

**Board of Education Regular Meeting  
Monday, June 9, 2025 7:00 PM**

**Bayard High School Library  
726 4th Avenue  
Bayard, NE 69334**

Notice is hereby given that a Board of Education Regular Meeting of the School District of Bayard in the Counties of Morrill, Scotts Bluff, Box Butte, and Banner in the State of Nebraska will be held on Monday, June 9, 2025 at 7:00 PM in the Bayard High School Library located at 726 4<sup>th</sup> Avenue, Bayard, NE 69334, which meeting shall be open to the public. An agenda for such meeting, kept continuously current is available for public inspection during normal business hours at the office of the Superintendent, located at 726 4<sup>th</sup> Avenue, Bayard, NE 69334.

### **AGENDA**

- I. Opening the Meeting
  - I.A. Call to Order
  - I.B. Open Meetings Act
  - I.C. Notice of Meeting
  - I.D. Roll Call
  - I.E. Status of Absent Board Members
  - I.F. Pledge of Allegiance
- II. Approval of Agenda
- III. Introduction of Guests
- IV. Public Comments
- V. Consent Agenda
  - V.A. Minutes of Previous Meeting
  - V.B. Bills
  - V.C. Board Member Reports
  - V.D. Reports and Correspondence Requiring No Action
    - V.D.1. General Reports and Financial Reports
    - V.D.2. Reports for Information Only
  - V.E. Adoption of Policies on First Reading
  - V.F. Adoption of Policies on Second Reading
  - V.G. Approval of Contracts within Policy Guidelines
- VI. Principals and District Administrators
- VII. Curriculum and Instruction
- VIII. Financial Literacy Program
- IX. Transportation
- X. Superintendent
- XI. Board Committee Reports and Recommendations
- XII. Action Items
  - XII.A. Discuss, Consider, and Take All Necessary Action to the Employment of Arika Gifford as Vocal Music Para for the 2025-2026 School Term
  - XII.B. Discuss, Consider, and Take All Necessary Action in Regards to Sale of School Property
  - XII.C. Discuss, Consider, and Take All Necessary Action to the Employment of Jonic Trinidad as Secondary Math Teacher for the 2025-2026 School Term

- XII.D. Discuss, Consider, and Take All Necessary Action to the Employment of Alexandria Gragg as Secondary English Teacher for the 2025-2026 School Term
- XII.E. Discuss, Consider, and Take All Necessary Action in Regard to the Approval of the Chemistry, Biology, and Physical Science Curriculum.
- XII.F. Discuss, Consider, and Take All Necessary Action in Regard to Adoption of the NSAA-Related Activities Budget for the 2025-2026 School Term
- XII.G. Discuss, Consider, and Take All Necessary Action in Regards to KSB Law Policies.
- XII.H. Discuss, Consider, and Take All Necessary Action to the Evaluation of the Superintendent.
- XIII. Set Next Meeting Date
- XIV. Adjournment

**The Bayard Public Schools Board of Education reserves the right to convene a Closed Session for purposes in accordance with 84-1410(1). The Board of Education also reserves the right to change the order of agenda items at the discretion of the Presiding Officer of the Board of Education.**

# Bayard School Board of Education Annual Calendar

January	February	March	April	May	June
<ul style="list-style-type: none"> <li>* Oath of Office</li> <li>* Board Officer Elections</li> <li>* Designate Depository of the District</li> <li>* Designate Legal Firm for the District</li> <li>* Designate Auditors for the District</li> <li>* Designate Official to Apply for Grants and Testify Before Legislature</li> <li>* Board Code of Ethics</li> <li>* Discuss Board Committees</li> <li>* Approve Policy Manual</li> <li>* Review of Accountability and Disclosure Commission Conflict of Interest Reporting Form</li> <li>* NASB Legislative Issues Conference</li> </ul>	<ul style="list-style-type: none"> <li>* Committee on American Civics Meeting</li> <li>* Policy Committee Meeting</li> <li>* Board Committee Assignments</li> <li>* Review Draft of School Calendar</li> <li>* Curriculum Review and Approve Course Catalog</li> <li>* Approve Negotiated Agreement with BEA</li> <li>* Update on State Standards Requirements</li> <li>* Discuss and Take Action on Compensation of Principals and Directors</li> <li>* NASB President's Retreat</li> <li>* NASB Budget and Finance Workshop</li> <li>* NSBA Advocacy Institute</li> </ul>	<ul style="list-style-type: none"> <li>* Curriculum Committee Meeting</li> <li>* Building Committee Meeting</li> <li>* Approve School Calendar</li> <li>* Adopt Resolution Pertaining to Non-Resident Students</li> <li>* Tour of School Buildings, Facilities, Bus Barn</li> <li>* Review 5 Year Facilities Plan</li> <li>* Consider Curriculum Proposals</li> <li>* Discuss Compensation of Superintendent</li> <li>* NASB Membership Renewal</li> <li>* NAEP State Convention</li> </ul>	<ul style="list-style-type: none"> <li>* Board Workshop</li> <li>* Board Self-Assessment And Board Goals</li> <li>* Approve FFA Trip to National FFA Convention</li> <li>* Review Strategic Plan Progress Report</li> <li>* Take Action on Compensation of Superintendent</li> <li>* NASB Spring Legal Workshop</li> <li>* NRCSA Conference</li> <li>* NSBA Annual Conference and Exposition</li> </ul>	<ul style="list-style-type: none"> <li>* Review Extra-Duty Assignments</li> <li>* Approve Classified Staff Handbook, Preschool Handbook, and Pathfinders Program Handbook</li> <li>* Finalize Plan for District Summer Improvements</li> <li>* Review Pathfinders Program</li> <li>* Distribute Superintendent Evaluation (Long Form)</li> <li>* Attend Graduation Ceremony</li> <li>* Attend Staff Retirement Recognition</li> </ul>	<ul style="list-style-type: none"> <li>* NSAA Related Activities Budget</li> <li>* Approve Activities Handbook for Head Coaches and Sponsors, Student and Parent Activity Handbook, and Student and Parent Handbook</li> <li>* Review State Aid Certification</li> <li>* Transportation Director Report</li> <li>* Evaluate Superintendent (Long Form) and Superintendent Goals</li> <li>* NASB School Law Seminar</li> </ul>

# Bayard School Board of Education Annual Calendar

July	August	September	October	November	December
<ul style="list-style-type: none"> <li>* Policy Committee Meeting</li> <li>* Establish Prices for Athletic Admission and Activity Tickets</li> <li>* Establish Prices for School Lunch and Breakfast Programs</li> <li>* Reaffirm Vision Statement, Mission Statement, and Core Covenants</li> <li>* Approve Certificated Staff Handbook and Substitute Teacher Handbook</li> <li>* Hearing on Student Fee Policy, Parental Involvement Policy, Student Anti-Bullying Policy, and School Wellness Policy</li> </ul>	<ul style="list-style-type: none"> <li>* Budget and Audit Committee Meeting for District Budget</li> <li>* Budget and Audit Committee Meeting with Auditors</li> <li>* Tour of School Buildings, Facilities, and Bus Barn</li> <li>* Authorize Payment of Bills Through End of August</li> <li>* Review Annual Emergency Plan</li> <li>* District School Safety Assessment</li> <li>* Board Welcome of New Staff</li> <li>* Board Staff Steak Fry</li> <li>* NASB Area Membership Meetings</li> </ul>	<ul style="list-style-type: none"> <li>* Budget Hearing</li> <li>* Final Tax Request Hearing</li> <li>* Adopt District Budget</li> <li>* Approve Tax Resolution For General Fund, Special Building Fund, and Bond Fund</li> <li>* Review Summer School Program</li> <li>* NASA/NASB Labor Relations Conference</li> </ul>	<ul style="list-style-type: none"> <li>* Policy Committee Meeting</li> <li>* Board Workshop</li> <li>* Consider BEA Request for Recognition as Bargaining Agent</li> <li>* Discuss Negotiations Timeline and Collective Bargaining with BEA</li> <li>* Review Fall District Enrollment Numbers</li> <li>* Review SPED and HAL Programs</li> <li>* Review Statewide Assessment Results</li> <li>* Appoint NASB Delegate Assembly Representative</li> <li>* NASB Facilities and Construction Workshop</li> </ul>	<ul style="list-style-type: none"> <li>* Committee on American Civics Meeting</li> <li>* Teacher Staff Committee Meeting for Negotiations</li> <li>* Approve Audit/Annual Financial Report</li> <li>* Review ACT Results</li> <li>* Prom Plan Presentation</li> <li>* Review District Annual Report</li> <li>* Request Nominations for the Volunteer Section of the Mike Cillessen Memorial Board</li> <li>* Distribute Superintendent Evaluation (Short Form)</li> <li>* NASB State Education Conference</li> <li>* NASB Delegate Assembly</li> </ul>	<ul style="list-style-type: none"> <li>* Teacher Staff Committee Distributes Staff Recognition Items</li> <li>* Select Nominations for the Volunteer Section of the Mike Cillessen Memorial Board</li> <li>* Superintendent Evaluation (Short Form)</li> <li>* NASB New Board Member Workshop</li> </ul>

## **POLICY NO. 9106 - BOARD MEMBER CODE OF ETHICS**

Board members' actions, verbal and nonverbal, reflect the attitude and the beliefs of the school district. Therefore, board members must conduct themselves professionally and in a manner fitting to their position.

Each board member shall follow the code of ethics stated in this policy.

### **AS A SCHOOL BOARD MEMBER:**

1. I will listen.
2. I will respect the opinion of others.
3. I will recognize the integrity of my predecessors and associates and the merit of their work.
4. I will be motivated only by an earnest desire to serve my school district and the children of my school district community in the best possible way.
5. I will not use the school district or any part of the school district program for my own personal advantage or for the advantage of my friends or supporters.
6. I will vote for a closed session of the board if the situation requires it, but I will consider "secret" sessions of board members unethical.
7. I will recognize that to promise in advance of a meeting how I will vote on any proposition which is to be considered is to close my mind and agree not to think through other facts and points of view which may be presented in the meeting.
8. I will expect, in board meetings, to spend more time on education programs and procedures than on business details.
9. I will recognize that authority rests with the board in legal session and not with individual members of the board, except as authorized by law.
10. I will make no disparaging remarks, in or out of the board meeting, about other members of the board or their opinions.
11. I will express my honest and most thoughtful opinions frankly in board meetings in an effort to have decisions made for the best interests of the children and the education program.
12. I will insist that the members of the board participate fully in board action and recommend that when special committees are appointed, they serve only in an investigative and advisory capacity.
13. I will abide by majority decisions of the board.
14. I will carefully consider petitions, resolutions and complaints and will act in the best interests of the school district.
15. I will not discuss the confidential business of the board in my home, on the street or in my office; the place for such discussion is the board meeting.
16. I will endeavor to keep informed on local, state and national educational developments of significance so I may become a better board member.

#### IN MEETING MY RESPONSIBILITY TO MY SCHOOL DISTRICT COMMUNITY:

1. I will consider myself a trustee of public education and will do my best to protect it, conserve it, and advance it, giving to the children of my school district community the educational facilities that are as complete and adequate as it is possible to provide.
2. I will consider it an important responsibility of the board to interpret the aims, methods and attitudes of the school district to the community.
3. I will earnestly try to interpret the needs and attitudes of the school district community and do my best to translate them into the education program of the school district.
4. I will attempt to procure adequate financial support for the school district.
5. I will represent the entire school district rather than individual electors, patrons or groups.
6. I will not regard the school district facilities as my own private property but as the property of the people.

#### IN MY RELATIONSHIP WITH THE SUPERINTENDENT AND EMPLOYEES:

1. I will function, in meeting the legal responsibility that is mine, as part of a legislative, policy-forming body, not as an administrative officer.
2. I will recognize that it is my responsibility, together with that of my fellow board members, to see the school district is properly run and not to run them myself.
3. I will expect the school district to be administered by the best-trained technical and professional people it is possible to procure within the financial resources of the school district.
4. I will recognize the superintendent as executive officer of the board.
5. I will work through the administrative employees of the board, not over or around them.
6. I will expect the superintendent to keep the board adequately informed through oral and written reports.
7. I will vote to hire employees only after the recommendation of the superintendent has been received.
8. I will insist that contracts be equally binding on teachers and board.
9. I will give the superintendent power commensurate with the superintendent's responsibility and will not in any way interfere with, or seek to undermine, the superintendent's authority.
10. I will give the superintendent friendly counsel and advice.
11. I will present any personal criticism of employees to the superintendent.
12. I will refer complaints to the proper administrative officer.

TO COOPERATE WITH OTHER SCHOOL BOARDS:

1. I will not employ a superintendent, principal or teacher who is already under contract with another school district without first securing assurance from the proper authority that the person can be released from contract.
2. I will consider it unethical to pursue any procedure calculated to embarrass a neighboring board or its representatives.
3. I will not recommend an employee for a position in another school district unless I would employ the individual under similar circumstances.
4. I will answer all inquiries about the standing and ability of an employee to the best of my knowledge and judgment, with complete frankness.
5. I will associate myself with board members of other school districts for the purpose of discussing school district issues and cooperating in the improvement of the education program.

Legal Reference:                      Neb. Statute 79-526

Adopted: 10-08-12

Reviewed: 1-12-15, 1-11-16, 5-8-17, 1-14-19, 3-11-19, 1-13-20

# Public Comment Sign-In Sheet

During the public comments portion of the meeting there is a time limit of 5 minutes per speaker and a time limit of 30 minutes for the duration of the public comments portion of the meeting as per Board Policy NO. 9239. Visitors will be required to identify themselves if they speak at this meeting.

Comments will be received in the order in which individuals have placed their names on the sign-in sheet.

The Board will not respond or take action on public comments.

The Board meeting is a business meeting open to the public but it is not a public meeting.

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## **Committee on American Civics Meeting**

Monday, May 12, 2025 6:00 PM

Bayard High School Library  
726 4th Avenue  
Bayard, NE 69334

Jessica Dankowski: Absent  
Bill Ferrero: Present  
Donna Stuart: Present

### **Opening the Meeting**

Meeting was opened at 6:05p.m.

#### **I.A. Call to Order**

Board member Donna Stuart and Bill Ferrero were present. Administrators present were Superintendent Olson and Principal Rice and Mrs. Rafferty.

#### **I.B. Open Meetings Act**

#### **I.C. Notice of Meeting**

#### **I.D. Roll Call of Committee Members**

Board member Donna Stuart and Bill Ferrero were present.

#### **I.E. Status of Absent Committee Members**

### **II. Approval of Agenda**

### **III. Introduction of Guests**

### **IV. Public Comments**

### **V. Review Nebraska State Statute 79-724**

### **VI. Committee Discussion Items**

**VI.A. Discussion Regarding Social Studies Curriculum and Instruction Compliance with Nebraska State Statutes 79-719 to 79-723 and the Social Studies Standards Adopted by the Nebraska State Board of Education.**

**VI.B. Discussion Regarding Compliance with Statutory Requirements for Students**

**VI.C. Discussion Regarding Curricular Materials/Resources and Recommendations for Updating of Altering Curricular Resources**

**VI.D. Discussion Regarding Potential Strategies to Increase Positive Student Civics Participation in the Bayard Public Schools Community**

### **VII. Set Next Meeting Date**

Next American Civics meeting is set for 6:00p.m. November 10, 2025

### **VIII. Adjourn**

Meeting ended at 6:24p.m.

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Secretary

## **Board of Education Regular Meeting**

Monday, May 12, 2025 7:00 PM

Bayard High School Library  
726 4th Avenue  
Bayard, NE 69334

Kim Burry: Present  
Jessica Dankowski: Present  
Randy Eirich: Present  
Bill Ferrero: Present  
Christina Mascher: Present  
Donna Stuart: Present

### **I. Opening the Meeting**

#### **I.A. Call to Order**

The regular meeting of Bayard Public Schools Board of Education was called to order by President Stuart at 07:00p.m. President Stuart noted a copy of the Board Member Code of Ethics and the Annual Calendar of the Board of Education were included with the meeting materials for board members' reference.

#### **I.B. Open Meetings Act**

The Board President informed the audience that the Open Meetings Act was posted and informed the audience of the Board's policy and procedures regarding public comment.

#### **I.C. Notice of Meeting**

The public notice of the regular meeting of the Bayard Board of Education, Morrill County School District No. 21 was published in the Bayard Transcript in accordance with Board Policy No. 9238. The agenda remained on file at the office of the superintendent and was open for public inspection.

#### **I.D. Roll Call**

The following members were present: Bill Ferrero, Kim Burry, Randy Eirich, Jessica Dankowski, Christina Mascher, and Donna Stuart Administrators present: Superintendent Olson, Principals Rice and Ehler and Director Mr. Nesbitt.

#### **I.E. Status of Absent Board Members**

#### **I.F. Pledge of Allegiance**

### **II. Approval of Agenda**

**Motion Passed:** Motion to approve the agenda passed with a motion by Kim Burry and a second by Randy Eirich.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

### **III. Introduction of Guests**

The guests introduced themselves to the board.

#### **IV. Recognition of Student Achievements**

#### **V. Public Comments**

#### **VI. Consent Agenda**

**Motion Passed:** Motion to approve the Consent Agenda passed with a motion by Randy Eirich and a second by Bill Ferrero.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

#### **VI.A. Minutes of Previous Meeting**

#### **VI.B. Bills**

#### **VI.C. Board Member Reports**

#### **VI.D. Reports and Correspondence Requiring No Action**

#### **VI.D.1. General Reports and Financial Reports**

#### **VI.D.2. Reports for Information Only**

#### **VI.E. Adoption of Policies on First Reading**

#### **VI.F. Adoption of Policies on Second Reading**

#### **VI.G. Approval of Contracts within Policy Guidelines**

#### **VII. Student Board Representative Report**

#### **VIII. Invited Presentations and Discussions with Presenters**

#### **VIII.A. Review of the Pathfinder's Program**

#### **IX. Principals and District Administrators**

Dr. Rice presented her report to the board. Academics: We saw some significant growth on the NWEA/NSCAS tests. I have attached a link that Mrs. Rafferty put together so you can see the improvements our students are making. NWEA/NSCAS Growth Spring '25. 95% of our high school students were recognized at least once during the Awards Day Ceremony on May 7th. We are in the process of finalizing summer school. Letters have been sent to the students who qualify. Summer school will run from 8am-12pm from May 19th through June 9th. We are still working to secure a couple of teachers for the upcoming school year. We are planning to offer Comp. I and II as well as a College Technical Writing Class in house next year. We had 27 seniors graduate on Saturday, May 10th. Thank you to all of the board and community members for supporting our students reaching this milestone. Leadership: Mr. Nesbitt is to be commended for his leadership at all of our track meets, including the B-C-D meet. We are looking forward to hosting Districts later this week. Because of conflicts, the annual Community clean-up day was not held. We did, however, have several students go to the Bayard Depot to help clean and get them ready to open for the season. Mrs. Barker and the 9th grade leadership class partnered with Mrs. Rafferty's Kindergarten class this last quarter. The Kindergarten students drew pictures of a monster, gave it a name, and then wrote one thing that their monster liked to do. Mrs. Barker's class then created the monsters out of various materials which required them to learn some basic sewing skills. The results were spectacular! I have uploaded a picture for your viewing.

Engagement: The Student Showcase and Spring music programs were a big success. Thank you to

all of the teachers for their part in making this event a success. Junior High Awards Day will be held on Tuesday, May 13th at 10AM. Thank you to the Bayard School Board and to Platte Valley Bank for providing snacks for our teachers during Teacher Appreciation Week.

Community: Mr. Rafferty and the FFA Chapter are to be commended for the success of the Greenhouse Open House held on May 9th. School Physicals were completed on May 7th. I would like to commend Mr. Nesbitt and Nurse Jobman for their leadership. The show choir was invited to sing at the Spring Banquet at the Residency in Scottsbluff on May 2nd. The Residency was kind enough to give us a \$250 donation.

Mr. Nesbitt presented his report to the board. Academics: We ran grade reports to check for eligibility throughout the previous month. The number of students on this list has been lower over the past month as we come closer to the end of our year. Activity participating students have been much less on the list than those who are not currently active in an activity or sport of any sort.

Leadership: I am currently filling the activities sponsor list for the 2025-2026 school year. We have filled most of the positions, but we have a few open positions. With some more positions to be filled, I am looking for those who might help, and also have put something out on Facebook and the website for anyone that is interested in some of those other positions. I have gotten a little feedback, but not as much as I had hoped. We have some students working to increase the numbers for groups next year. These students have shown initiative to increase participation by talking with younger students about being a part of different activities next year. We hope to see numbers grow next year. Boys Golf: We have our home meet on Tuesday, May 13th, here in Bayard. They travel to districts in North Platte for their district meet at the Rivers Edge Golf course this year. They completed many meets with WTC and MAC both in the past 2 weeks. Connor Cochran placed 3rd at the WTC and in the Top 10 in the MAC the week prior. He is growing toward the end of the golf season and all the golfers are looking to get better through the rest of the season. The track teams qualified 4 boys, and 4 girls for the Best of the West in high school. Logan Metz placed 3rd in the long jump and made the podium. We had numerous of our participants place in the top 6 and set new PR's this year. They competed hard and were able to complete another good meet. The boys and girls teams both won the MAC just last weekend, held here in Bayard. They were able to help complete the Bayard sweep of the MAC track. BCD has just occurred and districts is just around the corner. We will be hosting district track this year and are getting all set up for that meet on Wednesday, May 14th. The true compliments will always go out to our staff members that put in the time that day to make it a great day. We hope to qualify many kids in class D this year. The JH track team qualified 9 boys and 5 girls for the Best of the West JH school. Isaac Houchin placed 1st in the discus and made the podium.

Maliyah Olson placed 3rd in the Shot Put and made the podium. Cade Armstrong placed 3rd in the pole vault and made the podium. All our other athletes competed hard that day in a tough field. Some JH kids are on the cusp of making the JH state meet and will find out soon if they did. The JH boys and girls also won the MAC and helped with the Bayard complete a sweep of the MAC track meet. They won many events and placed high in most events on the day. The secondary music concert was at the end of April, with many families in attendance. I would like to commend Dr. Rice and Mrs. Rebecca Smith for a great night of showcasing our kids, just one night prior to districts. District music was last month, and we saw some great things in Alliance. Band -Wyatt sax solo - 1 Dallas euphonium solo - 1 Haley trombone solo - 1 Emma clarinet solo - 3 Chorus -Choir -Superior (Plaque) Show Choir- Superior Solos - Jessi Kappen - Superior Taylor Petersen - Superior Kylie Lashley - Superior Shayleigh West - Excellent Taylor/Jessi Duet – Superior. We had prom on April 26th, and it seemed to be a good night for

all. They had a great dance and were able to attend post post-prom put on by junior parents with many great prizes. The elementary field day was on May 5th for K-6 grades. They started at 9 am and ran through fairly quickly as the weather was supposed to be moving in along with high winds that day. They were able to complete the day without too much wind and no rain prior to the finish. The kids did great and it seemed like the parents again enjoyed the day for all our elementary students. The elementary concert was on May 1st, and Mrs. Rebecca Smith is to be commended. It was a fun-filled, light, energetic night with great music that you could tell the kids truly enjoyed. Also, the elementary band members showcased how much they had learned over the year and hope they will continue to the next level. It was a great night. We had awards day for the high school on Wednesday, May 7th, with many NSAA, conference, activities, and academic awards. It was a great showcase for the high school students and especially our seniors as they complete their senior. careers. We had many students who were academic/athletic award winners that show how outstanding they are in both the classroom and in the activities they choose to participate in. Graduation was on Saturday, May 10th this year. Engagement: The FFA had their end of the year banquet and had a great turnout. They had many awards, showcased yet another great FFA year, saw our senior leaders off, and welcomed in the new officers. It was a great night for the FFA to showcase for our students, staff, families, and community members. They also have been running the greenhouse and selling plants to many community members both locally and from the panhandle. We are hoping to get Matt Erdman with Veritas out again to work with our students in our weights classes to help them understand the importance of speed and agility in the fall. The EdRising students are working towards their goal to attend Orlando, Florida for their competitions. They still have some fundraisers they will be completing to continue towards their goal. Community: Mr. Rafferty and the FFA Chapter opened the Greenhouse with an Open House held on May 9th. The sophomores and sophomore parents were able to look at the plants early as they have been working hard in the greenhouse. School Physicals were completed on May 7th. I would like to commend Nurse Jobman for her leadership. We had a majority of our students get physicals that day. We also want to thank Morrill County Community Hospital for coming out to help with these physicals for our students, along with Trevor Eiric,h who came out to help with the physicals from the Chimney Rock Chiropractic as well. This is a great opportunity for our students and families.

Mrs. Ehler presented her report to the board. Events: May 12- Preschool Graduation, May 13- Sixth Grade Send Off- Students will present a slideshow about what they have achieved during their time in elementary school and some goals for the future. May 20- June 10 Summer School will be held followed by Summer Pathfinders. Celebrations Spring Concert- Mrs. Smith did a wonderful job with our Disney themed Spring Concert. Field Day was a huge success. It was great to hear families praising not just our staff running the event, but also the high school and junior high students. Teacher Appreciation Week- We had a great week celebrating our teachers. We had breakfast, popcorn, poems written by students, teachers got to dress like students and students like teachers, and of course, our Teacher Olympics were a great time! Our new Science and Math curriculums have arrived. Teachers are getting acquainted with them and trainings will be scheduled soon. A dishwasher has been ordered. Student Showcase: Basket Auction raised \$984 for Elementary supplies next year. Challenges: Scheduling and planning has begun for the 25-26 school year. Above and Beyond: Teammates has already begun their training. They will be hosting a "Teammates Tailgate" at the Back to School Open House in the fall to raise money and awareness of the program. It has been an amazing and busy year, and I want to thank our staff for the endless effort that they've invested in our students. Thanks to Chimney Rock Medical

Center, Morrill County Community Hospital, and Chimney Rock Chiropractic. We had 97 students who participated. Our School Store Fundraiser has raised \$605.28 for the Elementary School as well as gift cards for the classroom teachers.

## **X. Curriculum and Instruction**

### **XI. Superintendent**

Mr. Olson presented his report to the board. . Some Federal grants such as the REAP grant should start to open up this week. Working with some staff concerning furthering education and obtaining additional endorsements. Still trying to fill current openings in Math and English/Language Arts. Bus that was totaled due to hail and failed inspection this spring was taken east and we will pick up the replacement next weekend. According to our insurance representative the ice shields and gutters for the high school will be replaced the first week of June. We received a good report concerning our NDE Facilities Safety review. We are working with Job Corps in NE and WY and were part of NDEs 5 year external evaluation team for accreditation. The dishwasher should come in this week. The parochial school field day was a success that we may want to try to build on.

### **XII. Board Committee Reports and Recommendations**

#### **XIII. Discussion Items**

##### **XIII.A. Discussion Regarding Superintendent Evaluation**

##### **XIII.B. Discussion Regarding Extra-Duty Assignments**

##### **XIII.C. Review and Discussion of Policies 5119 through 5402 in the 5000 series.**

#### **XIV. Action Items**

##### **XIV.A. Discuss, Consider, and Take All Necessary Action in Regards to Approval of FFA Students to Attend the National FFA Convention in Indianapolis IN.**

**Motion Passed:** Motion to approve the FFA to attend National FFA Convention in Indianapolis October 28th through November 1 2025 passed with a motion by Bill Ferrero and a second by Randy Eirich.

VotesL Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea**M**

**Motion Passed:** Motion to approve Mr. Posey's resignation and thank him for his years of service passed with a motion by Bill Ferrero and a second by Kim Burry.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

##### **XIV.C. Discuss, Consider, and Take All Necessary Action in Regard to the Employment of Ingrid Caputo Lenhart as a Local Substitute Teacher**

**Motion Passed:** Motion to approve the employment of Ingrid Caputo Lenhart as a local substitute teacher passed with a motion by Jessica Dankowski and a second by Kim Burry.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

##### **XIV.D. Discuss, Consider, and Take All Necessary Action in Regards to Replacement of the Auditorium Air Circulation System**

**Motion Passed:** Motion to approve the replacement of the auditorium air circulation system in the amount of \$15,077 passed with a motion by Bill Ferrero and a second by Randy Eirich.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

**XIV.E. Discuss, Consider, and Take All Necessary Action in Regards to Approving the Preschool and After School Program Handbooks**

**Motion Passed:** Motion to approve the Preschool and After School program handbooks passed with a motion by Kim Burry and a second by Jessica Dankowski.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

**XIV.F. Discuss, Consider, and Take All Necessary Action in Regards to Classified Staff Pay**

No action taken

**XV. Set Next Meeting Date**

Next regular meeting will be June 9, 2025 at 7:00p.m.

**XVI. Adjournment**

**Motion Passed:** Motion for adjournment at 7:49p.m. passed with a motion by Bill Ferrero and a second by Randy Eirich.

Votes: Kim Burry: Yea, Jessica Dankowski: Yea, Randy Eirich: Yea, Bill Ferrero: Yea, Christina Mascher: Yea, Donna Stuart: Yea

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Secretary

**Bayard Public Schools**

**6/9/2025**

**GENERAL FUND**

<b>Vendor Name</b>	<b>GL Acct #</b>	<b>Description</b>	<b>Amount</b>
ACCO BRANDS USA LLX	01 2410 610 002 002 2	annual buy	<u>288.00</u>
	<b>Total</b>		<b>288.00</b>
AL'S MARKET	01 6968 610 002 002 2	cooking club	<u>39.13</u>
	<b>Total</b>		<b>39.13</b>
ALARM SECURITY TECHNICIANS	01 2620 352 002 002 2	ast monitoring	28.95
	01 2620 352 001 001 1	ast monitoring	<u>28.95</u>
	<b>Total</b>		<b>57.90</b>
Amazon Capital Services	01 2410 610 002 002 2	women's large pink	21.94
	01 1100 610 000 000 0	Printing Blocks	38.97
	01 1100 610 000 000 0	brush tip markers pack of 168	117.79
	01 1100 610 000 000 0	mini pencil sharpeners pack of 100	23.15
	01 1100 610 000 000 0	Amamao 120 Colors Acrylic Paint	55.99
	01 1100 610 000 000 0	JRQ Dual Tip Acrylic Paint Markers P	71.97
	01 1100 610 000 000 0	ParKoo Watercolor Brush Pens, 24 C	38.94
	01 1100 610 000 000 0	Pentel Arts Colored Pencils, Assorted	45.36
	01 1100 610 000 000 0	Prismacolor 3365 Premier Soft Core C	17.44
	01 1100 610 000 000 0	Sax True Flow Gloss Glaze Set, Asso	140.99
	01 1100 610 000 000 0	Penguin Pottery - Opaque Series - Ca	25.09
	01 1100 610 000 000 0	Pyrometric Cones For Monitoring Cer	19.59
	01 1100 610 000 000 0	Prismacolor Colorless Blender Pencils	15.53
	01 1100 610 000 000 0	Faber-Castell 9000 Drawing Pencils (	19.98
	01 1100 610 000 000 0	Leoball® Water-Soluble Block Printing	21.99
	01 2410 610 002 002 2	<a href="https://www.amazon.com/Axolotl-Rear">https://www.amazon.com/Axolotl-Rear</a>	19.99
	01 1200 610 003 002 2	Print ink 504A 305A Toner Cartridge	147.79
	01 3540 610 002 002 2	<a href="https://www.amazon.com/Dowling-">https://www.amazon.com/Dowling-</a>	9.00
	01 3540 610 002 002 2	<a href="https://www.amazon.com/FIVEIZERO-">https://www.amazon.com/FIVEIZERO-</a>	5.98
	01 3540 610 002 002 2	<a href="https://www.amazon.com/Kinetic-Sanc">https://www.amazon.com/Kinetic-Sanc</a>	15.45
	01 3540 610 002 002 2	<a href="https://www.amazon.com/Amazon-Ecl">https://www.amazon.com/Amazon-Ecl</a>	39.19
	01 3540 610 002 002 2	<a href="https://www.amazon.com/Lysol-Disinf">https://www.amazon.com/Lysol-Disinf</a>	64.85
	01 3540 610 002 002 2	<a href="https://www.amazon.com/Large-Roun">https://www.amazon.com/Large-Roun</a>	20.70
	01 3540 610 002 002 2	<a href="https://www.amazon.com/Sundaymot-">https://www.amazon.com/Sundaymot-</a>	29.97
	01 1160 610 000 000	3m Littmann stethoscope spare parts	63.66
	01 2620 610 000 000 0	Lawnmower blades	43.69
	01 2410 610 001 001 1	60 Slot Cell Phone Locker	<u>89.99</u>
	<b>Total</b>		<b>1,224.98</b>
AMPLIFY	01 1100 810 002 002 2	DIBELS mclass renewal quote #Q473	<u>585.00</u>
	<b>Total</b>		<b>585.00</b>
BAYARD AUTOMOTIVE	01 2730 352 000 000 0	Rotell 15W/40 Gallon	88.64
	01 2730 352 000 000 0	Gorilla Tape	13.93
	01 2730 352 000 000 0	R134 A Freon 12oz	61.55
	01 2730 352 000 000 0	Master Pack - Oil Filter Wix 57202MP	13.67
	01 2730 352 000 000 0	Labor - Christopher Buskirk	187.50
	01 2710 610 000 000 0	DEF Fluid 2.5 Gallons	13.81
	01 2730 352 000 000 0	225/75R16/E AT2 Tires	508.20
	01 2730 352 000 000 0	Tire Balance Labor	80.00
	01 2730 352 000 000 0	Oil Filter WIX 57060MP	8.80
	01 2730 352 000 000 0	Mobil 5W-30 Oil	35.70
	01 2730 352 000 000 0	Air Filter WIX 46573	21.11
	01 2730 352 000 000 0	Labor Oil Change/Service- Christophe	125.00
	01 2710 610 000 000 0	Interstate HD Batteries	628.44
	01 2710 610 000 000 0	Core Charge	80.00
	01 2710 610 000 000 0	Core Return	(80.00)
	01 2730 352 000 000 0	Labor - Dwayne Buskirk	<u>25.00</u>
	<b>Total</b>		<b>1,811.35</b>
BAYARD DEPOT MUSEUM	01 2310 610 000 000 0	olson brick	<u>85.00</u>
	<b>Total</b>		<b>85.00</b>
BAYARD PUBLIC SCHOOLS - ACTIVITY	01 6968 610 002 002 2	flowers for garden	35.00
	01 6968 610 002 002 2	veggie plants for garden	14.00
	01 2310 610 000 000 0	board recognition coupons	24.00
	01 3540 610 002 002 2	prek graduation snow cones	200.00
	01 1990	online payments cheer	295.47
	01 1990	online payments tech	525.00
	01 1990	zonline paymentswoods	87.00
	01 1990	online payments library	<u>9.50</u>
	<b>Total</b>		<b>1,189.97</b>
BAYARD PUBLIC SCHOOLS - LUNCH	01 3300 610 000 000	showcase meal	<u>275.56</u>
	<b>Total</b>		<b>275.56</b>
BAYARD TRANSCRIPT	01 2310 540 000 000 0	may publications	468.10

	<b>Total</b>		<b>468.10</b>
BENZEL PEST CONTROL	01 2620 352 001 001 1	pest control	110.78
	01 2620 352 002 002 2	pest control	110.77
	<b>Total</b>		<b>221.55</b>
BLACK HILLS ENERGY	01 2610 621 000 000 0	#267959 heating fuels	40.10
	01 2610 621 002 002 2	#462419 heating fuels	181.66
	01 2610 621 002 002 2	#462419 heating fuels	910.92
	<b>Total</b>		<b>1,132.68</b>
CARDMEMBER SERVICE	01 2510 810 000 000 0	canva	12.99
	<b>Total</b>		<b>12.99</b>
CENTURY LINK	01 2510 382 000 000 0	#1510 telephone	163.05
	<b>Total</b>		<b>163.05</b>
CITY OF BAYARD	01 2610 621 000 000 0	#31200 electric	39.00
	01 2610 621 001 001 1	#75400 electric	5,836.43
	01 2610 410 001 001 1	#75400 utilities	1,009.50
	01 2610 621 002 002 2	#75600 electric	428.93
	01 2610 410 002 002 2	#75600 utilities	1,098.50
	<b>Total</b>		<b>8,412.36</b>
CONNECTING POINT	01 1100 352 001 001 1	service contract copiers	546.66
	01 1100 352 002 002 2	service contract copiers	546.65
	<b>Total</b>		<b>1,093.31</b>
CONRAD, ELIZABETH	01 2712 332 003 000 0	mar mileage reimb	202.30
	01 2712 332 003 000 0	apr mileage reimb	238.00
	01 2712 332 003 000 0	may mileage reimb	83.30
	<b>Total</b>		<b>523.60</b>
CULLIGAN WATER CONDITION	01 2610 610 001 001 1	r/o	109.90
	01 2610 610 002 002 2	r/o	27.50
	<b>Total</b>		<b>137.40</b>
DAS STATE ACCOUNTING - CENTRAL	01 1100 382 000 000 0	APR 25 NETWORK	292.87
	<b>Total</b>		<b>292.87</b>
EAKES OFFICE SOLUTIONS	01 2410 610 001 001 1	Envelopes 9x12	14.87
	<b>Total</b>		<b>14.87</b>
EDUCATIONAL SERVICE UNIT #13	01 1200 591 003 001 1	panhandle beginnngs	965.70
	01 2190 591 000 000 0	mips	40.00
	01 2120 591 001 001 1	non sped psych	1,386.00
	01 2120 591 001 001 1	additional non sped psych	1,683.00
	01 1100 591 001 001 1	dl	856.00
	01 1100 591 001 001 1	erate	300.00
	01 1160 591 000 000 0	neva	708.33
	01 1292 591 003 000 0	sup 0-2 esu programs	34.57
	01 1292 591 003 000 0	sup 0-2 ot	2.43
	01 2161 591 003 002 2	elem ot	2,077.36
	01 2161 591 003 002 2	elem ot	130.00
	01 2153 591 003 000 0	0-2 speech	432.08
	01 2162 591 003 000 0	3-5 ot	291.64
	01 2171 591 003 001 1	secondary pt	37.80
	01 2181 591 003 002 2	elem low vision	694.45
	01 2163 591 003 000 0	0-2 ot	30.36
	01 1200 330 003 000 0	sped inservice	63.00
	01 1200 580 003 002 2	sup elem ot	176.59
	01 1200 591 003 000 0	sup sa esu programs	793.97
	01 1200 591 003 001 1	meridian a	2,250.00
	01 1200 591 003 001 1	liefelink	2,250.00
	01 1200 591 003 000 0	sped consult	1,300.00
	01 1200 591 003 001 1	meridian sup speech	11.34
	01 1200 591 003 002 2	sup elem low vision	55.56
	01 1200 591 003 001 1	sup add psych services	375.57
	01 1200 591 003 001 1	sup secondary pt	3.02
	01 1291 591 003 000 0	3-5 sup esu programs	117.54
	01 1291 591 003 000 0	sup 3-5 ot	23.33
	01 2152 591 003 000 0	speech 3-5	1,469.24
	01 2151 591 003 001 1	speech secondary	313.41
	01 2151 591 003 002 2	speech elem	6,776.23
	01 2151 591 003 001 1	meridian speech	141.75
	01 2141 591 003 001 1	secondary psych	2,772.00
	01 2141 591 003 001 1	additional secondary psych	4,694.58
	<b>Total</b>		<b>33,256.85</b>
FNBO CARD	01 6968 610 002 002 2	field trip tickets	398.94
	01 1100 610 001 001 1	stain	13.88
	01 1100 610 001 001 1	stapler	35.30
	01 2310 610 000 000 0	Graduation Programs	146.70
	01 2710 810 000 000 0	commidy.com	39.99
	01 2510 531 000 000 0	mailchimp	13.00
	01 1100 810 001 001 1	edpuzzle	13.50

	01 2310 610 000 000 0	4 gift cards for staff leaving	100.00
	01 2310 610 000 000 0	1 gift card for staff leaving	75.00
	01 1100 610 002 002 2	Helium from dollar general	19.17
	01 1100 610 001 001 1	Converter for music sound booth for g	26.74
	01 1100 810 001 001 1	scribd	12.77
	<b>Total</b>		<b>894.99</b>
GIBBS SMITH EDUCATION	01 1100 610 002 002 2	Fourth Grade Social Studies	1,198.92
	<b>Total</b>		<b>1,198.92</b>
IDEAL LINEN SUPPLY	01 2610 610 001 001 1	mats mops raqs	238.38
	01 2610 610 002 002 2	mats mops raqs	524.05
	<b>Total</b>		<b>762.43</b>
JIRDON AGRI CHEMICALS INC.	01 2620 610 000 000 0	Grass seed fertilizer	609.40
	<b>Total</b>		<b>609.40</b>
Kajeet Inc	01 1100 810 001 001 1	Student Unlimited Verizon (annual pla	361.52
	<b>Total</b>		<b>361.52</b>
KIRCH, TRISTAN	01 2712 332 003 000 0	mileage reimb	84.00
	<b>Total</b>		<b>84.00</b>
KOLEY JESSEN ATTORNEYS	01 2330 317 000 000 0	legal services	2,855.00
	<b>Total</b>		<b>2,855.00</b>
KUSKIE STATION LLC	01 2710 626 000 000 0	bus fuel	3,042.53
	<b>Total</b>		<b>3,042.53</b>
LIPPSTREU, TAMI	01 1100 352 001 001 1	pianist	1,135.25
	<b>Total</b>		<b>1,135.25</b>
MCI COMM SERVICE	01 2510 382 000 000 0	telephone	39.06
	<b>Total</b>		<b>39.06</b>
MENARDS	01 2620 610 000 000 0	Tires for sprayer	98.36
	<b>Total</b>		<b>98.36</b>
MIDWEST BUS REPAIR	01 2712 732 000 000 0	sped bus with wheelchair lifts	16,000.00
	<b>Total</b>		<b>16,000.00</b>
NE ASSOC OF TEACHERS OF	01 1100 330 002 002 2	ferrero natm conf	60.00
	<b>Total</b>		<b>60.00</b>
NE COUNCIL OF SCHOOL	01 2320 330 000 000 0	liqgett admin days	286.00
	<b>Total</b>		<b>286.00</b>
NOTABLE INC	01 1100 810 001 001 1	Teacher Plan for renewal of current lic	1,490.00
	<b>Total</b>		<b>1,490.00</b>
OLIVERIUS, HEATHER	01 2510 580 000 000 0	mileage reimb	22.40
	<b>Total</b>		<b>22.40</b>
ONE SOURCE	01 2510 810 000 000 0	background checks	87.00
	<b>Total</b>		<b>87.00</b>
PNC BANK C/O PARENT SQUARE INC	01 1100 810 001 001 1	Engage 2025 (600 students or fewer)	3,000.00
	<b>Total</b>		<b>3,000.00</b>
QUADIENT FINANCE USA, INC	01 2510 531 000 000 0	postage	381.98
	<b>Total</b>		<b>381.98</b>
RAPIDS	01 2610 610 001 001 1	annual buy	27.42
	<b>Total</b>		<b>27.42</b>
Savvas Learning Company LLC	01 1100 640 002 002 2	virtual elevate k-5	2,489.55
	01 1100 640 002 002 2	Elevate Science curriculum grades K-	35,297.49
	<b>Total</b>		<b>37,787.04</b>
SCHOOL NURSE SUPPLY INC.	01 1160 610 000 000	Halyard lavender nitrile powder-free e:	142.25
	01 1160 610 000 000	Bleedcease	22.75
	01 1160 610 000 000	Unlabeled individual clear plastic jar	26.37
	01 1160 610 000 000	3" cotton tipped applicator , 1000	7.12
	01 1160 610 000 000	Shur-band elastic bandages, 2x5	24.16
	01 1160 610 000 000	Shur-band elastic bandages, 3x5	47.76
	01 1160 610 000 000	Shur-band elastic bandages, 4x5	72.64
	01 1160 610 000 000	First aid eye/skin wash , 4 oz	23.34
	01 1160 610 000 000	Purell advanced refreshing gel hand s	78.96
	01 1160 610 000 000	Safetec instant hand sanitizer, 144 co	14.96
	01 1160 610 000 000	Super sani-cloth germicidal disposabl	121.60
	01 1160 610 000 000	Wall mount brake for pdi sani-cloth	28.45
	01 1160 610 000 000	Lysol air sanitizers, simple fresh	49.20
	01 1160 610 000 000	Lysol pro disinfectant spray	56.80
	01 1160 610 000 000	Children's acetaminophen chewable t	24.57
	01 1160 610 000 000	Children's acetaminophen chewable t	23.92
	01 1160 610 000 000	children liquid ibuprofen, dye free	7.02
	01 1160 610 000 000	Junior strength ibuprofen chewable ta	49.36
	01 1160 610 000 000	Ibuprofen tablets, 500 count	24.68
	01 1160 610 000 000	Medikoff sugar-free drops, 300 count	85.50
	01 1160 610 000 000	bio freeze, 4 oz tube	31.20
	01 1160 610 000 000	Lubriderm lotion, advance therapy	25.18
	01 1160 610 000 000	Aloe vera gel	7.69
	01 1160 610 000 000	Tinactin antifungal cream	10.40
	01 1160 610 000 000	Insect sting swabs , 10 count	13.48

	01 1160 610 000 000	Safetec oral pain relief	20.43
	01 1160 610 000 000	Mint flavored dental wax for braces	4.74
	01 1160 610 000 000	Refresh plus steroid single use lubrica	18.95
	01 1160 610 000 000	ADC metaline II reusable penlights, sil	8.56
	01 1160 610 000 000	Shout wipe and go instant stain remov	27.08
	01 1160 610 000 000	Suture removal kit	9.39
	01 1160 610 000 000	Forceps and tools #34160 3.5 straight	3.32
	01 1160 610 000 000	Forceps and tools, 4.5 curved	3.90
	01 1160 610 000 000	finger nail clippers	4.71
	01 1160 610 000 000	Toe nail clippers	3.78
	01 1160 610 000 000	splinter out	9.96
	01 1160 610 000 000	Degree men's dry protection deodorar	79.50
	01 1160 610 000 000	Degree women's invisible solid deodo	79.50
	01 1160 610 000 000	Standard 5 in comb	1.40
	01 1160 610 000 000	Nutri-grain breakfast bars	17.10
	01 1160 610 000 000	Life saver mints, approx 400	22.75
	01 1160 610 000 000	Omron 5 series upper arm blood pres:	80.75
	01 1160 610 000 000	Veridian deluxe pulse oximeter	37.53
	01 1160 610 000 000	discount	<u>(20.00)</u>
	<b>Total</b>		<b>1,432.71</b>
SIGN GLASSES LLC	01 1200 591 003 002 2	REMOTE INTERPRETING	126.00
	01 1200 591 003 002 2	remote interpreting	<u>1,239.00</u>
	<b>Total</b>		<b>1,365.00</b>
SOAR PEDIATRIC THERAPY, LLC	01 2153 591 003 000 0	0-2 pt	54.00
	01 2152 591 003 000 0	3-5 pt	1,744.90
	01 2151 591 003 002 2	elem pt	<u>1,575.70</u>
	<b>Total</b>		<b>3,374.60</b>
STAPLES	01 1100 610 000 000 0	paper 4 pallets	<u>5,526.40</u>
	<b>Total</b>		<b>5,526.40</b>
STEPH'S STUDIO	01 2310 352 001 001 1	graduate photos	<u>891.00</u>
	<b>Total</b>		<b>891.00</b>
Stuart, Bobbie	01 2510 580 000 000 0	mileage reimb	<u>156.80</u>
	<b>Total</b>		<b>156.80</b>
TIME MANAGEMENT SYSTEMS INC	01 2510 810 000 000 0	New time clock system	<u>585.00</u>
	<b>Total</b>		<b>585.00</b>
TIME MANAGEMENT SYSTEMS	01 2510 810 000 000 0	TIMECLOCK	<u>207.58</u>
	<b>Total</b>		<b>207.58</b>
VIRCO, INC	01 1100 733 001 001 1	desks and tables	<u>2,769.02</u>
	<b>Total</b>		<b>2,769.02</b>
WPCI	01 2710 340 000 000 0	Drug Screen	32.00
	01 2710 340 000 000 0	Review Data Mgt.	6.00
	01 2710 340 000 000 0	Urine Collection @ Scottsbluff	<u>30.00</u>
	<b>Total</b>		<b>68.00</b>
ZANER-BLOSER	01 1100 610 002 002 2	<a href="https://shop.zaner-bloser.com/collecti">https://shop.zaner-bloser.com/collecti</a>	<u>327.80</u>
	<b>Total</b>		<b>327.80</b>
FRONTIER OVERHEAD DOOR	03 4700 720 000 000	remaining balance inv #855	<u>314.84</u>
	Total		314.84
JOHNSON CONTROLS	03 4700 720 000 000	condenser fan motor	<u>1,215.31</u>
	Total		1,215.31
		<b>General Fund Total</b>	<b>\$138,213.73</b>
		<b>Building Fund</b>	<b>\$1,530.15</b>
		<b>Payroll</b>	<b>\$423,227.08</b>



Bobbie Stuart <bobbie.stuart@bayardtigers.org>

## Legislative Affairs Digest for Wednesday June 4, 2025

Association of School Business Officials International

Wed, Jun 4, 2025 at 10:57

<DoNotReply@connectedcommunity.org>

PM

Reply-To: DoNotReply@connectedcommunity.org

To: bobbie.stuart@bayardtigers.org



### Legislative Affairs

Post New Message

Jun 4, 2025

#### Discussions

started one month ago, ASBO USA (1 reply)

#### New Blog on President Trump's FY26 Budget Proposal

1. Late last week, the Trump Administration... ASBO USA

1. Re: New Blog on President Trump's FY26 Budget Proposal

Reply to Group

Reply to Sender



Jun 4, 2025 4:03 PM

ASBO USA

**Late last week, the Trump Administration released additional details for the President's FY2026 budget proposal to Congress. While this proposal isn't law, it does set the bar for negotiations as Congress works on FY26 appropriations later this spring and summer.** (We wrote a blog on the original FY26 "skinny budget" proposal earlier this month, however now that USED released a more detailed FY26 Budget Summary, we have more information below.)

Senator Patty Murray (D-WA), Vice Chair of the Senate Appropriations Committee, issued a statement opposing the proposal, noting that it would be dead on arrival. She said, "This budget outright eliminates programs that help working families afford the basics, gut investments in our students and schools, slash Pell Grants, and kick hundreds of thousands of Americans out of their homes." So far there hasn't been a lot of reaction to the proposal by

Republicans, likely because most of their focus has been on completing a FY25 budget reconciliation deal. Whether they will decide to follow the President's FY26 priorities remains to be seen.

So what's actually in the latest version? Here are the highlights.

**The Department of Education is calling for a \$12 billion cut, while providing Congress a menu of options to disinvest from various K-12 education programs.**

**Programs with proposed flat-funding or small increases:**

- **Title I, Part A:** Level-funded
- **IDEA (overall):** +\$677 million
  - **IDEA, Part B:** +\$677 million, a total of \$14.891 billion
    - Note: These increases are mostly offset by consolidations or cuts to various other special education programs that were previously funded at approximately \$676 million.
    - Proposes to consolidate several IDEA programs into a "Special Education Simplified Funding Program." The block grant includes:
      - IDEA Part B Grants to States
      - IDEA Part B (Sec. 619) Preschool Grants
      - IDEA Part D, National Activities: Including funding for state personnel development, technical assistance and dissemination, personal preparation, parent information centers; and educational technology, media, and materials.
    - Other programs that were flat-funded but not included in the block grant are IDEA Part C Grants for Infants and Families and the Special Olympics education program.
- **Title IV, Part C, Charter School Grants:** +\$60 million, a total of \$500 million
- **Title VI (Sec. 6002) Indian Education:** Level-funded
- **Title VII, Impact Aid:** Level-funded
- **Perkins Career and Technical Education (CTE):** Level-funded

**Programs proposed for consolidation and funding cuts:**

- **New K-12 Simplified Funding Program (K12 SFP) Block Grant: -\$4.5 Billion cut (compared to FY24 levels)**
  - Proposes to consolidate most currently-funded formula and competitive grants for elementary and secondary education into a single state formula block grant program.
  - Includes 18 programs that, for FY24 were funded at a total of \$6.535 Billion. For FY26, the budget proposes only funding them at \$2 Billion-a \$4.5 Billion cut! (Note: FY25 comparison is unavailable since USED is still working on final FY25 allocations for select programs)
    1. **Title I, Part B:** State Assessment Grants
    2. **Title I, Part D:** Neglected, Delinquent and At Risk Children & Youth
    3. **Title II, Part A:** Supporting Effective Instruction Grants
    4. **Title II, Part B (Subpart 2, Sec. 2222):** Comprehensive Literacy State Development Grants
    5. **Title II, Part B (Subpart 2, Sec. 2226):** Innovative Approaches to Literacy Grants
    6. **Title II, Part B (Subpart 3):** American History and Civics Education
    7. **Title IV, Part A:** Student Support and Academic Enrichment Grants

8. **Title IV, Part B:** 21<sup>st</sup> Century Community Learning Centers
9. **Title IV, Part D:** Magnet Schools Assistance
10. **Title IV, Part E:** Statewide Family Engagement Centers
11. **Title IV, Part F (Sec. 4624):** Promise Neighborhoods
12. **Title IV, Part F (Sec. 4631):** School Safety National Activities
13. **Title IV, Part F (Sec. 4642):** Assistance for Arts in Education
14. **Title IV, Part F (Sec. 4644):** Javits Gifted and Talented Education
15. **Title V, Part B:** Rural Education Achievement Program (REAP)
16. **Title VI (Sec. 6003):** Native Hawaiian Education
17. **Title VI (Sec. 6004):** Alaska Native Education
18. **Title IX, Part A:** McKinney Vento Education for Homeless Children & Youth

**Programs proposed to have funding completely eliminated (and would not be consolidated into any of the proposed block grants):**

- **Title I, Part C:** Migrant Education Grants
- **Title II, Part B (Subpart 1):** Teacher and School Leader Incentive Grants
- **Title II, Part B (Subpart 4):** Supporting Effective Educator Development (SEED) Grants
- **Title III:** Language Instruction for English Learners and Immigrant Students
- **Title IV, Part F (Sec. 4625):** Full-Service Community Schools

ASBO International will continue advocating for strong investments in K-12 education for FY2026 and oppose harmful cuts to schools. Note that FY26 spending, once finalized by Congress, will affect funding for schools during the 2026-2027 school year. (Many thanks to the Committee for Education Funding [CEF] and AASA for assisting with this analysis. If you have questions about the budget or our advocacy priorities, please contact us.)

-----  
 ASBO USA  
 asbousa@asbointl.org  
 -----

**[Reply to Group Online](#)   [View Thread](#)   [Recommend](#)   [Forward](#)**

-----  
 Original Message:  
 Sent: 05-05-2025 15:50  
 From: ASBO USA  
 Subject: New Blog on President Trump's FY26 Budget Proposal

**ASBOUSA posted a new blog that analyzes the President's federal FY26 budget released last week, which will set the bar for funding negotiations as Congress takes up FY26 appropriations bills later this spring and summer. Read "POTUS FY26 Budget: What Do SBOs Need to Know?" on the Network to find out what is being proposed in the POTUS budget request regarding K-12 education.**

FY26 funding will also be the focus of our advocacy efforts this summer at the 2025 AASA/ASBO Legislative Advocacy Conference, July 8-10, in Washington, D.C. We invite you to join us on Capitol Hill to advocate to protect education from harmful cuts. Learn more and register here.

-----  
ASBO USA  
asbousa@asbointl.org  
-----

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# NASB BOARD QUICKS

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

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

JOIN US!

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

## Where Will NASBe This Month?\*



Ainsworth  
Atlanta, GA

Cozad

Dundy Co Stratton  
ESU 6

Hitchcock County

Kearney

Lincoln

Logan View

Portland, OR

Schuyler

St. Petersburg, FL

Wauneta-Palisade

West Holt

Wynot

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

\*Items currently scheduled

Now Hiring - Part-time, Events & Engagement Assistant

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

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



Final Day of the 2025 Legislative Session was Monday, June 2

NASB Member Golf Outing - Wednesday, June 11 - Kearney

Email [sendorf@NASBonline.org](mailto:sendorf@NASBonline.org) for more information



School Law Seminar - June 11-12 - Kearney



NASB Networking & Legislative Lunch - Tuesday, June 17 - Logan View

Board Academy Collaboration Lunch & Learn - Wednesday, June 18 - Webinar



Leadership Workshop - Monday, July 28 - Gering

Leadership Workshop - Tuesday, July 29 - Kearney

Leadership Workshop - Wednesday, July 30 - Lincoln



Continued on Page 2



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# NASB BOARD QUICKS

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

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## PAGE 2



Area Membership Meetings run Tuesday, August 19 through Wednesday, September 24

Valentine - Gering - Kearney - York - Norfolk - North Platte - Omaha - Nebraska City - Fremont



Labor Relations - Board Academy Collaboration Lunch & Learn  
State Education Conference - New Board Member Workshop

## YOUR 2025 PLATINUM AFFILIATES

If your business would like to become an Affiliate Member of NASB, please visit: <https://members.nasbonline.org/about-us/affiliate-members>


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# NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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## Snapshots



### IN THIS EDITION OF BOARD NOTES

THIS MONTH IN ...

TRAINING, NETWORKING, ENGAGEMENT & EVENTS  
NPLF AWARDS SCHOLARSHIPS TO FUTURE EDUCATORS  
SWING INTO THE SCHOOL LAW SEMINAR

AT THE BOARD TABLE - COMPLETE A QUICK CHECK OF YOUR BOARD'S GOVERNANCE EFFECTIVENESS...

\*\* DOWN TO THE WIRE ... NASB LEGISLATIVE UPDATE & CALL TO ACTION!!! \*\*

ELECTION INFORMATION FOR THE NASB BOARD  
TEACHER SHORTAGE PLAYBOOK FOR YOUR BOARD  
YOUR NASB BOARD OF DIRECTORS & STAFF  
YOUR 2025 NASB AFFILIATES  
... AND MUCH MORE!

CALL TO ACTION

# THIS MONTH IN ...

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## THIS MONTH IN ...

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

**ADVOCACY & GOVERNMENT RELATIONS ...** As we inch closer to Day 90, here are the bills in play for the remainder of the session, all in various stages of debate, some good, some bad, but we're engaging until the very end! LBs 89, 306, 440, 550, 645, 653, and 677. See page 7 for specifics on the LB 306 tree. As always, keep tabs on both the NASB GR page and Bills page. Call Colby & Matt any time!

**ALICAP & INSURANCE ...** ALICAP's Board of Trustees are scheduled to meet on Friday, May 23rd in Lincoln. Each year ALICAP's May Meeting primary focus is to discuss the possibility of declaring a dividend. Also, many thanks to all 218 members which have completed their Renewal Questionnaire for the upcoming 25-26 year. Summer is truly upon us! Stay safe!

**AWARDS OF ACHIEVEMENT ...** Contact NASB with questions about your points history or the Awards program. The points year runs from August 1 to July 31.

**BOARD LEADERSHIP ...** Check out "At the Board Table" on page 6 to learn about all things Board Leadership.

**DATA ANALYTICS ...** We can create a district data summary analysis for your district to provide a quick, clear means of showing how your own district compares to both nearby districts and similar-sized districts at a glance. As your district gets deep into the budget process for next year, these summaries are useful for answering questions of how your district's valuation, levy, cost per pupil, poverty indicators, and student test scores compare to others. Contact Jim Luebbe if you are interested in creating one of these summaries for your own school.

**EDUCATION LEADERSHIP SEARCH SERVICE ...** Contact NASB with questions on search protocol or to schedule a proposal for this summer.

**ENERGY PURCHASING ...** If you are an NJUMP or CJUMP gas purchasing program member and your district has added new buildings with additional gas meters in the past year, take note. Sometimes in the hectic pace of construction, your contractors may add the building meter without understanding it needs to be included in the gas purchasing program to get those benefits. This is a good time to make certain all your meters are included in the NJUMP or CJUMP program.

**FOUNDATION ...** The NPLF has awarded two, \$1,000 scholarships to high school seniors who are pursuing higher education to become a teacher in a Nebraska public school system. Learn more on page 4.

**GALLUP STRENGTHS ...** May's featured Gallup theme is **Achiever**. People with Achiever among their top themes are internally driven to get things done. They can set the pace for a team. They take pride in checking tasks off their list. Contact Shari to schedule a Gallup staff or leadership team retreat.

**MEMBER ENGAGEMENT ...** This month we enjoyed a Legislative Lunch in Wayne. Recent district visits include Logan View, Fort Calhoun, Blair, Bancroft-Rosalie, Bruning-Davenport, and Deshler. Be sure to join us in June for Golf, the networking reception and School Law Seminar in Kearney, and another Legislative Lunch, and then one of our three Leadership Workshops in July.

**POLICY ...** The Legislature passed LB 140 regarding cellphone usage limitations for students while in school facilities or during instruction hours. The bill does allow for cellphone use when determined appropriate by the board or otherwise allowed by an appropriate school employee, so your board will need to discuss this topic. Our model policy will reflect those options to consider.

**TECHNOLOGY ...** Welcome New Sparq Meeting Subscribers ... Learning Community of Douglas & Sarpy Counties, and Oakland-Craig Public Schools.

# TRAINING, NETWORKING, ENGAGEMENT & EVENTS



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**To the Class of 2025 ... We know that you're just getting started!**



**Final Day of the 2025 Legislative Session, Monday, June 9**

**NASB Member Golf Outing - Wednesday, June 11 - Kearney**

Email [sendorf@NASBonline.org](mailto:sendorf@NASBonline.org) for more information

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**Leadership Workshop - Wednesday, July 30 - Lincoln**

**Area Membership Meetings run Tuesday, August 19 through Wednesday, September 24**

**Valentine - Gering - Kearney - York - Norfolk - North Platte - Omaha - Nebraska City - Fremont**



**Other Events, October through December 2025 ...**

**Labor Relations - State Education Conference - New Board Member Workshop**

# NPLF AWARDS SCHOLARSHIPS TO FUTURE EDUCATORS

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<https://www.nepublicleadership.org/>



The Nebraska Public Leadership Foundation (NPLF) recently awarded two \$1,000 scholarships to two high school seniors who are pursuing higher education to become a teacher in a Nebraska public school system. In thousands of classrooms across Nebraska, teachers lead our students to discover new and important facts and ideas, the stepping stones that shape their future. NPLF supports the students who want to give to the overall mission of success for every student in Nebraska. Applications were due in March, with NPLF receiving close to 100 individual applicants. This year's recipients are Lucy Mohr & Liam White!

**Lucy Mohr - Papillion La Vista High School  
University of Nebraska-Lincoln  
Secondary Education**

"I aim to further my education by gaining a deep understanding of teaching methods, leadership skills, and strategies to create an engaging learning environment. I want to create a classroom where students feel encouraged, motivated, and excited to learn—just like my great-grandmother did. As she grew older, our bond deepened through our shared love for learning. She would often tell me stories about her time in the classroom, the students she taught, and the joy she felt when she saw them grow. Her passion for education was infectious, and I found myself drawn to the idea of making a difference in the lives of others just as she had. She encouraged my curiosity, always answering my endless questions and pushing me to think critically. Because of her, I realized that education is more than just facts and figures—it's about connection, inspiration, and guiding others to reach their potential. Her influence has shaped my desire to become an educator, and I hope to carry on her legacy by inspiring future generations just as she inspired me." Lucy is pictured with Michelle Zlomke, NPLF board member.

**Liam White - Osceola High School  
University of Nebraska-Lincoln  
Agricultural Leadership, Education & Communication**

"I intend to pursue endorsements in both secondary-level agricultural and skilled and technical sciences education, because of the experiences I've had through my participation in the FFA and ag classroom. Through those opportunities, I've further realized the complexity and importance of agriculture, and every single aspect of it captivated me. A few years after I become a certified teacher I want to be teaching and advising in an ag ed program here in Nebraska. I hope to create a culture in that program that promotes success through cooperation and determination. My inspiration for becoming an educator comes from my parents and grandparents. My father was an eighth-grade history teacher, and my mother has been in multiple different teaching positions. My grandparents on my father's side were both educators, and my grandmother on my mother's side was also. I've been around education so long that I've seen the difference a good teacher can make, and I want to be part of that difference." Liam is pictured with Ed Swotek, NPLF board member.

**You can learn more about NPLF and donating to this annual scholarship at  
[www.nepublicleadership.org](http://www.nepublicleadership.org)**

**CONGRATS LUCY AND LIAM!**

# SWING INTO THE SCHOOL LAW SEMINAR

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<https://members.nasbonline.org/events/school-law-seminar>

# SCHOOL LAW SEMINAR

## JUNE 11-12 - KEARNEY



# 2025

### TO REGISTER

\$185 Member Registration  
\$110 NCOSA Member Registration  
Registration Deadline is June 6  
\$25 Cancellation fee  
15 Awards of Achievement points  
<https://nasb.envisiams.com/>

## WEDNESDAY, JUNE 11

### 12:30 PM - NASB MEMBER GOLF OUTING

Kearney Country Club - \$82 (Includes lunch provided by ALICAP)  
Email [sendorf@NASBonline.org](mailto:sendorf@NASBonline.org) to register for golf



### 6:30 to 11:00 PM - Networking Reception & Hospitality Suite

Join us for an evening of networking, a light dinner buffet, and a hospitality suite.

## THURSDAY, JUNE 12

9:00 AM - Legislative Update - Derek Aldridge, Perry Law Firm

10:30 AM - Protecting Student Data in a World of Data Pirates - Gray Derrick & Bob Kardell, Baird Holm

11:15 AM - From DOGE to the Fork in the Road: What Happens in D.C. Seldom Stays There  
David Kramer, Baird Holm

12:15 PM - Lunch

1:00 PM - Parental Rights in Schools - Coady Pruett & Amanda Dabney, KSB School Law

2:00 PM - Doobie Do's and Doobie Don'ts - Nick Lesiak, Westside

2:45 PM - Immigration and the Teacher Shortage  
Megan Neiles Brasch, Omaha Public Schools; Kara Stockdale, Baird Holm

3:30 PM - Title IX Update - Coady Pruett & Amanda Dabney, KSB School Law

UP TO 4.5 CLE CREDITS FOR ATTORNEYS ATTENDING THE SEMINAR

# AT THE BOARD TABLE

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## YOUR NASB BOARD LEADERSHIP UPDATE

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



### 2025

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

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

### Upcoming Board Leadership Events

June 18 - Virtual Lunch & Learn  
Board Academy Collaboration

June 25 - Virtual Lunch & Learn  
President Circle

Leadership Workshops

July 28 - Gering

July 29 - Kearney

July 30 - Lincoln

## JUNE BOARD AGENDA ITEMS

Please see the May 15 email from [shiggins@NASBonline.org](mailto:shiggins@NASBonline.org) for the draft of the June Board Meeting Agenda. If you have questions or need us to resend the email, please feel free to contact Marcia at 402-450-5152 or Stacie at 402-209-1608.

## COMPLETE A QUICK CHECK OF YOUR BOARD'S GOVERNANCE EFFECTIVENESS...

**Mission, Vision, and Goals:** To what extent do board discussions and decisions reflect a clear commitment to the district's mission, vision, and long-term goals?

**Policy Governance:** Are we effectively following a purposeful review of the board policy manual to guide district operations?

**Stakeholder & Community Engagement:** How effectively does the board gather input from stakeholders and communicate the district vision and board decisions?

**Accountability & Student Achievement:** How consistently do we use data and evidence to monitor student outcomes and hold ourselves accountable for academic success for all students?

**Advocacy:** Are we actively advocating at the local and state levels for policies and resources that support student success?

**District Resources:** Are we ensuring that the district's budget and resource allocations are aligned with strategic priorities and used responsibly to support student success?

**Board Operations:** Are board meetings efficient, focused on governance-level issues, and conducted in a way that fosters respectful dialogue and informed decision-making?

**Board-Superintendent Relations:** Do all board members maintain a respectful, collaborative working relationship with the superintendent, clearly defining roles and expectations to support effective leadership?

**Professional Development:** Do we regularly seek opportunities to grow our knowledge and skills as board members to strengthen our governance effectiveness?

These questions aim to prompt your reflection on the board's core governance responsibilities.

If you would like the board to complete a board self-assessment, email [kcorfield@NASBonline.org](mailto:kcorfield@NASBonline.org) or [jspatz@NASBonline.org](mailto:jspatz@NASBonline.org) to enter your district's name into a drawing for a FREE Board Self-Assessment and Board Goal Planning Session!

# DOWN TO THE WIRE ... NASB LEGISLATIVE UPDATE

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<https://members.nasbonline.org/government-relations>  
<https://nasb.envisiams.com/legislative-bills>

We've passed the 80-day mark of the 90-day Session. There are now TWO Education Priority Bills still in play on General File. The small remainder of days decreases the likelihood the bills will have enough time for debate on three rounds this Session. We broke down the LB 653 tree in the April edition of *Board Notes*, so let's unpack the provisions of LB 306 which was voted out earlier this month. There are a number of items contained within LB 306 which include LBs 440, 550, and 682. Debate is tentatively scheduled for LB 306 this Wednesday (5/21). ***It would be a great time to reach out to your Senator if you have not already. If you need assistance in reaching out to/communicating with your Senator, please reach out!***

## ASK YOUR SENATOR TO CONSIDER THE FOLLOWING:



- 1) Support the amendment which redirects excess leave funds to be used for substitutes outside of FMLA leave. (LB 440)
- 2) Assure the permissive language "shall" to "may" remains in the bill. (LB 550)
- 3) Remove language allowing for civil action against districts (LB 550)
- 4) Reject language usurping board authority re: Superintendent contracts. (LB 682)
- 5) Reject the inclusion of LB 653 in the bill.

## LB 306 (Education) Change provisions relating to the Board of Trustees of the Nebraska State Colleges, the Nebraska Career Scholarship Act, the Coordinating Commission for Postsecondary Education Act, the Door to College Scholarship Act, and budget limitations for community colleges

- Originally brought on behalf of State College systems, it changes admissions requirements for admission by allowing for an alternative admission test

## LB 440 (Spivey) Adopt the Education Leave and Support Act

- Has been further amended to limit leave under the act to 3 weeks (from 6)
- Excess funds above 20% to be used for: Substitute reimbursement for educator absence due to professional development (NASB's recommendation); the payment of loan forgiveness for students going into special education ... It is unclear which of these two provisions would take priority.

## LB 550 (Lippincott) Require school districts to adopt a policy that excuses students to attend a released time course for religious instruction

- Language amended to make it permissive, not mandatory that boards adopt a policy
- Includes language which needs removed allowing for a civil action against districts.

## LB 682 (Education) ...

- With AM 566, LB 682 is basically the former LB 300 regarding Superintendent contract requirements. Requires Superintendents to file income with the Nebraska Accountability and Disclosure Commission; prohibits contract outside of work as a Superintendent with some exceptions (higher ed teaching, coaching, refereeing, judging, or family farming); attempts to remedy an issue with budget lid authority regarding the leave in LB 440 and LB 645.

# OF BILLS TRACKED

111

BILLS WE TESTIFIED ON

67

BILLS WE SUPPORT

31

BILLS WE OPPOSE

35

NEUTRAL

1

SBMs WHO SAT IN THE CHAIR ON OUR BEHALF!

12!



I'M JUST A BILL ...

- Introduction
- Committee
- General File
- Select File
- Final Reading
- Governor
- Law



SHARE YOUR STORY - BUILD TRUST - ADVOCATE FOR LOCAL CONTROL

# ELECTION INFORMATION FOR THE NASB BOARD

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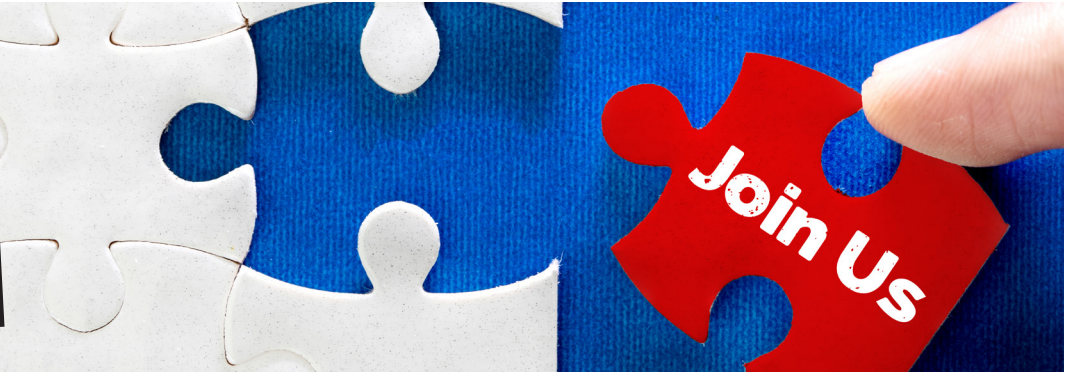
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<https://members.nasbonline.org/board-of-directors>



Board Members,

This year we will have one at-large seat on our Nominating Committee and two at-large seats on our Board of Directors that will need to be filled by the end of our annual Delegate Assembly.

***Please consider nominating yourself or someone on your board for these seats!***

The duties of these seats were attached as PDFs in an email sent to you on May 8. If you are interested in serving, please complete the form(s) and return them to Sallie Horky at [shorky@NASBonline.org](mailto:shorky@NASBonline.org) no later than June 27.

In August, the current NASB Board will review the nominations for the at-large seat on the Nominating Committee and send their choice to the Delegate Assembly for a final vote. That person will serve a 2-year term from November 2025 to November 2027. In September, the current Nominating Committee will review the nominations for the at-large positions for the Board of Directors, sending those names to the Delegate Assembly for a final vote as well. They will also serve a 2-year term from November 2025 to November 2027. (If your district or ESU currently has a board member on our Board of Directors, you will be unable to nominate a board member per our Bylaws, Article IX – Board of Directors, subsection 1e.). If you have any questions about these positions, or the process in general, please let Sallie know!

## NASB CALL FOR LEGISLATIVE PROPOSALS DUE JULY 1

<https://members.nasbonline.org/government-relations/legislative-proposals>

### STRENGTHENING GOVERNANCE THROUGH EVALUATION AND REFLECTION

July 28 - Gering July 29 - Kearney July 30 - Lincoln

Leave with the resources and shared understanding needed to strengthen governance, enhance board-superintendent collaboration, and support long-term student success.

Learn more, and register now! See the full agenda at

<https://members.nasbonline.org/events/nasb-leadership-workshop>



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**Three screening levels**  
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# TEACHER SHORTAGE PLAYBOOK FOR YOUR BOARD

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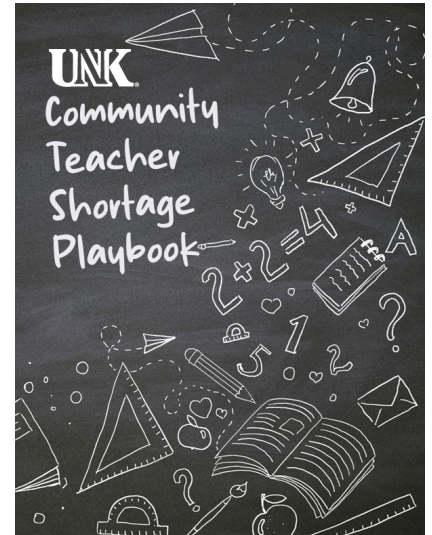
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[https://www.unk.edu/academics/coe/\\_files/teacher-shortage-booklet-web.pdf](https://www.unk.edu/academics/coe/_files/teacher-shortage-booklet-web.pdf)

Last June, the University of Nebraska at Kearney's Nebraska Department of Education Teacher Shortage Grant Committee convened a diverse group of education stakeholders including teachers, parents, administrators, and college professors to address the ongoing teacher shortage in Nebraska.

This collaborative effort focused on exploring strategies and actionable solutions that various stakeholders such as parents, school boards, administrators, service organizations (e.g., churches, Rotary, YMCA), foundations, nonprofits, and business/economic groups, can implement to support and strengthen the education workforce. The goal was to develop a resource that helps communities actively engage in addressing this pressing issue.

As a result of these discussions, the Teacher Shortage Playbook was created. A practical guide designed to assist school districts and community leaders in their efforts to attract, support, and retain educators. Above is a link to download the digital playbook to share with your organization for distribution among administrators, board members, and other key stakeholders.



"The project originated from faculty conversations focused on being proactive and solution-oriented. Our goal was to support district leaders in collaboratively identifying strategies that could benefit all districts," said Dr. Chelsea Feusner, Assistant Professor, Educational Administration with UNK. "The format is intentionally designed as a working document, providing space for brainstorming, the generation of ideas, and robust collaboration among school boards, community leaders, and administrators. Our goal is for the document to be a tool communities can use to continue to discuss and brainstorm ways to support our schools."

"We were fortunate to receive initial funding for the project and print version through the NDE grant. Although the grant has since been cut, a digital version remains available for access and printing. We hope this resource will help spark community conversations around raising awareness and identifying ways to support and address the teacher shortage." Dr. Aprille Phillips, Associate Professor, Educational Administration, UNK.

## NASB Mourns the Passing of 2007 President, Glen Larsen

Glen, pictured front row right, was very involved not only in our Association, but many other aspects of education across Nebraska. Born in Ainsworth, he attended school in Keya Paha and Springview. He began his career as a teacher which took him to Rocksburg, Longpine, and Ashland. He then became a Principal in Deshler where he later became Superintendent at age 30. He later served at Fullerton, Adams Central, Blue Hill, and Wymore Southern. He was selected as the 1992 Nebraska Superintendent of the Year. In total, 45+ years in education, 38 as school superintendent.



From there, he served on various committees and educational organizations like the ESU 9 board, which led him to serve on both the NASB Board of Directors for seven years, including President in 2007, and the NASB Legislation Committee.

Education was a lifelong passion. He impacted an untold number of staff, students, and peer leaders across the state, and instilled the importance of hard work and education in the lives of many.



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Nebraska Council of School Administrators

**NCSA Final Legislative Report**

**109th Legislature, First Session**

Convened, January 8, 2025

Adjournment sine die, June 2, 2025

*Prepared by  
Dr. Michael Dulaney  
NCSA Executive Director  
June 3, 2025*

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**I. Legislation Passed and Signed into Law  
or Became Law without Signature**

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**LB 48**      *Sponsor*      *Committee*      *Priority*      *Subject*  
                  McKinney      Health              McKinney      Establish a Family Resource and Juvenile Assessment Center Pilot Program

*Approved by Governor:*      [June 2nd communication, Governor intends to sign]  
*Passed on Final Reading:*      27-21-1 on May 30, 2025  
*Effective Date:*      September 1, 2025 (Section 13)

DHHS would be required to establish a Family Resource and Juvenile Assessment Center Pilot Program for a period of five years in Omaha, which must operate 24 hours a day, seven days a week. The pilot program would be developed in partnership with local grassroots organizations, community stakeholders, and advisors representing youth and families impacted by the juvenile justice system.

As amended, the bill allows for two centers to receive up to \$500,000 annually from the Medicaid Managed Care Excess Profit Fund. DHHS would require one staff person to oversee the program. The bill limits administrative expenses to \$100,000 annually, which is sufficient to cover the additional staff person.

A “Family Resource and Juvenile Assessment Center” is defined as a facility designed to provide support, assessment, and intervention services for youth and families involved in, or at risk of, entering the juvenile justice system. The goal of the centers is to offer comprehensive, community-

based solutions that address underlying issues contributing to juvenile delinquency, including family dynamics, mental health, substance abuse, and educational challenges.

Each family resource and juvenile assessment center must:

- (1) have a youth advisory council and parent advisory board composed of community members to provide ongoing feedback to ensure services remain relevant, effective, and responsive,
- (2) host regular outreach events, workshops, and open houses in partnership with schools, faith-based groups, and community organizations, to create a bridge for preventive engagement with at-risk youth and their families, and
- (3) employ individuals with established community ties and lived experience to guide youth and families through available services, act as mentors, and assist with follow-up to ensure sustained engagement.

The pilot program must:

- (1) Provide comprehensive support resources to prevent youth from entering or escalating within the juvenile justice system;
- (2) Minimize individual and community harm by addressing issues before they lead to greater involvement with social services, family services, and adult criminal justice systems; and
- (3) Foster community trust and engagement by integrating culturally relevant services delivered by, and for, the communities served.

To receive designation as a center, an applicant must meet the following criteria:

- (1) Offer a range of core services, including parenting support, youth counseling, economic success initiatives, early childhood programs, conflict resolution, mental health services, and substance abuse prevention;
- (2) employ professionals trained in family support principles, cultural competency, trauma-informed care, and the strengthening families framework;
- (3) develop partnerships with local grassroots organizations to provide culturally relevant services, outreach, and trust-building within the community;
- (4) demonstrate a clear, effective organizational framework that supports service delivery, continuous quality improvement, and sustainable operations; and
- (5) implement data collection processes to assess service impact and outcomes for youth and families, ensuring program adjustments based on feedback.

Each center must provide assessments and services free of charge to families and maintain active membership in the National Assessment Center Association.

Each center must integrate culturally relevant and trauma-informed services, including:

- (a) tutoring,
- (b) mentoring from community leaders, including those with lived experience in the justice system,
- (c) conflict resolution and anger management training,
- (d) mental health and wellness services provided by culturally sensitive professionals,
- (e) social skills and job-readiness training,
- (f) financial literacy programs,
- (g) youth and family counseling,
- (h) cognitive behavioral therapy,
- (i) drug and substance abuse prevention and intervention, and
- (j) food and clothing assistance and resource navigation.

<b>LB 84</b>	<i>Sponsor</i> Rountree	<i>Committee</i> Health	<i>Priority</i> None	<i>Subject</i> Adopt the School Psychologist Interstate Licensure Compact
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*Approved by Governor:* April 14, 2025  
*Passed on Final Reading:* 46-0-3 on April 10, 2025  
*Effective Date:* September 3, 2025

LB 84 is the model legislation promoted by the National Center for Interstate Compacts for the School Psychologist Interstate Licensure Compact. Once seven states enact the ICSP model legislation, the compact member states can begin the process of making the Compact operational. Only West Virginia and Colorado had adopted the Compact prior to Nebraska under LB 84.

The purpose of this Compact is to facilitate the interstate practice of School Psychology in educational or school settings, and, in so doing, to improve the availability of School Psychological Services to the public. The Compact is intended to establish a pathway to allow School Psychologists to obtain equivalent licenses to provide School Psychological Services in any Member State. In this way, this Compact would enable the member states to ensure that safe and effective School Psychological Services are available and delivered by appropriately qualified professionals in their educational settings.

The objectives of the Compact are to:

- A. Enable School Psychologists who qualify for receipt of an Equivalent License to practice in other Member States without first satisfying burdensome and duplicative requirements;
- B. Promote the mobility of School Psychologists between and among the Member States in order to address workforce shortages and to ensure that safe and reliable School Psychological Services are available in each Member State;
- C. Enhance the public accessibility of School Psychological Services by increasing the availability of qualified, licensed School Psychologists through the establishment of an efficient and streamlined pathway for Licensees to practice in other Member States;

- D. Preserve and respect the authority of each Member State to protect the health and safety of its residents by ensuring that only qualified, licensed professionals are authorized to provide School Psychological Services within that State;
- E. Require School Psychologists practicing within a Member State to comply with the Scope of Practice laws present in the State where the School Psychological Services are being provided;
- F. Promote cooperation between the Member States in regulating the practice of School Psychology within those States; and
- G. Facilitate the relocation of military members and their spouses who are licensed to provide School Psychological Services.

Under LB 84, “School Psychological Services” means academic, mental, and behavioral health services, including assessment, prevention, consultation and collaboration, intervention, and evaluation provided by a School Psychologist in a school, as outlined in applicable professional standards as determined by Commission Rule.

“School Psychologist” means an individual who has met the requirements to obtain a Home State License that legally conveys the professional title of School Psychologist or its equivalent as determined by the Rules of the Commission.

<b>LB 89</b>	<i>Sponsor</i> Kauth	<i>Committee</i> Government	<i>Priority</i> Kauth	<i>Subject</i> Adopt the Stand With Women Act
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*Approved by Governor:* [June 2nd communication, Governor intends to sign]  
*Passed on Final Reading:* 33-16 on May 28, 2025  
*Effective Date:* September 3, 2025

LB 89 creates the Stand With Women Act. As amended, LB 89 does not include provisions related to school restrooms and locker rooms, nor does the measure pertain to state agencies as it did originally. The measure applies to public and private K-12 schools and postsecondary institutions.

As it relates to K-12 education, LB 89 would essentially mirror those policies already adopted by NSAA and published in the NSAA Constitution and Bylaws.

Interscholastic Athletic Teams

LB 89 provides that a team or sport must be expressly designated as one of the following based on sex:

- (a) Males, men, or boys;
- (b) Females, women, or girls; or
- (c) Coed or mixed.

A team or sport designated for females, women, or girls may not be open to a male student.

A team or sport designated for males, men, or boys may not be open to a female student unless there is no female team offered or available for such sport for the female student.

### Documentation

In order to participate in an interscholastic athletic team or sport, a student must provide to such school confirmation of the student's sex on a document signed by a doctor or signed under the authority of a doctor.

### Coed or Mixed

The measure would not restrict the eligibility of any student to participate in any interscholastic athletic teams or sports designated as coed or mixed.

### Policy Requirement

The governing body of each public and private school must adopt a policy implementing the Stand With Women Act. The policy must include provisions regarding the conduct of visitors and the public.

### Legal Protections

The measure provides that an individual born with a diagnosis of a disorder or difference in sex development would have the relevant legal protections and accommodations afforded under the federal ADA of 1990, as amended.

### Severability Clause

LB 89 includes the severability clause so that if any section or any part of any section is declared invalid or unconstitutional, the declaration would not affect the validity or constitutionality of the remaining portions.

### Definitions

- (a) “Boy” means an adolescent human male;
- (b) “Female” means an individual who naturally has, had, will have, or would have, but for a congenital anomaly or intentional or unintentional disruption, the reproductive system that at some point produces, transports, and utilizes eggs for fertilization. Female includes a woman and a girl;
- (c) “Girl” means an adolescent human female;
- (d) “Male” means an individual who naturally has, had, will have, or would have, but for a congenital anomaly or intentional or unintentional disruption, the reproductive system that at some point produces, transports, and utilizes sperm for fertilization. Male includes a man and a boy;
- (e) “Man” means an adult human male; and
- (f) “Woman” means an adult human female.

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<b>LB 123</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Sanders	Government	None	Change provisions relating to withholding money due to noncompliance with budget limits and annual audits for political subdivisions

*Approved by Governor:* March 25, 2025  
*Passed on Final Reading:* 45-0-4 on March 20, 2025  
*Effective Date:* September 3, 2025

LB 123 relates to noncompliance with budget limitations and duties of the Auditor of Public Accounts and State Treasurer.

Under LB 123, political subdivisions that are non-compliant would “continue to forfeit state aid until the governmental unit reaches compliance...” All state aid that is forfeited would remain forfeited and be redistributed in the non-compliant governmental unit’s county or, if there is no eligible recipient, be returned to the Highway Allocation Fund. If the governmental unit remains non-compliant within 12 months after the original delinquency order is given, that governmental unit would be ineligible for future distributions of state aid.

Upon becoming compliant, the governmental unit would be eligible for future distributions of state aid.

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<b>LB 126</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Holdcroft	Government	None	Change provisions relating to redemption of bonds of political subdivisions

*Approved by Governor:* February 25, 2025  
*Passed on Final Reading:* 48-0-1 on February 21, 2025  
*Effective Date:* September 3, 2025

LB 126 proposes changes to a single section of statute relating to bonding by political subdivisions. The current statute provides that such bonds must be redeemable “at any time on or after five years from the date of issuance.” LB 126 provides an exception to that rule for county bonds “sold to an underwriting firm pursuant to a competitive sale.”

The measure would also modify the standard procedure for calling and prepayments. Currently, where there is no specified special procedure, the governing body is required to issue a resolution to that effect. LB 126 would make that authority permissive instead of compulsory, and would also provide authority for either resolutions or ordinances for this purpose.

<b>LB 140</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Sanders	Education	None	Require school policies relating to use of electronic communication devices by students

*Approved by Governor:* May 20, 2025  
*Passed on Final Reading:* 48-1-0 with E-clause on May 14, 2025  
*Effective Date:* May 21, 2025

LB 140 was introduced at the request of the Governor.

### School District Policy

LB 140 requires that, prior to the 2025-26 school year, each school board of a public school district must adopt a policy that establishes rules and standards concerning the use of “electronic communication devices” by students while on school property or attending a school instructional function.

The development of the policy must include stakeholder participation to ensure that such policies are responsive to the unique needs and desires of students, parents, and educators in each community. The policy:

- (a) Must prohibit the use of an electronic communication device by students while on school property or attending a school instructional function; and
- (b) May include student discipline and enforcement mechanisms that limit access to electronic communication devices by students only if the school board adopts the policy as part of the rules and standards adopted in accordance with the requirements of the Nebraska Student Discipline Act (§ 79-262).

A policy adopted may not prohibit a student from using an electronic communication device while on school property or attending a school instructional function under any of the following circumstances:

- (a) When required by a student's IEP developed under the Special Education Act and any rules and regulations adopted or promulgated pursuant to the act or a plan developed under section 504 of the federal Rehabilitation Act of 1973, 29 U.S.C. 794;
- (b) When authorized by the school district for educational purposes during instructional time;
- (c) In the case of an emergency or perceived threat of danger;
- (d) When necessary to monitor or manage a student's health care; or
- (e) When determined appropriate by the school board or otherwise allowed by an appropriate school employee.

## Prohibited Actions

Nothing in LB 140 may be interpreted to authorize monitoring, collecting, or otherwise accessing any information on an electronic communication device not owned by or provided for academic use by the school district.

## Definitions

“Electronic communication device” is defined as any device that transmits by electronic means any writing, sound, visual image, or data of any nature to another electronic communication device. Electronic communication device includes a cell phone.

“Cell phone” is defined as a mobile or cellular telephone.

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<b>LB 143</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Rountree	Education	None	Change provisions relating to student enrollment

*Approved by Governor:* April 7, 2025  
*Passed on Final Reading:* 47-0-2 on April 2, 2025  
*Effective Date:* September 3, 2025

Under existing law (§ 79-215), in order to carry out the provisions of the Interstate Compact on Educational Opportunity for Military Children, a school board must permit children of military families to enroll “preliminarily” in a school district if a parent presents evidence of military orders that the military family will be stationed in this state during the current or following school year.

LB 143 provides that the preliminary enrollment and any advanced enrollment policies related to a child of a military family must also apply if the child has an individualized family service plan, has an IEP, or receives special education.

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<b>LB 150</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Bosn	Judiciary	Judiciary Com.	Omnibus Criminal Code measure

*Approved by Governor:* [June 2nd communication, Governor intends to sign]  
*Passed on Final Reading:* 43-5-1 with E clause on May 30, 2025  
*Effective Date:* Section 26 becomes operative September 3, 2025

LB 150 was advanced from committee as a lengthy omnibus criminal justice measure, which contained technical and substantive revisions to a series of criminal laws and added new sections of law.

As passed and signed into law, LB 150 included modified provisions from LB 329 (von Gillern) relating to sexual abuse by a school employee. In his statement of intent, Senator von Gillern explains that his bill, “[E]xpands the criminal offense of sexual abuse by a school employee to include individuals of at least nineteen years of age who work in a school environment without being employed directly by such school.”

Accordingly, section 26 modifies section 28-316.01 in the Criminal Code regarding the following definitions:

- “School” means a public, private, denominational, or parochial school approved or accredited by the State Department of Education;
- “School contract worker” means a person nineteen years of age or older who, as part of such person's employment, is assigned to work at a school and works in proximity to students of such school, but who is not employed by such school;
- “School employee” means a person nineteen years of age or older who is employed by a school; and
- “School worker” means a school contract worker or a school employee.

<b>LB 192</b>	<i>Sponsor</i> Quick	<i>Committee</i> Health	<i>Priority</i> Cavanaugh, J.	<i>Subject</i> Eliminate a sunset date under the Supplemental Nutrition Assistance Program
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*Approved by Governor:* [June 2nd communication, Governor intends to sign]  
*Passed on Final Reading:* 41-8 on May 28, 2025  
*Effective Date:* September 3, 2025

LB 192 changes provisions for the Supplemental Nutrition Assistance Program (SNAP). The measure extends the SNAP gross income eligibility threshold of 165% of the federal poverty level (FPL) indefinitely. Currently, the gross income threshold is set to revert to 130% FPL on October 1, 2025. The net income eligibility threshold is 100% FPL. Gross is the total amount before deductions, while net is the amount after deductions. Only qualifying individuals whose income after deductions is under 100% FPL receive SNAP benefits. DHHS estimates over 4,000 families who would otherwise fail to qualify for SNAP benefits due to their gross income may remain on SNAP under the provisions of the measure.

SNAP benefits, aid received by individuals and spent on qualifying purchases at SNAP retailers, are 100% federally funded. SNAP administrative costs are split 50/50 between the state and federal partner, Food and Nutrition Services, a subagency of the U.S. Department of Agriculture (USDA). DHHS indicates potential administrative savings, a decreased need for staff, which would be initiated through the budget process if the current sunset is realized.

<b>LB 197</b>	<i>Sponsor</i> Storm	<i>Committee</i> Business and Labor	<i>Priority</i> None	<i>Subject</i> Change provisions relating to disqualification for benefits, claim determinations, and claim redeterminations under the Employment Security Law
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*Approved by Governor:* March 11, 2025  
*Passed on Final Reading:* 47-0-2 on March 6, 2025  
*Effective Date:* September 3, 2025

The Employment Security Law was created to protect the rights of employers and employees. The law was designed to define employment and what constituted unfair labor practices. The law also defines who is eligible for unemployment insurance benefits and what those benefits entail.

LB 197 allows the Nebraska Department of Labor to adjudicate claims for unemployment insurance benefits through other means than by a claim adjudicator. LB 197 also allows the Nebraska Department of Labor to reconsider a determination of benefits if an audit conducted as part of the benefit accuracy measurement program finds an error in the original determination of benefits.

<b>LB 241</b>	<i>Sponsor</i> Hallstrom	<i>Committee</i> Banking	<i>Priority</i> None	<i>Subject</i> Provide immunity from liability for cybersecurity events
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*Approved by Governor:* March 17, 2025  
*Passed on Final Reading:* 36-10-3 on March 13, 2025  
*Effective Date:* September 3, 2025

LB 241 seeks to establish liability protections for private entities in the event of a cybersecurity breach. Specifically, it aims to limit liability for private entities facing class action lawsuits stemming from cybersecurity events unless the breach was caused by willful, wanton, or gross negligence.

Definitions

- (a) “Cybersecurity event” means an event resulting in unauthorized access to, or disruption or misuse of, an information system or nonpublic information stored on an information system;
- (b) “Information system” means:
  - (1) A discrete set of electronic information resources organized for the collection, processing, maintenance, use, sharing, dissemination, or disposition of electronic nonpublic information; or

- (2) A specialized system, including an industrial or process control system, a telephone switching and private branch exchange system, and an environmental control system;
- (c) “Nonpublic information” means information that is not publicly available and concerns a person that, because of a name, number, personal mark, or other identifier, can be used to identify such person, in combination with the following:
  - (1) A social security number;
  - (2) A driver's license number or state identification card number;
  - (3) A financial account number or credit or debit card number;
  - (4) A security code, access code, or password that would permit access to such person's financial accounts; or
  - (5) Any biometric record;
- (d) “Private entity” means a corporation, religious or charitable organization, association, partnership, limited liability company, limited liability partnership, or other private business entity, whether organized for-profit or not-for-profit; and
- (e) “Publicly available information” means information that is lawfully made available through federal, state, or local government records or information that a private entity has a reasonable basis to believe is lawfully made available to the general public.

<b>LB 245</b>	<i>Sponsor</i> Decay	<i>Committee</i> Agriculture	<i>Priority</i> Agriculture	<i>Subject</i> Change provisions of the Nebraska Pure Food Act and the Weights and Measures Act
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*Approved by Governor:* April 29, 2025  
*Passed on Final Reading:* 38-7-4 with E clause on April 25, 2025  
*Effective Date:* April 30, 2025

LB 245 amends the Nebraska Pure Food Act to incorporate the 2022 recommendations of the Food Code, a publication of the federal Food and Drug Administration, which sets forth model regulations for sanitation, storage, preparation, serving, and presentation of foods to mitigate risks of foodborne illness from foods sold or served by commercial food establishments. Previously, Nebraska incorporated the 2017 edition of the Food Code. LB 245 also revises the schedule of license and inspection fees with the intent to fully cash fund the Department of Agriculture's licensure and inspection program under the Act.

Section 8 of LB 245 amends section 81-2,270 of the Nebraska Pure Food Act as it relates to food establishments, food processing plants, permits, and fees. Currently, this section of law exempts (i) educational institutions, (ii) health care facilities, (iii) nursing homes, and (iv) governmental organizations operating any type of food establishment, other than mobile food units or pushcarts, from the fee requirements. LB 245 maintains this fee exemption.

However, the measure prescribes that if any entity noted above utilizes an outside food service provider, the outside food service provider must pay any applicable fees regardless of whether the entity noted above is listed as the owner on the permit.

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<b>LB 261</b>	<i>Sponsor</i> Spkr Arch	<i>Committee</i> Appropriations	<i>Priority</i> None	<i>Subject</i> Appropriate funds for the expenses of Nebraska State Government for the biennium ending June 30, 2027, and appropriate Federal Funds allocated to the State of Nebraska pursuant to the federal American Rescue Plan Act of 2021
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*Becomes Law without Signature:* May 21, 2025  
*Passed on Final Reading:* 37-11-1 with E-clause on May 15, 2025  
*Effective Date:* May 22, 2025

LB 261 represents the mainline budget bill as initially submitted by the Governor and modified by the Appropriations Committee and further amended on the floor of the Legislature. The total biennium budget from July 2025 to June 2027 is \$11.1 billion.

*Notes:* The Education Future Fund was appropriated \$242 million on or after July 1, 2026.

Aid to community colleges includes \$111,054,477 for each FY2025-26 and FY2026-27 and, by virtue of LB 173 (Prokop), the dual enrollment appropriation was increased to \$8,062,234 for each FY2025-26 and FY2026-27.

	FY2025-26	FY2026-27
TEEOSA.....	\$1,036,453,304.....	\$1,024,467,449
Foundation Aid <sup>1</sup> .....	\$112,977,519.....	\$113,571,200
Special Education Reimbursement <sup>2</sup> .....	\$527,115,254.....	\$545,564,287
Textbook Loan Program.....	\$1,465,500.....	\$1,465,500
ESU Core Service.....	\$9,632,419.....	\$9,632,419
ESU Technology Infrastructure.....	\$3,170,927.....	\$3,170,927
ESU Distance Education.....	\$281,654.....	\$281,654
ESU regional coaches/job-embedded training.....	\$1,851,467.....	\$1,851,467
School Breakfast Program.....	\$617,898.....	\$617,898
School Lunch Program.....	\$392,032.....	\$392,032
Summer Food Service.....	\$90,000.....	\$90,000
Adult Basic Education Programs.....	\$214,664.....	\$214,664
Aid for High School Equivalency Programs.....	\$750,000.....	\$750,000
Early Childhood Education Projects.....	\$3,619,357.....	\$3,619,357
Early Childhood Education Grant Program <sup>3</sup> .....	\$7,500,000.....	\$7,500,000
Scholarships for Early Childhood Education Providers.....	\$100,000.....	\$100,000
Nurturing Healthy Behaviors program.....	\$400,000.....	\$400,000
Learning Community Aid.....	\$470,000.....	\$470,000
Learners with High Ability.....	\$2,342,962.....	\$2,342,962

	FY2025-26	FY2026-27
Career and Technical Education <sup>4</sup> .....	\$4,809,040.....	\$4,809,040
Nebraska Teacher Apprenticeship Program.....	\$1,000,000.....	\$1,000,000
Extraordinary Increase in SPED Expenditures Act.....	\$2,500,000.....	\$2,500,000
Nebraska Teacher Recruitment and Retention Act.....	\$5,000,000.....	\$5,000,000
Student Loan Forgiveness .....	\$5,000,000.....	\$5,000,000
Statewide Assessment and Reporting.....	\$7,149,939.....	\$7,149,939

<sup>1</sup> To provide 24% to public school districts under TEEOSA.

<sup>2</sup> Total from General Funds and Cash Funds.

<sup>3</sup> The Legislature provided intent language that a maximum of 5% of General Funds appropriated each fiscal year for the Early Childhood Education Grant Program for at-risk children from birth to age three may be used for evaluation and technical assistance.

<sup>4</sup> To be distributed between secondary and postsecondary schools according to the formula used for federal Perkins funds as such formula existed on January 1, 2025. Each school district will receive no less than \$7,500 for each fiscal year.

<b>LB 264</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Spkr Arch	Appropriations	None	Provide, change, and eliminate transfers from the Cash Reserve Fund and various other funds and change, terminate, and eliminate various statutory programs

*Becomes Law without Signature:* May 21, 2025

*Passed on Final Reading:* 35-13-1 with E-clause on May 15, 2025

*Effective Date:* May 22, 2025

LB 264 provides for fund transfers, changes provisions governing the administration and the use of funds, and repeals previous expansions to aid and incentive programs.

On May 7th, during Select File debate, Senator Hughes offered an amendment (AM1298) to LB 264, which was adopted on a 34-0 vote after a lengthy debate. The amendment modifies sections 79-1142 and 79-1145 of the Special Education Act (sections 167-168 of LB 264).

The amendment corrects the intent with regard to the 80% special education cost reimbursement established under LB 583 (2023).

As described by Bryce Wilson (NDE):

The language in AM1298 to LB 264 is to make a technical correction to the language originally included in LB 583 (2023) that increased the special education reimbursement to 80%. The original language in LB 583 created an issue as the amount originally submitted in the final financial reports includes some unallowable expenditures that can't be reimbursed which resulted in an audit finding for NDE, and the original language could cause maintenance of fiscal support issues with the federal government in future years. This

proposed language change would require the full amount appropriated to be paid out but would change the language of the appropriation to be 80% of the original submission of expenditures on the final financial report minus the (eighty percent) three-year average of unallowable expenditures or what is required to meet maintenance of fiscal support whichever is greater.

This change should allow us to clear an audit finding and provide reimbursement to schools of approximately 80% of the school-age special education expenditures submitted on the AFR as was originally intended in LB 583.

Education Future Fund

Section 153 of LB 264 amends section 72-232.02 to direct investment earnings from the Board of Educational Lands and Funds cash fund to the Education Future Fund beginning July 1, 2025. In fact, a number of sections within LB 264 provide for transfer of funds to the Education Future Fund going forward. This may be a sign that the Legislature anticipates funding issues for the Education Future Fund in the coming years.

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<b>LB 295</b>	<i>Sponsor</i> Retirement Committee	<i>Committee</i> Retirement	<i>Priority</i> Retirement Committee	<i>Subject</i> Change provisions relating to the County, Judges, State Patrol, School Employees, Class V Plans, and the Public Employees Retirement Board
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*Approved by Governor:* April 30, 2025  
*Passed on Final Reading:* 46-0-3 with E-clause on April 25, 2025  
*Effective Date:* May 1, 2025

LB 295 makes technical and substantive changes to all five state-sponsored retirement plans (School Employees, Judges, State Patrol, State Employees, and County), but it also includes provisions related to the Class V (OPS) Plan.

As it relates to the School Employees Plan, the following changes are proposed.

Application Deadline

LB 295 extends the retirement application deadline under the School Employees Retirement Act from 120 days prior to the effective date of the member's initial benefit to 270 days prior to the effective date of the member's initial benefit.

Definition of Compensation

Currently, “compensation” is defined as gross wages or salaries payable to the member for personal services performed during the plan year and includes:

- (i) overtime pay,

- (ii) member retirement contributions,
- (iii) retroactive salary payments paid pursuant to court order, arbitration, or litigation and grievance settlements, and
- (iv) amounts contributed by the member to plans under sections 125, 403(b), and 457 of the IRS Code or any other section of the code which defers or excludes such amounts from income.

LB 295 would add a fifth item, which is leave of absence pay.

#### Regular Employee

The current definition of “regular employee” is an employee hired by a public school or under contract in a regular full-time or part-time position who works a full-time or part-time schedule on an ongoing basis for 20 or more hours per week. An employee hired to provide service for less than 20 hours per week but who provides service for an average of 20 or more per week in each calendar month of any three calendar months of a plan year must, beginning with the next full payroll period, commence contributions and would be deemed a regular employee for all future employment with the same employer.

LB 295 specifies that the 20-hour-per-week threshold would be calculated by dividing the total number of hours of service provided for the same employer in a calendar month by the total number of calendar days in the month and multiplying such number by seven.

#### Repayment of Benefit

Currently, if the Public Employees Retirement Board (PERB) determines that termination of employment has not occurred and a retirement benefit has been paid to a member of the Plan, the member must repay the benefit to the retirement system.

LB 295 stipulates that the PERB may determine that all or any portion of such benefit was the result of an inadvertent benefit overpayment and repayment of the benefit would create a significant hardship.

#### Lawfully Present Employees

Currently, no school employee would be authorized to participate in the Plan unless the employee is a U.S. citizen or is lawfully present in the U.S.

The law requires the employing public school and the school employee to maintain at least one of the documents listed below, which must be unexpired. LB 295 provides that the document is still valid if it has an expiration date that has been extended by the U.S. Department of Homeland Security or the U.S. Citizenship and Immigration Services.

Currently, the permitted documents, include:

- (a) A state-issued driver's license;
- (b) A state-issued identification card;
- (c) A certified copy of a birth certificate or delayed birth certificate issued in any state, territory, or possession of the U.S.;

- (d) A Consular Report of Birth Abroad issued by the U.S. Department of State;
- (e) A U.S. passport;
- (f) A foreign passport with a U.S. visa;
- (g) A U.S. Certificate of Naturalization;
- (h) A U.S. Certificate of Citizenship;
- (i) A tribal certificate of Native American blood or similar document;
- (j) A U.S. Citizenship and Immigration Services Employment Authorization Document, Form I-766;
- (k) A U.S. Citizenship and Immigration Services Permanent Resident Card, Form I-551; or
- (l) Any other document issued by the U.S. Department of Homeland Security or the U.S. Citizenship and Immigration Services granting employment authorization in the U.S. and approved by the retirement board.

LB 295 would add an additional permitted document type: A state-issued motor vehicle learner's permit.

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<b>LB 296</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Arch	Education	None	Require NDE to create a centralized education records system and employ registrars relating to students under the jurisdiction of the juvenile court and change provisions relating to graduation requirements

*Approved by Governor:* March 11, 2025  
*Passed on Final Reading:* 48-0-1 on March 6, 2025  
*Effective Date:* September 3, 2025

*Background:* LB 705 (2023) required NDE, DHHS, the Office of Probation Administration, and the State Court Administrator to enter into a memorandum of understanding for the sharing of data relevant to students who are under the jurisdiction of the juvenile court. The purpose of the sharing of data is to provide systems-wide coordination to improve educational opportunities and outcomes and to facilitate service coordination for such students.

The memorandum would include the intent for NDE to contract with an outside consultant with expertise in the education of court-involved students to assist in the development of the policies and procedures.

In accordance with this directive, NDE contracted with Bellwether, which is a national nonprofit organization.

The “Bellwether Report,” entitled, “Data Sharing for Youth Under the Jurisdiction of the Juvenile Court,” was issued in September 2024. The executive summary of the report states that:

In Nebraska, students under the jurisdiction of the juvenile court are educated in diverse settings such as public schools, interim-program schools, special purpose schools, and non-public schools. Historically, these students have underperformed academically compared to their non-juvenile-court-involved peers and are disproportionately students of color, students with disabilities, and students from low-income families.

A key condition for positive educational outcomes for youth under the jurisdiction of the juvenile court is the efficient transfer of education records between placements. Currently, Nebraska faces significant challenges in this area, as identified through extensive interviews, focus groups, and stakeholder meetings. The obstacles to effective data sharing include delays, mistrust, lack of system integration, reliance on low-tech solutions, privacy concerns, and inadequate knowledge. These inefficiencies contribute to negative outcomes for youth, causing them to miss crucial instructional time or be subjected to redundant coursework. This often results in disengagement, frustration, and drop-out.

To address these issues, Bellwether, in collaboration with a team of state leaders, has developed a comprehensive set of recommendations that propose establishing a centralized records service under the Nebraska Department of Education (NDE). This system aims to centralize education data collection and distribution using highly trained registrars to ensure data accuracy, resolve discrepancies, and create comprehensive student records. This centralized service would streamline the data-sharing process and ensure compliance with privacy regulations. Beyond the centralization of records, the recommendations also advocate for improvements in governance design to enhance efficiency, consistency, and accountability. Additionally, the introduction of a statewide basic high school diploma aims to increase graduation rates for youth under the jurisdiction of the juvenile court.

If enacted comprehensively, these reforms will make Nebraska a national model for education data sharing that will positively impact the educational experiences and outcomes of youth under the jurisdiction of the juvenile court, providing them with a more cohesive educational experience.

LB 296 would implement the suggestions contained within the Bellwether Report along with the original directives contained within LB 705 (2023).

### Centralized Education Records System

By July 1, 2026, NDE must maintain a centralized education records system for students under the jurisdiction of a juvenile court. The system must allow for the immediate transfer of education records as appropriate. Each approved or accredited school must share education records with the department for inclusion in the centralized education records system *immediately upon request* for any student under the jurisdiction of a juvenile court.

The Commissioner of Education is directed to employ registrars who would be responsible for ensuring the education records of students under the jurisdiction of a juvenile court are maintained in an accurate and timely manner in the centralized education records system.

Registrars would also analyze the education records of high school students under the jurisdiction of a juvenile court to determine if additional credit hours should be awarded by the Commissioner of Education for academic work that has been completed by the students.

The Commissioner of Education must, either upon request or in response to an analysis conducted by a registrar, award credit hours pursuant to rules adopted by the State Board to any high school student who is or was under the jurisdiction of a juvenile court and has evidence of the completion of academic work that would generally be required for the credit hours. Any credit hours awarded by the commissioner must be recognized by any approved or accredited school and must count toward meeting any graduation requirements related to the subject area of the credit hours.

The cost of the centralized education records system and registrars would be paid from the State Department of Education Improvement Grant Fund.

### **Diploma**

Current law (§ 79-729) requires that each high school student must complete a minimum of 200 high school credit hours prior to graduation. At least 80% of the minimum credit hours must be core curriculum courses prescribed by the State Board.

LB 296 provides that, beginning with the 2026-27 school year, for a student who meets the above requirement and who was at any point during high school under the jurisdiction of a juvenile court and residing in an out-of-home placement under such jurisdiction:

- (i) A public high school must, upon request, allow such student to graduate with a high school diploma from such school without any additional requirements if the student was enrolled at any point in such high school; or
- (ii) If such student does not graduate from an approved or accredited high school, the Commissioner of Education must, upon request, award a state high school diploma.

The bill provides that no student, parent, or guardian may make any request that would result in a student receiving more than one high school diploma.

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<b>LB 297</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Ibach	Business and Labor	None	Change provisions relating to the combined tax rate under the Employment Security Law

*Approved by Governor:* March 25, 2025  
*Passed on Final Reading:* 45-0-4 with E clause on March 20, 2025  
*Effective Date:* March 26, 2025

*Background:* LB 297 was brought by Senator Ibach on behalf of the Department of Labor with the goal of reducing Nebraska's unemployment combined tax. This tax is paid by employers, and funds the payment of unemployment benefits. Most of the combined tax collected goes directly to the Unemployment Insurance Trust Fund (UI). The UI Trust Fund can only be used for the payment of unemployment benefits, and Nebraska has one of the healthiest UI trust funds in the country.

The current balance of the UI trust fund far exceeds the amount necessary to fund the payments of benefits during a recession, or even a pandemic. The current balance of the trust fund is approximately \$544 million, whereas the Nebraska Department of Labor paid out approximately \$95 million in UI benefits in 2024.

LB 297 adjusts the combined tax rate calculation used to set tax rates for unemployment insurance taxes to immediately lower the 2025 tax rate, and reduce the calculation for planned collection of

the UI combined tax for future years, with the goal of reducing the overall UI Trust Fund balance to a more reasonable reserve.

Additionally, LB 297 grants the Commissioner of Labor the authority to make informed decisions to lower the UI tax rate for employers. LB 297 lessens the tax burden on employers while still maintaining a sufficient unemployment trust fund balance to pay unemployment benefits.

*Summary of Changes:* In tax year 2025 only, the category twelve rate will be 0.48. Also, the Commissioner of Labor may adjust the yield factor to a lower scheduled yield factor if the state's reserve ratio is .7% or greater rather than the current 1% or greater.

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<b>LB 298</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Arch	Executive Board	Arch	Provide for the Division of Legislative Oversight, the Legislative Oversight Committee and change provisions relating to the Public Counsel

*Approved by Governor:* [June 2nd communication, Governor intends to sign]  
*Passed on Final Reading:* 46-2-1 with the E clause on May 30, 2025  
*Effective Date:* [One day after Governor signs into law]

LB 298 is a lengthy measure that addresses legislative oversight. The legislation creates the Division of Legislative Oversight within the Legislative Council as well as the Legislative Oversight Committee, a special committee that replaces the current Performance Audit Committee, to oversee the new division.

The director of the new division will be appointed by the Legislature and require a two-thirds vote for appointment and for removal. The director will serve a 6-year term. The director would then appoint an Inspector General for a 5-year term.

The current offices of the Legislative Audit Office, the Office of Inspector General of Nebraska Child Welfare, and the Office of Inspector General of the Nebraska Correctional System would be moved to the Division of Legislative Oversight.

#### Division of Legislative Oversight

The Division of Legislative Oversight is created within the Legislative Council. The division would be responsible for conducting assessments, investigations, audits, inspections, and other reviews of Nebraska state government to ensure the Legislature is able to carry out its responsibilities to secure needed information to legislate and appropriate.

#### Division Director

The Director of Legislative Oversight would:

- (a) Develop key performance indicators, with the approval of the Legislative Oversight Committee, for both short-term and long-term legislative oversight of state agencies and programs;
- (b) Make recommendations to the Legislative Oversight Committee and the Executive Board of the Legislative Council regarding the duties, responsibilities, and activities of the division and division staff;
- (c) Ensure that all assessments, investigations, audits, inspections, and other reviews are conducted by the division without regard to special or partisan interest and in accordance with relevant standards or guidelines; and
- (d) Carry out the director's duties under the Legislative Performance Audit Act, the Office of Inspector General of Nebraska Child Welfare Act, and the Office of Inspector General of the Nebraska Correctional System Act.

### Legislative Oversight Committee

The Legislative Oversight Committee is created as a special legislative committee to exercise the authority and perform the duties provided for in the:

- (a) Legislative Performance Audit Act,
- (b) the Office of Inspector General of Nebraska Child Welfare Act, and
- (c) the Office of Inspector General of the Nebraska Correctional System Act.

The committee would be composed of nine members of the Legislature, including:

- (a) Speaker of the Legislature,
- (b) chairperson of the Executive Board,
- (c) chairperson of the Appropriations Committee,
- (d) chairperson of the Judiciary Committee,
- (e) chairperson of the Health and Human Services Committee, and
- (f) four other members of the Legislature chosen by the Executive Board.

The chairperson and vice-chairperson of the Legislative Oversight Committee would be elected by a majority vote of the committee.

For purposes of tax incentive performance audits, the committee must also include as nonvoting members the chairperson of the Revenue Committee or his/her designee and one other member of the Revenue Committee, as selected by the Revenue Committee.

The Legislative Oversight Committee would oversee all aspects of the Division of Legislative Oversight without regard to special or partisan interests and in accordance with relevant standards and guidelines.

### Legislative Audit Office

The Legislative Audit Office is created within the Division of Legislative Oversight. The office would conduct performance audits. The Legislative Auditor would be appointed by the Director

of Legislative Oversight with approval from the chairperson of the Executive Board and the chairperson of the Legislative Oversight Committee.

The Legislative Auditor must employ the staff as deems necessary to carry out the duties of the office within the amount available by appropriation through the Division of Legislative Oversight for the Legislative Audit Office.

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<b>LB 303</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Hughes	Education	Hughes	Create the School Financing Review Commission

*Approved by Governor:* [June 2nd communication, Governor intends to sign]  
*Passed on Final Reading:* 48-0-1 with E clause on May 30, 2025  
*Effective Date:* [One day after Governor signs into law]

LB 303 was originally introduced at the request of the Governor and provided for comprehensive school finance modifications. It also called for the creation of a “School Finance Reform Commission.”

As passed and signed into law, the measure no longer incorporated modifications to the existing school finance system. However, it did call for the creation of the “School Financing Review Commission.”

#### Composition of Commission

The commission would consist of 18 members, including:

- (a) The Commissioner of Education or designee;
- (b) The Property Tax Administrator or designee;
- (c) One representative of the Governor appointed by the Governor;
- (d) Three members of the Legislature, who will be nonvoting members of the commission, including (1) the Chairperson of the Education Committee or designee, (2) the Chairperson of the Revenue Committee or designee, and (3) one member appointed by the Executive Board in January of each odd-numbered year for a two-year term, except that the initial member will be appointed within 30 days after the effective date of LB 303 and will serve until a successor is appointed in January 2027. No more than two members may be affiliated with the same political party;
- (e) One member who is a representative of postsecondary education with expertise in school finance;
- (f) Four members who are superintendents or school board members representing a Class I, II, or III school district. At least one member is appointed representing each class of school district. No more than two members may represent the same class of school district, no

more than three members may be superintendents, and no more than three members may be school board members;

- (g) One member that is a representative of a Class IV school district and one member that is a representative of a Class V school district. One member appointed must be a school board member of the school district being represented and the other member must be a school administrator in the other school district being represented; and
- (h) Five members appointed from the state at large, which must include (i) at least one individual having experience in business, (ii) at least one individual having experience in farming, (iii) at least one individual teaching as a certified teacher in a public school, and (iv) two other individuals. These members may be retired.

The members outlined in (a) through (c) would serve as ex officio members of the commission.

The members outlined in (e) through (h) would be appointed by the Governor within 30 days after the effective date of the legislation. Initial appointees would serve terms as described below. Thereafter, members would serve terms of three years, and any vacancy would be filled by the Governor for the remainder of the vacated term. For purposes of determining term length and expiration of terms, the initial terms for members would begin 30 days after the effective date of the legislation.

The Governor must, upon appointment, designate the initial term for the members appointed except the initial terms for members described in (e) through (h) would be as follows:

- (1) The member appointed under (e), one member described in (g), and one member described in (h) would serve a three-year term;
- (2) Two members described in (f), one member described in (g), and one member described in (h) would serve an initial term of two years; and
- (3) Two members described in (f) and three members described in (h) would serve an initial term of one year.

If at any point a member no longer meets the qualification for such member's position on the commission, the member must vacate membership on the commission. Any vacancy in the commission would be filled in the same manner and same qualification as the original appointment.

#### Purpose of Commission

The purpose of the School Financing Review Commission is to study and provide advisory recommendations relating to school funding in Nebraska. The commission must:

- (a) Evaluate the school funding formula for education under the Tax Equity and Educational Opportunities Support Act (TEEOSA) and make recommendations for adjustments or changes to such formula that may be necessary to help prevent the increase of property taxes;
- (b) Regularly review the resources side of the formula under TEEOSA;

- (c) Regularly review the needs side of the formula under TEEOSA;
- (d) Analyze options for how to minimize the negative impact on schools during times when the state may be unable to fully fund the formula under TEEOSA;
- (e) Analyze the impact of funding for education on student achievement and outcomes, focusing on, but not limited to:
  - Access to early childhood education;
  - student attendance;
  - literacy;
  - graduation rate;
  - college-going rate; and
  - postsecondary workforce participation.
- (f) Analyze the impact of funding for education on issues and resources impacting students with relatively high needs, including:
  - students who live in areas of high concentrations of poverty,
  - students with an individualized education program, and
  - students with limited English proficiency.

The commission, to the extent it is practical, must compare findings to similar policies from other states.

### Report

By December 1, 2025, and by November 1 of each year thereafter, the commission must prepare and deliver to the Clerk of the Legislature an annual report with its observations and recommendations.

### Other Provisions Related to the Commission

- The Commissioner of Education or designee would serve as the chairperson of the commission, and the commission must elect a vice-chairperson from among its members.
- The commission would meet at least four times a year and at least once per calendar quarter.
- NDE may provide staff to assist the commission as needed and requested by the chairperson of the commission in accordance with guidelines developed by the commission. The commission may also obtain assistance from NDE, the Department of Revenue, and the Legislative Fiscal Office in acquiring the data needed to carry out its duties.
- The commission would be housed within NDE.

## Spending Lid Exception

Prior to passage, Senator Ballard successfully amended LB 303 to include a change to an existing spending lid exception (§ 79-1028.01). The current lid exception, relating to employer contributions for the School Employees Retirement Plan, provides that a school district may exceed its budget authority by a specific dollar amount for expenditures to pay for employer contributions above 7.35%. The current employer rate is 9.88%. On July 1, 2025, the employer rate will be 8.08%.

The Ballard amendment creates a new subsection to this lid exception providing that, for school fiscal years 2025-26 and 2026-27, the lid exception would permit the amount of expenditures for school fiscal year 2024-25 to be carried over and included in the budget authority for school fiscal years 2025-26 and 2026-27.

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<b>LB 306</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Education Com.	Education	Education Com.	Change provisions relating to admission to elementary and secondary schools, and require a database of financial information regarding school districts and reporting regarding funding from foreign adversarial sources

*Approved by Governor:* [June 2nd communication, Governor intends to sign]  
*Passed on Final Reading:* X with E clause on June 2, 2025  
*Effective Date:* [One day after Governor signs into law]

## Participation in Extracurricular Activities

(Sections 1 and 2 of LB 306)

*Background:* The provisions in sections 1 and 2 derive from LB 497 (Murman), which was never advanced from committee but was nevertheless successfully merged into LB 306. LB 497 was supported by the Nebraska Christian Home Educators Association and the Lincoln Home School Orchestras, among others.

LB 306 amends section 79-215 to provide that a school board must admit a student upon request without charge for part-time enrollment for purposes of participating in extracurricular activities if:

- (a) the student is also enrolled in a private school or in a home school and
- (b) either –
  - (i) the school district where the student or the student's parent resides does not offer the extracurricular activity in which the student desires to participate and the school district that the student is requesting to attend is the closest school district to the residence of the student or the student's parent that offers such extracurricular activity or

- (ii) the school district where the student or the student's parent resides does offer the extracurricular activity in which the student desires to participate but the school district the student is requesting to attend includes the closest school to the residence of the student or the student's parent that offers such extracurricular activity.

**Policy Update:** LB 306 also amends section 79-2,136 relating to part-time enrollment and extracurricular activities.

LB 306 provides that school board policies and procedures must require any student desiring to participate in extracurricular activities *regulated by an athletics or activities association* (i.e., NSAA), to which the school is a member, to be enrolled five credit hours offered by the school district in any semester *in order to participate in such extracurricular activities, but may not prohibit a student from enrolling in more than five credit hours.*

The measure further stipulates that both the compulsory attendance law (§ 79-201) and laws relating to habitual truancy would apply to such students.

*Effective:* Sections 1 and 2 become effective 90 days after sine die.

#### Database of Financial Information (Section 11 of LB 306)

*Background:* As amended prior to passage, LB 306 includes the modified provisions of LB 625 (Dover) relating to the creation of a database of financial information. LB 625 was advanced to General File by a 7-1 vote, but no one other than Senator Dover testified on the bill.

*Website Database:* LB 306 requires the Department of Administrative Services (DAS) to develop, maintain, and make available for public inspection on its website a database of financial information from all school districts in the state. The required information must include, at a minimum, revenue sources, expenditures, and a balance sheet that contains all assets and liabilities for each school district from the most recent audit reports filed with the Commissioner of Education.

The budget administrator of the budget division of DAS is required to designate an implementation date for the database, but must be no later than January 1, 2026.

**Required Information:** School districts are required to provide to DAS such information from the school district's most recent audit report filed with the Commissioner of Education as is necessary to develop and maintain the database.

School districts must provide updated information to DAS on an annual basis, and DAS must update the database no later than 30 days after receiving any such information.

School districts are also required to provide historical financial information beginning with calendar year 2005 to DAS. Such information must be collected and added to the database if available as soon as practicable.

The data requirement does not include disclosure of information that is considered confidential under state or federal law or is not a public record.

*Effective:* Section 11 becomes effective 90 days after sine die.

Scholarship Qualifications  
(Sections 7-9 of LB 306)

One of the more controversial amendments ultimately adopted to LB 306 prior to passage was championed by Senator Hallstrom and opposed by Senator Murman.

LB 306 provides that the minimum test score qualification for a scholarship under the Nebraska Career Scholarship Act is met either from a composite score on a standard college admission test or the equivalent score on the SAT.

*Effective:* Sections 7-9 become effective 90 days after sine die.

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<b>LB 346</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Arch	Government	Speaker	Provide for termination of boards, commissions, committees, councils, funds, groups, panels, and task forces and change and eliminate funds and powers and duties of departments and agencies

*Approved by Governor:* May 30, 2025  
*Passed on Final Reading:* 49-0 on May 28, 2025  
*Effective Date:* September 3, 2025

Background

In 2000, the Legislature created the Early Childhood Interagency Coordinating Council to advise and assist the collaborating agencies in carrying out the provisions of the:

- Early Intervention Act,
- Quality Child Care Act,
- Early Childhood Training Center,
- Early Childhood Education Grant Program,
- Before-and-after-school or prekindergarten services, and
- other early childhood care and education initiatives under state supervision.

Operational Efficiencies

LB 346 was brought at the request of the governor and proposes combining or outright repealing several boards and commissions. The proposal is intended to find operational efficiencies and to reduce the complexity of the Nebraska government.

Within LB 346, section 23 modified provisions related to the Early Childhood Interagency Coordinating Council. The legislation limits the council to 16 members beginning July 1, 2026, all of whom would be appointed by the Governor. The council had previously included over 30 members and there was no limit on the number of members prior to LB 346.

Upon introduction of LB 346, First Five Nebraska and other interested groups, argued that the measure would have inadvertently made Nebraska noncompliant with federal requirements by making changes to the membership composition of the Early Childhood Interagency Coordinating Council. As noted by First Five Nebraska, the council was created in order to:

[A]ssist state agencies in complying with the Individuals with Disabilities Education Act (IDEA) and the Head Start for School Readiness Act. It is unique from most other states in that it consolidates two federally required state advisory councils into one.

First Five Nebraska worked closely with the Governor's office to maintain membership compliance pursuant to federal law, while still realizing efficiencies by reducing the number of statutorily required membership from over 30 to 16 members. These changes helped to ensure that the state's yearly allocation of \$3.3 million for IDEA Part C funds and \$80 million for Head Start funds were preserved.

<b>LB 376</b>	<i>Sponsor</i> Health Committee	<i>Committee</i> Health Committee	<i>Priority</i> Health Committee	<i>Subject</i> Change and eliminate programs and services administered by DHHS and eliminate various reporting requirements
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*Approved by Governor:* [June 2nd communication, Governor intends to sign]  
*Passed on Final Reading:* 47-1-1 on May 30, 2025  
*Effective Date:* September 3, 2025

LB 376 modifies statutes pertaining to reports required by DHHS. Several sections within this legislation are noteworthy for public education.

Screening

Current law, section 71-4741, requires DHHS to determine which birthing facilities are administering hearing screening tests to newborns and infants on a voluntary basis and the number of newborns and infants screened. The department is required to submit electronically an annual report to the Legislature stating the number of:

- (a) Birthing facilities administering voluntary hearing screening tests during birth admission;
- (b) Newborns screened as compared to the total number of newborns born in such facilities;
- (c) Newborns who passed a hearing screening test during birth admission if administered;
- (d) Newborns who did not pass a hearing screening test during birth admission if administered;  
and
- (e) Newborns recommended for follow-up care.

This reporting requirement is eliminated under LB 376.

What remains in this statute is the requirement that DHHS, in consultation with NDE, along with birthing facilities, and other providers, develop approved screening methods and protocols for statewide hearing screening tests of substantially all newborns and infants.

### DHHS Office Space

Another section of LB 376 sunsets the requirement that counties maintain DHHS office space at no charge to the state as of June 30, 2028.

This estimated future cost to the state is somewhere between \$2.5 million and \$4 million. The added cost would not be realized until FY2029.

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<b>LB 383</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Storer	Judiciary	Storer	Adopt the Parental Rights in Social Media Act

*Approved by Governor:* May 20, 2025  
*Passed on Final Reading:* 46-3-0 on May 14, 2025  
*Effective Date:* July 1, 2026 for Sections 26-30

LB 383 creates the Parental Rights in Social Media Act. The measure prohibits a social media company from permitting a minor to become an account holder. A social media platform must use a reasonable age verification method to verify the age of an individual seeking to become an account holder on the company's social media platform.

A social media company or third-party vendor conducting the verification may not retain any identifying information of an individual after verification is complete.

### Exception

A social media company may allow a minor to become an account holder if the parent of the minor provides express parental consent authorizing the minor to become an account holder. A social media company or third-party vendor must verify the express parental consent, which must include:

- (a) Age verification of the parent through a reasonable age verification method; and
- (b) An oath, affirmation, or form signed by the parent and returned to the social media company or third-party vendor by common carrier, facsimile, or electronic scan stating that the consenting adult is the minor user's parent and authorizes such minor to become an account holder.

Once age and parental consent, if applicable, are verified, the social media company may permit the minor to become an account holder. Reverification of an account holder is not required unless parental consent is revoked by a parent.

## Revocation

A social media company must develop a method for a parent to revoke consent for a minor to be an account holder. If consent is revoked, a social media company must remove the account of the parent's minor and prohibit the minor from becoming an account holder until additional express parental consent is provided.

## Supervision

A social media company must provide a parent of a minor account holder with methods for the parent to supervise the minor's account. The methods must include options for the parent to:

- (a) View all posts the minor account holder makes under the social media platform account;
- (b) View all responses and messages sent to or by the minor account holder in the social media platform account;
- (c) Control the minor's privacy and account settings; and
- (d) Monitor and limit the amount of time the minor account holder spends using the social media platform.

## Enforcement

The Nebraska Attorney General is required to enforce the Parental Rights in Social Media Act and may impose a penalty of up to \$2,500 per violation.

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<b>LB 390</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Murman	Education	None	Require each school board to adopt a policy relating to access by a parent, guardian, or educational decisionmaker to certain school library information

*Approved by Governor:* April 14, 2025  
*Passed on Final Reading:* 34-14-1 on April 10, 2025  
*Effective Date:* September 3, 2025

## Policy Requirement

LB 390 requires that each school board of a public school district adopt a policy for implementation at the beginning of the 2026-27 school year, relating to the rights of a parent, guardian, or educational decisionmaker to access school library materials.

The policy must:

- (a) Require the creation of a catalog of all books in the school district's library, categorized by school building, which must be accessible for viewing by a parent, guardian, or educational decisionmaker of a student attending such school district; and

(b) Provide the opportunity for a parent, guardian, or educational decisionmaker of a student to be notified when the student of such parent, guardian, or educational decisionmaker checks out a book from the school library by means of a website or application notification or by opting in to email notifications. The notification must include:

- (1) The title of the book checked out by the student;
- (2) The name of the author of the book checked out by the student; and
- (3) The date the book checked out by the student is due to be returned to the school library.

This would only apply to a school library that is located on school district property and will not apply to any other public library regardless if the library contracts with a school district for use by students.

“Educational decisionmaker” is defined as a person designated or ordered by a court to make educational decisions on behalf of a child (§ 79-530).

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<b>LB 391</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Murman	Revenue	Speaker	Adopt the Give to Enable Scholarship Act and provide for certain income tax adjustments

*Approved by Governor:* [June 2nd communication, Governor intends to sign]  
*Passed on Final Reading:* 45-3-1 on May 30, 2025  
*Effective Date:* September 3, 2025

LB 391 creates the Give to Enable Support Act and the Give to Enable Support Cash Fund.

The fund would be administered by the State Treasurer, who would accept contributions from any private individual or private entity and credit all contributions to the Give to Enable Support Cash Fund. No General Funds would be transferred to this Fund.

The Program would begin on January 1, 2026. The purpose of the program is to promote access to accounts by establishing accounts using distributions from the Give to Enable Support Cash Fund. The accounts may then be used to pay the qualified disability expenses of qualified individuals.

In order to participate in the Program, a qualified individual would submit an application to the State Treasurer. The State Treasurer would accept applications from January 1 to June 1 of each year beginning in 2026. The application must include:

- (a) Information necessary to certify the applicant's status as a qualified individual;
- (b) The applicant's personal information necessary to establish an account; and
- (c) Any other information required by the State Treasurer.

A “qualified individual” is defined as an individual with a disability as defined in IRS Code 529A who does not have an account at the time he/she is approved to become a participant in the Program.

If the State Treasurer determines that the applicant qualifies to have an account established under the Program, the State Treasurer would notify the applicant of the approval. The State Treasurer may approve as many applications as funding for the program allows for each calendar year.

A qualified and approved individual would have an account established for the individual. The account would be established by April 1 of the year following the year the application is approved and would be funded with no less than the minimum amount required to open an account or such greater amount as determined by the State Treasurer.

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<b>LB 428</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Murman	Education	None	Change provisions relating to school policies on the involvement of parents, guardians, and educational decisionmakers in schools

*Approved by Governor:* April 29, 2025  
*Passed on Final Reading:* 41-5-3 on April 25, 2025  
*Effective Date:* September 3, 2025

LB 428 amends the Parental Involvement Act (§ 79-532). This Act has been the subject of significant controversy in the Legislature for the past several years.

The current Parental Involvement Act requires school districts to adopt a policy, which includes a number of provisions. LB 428 proposes additional requirements for the policy relating to surveys.

#### **School Policy Modification**

School district policy is required to be modified to provide a requirement that:

IF the school administers

- (a) a survey requesting that students provide sexual information, mental health information, medical information, information on health-risk behaviors, religious information, information of political affiliation, or any other information that the school board deems to be sensitive in nature OR
- (b) a nonanonymous survey requesting students provide information relating to drug, vape, alcohol, or tobacco use,

THEN the school district must, at least 15 days prior to the administration of the survey, notify parents, guardians, and educational decisionmakers of students that are to receive the survey.

The notice must be made through the school's electronic notification system or by physical mail to the address on file for the student. The notice must:

- describe the nature and types of questions included in the survey,
- the purposes and age-appropriateness of the survey,
- how information collected by the survey will be used,
- who will have access to such information,
- the steps that will be taken to protect student privacy, and
- whether and how any findings or results of such survey will be disclosed.

Parents, guardians, and educational decisionmakers have the right to:

- (a) Request that a copy of the survey be sent through the school's electronic notification system or physical mail to the address on file for the student,
- (b) review the survey in person at the school, and
- (c) exempt their child from participating in the survey.

Unless required by federal or state law or regulation, school personnel administering any such survey may not disclose personally identifiable information of a child.

No survey requesting sexual information of a student may be administered to any student in kindergarten through grade six.

### Limitation

The bill states that nothing in the provisions of the measure may be construed to require disclosure of information in violation of:

- (a) the federal Family Educational Rights and Privacy Act of 1974, as amended, 20 U.S.C. 1232g, or any federal regulations and applicable guidelines adopted in accordance with such act, as such act, regulations, and guidelines existed on January 1, 2024;
- (b) the federal Protection of Pupil Rights Amendment of 1978, 20 U.S.C. 1232h, as such section existed on January 1, 2025;
- (c) the federal Children's Online Privacy Protection Act of 1998, 15 U.S.C. 6501 et seq., as such act existed on January 1, 2025; and
- (d) the federal Children's Internet Protection Act, 47 C.F.R. 54.520, as such regulation existed on January 1, 2025.

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<b>LB 457</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Bostar	Banking	None	Require anaphylaxis policies for school districts

*Approved by Governor:* April 14, 2025  
*Passed on Final Reading:* 47-1-1 on April 10, 2025  
*Effective Date:* September 3, 2025

LB 457 requires DHHS, in consultation with NDE, to develop model anaphylaxis policies available for use in school districts and licensed child care programs setting forth guidelines and procedures to be followed for the prevention of anaphylaxis and during a medical emergency resulting from anaphylaxis.

The policies may be developed with input from representatives of (i) allergy medicine, (ii) pediatric physicians, (iii) school nurses and other health care providers with expertise in treating children with anaphylaxis, (iv) parents of children with severe allergies, (v) school administrators, (vi) teachers, (vii) school food service directors, and (viii) other appropriate entities.

The policies must include:

- (a) A procedure and treatment plan, including emergency protocols and responsibilities for staff members of licensed child care programs, school nurses, and other appropriate school personnel, for responding to anaphylaxis;
- (b) A procedure and appropriate guidelines for the development and implementation of an individualized health care plan for children with a food or other allergy that could result in anaphylaxis;
- (c) A communication plan for the intake and dissemination of information provided by the state regarding children with a food or other allergy that could result in anaphylaxis, including a discussion of methods, treatments, and therapies to reduce the risk of allergic reactions, including anaphylaxis;
- (d) Strategies for the reduction of the risk of exposure to anaphylactic causative agents, including food and other allergens; and
- (e) A communication plan for discussion with children who have developed adequate verbal communication and comprehension skills and with the parents, guardians, and educational decisionmakers of all children attending the school district or licensed child care program about foods that are safe and unsafe and about strategies to avoid exposure to unsafe food.

The policies must be reexamined and updated as needed at least once every three years to be consistent with best practices relating to anaphylaxis prevention, treatment, and emergency response methods.

A model policy developed or updated must be made available on the applicable department's website (presumably both the DHHS and NDE websites).

### **Required Policy**

LB 457 provides that, by July 1, 2026, each school district must adopt a written policy to address incidents of anaphylaxis involving students at school. A school board may use the model policy in school districts as a guide. The policy may not conflict with or hinder the implementation of an individualized anaphylaxis plan of a student and must be consistent with existing law (§ 79-224) relating to self-management by a student.

A school district must publish the policy in any school district handbook, manual, or similar publication that sets forth the comprehensive rules, procedures, and standards of conduct for students at school.

A school district with a policy to address incidents of anaphylaxis involving students at school that is in effect prior to the effective date of the bill may remain in effect and must satisfy the requirements noted above.

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<b>LB 521</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Sanders	Government	Government	Change and eliminate provisions relating to the Election Act and change notice requirements under the Open Meetings Act

*Approved by Governor:* May 30, 2025  
*Passed on Final Reading:* 49-0 with E clause on May 28, 2025  
*Effective Date:* May 31, 2025 for Section 82

LB 521 was originally meant to carry various changes to the Election Act. As the measure emerged from committee, it also included changes to the Open Meetings Act (section 82 of LB 521).

Current provisions of the Open Meetings Act (§ 84-1411) provide that in case of refusal, neglect, or inability of the newspaper to publish the notice, the public body must:

- (a) post such notice on its website, if available,
- (b) submit a post on a statewide website established and maintained as a repository for such notices by a majority of Nebraska newspapers, and
- (c) post such notice in a conspicuous public place in such public body's jurisdiction.

LB 521 stipulates that the public body must “request the newspaper” submit a post on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers.

The bill also requires that the public body maintain a written record of the request to the newspaper.

LB 521 provides that, in addition to a method of notice required by the Act, such notice may also be provided by any other appropriate method designated by the public body or the advisory committee.

**Each public body is required to record the methods and dates of such notice in its minutes.**

The bill requires that the notice must contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda (which must be kept continually current) must be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items must be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda may not be altered later than: (i) 24 hours before the scheduled commencement of the meeting or

(ii) 48 hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body must have the right to modify the agenda to include items of an emergency nature only at the public meeting.

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<b>LB 645</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Ballard	Retirement	Retirement Committee	Change provisions relating to the School Retirement Fund

*Approved by Governor:* May 6, 2025  
*Passed on Final Reading:* 45-2-2 with E-clause on April 30, 2025  
*Effective Date:* May 7, 2025 (operative date, July 1, 2025)

LB 645 was introduced on behalf of the Governor to reduce the state’s liability for the School Employees Retirement Plan. The savings to the state are intended to help fill the existing budget shortfall. The measure is projected to reduce the state’s funding responsibility by over \$83 million in the next biennium.

The current contribution rates are based on employee compensation as follows:

- Employee rate: 9.78%
- Employer rate: 9.88% (101% of the employee rate)
- State rate: 2%

These rates have been in place since 2013.

Under LB 645, the rates would be determined by the current funding ratio on the actuarial value of assets in the School Retirement Fund.

Beginning on July 1, 2025, and each July 1st thereafter, the new system would be based on the most recent previous year as reported in the annual actuarial valuation report, which is released in November of each year. The current funding ratio is 99.91%, which was established by the state’s actuary in November 2024.

If the funded ratio is less than 96%

- Employee rate: 9.75%
- Employer rate: 9.85% (101% of the employee rate)
- State rate: 2%

If the funded ratio is 96% or greater and less than 98%

- Employee rate: 8.75%
- Employer rate: 8.84% (101% of the employee rate)
- State rate: .7%

If the funded ratio is 98% or greater and less than 100%

- Employee rate: 8%
- Employer rate: 8.08% (101% of the employee rate)
- State rate: .7%

If the funded ratio is 100% or greater

- Employee rate: 7.25%
- Employer rate: 7.32% (101% of the employee rate)
- State rate: no contribution required

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<b>LB 647</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Revenue Com.	Revenue	Revenue Com.	Omnibus revenue measure that includes changes relating to budget limitations, property tax request authority, the Property Tax Request Act, and the Nebraska educational savings plan trust

*Approved by Governor:* May 30, 2025  
*Passed on Final Reading:* 35-13-1 with E clause on May 30, 2025  
*Effective Date:* Various

LB 647 was introduced as a Revenue Committee shell bill. It was advanced from committee as an omnibus revenue-related measure, which included provisions from LB 131 (529 Plans), LB 709 (adoption expenses), and LB 566 (purchase of property in blighted areas).

### 529 Plans

The most controversial of these provisions related to expanding the bounds of the Nebraska Educational Savings Trust (NEST). NEST is currently a 529 college savings plan providing a tax-advantaged account for education expenses. Its name stems from Section 529 of the IRS tax code, which gives these plans special tax breaks to encourage saving for education.

The NEST-related provisions of LB 647 derive from LB 131 (Sorrentino), which proposes to expand the current NEST to be available to all eligible educational institutions (public and private), to include elementary and secondary schools, as well as postsecondary institutions. The bill removes elementary and secondary education payments from the nonqualified withdrawal list.

Beginning January 1, 2029, expenses for (private school) tuition in connection with enrollment or attendance at an elementary or secondary school would be permitted up to \$10,000 per beneficiary per taxable year.

Contributions to 529 accounts grow tax-deferred, and withdrawals are exempt from state and federal taxes as long as they are used for a beneficiary's qualified education expenses, including tuition, room and board at an eligible postsecondary educational institution.

Individuals may claim a state income tax deduction equal to contributions they make to an account, up to \$5,000 for those married filing separately and \$10,000 for other filers.

### Adoption Expenses

The provisions of LB 709 (Bostar) were included in LB 647. LB 709 would create a refundable state income tax credit equal to 10% of the federal adoption expenses tax credit allowed to a taxpayer in the same taxable year. This portion of LB 647 (sections 7-9) will become operative September 3, 2025.

### Purchase of Property in Blighted Areas

The provisions of LB 566 (Quick) were included in LB 647. LB 566 amends existing law permitting individuals to claim a nonrefundable \$5,000 income tax credit if they purchase a primary residence located in an area that has been declared extremely blighted. The credit is scheduled to sunset on January 1, 2026. LB 566 would extend the sunset to January 1, 2032.

### Recreational Trail Easements

LB 647 includes the provisions of LB 628 (Dover) to establish the Recreational Trail Easement Property Tax Exemption Act. The Act provides that a taxpayer who encumbers their property with a perpetual recreational trail easement may apply for a property tax exemption for the portion of the property that has been encumbered with the easement. This portion of LB 647 (sections 1-6) becomes operative on January 1, 2026.

The Legislative Fiscal Office reports that property tax exemptions would occur when property owners qualify and utilize easements and are estimated to decrease a political subdivision's property tax base. "A change in the taxable base for schools due to the exemption of property could have an impact on state aid under TEEOSA, but any such amount is indeterminate."

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<b>LB 650</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	von Gillern	Revenue	Revenue Committee	Adopt the Community Development Assistance Act and change provisions relating to land banks, property tax exemptions, motor vehicle tax provisions, and certain tax credits

*Approved by Governor:* May 6, 2025  
*Passed on Final Reading:* 40-7-2 with E-clause on April 30, 2025  
*Effective Date:* May 7, 2025

LB 650 was introduced at the request of the Governor.

The legislation is an omnibus revenue-related measure containing a variety of provisions. As it relates to public education, the most notable provision of LB 650 is a change in motor vehicle tax revenue.

These provisions derive from LB 547 (Rountree), which intended to expand the exemption for disabled veterans from the state motor vehicle tax.

The bill amends current definitions of a disabled veteran and a blind veteran as found in section 77-202.23, to align with the more expansive federal definition found in 5 U.S.C. 2108, as the section existed on January 1, 2025. Accordingly, a disabled veteran would mean:

- (a) An individual who has served on active duty in the armed forces, been separated therefrom under honorable conditions, and has established the present existence of a service-connected disability; or
- (b) An individual who is receiving compensation, disability retirement benefits, or pension because of a public statute administered by the Department of Veterans Affairs or a military department.

This provision of LB 650 becomes operative on January 1, 2026.

The Nebraska DMV has estimated the total reduction in motor vehicle tax to be \$28.8 million (a loss of \$10.8 million in 2025-26 and \$18 million in 2026-27 in revenue for the DMV and local governments). The revenue loss would be a result of an increase in the number of disabled veterans and blind veterans eligible for the motor vehicle tax exemption. The DMV approximates 40,000 of the 43,465 veterans (as estimated by the U.S. Dept. of Veterans Affairs) would utilize the motor vehicle tax exemption. The average motor vehicle tax savings per veteran is estimated to be \$450.

For public schools, the loss in revenue from the motor vehicle tax is estimated to be \$6,350,400 in 2025-26 and \$10,584,000 in 2026-27.

Estimated Motor Vehicle Revenue Losses	FY2025-26 (6 months, beginning January 1, 2026)	FY2026-27 (full 12 months of the yearly revenue)
DMV Vehicle Title Registration Modernization Fund (1%)	(\$108,000)	(\$180,000)
Motor Vehicle Tax – Commission to County (1%)	(\$108,000)	(\$180,000)
Motor Vehicle Tax – Cities and Counties (40% of remainder)	(\$4,233,600)	(\$7,056,000)
Motor Vehicle Tax – Schools (60% of remainder)	(\$6,350,400)	(\$10,584,000)
<b>Motor Vehicle Tax Impact under LB 650</b>	<b>(\$10,800,000)</b>	<b>(\$18,000,000)</b>

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<b>LR 19CA</b>	<i>Sponsor</i>	<i>Committee</i>	<i>Priority</i>	<i>Subject</i>
	Dover	Executive Board	Dover	Constitutional amendment to change legislative term limits to three consecutive terms

*Delivered to Secretary of State:* May 28, 2025  
*Passed on Final Reading:* 39-10 on May 28, 2025

LR 19CA was introduced by Senator Dover and 22 co-sponsors. The constitutional amendment would change current provisions in the Nebraska Constitution so that a state lawmaker could serve three rather than two (4-year) terms of office.

The measure will appear on the November 2026 General Election ballot.

*Note:* On November 7, 2000, Nebraska voters approved a measure (415) as an initiated constitutional amendment. It was approved by a 56% to 44% margin.

## II. Interim Study Resolutions

### Education Committee

**LR144** (Kauth) Interim study to examine potential changes to Nebraska's teacher certification requirements to create an apprenticeship-based pathway for persons seeking to transition into teaching grades kindergarten through twelve

*Purpose:* The purpose of this resolution is to propose an interim study to examine potential changes to Nebraska's teacher certification requirements to create an apprenticeship-based pathway for individuals with equivalent education and professional experience who seek to transition into kindergarten through grade twelve teaching.

Nebraska faces ongoing challenges in attracting and retaining qualified educators, particularly in rural and high-need school districts, and the traditional teacher certification process may present barriers for individuals with equivalent education and professional experience in other fields who seek to transition into the teaching profession later in their careers. Alternative pathways to certification, including onsite apprenticeship programs conducted by school districts, may provide opportunities to increase the number of qualified teachers while maintaining high-quality standards for Nebraska schools. Such apprenticeship programs would focus on pedagogical training, classroom management, and other essential instructional skills to ensure competency and effectiveness in teaching. The State Board of Education plays a critical role in establishing standards and oversight mechanisms for teacher certification programs, including alternative pathways such as school district led apprenticeships.

This interim study is meant to examine potential changes to Nebraska's teacher certification requirements to allow individuals with equivalent education and experience to enter the teaching profession through an apprenticeship-based pathway conducted by school districts. Such study shall include, but need not be limited to:

- (1) An evaluation of existing barriers within Nebraska's current teacher certification process that may hinder professionals from transitioning into teaching;
- (2) An examination of best practices from other states that have implemented alternative certification pathways, including apprenticeship programs;
- (3) An assessment of the pedagogical and classroom management training necessary to maintain high-quality instructional standards in an apprenticeship program;
- (4) A determination of the role of school districts in designing and implementing apprenticeship programs for prospective teachers;
- (5) An examination of the process by which the State Board of Education would approve school district apprenticeship programs and ensure alignment of such programs with state educational standards;
- (6) An investigation of the criteria and process by which individuals completing an apprenticeship program would be certified as teachers in Nebraska;

- (7) Consideration of the potential impact of an apprenticeship pathway on addressing teacher shortages in critical subject areas and geographic regions;
- (8) An identification of any statutory or regulatory changes necessary to implement such an apprenticeship pathway; and
- (9) Input from relevant stakeholders, including representatives from the State Department of Education, the State Board of Education, school district administrators, teacher preparation programs, educators, and other interested parties.

**LR164** (McKinney) Interim study to examine to what extent inmates between five and twenty-one years of age, under the care of the Department of Correctional Services, are being provided educational services

*Purpose:* The purpose of this resolution is to propose an interim study to examine to what extent inmates between five and twenty-one years of age, that are under the care of the Department of Correctional Services, are being provided educational services and what statutory or regulatory changes are necessary to ensure these inmates receive educational instruction. This study shall include, but is not limited to, determining how many such incarcerated individuals are participating in educational programs, including a General Educational Development program to earn their high school equivalency diploma, offered by the department as well as through partnerships with educational institutions such as Southeast Community College.

**LR189** (Dorn) Interim study to examine the financing of public education through the Tax Equity and Educational Opportunities Support Act formula and develop recommendations for improving school funding in Nebraska

*Purpose:* The purpose of this resolution is to propose an interim study to examine the financing of public education through the Tax Equity and Educational Opportunities Support Act formula and develop recommendations for improving school funding in Nebraska. The study may review ways to increase the amount of state aid committed to schools to offset property tax use and reduce property taxes as a share of total state and local taxes.

This study shall include, but not be limited to, examining:

- (1) Fairness and equity for public school students in all parts of the state;
- (2) Efficiencies and effectiveness in the use of tax resources to educate public school students in Nebraska; and
- (3) Stability in the resources available to school districts, particularly in times of economic volatility.

**LR196** (Kauth) Interim study to study truancy in Nebraska schools

*Purpose:* The purpose of this resolution is to propose an interim study to study truancy in Nebraska schools.

**LR202** (Sorrentino) Interim study to explore a landscape analysis of the various higher education teacher preparation programs around the state

*Purpose:* The purpose of this resolution is to propose an interim study to explore a landscape analysis of the various higher education teacher preparation programs around the state, campus by campus, to see how future teachers are being prepared to teach literacy.

**LR204** (Juarez) Interim study to examine the causes of burnout in kindergarten through twelfth grade teachers and its impact on teachers and students

*Purpose:* The purpose of this resolution is to propose an interim study to examine the causes of burnout in kindergarten through twelfth grade teachers and its impact on teachers and students. The study shall include, but need not be limited to, an examination of the following factors: Educational mandates, administrative burdens, classroom discipline issues, educational funding, emotional demands, workloads, safety issues, salaries, and staff shortages. The study shall also examine what the state can do to mitigate teacher burnout and incentivize retention.

**LR205** (Strommen) Interim study to examine barriers to and benefits of data sharing between the State Department of Education and the Department of Health and Human Services for purposes of the Early Childhood Integrated Data System

*Purpose:* The purpose of this resolution is to propose an interim study to examine barriers to and benefits of data sharing between the State Department of Education and the Department of Health and Human Services for purposes of the Early Childhood Integrated Data System.

This study shall include, but not be limited to, the following:

- (1) Describing the Early Childhood Integrated Data System as it currently exists and the historical context for its development;
- (2) Examining the use of the Early Childhood Integrated Data System to maximize efficiencies for participating state agencies to meet legislatively mandated reporting requirements, providing accountability for public dollars, and supporting parental choice in early childhood settings;
- (3) Analyzing the statutory barriers to interagency data sharing and potential solutions;
- (4) Examining data privacy procedures and data access rules maintained in the Early Childhood Integrated Data System;
- (5) Analyzing the infrastructure necessary to improve the Early Childhood Integrated Data System, including funding; and
- (6) Reviewing early childhood integrated data systems in other states.

**LR228** (Cavanaugh, J.) Interim study to examine and assess the adequacy of compensation for higher education faculty who primarily engage in classroom instruction within Nebraska's public institutions

*Purpose:* The purpose of this resolution is to propose an interim study to examine and assess the adequacy of compensation for higher education faculty who primarily engage in classroom instruction within Nebraska's public institutions. This study will identify disparities, analyze competitive salary structures, and explore potential policy solutions to ensure faculty members receive fair and competitive compensation. The study shall include, but need not be limited to, an examination of the following:

- (1) A review of current salary levels and compensation structures for faculty in Nebraska's public higher education institutions;
- (2) A comparison of Nebraska's public higher education faculty salaries with those at peer institutions in surrounding states;
- (3) An examination of salary disparities across disciplines and the impact of those disparities on recruitment and retention;
- (4) An analysis of the impact of faculty compensation on student outcomes, including retention and graduation rates;
- (5) A review of potential funding mechanisms or policy changes to enhance faculty compensation in a sustainable manner; and
- (6) Consideration of alternative compensation models, including cost-of-living increases, performance-based pay, benefits enhancements, and other incentives.

In conducting this interim study, the Education Committee of the Legislature may confer with the Coordinating Commission for Postsecondary Education, the University of Nebraska, state colleges, community colleges, faculty organizations, faculty members, administrators, students, policy experts, other relevant entities, and stakeholders.

**LR259** (Armendariz) Interim study to examine the feasibility, benefits, and framework for establishing a high school agriculture student exchange program within Nebraska modeled after foreign student exchange programs

*Purpose:* The purpose of this resolution is to propose an interim study to examine the feasibility, benefits, and framework for establishing a high school agriculture student exchange program within Nebraska modeled after foreign student exchange programs to foster cross-regional learning, cultural exchange, and deeper appreciation for Nebraska's agricultural heritage and rural life.

The study shall include, but need not be limited to, the following:

- (1) The feasibility and structure of such a program, including exchange duration, school credit recognition, and housing arrangements;
- (2) The potential for collaboration with local school districts, the State Department of Education, the Department of Agriculture, the Cooperative Extension Service of the University of Nebraska, including the state 4-H program, and Future Farmers of America;

- (3) The benefits to student participants, host communities, and Nebraska's agricultural education system;
- (4) Potential models, including urban-to-rural exchanges within Nebraska, as well as interstate exchanges with other agricultural regions;
- (5) Considerations to ensure student participation from low-income urban areas; and
- (6) Potential funding sources, including state appropriations, federal grants, and private sponsorships.

In conducting this interim study, the Education Committee of the Legislature may confer with other standing committees of the Legislature, state agencies, and other stakeholders.

### Executive Board

**LR174** (DeBoer) Interim study to provide a comprehensive analysis of the standing committee system of the Legislature

*Purpose:* The purpose of this resolution is to propose an interim study for a comprehensive analysis of the standing committee system of the Legislature to determine if any improvements or changes to that system would be warranted. This study shall include, but need not be limited to, an examination of the following:

- (1) The creation of new standing committees to reflect contemporary needs of Nebraska and the elimination or consolidation of current committees associated with the creation of any new standing committees;
- (2) Standing committee subject matter jurisdiction;
- (3) The legislative bill load of each standing committee; and
- (4) Other issues relating to standing committees.

**LR249** (Cavanaugh, M.) Interim study to examine the feasibility and benefits of establishing a ways and means committee to enhance coordination and collaboration between the Revenue Committee and the Appropriations Committee of the Legislature

*Purpose:* The purpose of this resolution is to propose an interim study to examine the feasibility and potential benefits of establishing a ways and means committee to enhance coordination and collaboration between the Revenue Committee of the Legislature and the Appropriations Committee of the Legislature, in order to create a more integrated and balanced approach to the state's budgeting process.

The study shall include, but not be limited to, the following:

- (1) Examining the current roles and responsibilities of the Revenue Committee of the Legislature and the Appropriations Committee of the Legislature, including areas of jurisdictional overlap and how these affect the efficiency and transparency of the budget process;

- (2) Examining the timing and alignment of revenue forecasting and budget setting processes, including the interaction between the Nebraska Economic Forecasting Advisory Board's schedule and the legislative appropriations timeline;
- (3) Studying best practices from other states and governmental bodies, particularly those with a functioning ways and means committee or equivalent structures that integrate tax policy, revenue forecasting, and appropriations oversight;
- (4) Determining potential duties and scope of a ways and means committee, including recommendations on how such a body could improve coordination, policy alignment, and strategic planning in budget matters;
- (5) Examining opportunities to improve procedures related to revenue estimation, budget development, and legislative oversight of appropriations; and
- (6) Considering recommendations for a model budget process for the Legislature, including proposed reforms that align with nationally recognized public finance standards and government accountability best practices. In conducting this interim study, the Executive Board of the Legislative Council may confer with legislative staff, policy experts, representatives of the Department of Administrative Services and the Legislative Fiscal Office, and other stakeholders with relevant expertise in public finance, legislative budgeting, and tax policy.

The Executive Board of the Legislative Council may consult with and request the assistance of the Revenue Committee of the Legislature and the Appropriations Committee of the Legislature, the Legislative Fiscal Office, and other legislative committees as appropriate.

The Executive Board of the Legislative Council shall prepare and submit a report with its findings and recommendations to the Legislature or the Executive Board by December 15, 2025.

### Government Committee

**LR192** (Sanders) Interim study to investigate public notice requirements in Nebraska, including those mandated under the Open Meetings Act and the Administrative Procedure Act

*Purpose:* The purpose of this resolution is to propose an interim study to investigate public notice requirements in Nebraska, including those mandated under the Open Meetings Act and the Administrative Procedure Act.

**LR206** (Strommen) Interim study to examine the initiative and referendum petition processes in the twenty-six states in which such a process exists

*Purpose:* The purpose of this resolution is to propose an interim study to examine the initiative and referendum petition processes in the twenty-six states in which such a process exists. The study shall include, but need not be limited to, an examination of the following:

- (1) Recent proposed statutory or constitutional changes to initiative and referendum petition processes, including changes to signature requirements, circulation periods, initiative content, circulator requirements, signer requirements, petition requirements, ballot language, election requirements, withdrawing signatures, and campaign finance requirements;
- (2) Whether all Nebraskans, including individuals in low-population areas, are fairly and properly represented in the initiative petition process; and
- (3) Spending on initiative petition measures in Nebraska over the last fifteen years, including names of funding entities, dollar amounts, and where such entities are located.

**LR233** (Quick) Interim study to examine issues relating to state agency guidance documents, rules, and regulations

*Purpose:* The purpose of this resolution is to propose an interim study to examine issues relating to state agency guidance documents, rules, and regulations. The study shall include, but need not be limited to, an examination of the following:

- (1) The process used by state agencies to issue guidance documents under section 84-901.03 and the opportunity for public involvement and stakeholder input before the issuance of such guidance documents;
- (2) The difference in purpose and effect between guidance documents and rules and regulations; and
- (3) Whether guidance documents issued by state agencies have imposed greater burdens on Nebraska nonprofits and businesses than required under federal law or federal regulation.

#### Health Committee

**LR220** (Fredrickson) Interim study to examine the adequacy of funding and resources available to Level 3 Special Education Contractual Services for children

*Purpose:* The purpose of this resolution is to propose an interim study to examine the adequacy of funding and resources available to Level 3 Special Education Contractual Services for children. Children and students receiving Level 3 care require the highest level of intervention and support due to the severity of their behavioral or emotional challenges. Level 3 care providers offer specialized and intensive care for children exhibiting significant behavioral issues, such as aggression, self-harm, severe defiance, and disruptions to their living environments. The effectiveness of Level 3 care is directly influenced by staffing levels, access to therapeutic services, facility safety and structure, and the implementation of innovative care models tailored to the unique needs of residents. Additional resources may be necessary to enhance staffing, expand therapeutic services, improve facility infrastructure, and support program evaluation to better address the needs of children in Level 3 care. Ensuring transparency and evaluating effectiveness of such resources is critical to determining their impact and justifying future needs.

This study shall include, but not be limited to, the following:

- (1) Assessing current funding levels and their utilization by Level 3 care providers;
- (2) Evaluating the adequacy of staffing levels, including staff-to-student ratios and training programs for managing severe behavioral challenges;
- (3) Analyzing the availability and quality of therapeutic services, such as individualized and group counseling, trauma-informed care, and crisis intervention strategies;
- (4) Examining the state of facility infrastructure, including safety features and therapeutic environments;
- (5) Reviewing existing program development efforts and their outcomes; and
- (6) Identifying potential funding gaps and recommending strategies to ensure adequate support for these facilities.

### Retirement Committee

**LR96** (Retirement Committee) Interim study to examine the Nebraska Public Employees Retirement Systems administered by the Public Employees Retirement Board

*Purpose:* The purpose of this resolution is to propose an interim study to examine the Nebraska Public Employees Retirement Systems administered by the Public Employees Retirement Board, including the State Employees Retirement System of the State of Nebraska, the Retirement System for Nebraska Counties, the School Employees Retirement System of the State of Nebraska, the Nebraska State Patrol Retirement System, the Nebraska Judges Retirement System, and the retirement system administered under the Class V School Employees Retirement Act. The study shall examine issues as they relate to the funding needs, benefits, contributions, and administration of each retirement system.

**LR97** (Retirement Committee) Interim study to carry out the provisions of section 13-2402, which requires the Nebraska Retirement Systems Committee to monitor underfunded defined benefit plans administered by political subdivisions

*Purpose:* The purpose of this resolution is to propose an interim study to carry out the provisions of section 13-2402, which requires the Nebraska Retirement Systems Committee to monitor underfunded defined benefit plans administered by political subdivisions. The study shall include a public hearing for the presentation of reports by political subdivisions with underfunded defined benefit plans.

**LR98** (Retirement Committee) Interim study to examine issues within the jurisdiction of the Nebraska Retirement Systems Committee

*Purpose:* The purpose of this resolution is to propose an interim study to examine any issues within the jurisdiction of the Nebraska Retirement Systems Committee of the Legislature that may arise during the interim.

**LR230** (Lonowski) Interim study to examine options for allowing retired teachers to return to intermittent work at a school

*Purpose:* The purpose of this resolution is to propose an interim study to examine options for allowing retired teachers to return to intermittent work at a school for more than eight days per month during their bona fide one hundred eighty-day separation period from their employer.

#### Revenue Committee

**LR126** (von Gillern) Interim study to examine the impact of certain tax incentive programs currently in effect in Nebraska

*Purpose:* The purpose of this resolution is to conduct an interim study to examine the impact of certain tax incentive programs currently in effect in Nebraska. The study shall evaluate the Nebraska Advantage Act and ImagiNE Nebraska Act in terms of their function, impact upon Nebraska's economy and communities, as well as business and industrial sectors, and influence upon overall tax receipts and the state's budgeting process. The study shall include, but is not limited to, an examination of the following:

- (1) The impact of the Nebraska Advantage Act and ImagiNE Nebraska Act on state revenue;
- (2) The utilization of tax credits under the Nebraska Advantage Act and ImagiNE Nebraska Act since their passage;
- (3) The effectiveness of the Nebraska Advantage Act and ImagiNE Nebraska Act in promoting growth in business, industry, and employment in Nebraska; and
- (4) The future of a cohesive and sustainable economic development and business attraction strategy to drive growth in Nebraska. In conducting this interim study, the Revenue Committee may confer with state agencies, other standing committees of the Legislature, and relevant stakeholders, including, but not limited to, representatives from the business community, economic development community, and local municipalities.

**LR255** (Andersen) Interim study to examine the fiscal, constitutional, and administrative implications of adopting LR12CA, 2025, which proposes reforms to Nebraska's property tax system

*Purpose:* The purpose of this resolution is to propose an interim study to examine the fiscal, constitutional, and administrative implications of adopting Legislative Resolution 12CA, One Hundred Ninth Legislature, First Session, 2025, as amended by proposed amendment AM1101, which proposes significant reforms to Nebraska's property tax system and underlying constitutional language. The study shall include, but need not be limited to, an examination of the following:

- (1) The fiscal and distributional impacts of capping the annual increase in property taxes levied on any parcel of real property by the allowable growth percentage, defined as the lesser of three percent or the Consumer Price Index for All Urban Consumers;

- (2) The legal and constitutional implications of substituting the current uniform and proportional clause of Article VIII, section 1, of the Constitution of Nebraska, with a system that establishes full taxable value based on the 2025 assessed value or purchase price following a change of ownership;
- (3) The practical challenges and administrative viability of implementing a static assessed value system for real property, including mechanisms for adjustment upon sale or new construction;
- (4) The impact of such a system on taxpayer equity, particularly among similarly situated properties with different ownership timelines, and the resultant tax disparities;
- (5) The implications of the proposed valuation structure on revenue predictability and budgeting processes for schools, counties, municipalities, and other local political subdivisions;
- (6) The definition clarity and scope of terms, including, but not limited to, "purchase", "change of ownership", and "new construction", and the exemption for spousal transfers;
- (7) The comparative evaluation of similar models in other states, such as California's Proposition 13, Florida's Save Our Homes amendment, and Oklahoma's property tax limitations, and the lessons they may offer for Nebraska;
- (8) The potential impact on housing affordability and accessibility for young people, first-time homebuyers, fixed-income homeowners, and individuals attempting to enter the housing market during a period of high home prices and limited supply;
- (9) The effects on agricultural producers and rural landowners, particularly regarding the classification, valuation, and long-term tax obligations for farmland and horticultural property; and
- (10) Stakeholder concerns and input from assessors, local governments, school districts, taxpayer advocacy organizations, and the Department of Revenue regarding feasibility and unintended consequences. In conducting this interim study, the Revenue Committee may consult with legal experts, tax policy professionals, economists, state agencies, and relevant stakeholders to ensure a comprehensive evaluation of the proposed reforms.

### Transportation Committee

**LR157** (DeBoer) Interim study to examine and monitor issues relating to broadband and broadband deployment in Nebraska

*Purpose:* The purpose of this resolution is to propose an interim study to examine and monitor issues relating to broadband and broadband deployment in Nebraska. This study shall include, but need not be limited to, an examination of the following:

- (1) Projects being undertaken as a part of any state or federal effort for the expansion of broadband availability in Nebraska, including, but not limited to, an examination of changing federal requirements for various programs and any delays such changes may cause;

- (2) Cooperation across jurisdictions on the shared goal of ensuring broadband is available for all Nebraskans;
- (3) Resiliency and redundancy in the broadband networks being built to ensure Nebraskans have consistent access to broadband services;
- (4) The changing regulatory landscape with regard to broadband services, the necessity of the state to provide oversight to protect the interests of Nebraska consumers, the necessity of related regulations in Nebraska, and where efficiencies can be found to speed up the deployment of broadband services; and
- (5) Other issues relating to broadband expansion in Nebraska.

**LR254** (Clements) Interim study to examine potential adjustments to the collection of motor vehicle tax, motor vehicle tax distribution schemes, motor vehicle fees, and other revenue sources due to the potential elimination of the Nebraska inheritance tax

*Purpose:* The purpose of this resolution is to propose an interim study to examine potential adjustments to the collection of motor vehicle tax, motor vehicle tax distribution schemes, motor vehicle fees, and other revenue sources due to the potential elimination of the Nebraska inheritance tax. The study shall include, but need not be limited to, an examination of the following:

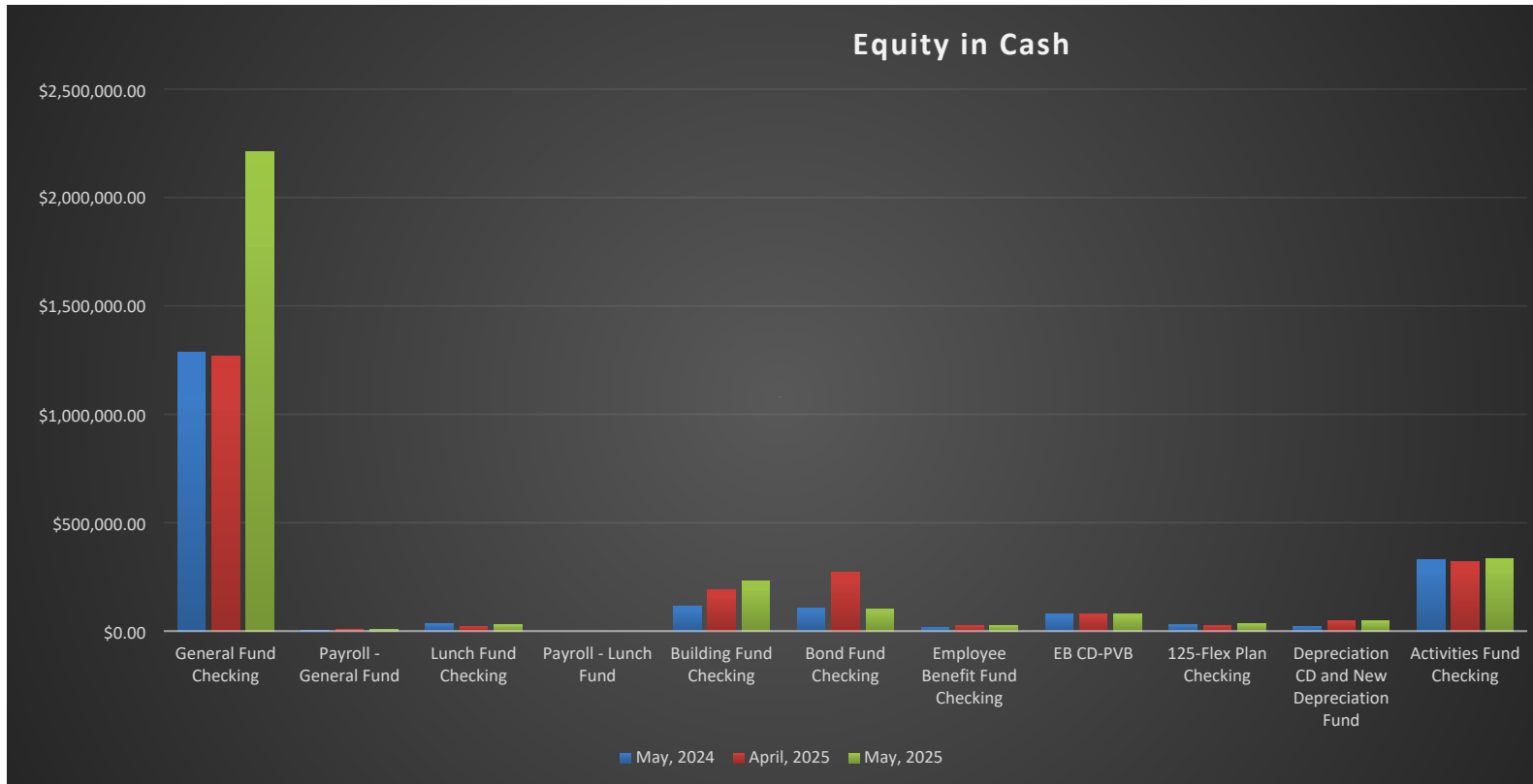
- (1) The current motor vehicle tax distribution, motor vehicle fees and distribution, civil fees and other revenue sources;
- (2) The potential adjustment to such current revenue sources to provide adequate funds for necessary county government duties and services; and
- (3) The potential elimination of unnecessary costly statutory requirements for counties related to motor vehicles.

In conducting this interim study, the Transportation and Telecommunications Committee of the Legislature may confer with other standing committees of the Legislature, state agencies, county officials and employees, and other stakeholders.

# Bayard Public Schools

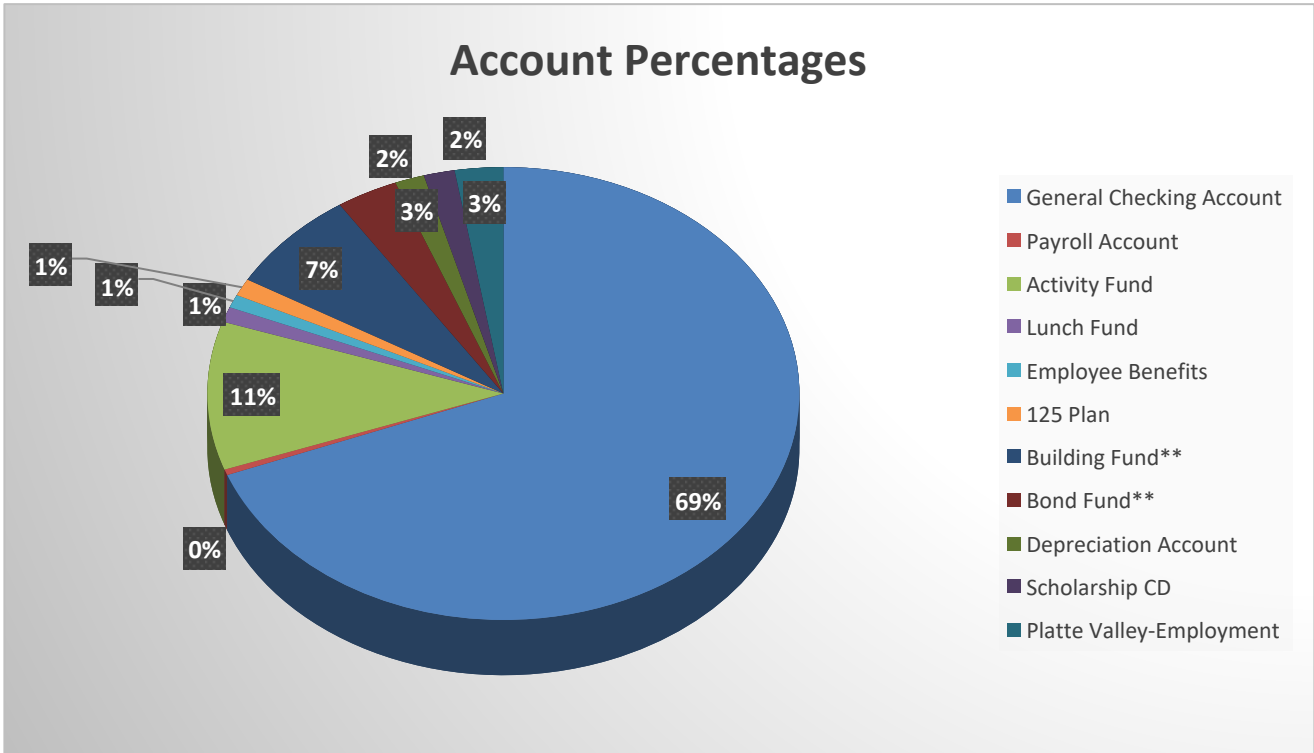
## Equity in Cash May 31, 2025

Fund	Fund #	May, 2024 PRIOR YEAR BALANCE	April, 2025 PRIOR MONTH BALANCE	May, 2025 REVENUES	May, 2025 EXPENSES	May, 2025 ENDING BALANCE
General Fund Checking	01-101	\$1,287,600.11	1,271,573.84	1,735,155.52	(791,767.00)	\$2,214,962.36
Payroll - General Fund	01-104	\$7,678.01	\$ 10,689.09	597,343.60	(594,927.80)	\$ 13,104.89
Lunch Fund Checking	02-101	\$39,659.78	25,318.80	79,399.27	(70,153.60)	\$34,564.47
Payroll - Lunch Fund	02-104	\$0.00	0.00	13,342.58	(13,342.58)	\$0.00
Building Fund Checking	03-101	\$121,076.63	194,099.56	40,605.74	(1,070.86)	\$233,634.44
Bond Fund Checking	04-101	\$108,677.05	275,460.81	45,122.14	(212,482.50)	\$108,100.45
Employee Benefit Fund Checking	05-101	\$20,146.35	30,015.36	31.87	0.00	\$30,047.23
EB CD-PVB	05-106-1000	\$82,079.42	84,567.12	0.00	0.00	\$84,567.12
125-Flex Plan Checking	05-107	\$33,212.33	30,033.77	10,744.79	(1,407.52)	\$39,371.04
Depreciation CD and New Depreciation Fund	06-101	\$26,054.05	51,502.06	65.62	0.00	\$51,567.68
Activities Fund Checking	07-101	\$332,422.61	326,218.23	46,984.62	(33,824.50)	\$339,378.35
Scholarship CD	07-114	\$57,833.09	54,243.15	13.41	0.00	\$54,256.56
<b>TOTAL</b>		<b>\$2,116,439.43</b>	<b>\$ 2,353,721.79</b>	<b>\$ 2,568,809.16</b>	<b>\$ (1,718,976.36)</b>	<b>\$3,203,554.59</b>



BAYARD PUBLIC SCHOOL  
 TREASURER REPORT  
 BANK STATEMENT BALANCES as of May2025

General Checking Account	\$	2,214,962.36	
Payroll Account	\$	13,104.89	
Activity Fund	\$	339,378.35	
Lunch Fund	\$	34,564.47	
Employee Benefits	\$	30,047.23	
125 Plan	\$	39,371.04	
Building Fund**	\$	233,634.44	
Bond Fund**	\$	108,100.45	
Depreciation Account	\$	51,567.68	
Scholarship CD	\$	54,256.56	
Platte Valley-Employment	\$	84,567.12	
	\$		3,203,554.59



**Detail Check Register**

<b>Checking Account: 7</b>		<b>Student Activity</b>					
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	<u>Check Total:</u>	
Check Number: 15047	Check Type: Check	Check Date: 05/07/2025	Vendor: ALLTEA	ALLTEAM SPORTSWEAR	Check Total:	970.00	
008754	04/29/2025		football equip	07 2900 610 125 000 0	970.00		
Check Number: 15048	Check Type: Check	Check Date: 05/07/2025	Vendor: ALSMARKET	AL'S MARKET	Check Total:	27.11	
6539	04/29/2025	25-000939	Hospitality room JH track	07 2900 610 102 000 0	27.11		
Check Number: 15049	Check Type: Check	Check Date: 05/07/2025	Vendor: SYNCB	Amazon Capital Services	Check Total:	602.26	
13gl-gg11-9hvx	05/01/2025	25-000953	Pins for awards. Gold bars for multiple	07 2900 610 102 000 0	79.30		
1chk-gv4m-94xq	05/07/2025	25-000963	Replacement for Lenovo 300e Yoga Chromeb	07 2900 610 133 000 0	89.00		
1w9t-rjww-4ggy	05/05/2025	25-000919	Highwings 8K 10K 4K HDMI Cable 48Gbps 6.	07 2900 610 133 000 0	19.78		
1w9t-rjww-4ggy	05/05/2025	25-000919	10K 8K HDMI 2.1 Cable - 5FT/1.5M Ultra H	07 2900 610 133 000 0	2.99		
1w9t-rjww-4ggy	05/05/2025	25-000919	10K 8K HDMI 2.1 Cable - 3.3FT/1M Ultra H	07 2900 610 133 000 0	31.96		
1w9t-rjww-4ggy	05/05/2025	25-000919	65w USB C Chromebook Charger for Lenovo,	07 2900 610 133 000 0	191.80		
1w9t-rjww-4ggy	05/05/2025	25-000919	Mac Book Pro Charger - 120W USB C Fast C	07 2900 610 133 000 0	97.45		
1w9t-rjww-4ggy	05/05/2025	25-000919	Crucial 32GB Kit (16GB x 2) DDR4 3200 MH	07 2900 610 133 000 0	89.98		
Check Number: 15050	Check Type: Check	Check Date: 05/07/2025	Vendor: SYNCB	Amazon Capital Services	Check Total:	65.99	
1XGH-P14D-TQV3	04/29/2025	25-000917	Button Machine	07 2900 610 103 000 0	65.99		
Check Number: 15051	Check Type: Check	Check Date: 05/07/2025	Vendor: ANNGAR	ANNABELL GARDENS	Check Total:	5,931.00	
4/1/24	05/05/2025		state ffa 2641775	07 2900 580 111 000 0	1,047.00		
4/1/24	05/05/2025		state ffa 2641774	07 2900 580 111 000 0	747.00		
4/1/24	05/05/2025		state ffa 2641772	07 2900 580 111 000 0	1,047.00		
4/1/24	05/05/2025		state ffa 2641769	07 2900 580 111 000 0	1,047.00		
4/1/24	05/05/2025		state ffa 2641767	07 2900 580 111 000 0	1,047.00		
4/1/24	05/05/2025		state ffa 2641766	07 2900 580 111 000 0	747.00		
4/1/24	05/05/2025		state ffa 2640313	07 2900 580 111 000 0	249.00		
Check Number: 15052	Check Type: Check	Check Date: 05/07/2025	Vendor: TIGERPAWS	Bayard Tiger Paws	Check Total:	45.00	
20250506	05/06/2025	25-001001	giftcards	07 2900 610 122 000 0	45.00		
Check Number: 15053	Check Type: Check	Check Date: 05/07/2025	Vendor: BSNSPORTS	BSN Sports	Check Total:	347.73	
13217329	04/29/2025	25-000943	Discus for girls and boys please use tra	07 2900 610 104 000 0	347.73		
Check Number: 15054	Check Type: Check	Check Date: 05/07/2025	Vendor: BURWER	BURGER WERX	Check Total:	1,440.00	
5525	05/07/2025	25-001015	Banquet meal	07 2900 610 124 000 0	1,440.00		

**Detail Check Register**

<b>Checking Account: 7</b>		<b>Student Activity</b>					
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>		
Check Number: 15055		Check Type: Check	Check Date: 05/07/2025	Vendor: CARD	CARDMEMBER SERVICE	Check Total:	385.80
20250506	05/06/2025		state di meal	07 2900 580 143 000 0	100.69		
20250506	05/06/2025		state di meal	07 2900 580 143 000 0	133.19		
20250506	05/06/2025		state di meal	07 2900 580 143 000 0	49.57		
20250506	05/06/2025		state di meal	07 2900 580 143 000 0	102.35		
Check Number: 15056		Check Type: Check	Check Date: 05/07/2025	Vendor: CREEKVALLE	Creek Valley Public School	Check Total:	65.00
20250506	05/06/2025	25-001008	Boys golf entry fee	07 2900 810 102 000 0	65.00		
Check Number: 15057		Check Type: Check	Check Date: 05/07/2025	Vendor: CUTTCAMER	CAMERON CUTTLERS	Check Total:	790.00
20250506	05/06/2025	25-001005	District track meet official fee	07 2900 352 102 000 0	550.00		
20250506-0001	05/06/2025	25-001007	.32 blank order for final track meets	07 2900 610 102 000 0	240.00		
Check Number: 15058		Check Type: Check	Check Date: 05/07/2025	Vendor: EDRIS	EDUCATORS RISING NEBRASKA	Check Total:	73.00
20250501	05/01/2025	25-000957	State Shirts #1125	07 2900 610 152 000 0	48.00		
20250501	05/01/2025	25-000957	April Halverson Registration #1126	07 2900 810 152 000 0	25.00		
Check Number: 15059		Check Type: Check	Check Date: 05/07/2025	Vendor: FAIRLARAMI	FAIRFIELD-LARAMIE	Check Total:	492.68
4336u00007188	05/06/2025		ffa lodging	07 2900 580 124 000 0	492.68		
Check Number: 15060		Check Type: Check	Check Date: 05/07/2025	Vendor: FLOBAS	FLOWER BASKET	Check Total:	80.00
b20698	04/28/2025	25-000815	prom flowers	07 2900 610 226 000 0	80.00		
Check Number: 15061		Check Type: Check	Check Date: 05/07/2025	Vendor: FNBOCARD	FNBO CARD	Check Total:	1,713.70
20250506-0001	05/06/2025		post prom prizes	07 2900 610 134 000 0	745.35		
20250506-0002	05/06/2025	25-000889	Hospitality/coaches trays	07 2900 610 102 000 0	9.54		
20250506-0003	05/06/2025	25-000888	Hospitality/coaches room CD track meet	07 2900 610 102 000 0	407.92		
20250506-0004	05/06/2025	25-000904	CD track meet hospitality	07 2900 610 102 000 0	18.30		
20250506-0005	05/06/2025	25-000938	Awards frames	07 2900 610 102 000 0	34.06		
20250506-0006	05/06/2025	25-000940	Hospitality room JH track	07 2900 610 102 000 0	498.53		
Check Number: 15062		Check Type: Check	Check Date: 05/07/2025	Vendor: FNBOCARD	FNBO CARD	Check Total:	282.45
20250506-0007	05/06/2025	25-000969	Bowls for FFA	07 2900 610 124 000 0	10.44		
20250506-0007	05/06/2025	25-000969	chocolate for prom	07 2900 610 226 000 0	40.69		
20250506-0008	05/06/2025		state journalism	07 2900 580 111 000 0	105.94		
20250506-0012	05/06/2025	25-000907	XL Hoodie	07 2900 610 130 000 0	35.00		

**Detail Check Register**

<b>Checking Account: 7</b>		<b>Student Activity</b>				
20250506-0013	05/06/2025		state di meals	07 2900 580 143 000 0	40.25	
20250506-0013	05/06/2025		fuel	07 2900 580 143 000 0	44.13	
20250506-0014	05/06/2025	25-000945	End of the year party supplies	07 2900 610 143 000 0	6.00	
Check Number: 15063	Check Type: Check	Check Date: 05/07/2025	Vendor: FNBOCARD	FNBO CARD	Check Total: 405.80	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
20250506-0014	05/06/2025	25-000945	End of the year party supplies	07 2900 610 143 000 0	52.53	
20250506-0014	05/06/2025	25-000945	End of the year party supplies	07 2900 610 143 000 0	47.40	
20250506-0017	05/06/2025		end of year party	07 2900 610 159 000 0	30.46	
20250506-0017	05/06/2025		end of year party	07 2900 610 159 000 0	75.54	
20250506-0018	05/06/2025		state ffa	07 2900 580 111 000 0	49.66	
20250506-0018	05/06/2025		state ffa	07 2900 580 111 000 0	51.24	
20250506-0018	05/06/2025		state ffa	07 2900 580 111 000 0	34.15	
20250506-0018	05/06/2025		state ffa	07 2900 580 111 000 0	54.15	
20250506-0018	05/06/2025		menards	07 2900 610 124 000 0	10.67	
Check Number: 15064	Check Type: Check	Check Date: 05/07/2025	Vendor: FNBOCARD	FNBO CARD	Check Total: 1,581.87	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
20250506-0018	05/06/2025		hobby lobby	07 2900 610 124 000 0	21.79	
20250506-0018	05/06/2025		nat ffa	07 2900 610 124 000 0	849.00	
20250506-0019	05/06/2025	25-000909	Chapter meal	07 2900 580 124 000 0	485.24	
20250506-0020	05/06/2025	25-000927	Parking in Lincoln	07 2900 580 124 000 0	4.50	
20250506-0021	05/06/2025	25-000925	Hobby Lobby. Dinnerware FFA	07 2900 610 124 000 0	129.51	
20250506-0024	05/06/2025	25-000977	Diesel - Bus #11 - State FFA - Fatdogs -	07 2900 580 111 000 0	91.83	
Check Number: 15065	Check Type: Check	Check Date: 05/07/2025	Vendor: FNBOCARD	FNBO CARD	Check Total: 154.90	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
20250506-0025	05/06/2025	25-000979	Diesel - Bus #11 - State FFA - Sapp Bros	07 2900 580 111 000 0	76.05	
20250506-0026	05/06/2025	25-000978	Diesel - Bus #11 - State FFA - Ogallala	07 2900 580 111 000 0	78.85	
Check Number: 15066	Check Type: Check	Check Date: 05/07/2025	Vendor: KIMBALL	Kimball Public Schools	Check Total: 50.00	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
20250501	05/01/2025	25-000982	Boys Golf Fees	07 2900 810 102 000 0	50.00	
Check Number: 15067	Check Type: Check	Check Date: 05/07/2025	Vendor: MEN	MENARDS	Check Total: 136.71	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
23831	05/01/2025	25-000964	shop supplies	07 2900 610 126 000 0	136.71	
Check Number: 15068	Check Type: Check	Check Date: 05/07/2025	Vendor: MORRILLSCH	MORRILL PUBLIC SCHOOLS	Check Total: 300.00	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
20250501	05/01/2025	25-000984	JH track entry fee	07 2900 810 102 000 0	150.00	
20250506	05/06/2025	25-001010	JH track meet entry fee - Morrill	07 2900 810 102 000 0	150.00	
V*20250501	05/09/2025	25-000984	JH track entry fee	07 2900 810 102 000 0	(150.00)	
V*20250506	05/09/2025	25-001010	JH track meet entry fee - Morrill	07 2900 810 102 000 0	(150.00)	

**Detail Check Register**

Checking Account: 7

**Student Activity**

Check Number	Check Type	Check Date	Vendor	Description	Chart of Account Number	Check Total
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
15069	Check	05/07/2025	NORTHROCK	NORTH OF THE ROCK DESIGNS		2,253.00
315	04/29/2025		field day shirts	07 2900 610 122 000 0	2,253.00	
15070	Check	05/07/2025	PEPSI	Pepsi-Cola of Western NE		1,601.80
5100161002	04/14/2025		inventory	07 2900 610 118 000 0	489.10	
5100161436	04/14/2025		inventory	07 2900 610 118 000 0	246.55	
5100161437	04/28/2025		vending	07 2900 610 133 000 0	53.60	
5100162753	05/02/2025		vending	07 2900 610 122 000 0	53.60	
510016752	05/07/2025		inventory	07 2900 610 118 000 0	758.95	
15071	Check	05/07/2025	STEPHSTUDI	STEPH'S STUDIO		131.61
199212054	05/07/2025		composite replacement	07 2900 610 133 000 0	131.61	
15072	Check	05/07/2025	WEBERTOM	THOMAS WEBER		550.00
20250506	05/06/2025	25-001004	BCD track meet official fee	07 2900 352 102 000 0	550.00	
15073	Check	05/07/2025	WILDROOT	WILD ROOTS		3,436.26
1800	05/02/2025	25-000988	Soils/plastics/fertilizer greenhouse	07 2900 610 124 000 0	3,436.26	
15074	Check	05/07/2025	WNCC	WNCC		488.00
20250507	05/07/2025	25-001011	CNA class	07 2900 610 138 000 0	488.00	
15075	Check	05/12/2025	ALLPUSC	ALLIANCE PUBLIC SCHOOLS		50.00
20250512	05/12/2025	25-001018	Girls golf fees 9/30	07 2900 810 102 000 0	50.00	
15076	Check	05/12/2025	ALSMARKET	AL'S MARKET		216.25
4411/4409/3765	05/12/2025	25-001030	BCD and District track meet hospitality	07 2900 610 102 000 0	64.00	
4411/4409/3765	05/12/2025	25-001030	BCD and District track meet hospitality	07 2900 610 102 000 0	26.63	
4411/4409/3765	05/12/2025	25-001030	BCD and District track meet hospitality	07 2900 610 102 000 0	15.38	
4451	05/12/2025	25-001034	Water for BCD, District track and boys h	07 2900 610 102 000 0	41.94	
4451	05/12/2025	25-001034	Water for BCD, District track and boys h	07 2900 610 102 000 0	68.30	
15077	Check	05/12/2025	BAYACT	BAYARD PUBLIC SCHOOLS - ACTIVITY		90.00
20250512	05/12/2025	25-001024	Preschool Tuition for Ignacio Angulano	07 2900 610 138 000 0	90.00	
15078	Check	05/12/2025	MORRILLSCH	MORRILL PUBLIC SCHOOLS		150.00

**Detail Check Register**

<b>Checking Account: 7</b>		<b>Student Activity</b>					
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>		
20250509	05/09/2025	25-001010	JH track meet entry fee - Morrill	07 2900 810 102 000 0	150.00		
Check Number: 15079	Check Type: Check	Check Date: 05/15/2025	Vendor: BAYASCHO	BAYARD PUBLIC SCHOOLS	Check Total:	18.09	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>		
20250515	05/15/2025	25-001051	postage	07 2900 610 147 000 0	18.09		
Check Number: 15080	Check Type: Check	Check Date: 05/20/2025	Vendor: BAYASCHO	BAYARD PUBLIC SCHOOLS	Check Total:	1,190.81	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>		
20250520	05/20/2025		chadron state college visit travel	07 2900 580 147 000 0	881.96		
20250520	05/20/2025		wncs college fair	07 2900 580 147 000 0	143.85		
20250520	05/20/2025		act	07 2900 610 147 000 0	165.00		
Check Number: 15081	Check Type: Check	Check Date: 05/20/2025	Vendor: TIGERPAWS	Bayard Tiger Paws	Check Total:	1,426.13	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>		
20250520	05/20/2025		hospitality	07 2900 610 102 000 0	475.28		
20250520	05/20/2025		hospitality	07 2900 610 102 000 0	306.85		
20250520	05/20/2025		hospitality	07 2900 610 102 000 0	500.00		
20250520	05/20/2025		pizza	07 2900 610 152 000 0	72.00		
20250520	05/20/2025		pizza	07 2900 610 152 000 0	72.00		
Check Number: 15082	Check Type: Check	Check Date: 05/20/2025	Vendor: BRISCH	BRIDGEPORT PUBLIC SCHOOLS	Check Total:	350.00	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>		
20250520	05/20/2025	25-001045	Registration fee for 2 days of Bridgepor	07 2900 610 115 000 0	350.00		
Check Number: 15083	Check Type: Check	Check Date: 05/20/2025	Vendor: CHADRON	Chadron High School	Check Total:	50.00	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>		
51325	05/20/2025		golf fee	07 2900 810 102 000 0	50.00		
Check Number: 15084	Check Type: Check	Check Date: 05/20/2025	Vendor: GARSPO	GARRETSON'S SPORT CENTER	Check Total:	2,781.75	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>		
19903	05/20/2025		helmets recon	07 2900 610 125 000 0	2,057.75		
19904	05/20/2025		jh helmets	07 2900 352 102 000 0	724.00		
Check Number: 15085	Check Type: Check	Check Date: 05/20/2025	Vendor: MAC CONF	MINUTEMAN ACTIVITIES CONFERENCE	Check Total:	2,144.00	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>		
20250520	05/20/2025		mac track gate	07 1710 0102	2,144.00		
Check Number: 15086	Check Type: Check	Check Date: 05/20/2025	Vendor: NSAA	NEBRASKA SCHOOL ATHLETIC ASSOC.	Check Total:	243.80	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>		
2025track	05/20/2025		district track gate	07 1710 0102	243.80		
Check Number: 15087	Check Type: Check	Check Date: 05/20/2025	Vendor: NORPLASTPA	NORTH PLATTE ST. PAT'S	Check Total:	62.00	
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>		
20250520	05/20/2025	25-001057	District golf fees x 2 golfers	07 2900 810 102 000 0	62.00		

**Detail Check Register**

**Checking Account: 7**

**Student Activity**

Check Number: 15088	Check Type: Check	Check Date: 05/20/2025	Vendor: SPS	SCOTTSBLUFF PUBLIC SCHOOLS	Check Total:	110.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
20250520	05/20/2025	25-001038	Best of the West Entry Fees	07 2900 810 102 000 0	110.00	
Check Number: 15089	Check Type: Check	Check Date: 05/20/2025	Vendor: AAPORTAPOT	ALVARO SILVA	Check Total:	540.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
11287	05/20/2025		portable toilet rentals mar and apr	07 2900 352 102 000 0	540.00	
Check Number: 15090	Check Type: Check	Check Date: 05/28/2025	Vendor: BRISCH	BRIDGEPORT PUBLIC SCHOOLS	Check Total:	200.00
<u>Invoice Number</u>	<u>Invoice Date</u>	<u>PO Number</u>	<u>Detail Description</u>	<u>Chart of Account Number</u>	<u>Detail Amount</u>	
20250528	05/28/2025		girls basketball camp	07 2900 610 114 000 0	200.00	

\*Denotes Expensed Invoice Item

Checking Account ID: 7

Total without Voids: 33,724.50

NEBRASKA DEPARTMENT OF EDUCATION  
SCHOOL FINANCE & ORGANIZATION SERVICES

**2025/26 PROPERTY TAX REQUEST AUTHORITY CERTIFICATION**

**BAYARD PUBLIC SCHOOLS (62-0021-000)**

<b>Total Certified Property Tax Request Authority</b>	<b>\$4,008,090</b>
<b>Additional Base Growth % Allowed with Board Approval</b>	<b>7 %</b>
<b>Additional Property Tax Request Authority Allowed with Board Approval</b>	<b>\$442,244</b>
<b>Maximum Certified Property Tax Request Authority Including Board Approved Amount</b>	<b>\$4,450,334</b>

SECTION A TOTAL BASE REVENUE CALCULATION		
	2024/25 Property Tax	\$4,035,812
	2022/23 Other Non-Property Tax	\$385,463
	2023/24 SPED	\$472,725
	2024/25 TEEOSA	\$1,423,776
	<b>TOTAL BASE REVENUE CALCULATION</b>	<b>\$6,317,776</b>

SECTION B TOTAL BASE GROWTH PERCENTAGE		
	Base Growth	3.0000 %
	Membership Growth	0.0000 %
	LEP Growth	0.0000 %
	Poverty Growth	0.0000 %
	<b>TOTAL BASE GROWTH RATE PERCENTAGE</b>	<b>3.0000 %</b>

SECTION C TOTAL CALCULATED REVENUE CAP FOR 2025/26		
(Section A Total x Section B Total)		
	<b>TOTAL REVENUE CAP</b>	<b>\$6,507,309</b>

SECTION D TOTAL PROPERTY TAX REQUEST AUTHORITY FOR 2025/26		
(Section C Total Revenue Cap minus sum of items listed in this section)		
	2023/24 Other Non-Property Tax (minus)	\$424,220
	2024/25 SPED (minus)	\$489,861
	2025/26 TEEOSA (minus)	\$1,585,166
	2024/25 Unused Property Tax Authority (add)	\$28
	<b>TOTAL CERTIFIED PROPERTY TAX REQUEST AUTHORITY</b>	<b>\$4,008,090</b>

SECTIONS E - G ADDITIONAL BOARD APPROVAL INFORMATION		
	Additional Base Growth % Allowed with Board Approval	7 %
	Additional Property Tax Authority Allowed with Board Approval	\$442,244
	<b>ALMAXIMUM CERTIFIED PROPERTY TAX REQUEST AUTHORITY INCLUDING BOARD APPROVED</b>	<b>\$4,450,334</b>

Some numbers may be rounded for presentation. For program contacts and additional information on how data was calculated visit [www.education.ne.gov/fos/budgeting-school-district/property-tax-authority](http://www.education.ne.gov/fos/budgeting-school-district/property-tax-authority)

**Bayard Public Schools 2023-24 Annual Financial Literacy Report:**

For the 2023-24 school year all 28 seniors took personal finance; 23 took both semesters with five students taking either the 1<sup>st</sup> or 2<sup>nd</sup> semester of the course. All seniors met the state financial literacy requirement for graduation.

Thirteen juniors also took the course. Eleven juniors took both semesters with two students opting to take one semester. Thirteen juniors have completed the state literacy requirement for graduation.

**79-3004. Annual financial literacy status report.**

On or before December 31, 2024, and on or before December 31 of each year thereafter, in order to promote and support financial literacy education, each school district shall provide an annual financial literacy status report to its school board, including, but not limited to, student progress in financial literacy courses and other district determined measures of financial literacy progress from the previous school year.

**Source:** Laws 2021, LB452, § 4.

Rodney Olson

Vacation Leave 20 days (160 hours) no more the 25 days	Dates	Hours
	7/5/2024	4
	7/12/2024	8
	7/19/2024	8
	9/20/2024	8
	10/25/2024	3
	11/27/2024	4
	11/29/2024	8
	12/6/2024	8
	12/26/2024	4
	12/27/2024	8
	1/24/2025	8
	2/3/2025	8
	3/7/2025	8
	3/28/2025	8
	4/11/2025	8
	4/25/2025	8

111 Total hours used

Sick Leave 10 days (80 hours) no more then 60 days	Dates	Hours
	8/1/2024	8
	9/2/2024	8 Sick Bank
	9/25/2024	1.5
	10/18/2024	8
	12/23/2024	8
	12/24/2024	8
	1/10/2025	6
	2/19/2025	8
	2/20/2025	8
	3/27/2025	8

71.5 Total hours used



15 E Midland Ave St 502  
Paramus, NJ, 07652-2938

Bayard Pub School District 21

Kelley Rice  
Bayard Pub School District 21  
PO Box 607  
Bayard, NE 69334-0607

**Quote Number:** Q-163250  
**Quote Creation Date:** 5/20/2025  
**Quote Expiration Date:** 9/30/2025

Bayard Pub School District 21 HS Science  
Price Quote Summary

Solution	Base Amount	Free Amount	Total
Chemistry	\$2,100.50	\$0.00	\$2,100.50
Miller Levine Biology	\$4,765.00	\$0.00	\$4,765.00
Savvas Physical Science	\$9,410.00	\$181.50	\$9,410.00
<b>Solution Subtotal:</b>	<b>\$16,275.50</b>	<b>\$181.50</b>	<b>\$16,275.50</b>

Shipping and Handling:	\$521.24
<b>Total:</b>	<b>\$16,796.74</b>



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Paramus, NJ, 07652-2938

Bayard Pub School District 21

Price Quote Detail

Chemistry

Chemistry - Savvas Chemistry ©2017

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
9781323205907	CHEMISTRY 2017 STUDENT EDITION GRADE 10/11	\$133.50	0	3	\$0.00	\$400.50
9781323220306	CHEMISTRY 2017 DIGITAL COURSEWARE 3-YEAR LICENSE GRADE 9/12	\$85.00	0	20	\$0.00	\$1,700.00
Chemistry - Savvas Chemistry ©2017 - Subtotal:					\$0.00	\$2,100.50

Miller Levine Biology

Miller Levine Biology - Miller & Levine Biology ©2019

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
9798213507256	MILLER LEVINE BIOLOGY 2019 ROLLOVER INITIAL DIGITAL COURSEWARE 7-YEAR LICENSE	\$146.00	0	25	\$0.00	\$3,650.00
9780328925124	MILLER LEVINE BIOLOGY 2019 STUDENT EDITION GRADE 9/10	\$111.50	0	10	\$0.00	\$1,115.00
Miller Levine Biology - Miller & Levine Biology ©2019 - Subtotal:					\$0.00	\$4,765.00

Savvas Physical Science

Savvas Physical Science - Physical Science: Concepts in Action (2011)

ISBN	Description	Price	Free Qty	Charged Qty	Free Amount	Total Charged
9781418846343	HIGH SCHOOL PHYSICAL SCIENCE 2011 DIGITAL COURSEWARE 7-YEAR LICENSE GRADE 9/12 REALIZE	\$126.00	0	35	\$0.00	\$4,410.00
9780133172119	HIGH SCHOOL PHYSICAL SCIENCE 2011 EARTH AND SPACE STUDENT EDITION (HARDCOVER) GRADE 9/10	\$125.00	0	40	\$0.00	\$5,000.00
9780133172126	HIGH SCHOOL PHYSICAL SCIENCE 2011 EARTH AND SPACE TEACHER EDITION (HARDCOVER) GRADE 9/10	\$181.50	1	0	\$181.50	\$0.00
Savvas Physical Science - Physical Science: Concepts in Action (2011) - Subtotal:					\$181.50	\$9,410.00

**Solution Subtotal: \$181.50 \$16,275.50**



15 E Midland Ave St 502  
Paramus, NJ, 07652-2938

Bayard Pub School District 21

Shipping and Handling:	\$521.24
Total:	\$16,796.74



15 E Midland Ave St 502  
Paramus, NJ, 07652-2938

## Bayard Pub School District 21

### Savvas Learning Company LLC Terms and Conditions

**To place your order** please submit a copy of this price quote with your Purchase Order, include the Quote Number on your Purchase Order, and include any other required documentation. You may send the order documents using an electronic form or by mail. Please submit your PO and price quote via one of the following methods:

**Online:**

<https://support.savvas.com/support/s/customerserviceus>

**Mail:** PO Box 6820, Chandler, AZ 85246

Savvas does not accept Credit Card information via postal mail, facsimile, or email. Credit Card information will only be accepted via phone, eCommerce, or my Savvas Orders. For questions regarding your order please call Customer Service: 1-800-848-9500.

**Price quote:** This is a price quote for the customer's convenience only, and not an offer to contract. All quotes are subject to review and final acceptance by an authorized representative of Savvas at its offices. Savvas reserves the right to correct typographical, computational or other errors. Savvas' standard payment terms are net 30 days unless otherwise specified. All pricing is in US Dollars unless otherwise specified. Pricing calculations use multiple decimal places to determine the most accurate extended pricing but are represented in standard currency format.

**Shipping & handling** charges (where applicable) are shown on the quote. S&H rates quoted are for standard ground transportation and may not reflect account contracted rates. If expedited shipping is requested, actual charges may be higher. For orders picked up at the Savvas warehouse by the customer or a third party carrier contracted by the customer, a 2% handling charge will be applied to shippable items. The 2% charge will appear on the customer proposal and invoice as a S&H charge.

**Taxes:** All pricing in this quote is exclusive of any applicable sales, use or other similar taxes or duties. The customer is responsible for any such taxes or duties that may apply; if the customer is tax exempt, evidence of such tax exemption must be provided. Estimated tax may be provided solely for customer convenience. The amount indicated is only an estimate and is intended to be helpful for budgeting purposes. The actual amount of sales tax assessed at the time of invoicing may be more or less.

**Platforms:** Savvas, and any third party for which Savvas serves as the sales agent or distributor, reserve the right to change and/or update technology platforms, including possible edition updates to customers during the term of access. Customers will be notified of any change prior to the beginning of the new school year.

**Damaged & Defective Products:** If a print product, or the print component of a blended (print & digital) product, is received in damaged or defective condition, Savvas will issue a credit or replacement at no charge to the customer if the customer promptly (no later than 120 days) returns the damaged or defective product. Customers must report missing product immediately upon receipt.

**Return Policy:** Returns (other than damaged or defective products) are subject to the following conditions: (a) materials must be returned to Savvas at the customer's expense in new, unused condition, suitable for resale by Savvas (note that any barcoding, sticker, stamping or similar marking on any print materials renders them unsuitable for resale); (b) materials must be returned within six (6) months from the date of purchase; (c) the customer must obtain a Return Materials Authorization ("RMA") from Savvas prior to returning the materials, and must ship the materials back to Savvas within thirty days of receiving the RMA; (d) all materials sold in a set or package must be returned complete as originally sold; and (e) any materials provided by Savvas to the customer on a no-charge basis in consideration of the customer's purchase must be returned in proportion to the purchased materials that are being returned for a credit. A restocking fee of 3% may be applied to credits over \$1,000. Savvas' return policy does not apply to science lab kits or trade publication novels, which are sold on a non-returnable basis.

**Consumable Worktexts:** Subsequent year consumable worktexts will ship each year on the anniversary of the original order date for the duration of their license. Worktexts will ship to the location listed on the original order. Quantities for each grade level and title will remain consistent each year. Changes to quantities of titles previously ordered, shipping location changes, or any other changes to consumable worktext shipments must be made 4 weeks prior to shipment date (the anniversary of the original order date unless changed). Changes can be made on the Subscription Worktext Site: <https://worktext-subscriptions.savvas.com>

**Annual subscriptions for iLit and Successmaker Only:** Savvas' iLit and Successmaker products (and no others) automatically renew on the anniversary date of the original purchase and will be invoiced accordingly unless otherwise specified.

Technical support services are included with purchase of Savvas digital products. **Online help:**

<https://support.savvas.com/support/s/k12-curriculum-support-form>

phone: 1-800-848-9500

**Professional Services:** All paid services must be delivered within twelve (12) months of the order date of those services. Any unused services expire at the end of such twelve (12) month period, unless otherwise specified in contract terms. Any cancellation made with less than 72 hours' notice will result in a cancellation fee equal to the full price of the event. MySavvasTraining is included with purchase of products (<https://mysavvas.com>)

Program	Total Budget 24-25	Total Budget 25-26	Blue is equal Green is reduction Yellow is increase
Varsity/JV Football	7500	7500	
JH football	4500	4000	Less Home games
Varsity/JV Volleyball	5000	5000	
JH Volleyball	4000	4000	
Cross Country	4500	4500	
Softball	6000	7000	New officials rates/Equipment needs
Varsity/JV Basketball(Boys)	6000	6000	
Varsity/JV Basketball(Girls)	6000	6000	
JH Basketball(Boys)	2500	2500	
JH Basketball(Girls)	2500	2500	
Varsity Boys Wrestling	10000	10000	
Varsity Girls Wrestling	10000	9000	Less travel this season
JH Wrestling	5000	5000	
Boys Track	7,000	7,000	
Girls Track	7,000	7,500	Track Jersey order year(Half)
JH Track	3000	4000	New Track Uniforms needed
Golf	4000	4500	Hosting MAC golf(Extra fee)
Miscellaneous	2000	2000	
Medical Supplies	3000	3000	
Weight Room	1600	1600	
Professional Growth	2000	2000	
RWMC Training Fees	3000	3000	
NSAA Dues	1650	1650	
MAC Dues	1750	1750	
WTC Dues	1500	1500	
Sportsmanship Summit	0	0	
Awards/medals	3500	4000	Every other year for WR medals
Software(Hudl(impact)	9500	9500	
One Act	1000	1000	
Speech	1000	1000	
Total Budget	126000	128000	

# SUPERINTENDENT EVALUATION



Bayard, Nebraska

# STANDARD 1: VISION, CULTURE, & INSTRUCTIONAL LEADERSHIP

The superintendent leads the district by promoting the success of all students, articulating a vision of learning, developing a positive school climate and demonstrating best practices in instructional programs and staff professional development.

Professional Practice	Highly Effective	Effective	Developing	Ineffective
<b>1.1</b> Leadership actions, staffing and resources are clearly aligned to a student achievement focused vision, and that vision is evident in the school culture	Continually exceeds the criteria <input checked="" type="checkbox"/>	Consistently meets the criteria <input type="checkbox"/>	Partially meets the criteria <input type="checkbox"/>	Does not meet the criteria <input type="checkbox"/>
<b>1.2</b> Demonstrates a deep understanding of quality instruction and consistently promotes effective instructional programs and high expectations for student learning outcomes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>1.3</b> District goals are systemically aligned throughout the district with a focused plan for student achievement and school improvement supported by resources	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>1.4</b> Leads and supports the use of data informed instruction for administrators and teachers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>1.5</b> Monitors and reviews the effectiveness of curriculum and instruction and their alignment with state standards	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>1.6</b> Ensures that all staff have district-specific professional development that directly enhances their performance and improves student learning.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>1.7</b> Sets self-improvement goals and applies learning from professional development	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

**Comments:**

# STANDARD 2: OPERATIONS, RESOURCE, & PERSONNEL MANAGEMENT

The superintendent demonstrates the knowledge, skills, and ability to effectively manage operations that promote a safe and effective environment for students and staff, ensure the fiscal health of the district, and implement sound personnel practices.

Professional Practice	Highly Effective	Effective	Developing	Ineffective
<b>2.1</b> Develops and ensures the implementation of procedures and structures to support compliance with local, state, and federal laws and regulations	Continually exceeds the criteria 	Consistently meets the criteria 	Partially meets the criteria <input type="checkbox"/>	Does not meet the criteria <input type="checkbox"/>
<b>2.2</b> Implements personnel procedures, recruitment and employee performance programs to hire and retain the best qualified teachers, administrators and personnel			 <input type="checkbox"/>	<input type="checkbox"/>
<b>2.3</b> Aligns and adjusts resources accordingly to meet district priorities and annual goals/objectives operating within budget and fiscal guidelines			<input type="checkbox"/>	<input type="checkbox"/>
<b>2.4</b> Guides the process of fiscal planning and budget development and makes recommendations based upon the district's current fiscal position and future needs			 <input type="checkbox"/>	<input type="checkbox"/>
<b>2.5</b> Stays informed of facilities use and needs and makes facilities recommendations as needed to the board, promotes safety across the district, and ensures a facilities management plan is in place for future needs			<input type="checkbox"/>	<input type="checkbox"/>
<b>2.6</b> Effectively works with district bargaining units and actively seeks to improve bargaining outcomes that best serve students and the district			<input type="checkbox"/>	<input type="checkbox"/>

**Comments:**

## STANDARD 3: BOARD GOVERNANCE & POLICY

The superintendent works effectively with the board of education, exhibits a shared understanding of board and superintendent roles, leads and manages the district consistent with board policies, and demonstrates the skills to work effectively with the board.

Professional Practice	Highly Effective	Effective	Developing	Ineffective
<b>3.1</b> Offers professional advice to the board with appropriate recommendations based on thorough study and analysis	Continually exceeds the criteria <input type="checkbox"/>	Consistently meets the criteria <input checked="" type="checkbox"/>	Partially meets the criteria <input type="checkbox"/>	Does not meet the criteria <input type="checkbox"/>
<b>3.2</b> Keeps the board regularly informed with data, reports, and information which enables them to make effective timely decisions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>3.3</b> Interprets and executes the intent of board policies, and advises the board on the need for new and/or revised policies	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>3.4</b> Works collaboratively with the board to shape district vision, mission, and goals with measurable objectives of high expectations for student achievement	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>3.5</b> Makes considerable effort to have a positive working relationship with the board, treating all board members fairly and respectfully, and attempts to resolve any serious conflicts with board members	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Comments:**

## STANDARD 4: COMMUNICATION & COMMUNITY RELATIONS

The superintendent establishes effective communication with students, parents, staff and community, and has the knowledge and awareness of different cultures among all community members to effectively engage and respond to diverse interests and needs that support the success of all students.

Professional Practice	Highly Effective	Effective	Developing	Ineffective
4.1 Communicates key information to all stakeholders in an appropriate and timely manner	Continually exceeds the criteria <input type="checkbox"/>	Consistently meets the criteria <input checked="" type="checkbox"/>	Partially meets the criteria <input type="checkbox"/>	Does not meet the criteria <input type="checkbox"/>
4.2 Works collaboratively with staff and community members to secure resources and effective partnerships to support district goals and student success	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.3 Uses effective public information strategies to communicate and promote a positive image of the district with families, community, the media, state, and local officials	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.4 Establishes effective communication within the district and promotes positive interpersonal relations among staff	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.5 Creates an atmosphere of trust and respect with staff, families, and community members	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.6 Regularly attends events and visibly engages the school community and the community at large	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Comments:**

## STANDARD 5: ETHICAL LEADERSHIP

The superintendent promotes the success of every student and staff member by acting with integrity, fairness and in an ethical manner.

Professional Practice	Highly Effective	Effective	Developing	Ineffective
<b>5.1</b> Demonstrates ethical and professional behavior, inspiring others to higher levels of performance	Continually exceeds the criteria <input checked="" type="checkbox"/>	Consistently meets the criteria <input checked="" type="checkbox"/>	Partially meets the criteria <input type="checkbox"/>	Does not meet the criteria <input type="checkbox"/>
<b>5.2</b> Maintains a caring and professional relationship with staff, grounded in shared district values	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>5.3</b> Demonstrates appreciation for, and sensitivity to, the diversity of the school community, and respects divergent opinions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>5.4</b> Demonstrates efforts to close the achievement gap across all demographics	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>5.5</b> Demonstrates a high level of self-awareness and improves upon professional practice	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Comments:**

# ANNUAL SUPERINTENDENT GOALS

Annual Superintendent Goals (3 Goals)	Evidence of Progress or Completion (3-5 Evidence/Data Sources)	Highly Effective	Effective	Developing	Ineffective
1.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

# PERFORMANCE SUMMARY SHEET

Board of Education Summary Comments:

*See attached*

Superintendent Summary Comments:

Board of Education Recommendations:

# FINAL PERFORMANCE SUMMARY SHEET

(To be filled out by the Board President)

Standards	Highly Effective	Effective	Developing	Ineffective	Rating
1. Vision, Culture & Instructional Leadership	14	20	3	<input type="checkbox"/>	<input type="checkbox"/>
2. Operations, Resource & Personnel Management	12	23	2	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Board Governance & Policy	<del>20</del> 9	20	2	<input type="checkbox"/>	<input checked="" type="checkbox"/>
4. Communication & Community Relations	9	21	1	1	<input checked="" type="checkbox"/>
5. Ethical Leadership	9	25	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Goals</b>					
1. Annual Goal #1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2. Annual Goal #2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
3. Annual Goal #3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Superintendent's Name: \_\_\_\_\_

Academic Year: \_\_\_\_\_

Board Members: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\*Superintendent's Signature:



Date: \_\_\_\_\_

\*Board President's Signature:

\_\_\_\_\_

Date: \_\_\_\_\_

- I am impressed with his knowledge and gets things done in reasonable time
- great work w/ perochial schools to ↑ enrollment
- good at supporting staff
- Knowledgeable about building needs
- good communication ~~and~~
- good at putting staff in places that best fit.
- Creative a staffing to best utilize funds
- extremely personable
- good at making connections for the good of the kids