

Sutherland Public School District 55  
Tuesday, March 10, 2026 6:00 PM

Regular Board Meeting Conference Room  
P.O. Box 217  
Sutherland, NE 69165

## **Agenda**

1. Call the meeting to order
2. Flag salute
3. Open Meetings Law
4. Roll call
5. Recognition of Visitors/Public Comment
6. Reports
  - 6.a. Elementary Principal Report
  - 6.b. High School Principal Report
7. Superintendent Report
8. Board Reports
9. Treasurer's report
10. Consent Agenda
  - 10.a. Approval of Minutes - 2/10/26 Regular Meeting
  - 10.b. Approval of General Fund Bills - \$483,624.07
  - 10.c. Approval of Building Fund Bills - \$24,340.50
11. Action Items
  - 11.a. Consider, discuss and take all necessary action on approving NEE, Network for Effective Educators, as our Teacher/Principal Evaluation Tool for the 2026/2027 school year.
  - 11.b. Consider, discuss, and take all necessary action on changing Sutherland's graduation requirements for Social Studies from 40 to 30 credits in alignment with Nebraska Department of Education requirements per Rule 10 and norms in the region.
12. Approve Board Members Who are Absent
13. Next meeting date and time
14. Adjournment

## February Elementary Board Report

The **third quarter has come to an end**, and we continue to see strong effort from our students. A total of **95 students in grades 1–6 reached their AR goal** this quarter. This is a great accomplishment and reflects the continued focus on reading throughout the elementary school.

Our **Anchored in One Book** initiative is going strong. Students and staff have worked their way through **Chapter 6**, and the response has been very positive. I have heard many encouraging comments from both students and staff about the book and the shared reading experience it is creating throughout the school.

**Mrs. Samuelson** continues to do an excellent job leading **Math Olympiads**. Students involved in the program are being challenged to think critically and develop strong problem-solving skills.

We would also like to recognize our **Captains of the Month**, who continue to demonstrate leadership, responsibility, and what it means to follow the Sailor Way:

- **Kindergarten:** Gavin Sosa, Cora Hampton
- **1st Grade:** Ryler Crump, Oliver Barrett, Tera Wurst, Xena Zogg
- **2nd Grade:** Ethan Sosa, Sara Ressegieu
- **3rd Grade:** Andi Anderson, Emerson Vogt
- **4th Grade:** Evert Petters, Freddie Peters, Emmy Martin, Eddie Nichelson
- **5th Grade:** Rowdy Nemecheck, Alec Edwards
- **6th Grade:** Braelynn Barrett,

## Finance Report

### General Fund

		Monthly Exp./Rev.		Last Year Bal.
Balance	2/1/2026	\$2,521,630.79	2/1/2025	\$2,361,892.33
Monthly Receipts		\$311,667.20		\$324,237.76
Payroll		\$407,232.69		\$400,566.26
Expenditures		\$86,294.88		\$85,131.51
Balance as of	3/1/2026	<b>\$2,339,770.42</b>	3/1/2025	<b>\$2,200,432.32</b>

### Building Fund

Balance	2/1/2026	\$739,636.64	2/1/2025	\$549,723.38
Monthly Receipts		\$6,385.83		\$5,333.51
Expenditures		\$0.00		\$0.00
Balance as of	3/1/2026	<b>\$746,022.47</b>	3/1/2025	<b>\$555,056.89</b>

### Hot Lunch Fund

Balance	2/1/2026	\$26,902.84	2/1/2025	\$28,188.82
Monthly Receipts		\$16,727.28		\$13,423.01
Expenditures		\$21,800.59		\$23,300.73
Balance as of	3/1/2026	<b>\$21,829.53</b>	3/1/2025	<b>\$18,311.10</b>

### Depreciation

Balance	2/1/2026	\$1,055,162.20	2/1/2025	\$933,494.03
Revenue		\$1,913.01		\$1,759.34
Expense		\$0.00		\$8,205.14
Balance	3/1/2026	<b>\$1,057,075.21</b>	3/1/2025	<b>\$927,048.23</b>

### Activity

Balance	2/1/2026	\$122,500.17
Revenue		\$12,608.88
Expense		\$16,311.88
Balance	3/1/2026	<b>\$118,797.17</b>

### Revolving Business

Balance	2/1/2026	\$65,601.53
Revenue		\$48,046.91
Expense		\$43,701.22
Balance	3/1/2026	<b>\$69,947.22</b>

### Employee Benefit

Balance	2/1/2026	\$38,141.61
Revenue		\$24.59
Expense		\$0.00
Balance	3/1/2026	<b>\$38,166.20</b>

MONTH	EXPENDITURES		TOTAL	LEFT TO SPEND	
			EXPENDITURES	MONTHLY	
September	Gen.	\$ 583,240.19	\$ 583,240.19	\$	594,697.76
	Sped.	\$ 46,515.12	\$ 46,515.12	\$	66,973.17
October	Gen.	\$ 435,168.67	\$ 1,018,408.86	\$	650,399.61
	Sped.	\$ 67,993.79	\$ 114,508.91	\$	73,475.11
November	Gen.	\$ 425,371.99	\$ 1,443,780.85	\$	675,402.68
	Sped.	\$ 82,530.79	\$ 197,039.70	\$	72,468.92
December	Gen.	\$ 408,170.44	\$ 1,851,951.29	\$	708,806.71
	Sped.	\$ 69,679.94	\$ 266,719.64	\$	72,817.55
January	Gen.	\$ 406,254.59	\$ 2,258,205.88	\$	752,025.48
	Sped.	\$ 63,171.42	\$ 329,891.06	\$	74,195.56
February	Gen.	\$ 420,682.48	\$ 2,678,888.36	\$	807,252.77
	Sped.	\$ 71,037.06	\$ 400,928.12	\$	74,721.98
March	Gen.	\$ 406,875.40	\$ 3,085,763.76	\$	887,328.25
	Sped,	\$ 76,748.67	\$ 477,676.79	\$	74,316.64

**TOTAL BUDGET OF EXPENDITURES (Gen. Fund) = \$7,522,405.00**

**Total available to spend in general fund = \$ 4,436,641.24**

**TOTAL BUDGET OF EXPENDITURES IN SPED FUND = \$849,260.00**

**Total available to spend in the sped fund = \$ 371,583.21**

<u>Receipt Number</u>	<u>Received From ID/Name</u>	<u>Receipt Date</u>	<u>Description</u>	<u>Receipt Key</u>	<u>Amount</u>
Batch Description:	February 2026 General Receipts	Processing Month:	02/2026		
1	STATEOFNEB State of Nebraska	02/04/2026	MIPS	8676	739.71
2	LCTREAS Lincoln County Treas	02/10/2026	tax collections	8677	148,037.94
3	HOTLUNCHFU Hot Lunch Fund	02/24/2026	hot lunch taxes	8678	1,956.77
4	STATEOFNEB State of Nebraska	02/24/2026	special ed reimbursement	8679	80,049.00
5	STATEOFNEB State of Nebraska	02/25/2026	MIPS	8680	739.71
6	STATEOFNEB State of Nebraska	02/27/2026	reap	8681	30,789.00
7	STATEOFNEB State of Nebraska	02/27/2026	state aid	8682	44,533.00
8	ADAMSBANKT Adam's Bank & Trust	02/27/2026	interest	8683	12.21
9	ADAMSBANKT Adam's Bank & Trust	02/27/2026	interest - ics	8684	4,807.63
9.1	NLAF Nebraska Liquid Asset Fund	02/27/2026	interest	8685	2.23
				Batch Total:	<u>311,667.20</u>
				Report Total:	<u>311,667.20</u>

Fund: 01 General Fund						
<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
01 1100	Local Property Taxes	4,686,713.00	118,484.72	1,446,562.88	30.87	3,240,150.12
01 1115	Carline Tax	20,000.00	0.00	2,026.03	10.13	17,973.97
01 1120	Public Power Revenue	50,000.00	0.00	0.00	0.00	50,000.00
01 1125	Motor Vehicle	130,000.00	24,624.64	96,233.15	74.03	33,766.85
01 1140	Penalties & Interest on Taxes	0.00	0.00	0.00	0.00	0.00
01 1315	Tuition - Distance Education	15,000.00	0.00	7,710.00	51.40	7,290.00
01 1510	Interest on Investment	30,000.00	4,822.07	35,408.81	118.03	(5,408.81)
01 1910	Rent of School Facilities	6,600.00	0.00	2,750.00	41.67	3,850.00
01 1911	Local Fines & Fees	0.00	0.00	0.00	0.00	0.00
01 1925	Local Grants	7,000.00	0.00	4,462.02	63.74	2,537.98
01 1990	Other Local Revenue	3,000.00	0.00	1,710.00	57.00	1,290.00
Subtotal: LOCAL RECIEPTS		4,948,313.00	147,931.43	1,596,862.89	32.27	3,351,450.11
01 2110	County Fines & Licen	18,000.00	2,404.52	25,425.83	141.25	(7,425.83)
01 2130	Other County Receipts	0.00	0.00	0.00	0.00	0.00
01 2210	ESU Stipends	0.00	0.00	160.00	0.00	(160.00)
Subtotal: COUNTY AND ESU RECEIPTS		18,000.00	2,404.52	25,585.83	142.14	(7,585.83)
01 3110	State Aid	445,581.00	44,533.00	267,452.00	60.02	178,129.00
01 3120	Sp Ed Programs	350,000.00	80,049.00	223,811.00	63.95	126,189.00
01 3125	Sp Ed Transportation	5,000.00	0.00	0.00	0.00	5,000.00
01 3130	Homestead Exemption	0.00	0.00	0.00	0.00	0.00
01 3131	Property Tax Credit	0.00	0.00	0.00	0.00	0.00
01 3132	Personal Property Tax Credit	0.00	0.00	0.00	0.00	0.00
01 3180	Pro Rate Motor Veh	6,000.00	2,524.06	3,447.18	57.45	2,552.82
01 3400	State Apportionment	40,000.00	0.00	66,394.42	165.99	(26,394.42)
01 3512	Distance Education	32,000.00	0.00	32,620.70	101.94	(620.70)
01 3535	High Ability Learner Grant	5,000.00	0.00	0.00	0.00	5,000.00
01 3540	Early Childhood Endowment Grant	0.00	0.00	0.00	0.00	0.00
01 3551	Career Education	7,500.00	0.00	0.00	0.00	7,500.00
01 3990	Other State Receipts	0.00	0.00	0.00	0.00	0.00
Subtotal: STATE RECEIPTS		891,081.00	127,106.06	593,725.30	66.63	297,355.70
01 4310	REAP	31,850.00	30,789.00	30,789.00	96.67	1,061.00
01 4418	IDEA PEaK Projects	0.00	0.00	0.00	0.00	0.00
01 4421	IDEA ARP Base	0.00	0.00	0.00	0.00	0.00
01 4422	IDEA Preschool ARP	0.00	0.00	0.00	0.00	0.00
01 4505	Title I Part A	26,422.00	0.00	0.00	0.00	26,422.00
01 4509	Title II, Part A	5,765.00	0.00	0.00	0.00	5,765.00
01 4512	IDEA Preschool Base	0.00	0.00	0.00	0.00	0.00
01 4516	IDEA 619 Base/EP	2,108.00	0.00	2,114.00	100.28	(6.00)
01 4518	IDEA	72,164.00	0.00	75,116.00	104.09	(2,952.00)
01 4519	IDEA - Enrollment Poverty	0.00	0.00	0.00	0.00	0.00
01 4521	IDEA Nonpublic	0.00	0.00	0.00	0.00	0.00
01 4524	Other Federal Receipts	0.00	0.00	0.00	0.00	0.00
01 4525	Revision Grant	0.00	0.00	0.00	0.00	0.00
01 4530	Other Fed Receipts(PBiS)	0.00	0.00	0.00	0.00	0.00
01 4708	Medicaid in Public Schools	3,000.00	0.00	3,515.36	117.18	(515.36)
01 4709	MAAPS	3,000.00	1,479.42	2,540.14	84.67	459.86
01 4710	Local Grants	0.00	0.00	0.00	0.00	0.00
01 4969	Title IV Part A	10,000.00	0.00	0.00	0.00	10,000.00
01 4997	ESSER II	0.00	0.00	0.00	0.00	0.00
01 4998 0	ESSER III	0.00	0.00	0.00	0.00	0.00
Subtotal: FEDERAL RECEIPTS		154,309.00	32,268.42	114,074.50	73.93	40,234.50
01 5200	Fund Transfers	0.00	0.00	0.00	0.00	0.00
Subtotal: NON-REVENUE RECEIPTS		0.00	0.00	0.00	0.00	0.00

**Fund: 01      General Fund**

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
01 9000	Non Programmed Rec	0.00	1,956.77	10,894.25	0.00	(10,894.25)
01 9001	Interfund Loan From General	0.00	0.00	0.00	0.00	0.00
Subtotal: NON-PROGRAM RECEIPTS		0.00	1,956.77	10,894.25	0.00	(10,894.25)
Fund Total:		6,011,703.00	311,667.20	2,341,142.77	38.94	3,670,560.23

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Account Number	Account Description	Budget	During Month	Expenditures to Date	Balance at EOM	% of Budget
01	General Fund					
01 1100 111 001	Teacher Salaries - HS	813,615.00	65,852.25	473,757.49	339,857.51	58.23
01 1100 111 002	Teacher Salaries - Elem	747,223.00	52,829.56	385,056.12	362,166.88	51.53
01 1100 112 001	Para Salaries - HS	12,406.00	1,716.61	12,351.52	54.48	99.56
01 1100 112 002	Para Salaries - Elem	83,480.00	6,381.56	52,740.56	30,739.44	63.18
01 1100 114 000	Tech Salary	92,823.00	7,698.17	53,887.19	38,935.81	58.05
01 1100 116 000	Nurse Salary	28,240.00	2,218.49	19,949.74	8,290.26	70.64
01 1100 123 001	Substitutes - HS	30,000.00	7,750.00	45,460.00	(15,460.00)	151.53
01 1100 123 002	Substitutes - Elem	35,000.00	6,205.00	44,500.00	(9,500.00)	127.14
01 1100 150 001	Add'l Comp Classified - HS	56,000.00	2,210.67	41,780.59	14,219.41	74.61
01 1100 151 001	Add'l Comp - Teachers HS	140,000.00	11,067.49	79,612.43	60,387.57	56.87
01 1100 151 002	Add'l Comp - Teachers Elem	38,310.00	1,162.67	8,738.69	29,571.31	22.81
01 1100 152 001	Add'l Comp - Paras HS	0.00	0.00	0.00	0.00	0.00
01 1100 211 001	Health Insurance - HS	157,046.00	12,260.02	85,979.98	71,066.02	54.75
01 1100 211 002	Health Insurance - Elem	111,691.00	8,664.91	61,971.83	49,719.17	55.49
01 1100 212 002	Health Insurance	0.00	0.00	2,215.32	(2,215.32)	0.00
01 1100 214 000	Health Insurance - Tech	20,428.00	876.98	6,138.86	14,289.14	30.05
01 1100 216 000	Insurance - Nurse	6,248.00	694.14	4,858.98	1,389.02	77.77
01 1100 220 001	Social Security - Classified HS	3,437.00	168.10	3,190.21	246.79	92.82
01 1100 221 001	Social Security - HS Teach	78,085.00	6,244.70	44,855.55	33,229.45	57.44
01 1100 221 002	Social Security - Elem Teach	65,205.00	4,546.50	33,028.39	32,176.61	50.65
01 1100 222 001	Social Security - HS Paras	950.00	131.32	944.86	5.14	99.46
01 1100 222 002	Social Security - Elem Paras	6,387.00	487.28	4,025.83	2,361.17	63.03
01 1100 223 001	Social Security - HS Subs	2,295.00	592.91	3,477.73	(1,182.73)	151.54
01 1100 223 002	Social Security - Elem Subs	2,680.00	474.68	3,404.27	(724.27)	127.03
01 1100 224 000	Social Security - Tech	7,101.00	588.91	4,122.37	2,978.63	58.05
01 1100 226 000	Social Security - Nurse	2,160.00	167.91	1,513.50	646.50	70.07
01 1100 230 001	Retirement - Classified HS	590.00	49.02	343.14	246.86	58.16
01 1100 231 001	Retirement - HS Teach	59,900.00	5,655.74	40,018.73	19,881.27	66.81
01 1100 231 002	Retirement - Elem Teach	55,000.00	3,969.92	28,954.82	26,045.18	52.65
01 1100 232 001	Retirement - HS Paras	1,000.00	87.95	720.79	279.21	72.08
01 1100 232 002	Retirement - Elem Paras	6,140.00	469.22	3,877.93	2,262.07	63.16
01 1100 233 001	Retirement - HS Subs	300.00	236.03	739.32	(439.32)	246.44
01 1100 233 002	Retirement - Elem Subs	200.00	222.41	763.58	(563.58)	381.79
01 1100 234 000	Retirement - Tech	6,825.00	566.03	3,962.21	2,862.79	58.05
01 1100 236 000	Retirement - Nurse	2,076.00	163.12	1,466.86	609.14	70.66
01 1100 237 000	Retirement Inc Cont - Dist	3,100.00	72.11	536.93	2,563.07	17.32
01 1100 237 001	Retirement Inc Cont - HS	25,150.00	596.21	4,136.22	21,013.78	16.45
01 1100 237 002	Retirement Inc Cont - Elem	22,830.00	461.07	3,322.68	19,507.32	14.55
01 1100 281 001	Health Benefits - HS Teach	71,380.00	6,058.86	42,186.86	29,193.14	59.10
01 1100 281 002	Health Benefits - Elem Teach	82,770.00	7,055.99	48,540.81	34,229.19	58.65
01 1100 443 000	Rentals & Leases - Dist	5,000.00	0.00	0.00	5,000.00	0.00
01 1100 443 001	Rentals & Leases - HS	40,000.00	79.80	506.80	39,493.20	1.27
01 1100 443 002	Rentals & Leases - Elem	10,000.00	0.00	2,834.30	7,165.70	28.34
01 1100 580 000	Travel & Mileage - Dist	500.00	0.00	1,639.75	(1,139.75)	327.95
01 1100 580 001	Travel & Mileage - HS	500.00	0.00	0.00	500.00	0.00
01 1100 580 002	Travel & Mileage - Elem	500.00	0.00	0.00	500.00	0.00
01 1100 610 000	Instruction Supply - Dist	17,000.00	2,823.52	4,872.34	12,127.66	28.66
01 1100 610 001	Instructional Supply - HS	25,000.00	810.18	10,386.16	14,613.84	41.54
01 1100 610 002	Instructional Supply - Elem	23,000.00	820.45	4,389.34	18,610.66	19.08
01 1100 640 000	Instructional Textbooks - Dist	3,000.00	0.00	0.00	3,000.00	0.00
01 1100 640 001	Instructional Textbooks - HS	20,000.00	0.00	0.00	20,000.00	0.00
01 1100 640 002	Instructional Textbooks - Elem	60,000.00	0.00	0.00	60,000.00	0.00
01 1100 643 000	Computer Software - Dist	18,000.00	0.00	6,925.31	11,074.69	38.47
01 1100 643 001	Computer Software - HS	5,000.00	0.00	0.00	5,000.00	0.00
01 1100 643 002	Computer Software - Elem	8,000.00	0.00	0.00	8,000.00	0.00
01 1100 650 000	Tech Supplies - Dist	8,000.00	0.00	17,230.73	(9,230.73)	215.38
01 1100 650 001	Tech Supplies - HS	5,000.00	0.00	0.00	5,000.00	0.00
01 1100 650 002	Tech Supplies - Elem	1,000.00	0.00	1,317.56	(317.56)	131.76

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Account Number	Account Description	Budget	During Month	Expenditures to Date	Balance at EOM	% of Budget
01 1100 731 000	Equipment - District	3,000.00	0.00	398.00	2,602.00	13.27
01 1100 731 001	Equipment - HS	3,000.00	0.00	3,264.60	(264.60)	108.82
01 1100 731 002	Equipment - Elem	3,000.00	0.00	0.00	3,000.00	0.00
01 1100 733 000	Furniture - District	1,000.00	0.00	8.24	991.76	0.82
01 1100 733 001	Furniture - HS	2,000.00	0.00	0.00	2,000.00	0.00
01 1100 733 002	Furniture - Elem	2,000.00	0.00	0.00	2,000.00	0.00
01 1100 734 000	Tech Equip - Dist	6,000.00	0.00	3,371.68	2,628.32	56.19
01 1100 734 001	Tech Equip - HS	6,000.00	0.00	0.00	6,000.00	0.00
01 1100 734 002	Tech Equip - Elem	3,000.00	0.00	0.00	3,000.00	0.00
01 1100 890 000	Other Expense - Dist	13,000.00	146.75	4,153.54	8,846.46	31.95
01 1100 890 001	Other Expense - HS	6,000.00	40.00	1,622.45	4,377.55	27.04
01 1100 890 002	Other Expense - Elem	6,000.00	70.00	679.80	5,320.20	11.33
1100	REGULAR INSTRUCTIONAL PROGRAMS	3,181,571.00	231,445.21	1,720,733.49	1,460,837.51	54.08
01 1160 112 001	Poverty Instruction - HS	0.00	0.00	0.00	0.00	0.00
01 1160 112 002	Poverty Instruction - Elem	0.00	0.00	0.00	0.00	0.00
1160	PROVERTY PROGRAMS	0.00	0.00	0.00	0.00	0.00
01 1190 111 002	PreK Teacher Salary	44,390.00	3,699.17	25,894.19	18,495.81	58.33
01 1190 112 002	PreK Para Salary	10,800.00	740.03	4,596.76	6,203.24	42.56
01 1190 123 002	PreK Subs	0.00	0.00	0.00	0.00	0.00
01 1190 151 002	ADD'L COMP TEACHERS	700.00	0.00	120.00	580.00	17.14
01 1190 211 002	PreK Health Insurance	31,136.00	2,472.95	17,310.65	13,825.35	55.60
01 1190 221 002	PreK Social Security - Teach	3,396.00	282.99	1,990.11	1,405.89	58.60
01 1190 222 002	PreK Social Security - Para	826.00	56.61	351.67	474.33	42.58
01 1190 223 002	PK Substitute SS	0.00	0.00	0.00	0.00	0.00
01 1190 231 002	PreK Retirement - Teach	3,316.00	271.99	1,912.76	1,403.24	57.68
01 1190 232 002	PreK Retirement - Para	795.00	54.41	338.00	457.00	42.52
01 1190 237 002	PreK Retirement Inc Cont	1,412.00	32.28	222.60	1,189.40	15.76
01 1190 330 000	Pre K Transportation	200.00	0.00	0.00	200.00	0.00
01 1190 330 002	Pre K Training & Development	100.00	0.00	0.00	100.00	0.00
01 1190 580 002	Pre K Travel	100.00	0.00	0.00	100.00	0.00
01 1190 610 002	Pre K Supplies	1,000.00	0.00	484.28	515.72	48.43
01 1190 734 002	Pre K Computer Hardware	0.00	0.00	0.00	0.00	0.00
01 1190 890 002	PreK Other Expense	50.00	0.00	75.00	(25.00)	150.00
1190	EARLY CHILDHOOD ED PROGRAMS	98,221.00	7,610.43	53,296.02	44,924.98	54.26
01 1200 111 001	Sped Teacher Salaries - HS	66,778.00	5,020.39	36,957.53	29,820.47	55.34
01 1200 111 002	Sped Teachers Salary - Elem	107,308.00	8,776.17	62,263.99	45,044.01	58.02
01 1200 112 001	Sped Para Salaries - HS	63,683.00	5,796.16	37,268.50	26,414.50	58.52
01 1200 112 002	Sped Para Salaries - Elem	63,683.00	6,080.60	53,819.51	9,863.49	84.51
01 1200 123 001	Sped Sub Salaries - HS	3,500.00	340.00	3,610.00	(110.00)	103.14
01 1200 123 002	Sped Sub Salaries - Elem	3,500.00	538.40	4,688.40	(1,188.40)	133.95
01 1200 151 001	Sped Add'l Comp - HS	2,500.00	0.00	258.78	2,241.22	10.35
01 1200 151 002	Sped Add'l Comp - Elem	2,500.00	32.17	225.19	2,274.81	9.01
01 1200 211 001	Sped Health Ins.Teach - HS	26,800.00	2,111.63	14,781.41	12,018.59	55.15
01 1200 211 002	Health Insurance - Elem	31,136.00	2,597.09	17,434.79	13,701.21	56.00
01 1200 221 001	Sped Soc Sec Teach - HS	5,380.00	367.53	2,735.02	2,644.98	50.84
01 1200 221 002	Sped Soc Sec Teach - Elem	9,514.00	746.24	5,287.94	4,226.06	55.58
01 1200 222 001	Sped Soc Sec Para - HS	4,875.00	443.41	2,851.03	2,023.97	58.48
01 1200 222 002	Sped Soc Sec Paras - Elem	4,875.00	464.26	4,110.83	764.17	84.32
01 1200 223 001	Sped Soc Sec Subs - HS	268.00	26.01	276.16	(8.16)	103.04
01 1200 223 002	Sped Soc Sec Subs - Elem	268.00	41.18	358.64	(90.64)	133.82
01 1200 231 001	Sped Retire Teach - HS	5,168.00	369.14	2,736.44	2,431.56	52.95
01 1200 231 002	Sped Retire Teach - Elem	8,150.00	647.66	4,594.72	3,555.28	56.38
01 1200 232 001	Sped Retire Paras - HS	485.00	426.18	2,740.27	(2,255.27)	565.00
01 1200 232 002	Sped Retire Paras - Elem	4,685.00	447.10	3,957.24	727.76	84.47
01 1200 233 001	Sped Retire Subs - HS	100.00	0.00	0.00	100.00	0.00
01 1200 233 002	Sped Retire Subs - Elem	100.00	9.07	9.07	90.93	9.07
01 1200 237 001	Sped Retire Inc Cont-HS	3,383.00	78.67	541.68	2,841.32	16.01
01 1200 237 002	Sped Retire Inc Cont-Elem	4,406.00	109.15	846.75	3,559.25	19.22
01 1200 281 001	Sped Teach Health Ben - HS	4,336.00	361.32	2,529.24	1,806.76	58.33

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Account Number	Account Description	Budget	During Month	Expenditures to Date	Balance at EOM	% of Budget
01 1200 281 002	Sped Teach Health Ben-Elem	13,600.00	1,129.84	7,908.88	5,691.12	58.15
01 1200 340 001	Professional Services - HS	11,590.00	965.83	6,760.81	4,829.19	58.33
01 1200 340 002	Professional Services - Elem	15,711.00	1,309.25	9,164.75	6,546.25	58.33
01 1200 591 001	Sped Services - HS	64,938.00	6,439.17	38,612.89	26,325.11	59.46
01 1200 591 002	Sped Services - Elem	55,466.00	10,985.88	16,863.92	38,602.08	30.40
01 1200 610 001	Sped Supplies - HS	7,500.00	0.00	1,770.29	5,729.71	23.60
01 1200 610 002	Sped Supplies - Elem	7,500.00	0.00	1,017.80	6,482.20	13.57
01 1200 643 000	Sped Software	2,000.00	0.00	0.00	2,000.00	0.00
01 1200 733 001	Sped Equipment - HS	2,000.00	0.00	0.00	2,000.00	0.00
01 1200 733 002	Sped Equipment - Elem	2,000.00	0.00	0.00	2,000.00	0.00
01 1200 890 001	Sped Other Exp - HS	10,000.00	0.00	0.00	10,000.00	0.00
01 1200 890 002	Sped Other Exp - Elem	10,000.00	0.00	0.00	10,000.00	0.00
1200	<b>SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS</b>	<b>629,686.00</b>	<b>56,659.50</b>	<b>346,982.47</b>	<b>282,703.53</b>	<b>55.10</b>
01 1291 591 002	3-5 Special Ed Services	1,000.00	0.00	0.00	1,000.00	0.00
1291	<b>Special Ed Ages 3-5</b>	<b>1,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1,000.00</b>	<b>0.00</b>
01 1292 591 002	Birth-2 Services	300.00	0.00	0.00	300.00	0.00
1292	<b>Special Ed B-2</b>	<b>300.00</b>	<b>0.00</b>	<b>0.00</b>	<b>300.00</b>	<b>0.00</b>
01 1300 111 001	Summer School	5,000.00	0.00	0.00	5,000.00	0.00
1300	<b>Summer School</b>	<b>5,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>5,000.00</b>	<b>0.00</b>
01 2110 643 000	Attendance Services	8,000.00	0.00	0.00	8,000.00	0.00
2110	<b>ATTENDANCE AND SOCIAL WORK SERVICES</b>	<b>8,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>8,000.00</b>	<b>0.00</b>
01 2120 111 000	Guidance Salary - Dist	75,270.00	6,272.50	43,907.50	31,362.50	58.33
01 2120 151 000	Guidance - Add'l Comp	7,925.00	561.29	3,929.03	3,995.97	49.58
01 2120 211 000	Guidance Health Ins	31,136.00	2,437.62	17,063.34	14,072.66	54.80
01 2120 221 000	Guidance Social Security	6,364.00	512.11	3,584.72	2,779.28	56.33
01 2120 231 000	Guidance Retirement	6,117.00	502.48	3,517.36	2,599.64	57.50
01 2120 237 000	Guidance Retire Inc Cont	2,101.00	49.70	347.90	1,753.10	16.56
01 2120 610 001	Pupil Support - HS	15,000.00	542.79	4,929.25	10,070.75	32.86
01 2120 610 002	Pupil Support - Elem	8,000.00	319.36	3,692.60	4,307.40	46.16
01 2120 890 001	Guidance Other Exp - HS	600.00	0.00	164.00	436.00	27.33
01 2120 890 002	Guidance Other Exp - Elem	300.00	0.00	0.00	300.00	0.00
2120	<b>GUIDANCE SERVICES</b>	<b>152,813.00</b>	<b>11,197.85</b>	<b>81,135.70</b>	<b>71,677.30</b>	<b>53.09</b>
01 2140 320 000	Mental Health Specialist	10,000.00	818.66	5,730.62	4,269.38	57.31
2140	<b>Psychological Services</b>	<b>10,000.00</b>	<b>818.66</b>	<b>5,730.62</b>	<b>4,269.38</b>	<b>57.31</b>
01 2141 591 001	Psychology Services - HS	24,567.00	2,068.63	14,480.41	10,086.59	58.94
01 2141 591 002	Psychology Services - Elem	24,900.00	2,068.63	14,480.41	10,419.59	58.15
2141	<b>PSYCHOLOGICAL SERVICES</b>	<b>49,467.00</b>	<b>4,137.26</b>	<b>28,960.82</b>	<b>20,506.18</b>	<b>58.55</b>
01 2151 591 001	Speech Services - HS	88,589.00	645.61	3,618.97	84,970.03	4.09
01 2151 591 002	Speech Services	0.00	8,262.21	46,901.43	(46,901.43)	0.00
01 2151 610 002	Speech Supplies	1,500.00	0.00	0.00	1,500.00	0.00
2151	<b>SPEECH SERVICES</b>	<b>90,089.00</b>	<b>8,907.82</b>	<b>50,520.40</b>	<b>39,568.60</b>	<b>56.08</b>
01 2161 591 001	Occupational Therapy - HS	48,109.00	262.86	1,577.16	46,531.84	3.28
01 2161 591 002	Occupational Therapy - Elem	0.00	4,731.48	27,337.44	(27,337.44)	0.00
2161	<b>OCCUPATIONAL THERAPY</b>	<b>48,109.00</b>	<b>4,994.34</b>	<b>28,914.60</b>	<b>19,194.40</b>	<b>60.10</b>
01 2171 591 001	Physical Therapy - HS	19,609.00	227.75	1,366.50	18,242.50	6.97
01 2171 591 002	Physical Therapy - Elem	0.00	1,822.00	10,932.00	(10,932.00)	0.00
2171	<b>PHYSICAL THERAPY</b>	<b>19,609.00</b>	<b>2,049.75</b>	<b>12,298.50</b>	<b>7,310.50</b>	<b>62.72</b>
01 2220 111 000	Library Salary	71,796.00	5,983.00	41,881.00	29,915.00	58.33
01 2220 151 000	Library Add'l Comp	4,555.00	84.68	592.76	3,962.24	13.01
01 2220 211 000	Libr Health Insur	26,800.00	2,111.63	14,781.41	12,018.59	55.15
01 2220 221 000	Libr Social Security	6,364.00	463.48	3,244.35	3,119.65	50.98
01 2220 231 000	Librarian Retirement	5,615.00	446.15	3,123.05	2,491.95	55.62
01 2220 237 000	Library Retire Inc Cont	1,928.00	44.13	308.85	1,619.15	16.02
01 2220 281 000	Library Health Benefit	4,336.00	361.32	2,529.24	1,806.76	58.33
01 2220 610 000	Library Supplies	1,000.00	0.00	0.00	1,000.00	0.00
01 2220 640 000	Library Books & Periodicals	5,000.00	0.00	995.22	4,004.78	19.90
01 2220 641 000	Audio Visual Material	1,000.00	0.00	0.00	1,000.00	0.00
01 2220 650 000	Library Technology Supplies	2,500.00	3,161.03	3,161.03	(661.03)	126.44

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01 2220 733 000	Library Furniture	500.00	0.00	0.00	500.00	0.00
01 2220 734 000	Library Tech Equipment	1,000.00	0.00	0.00	1,000.00	0.00
01 2220 890 000	Other Expense	300.00	0.00	0.00	300.00	0.00
2220 SCHOOL LIBRARY		132,694.00	12,655.42	70,616.91	62,077.09	53.22
01 2224 382 000	Distance Learning	23,000.00	0.00	23,000.00	0.00	100.00
2224 EDUCATIONAL TELEVISION SERVICES		23,000.00	0.00	23,000.00	0.00	100.00
01 2310 340 000	Superintendent Search	0.00	0.00	0.00	0.00	0.00
01 2310 520 000	Liability Insurance	13,440.00	0.00	13,432.65	7.35	99.95
01 2310 521 000	Board Fidelity Bond	100.00	0.00	0.00	100.00	0.00
01 2310 580 000	Board Mileage	500.00	0.00	0.00	500.00	0.00
01 2310 810 000	Board Supt Dues Fees	9,000.00	6,618.75	7,120.84	1,879.16	79.12
01 2310 890 000	Board Other Expense	4,000.00	0.00	1,794.98	2,205.02	44.87
2310 BOARD OF EDUCATION		27,040.00	6,618.75	22,348.47	4,691.53	82.65
01 2320 105 000	Superintendent Salary	130,000.00	10,833.33	75,833.31	54,166.69	58.33
01 2320 215 000	Superintendent Health Ins	31,136.00	2,472.95	17,310.65	13,825.35	55.60
01 2320 225 000	Superintendent Soc Sec	9,945.00	810.86	5,691.88	4,253.12	57.23
01 2320 235 000	Superintendent Retirement	9,559.00	796.55	5,575.85	3,983.15	58.33
01 2320 237 000	Supt Retire Inc Cont	3,283.00	78.78	551.46	2,731.54	16.80
01 2320 580 000	Supt. Travel & Mileage	500.00	0.00	515.00	(15.00)	103.00
01 2320 610 000	Supt Supplies	2,500.00	0.00	0.00	2,500.00	0.00
01 2320 733 000	Supt Furniture	1,000.00	0.00	0.00	1,000.00	0.00
01 2320 810 000	Supt Dues, Fees	4,500.00	0.00	1,410.28	3,089.72	31.34
01 2320 890 000	Supt. Other Expense	4,000.00	1,208.43	3,037.66	962.34	75.94
2320 EXECUTIVE ADMINISTRATION		196,423.00	16,200.90	109,926.09	86,496.91	55.96
01 2330 317 000	Legal Services	15,000.00	2,592.00	8,195.00	6,805.00	54.63
2330 DISTRICT LEGAL SERVICES		15,000.00	2,592.00	8,195.00	6,805.00	54.63
01 2410 110 001	Clerical Salary - HS	40,290.00	3,148.91	23,388.74	16,901.26	58.05
01 2410 110 002	Clerical Salary - Elem	31,570.00	2,285.33	20,240.42	11,329.58	64.11
01 2410 111 001	Principal Salary - HS	112,350.00	9,362.50	65,537.50	46,812.50	58.33
01 2410 111 002	Principal Salary - Elem	95,000.00	7,916.67	55,416.69	39,583.31	58.33
01 2410 130 001	Clerical Overtime - HS	0.00	0.00	0.00	0.00	0.00
01 2410 151 001	Principal Add'l Comp - HS	500.00	0.00	0.00	500.00	0.00
01 2410 151 002	Principal Add'l Comp - Elem	500.00	0.00	0.00	500.00	0.00
01 2410 211 001	Principal Health Ins - HS	26,790.00	2,111.63	14,781.41	12,008.59	55.18
01 2410 211 002	Principal Health Ins - Elem	31,136.00	2,472.95	17,310.65	13,825.35	55.60
01 2410 220 001	Clerical Soc Sec - HS	3,080.00	240.89	1,789.23	1,290.77	58.09
01 2410 220 002	Clerical Soc Sec - Elem	2,415.00	171.31	1,522.66	892.34	63.05
01 2410 221 001	Principal Soc Sec - HS	8,595.00	716.24	5,013.68	3,581.32	58.33
01 2410 221 002	Principal Soc Sec - Elem	7,268.00	603.60	4,225.20	3,042.80	58.13
01 2410 230 001	Clerical Retirement - HS	2,963.00	231.53	1,719.72	1,243.28	58.04
01 2410 230 002	Clerical Retirement - Elem	2,322.00	168.03	1,488.22	833.78	64.09
01 2410 231 001	Principal Retirement - HS	8,297.00	688.41	4,818.87	3,478.13	58.08
01 2410 231 002	Principal Retirement - Elem	7,022.00	582.10	4,074.70	2,947.30	58.03
01 2410 237 001	Prin Retire Inc Cont-HS	3,867.00	90.98	646.64	3,220.36	16.72
01 2410 237 002	Priin Retire Inc Cont-Elem	3,209.00	74.19	550.17	2,658.83	17.14
01 2410 281 001	Health Benefits - HS	4,346.00	361.32	2,529.24	1,816.76	58.20
01 2410 281 002	Health Benefits - Elem	0.00	0.00	0.00	0.00	0.00
01 2410 580 001	Principal Trave Exp - HS	500.00	548.43	1,726.57	(1,226.57)	345.31
01 2410 580 002	Principal Travel - Elem	500.00	0.00	0.00	500.00	0.00
01 2410 610 001	Principal Supply - HS	1,000.00	0.00	2,941.47	(1,941.47)	294.15
01 2410 610 002	Principal Supply - Elem	1,000.00	0.00	179.00	821.00	17.90
01 2410 733 001	Principal Furniture - HS	1,000.00	0.00	0.00	1,000.00	0.00
01 2410 733 002	Principal Furniture - Elem	1,000.00	0.00	0.00	1,000.00	0.00
01 2410 810 001	Dues & Fees - HS	1,250.00	0.00	720.00	530.00	57.60
01 2410 810 002	Dues & Fees - Elem	1,250.00	0.00	205.00	1,045.00	16.40
01 2410 890 001	Principal Other Exp - HS	1,250.00	50.00	378.23	871.77	30.26
01 2410 890 002	Principal Other Exp - Elem	1,250.00	0.00	37.07	1,212.93	2.97
2410 OFFICE OF PRINCIPAL		401,520.00	31,825.02	231,241.08	170,278.92	57.59

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01 2510 116 000	Bookkeeper Salary	66,915.00	5,127.26	38,613.66	28,301.34	57.71
01 2510 216 000	Bookkeeper Health Ins	31,136.00	1,622.43	15,609.61	15,526.39	50.13
01 2510 226 000	Bookkeeper Social Security	5,120.00	387.86	2,916.82	2,203.18	56.97
01 2510 236 000	Bookkeeper Retirement	4,920.00	377.00	2,839.18	2,080.82	57.71
01 2510 237 000	Retirement Inc Cont	1,690.00	37.28	280.78	1,409.22	16.61
01 2510 271 000	Workman Compensation	18,274.00	0.00	20,187.00	(1,913.00)	110.47
01 2510 286 000	Bookkeeper Health Ben	31,136.00	0.00	0.00	31,136.00	0.00
01 2510 315 000	Auditing Services	10,050.00	0.00	11,800.00	(1,750.00)	117.41
01 2510 382 000	Telephone	20,000.00	1,633.36	11,030.13	8,969.87	55.15
01 2510 443 000	Copiers	15,000.00	1,049.58	9,918.56	5,081.44	66.12
01 2510 531 000	Postage	4,000.00	0.00	1,438.70	2,561.30	35.97
01 2510 540 000	Advertising	3,000.00	141.95	1,943.91	1,056.09	64.80
01 2510 610 000	Office Supplies	1,200.00	0.00	109.50	1,090.50	9.13
01 2510 643 000	Office Software	14,000.00	0.00	6,957.80	7,042.20	49.70
01 2510 890 000	Other Expense	1,000.00	0.00	686.75	313.25	68.68
2510	GENERAL ADMIN-BUSINESS SERVICE	227,441.00	10,376.72	124,332.40	103,108.60	54.67
01 2610 410 000	Water & Sewer	22,000.00	1,207.87	11,180.96	10,819.04	50.82
01 2610 520 000	Property Insurance	58,210.00	0.00	58,208.15	1.85	100.00
01 2610 610 000	Supplies	45,000.00	4,755.58	36,918.91	8,081.09	82.04
01 2610 621 000	Fuel	105,000.00	8,959.73	63,795.59	41,204.41	60.76
01 2610 890 000	Other Expense	1,000.00	0.00	200.00	800.00	20.00
2610	MAINTENANCE & CUSTODIAL	231,210.00	14,923.18	170,303.61	60,906.39	73.66
01 2620 110 000	Custodial Salaries	183,880.00	11,416.20	94,919.12	88,960.88	51.62
01 2620 210 000	Health Insurance	76,553.00	4,224.68	37,983.15	38,569.85	49.62
01 2620 220 000	Social Security	14,067.00	869.55	7,222.66	6,844.34	51.34
01 2620 230 000	Retirement	13,520.00	839.43	6,730.70	6,789.30	49.78
01 2620 237 000	Custodian Retire Inc Cont	4,643.00	83.02	665.69	3,977.31	14.34
01 2620 280 000	Health Benefits	0.00	107.62	322.88	(322.88)	0.00
01 2620 431 000	Maintenance of Buildings	90,000.00	10,847.66	57,133.56	32,866.44	63.48
2620	OPERATION OF BUILDING	382,663.00	28,388.16	204,977.76	177,685.24	53.57
01 2630 431 000	Maintenance Of Groun	25,000.00	0.00	2,675.83	22,324.17	10.70
01 2630 890 000	Other Expense	4,000.00	0.00	0.00	4,000.00	0.00
2630	MAINTENANCE OF GROUNDS	29,000.00	0.00	2,675.83	26,324.17	9.23
01 2660 610 000	School Safety & Security	20,000.00	0.00	556.00	19,444.00	2.78
2660	SCHOOL SAFETY & SECURITY	20,000.00	0.00	556.00	19,444.00	2.78
01 2670 610 000	SUPPLIES	1,000.00	0.00	771.27	228.73	77.13
2670	Safety	1,000.00	0.00	771.27	228.73	77.13
01 2710 110 000	Drivers Salary	75,090.00	7,668.39	49,466.07	25,623.93	65.88
01 2710 210 000	Health Insurance	12,000.00	943.57	7,250.73	4,749.27	60.42
01 2710 220 000	Driver Social Security	5,745.00	586.63	3,781.14	1,963.86	65.82
01 2710 230 000	Drivers Retire	5,522.00	378.27	2,736.97	2,785.03	49.56
01 2710 237 000	Drivers Retire Inc Cont	1,383.00	37.42	270.69	1,112.31	19.57
01 2710 280 000	Health Benefits	0.00	161.45	484.33	(484.33)	0.00
01 2710 332 000	Mileage To Parents	1,000.00	0.00	0.00	1,000.00	0.00
01 2710 519 000	Purchased Transportation	1,000.00	0.00	0.00	1,000.00	0.00
01 2710 520 000	Vehicle Liability Insurance	17,910.00	0.00	17,910.20	(0.20)	100.00
01 2710 626 000	Gas & Oil	25,000.00	1,253.50	11,702.44	13,297.56	46.81
01 2710 732 000	Vehicle Acquisition	85,000.00	0.00	0.00	85,000.00	0.00
01 2710 890 000	Other Expense	6,000.00	405.00	3,489.50	2,510.50	58.16
2710	TRANSPORTATION	235,650.00	11,434.23	97,092.07	138,557.93	41.20
01 2712 332 001	Sped Mileage - HS	500.00	0.00	0.00	500.00	0.00
01 2712 332 002	Sped Mileage - Elem	500.00	0.00	0.00	500.00	0.00
2712	Sped Transportation	1,000.00	0.00	0.00	1,000.00	0.00
01 2730 431 000	Vehicle Repairs & Maint	35,000.00	2,806.62	23,512.41	11,487.59	67.18
2730	Vehicle Servicing & Maintenance	35,000.00	2,806.62	23,512.41	11,487.59	67.18
01 3400 610 001	Local Grants - HS	5,000.00	0.00	853.96	4,146.04	17.08
01 3400 610 002	Local Grants - Elem	5,000.00	0.00	0.00	5,000.00	0.00
3400	CATEGORICAL GRANTS FROM CORPORATIONS & O	10,000.00	0.00	853.96	9,146.04	8.54

**Expenditure Summary**

Account Number		Account Description	March 2026		Expenditures to	Balance at EOM	% of Budget
			Budget	During Month	Date		
01 3535 610 001		HAL Grant - HS	2,500.00	0.00	280.00	2,220.00	11.20
01 3535 610 002		HAL Grant - Elem	2,500.00	48.00	48.00	2,452.00	1.92
3535		HIGH ABILITY LEARNER	5,000.00	48.00	328.00	4,672.00	6.56
01 3551 610 001		Career Education	7,500.00	6,624.12	6,624.12	875.88	88.32
3551		CAREER EDUCATION	7,500.00	6,624.12	6,624.12	875.88	88.32
01 6200 111 002		Title I Part A Salaries	15,841.00	5,018.00	20,072.00	(4,231.00)	126.71
01 6200 211 002		Title I Part A Benefits	5,000.00	1,171.66	4,686.64	313.36	93.73
01 6200 221 002		Title I Part A SS	1,469.00	380.04	1,520.16	(51.16)	103.48
01 6200 231 002		Title I Part A Retirement	1,898.00	368.97	1,475.88	422.12	77.76
01 6200 237 002		Title I Part A Ret Inc Cont	0.00	36.50	146.00	(146.00)	0.00
01 6200 395 002		Contract Fee	2,214.00	0.00	2,113.76	100.24	95.47
6200		TITLE I PART A	26,422.00	6,975.17	30,014.44	(3,592.44)	113.60
01 6310 111 002		Title II Part A	10,320.00	0.00	0.00	10,320.00	0.00
01 6310 211 002		Title IIa Health Insurance	5,445.00	0.00	0.00	5,445.00	0.00
01 6310 281 002		Teacher Health Benefit	0.00	0.00	0.00	0.00	0.00
6310		TITLE II PART A	15,765.00	0.00	0.00	15,765.00	0.00
01 6406 395 002		IDEA 619 Base/EP 3-4	2,108.00	0.00	2,108.00	0.00	100.00
6406		IDEA 619 PRESCHOOL	2,108.00	0.00	2,108.00	0.00	100.00
01 6408 395 000		IDEA	72,164.00	4,334.96	72,164.00	0.00	100.00
6408		IDEA	72,164.00	4,334.96	72,164.00	0.00	100.00
01 6412 395 002		IDEA Nonpublic	0.00	0.00	0.00	0.00	0.00
6412		IDEA NONPUBLIC	0.00	0.00	0.00	0.00	0.00
01 6969 890 000		Title IV Part A	0.00	0.00	0.00	0.00	0.00
6969		Title IV Part A	0.00	0.00	0.00	0.00	0.00
01 6992 734 000		REAP	31,850.00	0.00	30,789.00	1,061.00	96.67
6992		REAP	31,850.00	0.00	30,789.00	1,061.00	96.67
01 8000 751 000		Student Fees Transfer	0.00	0.00	0.00	0.00	0.00
01 8000 912 000		Transfer to Hot Lunch	30,000.00	0.00	0.00	30,000.00	0.00
01 8000 913 000		Activity Transfer	20,000.00	0.00	0.00	20,000.00	0.00
8000		TRANSFERS (OUTGOING)	50,000.00	0.00	0.00	50,000.00	0.00
01 9000 890 000		Other Budget Authority	1,898,350.00	0.00	0.00	1,898,350.00	0.00
01 9000 900 000		Non-programmed Exp.	0.00	0.00	10,894.25	(10,894.25)	0.00
9000		NON-PROGRAM EXPENDITURES	1,898,350.00	0.00	10,894.25	1,887,455.75	0.57
01 9002 001 000		Interfund Loan - Bond	0.00	0.00	0.00	0.00	0.00
9002		Loan to Bond	0.00	0.00	0.00	0.00	0.00
			8,371,665.00	483,624.07	3,571,897.29	4,799,767.71	42.67
01		General Fund	8,371,665.00	483,624.07	3,571,897.29	4,799,767.71	42.67

**REVOLVING BUSINESS ACCOUNT**

<b>CK#</b>	<b>DESCRIPTION</b>	<b>AMOUNT</b>
5256	Lincoln County Spelling Bee	\$ 48.00
	TOTAL	<u>\$ 48.00</u>

**DEPRECIATION FUND**

\$ -

**BUILDING FUND**

Wilkins Architecture Design Planning LLC	24,340.50
	<u>\$ 24,340.50</u>

## Activity Fund Balance Report - Summary

2/1/2026 - 2/28/2026

<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance</u>
Class of 2024	545.27	0.00	0.00	545.27
Class of 2025	2,449.97	0.00	0.00	2,449.97
Class of 2026	2,964.95	0.00	0.00	2,964.95
Class of 2027	2,687.79	0.00	55.40	2,743.19
Class of 2028	4,841.26	0.00	0.00	4,841.26
Class of 2029	9,792.19	0.00	0.00	9,792.19
Class of 2030	2,399.00	0.00	0.00	2,399.00
Class of 2031	1,875.30	0.00	0.00	1,875.30
Class of 2033	0.00	0.00	0.00	0.00
Athletics	(33,019.79)	7,842.41	6,733.68	(34,128.52)
District #55	6,022.03	392.24	816.42	6,446.21
Host Site	0.00	0.00	0.00	0.00
Annual	2,877.16	0.00	0.00	2,877.16
FBLA	3,928.66	0.00	0.00	3,928.66
Greenhouse	(197.36)	0.00	0.00	(197.36)
Teacher's Fund	2,081.58	0.00	639.00	2,720.58
Band	5,990.43	0.00	0.00	5,990.43
Library	717.13	0.00	4.00	721.13
Veteran's Day	1,091.18	0.00	0.00	1,091.18
Honor Society	1,662.27	0.00	0.00	1,662.27
Industrial Arts	2,231.65	44.56	0.00	2,187.09
Show Choir	342.44	0.00	0.00	342.44
Concessions	4,101.36	4,242.70	2,047.66	1,906.32
Drama	3,104.95	0.00	1,075.00	4,179.95
Elementary Fund	475.03	0.00	0.00	475.03
Art Fund	771.62	0.00	0.00	771.62
Elementary Field Trips	(126.00)	0.00	0.00	(126.00)
Community Ed	407.08	0.00	0.00	407.08
Coat Fund	817.55	0.00	0.00	817.55
Weight Room	3,875.09	0.00	240.00	4,115.09
Student Council	690.13	0.00	0.00	690.13
Scholarship Fund	6,284.92	0.00	0.00	6,284.92
Fundraisers	353.50	0.00	0.00	353.50
Speech	3,614.09	150.07	0.00	3,464.02
5th Grade Field Trip	282.30	0.00	0.00	282.30
High School	1,368.36	51.05	0.00	1,317.31
Computer Fees	8,534.57	0.00	150.00	8,684.57
M. White Memorial	4,277.02	0.00	0.00	4,277.02
FFA	4,661.44	249.73	360.00	4,771.71
6th Grade Field Trip	1,500.49	0.00	0.00	1,500.49
Quiz Bowl	1,677.40	105.00	0.00	1,572.40
Computer Repair	867.01	0.00	0.00	867.01
Boys Basketball	2,475.53	0.00	0.00	2,475.53
Volleyball	4,036.77	0.00	0.00	4,036.77
FPS	83.22	0.00	0.00	83.22
Wrestling	8,385.02	2,653.00	0.00	5,732.02
Girls Basketball	3,252.43	0.00	256.16	3,508.59
Football	1,622.03	0.00	0.00	1,622.03
Track Memorials	500.00	0.00	0.00	500.00
Sunshine Committee	129.43	0.00	0.00	129.43

**Activity Fund Balance Report - Summary**

2/1/2026 - 2/28/2026

<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance</u>
Playground	2,358.65	0.00	0.00	2,358.65
Employee Dress	2,225.74	54.00	0.00	2,171.74
Girls Wrestling	792.37	231.56	231.56	792.37
Instrument Rental Fee	184.18	0.00	0.00	184.18
Weight Room Renovation	924.77	0.00	0.00	924.77
Teacher Equipment	660.18	0.00	0.00	660.18
Box Tops	872.09	0.00	0.00	872.09
PBIS	4,377.47	195.56	0.00	4,181.91
Coffee Cart	317.30	0.00	0.00	317.30
Cross Country	2,543.08	0.00	0.00	2,543.08
Golf	5,100.35	0.00	0.00	5,100.35
Track	0.00	0.00	0.00	0.00
Science Club	404.87	0.00	0.00	404.87
Wellness	8,598.94	100.00	0.00	8,498.94
Faculty Coffee	94.48	0.00	0.00	94.48
Faculty Graduation	470.06	0.00	0.00	470.06
FCA	686.54	0.00	0.00	686.54
History	2,583.65	0.00	0.00	2,583.65
	<u>\$ 122,500.17</u>	<u>\$ 16,311.88</u>	<u>\$ 12,608.88</u>	<u>\$118,797.17</u>

**Minutes of the Board of Education  
Sutherland Public School District 55  
Tuesday, February 10, 2026 5:30 PM Central  
Regular Board Meeting Conference Room  
P.O. Box 217  
Sutherland, NE 69165**

**Members**

**Present**

**Absent**

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Presiding Officer

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Secretary - Board of Education

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Superintendent

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1. Call the meeting to order

Meeting was called to order at 5:30 p.m. by Janet Mueller. Notice of this meeting was published in the February 5, 2026 edition of The Courier Times and in three (3) separate locations in town.

## 2. Flag salute

## 3. Open Meetings Law

President Mueller stated that a copy of the open meetings law is posted on the bulletin board and a copy could be found in the official meeting book.

## 4. Roll call

Board Members:

Janet Mueller - present

Brandy Buscher - present

Shad Lantis - absent

Eric Peterka - present

Tom Kelly - present

Kyle Stevenson - arrived at 5:55 p.m.

School Personnel: Mr. Webster and Alisha Morgan

Guests: 3

## 5. Recognition of Visitors/Public Comment

none at this time

## 6. Reports

### 6.a. Elementary Principal Report

Mr. Webster reported that the elementary will begin working with the WORDS program. ESU was in the building to do IPG walkthroughs. Parent/Teacher Conferences had a very strong participation rate. The Anchored in One Book project will begin towards the end of February. Lastly, he reported that the NAEP assessment will be on February 24th for all fourth-grade students.

### 6.b. High School Principal Report

Mr. Webster presented the high school report. Thank you to Mrs. Brunz for everything she does for the students and staff of Sutherland Public School. The external visit went very well with a lot of positive feedback and strong encouragement on ways we can improve. ACT prep has started for the juniors this week with Mrs. Kershner. Lastly, he reported that junior high basketball seasons have wrapped up. Congratulations to Addisyn Arvdal for her qualification to the Girls' State Wrestling Tournament.

## 7. Superintendent Report

Mr. Webster reported that the new bus could be here by late March/early April. He reviewed the priority list that he created for the facility with the board. Lastly, he discussed possible changes in legislation.

## 8. Board Reports

none

## 9. Treasurer's report

Janet Mueller presented the treasurer's report. Receipts are currently at 34% and should be at 42% and expenditures are currently at 37% and should be at 50%.

## 10. Consent Agenda

Motion to approve consent agenda passed with a motion by Eric Peterka and a second by Tom Kelly.

Brandy Buscher: Yes, Tom Kelly: Yes, Janet Mueller: Yes, Eric Peterka: Yes

10.a. Approval of Minutes - Regular Meeting 1/13/26 and Special Meeting 1/19/26

10.b. Approval of General Fund Bills - \$491,719.54

## 11. Action Items

11.a. Consider, discuss, and take all necessary action to reopen our QCPUF account at Adams Bank and Trust.

Approve the QCPUF account and QCPUF ICS account with Adam's Bank & Trust with Brett Webster, Janet Mueller, and Shad Lantis being on the signature cards passed with a motion by Eric Peterka and a second by Brandy Buscher.

Brandy Buscher: Yes, Tom Kelly: Yes, Janet Mueller: Yes, Eric Peterka: Yes

11.b. Consider, discuss, and take all necessary action on approving a bid for our bathroom remodel this summer.

Approve the bid from Paulsen's for \$506,080 passed with a motion by Eric Peterka and a second by Tom Kelly.

Brandy Buscher: Yes, Tom Kelly: Yes, Janet Mueller: Yes, Eric Peterka: Yes

11.c. Consider, discuss, and take all necessary action on approving the bond resolution amendment.

Approve the bond resolution as presented which increases it from \$400,000 to \$530,000 passed with a motion by Eric Peterka and a second by Brandy Buscher.

Brandy Buscher: Yes, Tom Kelly: Yes, Janet Mueller: Yes, Eric Peterka: Yes

11.d. Consider, discuss, and take all necessary action to approve the 2026-2027 school calendar. Approve the 2026-2027 school calendar as presented passed with a motion by Tom Kelly and a second by Brandy Buscher.

Brandy Buscher: Yes, Tom Kelly: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

11.e. Consider, discuss, and take all necessary action on approving the Sutherland Education Association (SEA) as the 2027/2028 bargaining agent for Sutherland Public Schools.

Approve SEA as the bargaining agent for the 2027-2028 school year passed with a motion by Eric Peterka and a second by Brandy Buscher.

Brandy Buscher: Yes, Tom Kelly: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

11.f. Consider, discuss, and take all necessary action on building permanent walls between four classrooms in the high school along with replacing the drop-down ceiling in the north entrance. Approve the construction of walls between the four classrooms and north entry by Moorhead Construction for \$8,500.00 Failed with a motion by Eric Peterka and a second by Kyle Stevenson.

Brandy Buscher: No, Tom Kelly: No, Janet Mueller: No, Eric Peterka: No, Kyle Stevenson: Yes  
Motion to award the bid to Seifer Construction for \$10,054.00 passed with a motion by Eric Peterka and a second by Brandy Buscher.

Brandy Buscher: Yes, Tom Kelly: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

11.g. Consider, discuss, and take all necessary action to approve adding a welding exhaust system above the new booths in the shop area.

Approve the welding booth ventilation system from Mr. D's Heating & Air Conditioning for \$18,338.50 passed with a motion by Eric Peterka and a second by Tom Kelly.

Brandy Buscher: Yes, Tom Kelly: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

11.h. Consider, discuss, and take all necessary action on approving a bid to refinish our track this summer.

Approve the bid from Fisher Tracks with the red for \$102,869 passed with a motion by Kyle Stevenson and a second by Eric Peterka.

Brandy Buscher: Yes, Tom Kelly: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

11.i. Consider, discuss, and take all necessary action to approve Dr. McConnell's contract for the 2026-2027 school year.

Approve the 2026-2027 contract with McConnell Psychological Solutions for \$88,503 passed with a motion by Tom Kelly and a second by Kyle Stevenson.

Brandy Buscher: Yes, Tom Kelly: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

11.j. Consider, discuss, and take all necessary action on approving the 2026/2027 ESU Contract and Consortium agreement.

Approve the 2026-2027 ESU Contract Agreement for \$401,882.00 passed with a motion by Tom Kelly and a second by Brandy Buscher.

Brandy Buscher: Yes, Tom Kelly: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

11.k. Consider, discuss, and take all necessary action on how Sutherland wants to proceed with strategic planning.

Approve NASB for strategic planning passed with a motion by Brandy Buscher and a second by Janet Mueller.

Brandy Buscher: Yes, Tom Kelly: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

12. Approve Board Members Who are Absent

Approve the absence of Shad Lantis and the delayed arrival of Kyle Stevenson from the February 10, 2026 board meeting passed with a motion by Janet Mueller and a second by Eric Peterka.

Kyle Stevenson: Abstain (Without Conflict), Brandy Buscher: Yes, Tom Kelly: Yes, Janet Mueller: Yes, Eric Peterka: Yes

13. Next meeting date and time

Set the next board meeting for March 10, 2026 at 6:00 p.m. passed with a motion by Brandy Buscher and a second by Eric Peterka.

Brandy Buscher: Yes, Tom Kelly: Yes, Janet Mueller: Yes, Eric Peterka: Yes, Kyle Stevenson: Yes

The advertisement for this meeting will be published in The Courier Times the Thursday prior to the meeting and an agenda for such meeting will be available for public inspection at the administration office 3 days prior to the meeting.

14. Adjournment

Meeting adjourned at 6:28 p.m.

Checking Account ID: 01

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
42322	03/10/2026				ALLSTA	All Star Auto Glass of North Platte	39.95
42323	03/10/2026				AMAZCAPISE	Amazon Capital Services	5,236.05
42324	03/10/2026				BIGDAUTO	Big D Automotive, LLC	225.49
42325	03/10/2026				BLACHILEN	Black Hills Energy	4,517.11
42326	03/10/2026				CLEARFLY	Clearly	1,010.75
42327	03/10/2026				COPAPG	Contract Paper Group	2,460.00
42328	03/10/2026				THECOUR	The Courier Times	141.95
42329	03/10/2026				CULLWATE	Culligan Water Conditioning	100.00
42330	03/10/2026				EAKEOFFI	Eakes Office Product	4,244.81
42331	03/10/2026				ESU10	Esu #10	20.00
42332	03/10/2026				ESU16	Esu #16	37,711.92
42333	03/10/2026				FOLLSOFT	Follett Software Company	3,161.03
42334	03/10/2026				GREAPLAI	Great Plains Comm In	403.17
42335	03/10/2026				HILICOOP	Hi-line Cooperative Inc	610.75
42336	03/10/2026				HOMELEAS	Hometown Leasing	1,049.58
42337	03/10/2026				HOTLUN02	Hot Lunch Fund	650.00
42338	03/10/2026				JWPEPPE	J.W. Pepper & Son Inc.	23.50
42339	03/10/2026				KSB	KSB School Law	2,592.00
42340	03/10/2026				MALISU01	Maline's Super Foods	245.03
42341	03/10/2026				MATHSON	Matheson Tri-Gas Inc	79.80
42342	03/10/2026				MCCOPSYCSO	McConnell Psychological Solutions	7,231.00
42343	03/10/2026				MCCOBREA	BreAhanna McConnell	435.00
42344	03/10/2026				MCI	MCI Residential Service	80.00
42345	03/10/2026				MENARDS	Menards - North Platte	190.66
42346	03/10/2026				MIDLFAMIME	Midlands Family Medicine	135.00
42347	03/10/2026				MIDWEALSER	Midwest Alarm Services	156.18
42348	03/10/2026				MRDHVAC	Mr. D's Heating & Air Conditioning	10,050.18
42349	03/10/2026				NEBASSO	Neb Assoc Of Sch Bds	5,368.75
42350	03/10/2026				NPPD	Nebraska Public Power District	4,442.62
42351	03/10/2026				NRCSA	Nebraska Rural Community Schools Association	1,250.00
42352	03/10/2026				NEBG0V	Nebraska.Gov	15.00
42353	03/10/2026				ONEAKASH	Kashia O'Neal	50.00
42354	03/10/2026				PRONFUEL	Pronto Fuel, LLC	1,117.90
42355	03/10/2026				REVOBUSI	Revolving Business Acct	48.00
42356	03/10/2026				ROTEPLUM	Rotert Plumbing	641.30
42357	03/10/2026				SUTHFARMAU	Sutherland Farm & Auto Supply	246.16
42358	03/10/2026				TRUCENCO	Truck Center Companies	1,793.43
42359	03/10/2026				USBANK	U.S. Bank	4,487.02
42360	03/10/2026				UNK	University of Nebraska Kearney	255.00
42361	03/10/2026				VENTLEAR	Ventris Learning LLC	160.00
42362	03/10/2026				VERIZON	Verizon Wireless	139.44
42363	03/10/2026				VILLOFSU	Village Of Sutherland	1,207.87
42364	03/10/2026				WEBSBRET	Brett Webster	70.46
42365	03/10/2026				WILLIAM	William MacGill & Co	363.52
Check Type Total:		Check			Void Total:	0.00	Total without Voids: 104,457.38
Checking Account Total:		01			Void Total:	0.00	Total without Voids: 104,457.38
Grand Total:					Void Total:	0.00	Total without Voids: 104,457.38

Payroll \$379,166.69  
 Expenditures 104,457.38  
 TOTAL \$483,624.07

03/10/2026 10:34 AM

March 2026

User ID: AJM

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
Checking Account ID	01	Fund Number 01	General Fund	
	WAS2049255	All Star Auto Glass of North Platte	03/08/2026	39.95
01 2730 431 000		windshield repair		39.95
Total	All Star Auto Glass of North Platte			39.95
	20260308	Amazon Capital Services	03/08/2026	5,236.05
01 1100 610 001		supplies		277.60
01 1100 610 002		supplies		660.45
01 3551 610 001		laser engraver		4,298.00
Total	Amazon Capital Services			5,236.05
	20260310	Big D Automotive, LLC	03/10/2026	225.49
01 2730 431 000		repairs mini van		225.49
Total	Big D Automotive, LLC			225.49
	20260308	Black Hills Energy	03/08/2026	4,517.11
01 2610 621 000		natural gas		4,517.11
Total	Black Hills Energy			4,517.11
	INV797629	Clearlyfly	03/08/2026	1,010.75
01 2510 382 000		phone lease		1,010.75
Total	Clearlyfly			1,010.75
	43009852301	Contract Paper Group	03/08/2026	2,460.00
01 1100 610 000		2 pallets paper		2,460.00
Total	Contract Paper Group			2,460.00
	20260308	Courier Times, The	03/08/2026	141.95
01 2510 540 000		advertising		141.95
Total	Courier Times, The			141.95
	20260308	Culligan Water Conditioning	03/08/2026	100.00
01 2610 610 000		rentals		100.00
Total	Culligan Water Conditioning			100.00
	20260308	Eakes Office Product	03/08/2026	4,244.81
01 1100 610 001		supplies		26.05
01 2610 610 000		supplies		4,218.76
Total	Eakes Office Product			4,244.81
	20260308	Esu #10	03/08/2026	20.00
01 2120 610 001		powerschool training		20.00
Total	Esu #10			20.00
	20260308	Esu #16	03/08/2026	37,711.92
01 6408 395 000		contracts		4,334.96
01 1200 591 002		early childhood		9,734.60
01 2151 591 001		speech & audiology		645.61
01 2151 591 002		speech & audiology		8,262.21
01 2161 591 001		OT		262.86
01 2161 591 002		OT		4,731.48
01 2171 591 001		PT		227.75
01 2171 591 002		PT		1,822.00

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
01 1200 591 001		owls		6,439.17
01 1200 591 002		supervision		1,251.28
Total	Esu #16			<u>37,711.92</u>
	1607624	Follett Software Company	03/08/2026	3,161.03
01 2220 650 000		hosting fee		3,161.03
Total	Follett Software Company			<u>3,161.03</u>
	20260310	Great Plains Comm In	03/10/2026	403.17
01 2510 382 000		telephone		403.17
Total	Great Plains Comm In			<u>403.17</u>
	20260310	Hi-line Cooperative Inc	03/10/2026	610.75
01 2730 431 000		oil changes		610.75
Total	Hi-line Cooperative Inc			<u>610.75</u>
	20260308	Hometown Leasing	03/08/2026	1,049.58
01 2510 443 000		copier lease		1,049.58
Total	Hometown Leasing			<u>1,049.58</u>
	20260308	Hot Lunch Fund	03/08/2026	650.00
01 1100 890 001		subs		40.00
01 1100 890 002		subs		70.00
01 2120 610 001		coverage		325.00
01 2120 610 002		coverage		215.00
Total	Hot Lunch Fund			<u>650.00</u>
	368313132	J.W. Pepper & Son Inc.	03/08/2026	23.50
01 1100 610 001		music		23.50
Total	J.W. Pepper & Son Inc.			<u>23.50</u>
	20962	KSB School Law	03/08/2026	2,592.00
01 2330 317 000		legal services		2,592.00
Total	KSB School Law			<u>2,592.00</u>
	20260308	Maline's Super Foods	03/08/2026	245.03
01 1100 610 001		supplies		245.03
Total	Maline's Super Foods			<u>245.03</u>
	20260308	Matheson Tri-Gas Inc	03/08/2026	79.80
01 1100 443 001		rental		79.80
Total	Matheson Tri-Gas Inc			<u>79.80</u>
	20260308	McConnell Psychological Solutions	03/08/2026	7,231.00
01 2140 320 000		mental health		818.66
01 2141 591 001		psychology		2,068.63
01 2141 591 002		psychology		2,068.63
01 1200 340 001		sped director		965.83
01 1200 340 002		sped director		965.83
01 1200 340 002		early childhood		343.42
Total	McConnell Psychological Solutions			<u>7,231.00</u>
	20260310	McConnell, BreAhanna	03/10/2026	435.00

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
01 2410 580 001		mileage		435.00
Total	McConnell, BreAhna			435.00
	20260308	MCI Residential Service	03/08/2026	80.00
01 2510 382 000		long distance		80.00
Total	MCI Residential Service			80.00
	20260308	Menards - North Platte	03/08/2026	190.66
01 2610 610 000		supplies		190.66
Total	Menards - North Platte			190.66
	47540	Midlands Family Medicine	03/08/2026	135.00
01 2710 890 000		neilson dot physical		135.00
Total	Midlands Family Medicine			135.00
	535065	Midwest Alarm Services	03/08/2026	156.18
01 2620 431 000		fire alarm monitoring		156.18
Total	Midwest Alarm Services			156.18
	20260308	Mr. D's Heating & Air Conditioning	03/08/2026	10,050.18
01 2620 431 000		repairs, hvac maint fee		10,050.18
Total	Mr. D's Heating & Air Conditioning			10,050.18
	20260308	Neb Assoc Of Sch Bds	03/08/2026	5,368.75
01 2310 810 000		training and membership		5,368.75
Total	Neb Assoc Of Sch Bds			5,368.75
	20260308	Nebraska Public Power District	03/08/2026	4,442.62
01 2610 621 000		electricity		4,442.62
Total	Nebraska Public Power District			4,442.62
	1506	Nebraska Rural Community Schools Association	03/08/2026	1,250.00
01 2310 810 000		conference registration		1,000.00
01 2310 810 000		conference registration		250.00
Total	Nebraska Rural Community Schools Association			1,250.00
	9385662	Nebraska.Gov	03/08/2026	15.00
01 2710 890 000		dl req		15.00
Total	Nebraska.Gov			15.00
	20260308	O'Neal, Kashia	03/08/2026	50.00
01 2410 890 001		phone reimbursement		50.00
Total	O'Neal, Kashia			50.00
	20260308	Pronto Fuel, LLC	03/08/2026	1,117.90
01 2710 626 000		gas & diesel		1,117.90
Total	Pronto Fuel, LLC			1,117.90
	20260308	Revolving Business Acct	03/08/2026	48.00
01 3535 610 002		reimbursement		48.00
Total	Revolving Business Acct			48.00

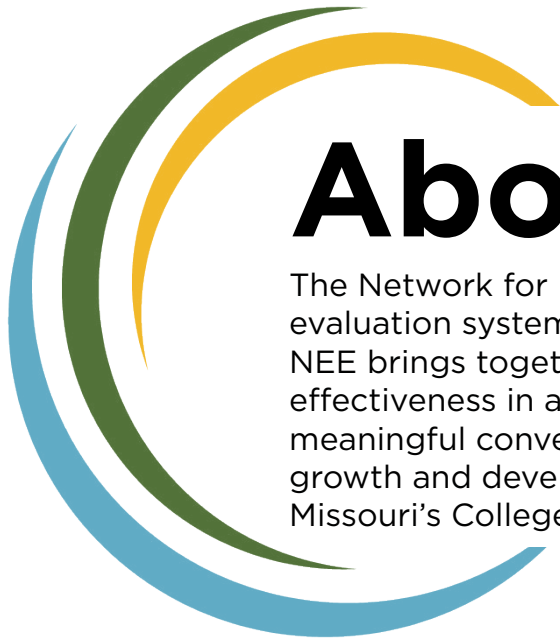
PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		
	20260308	Rotert Plumbing	03/08/2026	641.30
01 2620 431 000		repairs		641.30
Total		Rotert Plumbing		641.30
	20260310	Sutherland Farm & Auto Supply	03/10/2026	246.16
01 2610 610 000		supplies		246.16
Total		Sutherland Farm & Auto Supply		246.16
	XA105115481.01	Truck Center Companies	03/08/2026	1,793.43
01 2730 431 000		windshield - 2 pack		1,793.43
Total		Truck Center Companies		1,793.43
	20260310	U.S. Bank	03/10/2026	4,487.02
01 2120 610 002		pupil support		104.36
01 2710 626 000		gas		135.60
01 1100 610 001		supplies		238.00
01 2120 610 001		pupil support		197.79
01 2410 580 001		travel		113.43
01 2730 431 000		repair		137.00
01 3551 610 001		cte		2,326.12
01 1100 890 000		other expense		96.75
01 2320 890 000		conference		1,137.97
Total		U.S. Bank		4,487.02
	57-15397	University of Nebraska Kearney	03/08/2026	255.00
01 2710 890 000		category c training		255.00
Total		University of Nebraska Kearney		255.00
	20262306	Ventris Learning LLC	03/08/2026	160.00
01 1100 610 002		supplies		160.00
Total		Ventris Learning LLC		160.00
	20260308	Verizon Wireless	03/08/2026	139.44
01 2510 382 000		cell phones		139.44
Total		Verizon Wireless		139.44
	20260308	Village Of Sutherland	03/08/2026	1,207.87
01 2610 410 000		water & sewer		1,207.87
Total		Village Of Sutherland		1,207.87
	20260308	Webster, Brett	03/08/2026	70.46
01 2320 890 000		reimbursement		70.46
Total		Webster, Brett		70.46
	IN0908179	William MacGill & Co	03/08/2026	363.52
01 1100 610 000		supplies		363.52
Total		William MacGill & Co		363.52
Fund Number	01			104,457.38
Checking Account ID	01			104,457.38



**NETWORK** for  
**EDUCATOR**  
**EFFECTIVENESS**

In affiliation with the  University of Missouri

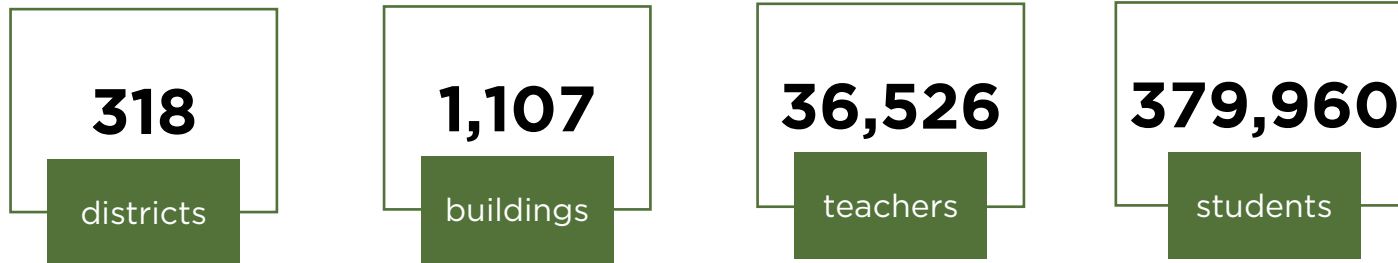
[www.NEEAdvantage.com](http://www.NEEAdvantage.com)



# About NEE

The Network for Educator Effectiveness is a comprehensive educator evaluation system with a purpose: to grow teachers and improve schools. NEE brings together classroom observations with multiple measures of effectiveness in a secure online portal designed to record feedback, start meaningful conversations, and provide high-quality resources for educator growth and development. NEE was developed in 2011 at the University of Missouri's College of Education & Human Development.

## Who We Serve



*NEE works with schools in five states - Missouri, Nebraska, Kansas, Illinois, and Oregon  
- and continues to add more.*

# NEE Membership Includes:

## ◆ Training for school leaders

NEE training focuses on effective evaluation and feedback practices to support teacher growth.

## ◆ Access to the NEE Data Tool

The online platform securely manages evaluation data and provides reports to stay organized.

## ◆ Access to the EdHub Library

More than 500 modules for self-paced, individual learning are available in the online platform.

## ◆ Classroom observation rubrics

Access to 27 rubrics that schools select from to use in their classroom observations.

## ◆ Student survey and multiple measures

NEE provides multiple measures for schools to incorporate in teachers' evaluations, if desired.

## ◆ School specialist evaluations

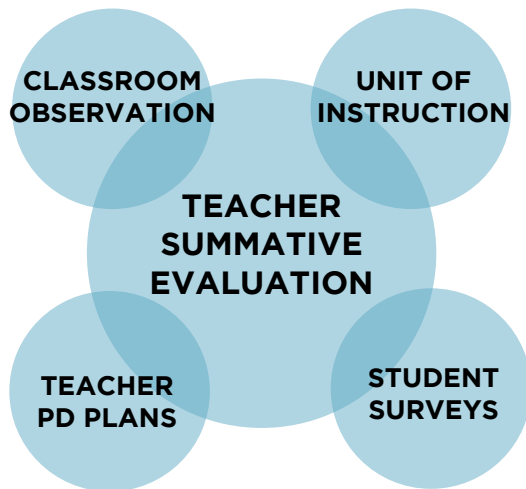
Evaluation tools are available for principals, counselors, instructional coaches, and others.



*All NEE services are packaged and provided to schools at one cost based on student count.*

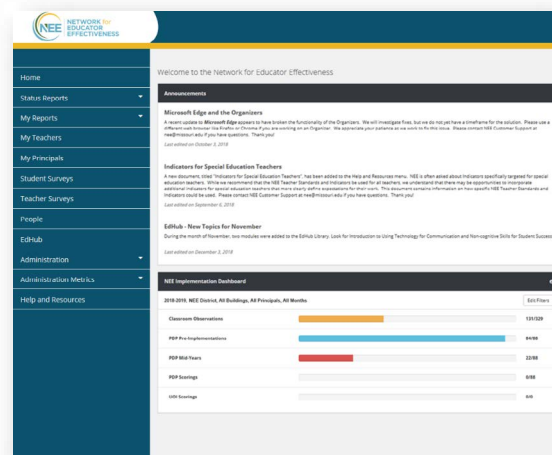
# NEE Teacher Evaluation

A comprehensive framework to promote growth



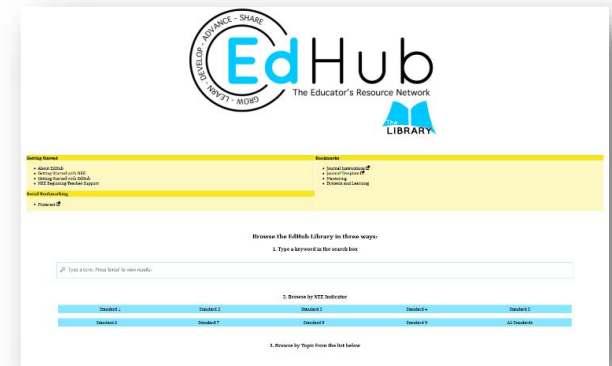
## MULTIPLE MEASURES OF EFFECTIVENESS

Four measures are available for schools to use in their teacher evaluation processes. Schools select which measures to incorporate.



## ENTERED IN AN ONLINE PLATFORM

NEE evaluation data comes together in the **NEE Data Tool**, a secure online platform designed to help school leaders streamline evaluations.



## LINKED TO PROFESSIONAL LEARNING

Through the Data Tool, NEE schools enjoy access to EdHub, a unique web-based resource library with more than 500 professional learning activities.

# Teacher Standards

The teacher standards and indicators utilized by NEE are aligned to the InTASC National Standards developed by the Council of Chief State School Officers. Each standard is layered with multiple indicators. Nine standards and 39 indicators are part of the NEE system (27 NEE indicators are observable and have classroom observation rubrics).

**1: USES CONTENT KNOWLEDGE AND PERSPECTIVES ALIGNED WITH APPROPRIATE INSTRUCTION**

**2: UNDERSTANDS AND ENCOURAGES STUDENT LEARNING, GROWTH AND DEVELOPMENT**

**3: IMPLEMENTS CURRICULUM**

**4: TEACHES FOR CRITICAL THINKING**

**5: CREATES A POSITIVE CLASSROOM ENVIRONMENT**

**6: USES EFFECTIVE COMMUNICATION**

**7: USES STUDENT ASSESSMENT DATA TO ANALYZE AND MODIFY INSTRUCTION**

**8: DEVELOPS PROFESSIONAL PRACTICES**

**9: PARTICIPATES IN PROFESSIONAL COLLABORATIONS**

# Classroom Observations

When a district first joins NEE, we recommend they focus solely on the classroom observation component for at least the first year before adding other components, if desired.

## NEE'S APPROACH TO CLASSROOM OBSERVATIONS INCLUDES:

- ▶ **FOCUS.** Schools select 3 to 5 indicators to focus on during classroom observations, aligned with school initiatives and priorities.
- ▶ **GROWTH.** The NEE system is a growth model. NEE encourages short, frequent classroom walkthroughs to provide ongoing feedback to teachers. If a full-period observation is required, the system can be adapted to accommodate a longer observation. NEE encourages administrators to conduct face-to-face feedback conversations after classroom observations.
- ▶ **TRAINING.** In-depth training on classroom observations, effective feedback to teachers, and other evaluation best practices is provided to each administrator. Initial training involves two days of instruction, followed by a half-day "refresher" training each subsequent year.

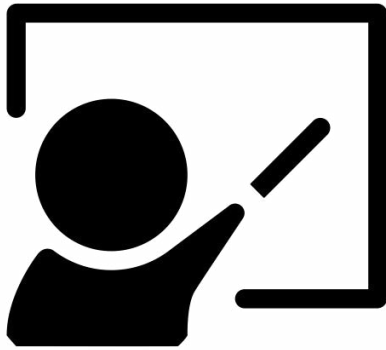
Standard 4: Teaches for Critical Thinking

SCORING RUBRIC	EXAMPLES OF EVIDENCE AND "LOOK-FORS"
<b>Indicator 4.1 – The teacher uses instructional strategies that lead students to problem-solving and critical thinking.</b>	
0 - The teacher does not use instructional strategies to promote student problem-solving or critical thinking skills.	<ul style="list-style-type: none"> <li>Students are not involved in problem-solving or critical thinking</li> </ul>
1 - The teacher seldom uses instructional strategies that require students to problem-solve and think critically.	<ul style="list-style-type: none"> <li>Seldom uses questions that demand more than basic recall or mere opinion</li> <li>Almost always responds to own questions without wait time for student response</li> <li>Uses routine applications of known procedures, or highly guided or constrained tasks</li> </ul>
3 - The teacher occasionally uses instructional strategies that require students to problem-solve and think critically less than half of the time, or with fewer than half of the students.	<ul style="list-style-type: none"> <li>Occasionally uses instructional strategies that require some students to reason, problem-solve, and think critically (e.g., to assess or develop an informed argument, weigh credibility of evidence, justify or evaluate thinking, use cause-and-effect charts)</li> <li>Uses some higher-order questions with skill (e.g., "how do you know?" or "why do others come to a different conclusion?"), but is not consistent</li> <li>May provide opportunities for higher-order thinking (e.g., compare, analyze, infer, evaluate, explain, justify) without appropriate follow-through</li> <li>Mostly uses routine applications of known procedures</li> <li>May provide too much or too little scaffolding for problem solving</li> </ul>
5 - The teacher often uses instructional strategies that require students to problem-solve and think critically more than half of the time, or with more than half of the students.	<ul style="list-style-type: none"> <li>Often uses instructional strategies that require most students to reason, problem-solve, and think critically</li> <li>Models critical thinking and steps necessary to problem-solve for students, but misses some opportunities</li> <li>May allow students to problem-solve independently instead of providing step-by-step instructions</li> <li>Implements meaningful learning experiences that require most students to apply disciplinary knowledge to real-world problems</li> </ul>
7 - The teacher almost always uses instructional strategies that engage almost all students in learning activities to promote problem-solving and critical thinking continuously through almost all the lesson.	<ul style="list-style-type: none"> <li>If time allows, progresses fluently through multiple instructional strategies that require almost all students to think critically and problem-solve</li> <li>Consistently requires students to explain or justify their thinking, problem-solve, formulate questions, predict, be creative, or make informed decisions</li> <li>Almost all students consistently engage in individual or collaborative critical thinking and problem-solving, analysis, synthesis, interpretation, and creation of original products</li> <li>Strongly models critical thinking</li> </ul>
<p><i>NOTE: In ECE, critical thinking may involve allowing learners to use materials in unique ways, looking at problems in different ways, generating their own ideas, or actively discovering, investigating, exploring, constructing, and creating. Also may involve letting learners take risks, experiment, and make mistakes. Another example includes allowing learners to lead and then following their lead.</i></p>	

An example of the NEE Classroom Observation Rubric. This is the rubric for Indicator 4.1 - The teacher uses instructional strategies that lead students to problem-solving and critical thinking.

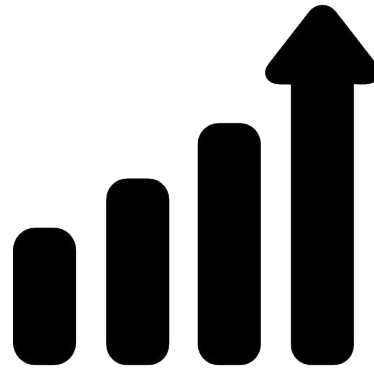
# Optional Measures

As districts move forward with NEE, they may choose to incorporate additional measures into their teacher evaluation processes. In addition to classroom observations, districts can choose to utilize any combination of these NEE components:



## UNIT OF INSTRUCTION

The NEE Unit of Instruction is structured as an opportunity for teachers to showcase how they turn curriculum into instruction that promotes student growth.



## TEACHER PROFESSIONAL DEVELOPMENT PLAN

The NEE Teacher Professional Development Plan (TPDP) provides a structured process for teachers to work through a goal for the year and check in with the school leader periodically.



## STUDENT SURVEYS

(Grades 4-12)

The NEE Student Survey allows for students' perspectives to be part of the evaluation. On the survey, students rate their teachers from 0 to 3 on a Likert scale for each indicator of teaching effectiveness.

# Additional Support

In addition to teachers, NEE provides evaluation tools aligned to the unique professional standards for:

- ▶ Principals
- ▶ Speech-language pathologists
- ▶ School librarians
- ▶ School counselors
- ▶ Instructional coaches
- ▶ Paraprofessionals

Additional staff positions can be evaluated using the NEE Professional Responsibility evaluation organizer.

## **DEDICATED SUPPORT FOR YOUR SCHOOL**

NEE's Member Services team works side-by-side with your district on training and implementation. All NEE Member Services representatives are experienced K-12 educators with administrative experiences. When you call or email the NEE Help Desk, you get a real person who will answer your questions promptly and expertly.

# Research-Based Practices

Developed at the University of Missouri, a research-intensive state flagship university and a member of the prestigious Association of American Universities (AAU), NEE was deliberately designed based on research and practical expertise. What follows is a description of the research-based practices that informed the design of NEE's classroom observation processes, principal training, and the NEE Student Survey.

## CLASSROOM OBSERVATIONS

- ▶ **Focus:** NEE recommends schools choose only 3 to 5 indicators to measure during classroom observations because research shows this is at the stretch point of human working memory capacity.
- ▶ **Impactful Indicators:** NEE focuses on teaching practices that research shows have a large effect size.
- ▶ **Separate Scores:** In NEE, each teaching practice is scored separately, as research shows teachers can identify which practices they are already strong in and where there is room for growth.
- ▶ **0-7 Scale:** NEE's 8-point scale was designed as research shows an elongated scale can better detect differences among teachers and provide more useful feedback.
- ▶ **Multiple Observations:** NEE recommends multiple walkthroughs for each teacher as research shows this improves the reliability of ratings.

## PRINCIPAL TRAINING

- In training, we use three approaches because research shows these are the best practices for enhancing accuracy of performance ratings.
- ▶ "Rator error" training helps raters learn to recognize and avoid leniency and halo errors and to use the full scale.
  - ▶ "Performance dimension" training helps raters understand specific teaching practices through didactic research review and discussion.
  - ▶ "Practice-with-feedback" training helps raters score selected videos of authentic classes and discuss their ratings with others under guidance.

## STUDENT SURVEY

Research shows students are reliable raters of teachers' effectiveness, and student surveys are a cost-efficient way to get detailed feedback. In developing the NEE Student Survey, we used research on what words most students in Grades 4-12 can read; we conducted "think alouds" as students took the survey to identify places of confusion; and we conducted statistical analysis to identify and remove any "bad" items.

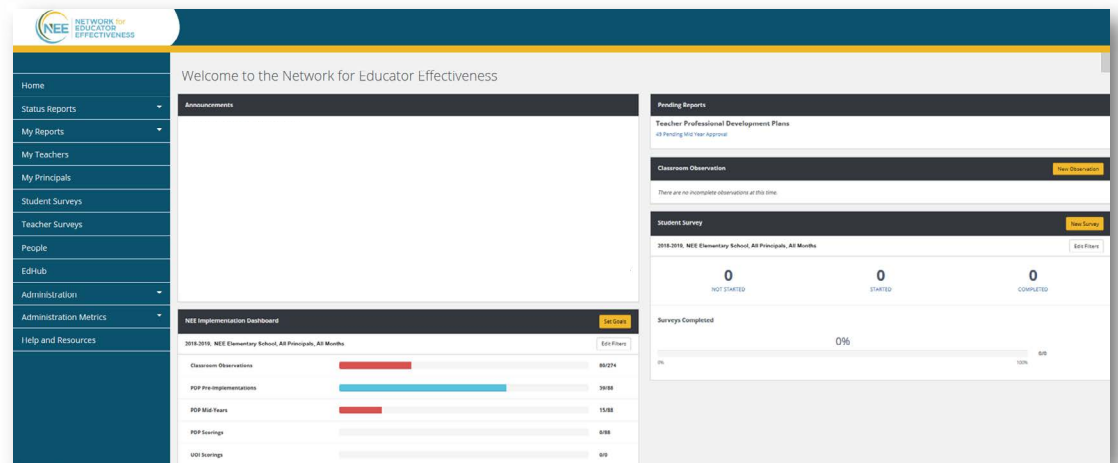
# The NEE Data Tool

## ONLINE EVALUATION SYSTEM

The NEE Data Tool is a custom-built, password-protected online platform that gives administrators a powerful tool for evaluation insights and data-driven decision-making. All district personnel who are evaluated using the NEE system have access to the NEE Data Tool.

With the NEE Data Tool, school leaders can:

- ▶ **COMPLETE CLASSROOM OBSERVATIONS**  
Principals can score classroom observations and provide feedback for teachers to view.
- ▶ **EVALUATE OTHER NEE COMPONENTS**  
Launch student surveys, upload and evaluate the TPDP and/or UOI.
- ▶ **VIEW REPORTS & TRENDS**  
Numerous reports help administrators stay organized and view evaluation trends.
- ▶ **STREAMLINE SUMMATIVE REPORTS**  
NEE evaluation data comes together in one summative report to save administrators time.
- ▶ **ACCESS EDHUB**  
Both administrators and teachers can access EdHub.





# The NEE Advantage

## What makes NEE a superior evaluation system?

### ▶ **COMPREHENSIVE EVALUATION & GROWTH MODEL**

NEE brings together multiple measures to evaluate teachers, training for administrators, an online platform, and professional learning resources. The NEE process is a total system designed to help educators grow.

### ▶ **SUPERIOR TRAINING**

NEE trains administrators to conduct reliable, consistent classroom observations and to provide effective feedback to teachers. NEE training is a leadership development opportunity for principals.

### ▶ **FOCUS**

NEE districts focus on three to five high-impact indicators (selected through local decisions), eliminating the burden on administrators to evaluate dozens of behaviors during classroom observations.

### ▶ **AFFORDABLE**

NEE was developed to ensure all schools, regardless of size, have access to high-quality evaluation. NEE offers our full suite of services packaged into one price based on a district's student enrollment.

### ▶ **CUSTOMER SUPPORT**

NEE's Member Services team works side-by-side with your district on training and implementation. When you call or email the NEE Help Desk, you get a real person who will answer your questions promptly and expertly.

**89%**

of superintendents agree NEE helps teachers in their district become better teachers

**90%**

of superintendents agree NEE enables instructional conversations that help achieve district goals



NETWORK **for**  
EDUCATOR  
EFFECTIVENESS

# CONTACT

**(844) 793-4357**

**nee@missouri.edu**

**[www.NEEAdvantage.com](http://www.NEEAdvantage.com)**

In affiliation with the



University of Missouri

# NETWORK FOR EDUCATOR EFFECTIVENESS

Agreement  
University of Missouri  
Assessment Resource Center  
and  
the District

This Agreement is between The Curators of the University of Missouri, a public corporation and institution of higher education organized and existing under the laws of the State of Missouri, through and on behalf of the Assessment Resource Center ("ARC") in the College of Education (collectively "University") and

School District Name:	Sutherland Public Schools
School District Address:	401 Walnut St., Sutherland, NE 69165

("District") relating to District's subscription to the University's web-based tool called the Network for Educator Effectiveness ("NEE Tool"), and the District's use of the following elements:

- NEE Teacher, NEE Specialist, and NEE Principal Evaluation Measures
- NEE Professional Responsibilities Evaluation
- NEE POWERHUB Peer Observation Measure

The initial term ("Initial Term") of this Agreement is as indicated below.

This Agreement is a single year agreement of one "Annual Period" beginning on July 1, 2026 ("Effective Date") and ending on June 30, 2027. Payment of an "Agreement Fee" of \$1,770 for the Initial Term is due before September 1, 2026 or this Agreement shall terminate automatically on September 1, 2026.

This Agreement is a multi-year agreement consisting of \_\_\_\_\_ "Annual Periods" beginning on July 1, \_\_\_\_\_ ("Effective Date") and ending on June 30, \_\_\_\_\_. Payment of an "Agreement Fee" of \$ \_\_\_\_\_ for the Initial Term is due before September 1, \_\_\_\_\_ or this Agreement shall terminate automatically on September 1, \_\_\_\_\_.

The standard terms and conditions set forth in Exhibit A form part of this Agreement, and are incorporated by reference. To the extent there is a conflict between this Agreement and Exhibit A, Exhibit A controls.

**Part I.** As part of this Agreement, the University agrees to do the following:

1. Provide access to the web-based NEE Tool for all End Users (as defined in Exhibit A). Each End User's level of access to NEE will be based on the role identified for each End User (e.g., principal, teacher) by the District.
2. Provide annual evaluator trainings to the District.

**Part II.** As part of this Agreement, the District agrees to do the following:

1. In the case of an agreement with an Initial Term of one Annual Period, make timely payment of the "Agreement Fee" to the University based on the fee schedule available and published effective March 1st of the current calendar year at <https://nee-onlinemanager.missouri.edu/FeeSchedule> by the first September 1 date after the Effective Date. Published fees are based on the latest student head count for the District reported to the applicable state Department of Education as of the Effective Date. For agreements having an Initial Term consisting of multiple Annual Periods, the overall Agreement Fee will also be based on the number of Annual Periods of the Initial Term and the latest student head count for the District reported to the applicable state Department of Education as of the Effective Date. This Agreement Fee must be paid by the first September 1 date after the Effective Date. However, no portion of the Agreement Fee applicable to the Initial Term shall be refundable or reduced based upon any reduction in student head count during the Initial Term.
2. Submit electronically (import) all requested rosters that identify End Users and their NEE Role, as soon as available but not later than the first September 1 date after the Effective Date, and to maintain and update throughout the year and establish a policy to ensure secure access.
3. Ensure that each person identified by Customer as an End User has completed the trainings required by the University to become an End User.
4. As more generally set forth in Exhibit A, grant permission to the University the following rights regarding all District NEE Data (including data at the District, school, and End User level) that the District provides to NEE through the NEE Tool or other means, during the term of this Agreement and thereafter. This includes the right of the University:
  - a. To digitally store the District NEE Data on University servers;
    - i. District NEE Data entered into NEE's digital storage space is not confidential as between the District and NEE.
    - ii. The District represents and warrants that it is legally authorized to enter the District NEE Data into NEE's digital storage space. The District represents and warrants that it has gained any and all necessary releases and authorizations pertaining to District NEE Data entered into NEE's digital storage space, including but not limited to parental releases for student information and/or images.
    - iii. The District acknowledges that by entering District NEE Data into NEE's digital storage space, no confidential, fiduciary, contractually implied or other relationship is created between the District and the University.
  - b. To identify the District as a NEE Member;
  - c. To use District NEE Data for monitoring, analysis, evaluation and research;
    - i. Reports that may identify the District NEE Data will only be viewable internally by NEE staff for purposes such as quality assurance, technical support, and improvement of NEE.
    - ii. Reports, publications, or presentations that may be published or disseminated publicly will not include any identifying information of the District, school, or any individual End User.
    - iii. NEE encourages researchers to use the de-identified and/or aggregated data to improve education. No personally identifying information will be shared.
5. As more generally set forth in Exhibit A, acknowledge that the intent of the NEE Tool is

to enhance the effectiveness of educators by highlighting areas for growth and that NEE is not purporting to be the District's exclusive tool of evaluation for purposes of promotion, discipline, or termination. The District further acknowledges that any choice to incorporate the NEE Tool into its evaluation processes is at the sole discretion, responsibility, and liability of the District. The District is responsible for results obtained from the use of the NEE Tool and that the University and its service units have no liability in relation to what the District chooses to do with the District NEE Data obtained from the use of the NEE Tool; nor can the University or its units be liable for fraud or fraudulent misrepresentation knowingly or unknowingly undertaken by the District or any of its End Users.

6. Designate a District staff member as the NEE Point of Contact who will serve as the primary conduit for communication related to this Agreement, the NEE Tool, and training and support and services related to membership in NEE. When requested, the NEE Point of Contact will channel NEE communication to appropriate District staff, including communications to End Users or District Technical Support Staff.
7. Consider participation in opportunities initiated by the University, by member Districts, or others, to enhance the performance and content of NEE based on End User experiences, to share best practices for its implementation, to share learning from analysis of NEE and other data, and other forms of knowledge sharing to the NEE members.

For the District:

\_\_\_\_\_  
Superintendent of Schools

University of Missouri:

*Thomas Hairston*

\_\_\_\_\_  
Director, NEE

*Chase Bunger*

\_\_\_\_\_  
Chase Bunger, OSPA

*Michele Kennett*

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Michele Kennett, Division of Research

EXHIBIT A: NEE TOOL SUBSCRIPTION AGREEMENT  
STANDARD TERMS AND CONDITIONS

**Article I. Definitions**

Section 1.01 “Customer” means the legal entity identified as the District in the first paragraph of page 1 of this Agreement.

Section 1.02 “Customer Data” means all information, data, or material which is uploaded to, transferred through, posted, processed, entered, collected by, collected on behalf of, or generated using the NEE Tool by Customer. “Customer Data” includes, for example, all documents, spreadsheets, text, and reports generated by an End User using the NEE Tool.

Section 1.03 “End User” means an individual employed by Customer:

- (a) Who has been assigned a Customer Role by the Customer; or
- (b) Who has been supplied a user identification and password by Customer (or by University at Customer’s request); and

Customer is solely responsible for assigning each End User a level of access. Further, failure on the part of any individual identified by Customer as being an End User to receive the required University annual trainings will result in access privileges to the NEE Tool being denied or revoked to the individual.

Section 1.04 “Intellectual Property” means, without limitation, all patents, trademarks, trade names, copyrights, trade secrets, and confidential information, further including all ideas, inventions, original works of authorship, mask works, technical data, know how, machines, research, plans, products, processes, services, software, developments, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing material and plans, logos, artwork, trade dress, service marks, business methods, and business information, whether or not protectable by applicable patent, copyright, trade name, trademark, trade secret or other laws.

Section 1.05 “NEE Tool” means the on-line tools available at <https://nee-onlinemanager.missouri.edu> and any associated software, including any new releases, modifications, updates, improvements or enhancements to the web site. The NEE Tool includes all computer code, graphics, user interfaces, page headers, images, footers, links, illustrations, graphics, animations, video clip, multimedia clips, text and audiovisual content used.

Section 1.06 “Third Party Content” means any information, data, or materials, including without limitation documents, spreadsheets, text, images, audiovisual media, designs, patterns, entries, web pages, reports, and similar material – regardless of whether in visual, written, audible, or electronic form, which is owned or controlled by third parties that is displayed, included, or made available using the NEE Tool. Third Party Content may be either (1) internally accessible using the NEE Tool or (2) externally accessible, for example, by providing a link to such Third Party Content.

**Article II. Grant of License**

Section 2.01 License to Customer and End Users.

- (a) For the fee set forth at <https://nee-onlinemanager.missouri.edu/FeeSchedule> and

otherwise subject to the terms and conditions of this Agreement, University hereby grants to Customer and its End Users a limited, non-exclusive, non-transferable, non-sublicensable license to access and use, on a software-as-a-service (SaaS) basis only, the NEE Tool for Customer's non-commercial internal purposes only during the term of this Agreement. Continuing access to the NEE Tool is contingent upon compliance with the terms and conditions of this Agreement.

- (b) End Users may download, print and store selected portions of the material on the NEE Tool under the licenses set forth in Section 2.01(a) provided such End User:
  - (i) only uses copies of the NEE Tool material (other than Customer Data provided by such End User) for End User's own personal, non-commercial, educational, training, evaluation, and professional development purposes; and
  - (ii) does not copy, reproduce or post any NEE Tool material (other than Customer Data provided by such End User) publicly, including but not limited to through dissemination on any network computer, or broadcast or redistribution of the material (other than Customer Data provided by such End User) in any media or through any channel; and
  - (iii) ensures the security and confidentiality of all account logins and passwords assigned to the End User in order to limit access to the assigned End User; and
  - (iv) does not modify or alter the NEE Tool material (other than Customer Data provided by such End User); and
  - (v) does not delete, obscure or change any copyright, trademark or other proprietary notice or disclaimers contained in the NEE Tool material (other than Customer Data provided by such End User); and
  - (vi) attributes the source of the NEE Tool material if the material states the name of the author (in the case of a copyrightable work), the performer (in the case of a performer's performance), the maker (in the case of a sound recording); and
  - (vii) complies with any purposes or conditions for which such NEE Tool material was uploaded, created, or otherwise made.

Section 2.02 License to University. Customer hereby grants to University a perpetual, irrevocable, worldwide, royalty-free, sublicensable, transferable, non-exclusive license to:

- (a) use, reproduce, display, adapt, modify, create derivative works of, translate, or use the Customer Data for purposes of quality assurance, technical support, and improvement of the NEE Tool; and
- (b) use, reproduce, display, adapt, modify, create derivative works of, translate, use, or distribute any aggregated anonymized Customer Data for reporting, research, academic, or educational purposes, provided that the same: (i) does not contain any personally identifying information; and (ii) does not identify Customer or any particular End User in anyway.

Section 2.03 Revisions. All annual fees, if applicable, set forth in the current University price schedule may be revised by University on an annual basis.

Section 2.04 Nonpayment. Any amount not received by University when due and not disputed in good faith shall be subject to a late fee of 1.5% per month, or the maximum charge permitted by law, whichever is less. If Customer's account is overdue (except with respect to charges disputed in good faith), in addition to any of its other rights or remedies, University reserves the right to suspend use and access to the NEE Tool provided to Customer and its End Users, without liability

to Customer, until such amounts are paid in full.

Section 2.05 End User Agreement. Customer understands and agrees that in order to gain access to and use the NEE Tool, all End Users must create an account with the University and comply with the terms of this Agreement.

Section 2.06 Security. Customer is responsible for ensuring that all End Users maintain security by safeguarding passwords. Further, because of the sensitive and confidential nature of the Customer Data stored by University using the NEE Tool, Customer agrees to inform its End Users that they must prevent unauthorized access to the NEE Tool, including maintaining security of passwords.

Section 2.07 Liability for End Users. Customer is responsible and liable for any and all acts and omissions of its End Users made in connection with this Agreement. Without limiting the foregoing, Customer agrees to be jointly and severally liable for any and all acts and omissions of its employees, consultants, and independent contractors made in connection with this Agreement.

Section 2.08 End User Access Not Transferable. Unless otherwise agreed in writing, an individual End User's right to use the NEE Tool is not transferable to another individual End User. It is a material breach of this Agreement for Customer (or its End Users) to allow unauthorized access to the NEE Tool.

### **Article III. Customer Responsibilities**

Section 3.01 Representations and Warranties. Customer, on behalf of its employees, consultants, and independent contractors, represents and warrants that Customer:

- (a) has the authority and capacity to enter into this Agreement and to carry out and perform its obligations as set forth herein;
- (b) shall be solely responsible for ensuring that its access and use of the NEE Tool by its End Users does not violate any laws to which Customer is subject or violate or infringe the rights of any third party, including without limitation those involving spamming, privacy, obscenity, or defamation, copyright, trademark, patent, child protective email address registry, FERPA, and export control;
- (c) shall not remove any proprietary notices or labels of University or third parties with respect to Third Party Content;
- (d) shall be solely responsible for the fairness, adequacy, accuracy, completeness, quality, integrity, reliability, truthfulness, and legality of all Customer Data and of the means of acquisition of the Customer Data;
- (e) shall provide to University such information and data as is reasonably necessary to enable University to perform its obligations under this Agreement;
- (f) shall use commercially reasonable efforts to prevent unauthorized access to or use of the NEE Tool, and notify University promptly of any such unauthorized access or use;
- (g) shall not use the NEE Tool to store or transmit any unlawful, hateful, infringing, harmful, threatening, abusive, harassing, offensive, libelous, defamatory, slanderous, immoral, pornographic, indecent, obscene, fraudulent, discriminatory, or objectionable or unacceptable material;
- (h) shall not use the NEE Tool to store or transmit viruses, worms, time bombs, Trojan horses and other harmful or malicious code, files, scripts, agents or programs;

- (i) shall not interfere with or disrupt the integrity or performance of the NEE Tool;
- (j) shall not attempt to gain unauthorized access to the NEE Tool or its related systems or networks, including any access to the NEE Tool code;
- (k) shall not, except as expressly permitted in this Agreement, permit any third party to access the NEE Tool by anyone beyond those authorized End Users;
- (l) shall not copy, distribute, reproduce, publish, license, create derivative works based on, transfer, rent, lease, sublicense, modify, adapt, translate, reverse engineer, decompile, or disassemble any or a portion of the NEE Tool;
- (m) shall not advertise or solicit funds for goods or services using the NEE Tool;
- (n) shall not, except for Customer's own internal non-commercial use, copy, frame, or mirror any part or content of the NEE Tool; and
- (o) shall not build a service or web site that competes with the NEE Tool.

Section 3.02 University Rights. Customer is solely responsible for the Customer Data as part of the NEE Tool. University has the right to monitor the Customer Data but shall have no obligation to do so. If University, in its sole discretion, deems any Customer Data to be unlawful, hateful, infringing, harmful, threatening, abusive, harassing, offensive, libelous, defamatory, slanderous, immoral, pornographic, indecent, obscene, fraudulent, discriminatory, or objectionable or unacceptable, University has the right, but not the obligation, to remove or deny access to such Customer Data. Customer agrees that University shall not be liable to Customer for any action taken by University to remove or restrict access to such Customer Data, nor for any action taken to restrict access to any Customer Data posted in violation of any law, regulation or rights of a third party. University reserves the right to take all reasonable actions to remove or restrict access to any such Customer Data, including restriction, suspension or termination of Customer's access to NEE Tool and/or deletion of the Customer Data in question.

Section 3.03 Equipment. Customer shall be responsible for obtaining and maintaining any equipment and ancillary services needed to connect to, access or otherwise use the NEE Tool, including, without limitation, modems, hardware, server, software, operating system, networking, web servers, long distance or local telephone service (collectively, "Equipment"). Customer shall be responsible for ensuring that such Equipment is compatible with the NEE Tool and complies with all configurations and specifications provided by University, which may be amended from time to time.

**Article IV. Proprietary Rights and Customer Content**

Section 4.01 University Ownership of IP in the NEE Tool. Customer acknowledges that University shall own all right, title, and interest to the NEE Tool and all Intellectual Property therein. Without limiting the foregoing, the software, workflow processes/protocols, indicator scoring guides, designs, know-how and other technologies provided by University as part of it allowing access to the NEE Tool are the proprietary property of University and its licensors, and all right, title and interest in and to such items, including all associated intellectual property rights, remain only with University and its licensors. University reserves all rights unless expressly granted in this Agreement.

Section 4.02 Customer Data. All Customer Data is and will be, as among University, and End User, and Customer, the property of Customer or End User. The Customer Data is licensed to University in accordance with Section 2.02.

Section 4.03 Feedback. University has and will have a perpetual, irrevocable, worldwide,

royalty-free, sub-licensable, transferable, non-exclusive license to use or incorporate into the NEE Tool, without any obligation to compensate Customer in any way, any comments, suggestions, enhancement requests, recommendations or other feedback provided by Customer, its End Users, and any other Customer employees or agents relating to the NEE Tool.

Section 4.04 Disclaimer of Third Party Content. University makes no representations or warranties, and expressly disclaims all implied warranties and conditions with respect to all Third Party Content, and will not be liable to Customer or any End User for any damage, cost, loss, expense or liability suffered or incurred by Customer as a result of its use or inability to use any Third Party Content.

Section 4.05 Access to Third Party Content. The NEE Tool features and functionalities that interoperate with Third Party Content are entirely dependent upon the continuing availability of such Third Party Content and any Intellectual Property related thereto. If a third party ceases to make available any such Third Party Content on which any aspect of the NEE Tool depends, then University may alter or cease providing such features or functionality without prior notice to Customer or any End User. Similarly, University will alter or cease providing features or functionality if required to do so by applicable laws. In addition, Third Party Content that may be accessed from, displayed on, or linked to from the NEE Tool are not available in all languages or in all countries or regions. University makes no representation that the NEE Tool or such Third Party Content is appropriate or available for use in any particular location. To the extent that any End User chooses to use or access the NEE Tool and/or Third Party Content, each End User does so as his/her own initiative and shall be solely responsible for compliance with any applicable laws, including but not limited to applicable local laws. University reserves the right to change, suspend, remove, or disable access to any Third Party Content at any time without notice. In no event will University be liable for the removal of or disabling of access to any such Third Party Content. University may also impose limits on the use of or access to certain Third Party Content, in any case and without notice or liability.

## **Article V. Confidential Information**

### Section 5.01 Confidentiality

- (a) Customer understands and acknowledges that Customer Data is not confidential as between Customer and University. Customer represents and warrants that it is legally authorized to enter the Customer Data using the NEE Tool and that Customer has gained any and all necessary releases and authorizations pertaining to the Customer Data, including but not limited to parental releases for student information or images and compliance with the Family Educational Rights and Privacy Act (FERPA). Customer acknowledges that by entering data using the NEE Tool, no confidential, fiduciary, contractually implied or other relationship is created between Customer and University.
- (b) In accordance with the license granted in Section 2.02(b) for all Customer Data used for reporting, research, academic, or educational purposes, including any academic publications, University shall remove any personally identifying information in the Customer Data.
- (c) Customer understands and agrees that University may store the Customer Data indefinitely and may also disclose the same to third parties, without notice to Customer or the End User if required by law or in the good faith belief that such disclosure is reasonably necessary to (a) enforce or comply with this Agreement or

(b) respond to claims that the Customer Data violates the rights of any third party.

Section 5.02 Sunshine Law. Customer acknowledges that University is subject to the Missouri Sunshine Act, 610 RSMo. All Customer Data shall be owned by Customer and to the extent permitted by law, shall be deemed to constitute “individually identifiable personnel records, performance ratings or records pertaining to employees or applicants for employment” of Customer under RSMo 610.021(13).

**Article VI. Disclaimer of Warranties**

Section 6.01 No Editorial Control. Customer acknowledges that University exercises no editorial control over Customer Data. The views and opinions expressed in such information do not reflect those of University. University makes no warranties or representations regarding the fairness, adequacy, accuracy, completeness, quality, integrity, reliability, truthfulness, and legality of such information.

Section 6.02 No Warranty. Notwithstanding anything else contained in this Agreement, University does not represent or warrant that:

- (a) the features or functionality contained in the NEE Tool (including the NEE Tool) will meet the requirements of Customer or any of its End Users;
- (b) any particular results can or will be achieved from the use of the NEE Tool;
- (c) any educational, training, evaluation, or professional development programs contained in the NEE Tool are suitable for any purpose;
- (d) the operation or availability of the NEE Tool will be uninterrupted or error-free; or
- (e) any requirements of any civil or governmental authority to which Customer is subject shall be met.

Section 6.03 No Warranty. THE NEE TOOL (AND ANY THIRD PARTY CONTENT) IS PROVIDED “AS IS” AND “AS AVAILABLE” WITHOUT WARRANTIES OF ANY KIND, EITHER EXPRESS OR IMPLIED, INCLUDING BUT NOT LIMITED TO WARRANTIES OF TITLE OR IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE OR USE, OR WARRANTIES OF NON-INFRINGEMENT. TO THE FULLEST EXTENT PERMISSIBLE BY LAW, UNIVERSITY MAKES NO WARRANTIES AND SHALL NOT BE LIABLE FOR THE USE OF THE NEE TOOL, INCLUDING WITHOUT LIMITATION ANY INTERRUPTION OR ERROR IN THE NEE TOOL UNDER ANY CIRCUMSTANCES.

**Article VII. Limitations of Liabilities and Remedies, and Indemnities**

Section 7.01 Limitation of Liabilities. IN NO EVENT SHALL UNIVERSITY ITS CURRENT OR FORMER CURATORS, AGENTS, EMPLOYEES, AND AFFILIATES BE LIABLE FOR ANY SPECIAL, EXEMPLARY, INDIRECT, PUNITIVE, INCIDENTAL OR CONSEQUENTIAL DAMAGES OF ANY KIND, REGARDLESS OF THE FORM OF ACTION, WHETHER IN CONTRACT (INCLUDING FUNDAMENTAL BREACH), STRICT LIABILITY, OR IN TORT (INCLUDING NEGLIGENCE OR OTHERWISE), AND INCLUDING ECONOMIC DAMAGE OR INJURY TO PROPERTY AND LOST PROFITS, ATTORNEYS' AND EXPERTS' FEES, REGARDLESS OF WHETHER UNIVERSITY MAY BE ADVISED, MAY HAVE OTHER REASON TO KNOW, OR IN FACT MAY KNOW OF THE POSSIBILITY, INCLUDING BUT NOT LIMITED TO ALL CLAIMS ARISING OUT OF THIS AGREEMENT, ALL USE OF THE NEE TOOL, OR WITH RESPECT TO THE INSTALLATION, IMPLEMENTATION, CUSTOMIZATION, USE, INABILITY TO USE, OPERATION OR SUPPORT OF THE NEE TOOL. Without limiting the

foregoing, Customer acknowledges that it is solely responsible and liable for any results obtained from the use of the NEE Tool and that University has no liability in relation to what Customer chooses to do with the Customer Data obtained from the use of the NEE Tool.

Section 7.02 Remedies: Aggregate Liability. In no event will the total aggregate liability of University to Customer for any and all claims relating to this Agreement, based upon any legal theory, including but not limited to breach of warranty, breach of contract (including fundamental breach), negligence, other tort claims or strict liability exceed the last Annual Period fee paid prior to the first act or omission giving rise to the claim.

Section 7.03 Indemnity. To the extent permitted by applicable law, Customer will defend, indemnify, and hold harmless University, its current or former, curators, agents, employees, and affiliates from any and all claims, actions or demands, including, without limitation, reasonable legal fees, accounting fees, and expert fees, arising out of, related to, or in conjunction with (a) the use of the NEE Tool by Customer and its End Users, directors, agents, employees and representatives, including but not limited to those based on any fraudulent, invalid, duplicate, incomplete, unauthorized, or misleading information submitted or reported, (b) any unauthorized use, access or distribution of the NEE Tool caused, in whole, or in part, by Customer or its End Users; (c) any breach of any term, condition, obligation, covenant, representation, or warranty by Customer or its End Users, (d) any violation of any law or regulation by Customer or its End Users (including but not limited to any rights of privacy), (e) the infringement, misappropriation or violation by Customer or its End Users of any patent, copyright, trademark, trade secret or other proprietary or privacy right of a third party, or (f) the exercise or any rights granted to Customer under this Agreement.

#### **Article VIII. Term and Termination**

Section 8.01 Term. The term of this Agreement is set forth in the second paragraph on page one of this Agreement.

In the case where the Initial Term is a single Annual Period, this Agreement shall automatically renew effective July 1st of each calendar year for additional successive Annual Periods unless the District provides written notice of its intent not to renew this Agreement at least 90 days prior to the end date (June 30th) of then current Annual Period.

In the case where the Initial Term consists of more than one Annual Period, this Agreement shall automatically renew for successive Annual Periods effective the first July 1st date after the Initial Term and on each July 1st date thereafter unless the District provides written notice of its intent not to renew this Agreement at least 90 days prior to the end date (June 30th) of the Initial Term or the then current Annual Period.

The Agreement Fee for each renewed Annual Period shall be the fee available and published effective March 1st of the then current calendar year at <https://nee-onlinemanager.missouri.edu/FeeSchedule> based on the latest student head count for the District reported to the applicable state Department of Education. District must pay the Agreement Fee for each renewed Annual Period before September 1 of that period.

Section 8.02 University's Right to Terminate. University may, in its sole discretion, immediately terminate this Agreement, suspend Customer's ability to access the NEE Tool (in whole or in part), or suspend the delivery of the NEE Tool (in whole or in part) if Customer or its End User commits a breach of the terms of this Agreement or any other agreement between

Customer and University, and such breach has not been rectified within twenty (20) days of receipt of notice by Customer requiring that Customer remedy such breach. In the case of an agreement with an Initial Term consisting of more than one Annual Period, University may terminate this Agreement during the Initial Term as to any upcoming Annual Periods in the event the student head for District increases by more than 25% from the reported student head count as of the Effective Date.

District's Right to Terminate. In the case where the Initial Term consists of more than one Annual Period, District may give notice during any current Annual Period of its intent to terminate this Agreement as to all subsequent Annual Periods by delivering written notice of intent to terminate to University at least 90 days prior to June 30th of the then current Annual Period. If Customer provides such timely notice, the Agreement shall terminate effective June 30th of the then current Annual Period. University will refund to District only fees applicable to Annual Periods subsequent to the end of the then current Annual Period during which timely notice of intent to terminate is received. Refund amounts for timely terminated subsequent Annual Periods will be calculated as follows: 100% of remaining of years.

Section 8.03 No Waiver. Notwithstanding termination of this Agreement for any reason, such termination will not relieve either party from any obligation or liability that has accrued under this Agreement to the date thereof, or from the performance of its obligations under this Agreement to the date thereof.

Section 8.04 Survival. All provisions of this Agreement that would reasonably be expected to survive the termination or expiration of this Agreement shall do so, including Section 2.02 (License to University), Section 3.01 (Representations and Warranties), Section 4.01 (University Ownership of the NEE Tool), Section 4.03 (Feedback), Section 4.04 (Disclaimer of Third Party Content), Section 4.05 (Access to Third Party Content), Article V (Confidential Information), Article VI (Disclaimer of Warranties), Article VII (Limitation of Liabilities, Remedies, and Indemnities), Article VIII (Term and Termination) and Article IX (Miscellaneous).

Section 8.05 Customer Data Portability Upon Termination. Upon termination of this Agreement, University will make only the raw classroom observations, student surveys, professional development plans, unit of instructions, specialist organizers, and principal evaluation measures contained in the Customer Data available to Customer for export or download solely in a Microsoft Excel (.XLS) or Common Separated Values (.CSV) file format through August 31. For clarity, the University will not provide any customizable reports, or written components of any organizer instruments after termination. After August 31, University will have no obligation to maintain or provide any Customer Data to Customer. The University, may in its discretion, extend the time period for accessing the foregoing Customer Data for an additional fee.

#### **Article IX. Miscellaneous**

Section 9.01 Headings. The headings of the paragraphs of this Agreement are inserted for convenience only and shall not constitute a part hereof.

Section 9.02 Polls/Feedback. University, may, from time to time (but no more than quarterly), conduct polls of End Users to ascertain and measure the use and enjoyment of the NEE Tool by End Users. Customer agrees to encourage its End Users to cooperate with University by providing the information requested by University in order for University to improve and

expand the NEE Tool.

Section 9.03 Publicity. Customer agrees that University will have the right to use the name and logos of Customer in its University's promotional materials (including, without limitation, on any web sites owned or controlled by University), and to indicate that Customer is a subscriber of the NEE Tool.

Section 9.04 Trademarks. "Network for Educator Effectiveness", "NEE", and "EDHUB" are trademarks, service marks, and/or trade names of The Curators of the University of Missouri. All other company names, brand names, trademarks and logos are the property of their respective owners. Nothing contained on the NEE Tool or this Agreement will be construed as granting any license or right to use any trademarks (whether by implication or otherwise), including "Network for Educator Effectiveness", "NEE", and "EDHUB" except with the express written permission of University or such other party that may be the owner thereof.

Section 9.05 Force Majeure. University shall not be liable for any delay or failure to perform its obligations under this Agreement resulting from any cause beyond its reasonable control, including but not limited to fires, explosions, earthquakes, floods, strikes, work stoppages or slow-downs or other industrial disputes, accidents, riots or civil disturbances, acts of civil or military authorities, delays by carriers, suppliers or materials shortages, and interruption or failure of telecommunication of digital transmission links or internet slowdowns or failures. Notwithstanding the foregoing, each party acknowledges and agrees that the foregoing does not operate so as to excuse it from prompt payment of any and all sums due by it to the other in accordance with terms and conditions of this Agreement.

Section 9.06 Sovereign Immunity. Customer agrees that nothing in this Agreement is intended or shall be construed as a waiver, either express or implied, of any of the immunities, rights, benefits, defenses or protections provided to University under governmental or sovereign immunity laws from time to time applicable to University.

Section 9.07 Notices. Any notice permitted or required under this Agreement must be in writing. Unless otherwise specified herein, any such notice will be deemed delivered: (a) on the day of delivery in person; (b) one day after deposit with an overnight courier, fully prepaid; (c) on the date sent by facsimile transmission; or (d) on the date sent by e-mail, if confirmed with a "read receipt" if made to the following:

If to University:  
Associate Director  
Sponsored Programs Administration  
University of Missouri  
601 Turner Avenue  
Turner Avenue Garage, Room 200  
Columbia, MO 65211

with a copy to:

Director  
Technology Advancement Office  
University of Missouri  
440A Bond Life Sciences Center

Columbia, MO 65211

With a copy to:  
Director  
nee@missouri.edu  
Network for Educator Effectiveness  
College of Education  
University of Missouri  
2800 Maguire Boulevard  
Columbia, MO 65201

If to Customer:

The address set forth for the District in the first paragraph of this Agreement.

Section 9.08 No Waiver. Neither party's failure to enforce strict performance of any provision of this Agreement will be construed as a waiver of any provision or right.

Section 9.09 Relationship of the Parties. This Agreement does not create a partnership, joint venture, agency, franchise, and fiduciary or employment relationship between the parties.

Section 9.10 Assignment. This Agreement is binding upon and shall inure to the benefit of University, its successors and assigns. University may assign this Agreement in connection with a merger or sale of substantially all the assets of the NEE Tool as a business-like unit within University. This Agreement shall not be transferred or assigned, in whole or in part, by Customer without the prior written consent of University, and any attempted transfer or assignment without such consent shall be void.

Section 9.11 Third Party Contractors. University will have the right to engage the services of third party contractors to perform any NEE Tool on its behalf without the prior consent of Customer.

Section 9.12 Further Assurances. University and Customer, from time to time, shall promptly and duly execute and deliver all documents and take such action as may be reasonably necessary or desirable in order to effectively carry out the intent and purposes of this Agreement, to protect the interests of the parties and to establish, protect and perfect the rights, remedies and interests granted or intended to be granted under this Agreement.

Section 9.13 No reliance. Customer hereby acknowledges and agrees that in entering into this Agreement it has not relied on any warranty, representation or undertaking except as expressly set out in this Agreement.

Section 9.14 Injunctive Relief. Customer acknowledges that University will be irreparably harmed by any breach of this Agreement by the unauthorized use of the NEE Tool and, further, that monetary damages may not be a sufficient remedy for such harm. Customer agrees that University shall be entitled, without waiving any other rights or remedies and without further demonstration of irreparable harm or the inadequacy of monetary damages, to obtain injunctive or other equitable relief in the event of any breach of this Agreement by Customer or by Customer's unauthorized use of the NEE Tool.

Section 9.15 Severability. If any term or provision of this Agreement shall be found by a court of competent jurisdiction to be invalid, illegal or otherwise unenforceable, the same shall not

affect the other terms or provisions hereof or the whole of this Agreement, but such term or provision shall be deemed modified to the extent necessary in the court's opinion to render such term or provision enforceable, and the rights and obligations of the parties shall be construed and enforced accordingly, preserving to the fullest permissible extent the intent and agreement of the parties herein set forth.

Section 9.16 No Offset. Customer will have no right to set-off or deduct any amount from any subscription fees owing to University under this Agreement or any training fees otherwise due to University.

Section 9.17 Certification. If this Agreement has a total potential value of \$100,000 or more, and if Customer is a company with ten (10) or more employees, then Customer certifies that it, and any company affiliated with it, does not boycott Israel and will not boycott Israel during the term of this Agreement. In this paragraph, the terms "company" and "boycott Israel" shall have the meanings described in Section 34.600 of the Missouri Revised Statutes.

Section 9.18 Entire Agreement. This Agreement, together with the other documents incorporated into this Agreement by reference, constitutes the entire agreement between the parties with regard to the matters dealt with in this Agreement, and supersedes all prior representation, negotiations, understandings and agreements, oral or written, between the parties, with respect thereto.

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