CONTRACTED PUPIL TRANSPORTATION	\$1,228,363.00	\$197.62	\$512,959.00	\$0.00	\$715,404.00	41.76%
332 - MILEAGE TO PARENTS	\$3,875.00	\$0.00	\$229.00	\$0.00	\$3,646.00	5.91%
336 - GAS & OIL	\$187,333.00	\$2,957.47	\$66,832.27	\$0.00	\$120,500.73	35.68%
337 - TIRES & PARTS	\$12,961.00	\$745.33	\$16,213.43	\$0.00	(\$3,252.43)	125.09%
338 - REPAIRS & MAINTENANCE TO VEHICLES	\$76,742.00	\$2,680.53	\$28,221.53	\$0.00	\$48,520.47	36.77%
340 - LIABILITY INSURANCE	\$2,625.00	\$0.00	\$0.00	\$0.00	\$2,625.00	0.00%
350 - ADVERTISING & PRINTING	\$28,295.00	\$398.57	\$1,511.09	\$0.00	\$26,783.91	5.34%
363 - TUITION PAID-OTHER	\$65,000.00	\$128,495.00	\$394,436.00	\$0.00	(\$329,436.00)	606.82%

Scottsbluff Public Schools

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2025-2026 From Date: 2/1/2026 To Date: 2/28/2026

Account Mask: 01???????????????

Account Type: EXPENDITURE

Print accounts with zero balance
 Include Inactive Accounts
 Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
370 - TUITION PAID-SPED	\$611,500.00	\$41,157.14	\$194,579.57	\$0.00	\$416,920.43	31.82%
380 - COMMUNICATIONS	\$131,375.00	\$13,433.65	\$70,071.16	\$26,070.87	\$35,232.97	73.18%
381 - POSTAGE	\$22,169.98	\$0.00	\$7,029.87	\$0.00	\$15,140.11	31.71%
382 - DISTANCE ED & TELECOMMUNICATIONS	\$34,420.00	\$2,297.91	\$12,497.03	\$0.00	\$21,922.97	36.31%
390 - OTHER PURCHASED SERVICES	\$51,615.00	\$1,844.00	\$5,256.00	\$0.00	\$46,359.00	10.18%
391 - COPY SERVICE-BUILDINGS	\$1,320.00	\$0.00	\$467.99	\$0.00	\$852.01	35.45%
395 - SUBAWARDS/SUBCONTRACTS	\$60,000.00	\$0.00	\$0.00	\$0.00	\$60,000.00	0.00%
398 - SUBAWARDS/SUBCONTRACTS	\$15,000.00	\$1,524.00	\$10,785.00	\$0.00	\$4,215.00	71.90%
399 - SUBAWARDS/SUBCONTRACTS	\$16,000.00	\$4,800.00	\$11,600.00	\$7,000.00	(\$2,600.00)	116.25%
400 - SUPPLIES & MATERIALS	\$10,000.00	\$0.00	\$0.00	\$0.00	\$10,000.00	0.00%
410 - SUPPLIES	\$1,117,976.42	\$64,759.50	\$446,771.44	\$40,471.82	\$630,733.16	43.58%
411 - TAXES	\$6,150.00	\$0.00	\$0.00	\$0.00	\$6,150.00	0.00%
415 - ANNUAL PURCHASE SUPPLIES	\$240,243.93	\$14,148.43	\$108,637.35	\$53,781.14	\$77,825.44	67.61%
420 - TEXTBOOKS	\$379,155.00	\$756.47	\$225,784.21	\$130,205.52	\$23,165.27	93.89%
425 - E-BOOKS	\$0.00	\$0.00	\$2,655.00	\$0.00	(\$2,655.00)	0.00%
430 - LIBRARY BOOKS	\$19,102.69	\$4,904.60	\$5,009.38	\$623.24	\$13,470.07	29.49%
440 - PERIODICALS	\$19,726.00	\$146.13	\$341.40	\$0.00	\$19,384.60	1.73%
450 - AUDIO-VISUAL MATERIALS	\$5,100.00	\$0.00	\$0.00	\$0.00	\$5,100.00	0.00%
460 - COMPUTER HARDWARE < 5000	\$283,925.00	\$45,901.88	\$201,996.91	\$54,049.68	\$27,878.41	90.18%
465 - COMPUTER SOFTWARE	\$277,534.00	\$2,972.33	\$199,281.76	\$3,905.00	\$74,347.24	73.21%
466 - COMPUTER SOFTWARE	\$8,000.00	\$0.00	\$0.00	\$0.00	\$8,000.00	0.00%
467 - COMPUTER SOFTWARE	\$76,400.00	\$0.00	\$0.00	\$0.00	\$76,400.00	0.00%
470 - FOOD	\$50,000.00	\$7,407.60	\$40,374.00	\$0.00	\$9,626.00	80.75%
475 - FEE WAIVER	\$15,250.00	\$2,870.00	\$2,870.00	\$0.00	\$12,380.00	18.82%
480 - FURNITURE & EQUIPMENT <\$5000	\$22,027.00	\$575.88	\$46,565.68	\$234.97	(\$24,773.65)	212.47%
520 - BUILDING, ACQUISITION IMPROVEMENT	\$183,750.00	\$0.00	\$0.00	\$0.00	\$183,750.00	0.00%
530 - FURNITURE & EQUIPMENT	\$413,890.00	\$0.00	\$5,836.70	\$900.00	\$407,153.30	1.63%
550 - VEHICLE ACQUISITION	\$160,000.00	\$0.00	\$47,015.00	\$0.00	\$112,985.00	29.38%
560 - COMPUTER HARDWARE	\$185,950.00	\$0.00	\$858.00	\$0.00	\$185,092.00	0.46%
563 - INSURANCE PAYMENTS	\$2,625.00	\$0.00	\$0.00	\$0.00	\$2,625.00	0.00%
630 - DUES & FEES	\$103,200.00	\$2,418.36	\$25,717.14	\$0.00	\$77,482.86	24.92%
670 - TRAVEL EXPENSE & MILEAGE	\$558,024.40	\$26,760.79	\$229,547.33	\$0.00	\$328,477.07	41.14%
671 - PROFESSIONAL DEVELOPMENT	\$10,000.00	\$0.00	\$184.87	\$0.00	\$9,815.13	1.85%
672 - PROFESSIONAL DEV TRAVEL	\$5,000.00	\$0.00	\$0.00	\$0.00	\$5,000.00	0.00%
673 - PROFESSIONAL DEV TRAVEL	\$5,000.00	\$0.00	\$0.00	\$0.00	\$5,000.00	0.00%

Scottsbluff Public Schools

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2025-2026 From Date: 2/1/2026 To Date: 2/28/2026

Account Mask: 01???????????????

Account Type: EXPENDITURE

Print accounts with zero balance
 Include Inactive Accounts
 Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
674 - PROFESSIONAL DEV TRAVEL	\$1,000.00	\$0.00	\$0.00	\$0.00	\$1,000.00	0.00%
675 - FIELD TRIPS	\$32,429.00	\$0.00	\$7,276.63	\$0.00	\$25,152.37	22.44%
679 - PROFESSIONAL DEV	\$10,000.00	\$0.00	\$0.00	\$0.00	\$10,000.00	0.00%
680 - PROFESSIONAL DEV	\$10,000.00	\$0.00	\$0.00	\$0.00	\$10,000.00	0.00%
690 - MISCELLANEOUS EXPENSES	\$106,103.00	\$2,967.27	\$37,670.21	\$612.38	\$67,820.41	36.08%
695 - FAMILY INVOLVEMENT	\$8,750.00	\$22.96	\$38.91	\$0.00	\$8,711.09	0.44%
999 - CREDIT FOR USE	(\$173,094.00)	\$0.00	(\$162,187.33)	\$0.00	(\$10,906.67)	93.70%
01 - GENERAL FUND Total:	\$53,239,394.80	\$4,103,569.06	\$25,092,113.55	\$16,842,175.62	\$11,305,105.63	78.77%

Scottsbluff Public Schools

General Ledger - Fund 1 Expenditures for Board

Fiscal Year: 2025-2026 From Date: 2/1/2026 To Date: 2/28/2026

Account Mask: 01???????????????

Account Type: EXPENDITURE

Print accounts with zero balance Include Inactive Accounts Include PreEncumbrance

FUND / TYPE / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
Grand Total:	\$53,239,394.80	\$4,103,569.06	\$25,092,113.55	\$16,842,175.62	\$11,305,105.63	78.77%

End of Report

Scottsbluff Public Schools

Fund Balances

Fiscal Year: 2025-2026

Month: February

Year: 2026

Fund Type:

Include Cash Balance

FY End Report

<u>Fund</u>	<u>Description</u>	<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expense</u>	<u>Transfers</u>	<u>Fund Balance</u>
01	GENERAL FUND	\$17,988,903.40	\$22,631,263.62	(\$25,092,254.15)	\$0.00	\$15,527,912.87
02	SPECIAL BUILDING FUND	\$2,202,767.24	\$583,153.10	(\$1,568,230.14)	\$0.00	\$1,217,690.20
03	SCHOOL LUNCH FUND	\$2,065,946.88	\$1,376,530.12	(\$1,259,693.46)	\$0.00	\$2,182,783.54
04	QUAL CAPITAL PURPOSE FUND	\$655,604.79	\$187,647.74	\$0.00	\$0.00	\$843,252.53
05	ACTIVITY FUND	\$538,233.60	\$571,334.53	(\$570,471.54)	\$0.00	\$539,096.59
06	DEPRECIATION FUND	\$1,910,241.24	\$0.00	(\$379,507.82)	\$0.00	\$1,530,733.42
07	STUDENT FEE FUND	\$31,092.42	\$10,074.31	(\$3,939.05)	\$0.00	\$37,227.68
08	EMPLOYEE BENEFIT FUND	\$39,576.41	\$138,819.87	(\$156,816.56)	\$0.00	\$21,579.72
09	COOPERATIVE FUND	\$51,199.71	\$0.00	(\$3,720.98)	\$0.00	\$47,478.73
10	BOND FUND	\$4,590,147.56	\$683,389.23	(\$2,356,809.00)	\$0.00	\$2,916,727.79
Grand Total:		\$30,073,713.24	\$26,182,212.52	(\$31,391,442.70)	\$0.00	\$24,864,483.07

End of Report

Scottsbluff Public Schools

Revenue Report

 Summary Only

From Date: 2/1/2026

To Date: 2/28/2026

Fiscal Year: 2025-2026

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
Fund: 01 GENERAL FUND					
01.1.1030.102.0.000.00 ACCOUNTS RECEIVABLES	\$0.00	\$77.35	\$512.17	(\$512.17)	0.00%
01.1.1110.100.0.000.00 LOCAL DISTRICT TAXES	\$12,374,907.00	\$255,956.13	\$1,720,731.17	\$10,654,175.83	86.09%
01.1.1115.100.0.000.00 CARLINE TAXES / DEBATE	\$8,500.00	\$0.00	\$0.00	\$8,500.00	100.00%
01.1.1120.100.0.000.00 PUBL POWER SALES TAX	\$400,000.00	\$0.00	\$0.00	\$400,000.00	100.00%
01.1.1125.100.0.000.00 MOTOR VEHICLE TAX	\$1,495,000.00	\$157,672.25	\$697,639.78	\$797,360.22	53.34%
01.1.1270.100.0.000.00 PRESCHOOL RECEIPTS	\$120,000.00	\$14,367.05	\$77,409.11	\$42,590.89	35.49%
01.1.1270.100.0.015.00 PRESCHOOL RECEIPTS	\$0.00	\$17,622.18	\$122,630.20	(\$122,630.20)	0.00%
01.1.1270.102.0.000.00 PRESCHOOL RECEIPTS	\$0.00	(\$36.00)	(\$89.68)	\$89.68	0.00%
01.1.1270.102.0.015.00 PRESCHOOL RECEIPTS	\$0.00	\$0.00	(\$75.96)	\$75.96	0.00%
01.1.1271.100.0.015.00 PRESCHOOL RECEIPTS	\$0.00	\$7,168.48	\$41,907.08	(\$41,907.08)	0.00%
01.1.1271.102.0.015.00 PRESCHOOL RECEIPTS	\$0.00	(\$18.42)	(\$193.68)	\$193.68	0.00%
01.1.1410.100.0.000.00 INTEREST INVESTMENTS/DIGITAL GRAPHIC ART	\$450,000.00	\$23,565.84	\$268,847.95	\$181,152.05	40.26%
01.1.1610.100.0.000.00 LOCAL LICENSE FEES	\$20,000.00	\$0.00	\$0.00	\$20,000.00	100.00%
01.1.1810.100.0.050.00 AFTER SCHOOL PROGRAM	\$0.00	\$1,147.96	\$6,661.27	(\$6,661.27)	0.00%
01.1.1810.100.0.060.00 AFTER SCHOOL PROGRAM	\$0.00	\$1,705.03	\$13,443.46	(\$13,443.46)	0.00%
01.1.1810.100.0.080.00 AFTER SCHOOL PROGRAM	\$0.00	\$1,177.92	\$5,357.49	(\$5,357.49)	0.00%
01.1.1810.102.0.050.00 AFTER SCHOOL PROGRAM	\$0.00	(\$7.72)	(\$27.68)	\$27.68	0.00%
01.1.1810.102.0.060.00 AFTER SCHOOL PROGRAM	\$0.00	(\$15.16)	(\$122.45)	\$122.45	0.00%

Scottsbluff Public Schools

Revenue Report

 Summary Only

From Date: 2/1/2026

To Date: 2/28/2026

Fiscal Year: 2025-2026

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
AFTER SCHOOL PROGRAM					
01.1.1810.102.0.080.00	\$0.00	(\$0.05)	(\$2.72)	\$2.72	0.00%
AFTER SCHOOL PROGRAM					
01.1.1820.100.0.015.00	\$0.00	\$0.00	(\$3,759.56)	\$3,759.56	0.00%
PRESCHOOL BEFORE & AFTER SCHOOL CARE					
01.1.1910.100.0.000.00	\$10,000.00	\$2,050.00	\$3,510.00	\$6,490.00	64.90%
RENTAL - SCHOOL FACILITIES					
01.1.1925.100.0.000.00	\$0.00	\$0.00	\$2,660.42	(\$2,660.42)	0.00%
GRANT FROM CORP & OTHER PRIVATE INTEREST					
01.1.1990.100.0.000.00	\$35,000.00	\$0.00	\$0.00	\$35,000.00	100.00%
OTHER LOCAL RECEIPTS					
01.1.2110.100.0.000.00	\$200,000.00	\$25,149.49	\$109,202.81	\$90,797.19	45.40%
COUNTY FINES & LICENSES					
01.1.3110.100.0.000.00	\$18,426,446.00	\$1,810,547.90	\$10,863,287.40	\$7,563,158.60	41.05%
STATE AID					
01.1.3110.100.0.015.00	\$0.00	\$32,097.10	\$192,582.60	(\$192,582.60)	0.00%
STATE AID					
01.1.3120.100.0.000.00	\$6,600,000.00	\$1,058,554.00	\$2,953,867.00	\$3,646,133.00	55.24%
SPECIAL ED					
01.1.3125.100.0.000.00	\$55,000.00	\$0.00	\$0.00	\$55,000.00	100.00%
SPECIAL EDUC. TRANSPORTATION					
01.1.3131.100.0.000.00	\$0.00	\$2,019,612.77	\$2,019,612.77	(\$2,019,612.77)	0.00%
PROPERTY TAX CREDIT					
01.1.3135.100.0.000.00	\$10,000.00	\$0.00	\$16,759.00	(\$6,759.00)	-67.59%
HIGH ABILITY LEARNERS					
01.1.3180.100.0.000.00	\$55,000.00	\$0.00	\$13,048.66	\$41,951.34	76.28%
PRO RATE MOTOR VECHICLE TAX					
01.1.3200.100.0.000.00	\$750,000.00	\$0.00	\$755,807.97	(\$5,807.97)	-0.77%
STATE APPORTIONMENT					
01.1.3540.100.0.000.00	\$200,000.00	\$0.00	\$217,981.78	(\$17,981.78)	-8.99%
STATE EARLY CHILDHOOD-STADIUM					
01.1.3541.100.0.000.00	\$306,850.00	\$0.00	\$137,106.00	\$169,744.00	55.32%
EARLY CHILDHOOD SIXPENCE					
01.1.3599.100.0.000.00	\$0.00	\$0.00	\$631.47	(\$631.47)	0.00%
OTHER STATE CATEGORICAL PROGRAMS					
01.1.3990.100.0.000.00	\$1,000.00	\$0.00	\$0.00	\$1,000.00	100.00%

Scottsbluff Public Schools

Revenue Report

 Summary Only

From Date: 2/1/2026

To Date: 2/28/2026

Fiscal Year: 2025-2026

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
OTHER STATE RECEIPTS					
01.1.3992.100.0.000.00	\$0.00	\$7,500.00	\$15,000.00	(\$15,000.00)	0.00%
EDUCATION QUEST					
01.1.3996.100.0.000.00	\$0.00	\$0.00	\$5,539.60	(\$5,539.60)	0.00%
ENGINEERING PATHWAYS ASP GRANT					
01.1.3997.100.0.000.00	\$0.00	\$0.00	\$40,000.00	(\$40,000.00)	0.00%
LEVERAGE GRANT - ASP					
01.1.4200.100.0.000.00	\$1,200,000.00	\$451,681.00	\$451,681.00	\$748,319.00	62.36%
TITLE 1, PART A					
01.1.4212.100.0.000.00	\$0.00	\$0.00	\$52,023.00	(\$52,023.00)	0.00%
TITLE I- SCHOOL WIDE					
01.1.4222.100.0.000.00	\$22,500.00	\$0.00	\$25,392.00	(\$2,892.00)	-12.85%
MCKINNEY HOMELESS GRANT					
01.1.4301.100.0.000.00	\$0.00	\$0.00	\$127,349.00	(\$127,349.00)	0.00%
COMPREHENSIVE LITERACY STATE DEVELOPMENT GRANT					
01.1.4310.100.0.000.00	\$150,000.00	\$0.00	\$27,444.00	\$122,556.00	81.70%
TITLE II, PART A					
01.1.4406.100.0.000.00	\$20,896.00	\$0.00	\$1,412.00	\$19,484.00	93.24%
IDEA PRESCHOOL BASE ALLOC					
01.1.4410.100.0.000.00	\$822,938.00	\$403,869.00	\$403,869.00	\$419,069.00	50.92%
IDEA/ENROLLMENT & POVERTY					
01.1.4412.100.0.000.00	\$24,220.00	\$0.00	\$4,718.00	\$19,502.00	80.52%
IDEA PART B PORPORTIONALTE SHARE					
01.1.4450.100.0.000.00	\$200,000.00	\$76,405.34	\$290,165.93	(\$90,165.93)	-45.08%
M.I.P.S.					
01.1.4455.100.0.000.00	\$200,000.00	\$0.00	\$0.00	\$200,000.00	100.00%
MEDICAID CLAIM PROCESSING					
01.1.4528.100.0.000.00	\$0.00	\$0.00	\$2,638.00	(\$2,638.00)	0.00%
TITLE III IE					
01.1.4700.100.0.000.00	\$60,447.00	\$0.00	\$19,203.00	\$41,244.00	68.23%
CARL PERKINS					
01.1.4910.100.0.000.00	\$27,758.00	\$0.00	\$7,174.00	\$20,584.00	74.16%
INDIAN EDUCATION					
01.1.4925.100.0.000.00	\$26,000.00	\$0.00	\$25,148.00	\$852.00	3.28%
TITLE III ELL					
01.1.4967.100.0.000.00	\$88,000.00	\$0.00	\$80,659.00	\$7,341.00	8.34%

Scottsbluff Public Schools

Revenue Report

 Summary Only

From Date: 2/1/2026

To Date: 2/28/2026

Fiscal Year: 2025-2026

Account Number / Description	Budget	Range To Date	YTD	Uncollected Balance	% Remaining
TITLE IV PART A					
01.1.4968.100.0.000.00	\$0.00	\$0.00	\$150,000.00	(\$150,000.00)	0.00%
21ST CENTURY GRANT (TITLE IV, PART B)					
01.1.4968.100.1.060.00	\$50,000.00	\$0.00	\$0.00	\$50,000.00	100.00%
21ST CENTURY GRANT (TITLE IV, PART B)					
01.1.4968.100.1.070.00	\$50,000.00	\$0.00	\$0.00	\$50,000.00	100.00%
21ST CENTURY GRANT (TITLE IV, PART B)					
01.1.4968.100.1.080.00	\$50,000.00	\$0.00	\$0.00	\$50,000.00	100.00%
21ST CENTURY GRANT (TITLE IV, PART B)					
01.1.4988.100.0.000.00	\$0.00	\$0.00	\$75,500.00	(\$75,500.00)	0.00%
ARP - ELO					
01.1.4988.100.1.000.00	\$50,000.00	\$0.00	\$0.00	\$50,000.00	100.00%
ARP - ELO					
01.1.4989.100.0.000.00	\$0.00	\$0.00	\$1,075.00	(\$1,075.00)	0.00%
ARP - ELO SUMMER					
01.1.4992.100.0.000.00	\$55,000.00	\$0.00	\$0.00	\$55,000.00	100.00%
AFJROTC					
01.1.4995.100.0.000.00	\$1,650,000.00	\$41,189.93	\$566,878.64	\$1,083,121.36	65.64%
CATEGORICAL GRANTS					
01.1.5301.100.0.000.00	\$0.00	\$0.00	\$275.00	(\$275.00)	0.00%
INSURANCE ADJUSTMENTS					
01.1.5400.100.0.000.00	\$2,500.00	\$0.00	\$0.00	\$2,500.00	100.00%
SALE OF PROPERTY					
01.1.5690.100.0.000.00	\$25,000.00	\$587.99	\$21,193.62	\$3,806.38	15.23%
OTHER NON-REVENUE RECEIPTS					
Fund 01 Total:	\$46,292,962.00	\$6,409,627.36	\$22,631,263.62	\$23,661,698.38	51.11%
Grand Total:	\$46,292,962.00	\$6,409,627.36	\$22,631,263.62	\$23,661,698.38	51.11%

End of Report

FOR BOARD REPORT : February 2026

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FUND	PAYROLL	AP DISBURSEMENTS	OTHER EXPENSES*	TOTAL
General	\$ 3,491,333.98	\$ 629,077.46	\$ (16,842.38)	\$ 4,103,569.06
Special Building		\$ 183,806.18	\$ -	\$ 183,806.18
Cafeteria		\$ 234,253.63	\$ 290.73	\$ 234,544.36
Qualified Capital Purpose Undertaking		\$ -	\$ -	\$ -
Activities		\$ 98,251.53	\$ 3,673.48	\$ 101,925.01
Depreciation		\$ 25,642.23	\$ 30.35	\$ 25,672.58
Student Fee Fund		\$ -	\$ -	\$ -
Employee Benefit Fund		\$ 26,165.92	\$ (33.00)	\$ 26,132.92
Cooperative		\$ 67.49	\$ -	\$ 67.49
Bond Fund		\$ -	\$ -	\$ -
TOTALS				
GRAND TOTALS FOR February 2026	\$ 3,491,333.98	\$ 1,197,264.44	\$ (12,880.82)	\$ 4,675,717.60

*Includes Transfers

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Fund	Vendor	Description	Amount
01	A & O Grant Consulting	SERVICES	\$ 4,800.00
	AC Electric Motor Service	SUPPLIES	\$ 4,598.51
	ACCS Inc	SERVICES	\$ 324.00
	Action Communications	SUPPLIES	\$ 156.05
	Alarm Security Technicians	SERVICES	\$ 205.00
	Allo Communications	UTILITIES	\$ 10,905.66
	American Time and Signal Company	SUPPLIES	\$ 785.21
	Axtell Community School	SERVICES	\$ 7,500.00
	B & C Steel Corporation	SUPPLIES	\$ 1,026.10
	Barker, Nathaniel	SERVICES	\$ 275.00
	Best Western Inn North Platte	TRAVEL EXPENSE	\$ 1,040.00
	Bill Doran LLC	SUPPLIES	\$ 293.26
	Black Hills Energy	UTILITIES	\$ 50,244.92
	Bluffs Facility Solutions	SUPPLIES	\$ 423.30
	Boarders Inn & Suites	TRAVEL EXPENSE	\$ 1,749.30
	Boss Laser	SUPPLIES	\$ 4,196.00
	C W D Cash Wa Distributing Co Inc	SUPPLIES	\$ 258.83
	Castaneda, Armand	SERVICES	\$ 420.00
	CDW Government Inc	COMPUTER SOFTWARE	\$ 1,130.00
	Central Security Communication	SERVICES	\$ 21.00
	Century Business Products, Inc.	SUPPLIES	\$ 198.64
	CenturyLink	SERVICES	\$ 378.78
	Chadron Public Schools	REIMBURSEMENT	\$ 450.25
	Chadron State College _38635	MISCELLANEOUS EXPENSES	\$ 8,100.00
	Chavez, Mario	SERVICES	\$ 525.00
	City of Gering	UTILITIES	\$ 30.35
	City of Scottsbluff	UTILITIES	\$ 4,325.49
	Column Software, PBC	MISCELLANEOUS EXPENSES	\$ 11.45
	Country Inn & Suites	TRAVEL EXPENSE	\$ 1,296.00
	Cozad Community Schools	REIMBURSEMENT	\$ 321.90
	Croft, Erica G	REIMBURSEMENT	\$ 425.00
	Crossroads Music LLC	SUPPLIES	\$ 1,056.45
	Culligan of Scottsbluff	SUPPLIES	\$ 81.00
	Dart, Denali	SERVICES	\$ 70.00
	De Los Santos, Ashley	REIMBURSEMENT	\$ 2,206.25
	Decker Equipment	SUPPLIES	\$ 1,623.84
	Dennis Supply Company	SUPPLIES	\$ 631.21
	Derr, Brad	SERVICES	\$ 90.00
	District 12 FCCLA	DUES & FEES	\$ 80.00
	Durbin, Mary	REIMBURSEMENT	\$ 135.37
	Dutton-Lainson Company	SUPPLIES	\$ 65.80
	Eakes Office Solutions	SUPPLIES	\$ 10,416.16
	Eastern Data, Inc.	SUPPLIES	\$ 1,868.00
	Educational Service Unit #13 _9800	MISCELLANEOUS EXPENSES	\$ 44,703.76
	Engineered Controls	MISCELLANEOUS EXPENSES	\$ 350.00
	EXpress Toll	MISCELLANEOUS EXPENSES	\$ 4.60
	Ferguson Signs	SERVICES	\$ 510.00
	Fidler, Jean	MISCELLANEOUS EXPENSES	\$ 90.00
	Filterbuy, Inc.	SUPPLIES	\$ 22,551.56
	Flinn Scientific Inc	SUPPLIES	\$ 400.00
	Floyd's Sales And Service	REPAIRS & MAINTENANCE	\$ 1,882.24
	Fogle, Michael M	REIMBURSEMENT	\$ 60.54
	Follett Content Solutions, LLC	SUPPLIES	\$ 4,904.60
	Follett Software, LLC	SERVICES	\$ 9,723.79
	Gallup, Inc.	SERVICES	\$ 6,249.95
	GE Money Bank/Amazon	MISCELLANEOUS EXPENSES	\$ 4,242.70
	Genny's Sewing and Crafts	SERVICES	\$ 445.00
	Gering Public Schools	DUES & FEES	\$ 351.00

Gipe, Justin R	REIMBURSEMENT	\$	93.90
Griess, David J	SERVICES	\$	150.00
Guzman, Hagen	SERVICES	\$	275.00
Hampton Inn _13406	TRAVEL EXPENSE	\$	1,272.00
Harris, Adam	REIMBURSEMENT	\$	103.02
Hill, Benjamin J.	SERVICES	\$	70.00
Hill, Bryan	SERVICES	\$	160.00
Honey Wagon Express	SERVICES	\$	500.00
Howard, Adriella	REIMBURSEMENT	\$	40.68
Hugen, Hillari	REIMBURSEMENT	\$	69.09
Hullinger, Jennie E	MISCELLANEOUS EXPENSES	\$	234.20
Ibero, Francis J	REIMBURSEMENT	\$	68.29
Integrated Life Choices	SERVICES	\$	6,722.83
J W Pepper Of Minneapolis	SUPPLIES	\$	1,114.18
Jackson, Christopher	SERVICES	\$	570.00
Jobman, Shaylee	REIMBURSEMENT	\$	2,206.25
Jonas, Allison	REIMBURSEMENT	\$	360.33
Kansas City Audio-Visual Inc.	COMPUTER HARDWARE	\$	54,049.78
Kaseya US LLC dba Backupify LLC	COMPUTER SOFTWARE	\$	1,770.73
Keys, Terry	SERVICES	\$	127.00
King, Jaxon	SERVICES	\$	208.00
Kostman, Cody	SERVICES	\$	127.00
LanguageUSA, Inc.	SERVICES	\$	588.85
Lanik, Nathan M	SERVICES	\$	127.00
Lawayne Klein	LEASE	\$	1,300.00
Lexis Nexis - Matthew Bender	MISCELLANEOUS EXPENSES	\$	119.43
Lightspeed Technologies, Inc.	SUPPLIES	\$	4,711.00
Marshall, John D	SERVICES	\$	140.00
Martinson, Amber	MISCELLANEOUS EXPENSES	\$	70.00
Matheson Tri-Gas, Inc.	SERVICES	\$	462.14
Maynard, Dale	REIMBURSEMENT	\$	362.50
McCain, Lucas	REIMBURSEMENT	\$	304.50
McClary, Mitchell	SERVICES	\$	302.00
Meininger, Amanda	REIMBURSEMENT	\$	405.48
Menards	SUPPLIES	\$	284.76
Miranda, Olga	REIMBURSEMENT	\$	117.00
Monument Physical Therapy LLC	SERVICES	\$	3,420.00
Moreno, Melissa	REIMBURSEMENT	\$	14.36
Moreno, Pete	SERVICES	\$	90.00
Mountain Sales & Service, Inc.	SUPPLIES	\$	1,772.63
Murphy, Audrey	REIMBURSEMENT	\$	90.00
NCS Pearson, Inc	SUPPLIES	\$	915.00
Nebraska Deca-Grafton & Assoc	DUES & FEES	\$	4,800.00
Nebraska Education Rising	DUES & FEES	\$	1,646.00
Nebraska HOSA	DUES & FEES	\$	5,360.00
Nebraska Infinite Campus User Group	TRAINING	\$	150.00
Nebraska Public Health & Environmental L	SERVICES	\$	289.00
Nebraska Public Power District	UTILITIES	\$	57,758.70
Nebraska Safety Center	INSERVICE	\$	125.00
Nebraskaland Tire Inc	REPAIRS & MAINTENANCE	\$	778.29
Northwest Pipe Fittings, Inc Of Scottsbl	SUPPLIES	\$	604.88
O'Dell, Scott	REIMBURSEMENT	\$	31.49
Ogallala High School	DUES & FEES	\$	348.00
Ombudsman Educational Services, LTD	SERVICES	\$	128,495.00
Options in Psychology, LLC	SERVICES	\$	1,650.00
Panhandle Cooperative Assn	FUEL	\$	58.37
Papa Moon Vineyards & Winery LLC	SERVICES	\$	742.22
Perry, Guthery, Haas, Gessford P.C., Llo	LEGAL SERVICES	\$	518.00
Peterson, Colt	SERVICES	\$	100.00

Petty Cash-Student Services	MISCELLANEOUS EXPENSES	\$	185.38	
PFM Financial Services LLC	MISCELLANEOUS EXPENSES	\$	30,162.51	
Pipe Works Plumbing, LLC	SERVICES	\$	1,100.00	
Platte Valley Vacuum & Sewing	SUPPLIES	\$	150.00	
Plummer, Tess	REIMBURSEMENT	\$	108.75	
Powers, Meranda	REIMBURSEMENT	\$	82.76	
PresenceLearning, Inc.	SERVICES	\$	16,444.80	
Price, Robert	SERVICES	\$	275.00	
Print Express	SUPPLIES	\$	3,611.60	
Quadient Finance USA, Inc.	SUPPLIES	\$	1,000.00	
Quadient Leasing USA, Inc.	MISCELLANEOUS EXPENSES	\$	535.42	
Quill LLC	SUPPLIES	\$	1,174.00	
Raffelson, Rick	SERVICES	\$	272.00	
RAKA	MISCELLANEOUS EXPENSES	\$	732.84	
Rapid Fire Protection	SERVICES	\$	2,239.00	
RCI Group II LLC	EMPLOYEE BENEFITS	\$	450.00	
Regional West Medical Center	SERVICES	\$	8,820.50	
Ricenbaw, Ryan	REIMBURSEMENT	\$	584.35	
Rider, Ashley	SERVICES	\$	270.00	
Rohnke, Rikki	REIMBURSEMENT	\$	24.36	
Rose, Arthur	SERVICES	\$	630.00	
Rural Radio Scottsbluff	MISCELLANEOUS EXPENSES	\$	285.00	
Salazar, Denzel E	SERVICES	\$	830.00	
Schaneman, Ashlen	REIMBURSEMENT	\$	200.00	
Scottsbluff Schools Cafeteria Fund	SERVICES	\$	7,407.60	
Scottsbluff Screenprinting	MISCELLANEOUS EXPENSES	\$	1,280.00	
Shaggy Buffalo Carwash LLC	REPAIRS & MAINTENANCE	\$	20.00	
Skelcher, Betsy Elizabeth	REIMBURSEMENT	\$	120.00	
SkillsUSA Nebraska	DUES & FEES	\$	2,100.00	
SST USA Inc.	SERVICES	\$	6,200.00	
Staman, Jenise M	REIMBURSEMENT	\$	142.17	
State Of Nebraska Das Communications	MISCELLANEOUS EXPENSES	\$	635.74	
Stone, Albert J.	SERVICES	\$	275.00	
Teepie, Caroline	REIMBURSEMENT	\$	1,377.42	
The Children's Home of Pittsburgh	INSERVICE	\$	1,000.00	
The Math Learning Center	TEXTBOOKS	\$	411.48	
thyssenkrupp Elevator Corporation	SERVICES	\$	6,614.00	
T-Mobile USA Inc	MISCELLANEOUS EXPENSES	\$	11.60	
Trane U.S. Inc	SERVICES	\$	3,054.50	
Twin City Hardware Company Inc.	MISCELLANEOUS EXPENSES	\$	(324.48)	
Twin City Roofing Sheet Metal Inc.	SERVICES	\$	7,420.24	
University of Nebraska - Lincoln CEHS	INSERVICE	\$	940.00	
Unzicker, Troy	SERVICES	\$	140.00	
Urbanek, Katherine	REIMBURSEMENT	\$	43.50	
Veritas Athletic Performance & Wellness	SERVICES	\$	750.00	
Verizon Connect	SUPPLIES	\$	150.55	
Verizon Wireless	UTILITIES	\$	1,746.48	
Vistabeam	MISCELLANEOUS EXPENSES	\$	300.00	
Waste Connection Of Ne, Inc.	SERVICES	\$	555.46	
Wemhoff, Gavin	SERVICES	\$	210.00	
Westco Western Cooperative Co.	FUEL	\$	1,632.23	
Winkler, Taylor Charles	SERVICES	\$	160.00	
WPCI	SERVICES	\$	2,070.00	
Y M C A	SERVICES	\$	1,913.00	
				Fund Total \$ 629,077.46
02 Anderson & Shaw Construction, Inc.	SERVICES	\$	157,000.22	
Avalis Wayfinding Solutions	SUPPLIES	\$	12,611.96	
JEO Consulting Group, Inc	SERVICES	\$	11,927.50	

	Trane U.S. Inc	SERVICES	\$	2,266.50		
				Fund Total	\$	183,806.18
03	GE Money Bank/Amazon	MISCELLANEOUS EXPENSES	\$	259.99		
	PFM Financial Services LLC	MISCELLANEOUS EXPENSES	\$	811.59		
	Sodexo Operations, LLC	SERVICES	\$	228,814.59		
	Team Chevrolet	REPAIRS & MAINTENANCE	\$	617.84		
	Twin City Hardware Company Inc.	MISCELLANEOUS EXPENSES	\$	3,749.62		
				Fund Total	\$	234,253.63
05	All Team Sportswear	SUPPLIES	\$	2,644.00		
	Arthur's Pizza	SUPPLIES	\$	550.00		
	Barry, Ryan Mitch	SERVICES	\$	190.00		
	Brening, Chris	REIMBURSEMENT	\$	121.38		
	Bridgeport High School	MISCELLANEOUS EXPENSES	\$	500.00		
	Chadron Public Schools	DUES & FEES	\$	25.00		
	Champion Teamwear	SUPPLIES	\$	204.97		
	David City Public Schools	MISCELLANEOUS EXPENSES	\$	2,000.00		
	DECA Inc.	DUES & FEES	\$	240.00		
	Domino's #6140 - Chadron	SUPPLIES	\$	948.72		
	Edwards, Daniel	SERVICES	\$	100.00		
	Ehly, Ewald	SERVICES	\$	899.00		
	Fairfiled Inn-Lincoln	TRAVEL EXPENSE	\$	457.62		
	GE Money Bank/Amazon	MISCELLANEOUS EXPENSES	\$	1,509.99		
	Gering Public Schools	DUES & FEES	\$	150.00		
	Hampton Inn - Columbus	TRAVEL EXPENSE	\$	2,398.00		
	Hampton Inn _13406	TRAVEL EXPENSE	\$	958.60		
	Hastings High School	DUES & FEES	\$	160.00		
	Herd, Conny Ann	SERVICES	\$	175.00		
	Higgins, Rebecca	SERVICES	\$	180.00		
	Hinze, Angela D	REIMBURSEMENT	\$	4,249.27		
	Holiday Inn Express - Hastings	TRAVEL EXPENSE	\$	496.00		
	Holiday Inn Express - Lincoln South	TRAVEL EXPENSE	\$	595.00		
	Juelfs, Donna M	SERVICES	\$	125.00		
	Kaul, Kelli	REIMBURSEMENT	\$	148.82		
	Koch, Debra	SERVICES	\$	150.00		
	Logoz	SUPPLIES	\$	200.00		
	Manhattan Concert Productions	MISCELLANEOUS EXPENSES	\$	20,250.00		
	Miranda, Olga	REIMBURSEMENT	\$	2.00		
	Mitchell High School	DUES & FEES	\$	100.00		
	Mu Alpha Theta	DUES & FEES	\$	22,838.50		
	Narverud, Jacob	MISCELLANEOUS EXPENSES	\$	2,500.00		
	Nebraska HOSA	DUES & FEES	\$	1,891.20		
	Nebraska Sports Hall of Fame Foundation	MISCELLANEOUS EXPENSES	\$	2,117.00		
	North Platte Public Schools	DUES & FEES	\$	252.00		
	Pepsi-Cola Of Alliance	SUPPLIES	\$	4,297.85		
	PFM Financial Services LLC	MISCELLANEOUS EXPENSES	\$	15,631.11		
	Pisciotti, Nicholas	SERVICES	\$	180.00		
	Poder Academy School	MISCELLANEOUS EXPENSES	\$	500.00		
	Sailors, Stacey	MISCELLANEOUS EXPENSES	\$	100.00		
	Salas, Lee	SERVICES	\$	300.00		
	Sanchez, Bessie	SERVICES	\$	100.00		
	Schmucker, Jim	MISCELLANEOUS EXPENSES	\$	150.00		
	Schuyler Community Schools	DUES & FEES	\$	350.00		
	Scottsbluff Country Club _28545	MISCELLANEOUS EXPENSES	\$	1,000.00		
	Scottsbluff Screenprinting	SUPPLIES	\$	2,768.50		
	Scottsbluff-Gering United Way	MISCELLANEOUS EXPENSES	\$	110.00		
	Sidney High School	DUES & FEES	\$	675.00		
	SkillsUSA Nebraska	DUES & FEES	\$	200.00		

	Sodexo Operations, LLC	SERVICES	\$	323.03	
	St Agnes	MISCELLANEOUS EXPENSES	\$	525.00	
	Stephens, Michael	MISCELLANEOUS EXPENSES	\$	150.00	
	Stodola, Dustin	REIMBURSEMENT	\$	138.97	
	Wentz, Jonathan S	SERVICES	\$	100.00	
	Wojcik, John	MISCELLANEOUS EXPENSES	\$	150.00	
	Ybarra, Blanca	SERVICES	\$	175.00	
				Fund Total	\$ 98,251.53
06	Eakes Office Solutions	SUPPLIES	\$	5,564.35	
	Electrical Engineering & Equip Co.	SERVICES	\$	12,651.55	
	GE Money Bank/Amazon	MISCELLANEOUS EXPENSES	\$	531.49	
	Harco Athletic Reconditioning Inc	SUPPLIES	\$	5,448.00	
	Hullinger Glass & Lock	MISCELLANEOUS EXPENSES	\$	21.00	
	JEO Consulting Group, Inc	SERVICES	\$	348.75	
	Northwest Pipe Fittings, Inc Of Scottsbl	SUPPLIES	\$	50.40	
	PFM Financial Services LLC	MISCELLANEOUS EXPENSES	\$	874.48	
	Sherwin Williams Co	SUPPLIES	\$	152.21	
				Fund Total	\$ 25,642.23
08	Air Evac EMS, Inc	EMPLOYEE BENEFITS	\$	33.00	
	Nebraska Dept of Labor Unemploy	EMPLOYEE BENEFITS	\$	5,608.00	
	RCI Group II LLC	EMPLOYEE BENEFITS	\$	20,524.92	
				Fund Total	\$ 26,165.92
09	PFM Financial Services LLC	FUEL	\$	67.49	
				Fund Total	\$ 67.49
				February 2026 Total	\$ 1,197,264.44

Administration

Evaluation of Principals and Other Certificated Administrative Personnel

Objectives

The Board recognizes that the roles of a school superintendent, principal, assistant principal, and other certificated administrative personnel of the **School** District (hereinafter collectively referred to as “administrators”) are varied and complex requiring an appraisal process that accurately measures performance and provides support for the continued growth and improvement of the administrator. The general job description and an evaluation instrument with performance standards for each administrative position shall be promulgated under the direction of the Superintendent **of Schools** and approved by the Board of Education, and provided to the affected administrator. The District will train and continue to provide training and support to its evaluators by encouraging and sponsoring evaluators to attend professional training opportunities, such as those opportunities offered through professional organizations and associations. The appraisal process for each administrator and administrative position shall serve these purposes:

1. To raise the quality of administration and educational service to the children of our community;
2. Clarify for the administrators their respective role in the school system as seen by the Board;
3. Clarify for all Board members the role of the administration and the immediate priorities among each administrator’s responsibilities;
4. Develop harmonious working relationships between the Board and administrative supervisors and each administrator; and,
5. Aid the individual administrator to grow professionally.

The evaluation of administrative performance is intended to be a cooperative and continuing process designed to improve the quality of the educational program.

General Procedures

The formal administrator appraisal is based primarily upon the procedures and processes defined below. The procedures provide for a consistent and equitable appraisal of important aspects of the administrator’s duties and responsibilities. They do not, however, specifically include the total range of expectations of the effective performance of the administrative duties of each administrative position or the administrator assigned to such position. As a result, additional data and information related to the respective administrative role may be utilized to generate a comprehensive appraisal.

Appraisal Cycle

Probationary administrators shall be observed and evaluated at least once each semester, except the Superintendent, who shall be observed and evaluated by the Board of Education once each semester in the first contract year of employment, and once per year each contract year thereafter.

~~Permanent (tenured) administrators shall be evaluated at least once each school year. Observations and evaluations of greater frequency or number than required may be conducted and made at the request of the administrator or in the discretion of the appraiser. Administrators who will be evaluated shall receive a copy of the evaluation procedure at least annually and prior to their evaluation.~~ Permanent (tenured) administrators shall be evaluated on a triennial cycle, with at least one summative evaluation occurring within every three-year period. The evaluation cycle can be modified to include additional summative evaluation within the three-year cycle. This modification may be requested by the administrator or at the appraiser's discretion.

Tenured certificated staff who are promoted from within the District will be evaluated annually for their first three years within their new administrative role. Administrators will receive a copy of the evaluation procedure at least annually and prior to their evaluation.

The appraisal cycle and appraisal process for a permanent administrator is intended for the direction of the responsible appraiser. A failure to complete evaluations within the designated cycle or in the manner directed by this policy shall not give the permanent administrator rights, but may be addressed in evaluating the responsible appraiser's performance.

The entire instructional period for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of an administrator's work for no less than 50 minutes (cumulative) during the time periods being evaluated.

Appraisal Process

The appraisal process is the responsibility of the administrator and the administrator's immediate supervisor as determined by the Board of Education and/or the Superintendent ~~of Schools~~, provided that the supervisor of the Superintendent shall be the Board of Education. In the event the responsible appraiser has not initiated the appraisal process within the time or in the manner required, the principal has the responsibility to timely notify the responsible appraiser.

Performance standard categories set forth in the evaluation instrument for each administrative position, as adopted and amended from time-to-time, shall serve as the basis for the informal job-target-based formative appraisal and the formal summative appraisal. During the formal summative appraisal, data is collected as required to provide a basis for appraising the performance categories. Data collection may include, but is not limited to, surveys (formal or informal information gathering from staff, students, parents, community members, and other administrators), statistics received by routine reports, statistics generated by reports specifically designed for the appraisal, review of sample written materials of the administrator (such as, for example, a principal's evaluations of teachers), and observations of performance. These criteria shall include personal and professional conduct. The administrator may be assigned responsibility to assist with data collection and shall have the duty to provide such assistance as is requested.

The collected data along with the professional opinions of the responsible appraiser shall serve as the basis for the final appraisal report.

Final Formal Summative Evaluation

The appraisal process culminates in a final formal summative evaluation. The final formal summative evaluation consists of a rating of each performance category identified in the evaluation instrument, identification of whether the administrator's performance meets or does not meet district standards of performance, a list of deficiencies in the administrator's performance, suggestions and plans for improvement to assist the administrator in overcoming such deficiencies, and follow-up evaluations as appropriate in order to correct performance below district standards. As a professional, the administrator may be assigned responsibility to provide suggestions for improvement plans or similar job growth strategies and shall have the duty of complying with such requests. Further, in the event improvement plans or other similar performance measures are implemented, the administrator shall have the duty to comply with such plans. The timeline for implementing any suggested improvements will depend on the situation and should be discussed and agreed upon with the administrator. However, in any event, the timeline for implementing suggested improvements shall occur as soon as necessary to remedy any of the administrator's noted deficiencies. The administrator is expected to be cooperative, professional, and to exhibit a willingness to improve performance and to accept the constructive criticisms and suggestions of the appraiser.

Reference: ~~_____ Evaluation Instruments for Each Administrative Position~~

Date of Adoption: August 9, 2021

Date of Revision: ~~December 12, 2022~~ February 9, 2026

Westmoor Elementary Scottsbluff Public Schools

Memo

To: Board of Education
From: Bethany Jolliffe, Principal, Westmoor Elementary
Date: March 9, 2026
Re: Westmoor Student Leadership Team

Similar to the WEB Leaders program at BMS and the Link Leaders at SHS, Westmoor Quest is an opportunity for 5th-grade students to serve and lead at Westmoor. It is designed to develop the leadership skills of Westmoor's 5th-grade students and to give them the opportunity to shape the school community's culture. Responsibilities of the Leadership Team may include:

- Serving as ambassadors of our school. This includes assisting principals with school tours and speaking with guests and new students at Westmoor Elementary
- Walking with students on the K-2 playground for Walk to School Wednesday
- Promoting Westmoor Elementary in a positive way by modeling positive behaviors from the handbook
- Saying the Pledge of Allegiance at the assembly on Friday mornings and greeting people as they enter the gym
- Assisting during fundraising activities
- Helping other students by being a positive mentor, tutor, or special recess friend
- Attending meetings to learn more about being a leader at school and in life

Students will be selected based on applications, references, and school behavior records. There will be no costs associated with this program, and it will be led by Holly Marker and Awnathon Harimon as the teacher sponsors.

Recommendation: Motion to approve the addition of the Westmoor Student Leadership Team program at Westmoor Elementary.

Administrator Evaluation Change

Reasons for the Change

- The proposed changes align with guidance from the Nebraska Department of Education (NDE) for evaluating principals and administrators and ensure compliance with state standards and best practices for professional growth and accountability.
- The new process outlines the development and implementation of individual professional development plans (IPDP) and encourages tailored action plans to address specific improvement areas.

Administrator Evaluation Change

Scottsbluff Public Schools

Probationary Principal or District Administrator (Years 1-3)

Semester 1 Activities

Action Plan and IPDP - Submitted to evaluator before October 1

Fall Conference - Administrator and Evaluator meet to discuss Action Plan and IPDP

On-site Observation - Minimum full instructional period

- Provide a list of deficiencies/suggestions (if applicable).

First Semester Meeting - Before the end of the semester, the Administrator and Evaluator meet to discuss progress on the Action Plan and IPDP.

- Evaluator completes summative evaluation document.
- Plan for Improvement/Plan of Assistance (if applicable).
- If performance warrants, move to a semester- or yearly-summative evaluation cycle.

Semester 2 Activities

On-site Observation - Minimum full instructional period

- Provide a list of deficiencies/suggestions (if applicable)

Second Semester Meeting - Before the end of the semester, the Administrator and Evaluator meet to discuss progress on the Action Plan and IPDP.

- Administrator completes reflection and summary of data.
- Evaluator rating on the action plan and IPDP.
- Evaluator completes summative evaluation document.
 - Plan for Improvement/Plan of Assistance (if applicable)

Administrator Evaluation Change

Scottsbluff Public Schools

Tenured Principal or District Administrator (Three-Year Cycle)

Years 1-2	Year 3 (Summative)
<p>Action Plan and IPDP - Submitted to evaluator before October 1</p> <p>Fall Conference - Administrator and Evaluator meet to discuss Action Plan and IPDP</p> <p>Second Semester Meeting - Before June 30, the Administrator and Evaluator will meet to discuss progress on the Action Plan and IPDP.</p> <ul style="list-style-type: none">• Administrator completes reflection and summary of data.• Evaluator rating on the action plan and IPDP.<ul style="list-style-type: none">○ Plan for Improvement/Plan of Assistance (if applicable)○ If performance warrants, move to a semester- or yearly-summative evaluation cycle.	<p>Action Plan and IPDP - Submitted to evaluator before October 1</p> <p>Fall Conference - Administrator and Evaluator meet to discuss Action Plan and IPDP</p> <p>On-site Observation - Minimum full instructional period</p> <ul style="list-style-type: none">• Provide a list of deficiencies/suggestions (if applicable). <p>Second Semester Meeting - Before June 30, the Administrator and Evaluator will meet to discuss the following:</p> <ul style="list-style-type: none">• Administrator completes reflection and summary of data on Action Plan and IPDP• The evaluator provides a rating on the Action Plan and IPDP.• Evaluator completes summative evaluation document.• Plan for Improvement/Plan of Assistance (if applicable).• If performance warrants, move to a semester- or yearly-summative evaluation cycle.

Administrator Evaluation Change

Scottsbluff Public Schools

Principal or District Administrator

Tenured Certificated Staff Promoted from within the District (Years 1-3)

Semester 1 Activities	Semester 2 Activities
<p>Action Plan and IPDP - Submitted to evaluator before October 1</p> <p>Fall Conference - Administrator and Evaluator meet to discuss Action Plan and IPDP</p> <p>On-site Observation - Minimum full instructional period</p> <ul style="list-style-type: none">• Provide a list of deficiencies/suggestions (if applicable).	<p>On-site Observation - Minimum full instructional period</p> <ul style="list-style-type: none">• Provide a list of deficiencies/suggestions (if applicable) <p>Second Semester Meeting - Before the end of the semester, the Administrator and Evaluator meet to discuss progress on the Action Plan and IPDP.</p> <ul style="list-style-type: none">• Administrator completes reflection and summary of data.• Evaluator rating on the action plan and IPDP.• Evaluator completes summative evaluation document.<ul style="list-style-type: none">○ Plan for Improvement/Plan of Assistance (if applicable)○ Move to year 1 of the Tenured Principal or District Administrator (Three-Year Cycle) if satisfactorily completing year 3.

Administrator Evaluation Documents

Principal or District Administrator Evaluation Cycle

Principal or District Administrator Action Plan and IPDP

NDE Guidance for the Principal or Administrator Evaluation Process

Memo

To: Board of Education
From: Marianne Carlson, Executive Director of Finance
David Davis, Director of Information Technology
Date: March 9, 2026
Re: DALI Chromebooks

Scottsbluff Public Schools recently solicited bids for Chromebooks to continue the District's DALI 1:1 Chromebook program. This refresh will support students in grades six and nine by replacing aging devices.

Bid specifications were sent to multiple vendors. Vendors were permitted to submit proposals only for brands with which the District has prior experience. In addition, vendors were asked to identify any value-added services or features included in their proposals.

Several vendors responded to the request for bids. Only submissions meeting the District's minimum specifications were considered. Proposals were disqualified for the following reasons:

- Bidding a brand not approved in the bid specifications
- Failing to meet the minimum Google Auto Update Expiration (AUE) requirement
- Submitting a late response

Disqualified submissions are not included in the summary below:

Vendor	Chromebook	Google License	Zero Touch Enrollment	Grand Total Quantity 600	Note
Sterling Computers	\$359.35	\$32.00	\$2.50	\$236,310.00	Dell
Taza Supplies, Inc.	\$373.40	\$37.34	\$5.18	\$249,552.00	Lenovo 100e
Eastern Data, Inc.	\$387.00	\$31.00	\$4.00	\$253,200.00	Lenovo 100e
CDWG	\$348.94	\$31.00	\$0.00	\$227,964.00	Acer 311
Y&S	\$284.00	\$28.85	\$1.00	\$188,100.00	Lenovo 100e
Vitucom, option 1	\$436.00	\$30.00	\$6.00	\$283,200.00	Hewlett Packard
Virtucom, option 2	\$402.00	\$30.00	\$6.00	\$262,800.00	Hewlett Packard
Southern Computer Warehouse	\$453.24	\$29.91	\$2.44	\$291,354.00	Not specified

Although the bid specifications required pricing to be guaranteed for 45 days, current market conditions — including increased chip demand driven by AI technologies and other global supply factors — may impact vendors' ability to honor quoted pricing through the time of purchase.

To protect the District's financial interests, it is recommended that the bid be awarded to the lowest responsive and responsible bidder with firm, verifiable pricing. If that vendor is unable to honor their quoted price at the time of order, the District should proceed with the next lowest qualified bidder.

Recommendation: Motion to approve awarding the bid to Y&S Technologies for 600 Chromebooks for a total of \$188,100.00. If Y&S Technologies is unable to honor their bid, the bid shall be awarded to CDWG for 600 Chromebooks for a total price of \$227,964.00.

Memo

To: Board of Education
From: Marianne Carlson, Executive Director of Finance
David Davis, Director of Information Technology
Date: March 9, 2026
Re: Network LAN Extensions

Scottsbluff Public Schools recently requested bids for LAN extensions that currently connect our elementary buildings to the District's network. These connections are evaluated and rebid every three years to ensure we have adequate capacity and current pricing. These bids were solicited through the Federal E-Rate system, which will reimburse the district for up to 80% of the costs associated with such connections. The bid included speed options of 500 Mbps and 1 Gbps, as well as contract lengths of 36 months or 60 months.

Upon receiving the bids, evaluations were conducted using a scoring matrix based on the criteria listed on the Federal E-Rate website. Based on this scoring and the identified best options, Allo Communications emerged as the highest-scoring bidder. To accommodate increased network traffic and lock-in prices for the next 3 years, we determined that the 1 Gbps and 36-month options were most appropriate.

Factor	Points
Price of Eligible Goods and Services	60
Existing Satisfactory Vendor Experience	10
References and Reliability	10
Monitoring, SLA, Support Ticketing	10
Network Redundancy/Architecture	5
Attendance at Optional Pre-Bid Meeting	5
Total	100

The prices listed are monthly charges for 1 Gbps connections with a 3-year term. Prices are before E-rate. We are recommending that the bid be awarded to Allo Communications. After the E-Rate reimbursement, the final cost to the district will be approximately \$520/month, totaling \$18,720 over three years.

Provider	Score	Monthly Price	3-Year Total
Allo Communications	99.00	\$2,600.00	\$93,600.00
VERO	66.92	\$4,225.00	\$152,100.00
Spectrum	71.60	\$3,750.00	\$135,000.00
OPTK	69.00	\$4,000.00	\$144,00.00 + NRC \$2,000.00

Recommendation: Award the bid to Allo Communications for \$2,600.00 per month for a three-year term, totaling \$93,600.00.

Memo

To: Board of Education
From: Marianne Carlson, Executive Director of Finance
Date: March 9, 2026
Re: Westmoor Elementary Modernization Furniture Purchase

Scottsbluff Public Schools utilized School Specialty for the furniture portion of the Roosevelt, Longfellow, and Lincoln Heights Elementary Modernization Projects. We have elected to continue with School Specialty for the Westmoor Elementary Modernization Project and have been in discussion with School Specialty for the final portion of the project. The quote received from School Specialty is under the AEPA (Association of Educational Purchasing Agencies) contract which allows us to utilize that contract in lieu of our normal bidding procedures.

We have ordered the furniture for Westmoor in three phases. This is the final phase and will take care of the remainder of the spaces that will be modernized this summer. The quote we have received from School Specialty includes the installation of those items. The furniture will be installed prior to students starting the 2026-2027 school year.

Recommendation: Motion to approve Marianne Carlson, as a representative of Scottsbluff Public Schools, to move into an agreement with School Specialty to purchase the classroom furniture for the Westmoor Elementary Modernization project for \$443,873.13.

Memo

To: Dr. Andrew Dick and Scottsbluff Board of Education
From: Marianne Carlson, Executive Director of Finance
Date: March 9, 2026
Re: Vehicle Purchase

Based on a review of the District's vehicles and their usage, the District issued a Request for Information (RFI) to add two additional vehicles to the fleet for use by our students and staff. The vehicles requested were a minivan and an 8-passenger full-size van. The RFI was sent to local dealerships as well as to dealerships that we have purchased vehicles from in the past. In August 2025, the Board approved the purchase for the minivan requested and we continued to look for the full-size van.

Woodhouse Ford in Blair, NE has submitted a proposal for a 2026 T-350 that will seat up to 10 passengers. The MSRP for the van was \$70,397 however after government pricing was applied, the price dropped to \$66,136 with a \$350 charge for delivering the van to us. This van meets the required specifications by the Nebraska Department of Education for pupil transportation vehicle.

Motion: Approve the purchase of a 2026 T-350 for \$66,486 from Woodhouse Ford.

Memo

To: Dr. Andrew Dick and Scottsbluff Board of Education
From: Marianne Carlson, Executive Director of Finance
Travis Rickey, Director of Facilities
Date: March 9, 2026
Re: Facilities Condition Assessment RFP

As part of our Strategic Plan, Action Item 3.2.a states, “Conduct a needs assessment of district facilities to create a short-term and long-term facility plan that meets the needs of students, staff, and community while maintaining the integrity of current and future programs.” To assist with meeting this goal, we released a RFP for a Facilities Condition Assessment (FCA) in November 2025. Proposals were due back on December 17th and we received 10 proposals for consideration.

Within the RFP, we listed all locations within SBPS including ancillary buildings. We also requested that the fee proposal be separated out by building with the understanding that while only one vendor would be selected, we may not proceed with the FCA for all buildings listed. Upon review of the proposals, we are recommending BCDM be awarded the bid. The agreement with BCDM will include all buildings included within the initial RFP with the exception of Lake Minatare. The final contract amount will be \$52,000 (initial bid amount of \$57,000 less \$5,000 for Lake Minatare) plus their automobile transportation (anticipate they will have 3 trips) and miscellaneous expenses (minimal printing needs).

Vendor	Bid Amount
Facility Advocates	\$40,850.00
BCDM Architects	\$57,000.00
JEO Consulting Group	\$79,550.00
Bureau Veritas	\$89,500.00

MOCA Systems	\$110,060.04
BBG Real Estate Services	\$119,889.75
CMBA Architects	\$130,000.00
MGT	\$135,734.00
Wilkins ADP	\$151,050.00
CTL Group	\$330,371.96

Motion: Approve awarding the Facilities Condition Assessment RFP to BCDM Architects and approve administration to sign the Agreement to Perform Professional Services.

**AGREEMENT TO PERFORM
PROFESSIONAL SERVICES
FOR THE
SCOTTSSLUFF PUBLIC SCHOOLS
FACILITIES CONDITION ASSESSMENT PROJECT**
(BCDM #5607-00)

Beringer Ciaccio Dennell Mabrey, Inc., d/b/a BCDM Architects, (BCDM) enters into this agreement for professional services with Scottsbluff Public Schools (CLIENT) for the Scottsbluff Public Schools Facilities Condition Assessment Project, Scottsbluff, Nebraska.

I. BASIC SCOPE OF SERVICES

BCDM will perform the following Basic Scope of Services:

- A. Conduct facilities assessment of the following eight buildings: Scottsbluff Education Center, Lincoln Heights Elementary, Longfellow Elementary, Roosevelt Elementary, Westmoor Elementary, Bluffs Middle School, Scottsbluff High School, and all related Ancillary Buildings.
- B. Evaluate and document physical condition of each building including civil, architectural, mechanical and electrical assessments.
- C. Identify deficiencies and maintenance items of each building and the grounds.
- D. Prepare associated Opinion of Probable Construction Cost for long-term budgeting.
- E. Provide one (1) written Facilities Assessment Report.
- F. Date for Completion of Study: The anticipated date to complete the study is June 2026 (approximately 3 months from date of contract approval).

II. CLIENT RESPONSIBILITIES

- A. CLIENT shall designate a representative authorized to act on the CLIENT's behalf with respect to the Project. CLIENT's designated representative shall render decisions in a timely manner pertaining to documents submitted by BCDM in order to avoid unreasonable delay in the orderly and sequential process of BCDM's services.

III. FEE AND TIMING

- A. The above Basic Scope of Services will be performed for the Lump Sum Fee of Fifty-Two Thousand and no/100's Dollars (\$52,000.00).
- B. Reimbursable and Miscellaneous Expenses will be billed in addition to the Basic Services Fee above in accordance with the Rate Schedule (Exhibit 'A') attached hereto.
- C. The above Basic Scope of Services will be performed upon BCDM's receipt of written authorization to proceed (signed copy of this agreement) from the CLIENT.

- D. Any additional services shall be authorized in writing by the CLIENT prior to initiation and compensated in accordance with the attached Rate Schedule (Exhibit 'A'). The CLIENT shall reimburse BCDM for additional expenses accrued.

IV. PAYMENT

- A. Invoices for services performed will be sent monthly. Terms of payment for all work performed under this Agreement shall be net thirty (30) days from date of invoice.
- B. All fees due BCDM will be payable within thirty (30) days of receipt of such invoice showing work completed and the cost of said work. To each statement not paid within thirty (30) days, a service charge of one and one-half percent (1-1/2%) per month will be added to the unpaid balance.

V. OWNERSHIP AND USE OF THE MATERIALS

- A. CLIENT acknowledges and agrees that the drawings, sketches, designs and other documentation (the "Materials") prepared by BCDM for the provision of Services contemplated in this Agreement are instruments of BCDM's Services and are for use solely with respect to this Project and, unless otherwise provided in writing by BCDM, BCDM shall be deemed the author of these Materials and shall retain all rights, title and interest therein. The Materials shall not be used by the CLIENT or others on other projects, for additions to this Project or for completion of this Project by others without permission from BCDM. Any unauthorized use of the Materials shall be at the CLIENT's sole risk and without liability to BCDM and BCDM's consultants.

VI. TERMINATION

- A. This Agreement may be terminated upon ten (10) days written notice by either party. In the event of termination, the CLIENT will pay BCDM due compensation as specified herein for services performed up to the termination date including reimbursable expenses.

VII. DISPUTE RESOLUTION

- A. Any claim, dispute or other matter in question arising out of or related to this Agreement shall be subject to mediation as a condition precedent to the institution of legal or equitable proceedings by either party.
- B. The parties shall share the mediator's fee and any filing fees equally. The mediation shall be held in the place where the Project is located, unless another location is mutually agreed upon. Agreements reached in mediation shall be enforceable as settlement agreements in any court having jurisdiction thereof.

VIII. APPLICABLE LAW

- A. The parties shall comply with and apply Nebraska law, without reference to the conflicts of laws provisions thereof, in the performance and interpretation of this agreement.

- IX.** The Proposal submitted by BCDM and the Terms and Conditions included in the Facilities Condition Assessment Project RFP #26-SE-860 are incorporated herein by reference and the parties agree to abide by the same.

SCOTTSBLUFF PUBLIC SCHOOLS
2617 College Park
Scottsbluff, Nebraska 69361
(308) 635-6200

BERINGER CIACCIO DENNELL MABREY INC.
1015 North 98th Street, Suite 300
Omaha, Nebraska 68114
(402) 391-2211 (402) 391-8721 Fax

Signature Date

Printed Name / Title


Signature 02/26/2026
Date

Matthew Erion, Principal

**BCDM Architects
2026 RATE SCHEDULE**

HOURLY RATES & CLASSIFICATIONS

Senior Principal.....	\$275/Hr.
Principal.....	\$225/Hr.
Associate Principal	\$200/Hr.
Project Manager	\$140/Hr.
Project Architect	\$120/Hr.
Architect-In-Training	\$110/Hr.
Contract Administrator/Construction Manager	\$200/Hr.
Interior Designer	\$110/Hr.
Administrative Staff.....	\$110/Hr.
Intern Architect	\$65/Hr.

REIMBURSABLE & MISCELLANEOUS EXPENSES

- A. **CONSULTANTS:** Services provided by civil, structural, mechanical, and electrical engineering and/or other consultants will be charged at actual cost plus 15%.

- B. **AUTOMOBILE TRANSPORTATION:** Automobile transportation in connection with the project will be charged at the current IRS standard mileage rate of seventy-two and one half cents (\$.725) per mile plus 15%.

- C. **MISCELLANEOUS EXPENSES:** All miscellaneous expenses in connection with the Project will be charged at a rate of Three Percent (3%) of the Basic Services Fee. Miscellaneous expenses include: Miscellaneous reproductions (i.e. plotting, photocopies, photographic reproductions, and all minor printing and materials); support materials (i.e. photographs, model supplies, professional rendering supplies, etc.) other than normal office supplies; and long distance phone charges, postage charges and express mail/shipping charges.

The rates and multiples set forth above may be annually adjusted in accordance with normal salary review practices.



Changes to SEA Negotiated Agreement 2026-2027 & 2027-2028

- 2026-2027 Base Salary - \$42,270
- 2027-2028 Base Salary - \$43,360
- Update 2.5 Personal Leave
 - Increase to four (4) days granted each year
 - Update the cost of a substitute if a Holiday Extension Day is used
- Update 2.6 Conditional Leave
 - Clarify that in situations where a Conditional Leave and a Holiday Extension Day overlap, Conditional Leave will take precedence
 - Update wording in 2.6.7 & 2.6.8
- Update Bereavement Leave
 - Remove that the days must be consecutive
 - Updated those that qualify under the definition of immediate family
- Renumber 3.6 & 3.7 to appropriately have the agreement in the correct order

**Scottsbluff Public Schools
Appendix A-1
Standard Salary Schedule
2026/2027**

Base Salary: \$42,270

YEAR	BA+00	BA+09	BA+18	BA+27	BA+36	MA+00	MA+09	MA+18	MA+27	MA+36	MA+45	PhD
1	\$42,270	\$44,172	\$46,074	\$47,976	\$49,879	\$51,781	\$53,683	\$55,585	\$57,487	\$59,389	\$61,292	\$63,194
2	\$44,172	\$46,074	\$47,976	\$49,879	\$51,781	\$53,683	\$55,585	\$57,487	\$59,389	\$61,292	\$63,194	\$65,096
3	\$46,074	\$47,976	\$49,879	\$51,781	\$53,683	\$55,585	\$57,487	\$59,389	\$61,292	\$63,194	\$65,096	\$66,998
4	\$47,976	\$49,879	\$51,781	\$53,683	\$55,585	\$57,487	\$59,389	\$61,292	\$63,194	\$65,096	\$66,998	\$68,900
5		\$51,781	\$53,683	\$55,585	\$57,487	\$59,389	\$61,292	\$63,194	\$65,096	\$66,998	\$68,900	\$70,802
6			\$55,585	\$57,487	\$59,389	\$61,292	\$63,194	\$65,096	\$66,998	\$68,900	\$70,802	\$72,704
7				\$59,389	\$61,292	\$63,194	\$65,096	\$66,998	\$68,900	\$70,802	\$72,704	\$74,607
8					\$63,194	\$65,096	\$66,998	\$68,900	\$70,802	\$72,704	\$74,607	\$76,509
9						\$66,998	\$68,900	\$70,802	\$72,704	\$74,607	\$76,509	\$78,411
10						\$68,900	\$70,802	\$72,704	\$74,607	\$76,509	\$78,411	\$80,313
11						\$70,802	\$72,704	\$74,607	\$76,509	\$78,411	\$80,313	\$82,215
12								\$76,509	\$78,411	\$80,313	\$82,215	\$84,117
13								\$78,411	\$80,313	\$82,215	\$84,117	\$86,019
14									\$82,215	\$84,117	\$86,019	\$87,922
15											\$87,922	\$89,824
16											\$89,824	\$91,726
17											\$91,726	\$93,628

The Flat Dollar Salary/Fringe Benefit Stipend Amount of \$11,220 is Not Included in the Above Amounts

Section 125 (Pre-Tax) Election Items Include:

1. Health Insurance – BC/BS NETWORK Blue \$1050 Deductible Plan; and Dental Insurance – BCBS 100% A, 75% B and 50% C coverage

Coverage	Employee	Ee & Child(ren)	Ee & Spouse	Ee, Spouse & Child(ren)
Health Coverage \$1050 Deductible	\$927.31	\$1,715.56	\$1,947.37	\$2,614.83
Health Coverage \$2500 Deductible	\$782.39	\$1,447.46	\$1,643.06	\$2,206.19
Dental Coverage 100% A, 75% B, 50% C	\$32.79	\$60.62	\$68.81	\$92.45

Above rates are before Employer's contribution \$480.05 per month toward Health Coverage

* 2. Flexible Spending Account (Unreimbursed Medical and/or Dependent Care) Expenses ***(Any Unused Dollars Revert to the District)**

3. VSP Vision Insurance (12 mo. Plan) for applicable Single; Single/Children; Single/Spouse; and, Family coverage – per the annual rates established by the insurance provider.

4. Life Insurance

**Scottsbluff Public Schools
Appendix A-3
Standard Salary Schedule
2027/2028**

Base Salary: \$43,360												
YEAR	BA+00	BA+09	BA+18	BA+27	BA+36	MA+00	MA+09	MA+18	MA+27	MA+36	MA+45	PhD
1	\$43,360	\$45,311	\$47,262	\$49,214	\$51,165	\$53,116	\$55,067	\$57,018	\$58,970	\$60,921	\$62,872	\$64,823
2	\$45,311	\$47,262	\$49,214	\$51,165	\$53,116	\$55,067	\$57,018	\$58,970	\$60,921	\$62,872	\$64,823	\$66,774
3	\$47,262	\$49,214	\$51,165	\$53,116	\$55,067	\$57,018	\$58,970	\$60,921	\$62,872	\$64,823	\$66,774	\$68,726
4	\$49,214	\$51,165	\$53,116	\$55,067	\$57,018	\$58,970	\$60,921	\$62,872	\$64,823	\$66,774	\$68,726	\$70,677
5		\$53,116	\$55,067	\$57,018	\$58,970	\$60,921	\$62,872	\$64,823	\$66,774	\$68,726	\$70,677	\$72,628
6			\$57,018	\$58,970	\$60,921	\$62,872	\$64,823	\$66,774	\$68,726	\$70,677	\$72,628	\$74,579
7				\$60,921	\$62,872	\$64,823	\$66,774	\$68,726	\$70,677	\$72,628	\$74,579	\$76,530
8					\$64,823	\$66,774	\$68,726	\$70,677	\$72,628	\$74,579	\$76,530	\$78,482
9						\$68,726	\$70,677	\$72,628	\$74,579	\$76,530	\$78,482	\$80,433
10						\$70,677	\$72,628	\$74,579	\$76,530	\$78,482	\$80,433	\$82,384
11						\$72,628	\$74,579	\$76,530	\$78,482	\$80,433	\$82,384	\$84,335
12								\$78,482	\$80,433	\$82,384	\$84,335	\$86,286
13								\$80,433	\$82,384	\$84,335	\$86,286	\$88,238
14									\$84,335	\$86,286	\$88,238	\$90,189
15											\$90,189	\$92,140
16											\$92,140	\$94,091
17											\$94,091	\$96,042

The Flat Dollar Salary/Fringe Benefit Stipend Amount of \$11,220 is Not Included in the Above Amounts

Section 125 (Pre-Tax) Election Items Include:

1. Health Insurance – BC/BS NEtwork Blue \$1,050 Deductible Plan; and Dental Insurance – BCBS 100% A, 75% B and 50% C coverage – subject to IOC Committee.

Coverage	Employee	Ee & Child(ren)	Ee & Spouse	Ee, Spouse & Child(ren)
Health Coverage \$1050 Deductible	TBD	TBD	TBD	TBD
Health Coverage \$2500 Deductible	TBD	TBD	TBD	TBD
Dental Coverage 100% A, 75% B, 50% C	TBD	TBD	TBD	TBD

Above rates are before Employer's contribution \$TBD per month toward Health Coverage

- * 2. Flexible Spending Account (Unreimbursed Medical and/or Dependent Care) Expenses ***(Any Unused Dollars Revert to the District)**

3. VSP Vision Insurance (12 mo. Plan) for applicable Single; Single/Children; Single/Spouse; and, Family coverage – per the annual rates established by the insurance provider.

4. Life Insurance

SCOTTSSLUFF PUBLIC SCHOOLS
SCHEDULE #B-1
EXTRA-STANDARD SERVICES
2026-2027

A salary increment, as listed, will be added to the base salary of each instructor who assumes one of the following responsibilities, in addition to their normal teaching load. A normal load: Elementary – responsibility for a regular elementary classroom, bus duty, playground duties; Middle School – eight daily class periods and Senior High School – eight class periods, participation in routine assignments and sponsorship activities.

Note: Use preceding year's base salary % of \$41,070 for 2025-2026	Salary Range		Percentage	
			Range	
AFJROTC	4,928	7,393	12%	18%
Auditorium Supervisor	2,054	2,054	5%	5%
BMS Concessions	2,054	2,054	5%	5%
BMS Games of Chance Club Sponsor	411	411	1%	1%
BMS Math Counts	411	821	1%	2%
BMS National Honor Society Advisor	821	821	2%	2%
BMS Strategy Games Club Sponsor	411	411	1%	1%
BMS Student Council Sponsor	2,464	3,286	6%	8%
BMS Vocal	821	821	2%	2%
Cheerleader Coach - Senior High	4,107	5,750	10%	14%
Cheerleader Coach Assistant	3,286	4,928	8%	12%
CHOICES Sponsor	4,928	7,393	12%	18%
CHOICES Assistant Sponsor	3,286	4,928	8%	12%
Circle of Friends Sponsor (2)	2,875	4,107	7%	10%
DECA Advisor	4,928	7,393	12%	18%
DECA Assistant Advisor	3,286	4,928	8%	12%
Dramatics	3,696	5,750	9%	14%
Dramatics Assistant (One Act Play) (2)	2,054	3,696	5%	9%
Drill Team Coach	4,107	5,750	10%	14%
Drill Team Assistant Coach	3,286	4,928	8%	12%
EdRising	4,928	7,393	12%	18%
Esports	4,928	7,393	12%	18%
FCCLA	4,928	7,393	12%	18%
FFA Assistant Sponsor	3,286	4,928	8%	12%
FFA Sponsor	4,928	7,393	12%	18%
Graphic Arts	4,928	7,393	12%	18%
HOSA Advisor	4,928	7,393	12%	18%
HOSA Assistant Advisor	3,286	4,928	8%	12%
Journalism	4,107	5,750	10%	14%
Link Crew Coordinator (1 BMS, 1 SHS)	4,107	4,107	10%	10%
Mock Trial	1,643	2,464	4%	6%
Music, Assistant Band (K-12)	3,286	4,928	8%	12%
Music, Instrumental	4,928	6,982	12%	17%
Music, Orchestra (Strings K-12)	1,643	2,464	4%	6%
Music, Vocal	4,928	6,982	12%	17%
Music, Vocal Assistant	3,286	4,928	8%	12%
ProStart	4,928	7,393	12%	18%
SHS Concessions	4,107	4,107	10%	10%
SHS Math Club	4,928	7,393	12%	18%
SHS Math Club Assistant	3,286	4,928	8%	12%

SHS National Honor Society Advisor	1,437	1,437	3.5%	3.5%
SHS Student Senate Sponsor	2,875	4,107	7%	10%
SkillsUSA	4,928	7,393	12%	18%
Speech/Debate	4,928	7,393	12%	18%
Speech/Debate Assistant (2)	3,286	4,928	8%	12%
Streaming Coordinator	4,928	4,928	12%	12%
TeamMates	1,643	1,643	4%	4%

Special Assignment Positions:

These positions are established by the School Board and administration. These are positions which are related to their normal capacity in an educational setting. They are not considered extra-standard services.

Assistant Activities Director	14,375	35%
Behavior Coordinator	3,286	8%
BMS Core Team Leader (6)	2,259	5.5%
BMS Exploratory Team Leader	1,437	3.5%
Building HALS Coordinators (RO, LH, WE, LO, 3 BMS)	2,875	7%
Content Area Specialist	6,571	16%
Director of Counseling	2,464	6%
Director of Mental Health Counseling	2,464	6%
Elementary Homework Club/Breakfast Supervision	2,054	5%
ELL Coordinator (1 BMS, 1 SHS)	2,259	5.5%
Freshman Academy Team Leaders (2)	2,259	5.5%
Health Services Coordinator	2,464	6%
Information Technology Specialist	6,571	16%
Literacy (Reading) Coaches (RO, LH, WE, LO)	3,286	8%
School Psychologist	9,857	24%
School Psychologist Coordinator(s)	14,375	35%
School Psychologist Intern	4,928	12%
SHS Department Chairs Core Departments (Math, LA, Science, SS, ReConnect)	2,259	5.5%
SHS Department Chairs Electives (PE, CTE, For Lang)	1,437	3.5%
Special Education Coordinator	4,928	12%
Speech Language Pathologist – CCC	12,321	30%
Wellness Coordinator	2,464	6%

	16 Days of Instruction & 4 Hours of Planning	20 Days of Instruction & 5 Hours of Planning	32 Days of Instruction & 8 Hours of Planning	36 Days of Instruction & 9 Hours of Planning
Learning Loss Instructor	600	750	1,200	1,350

BMS Tutoring (3 positions, 1 per grade level)	3,000
SHS Tutoring (2 positions)	3,000

SCOTTSDLUFF PUBLIC SCHOOLS
SCHEDULE #B-2
EXTRA-STANDARD SERVICES
2027-2028

A salary increment, as listed, will be added to the base salary of each instructor who assumes one of the following responsibilities, in addition to their normal teaching load. A normal load: Elementary – responsibility for a regular elementary classroom, bus duty, playground duties; Middle School – eight daily class periods and Senior High School – eight class periods, participation in routine assignments and sponsorship activities.

Note: Use preceding year's base salary % of \$42,270 for 2026-2027	Salary Range		Percentage	
			Range	
AFJROTC	5,072	7,609	12%	18%
Auditorium Supervisor	2,114	2,114	5%	5%
BMS Concessions	2,114	2,114	5%	5%
BMS Games of Chance Club Sponsor	423	423	1%	1%
BMS Math Counts	423	845	1%	2%
BMS National Honor Society Advisor	845	845	2%	2%
BMS Strategy Games Club Sponsor	423	423	1%	1%
BMS Student Council Sponsor	2,536	3,382	6%	8%
BMS Vocal	845	845	2%	2%
Cheerleader Coach - Senior High	4,227	5,918	10%	14%
Cheerleader Coach Assistant	3,382	5,072	8%	12%
CHOICES Sponsor	5,072	7,609	12%	18%
CHOICES Assistant Sponsor	3,382	5,072	8%	12%
Circle of Friends Sponsor (2)	2,959	4,227	7%	10%
DECA Advisor	5,072	7,609	12%	18%
DECA Assistant Advisor	3,382	5,072	8%	12%
Dramatics	3,804	5,918	9%	14%
Dramatics Assistant (One Act Play) (2)	2,114	3,804	5%	9%
Drill Team Coach	4,227	5,918	10%	14%
Drill Team Assistant Coach	3,382	5,072	8%	12%
EdRising	5,072	7,609	12%	18%
ESports	5,072	7,609	12%	18%
FCCLA	5,072	7,609	12%	18%
FFA Assistant Sponsor	3,382	5,072	8%	12%
FFA Sponsor	5,072	7,609	12%	18%
Graphic Arts	5,072	7,609	12%	18%
HOSA Advisor	5,072	7,609	12%	18%
HOSA Assistant Advisor	3,382	5,072	8%	12%
Journalism	4,227	5,918	10%	14%
Link Crew Coordinator (1 BMS, 1 SHS)	4,227	4,227	10%	10%
Mock Trial	1,691	2,536	4%	6%
Music, Assistant Band (K-12)	3,382	5,072	8%	12%
Music, Instrumental	5,072	7,186	12%	17%
Music, Orchestra (Strings K-12)	1,691	2,536	4%	6%
Music, Vocal	5,072	7,186	12%	17%
Music, Vocal Assistant	3,382	5,072	8%	12%
ProStart	5,072	7,609	12%	18%
SHS Concessions	4,227	4,227	10%	10%
SHS Math Club	5,072	7,609	12%	18%
SHS Math Club Assistant	3,382	5,072	8%	12%

SHS National Honor Society Advisor	1,479	1,479	3.5%	3.5%
SHS Student Senate Sponsor	2,959	4,227	7%	10%
SkillsUSA	5,072	7,609	12%	18%
Speech/Debate	5,072	7,609	12%	18%
Speech/Debate Assistant (2)	3,382	5,072	8%	12%
Streaming Coordinator	5,072	5,072	12%	12%
TeamMates	1,691	1,691	4%	4%

Special Assignment Positions:

These positions are established by the School Board and administration. These are positions which are related to their normal capacity in an educational setting. They are not considered extra-standard services.

Assistant Activities Director	14,795	35%
Behavior Coordinator	3,382	8%
BMS Core Team Leader (6)	2,325	5.5%
BMS Exploratory Team Leader	1,479	3.5%
Building HALS Coordinators (RO, LH, W, LO, 3 BMS)	2,959	7%
Content Area Specialist	6,763	16%
Director of Counseling	2,536	6%
Director of Mental Health Counseling	2,536	6%
Elementary Homework Club/Breakfast Supervision	2,114	5%
ELL Coordinator (1 BMS, 1 SHS)	2,325	5.5%
Freshman Academy Team Leaders (2)	2,325	5.5%
Health Services Coordinator	2,536	6%
Information Technology Specialist	6,763	16%
Literacy (Reading) Coaches (RO, LH, W, LO)	3,382	8%
School Psychologist	10,145	24%
School Psychologist Coordinator(s)	14,795	35%
School Psychologist Intern	5,072	12%
SHS Department Chairs Core Departments (Math, LA, Science, SS, ReConnect)	2,325	5.5%
SHS Department Chairs Electives (PE, CTE, For Lang)	1,479	3.5%
Special Education Coordinator	2,536	12%
Speech Language Pathologist – CCC	12,681	30%
Wellness Coordinator	2,536	6%

	16 Days of Instruction & 4 Hours of Planning	20 Days of Instruction & 5 Hours of Planning	32 Days of Instruction & 8 Hours of Planning	36 Days of Instruction & 9 Hours of Planning
Learning Loss Instructor	600	750	1,200	1,350

BMS Tutoring (3 positions, 1 per grade level)	3,000
SHS Tutoring (2 positions)	3,000

Compensation-in-Lieu of Planning Period:

In the event that a teacher is required to teach in-lieu of a planning period, said teacher will be compensated at the rate of 1/8th of their respective salary amount, including the fringe benefit / flat dollar salary amount.

COACHING DUTIES

Coaching/Sponsorship Duties:

Any new or additional assignments to the coaching or sponsorship duties shall be evaluated according to the degree of difficulty and responsibility and placed accordingly on the Extra-Standard Services or Coaching Schedules. Such evaluation and placement shall be the responsibility of the Board of Education. This schedule is a guideline for pay purposes only and is not a list of guaranteed positions to be filled each year. In sports where there is only one coach, every effort will be made to provide a “same-sex” assistant coach.

SCOTTSDLUFF PUBLIC SCHOOLS
SCHEDULE #C-1
COACHING SERVICES
2026-2027

All coaches shall receive their compensation for assignments in twelve (12) equal monthly payments.

<i>Note: use preceding year's base salary % of \$41,070 for 2025-2026</i>			Salary Range		Percentage Range	
FOOTBALL						
	Head Coach		6,161	8,625	15%	21%
	Varsity Assistant Coach	(6) (each) @	3,696	5,750	9%	14%
	Frosh Coach		3,696	4,928	9%	12%
	Assistant Frosh Coach	(2) (each) @	2,875	3,696	7%	9%
	BMS Football Coordinator		3,286	4,107	8%	10%
	BMS Assistant	(5) (each) @	2,464	3,286	6%	8%
BASKETBALL						
	Head Coach – Boys		8,625	8,625	15%	21%
	Head Coach – Girls		6,161	8,625	15%	21%
	JV Coach – Boys		3,696	5,750	9%	14%
	JV Coach – Girls		3,696	5,750	9%	14%
	Sophomore Coach – Boys		3,696	5,750	9%	14%
	Sophomore Coach – Girls		3,696	5,750	9%	14%
	Frosh Coach – Boys		3,696	4,928	9%	12%
	Frosh Aide – Boys		411	411	1%	1%
	Frosh Coach – Girls		3,696	4,928	9%	12%
	BMS Head Coach Boys (8 th Grade)		2,464	3,286	6%	8%
	BMS Head Coach Boys (7 th Grade)		2,464	3,286	6%	8%
	BMS Head Coach Boys (Red Team)		1,643	2,464	4%	6%
	BMS Boys Asst Coach	(2) (each) @	1,643	1,643	4%	4%
	BMS Boys Asst Coach (Red Team)		821	821	2%	2%
	BMS Head Coach Girls (8 th Grade)		2,464	3,286	6%	8%
	BMS Head Coach Girls (7 th Grade)		2,464	3,286	6%	8%
	BMS Head Coach Girls (Red Team)		1,643	2,464	4%	6%
	BMS Girls Asst Coach	(2) (each) @	1,643	1,643	4%	4%
	BMS Girls Asst Coach (Red Team)		821	821	2%	2%
	Intramural Coach - Boys (Senior High)		2,464	2,464	6%	6%
	Intramural Coach - Girls (Senior High)		2,464	2,464	6%	6%
TRACK						
	Head Coach		6,161	8,625	15%	21%
	Assistant Coach	(7) (each) @	3,696	5,750	9%	14%
		OR				
	Head Coach	(2) (each)@	6,161	8,625	15%	21%
	Assistant Coach	(6) (each) @	3,696	5,750	9%	14%
	BMS Track Coordinator		3,286	4,107	8%	10%
	BMS Assistant	(5) (each) @	2,464	3,286	6%	8%
	Unified Track	(2) (each) @	821	1,232	2%	3%
SOFTBALL						
	Head Coach - Girls		4,928	6,982	12%	17%
	Assistant Coach – Girls	(3) (each) @	3,286	4,928	8%	12%
SOCCER						
	Head Coach - Boys		4,928	6,982	12%	17%
	Head Coach - Girls		4,928	6,982	12%	17%

Assistant Coach – Boys	(2) (each) @	2,464	3,286	6%	8%
Assistant Coach – Girls		3,286	4,928	8%	12%
Assistant Coach – Girls		2,464	2,464	6%	6%
BMS Soccer Coordinator		2,054	2,054	5%	5%
BMS Assistant Coach	(4)(each)@	1,232	1,232	3%	3%
WRESTLING					
Head Coach – Girls		6,161	8,625	15%	21%
Head Coach – Boys		6,161	8,625	15%	21%
Assistant Coach	(2) (each)@	3,696	5,750	9%	14%
High School Adult Aide	(3) (each) @	411	411	1%	1%
BMS Wrestling Coordinator - Boys		3,286	4,107	8%	10%
BMS Wrestling Coordinator - Girls		3,286	4,107	8%	10%
BMS Assistant Coach – Boys		2,464	3,286	6%	8%
BMS Assistant Coach - Girls		2,464	3,286	6%	8%
SWIMMING					
Head Coach – Boys/Girls		6,161	8,625	15%	21%
Assistant Coach	(2) (each) @	3,696	5,750	9%	14%
VOLLEYBALL					
Head Coach		6,161	8,625	15%	21%
JV Coach	(2) (each) @	3,696	5,750	9%	14%
Frosh Coach		3,696	4,928	9%	12%
Middle School Coordinator		2,875	3,696	7%	9%
BMS Asst Coach	(3) (each) @	1,643	1,643	4%	4%
BMS Red Asst Coach	(2) (each) @	821	821	2%	2%
BOWLING					
Unified Bowling	(2) (each) @	2,875	3,696	7%	9%
Unified Bowling Assistant Coach		2,464	2,464	6%	6%
TENNIS					
Head Coach - Girls		4,107	5,750	10%	14%
Head Coach - Boys		4,107	5,750	10%	14%
Assistant Coach - Girls		2,875	4,107	7%	10%
Assistant Coach - Boys		2,875	4,107	7%	10%
Assistant Coach – Girls		1,232	1,232	3%	3%
GOLF					
Head Coach - Boys		4,107	5,750	10%	14%
Head Coach - Girls		4,107	5,750	10%	14%
Assistant Coach – Boys		2,875	4,107	7%	10%
Assistant Coach – Girls		2,875	4,107	7%	10%
Assistant Coach – Boys		1,232	1,232	3%	3%
CROSS COUNTRY COACH					
Head Coach		4,928	6,982	12%	17%
Assistant Coach	(2) (each) @	2,875	4,107	7%	10%
BMS Cross Country Coach – Boys/Girls		3,286	3,286	8%	8%
WEIGHT PROGRAM					
BMS Equipment Manager		1,232	1,232	3%	3%
BMS Weight Room / P.E. Department Instructor		2,875	2,875	7%	7%
Weight Program Season (Fall-Winter Spring)		1,232	2,875	3%	7%
Summer	(2) (each) @	4,928	4,928	12%	12%

***if actual numbers warrant it, these positions will be created.**

SCOTTSDLUFF PUBLIC SCHOOLS
SCHEDULE #C-2
COACHING SERVICES
2027-2028

All coaches shall receive their compensation for assignments in twelve (12) equal monthly payments.

			Percentage			
<i>Note: use preceding year's base salary % of \$42,270 for 2026-2027</i>			Salary Range			
			Range			
FOOTBALL						
Head Coach			6,341	8,877	15%	21%
Varsity Assistant Coach	(6) (each) @		3,804	5,918	9%	14%
Frosh Coach			3,804	5,072	9%	12%
Assistant Frosh Coach	(2) (each) @		2,959	3,804	7%	9%
BMS Football Coordinator			3,382	4,227	8%	10%
BMS Assistant	(5) (each) @		2,536	3,382	6%	8%
BASKETBALL						
Head Coach – Boys			6,341	8,877	15%	21%
Head Coach – Girls			6,341	8,877	15%	21%
JV Coach – Boys			3,804	5,918	9%	14%
JV Coach – Girls			3,804	5,918	9%	14%
Sophomore Coach – Boys			3,804	5,918	9%	14%
Sophomore Coach – Girls			3,804	5,918	9%	14%
Frosh Coach – Boys			3,804	5,072	9%	12%
Frosh Aide – Boys			423	423	1%	1%
Frosh Coach – Girls			3,804	5,072	9%	12%
BMS Head Coach Boys (8 th Grade)			2,536	3,382	6%	8%
BMS Head Coach Boys (7 th Grade)			2,536	3,382	6%	8%
BMS Head Coach Boys (Red Team)			1,691	2,536	4%	6%
BMS Boys Asst Coach	(2) (each) @		1,691	1,691	4%	4%
BMS Boys Asst Coach (Red Team)			845	845	2%	2%
BMS Head Coach Girls (8 th Grade)			2,536	3,382	6%	8%
BMS Head Coach Girls (7 th Grade)			2,536	3,382	6%	8%
BMS Head Coach Girls (Red Team)			1,691	2,536	4%	6%
BMS Girls Asst Coach	(2) (each) @		1,691	1,691	4%	4%
BMS Girls Asst Coach (Red Team)			845	845	2%	2%
Intramural Coach - Boys (Senior High)			2,536	2,536	6%	6%
Intramural Coach - Girls (Senior High)			2,536	2,536	6%	6%
TRACK						
Head Coach			6,341	8,877	15%	21%
Assistant Coach	(7) (each) @		3,804	5,918	9%	14%
	OR					
Head Coach	(2) (each) @		6,341	8,877	15%	21%
Assistant Coach	(6) (each) @		3,804	5,918	9%	14%
BMS Track Coordinator			3,382	4,227	8%	10%
BMS Assistant	(5) (each) @		2,536	3,382	6%	8%
Unified Track	(2) (each) @		845	1,268	2%	3%
SOFTBALL						
Head Coach - Girls			5,072	7,186	12%	17%
Assistant Coach – Girls	(3) (each) @		3,382	5,072	8%	12%
SOCCER						
Head Coach - Boys			5,072	7,186	12%	17%
Head Coach - Girls			5,072	7,186	12%	17%
Assistant Coach – Boys	(2) (each) @		2,536	3,382	6%	8%

	Assistant Coach – Girls		3,382	5,072	8%	12%
	Assistant Coach – Girls		2,536	2,536	6%	6%
	BMS Soccer Coordinator		2,114	2,114	5%	5%
	BMS Assistant Coach	(4)(each)@	1,268	1,268	3%	3%
WRESTLING						
	Head Coach – Girls		6,341	8,877	15%	21%
	Head Coach – Boys		6,341	8,877	15%	21%
	Assistant Coach	(2) (each)@	3,804	5,918	9%	14%
	High School Adult Aide	(3) (each) @	426	423	1%	1%
	BMS Wrestling Coordinator - Boys		3,382	4,227	8%	10%
	BMS Wrestling Coordinator - Girls		3,382	4,227	8%	10%
	BMS Assistant Coach – Boys		2,536	3,382	6%	8%
	BMS Assistant Coach - Girls		2,536	3,382	6%	8%
SWIMMING						
	Head Coach – Boys/Girls		6,341	8,877	15%	21%
	Assistant Coach	(2) (each) @	3,804	5,918	9%	14%
VOLLEYBALL						
	Head Coach		6,341	8,877	15%	21%
	JV Coach	(2) (each) @	3,804	5,918	9%	14%
	Frosh Coach		3,804	5,072	9%	12%
	Middle School Coordinator		2,959	3,804	7%	9%
	BMS Asst Coach	(3) (each) @	1,691	1,691	4%	4%
	BMS Red Asst Coach	(2) (each) @	845	845	2%	2%
BOWLING						
	Unified Bowling	(2) (each) @	2,959	3,804	7%	9%
	Unified Bowling Assistant Coach		2,536	2,536	6%	6%
TENNIS						
	Head Coach - Girls		4,227	5,918	10%	14%
	Head Coach - Boys		4,227	5,918	10%	14%
	Assistant Coach - Girls		2,959	4,227	7%	10%
	Assistant Coach - Boys		2,959	4,227	7%	10%
	Assistant Coach - Girls		1,268	1,268	3%	3%
GOLF						
	Head Coach - Boys		4,227	5,918	10%	14%
	Head Coach - Girls		4,227	5,918	10%	14%
	Assistant Coach – Boys		2,959	4,227	7%	10%
	Assistant Coach – Girls		2,959	4,227	7%	10%
	Assistant Coach – Boys		1,268	1,268	3%	3%
CROSS COUNTRY COACH						
	Head Coach		5,072	7,186	12%	17%
	Assistant Coach	(2) (each) @	2,959	4,227	7%	10%
	BMS Cross Country Coach – Boys/Girls		3,382	3,382	8%	8%
WEIGHT PROGRAM						
	BMS Equipment Manager		1,268	1,268	3%	3%
	BMS Weight Room / P.E. Department Instructor		2,959	2,959	7%	7%
	Weight Program Season (Fall-Winter Spring)		1,268	2,959	3%	7%
	Summer	(2) (each) @	5,072	5,072	12%	12%

***if actual numbers warrant it, these positions will be created.**

**SCOTTSBLUFF PUBLIC SCHOOLS
EXTENDED CONTRACTS
SCHEDULE #3
2026-2027 & 2027-2028**

COUNSELORS

Senior High (multiple positions)	20 Working Days
Middle School (multiple positions)	15 Working Days

SPECIAL EDUCATION

School Psychologist	20 Working Days
School Psychologist Intern	10 Working Days
Special Education Coordinator	10 Working Days
Special Education Coordinator	20 Working Days

VOCATIONAL

Agricultural	30 Working Days
Agricultural	20 Working Days
Construction (2 Positions)	10 Working Days

INTERNSHIP COORDINATOR/INDUSTRY LIAISON

Senior High	10 Working Days
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READING COACHES (5 Positions)

10 Working Days

CONTENT AREA SPECIALISTS (Multiple Positions)

10 Working Days

TECHNOLOGY

Library Media/Technology Specialist (2 positions)	15 Working Days
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HEALTH SERVICES

Health Services Coordinator	10 Working Days
Health Services (Registered Nurses)	5 Working Days

TEACHERS' COMPENSATION AND FRINGE BENEFITS

1. Compensation:

1.1 Salary Schedule Salary: The salary schedule salary of each employee covered by this Agreement shall be determined according to a salary schedule. The total package shall include all dollars provided for salaries; equity payments; health, dental, and long-term disability insurance benefits; social security; and the Board's share of retirement contributions.

1.1.1 Salary Schedule: The salary of each teacher covered by this Agreement for the 2026-2027 and 2027-2028 contract years shall be determined by the following described salary schedules, provided that

- a) A new teacher will be placed no lower on the salary schedule than the 1.09 step and shall stay at that step until their years of service and/or education exceed the 1.09 step.
- b) A new teacher, beginning with the 2024-2025 school year, with previous non-education industry-specific experience in their professional field may be granted years of service if they relate to the employee's assigned teaching area. Industry-specific experience may be granted with one (1) year credit for every two (2) years of industry experience, up to ten (10) years of industry experience, regardless of whether or not the experience was in the educational environment. The Superintendent shall have final authority if the industry experience is relevant to the employee's assigned teaching area. This will be considered the initial placement for the new teacher who shall then follow the natural progression within the negotiated agreement (e.g. the following year they would move down a step to reflect years of experience).
- c) For current teachers, beginning with the 2024-2025 school year, any previous industry-specific experience may be utilized under the same guidelines as section 1.1.1.b. to get the employee no further than Step 5. Should the employee already be at or beyond Step 5, no additional years of industry experience may be granted.
- d) For horizontal advancement in areas of the curriculum where appropriate graduate-level courses are not offered, the Superintendent or designee may approve coursework from other sources, such as technical colleges or industrial training institutions, for advancement on the salary schedule. This coursework must relate to the employee's assigned teaching area. Each one credit hour from the approved coursework will be equivalent to one (1) college credit hour for salary advancement.

1.1.1.1 2026-2027 Salary Schedule: See Appendix A-1 and A-2 attached hereto.

1.1.1.2 2027-2028 Salary Schedule: See Appendix A-3 and A-4 attached hereto.

1.1.2 Base Salary:

1.1.2.1 2026-2027 Contract Year: The base salary for the 2026-2027 contract year shall be \$42,270.

1.1.2.2 2027-2028 Contract Year: The base salary for the 2027-2028 contract year shall be \$43,360.

1.2 Flat Dollar Salary Amount: For all Employees subject to this Agreement employed by the Scottsbluff Public School District employed at any time prior to or during the 2010-2011 school year, the District shall pay such Employee a flat dollar salary amount of \$935 per month for the 2011-2012 school year and future years of employment per full-time certificated employee as part of the salary package, unless the Employee elects to receive the Fringe Benefit Stipend under paragraph 2.1 below. Employees employed at any time after the 2010-2011 school year shall not be eligible to receive the Flat Dollar Salary Amount. A full-time employee is deemed to be one who works thirty (30) or more hours per week. The amount of \$11,220 is the annualized amount based on full-time employment for the entire school year. Certificated staff working half-time or more will have their flat dollar salary amount figured on the percentage of time contracted. The flat dollar salary amount for employment for less than the entire school year shall be calculated on the actual days worked divided by 189 for the contract year. Less than half-time certificated employees will not be eligible for the flat dollar salary amount. Payment of the flat dollar salary amount will be made monthly for 12 months. The Flat Dollar Salary Amount is compensation under Neb. Rev. Stat. § 79-902.35 and is subject to the withholding of the employer and employee contribution to the Nebraska Public Employees Retirement System (NPERS) as required by law.

2. Fringe Benefits:

2.1 Fringe Benefit Stipend: For all Employees subject to this Agreement employed by the Scottsbluff Public School District employed at any time after the 2010-2011 school year, the District shall pay such

Employee a Fringe Benefit Stipend of \$935 per month for the respective school year per full-time certificated employee as part of the salary package. An Employee employed at any time prior to or during the 2010-2011 school year may make a one-time irrevocable election to receive the Fringe Benefit Stipend. A full-time employee is deemed to be one who works thirty (30) or more hours per week. The amount of \$11,220 is the annualized amount based on full-time employment for the entire school year. Certificated staff working half-time or more will have their Fringe Benefit Stipend figured on the percentage of time contracted. The Fringe Benefit Stipend for employment for less than the entire school year shall be calculated on the actual days worked divided by 189 for each contract year. Less than half-time certificated employees will not be eligible for the Fringe Benefit Stipend. Payment of the Fringe Benefit Stipend will be made monthly for 12 months. The Fringe Benefit Stipend is NOT compensation under Neb. Rev. Stat. § 79-902.35 and is NOT subject to the withholding of the employer and employee contribution to the Nebraska Public Employees Retirement System (NPERs).

2.2 Health Insurance: Scottsbluff Public Schools shall pay for full-time faculty members (0.75 full-time equivalency) the premium for one-half of the “Employee” (individual) health and dental insurance premium at the \$1,050.00 deductible rate and plan or its successor rate and plan, which includes 100% of A, 75% of B and 50% of C coverage for dental insurance, commencing with the first day of September of each such contract year at renewal rates per Educator’s Health Alliance in effect for such contract year. In those instances where both spouses are employees of Scottsbluff Public Schools, the “Employee” (individual) health and dental insurance premium for the second spouse shall be applied to family coverage. Notwithstanding the foregoing, the Scottsbluff Public Schools and its various bargaining unit group will establish an Insurance Oversight Committee (IOC). The IOC would be comprised of two (2) representatives from the certified, classified, and administrative groups and two (2) from our salaried employees. The IOC would be headed by the Executive Director of Finance. This group would be tasked with determining whether the insurance options given to employees should change for the 2026-2027 and/or 2027-2028 health and dental insurance plan years. If a change in the health and dental insurance plans are made, this agreement will be subject to a reopener at the option of either party to adjust total compensation and attendant benefit based upon the 2024-2025 Association staff which was the basis of the Agreement.

2.3 Sick Leave: Provision is made for nine (9) days sick leave per year, accumulative to one hundred (100) days. Sick leave is granted for personal illness or accident and may be used for illness of children, spouse, and parents. The building principal or immediate supervisor shall approve the sick leave in the designated employee portal to acknowledge that the staff person was in fact gone from the building and using sick leave. A maximum of seventy-five (75) days from accumulated sick leave, for full-time staff, shall be paid at the rate of \$40.00 per sick leave day upon resignation (age 55 minimum) or death.

2.4 Association Leave: The Scottsbluff Education Association will be allowed a total of five (5) days (not per person) for the purposes of transacting Association business. Days in excess of five (5) days will require prior approval by the Superintendent. Cost of substitute for all leave days will be reimbursed by the Association.

2.5 Personal Leave: Four (4) days of personal leave shall be granted each year, PROVIDED, such personal leave days may not be used to extend a holiday break (Thanksgiving, Christmas, and Easter) or absence during the final week of school. Notification to immediate supervisor shall be made as far in advance as possible. Absence for personal reasons beyond the allowed days (as detailed in the above language) will be docked at the rate of 1/189th of the respective teacher’s salary scheduled pay, exclusive of the flat dollar salary amount. Personal leave can be accumulated up to a maximum of five (5) days over a two-year period. Accrued personal leave can be taken up to a maximum of five (5) consecutive days.

“Holiday Extension Day” (HED): Should a teacher wish to extend a holiday break (Thanksgiving, Christmas, and Easter) or absence during the final week of school, limited to one day per school calendar year, they must bear the cost of a substitute teacher, regardless if a substitute is needed, at the \$170 Substitute Pay rate for such day; the Substitute Pay to be paid by the teacher through salary reduction.

2.6 Conditional Leave: The Scottsbluff Public Schools provides conditional leave to certified staff. Conditional leave may be granted to a maximum of three (3) days per year, non-cumulative, with the day(s) being charged to sick leave, for the purpose of accommodating special obligations or emergencies which cannot be scheduled on non-duty days or at a time other than school hours. In situations where, Conditional Leave and a “Holiday Extension Day” may overlap, Conditional Leave will take precedence. The following items are typical of approved requests for conditional leave:

- 2.6.1 Transaction of serious personal business which cannot be arranged at a time other than school hours.
- 2.6.2 Legal arrangements which are related to the immediate family of the employee.

- 2.6.3 Compliance with a court summons.
- 2.6.4 Special examinations administered by a university for an advanced degree program.
- 2.6.5 Extension of death or illness leave.
- 2.6.6 Absence of an employee resulting from mandatory pre-induction physical examination.
- 2.6.7 Attendance at a family member's post-secondary graduation.
- 2.6.8 Travel time for a funeral or a wedding of the immediate family.
- 2.6.9 Attend a school age child's activity or event. A child includes a son, daughter, step-son, step-daughter, or a student from whom the employee is guardian or holds power of attorney.
- 2.6.10 Unable to arrive at the school site at the contractual time due to inclement weather. This would include preventing a return to Scottsbluff from an out-of-town trip and weather preventing travel from home to school or school to home.
- 2.6.11 Other events considered of an emergency nature not covered above may be approved by the immediate supervisor and the office of the superintendent.

Application for conditional leave should be submitted to the immediate supervisor as far in advance as possible except in the case of immediate emergency situations.

2.7 Bereavement Leave: A total of up to five (5) days at full pay is allowed for each certificated employee that is employed full-time for absences in case of a death in the immediate family for funeral arrangements and services. Immediate family is defined as wife, husband, father, stepfather, father-in-law, mother, stepmother, mother-in-law, son, son-in-law, daughter, daughter-in-law, brother, stepbrother, brother-in-law, sister, stepsister, sister-in-law, grandchildren, grandparent, grandparent-in-law, or a person in the same home as part of the family or someone for whom the employee is guardian or holds power of attorney. Staff members who suffer the death of a child, stepchild or spouse will have five (5) bereavement days plus an additional five (5) bereavement days that will be deducted from the employee's sick leave balance. This time may be extended by personal leave.

Employees may be excused, without the loss of pay, for a period of up to one (1) day, to attend funeral services of relatives other than those listed above or to attend funeral services of friends with the prior approval of the building administrator. Bereavement leave is not limited to five (5) days in one (1) year but covers each death in the immediate family that occurs during the year. The maximum number of bereavement leave days shall be no more than fifteen (15) days in any one (1) contract year. Bereavement leave is noncumulative year to year.

2.8 Life Insurance: Life insurance is provided by the District for all employees who work at least .5 FTE (half-time). Life insurance is term insurance--\$15,000 for the employee; \$3,000 for spouse; \$2,000 for dependents. The life insurance is effective the first day of the month following hire date. At age 70 the coverage drops to 50% or \$7,500.

A Voluntary Life Program is available for all employees who work .5 FTE (half-time) including spouse and dependents at the employee's cost to be paid through a salary reduction agreement. Increments of \$5,000 up to 5 times annual salary with a \$500,000 max may be elected for the employee. Spouse coverage is available up to 50% of the employee's election. Dependent child(ren) from live birth to age 26 are eligible for a \$5,000 or \$10,000 life benefit.

2.9 Disability Insurance: The Scottsbluff Public Schools will provide disability insurance to all certified employees who are working at least .5 FTE (half-time), that will commence upon exhaustion of sick leave days, regardless of how many or how few days were available to the employee. Long-term disability monthly payments are 66 2/3% of basic monthly earnings. The insurance is effective the first day of the month following the hire date.

2.10 Sabbatical Leave:

- 2.10.1 This is to be an unpaid leave of absence for a maximum of one (1) year.
- 2.10.2 The individual is guaranteed a teaching position within the School District at the end of the leave period at the same salary step at the time the individual began the leave period. Vertical movement will not be permitted. Only horizontal movement will be allowed.
- 2.10.3 The individual must have completed seven (7) years of continuous service to the Scottsbluff Public Schools.
- 2.10.4 This leave will be limited to three (3) individuals per year beginning with the 1986-87 school year and will be awarded on a first-come/first-serve basis. An individual teacher may be approved only once every seven (7) years.
- 2.10.5 Notification by the individual must be given to the Superintendent in writing, by March 1 preceding the school year for which leave is requested.

- 2.10.6 Notification, in writing, by the individual of his/her intention to return to the service of the Scottsbluff Public Schools must be given to the Superintendent by February 1 during the period of leave.
- 2.10.7 The year of sabbatical leave will not qualify as a year of creditable service to the School District.

3. Miscellaneous Provisions:

3.1 Professional Development: Teachers at the last step of the MA+45 or PhD columns will receive up to \$1,000 every six (6) years to cover the cost of coursework required by law in order to retain the teachers certificate and not to obtain an additional endorsement. Courses to be taken have to be approved by the Superintendent or his designee. To receive payment for the coursework, teachers will present a transcript indicating completion of the course(s) and receipts for tuition, books, and other fees associated with the class(es).

3.2 Professional Growth Incentive: BE IT RESOLVED that the Scottsbluff Education Association and the Scottsbluff Board of Education will work together to establish and enrich the Professional Growth Incentive program to encourage professional growth among individual teachers in the Scottsbluff Public Schools. This program will encourage individual teachers, either singly or in small groups, to develop and inaugurate special additions in subject matter and in programs which will advance the educational system of the Scottsbluff Public Schools. This program must be approved by a committee established by the Scottsbluff Board of Education and the Scottsbluff Education Association. This Committee will consist of twelve (12) members. One (1) Board member from the Curriculum Committee; five (5) representatives from the administration, including the Superintendent, the Executive Director of Curriculum & Instruction, the Executive Director of Student Services and two (2) Principals, one from the elementary level and one from the secondary level; two (2) Senior High Teachers; two (2) Middle School teachers, two (2) Elementary Teachers (of which they are to be current SEA members).

During this Contract, an amount of no greater than \$25,000 nor less than \$10,000 shall be set aside for professional growth incentives. Only those dollars used by the accepted programs will be utilized in professional growth, with the remaining dollars being left in the General Fund of the School District.

3.3 Elementary Planning Time: All elementary teachers in the District will be granted the equivalent of four (4) days per school year for planning purposes.

3.4 Instructional Issues Committee: The Board and SEA will form a Standing Committee, consisting of Board Member/s, Administrator/s, and SEA Members, to review instructional issues.

3.5 Committee Work: The Board and SEA agree that members of any committee, generated either by the Superintendent or the Board, will be paid at the rate of \$30.00 per hour. At the present time, this includes all Curriculum Committees and the Technology Committee. Other committees may be added at future dates.

3.6 Teacher Meeting Compensation: The Superintendent and/or their Executive Committee may call a meeting during workdays on the calendar. Staff will be paid at a rate of \$30.00 per hour. In no event shall a staff member be required to attend meetings on more than half of the available staff workdays in the school year.

3.7 Grievance Procedure: The purpose of this grievance procedure is to secure, at the lowest possible level, equitable solutions to the problems that may from time to time arise concerning the interpretation, application or meaning of this Agreement. An underlying principle of the grievance procedure is to ensure fair and equitable treatment to the District's employees.

A. Definitions:

Grievance: Any claim or claims by an employee, a group of employees or the Association that there has been a violation, misinterpretation or misapplication of the terms of this Agreement.

Grievant: Employee, group of employees making the claim as provided in the paragraph above.

Time Limits: All time limits herein shall consist of full-time teacher service days as identified on the school calendar maintained by the School District and attached hereto. The number of days indicated at each level should be considered maximum and every effort shall be made at all levels to expedite the process. Failure of any grievant to comply with the time limits contained herein shall constitute a waiver of right to appeal to the next step. Failure of the Board or its representatives to comply with the time limits at any level shall permit the grievant to appeal the grievance to the next level.

Grievance Meetings or Hearings: All meetings and hearings held under this procedure up to and including Step 2 shall be conducted in private and shall include only the administration's representatives, the grievant

and the grievant's designated representatives. All parties shall have the right to record the proceedings of any hearing or meeting at all levels of the grievance procedure.

B. Association Representation:

A grievant shall have the right to have Association representatives present to represent the grievant at each level of the grievance procedure. Nothing herein shall be construed as limiting the right of any employee to discuss their grievance informally with their immediate supervisor and having the grievance adjusted informally.

The settlement shall not be inconsistent with the terms of this Agreement.

C. Reprisals:

No reprisals of any kind shall be taken against any employee who utilizes this grievance procedure.

D. Withdrawal of a Grievance:

An employee may withdraw their grievance at any level of the procedure without fear of reprisal from any party.

E. Advanced Step Filing:

The grievance shall be initially filed at the level where the decision resulting in the grievance was made.

F. Grievance Procedure:

Informal Resolution. The parties believe that it is usually most desirable for an employee and their immediate supervisor to resolve problems through free and informal communications. When requested by the employee, a representative of the Association may assist in this informal resolution. However, when the grievance remains unresolved, then the grievance shall be processed as follows:

Step 1. The grievant shall present a written grievance to the employee's Principal within thirty (30) days of the event giving rise to the grievance.

A meeting with the Principal shall be held within three (3) days of the filing of the grievance. The Principal shall provide a written answer to the grievance within two (2) days of the meeting.

Step 2. If not resolved at Step 1, the grievant may appeal the Principal's decision by filing a written appeal with the Superintendent within five (5) days of receipt of the Principal's decision.

Step 3. If not resolved at Step 2, the grievant may appeal the Superintendent's decision by filing with the Board president a written appeal within five (5) days of receipt of the Superintendent's decision. The Board president shall schedule a hearing on the grievance before the Board of Education within ten (10) days from the date the appeal is received. The hearing shall be held no later than thirty (30) days from receipt of the appeal. Each party shall have the right to call such witnesses as it deems necessary to develop facts pertinent to the grievance. The Board shall issue a written decision within five (5) days from the date of the hearing to the grievant.

IN WITNESS WHEREOF: the parties have executed this Agreement on the date stated below.

Scotts Bluff County School District
79-0032 a/k/a Scottsbluff Public (SEA)
School District

Dated this ____ day of March, 2026

Dated this ____ day of March, 2026

(Signature)
Scott Reisig
President, Board of Education

(Signature)
Anne Schmall
Chief Negotiator, SEA

Memo

To: Scottsbluff Board of Education
From: Dr. Andrew Dick, Superintendent
Date: March 9, 2026
Re: Executive Director of Finance Contract Changes

Changes to the contract for Marianne Carlson, Executive Director of Finance, are as follows:

- Two-year agreement that begins July 1, 2026 and ends June 30, 2028
- 2.50% total annual package increase for both the 2026-2027 and 2027-2028 years

Recommendation: Motion to approve the two-year Executive Director of Finance Contract with Marianne Carlson as presented.



2025-2026 Scottsbluff Public Schools Superintendent Evaluation Form

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In accordance with Nebraska State Statute 78-828 and Board Policy 2230, the Board shall complete a minimum of two evaluations for the Superintendent during their first year of employment, and at least once annually thereafter. The SBPS Board has selected to use the NCSA Superintendent Standards and Evaluation Process. This process serves to communicate the diverse and complex expectations of the Superintendent and guide the local Board of Education in understanding the performance and duties of the Superintendent.

This performance evaluation requests that Board member respondents individually complete an evaluation of Dr. Dick's performance in regards to the Superintendent Standards for Nebraska. Each performance standard should be assessed as an "unmet" or "met" expectation. If a Board member selects either the "Unsatisfactory (Unmet)" or the "Basic (Met)" rating, they must include a written comment supporting their rationale for the selection. For any performance standard the Board, as a body, assesses as an "unmet" expectation, they will collaboratively develop an improvement plan with the Superintendent that includes measurable performance targets.

Standard I - Shared Vision & Strategic Direction

The Superintendent leads the development and implementation of a shared vision, strategic direction, and goals that reflect the District's core values, beliefs, and priorities.

- Unsatisfactory (Unmet)
- Basic (Met)
- Proficient (Met)
- Distinguished (Met)

Standard II - Board, Policy, & the Education System

The Superintendent provides direction for the Board in policy development and district governance within the political, social, economic, or legal context in which the District exists.

- Unsatisfactory (Unmet)
- Basic (Met)
- Proficient (Met) +
- Distinguished (Met)

Standard III - Collaboration with Families & Community

The Superintendent leads through a collaborative process, engaging all stakeholders and mobilizing community resources in support of the vision and strategic direction of the School District.

- Unsatisfactory (Unmet)
- Basic (Met)
- Proficient (Met)
- Distinguished (Met)

Standard IV - Continuous Improvement & Accountability

The Superintendent promotes student success through a clearly defined process of accountability and a culture of continuous improvement.

- Unsatisfactory (Unmet)
- Basic (Met)
- Proficient (Met) +
- Distinguished (Met)

Standard V - Teaching & Learning

The Superintendent ensures student success through continuous improvement and leadership focused on evidence-based practices in teaching and learning.

- Unsatisfactory (Unmet)
- Basic (Met)
- Proficient (Met) +
- Distinguished (Met)

Standard VI - Personnel Leadership

The Superintendent effectively uses strategies, processes, and systems to hire, develop, and retain high-performing personnel who demonstrate a shared commitment to student success.

- Unsatisfactory (Unmet)
- Basic (Met)
- Proficient (Met)
- Distinguished (Met)

Standard VII - Systems Leadership & Management

The Superintendent promotes student success by managing the organizational structure and resources in a way that ensures a safe, efficient, and effective environment.

- Unsatisfactory (Unmet)
- Basic (Met)
- Proficient (Met)
- Distinguished (Met)

Standard VIII - Equity, Climate, & Culture:

The Superintendent fosters and monitors district climate and culture to ensure equity and enhance the academic, physical, social, and emotional growth of all students.

- Unsatisfactory (Unmet)
- Basic (Met)
- Proficient (Met) +
- Distinguished (Met)

Standard IX - Leadership, Conduct, & Professional Growth

The Superintendent leads with enthusiasm, fairness, and integrity; demonstrates a high level of personal and professional conduct; participates in professional learning opportunities; and, models continuous improvement.

- Unsatisfactory (Unmet)
- Basic (Met)
- Proficient (Met)
- Distinguished (Met)

Evaluate Dr. Dick/District Leadership on their progress in executing the 5-Year Strategic Plan

- Unsatisfactory (Unmet)
- Basic (Met)
- Proficient (Met)
- Distinguished (Met)

Superintendent's Signature: _____

Board President's Signature: _____

Date Completed: _____

BOARD CURRICULUM AND AMERICANISM COMMITTEE

MEETING AGENDA

MEETING INFORMATION

Date:	2/20/26	Location:	SEC Curriculum Area
Time:	11:30-12:30	Facilitator:	Mike Mason
Attendees: Scott Reisig, Paul Snyder, Beth Merrigan, Andrew Dick, Jadie Beam, Amanda Hadenfeldt, Jana Mason, Ashlen Schaneman, Bree Rock, Kelli Jensen, Bethany Jolliffe, Holly Marker, Mike Mason, and Bree Rock.			

Agenda Items	Additional Information
1. Westmoor Student Leadership	Information was shared about the new Westmoor Student Leadership program.
2. Administrator Evaluation Process	The proposed changes to the administrator evaluation process were shared and discussed.
3. PK-Kindergarten Transition Update	An update on the PK-Kindergarten transition meetings was provided.
4. Upcoming CLSD Purchases	Information regarding some upcoming purchases from the CLSD Grant was shared.
📅 Board Curriculum and Americanism 2-20-26	

Scottsbluff Public Schools Facility Committee Meeting

March 3, 2026	
Attendance:	Rob Polk, Mark Lang, Scott Reisig, Andrew Dick, Travis Rickey, Jeremy Behnke, Lukas Benzel, Nate Rock, and Marianne Carlson
Strategic Priority #3.4	<ul style="list-style-type: none"> • Update on Strategic Priority #3.4
2025-2026 Facility Planning	<ul style="list-style-type: none"> • Review of the facility planning items for 2025-2026
Lake Minatare – Next Steps	<ul style="list-style-type: none"> • Update on status of the next steps disbursement of supplies & equipment and the building
Misc Projects	<ul style="list-style-type: none"> • Discussion of projects completed throughout the district and upcoming projects for the facility and maintenance team
BOE Updates	<ul style="list-style-type: none"> • Board Policies <ul style="list-style-type: none"> ○ 2000 Series (2nd Reading) • SEA 2026-2027 & 2027-2028 Agreement • EDOF Contract • Principal/District Administrator Evaluation • Reading purchases from CLSD grant • Superintendent Evaluation Instrument • Chromebooks • Data Circuits • Van Purchase • Facilities Condition Assessment • Furniture Order
Roundtable	<ul style="list-style-type: none"> • Future Meetings will be on the Tuesday before the board meeting with noted exceptions <ul style="list-style-type: none"> ○ Tuesday, April 7th ○ Tuesday, May 5th ○ Tuesday, June 2nd ○ Tuesday, July 7th

Scottsbluff Public Schools Finance Committee Meeting

March 2, 2026	
Attendance:	Beth Merrigan, Andrew Dick, Jana Mason, Justin Shaddick, Frances Burkhalter, Nate Rock, Travis Rickey, and Marianne Carlson
Cashless Presentation	<ul style="list-style-type: none"> • Presentation on looking at going cashless for activities
Strategic Priority #3.4	<ul style="list-style-type: none"> • Update on Strategic Priority #3.4
2025-2026 Facility Planning	<ul style="list-style-type: none"> • Review of the facility planning items for 2025-2026
Lake Minatare – Next Steps	<ul style="list-style-type: none"> • Update on status of the next steps disbursement of supplies & equipment and the building
BOE Updates	<ul style="list-style-type: none"> • Board Policies <ul style="list-style-type: none"> ○ 2000 Series (2nd Reading) • SEA 2026-2027 & 2027-2028 Agreement • EDOF Contract • Principal/District Administrator Evaluation • Reading purchases from CLSD grant • Superintendent Evaluation Instrument • Chromebooks • Data Circuits • Van Purchase • Facilities Condition Assessment • Furniture Order
P-Card Expenditures and Cash Flows	<ul style="list-style-type: none"> • P-Card Expenditures for January were reviewed • Cash Flows as of February 28, 2026 were reviewed
Roundtable	<ul style="list-style-type: none"> • Future Meetings will be held on the Monday before the board meeting with noted exceptions <ul style="list-style-type: none"> ○ Tuesday, April 7th @ 1 p.m. ○ Monday, May 4th ○ Monday, June 1st ○ Monday, July 6th

Scottsbluff Public Schools Student Services Meeting

February 26, 2026	
Attendance:	Bree Rock, Kenna Urwiller, Tory Schwartz, Rob Polk, Paul Snyder, Ashlen Schaneman, Betsy Skelcher, and Wendy Kemling
SB Plus Update	<ul style="list-style-type: none"> • Have added staff • Training conducted regarding de-escalation • Training conducted by SVP of ChanceLight • Seeing progress
Title II ADA Requirements	<ul style="list-style-type: none"> • Need to be in compliance by April 2027 • Websites, google classrooms, etc. need to be accessible • Should we collaborate with others • Do we have other options?
Staffing	<ul style="list-style-type: none"> • Special Education <ul style="list-style-type: none"> ○ Two open positions for resource ○ Open positions for SLP and School Psych • School Health <ul style="list-style-type: none"> ○ 2 nurse positions open as well as health office aide ○ May want to consider making ad adjustment from RN to AND with passing of credentials <ul style="list-style-type: none"> ▪ All agreed this would be a positive change
Indian Ed Grant	<ul style="list-style-type: none"> • Completing Part I • In conjunction with Gering • Current count of 103 students with a 506 form • Lakota language class offerings in conjunction with Empowering Families
Other	<ul style="list-style-type: none"> • None

Next meeting – March 19th at 11:30