

EMERSON-HUBBARD COMMUNITY SCHOOLS

Agenda for Board of Education Meeting

Wednesday, January 14, 2026 5:30 PM

Emerson-Hubbard High School-Library, 1503 Dakota Street, Emerson, NE 68733

Welcome to Emerson-Hubbard Community Schools Board of Education Meeting. Our adopted mission statement is: **The mission of the Emerson-Hubbard Community School is to empower students to apply their skills and knowledge to become productive and contributing citizens.**

Thank you for attending the regular meeting of the board. (School Board meetings in Nebraska are meetings held in public, not public meetings.) The public comment agenda item is the only opportunity for the public to address the board.

Regular Board Meeting Called to Order

Open Meetings Poster Announcement

Consider, discuss & take all necessary action on board officers & committees

Excuse Absent Board Members (as necessary).

Approval of Agenda &/or changes to Agenda

Consent Agenda

A. Approval of Minutes

B. Treasurer's Report

C. Action on Claims

Public Comment From Visitors

Action Items

A. Consider, discuss & take necessary action to designate the Legal Counsel, Depository Bank, and the District Newspaper of Record

B. Consider, discuss & take necessary action to approve accepting a bid for Bus #106.

C. Consider, discuss & take necessary action to approve certified staff resignations.

D. Consider, discuss & take necessary action on updates to the school policies #2000's on Administration

Information & Reports

A. Report from the Principals

Elementary School

1. Enrollment

2. Activities

3. Playground Update

Middle School/High School

1. Enrollment

2. Staff Recognition - Josie Mikolocyk

3. Winter Activities

4. Committees Update

B. Report from the Superintendent:

- Budget Update

- Strategic Plan Update

- Tax Levy Information
- Counseling Update
- Board Election
- Elementary Principal Interviews

C. Report from Board Committees

NASB Board Notes

Discussion Items

Next Meeting - February 11th, 2026

Adjournment

Emerson-Hubbard Board of Education Public Participation Opening Statement

Welcome to the Emerson-Hubbard Board of Education Meeting. The board welcomes patrons, and we appreciate your attendance at this board meeting. Members of the public are encouraged to share their thoughts and ideas with the board during the agenda item labeled “Public Comment.” Comments or questions from the audience at any other time during the meeting may be declared out of order.

We appreciate your willingness to abide by the rules of order. This is the only time during this meeting when the public may speak unless invited to by the board president. Any person wishing to make public comment must abide by and adhere to applicable board policies, including, but not limited to the following:

- **For all meetings of the Board, individual speakers shall have up to 5 minutes to address the Board, and the Board shall hear up to 30 cumulative minutes of public comment. The Board may vote to modify these time limits when the Board deems appropriate.**
- **The board will not respond to comments or questions.**
- **The board will not take action on the comments presented by the speakers but will direct the comments to appropriate staff members.**
- **Offensive language and hostile or disorderly conduct will not be tolerated. In the event that the Board President determines any statement or comment constitutes offensive language or hostile or disorderly conduct, then the Board President will declare the person out of the order and the person will be prohibited from speaking further.**

SCHOOL BOARD COMMITTEES 2025			
Building and Grounds	Kip Ahlers	Ryan Beacom	Tricia Belt
Finance Committee(Budget, Negotiations)	Ashley Fuscher	Joani Franzluebbers	Kip Ahlers
Transportation	Ashley Fuscher	Scott Albrecht	Ryan Beacom
American Civics & Curriculum	Scott Albrecht	Joani Franzluebbers	Tricia Belt
Pathways to Tomorrow	Scott Albrecht	Ryan Beacom (Alt)	
COOP	Joani Franzluebbers	Kip Ahlers	Tricia Belt
Feasibility Study(Ad Hoc Committee)	Joani Franzluebbers	Kip Ahlers	

Internal Board Policies - Board MembersCode of Ethics

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

1. As a member of the local Board of Education, representing all the citizens of the Emerson-Hubbard School District, each Board member will recognize:
 - a. That he or she has been entrusted with the educational development of the children and youth of the community.
 - b. That the community expects that the first and greatest concern of a school Board member will be the best interest of each and every one of the young people enrolled in the district's schools.
 - c. That the future welfare of this community, of this state, and of our nation depends in the largest measure upon the quality of education provided in Emerson-Hubbard Public School to meet the needs of every learner.
 - d. That members of the Board of Education must collectively take the initiative in helping all the people in this community to have updated, accurate information about the public schools system, and to provide the finest possible school programs, school staff, and school facilities.
 - e. That by statute the authority of the Board of Education is derived from the state which is ultimately responsible for the organization and operation of the public schools and which determines the degree of discretionary power exercised by the Board representing the people of the Emerson-Hubbard community.
 - f. That a school Board member must never neglect his or her personal obligation to the community and legal obligation to the State of Nebraska, nor surrender these responsibilities to any other person, group or organization; but that, beyond this, each school Board member has a moral and civic obligation to our country which can remain strong and free only so long as public schools in the United States are kept strong and free.
2. In view of the foregoing consideration, it must be the constant endeavor of each school Board member:
 - a. To devote time, thought and study to the duties and responsibilities of a school Board member so that he/she may render effective and creditable service.
 - b. To work with fellow school Board members in a spirit of harmony and cooperation so as to convert differences of opinion which arise during discussion

and debate into a consensus for the benefit of the students enrolled in Emerson-Hubbard Public Schools.

- c. To base personal decisions upon all available facts in each situation, to vote honest conviction in every case, unswayed by partisan bias of any kind; thereafter, to abide by and uphold the final majority decision of the Board of Education.
- d. To remember at all times that individual Board members have no local authority outside the meetings of the Board of Education, and to conduct relationships with school staff members, local citizens, and all media of communication on the basis of this fact.
- e. To resist every temptation and outside pressure to use the position as a school Board member to benefit either oneself or any other individual or agency apart from the total interest of the school system.
- f. To recognize that it is as important for the Board of Education to understand and evaluate the educational program of Emerson-Hubbard Public Schools as it is to plan for the business of the school district.
- g. To bear in mind under all circumstances that the primary function of the Board of Education is to establish and maintain the policies by which the schools are to be administered, but that the administration of the educational program and the conduct of school business shall be the primary responsibility of the Superintendent of Schools and the professional and non-professional staff members who are employed to work with the Superintendent of Schools.
- h. To welcome and encourage active cooperation by citizens, organizations, and the media of communication in Emerson-Hubbard Public Schools with respect to the establishment of policy on current school operation and proposed future developments.
- i. To strive step by step to achieve the ideal conditions for the most effective service by a Board of Education to its community, in a spirit of teamwork and unwavering commitment to the American system of public education as a primary means for preservation and perpetuation of our representative democracy.

Date of Adoption: November 13, 2008

REGULAR BOARD MEETING
December 10, 2025

Of the Board of Education of School District No. 61R, Emerson-Hubbard Community Schools, in the County of Dixon, in the State of Nebraska, a/k/a Dixon County School District No. 561, convened in open and public session at 5:30 PM on December 10, 2025, at Emerson-Hubbard's Elementary Library in said district. **Absent:** Kip Ahlers, Tricia Belt **Present:** Scott Albrecht, Ryan Beacom, Joani Franzluebbbers. Ashley Fuchser. Superintendent Dale Martin, Elementary Principal Dustin Nielsen, MS/HS Principal Zachary Biere, Board Secretary Linda Rohde and Community Members.

Notice of the meeting was given in advance thereof, according to law, by proper publication in the Nebraska Journal Leader, a designated method for giving notice of the School District. Notice of this meeting was given in advance to all members of the Board of Education. Availability of the Agenda and purpose of the meeting was communicated in the advance notice of the meeting and in the notice to the members of this meeting. All proceedings of the Board of Education were taken while the convened meeting was open to the attendance of the public.

Scott Albrecht made a motion to approve the absence of Tricia Belt. Joani Franzluebbbers seconded the motion. The above motion, having been consented to by more than a majority of the board members of this School District, was declared as passed by the President.
Kip Ahlers: Absent, Tricia Belt: Absent, Scott Albrecht: Yes, Ryan Beacom: Yes, Joani Franzluebbbers: Yes, Ashley Fuchser: Yes
Yes: 4, No: 0, Absent: 2

Joani Franzluebbbers made a motion to approve the absence of Kip Ahlers. Ryan Beacom seconded the motion. The above motion, having been consented to by more than a majority of the board members of this School District, was declared as passed by the President.
Kip Ahlers: Absent, Tricia Belt: Absent, Scott Albrecht: Yes, Ryan Beacom: Yes, Joani Franzluebbbers: Yes, Ashley Fuchser: Yes
Yes: 4, No: 0, Absent: 2

Scott Albrecht made a motion to approve the agenda. Joani Franzluebbbers seconded the motion. The above motion, having been consented to by more than a majority of the board members of this School District, was declared as passed by the President.
Kip Ahlers: Absent, Tricia Belt: Absent, Scott Albrecht: Yes, Ryan Beacom: Yes, Joani Franzluebbbers: Yes, Ashley Fuchser: Yes
Yes: 4, No: 0, Absent: 2

Ryan Beacom made a motion to approve the Consent Agenda. Scott Albrecht seconded the motion. The above motion, having been consented to by more than a majority of the board members of this School District, was declared as passed by the President.
Kip Ahlers: Absent, Tricia Belt: Absent, Scott Albrecht: Yes, Ryan Beacom: Yes, Joani Franzluebbbers: Yes, Ashley Fuchser: Yes
Yes: 4, No: 0, Absent: 2

Scott Albrecht made a motion to approve the Superintendent contract for Dustin Nielsen for the 2026-2027 school year. Ryan Beacom seconded the motion. The above motion, having been consented to by more than a majority of the board members of this School District, was declared as passed by the President.

Kip Ahlers: Absent, Tricia Belt: Absent, Scott Albrecht: Yes, Ryan Beacom: Yes, Joani Franzluebbbers: Yes, Ashley Fuchser: Yes
Yes: 4, No: 0, Absent: 2

Ryan Beacom made a motion to approve the contract for Lindi Hathaway. Ashley Fuchser seconded the motion. The above motion, having been consented to by more than a majority of the board members of this School District, was declared as passed by the President.

Kip Ahlers: Absent, Tricia Belt: Absent, Scott Albrecht: Yes, Ryan Beacom: Yes, Joani Franzluebbbers: Yes, Ashley Fuchser: Yes
Yes: 4, No: 0, Absent: 2

Scott Albrecht made a motion to approve the recommended changes to policy #3132 and wave the Second Reading. Ryan Beacom seconded the motion. The above motion, having been consented to by more than a majority of the board members of this School District, was declared as passed by the President.

Kip Ahlers: Absent, Tricia Belt: Absent, Scott Albrecht: Yes, Ryan Beacom: Yes, Joani Franzluebbbers: Yes, Ashley Fuchser: Yes
Yes: 4, No: 0, Absent: 2

Scott Albrecht made a motion to approve the recommended changes to policy #3131 and wave the Second Reading. Ryan Beacom seconded the motion. The above motion, having been consented to by more than a majority of the board members of this School District, was declared as passed by the President.

Kip Ahlers: Absent, Tricia Belt: Absent, Scott Albrecht: Yes, Ryan Beacom: Yes, Joani Franzluebbbers: Yes, Ashley Fuchser: Yes
Yes: 4, No: 0, Absent: 2

School Policies #2000's were tabled until next meeting.

Ashley Fuchser was excused to leave the meeting @ 5:50 pm.

Elementary Principal Dustin Nielsen reported on Enrollment and Happenings and Upcoming Activities – Spelling Bee, Winter Concert prep and Winter MAP Growth testing for K-2nd grade students as well as other testing for all students.

MS/HS Principal Zachary Biere reported on Enrollment; Staff Recognition to Austin Coffman; Winter Activities – Sports, One Act, Science Club, MAP Testing, Holiday Concert & Festivities; Committee Updates – Staff Culture, AAB & MTSS.

Kip Ahlers arrived to the meeting at 6:15 pm.

Superintendent Dale Martin reported on Financial Literacy Report; Strategic Plan Update; AQuESTT Results; Budget Update, Tech Purchases, NASB Conference; Board Member Sign Up.

Report from Board Committees – Joani Franzluebbbers reported on Negotiations Update. The next meeting for Negotiations will be Tuesday, December 16th at 5:30 pm at the Elementary Superintendents Office.

Next Board Meeting will be Wednesday, January 14th, 2026 @ 5:30 p.m.

Kip Ahlers made a motion to adjourn the meeting @ 6:21 pm. Joani Franzluebbbers seconded the motion. The above motion, having been consented to by more than a majority of the board members of this School District, was declared as passed by the President.

Tricia Belt: Absent, Ashley Fuchser: Absent, Scott Albrecht: Yes, Ryan Beacom: Yes, Joani Franzluebbbers: Yes Kip Ahlers: Yes.

Yes: 4, No: 0, Absent: 2.

BY: _____
Joani Franzluebbbers
President of the Board of Education
Of This School District

ATTEST: _____
Linda Rohde
Secretary of the Board of Education
Of This School District

Report of Financial Status 12/31/2025

Dale Martin, Superintendent

TO: Board of Education

This is a report of the financial status of the Emerson-Hubbard Schools, District # 26, as of December 31, 2025 with the Emerson-Hubbard Schools and First Nebraska Bank Balance.

**Mature
Date Investments**

	12/31/2025	0.05%	First Nebraska Bank Balance	Balance	GEN FUND .05%	Hi-Fi Acct 2.68%
			03 Unemployment		\$ 1,252.77	\$ 17,523.73
			06 Hot Lunch Fund		\$ (164.74)	\$ -
			08 Special Building Fund		\$ 227,387.05	\$ 164,737.86
			02 Depreciation Fund		\$ (28,831.28)	\$ 313,078.39
			01 General Fund		\$ 309,636.87	\$ 950,153.62
			General Fund Cash			\$ 2,332.73
			10 Coop Fund			\$ 28,140.81
			TOTAL:		\$ 509,280.67	\$ 1,445,493.60
						\$ 30,473.54
					GRAND TOTAL	\$ 1,985,247.81
Acct#1031248023	Frontier Bank - Pender		Balance as of	12/31/2025	Interest Accrued	3.97035%
		CD		\$ 112,058.02	\$ 6,472.82	\$ 118,530.84
				12/31/2025	Interest Accrued	3.97035%
Acct #1032148812	Frontier Bank - Pender		Balance as of	12/31/2025	Interest Accrued	4.10%
		CD 1948		\$ 184,973.93	\$ 10,108.49	\$ 195,082.42
				\$ 230,000.00	\$ 13,965.58	\$ 243,965.58

Monthly Bills

District Bills	\$ 48,230.41
Outstanding Checks	\$ 60,597.02
Payroll Vendors	\$ 171,155.51
Payroll	\$ 194,111.01
TOTAL:	\$ 474,093.95

	Beginning	Projected Net Income		
01 GenFund+GenFund Cash Bal	\$ 1,262,123.22	\$ 600,797.38	\$	1,862,920.60
03 Unemployment	\$ 18,776.50	\$ -	\$ -	\$ 18,776.50
08 Special Bldg. Balance	\$ 392,124.91	\$ 15,405.58	\$ -	\$ 407,530.49
02 Depreciation Balance	\$ 284,247.11	\$ -	\$ -	\$ 284,247.11
06 Hot Lunch Balance	\$ (164.74)	\$ 7,433.05	\$ -	\$ 7,268.31
10 Coop Fund Balance	\$ 28,140.81	\$ -	\$ -	\$ 28,140.81
Frontier Bank CD	\$ 118,530.84		\$	118,530.84
Frontier Bank CD	\$ 195,082.42		\$	195,082.42
Frontier Bank CD	\$ 243,965.58		\$	243,965.58

Total District Funds \$ 2,542,826.65 TOTAL DISTRICT: \$ 3,166,462.66

Linda Rohde, District Financial Secretary

Check Reconciliation Report

Batch Description: December GF Bank Reconciliation
Checking Account: 1 GENERAL CHECKING

Processing Month: 12/2025

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
	Statement Balance	12/31/2025	569,870.92

Outstanding Checks

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
42579	LUX BROTHERS	11/07/2025	1,022.10
42652	NEBRASKA JOURNAL-LEADER	12/05/2025	259.75
42656	Pearson Education INC	12/05/2025	153.50
42657	PONY EXPRESS	12/05/2025	694.46
42658	PONY EXPRESS	12/05/2025	97.22
42659	POST 60 MARKET	12/05/2025	362.19
42670	WAYNE STATE COLLEGE	12/05/2025	50.00
42676	PONY EXPRESS	12/09/2025	85.33
42682	BLUE CROSS/BLUE SHIELD	12/19/2025	56,437.81
42687	MG Trust Company FBO	12/19/2025	894.88
42693	CENTURY LINK	12/23/2025	539.78
	Total:		<u>60,597.02</u>

<u>Statement Balance</u>	<u>Outstanding Total</u>	<u>Balance on Books</u>	<u>Cash Account Balance</u>	<u>Difference</u>
569,870.92	(60,597.02)	509,273.90	509,281.02	(7.12)

Cleared Automatic Payment Total:	95,679.34
Cleared Checks Total:	208,249.22
Cleared Direct Deposit Total:	(174,293.66)
Cleared Void Total:	3,579.52
Cleared Cash Receipt Total:	222,721.99
Cleared Manual Journal Entries Total:	(178.58)
Cleared Sales Journal Total:	

Cash Receipt Listing - Summary

<u>Receipt Number</u>	<u>Received From ID/Name</u>	<u>Receipt Date</u>	<u>Description</u>	<u>Receipt Key</u>	<u>Amount</u>
643		12/01/2025	playground donations	643	1,550.00
644		12/01/2025	GBBall donation	644	10.00
653	CDR COMMISSION ON DIETETIC REGISTRATION	12/01/2025	Reimburse	653	70.00
669		12/03/2025	fitness center	669	30.00
670		12/03/2025	fitness center	670	12.00
671		12/03/2025	after school	671	360.00
672		12/03/2025	playground donations	672	875.00
673		12/03/2025	BB jamboree concession	673	1,208.50
674		12/02/2025	fruit sale	674	102.00
675		12/03/2025	skills usa deposit	675	300.00
676		12/04/2025	GBB fall concession fundraiser	676	237.00
677		12/04/2025	NTY-Rdg Comm	677	795.00
678		12/05/2025	after school payment	678	96.00
679		12/05/2025	playground donations	679	8,000.00
680		12/10/2025	cash gobble	680	60.00
681		12/10/2025	holiday fund	681	50.00
682		12/10/2025	playground donation	682	5,000.00
683		12/10/2025	Allen School B BBall warm ups	683	671.09
684		12/10/2025	FBLA candles	684	3,024.00
685		12/10/2025	fitness center	685	50.00
686		12/10/2025	donation	686	210.00
687		12/10/2025	softener salt fundraiser	687	10,510.00
688		12/11/2025	fitness center	688	200.00
689		12/12/2025	G BBall donation	689	50.00
690		12/12/2025	B BBall donation	690	20.00
691		12/12/2025	fitness center	691	50.00
692		12/15/2025	playground donation	692	500.00
693		12/15/2025	Nat'l's payment	693	4,203.75
694		12/16/2025	LCC BBall concession	694	1,495.50
695	STATENEBR STATE OF NEBRASKA	12/01/2025	State Aid	695	34,576.00
696	TSYS1 TSYS	12/03/2025	Lunch Money	696	103.50
697	EHSCHOOL EH SCHOOL	12/16/2025	Lunch Money	697	901.75
698	TSYS1 TSYS	12/10/2025	Lunch Money	698	63.50
699	DAKCOTREAS DAKOTA COUNTY TREASURER	12/10/2025	Fines & License	699	113.48
700	DAKCOTREAS DAKOTA COUNTY TREASURER	12/10/2025	Tax Collections	700	19,705.40
701	DIXCOTREAS DIXON COUNTY TREASURER	12/10/2025	Tax Collections	701	5,567.25
702	THURCOTREA THURSTON COUNTY TREASURER	12/11/2025	Tax Collections	702	43,048.24
703	EHSCHOOL EH SCHOOL	12/12/2025	Lunch Money	703	1,961.00
704	STATENEBR STATE OF NEBRASKA	12/15/2025	Food Program	704	8,782.10
705	TSYS1 TSYS	12/15/2025	Lunch Money	705	28.50
706	CASH CASH	12/15/2025	Kitchen Rental	706	25.00
707		12/18/2025	playground	707	200.00
708		12/18/2025	afterschool	708	300.00
709		12/30/2025	playground frunraiser	709	33,000.00
710	TSYS1 TSYS	12/18/2025	Lunch Money	710	73.50
711	TSYS1 TSYS	12/19/2025	Lunch Money	711	23.50
712	EHSCHOOL EH SCHOOL	12/19/2025	Lunch Money	712	1,892.65
713	STATENEBR STATE OF NEBRASKA	12/23/2025	Sped SA FFR 23-24	713	68,892.00
714	STATENEBR STATE OF NEBRASKA	12/29/2025	IDEA	714	2,063.00
715	STATENEBR STATE OF NEBRASKA	12/31/2025	State Aid	715	34,576.00
716	1STNEBRBNK FIRST NEBRASKA BANK	12/31/2025	Interest & Rebate	716	325.62
717		12/31/2025	Dec interest	717	92.75

Report Total: 296,054.58

	<u>PIK/Gross</u>	<u>Amount</u>	<u>Expense/ Employer</u>	<u>Adjustment Amount</u>	<u>Check Total</u>	<u>Payee ID</u>	<u>Payee Name</u>
Checking Account ID: 1							
ADD							
1RET12 RETIREMENT w/O RETIREMENT			34,294.60				
ACTDRVR Bus Driver Activity			375.30				
ACTHOURS ACTIVITY HOURS			423.00				
ACTVTY ACTIVITY DRIVING			270.00				
AFTERSCH AFTER SCHOOL			180.77				
AFTSCHSUP AFTER SCHOOL SUPERVISOR			173.10				
BUSROUTE BUS ROUTE			4,189.00				
HRLY1 Hourly 1			42,161.13				
HRLY2 Hourly 2			845.72				
HRLYNOR Hry W/o Retire			394.67				
INHOUSEELE IN HOUSE ELEM SUB			103.50				
INHOUSESUB IN HOUSE SUB			258.84				
INTOWNSHTL IN TOWN SHUTTLE			1,080.00				
OUTOFTOWN OUT OF TOWN			144.00				
OUTTOWNNOR OUT OF TOWN			108.00				
OVTAFTSCHO AFTER SCHOOL OVERTIME			25.96				
OVTTHSPARA OVERTIME HS PARA			79.74				
OVTKITCHEN OVERTIME KITCHEN			213.19				
OVTMAINT OVERTIME MAINTENANCE			347.64				
P2TTOM P2T for Tom			576.00				
PERSONAL Personal			1,023.60				
SICK Sick			3,079.34				
SPEDSUBHS HS SPED SUB TEACHER			290.00				
SUBELEM SUB ELEM			326.25				
SUBHS SUB HS TEACHER			3,045.00				
TOWER TOWER SHUTTLE			972.00				
WASHBUS WASH BUS			30.00				
			95,010.35				
CONTRACT							
C01 Contract 1			149,314.59				
C02 Contract 2			13,061.60				
CEXTDTY1 Extra Duty Contract 1			4,030.97				
CEXTDTY2 Extra Duty Contract 2			2,005.30				
CEXTDTY3 Extra Duty Contract 3			1,675.35				
CEXTDTY4 Extra Duty Contract 4			1,289.32				
CEXTDTY5 Extra Duty Contract 5			1,171.81				
CEXTDTY6 Extra Duty Contract 6			92.33				
CLTD Long Term disab			715.01				
			173,356.28				
DEDUCTION							
ACME LTD		715.01			715.01	MADNATLIFE	MADISON NATIONAL LIFE
CHILD CHILDCARE		833.32			833.32	EHSCHO502	EMERSON-HUBBARD COMM SCHOOLS
DENTAL DENTAL		8.87	1,995.10		2,003.97	BLUECROS	BLUE CROSS/BLUE SHIELD
HEALTH 125 HEALTH		241.86	54,191.98		54,433.84	BLUECROS	BLUE CROSS/BLUE SHIELD
MCCARTNEY MCCARTNEY		1,900.00			1,900.00	MCCARTNEY	Erin M McCartney, Chapter 13 Trustee
MEDREIMB MED REIMB		1,108.33			1,108.33	EHSCHO502	EMERSON-HUBBARD COMM SCHOOLS
TSAEJONES TSA E.JONES			894.88		894.88	EDJONES	EDWARD JONES
TSANFS NAT FIN SERV			894.88		894.88	NATFINSER	NATIONAL FINANCIAL SERVICES
TSAPUTM TSA PUTM			894.88		894.88	PUTNRETI	MG Trust Company FBO
VSP VISION		287.28			287.28	VSP	VSP INSURANCE CO. (CT)
		5,094.67	58,871.72	0.00	63,966.39		
RET DEDUCTION							

Payroll Register - Totals

	<u>PIK/Gross</u>	<u>Amount</u>	<u>Expense/ Employer</u>	<u>Adjustment Amount</u>	<u>Check Total</u>	<u>Payee ID</u>	<u>Payee Name</u>
RET RETIREMENT	218,899.18	15,935.86	16,095.22		32,031.08	RET	NEBRASKA SCHOOL RETIREMENT A SYS
RET2 RETIREMENT INCR	218,899.18	1,576.08	1,591.87		3,167.95	RET	NEBRASKA SCHOOL RETIREMENT A SYS
		17,511.94	17,687.09	0.00	35,199.03		
TAX							
FIT FIT	248,383.90	23,037.64			23,037.64	EFTPS	ELECTRONIC FEDERAL TAX PAYMENT SYSTEM A
FUTA FUTA	268,366.63						
MEDICARE MEDICARE	265,895.84	3,855.48	3,855.48		7,710.96	EFTPS	ELECTRONIC FEDERAL TAX PAYMENT SYSTEM A
SITNE SIT NE	248,383.90	8,270.29			8,270.29	SITNE	NEBRASKA DEPARTMENT OF REVENUE A
SOCSEC SOC SEC	265,895.84	16,485.60	16,485.60		32,971.20	EFTPS	ELECTRONIC FEDERAL TAX PAYMENT SYSTEM A
SUTANE SUTA NE	268,366.63						
WCNE WORK COMP NE	268,366.63						
		51,649.01	20,341.08	0.00	71,990.09		
						Net Pay:	194,111.01
						Cash Total:	365,266.52
Non - FIT Taxable Deductions		19,982.73					
Non - SIT Taxable Deductions		19,982.73					
Non - SOC SEC Taxable Deductions		2,470.79					
Non - MEDICARE Taxable Deductions		2,470.79					
Direct Deposits		194,018.88					
Automatic Payments		107,189.12					
Adds + Contracts + Deduction Adds		268,366.63					

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
Checking Account ID	1	Fund Number 01	GENERAL FUND	
	29442	ACE HARDWARE & HOME	01/14/2026	118.66
01 2620 610 001		Supplies		59.33
01 2620 610 004		Supplies		59.33
Total	ACE HARDWARE & HOME			118.66
	116K-R677-93C6	AMAZON CAPITAL SERVICES	12/05/2025	39.27
01 2410 610 002		stick vac		39.27
	11WF-MLGX-DT31	AMAZON CAPITAL SERVICES	01/07/2026	33.19
01 1100 610 001		weight room supplies		33.19
	11WQ-HKGH-FRND	AMAZON CAPITAL SERVICES	12/12/2025	69.89
01 2410 610 002		ball rack		69.89
	1DMD-FKDV-93XD	AMAZON CAPITAL SERVICES	12/05/2025	87.30
01 2620 610 002		flea spray		87.30
	1GQV-M6R4-Q7HV	AMAZON CAPITAL SERVICES	12/11/2025	41.68
01 1100 610 001		supplies		41.68
Total	AMAZON CAPITAL SERVICES			271.33
	1145058	APPEARA	12/11/2025	130.32
01 2610 610 001		supplies		65.16
01 2610 610 004		supplies		65.16
	1145060	APPEARA	12/11/2025	57.95
01 2610 610 002		supplies		57.95
Total	APPEARA			188.27
	18369745	BOMGAARS	11/25/2025	251.14
01 2620 610 001		supplies		54.59
01 2620 610 004		supplies		54.59
01 2710 610 000		supplies		7.98
01 2620 610 002		supplies		133.98
	18372874	BOMGAARS	12/02/2025	164.47
01 2620 610 001		supplies		82.24
01 2620 610 004		supplies		82.23
	18382072	BOMGAARS	12/31/2025	50.02
01 2710 610 000		supplies		50.02
Total	BOMGAARS			465.63
	0093960A	CAPITAL SANITARY SUPPLY CO, INC	12/12/2025	500.00
01 2610 610 002		supplies		500.00
	0094705A	CAPITAL SANITARY SUPPLY CO, INC	12/12/2026	235.56
01 2610 610 001		supplies		117.78
01 2610 610 004		supplies		117.78
	0094705B	CAPITAL SANITARY SUPPLY CO, INC	12/18/2025	248.25
01 2610 610 001		supplies		124.13
01 2610 610 004		supplies		124.12
	0094705C	CAPITAL SANITARY SUPPLY CO, INC	12/31/2026	208.00
01 2610 610 001		supplies		104.00
01 2610 610 004		supplies		104.00
	0094780	CAPITAL SANITARY SUPPLY CO, INC	12/12/2025	324.00
01 2610 610 002		supplies		324.00
	0095886	CAPITAL SANITARY SUPPLY CO, INC	12/31/2026	39.90
01 2610 610 001		supplies		19.95

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
01 2610 610 004		supplies		19.95
Total	CAPITAL SANITARY SUPPLY CO, INC			1,555.71
01 1100 382 000	November Phones	CENTURY LINK Nov Phones	12/23/2025	539.78
Total	CENTURY LINK			539.78
01 2510 382 000	764519751	CENTURY LINK Distance Ed	12/12/2025	19.21
01 2510 382 000	768535335	CENTURY LINK Distance Ed	01/12/2026	13.53
Total	CENTURY LINK			32.74
01 2710 810 000	25111630	DIVERSIFIED DRUG TESTING annual membership	11/21/2025	129.00
01 2710 810 000	25112601	DIVERSIFIED DRUG TESTING med review	12/11/2025	55.00
Total	DIVERSIFIED DRUG TESTING			184.00
01 2730 431 000	4577	EQUIPT TRUCK & MACHINERY bus repair	12/23/2025	346.50
01 2730 431 000	4581	EQUIPT TRUCK & MACHINERY bus repair	01/09/2026	1,879.71
Total	EQUIPT TRUCK & MACHINERY			2,226.21
01 2410 810 002	013353	ESU ONE SPED support workshop	11/03/2025	75.00
01 2320 810 000		SPED support workshop		75.00
01 1200 810 001		SPED support workshop		37.50
01 1200 810 004		SPED support workshop		37.50
01 1200 810 001	013400	ESU ONE SPED director mtg	12/10/2025	25.00
01 1100 810 000	013429	ESU ONE lan manager mtg	12/12/2025	25.00
Total	ESU ONE			275.00
01 1100 382 000	1726605	FASTWYRE BROADBAND dist learning	01/01/2026	138.86
Total	FASTWYRE BROADBAND			138.86
01 2510 810 000	safe deposit box	FIRST NEBRASKA BANK safety dep box fee	12/23/2025	25.00
Total	FIRST NEBRASKA BANK			25.00
01 2320 890 000	Dec charges	FNBT BANK Supt charges	01/02/2026	1,228.52
Total	FNBT BANK			1,228.52
01 2190 580 001	Honor Band	FRESH IDEAS Honor Band Lunch	01/14/2026	57.00
Total	FRESH IDEAS			57.00
	9695324047	GRAINGER	10/31/2025	1,103.66

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
01 2620 610 001		supplies		134.47
01 2620 610 004		supplies		134.47
01 2620 610 002		supplies		834.72
	9762236199	GRAINGER	01/07/2026	218.90
01 2620 610 002		fan motor		218.90
Total	GRAINGER			1,322.56
	3799	HEARTLAND COUNSELING SERVICES INC	12/31/2025	750.00
01 2190 340 000		social work		750.00
Total	HEARTLAND COUNSELING SERVICES INC			750.00
	5030	HNH AUTO REPAIR	11/04/2025	110.18
01 2730 431 000		van oil change/inspection		110.18
	5106	HNH AUTO REPAIR	11/25/2025	84.61
01 2730 431 000		oil chg /inspection		84.61
	5107	HNH AUTO REPAIR	11/25/2025	25.00
01 2730 431 000		inspection		25.00
	5129	HNH AUTO REPAIR	11/25/2025	25.00
01 2730 431 000		inspection		25.00
	5131	HNH AUTO REPAIR	11/25/2025	25.00
01 2730 431 000		inspection		25.00
	5143	HNH AUTO REPAIR	11/25/2025	25.00
01 2730 431 000		inspection		25.00
	5259	HNH AUTO REPAIR	12/23/2025	107.60
01 2730 431 000		headlight		107.60
	5292	HNH AUTO REPAIR	12/30/2025	290.35
01 2730 431 000		replace starter		290.35
	5312	HNH AUTO REPAIR	01/06/2026	25.00
01 2730 431 000		inspection		25.00
	5320	HNH AUTO REPAIR	01/07/2026	2,327.56
01 2730 431 000		bus tires		2,327.56
Total	HNH AUTO REPAIR			3,045.30
	Pymt #17	HOMETOWN LEASING	12/23/2025	1,034.89
01 2510 440 000		copier rental		1,034.89
Total	HOMETOWN LEASING			1,034.89
	C262348194:01	ISTATE TRUCK CENTER	01/12/2026	57.60
01 2730 431 000		Bus Tail Lights		57.60
Total	ISTATE TRUCK CENTER			57.60
	Dec 2025	KATIE VICTOR	01/12/2026	291.20
01 1200 580 001		SPED mileage		291.20
Total	KATIE VICTOR			291.20
	reim-flea control	KRISTI NELSON	12/23/2025	425.66
01 2610 610 002		flea control		425.66
Total	KRISTI NELSON			425.66
	8091	LIVESTOCKJUDGING.COM	01/07/2026	300.00
01 1170 630 001		one year subscription		300.00
Total	LIVESTOCKJUDGING.COM			300.00
	0032551089	MATHESON TRI-GAS INC	12/21/2025	147.95

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
01 1100 440 001		rental		147.95
Total	MATHESON TRI-GAS INC			147.95
01 2310 810 000	N-54887	NASB	12/22/2025	300.00
		leadership survey		300.00
Total	NASB			300.00
01 2320 810 000	89650	NCSA	12/10/2025	120.00
		2025 leg review		120.00
Total	NCSA			120.00
01 2310 540 000	36413	NEBRASKA JOURNAL-LEADER	12/31/2025	159.21
		board publishing		159.21
Total	NEBRASKA JOURNAL-LEADER			159.21
01 1100 440 001	9200002830	NIBC	01/05/2026	100.00
		ice machine rental		50.00
01 1100 440 004		ice machine rental		50.00
Total	NIBC			100.00
01 2730 431 000	66020	NORTHSIDE GLASS	12/29/2025	485.00
		windshield		485.00
Total	NORTHSIDE GLASS			485.00
01 2320 810 000	1371	NRCSA NE RURAL COMMUNITY SCHOOLS ASSOC	01/07/2026	100.00
		registration		100.00
Total	NRCSA NE RURAL COMMUNITY SCHOOLS ASSOC			100.00
01 2510 810 000	2022195846	ONE SOURCE	01/02/2026	35.00
		background check		35.00
Total	ONE SOURCE			35.00
01 2310 610 000	signature stamps	PENDER TIMES	12/31/2025	84.12
		signature stamps		84.12
Total	PENDER TIMES			84.12
01 2650 626 000	1012587	PONY EXPRESS	12/03/2025	22.62
		gas		22.62
01 2650 626 000	1013105	PONY EXPRESS	12/01/2025	19.80
		gas		19.80
01 2650 626 000	1013159	PONY EXPRESS	12/01/2025	48.23
		gas		48.23
01 2650 626 000	1013472	PONY EXPRESS	12/02/2025	39.74
		gas		39.74
01 2650 626 000	1013963	PONY EXPRESS	12/05/2025	23.48
		gas		23.48
01 2650 626 000	1014372	PONY EXPRESS	12/06/2025	30.83
		gas		30.83
01 2650 626 000	1014652	PONY EXPRESS	12/08/2025	21.84
		gas		21.84
01 2650 626 000	1014672	PONY EXPRESS	12/08/2025	33.26
		g		33.26
01 2650 626 000	1014853	PONY EXPRESS	12/09/2025	32.58

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
01 2650 626 000		gas		32.58
	1015004	PONY EXPRESS	12/09/2025	41.00
01 2650 626 000		gas		41.00
	1015239	PONY EXPRESS	12/10/2025	48.32
01 2650 626 000		gas		48.32
	1015344	PONY EXPRESS	12/11/2025	26.02
01 2650 626 000		gas		26.02
	1015681	PONY EXPRESS	12/12/2025	35.60
01 2650 626 000		gas		35.60
	1016256	PONY EXPRESS	12/15/2025	41.37
01 2650 626 000		gas		41.37
	1016276	PONY EXPRESS	12/15/2025	25.37
01 2650 626 000		gas		25.37
	1016944	PONY EXPRESS	12/18/2025	173.11
01 2710 626 000		fuel		173.11
	1016987	PONY EXPRESS	12/18/2025	28.22
01 2650 626 000		gas		28.22
	1017542	PONY EXPRESS	12/20/2025	43.51
01 2650 626 000		gas		43.51
	1019233	PONY EXPRESS	12/29/2025	40.00
01 2650 626 000		gas		40.00
	1019235	PONY EXPRESS	12/29/2025	64.73
01 2650 626 000		gas		64.73
Total PONY EXPRESS				<u>839.63</u>
	648481C	PRESTO-X	12/31/2025	113.94
01 2620 340 001		pest control		37.98
01 2620 340 004		pest control		37.98
01 2620 340 002		pest control		37.98
Total PRESTO-X				<u>113.94</u>
	46869135	QUILL CORPORATION	12/05/2025	60.12
01 1100 610 002		supplies		60.12
	47282085	QUILL CORPORATION	01/08/2026	17.20
01 2410 610 002		supplies		17.20
Total QUILL CORPORATION				<u>77.32</u>
	2nd Sem Spanish	RIDER CLASSROOM SPANISH, LLC	01/06/2026	5,200.00
01 2212 810 001		2nd Sem Spanish		5,200.00
Total RIDER CLASSROOM SPANISH, LLC				<u>5,200.00</u>
	Jan 2026	SMITH, DAVID	12/31/2025	2,852.12
01 1100 120 000		wages		2,852.12
Total SMITH, DAVID				<u>2,852.12</u>
	S-4121	SPARQDATA	12/02/2025	2,700.00
01 2310 810 000		mtg subscription		2,700.00
Total SPARQDATA				<u>2,700.00</u>
	92684	THOMPSON SOLUTIONS GROUP	01/06/2026	814.54
01 2620 340 002		boiler repair		814.54
Total THOMPSON SOLUTIONS GROUP				<u>814.54</u>
	33200	TNT SALES & SERVICE	12/11/2025	264.32

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
01 2610 610 001		vacuum bags		88.11
01 2610 610 002		vacuum bags		88.11
01 2610 610 004		vacuum bags		88.10
Total	TNT SALES & SERVICE			264.32
	201655563	ULINE	12/10/2025	319.99
01 2620 610 001		floor mat		160.00
01 2620 610 004		floor mat		159.99
Total	ULINE			319.99
	129269	US OMNI & TSACG COMPLIANCE SERVICES	12/16/2025	41.67
01 2510 810 000		fees		41.67
Total	US OMNI & TSACG COMPLIANCE SERVICES			41.67
	Dec utilities	VILLAGE OF EMERSON	01/07/2026	19.00
01 2610 621 001		FB field lights		19.00
	Elem Dec utilities	VILLAGE OF EMERSON	01/07/2026	1,062.00
01 2610 410 002		Elem utilities		38.15
01 2610 621 002		Elem utilities		1,023.85
	HS Dec utilities	VILLAGE OF EMERSON	01/07/2026	2,440.00
01 2610 621 001		HS/MS utilities		1,186.43
01 2610 621 004		HS/MS utilities		1,186.43
01 2610 410 001		HS/MS utilities		33.57
01 2610 410 004		HS/MS utilities		33.57
Total	VILLAGE OF EMERSON			3,521.00
	18822	WARREN OIL CO	12/29/2025	1,301.48
01 2710 626 000		fuel		1,301.48
Total	WARREN OIL CO			1,301.48
	477722	WOODRIVER ENERGY	12/17/2025	2,346.19
01 2610 621 001		Natural Gas		931.53
01 2610 621 004		Natural Gas		931.52
01 2610 621 002		Natural Gas		483.14
Total	WOODRIVER ENERGY			2,346.19
Fund Number	01			36,457.40
Checking Account ID	1	Fund Number	06	NUTRITION FUND
	1145059	APPEARA	12/11/2025	20.00
06 3100 610 000		supplies		20.00
Total	APPEARA			20.00
	22991	ASC LOCKERS	12/01/2025	930.67
06 3100 630 000		hamburger		930.67
Total	ASC LOCKERS			930.67
	14909195	CASH-WA	12/01/2025	875.23
06 3100 630 000		food		819.28
06 3100 610 000		napkins		55.95
Total	CASH-WA			875.23
	Dec 2025	HILAND DAIRY	12/30/2025	1,124.82

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
06 3100 630 000		milk		1,124.82
Total	HILAND DAIRY			1,124.82
06 3100 630 000	04985/2	POST 60 MARKET	12/02/2025	2.95
		food		2.95
06 3100 630 000	Dec Hot lunch	POST 60 MARKET	12/31/2025	290.87
		HL food		290.87
Total	POST 60 MARKET			293.82
06 3100 610 000	dEC 2025	SAMS CLUB MC/SYNCB	01/03/2026	376.54
		silverware		58.72
06 3100 630 000		food		317.82
Total	SAMS CLUB MC/SYNCB			376.54
06 3100 610 000	Dec 2025	SYSCO	12/30/2025	8,270.59
		supplies		628.57
06 3100 630 000		food		7,642.02
Total	SYSCO			8,270.59
Fund Number	06			11,891.67
Checking Account ID	1			48,349.07
Checking Account ID	5	Fund Number 05	ACTIVITY FUND	
05 2900 610 000 0420	10104101.01	4SEASONS FUNDRAISING	12/08/2025	10,253.60
		FFA fruit		10,253.60
05 2900 610 000 0420	10104101.1	4SEASONS FUNDRAISING	12/08/2025	10,253.60
		FFA fruit		10,253.60
05 2900 610 000 0420	V*10104101.1	4SEASONS FUNDRAISING	12/17/2025	(10,253.60)
		FFA fruit		(10,253.60)
Total	4SEASONS FUNDRAISING			10,253.60
05 2900 610 000 0110	Salt fundraiser	ALLEN ACTIVITIES	12/12/2025	5,370.00
		Salt fundraiser share/donation		5,370.00
Total	ALLEN ACTIVITIES			5,370.00
05 2900 610 000 0540	reimburse	CARLY ROEBER	01/08/2026	112.28
		reading supplies		112.28
Total	CARLY ROEBER			112.28
05 2900 610 000 0130	B Ball concession	CASH	12/23/2025	300.00
		B Bball concession		300.00
Total	CASH			300.00
05 2900 610 000 0485	#9570 Robotics Reg	FIRST	01/07/2026	2,250.00
		Robotics Reg		2,250.00
Total	FIRST			2,250.00
05 2900 610 000 0440	Dec Activity	FNBT BANK	01/08/2026	1,539.98
		Luminarium		165.00
05 2900 610 000 0110		sportswear		560.00
05 2900 610 000 0460		walmart		19.98

PO Number	Invoice Number	Vendor Name	Invoice Date	Amount
Account Number		Detail Description		Amount
05 2900 610 000 0540		Read to Them		795.00
Total	FNBT BANK			1,539.98
	STUCO donation	HOT LUNCH FUND	01/08/2026	205.00
05 2900 610 000 0460		Stuco donation		205.00
Total	HOT LUNCH FUND			205.00
	1654207	MARATHON	12/26/2025	401.25
05 2900 610 000 0310		Senior banners		401.25
Total	MARATHON			401.25
	MDS374938	NATIONAL FFA ORGANIZATION	12/19/2025	85.00
05 2900 610 000 0420		FFA jacket		85.00
Total	NATIONAL FFA ORGANIZATION			85.00
	FLC25-107	NE FBLA	01/13/2026	90.00
05 2900 610 000 0415		FBLA-FLC		90.00
Total	NE FBLA			90.00
	271390/204579	PEPSI COLA OF SIOUXLAND	12/31/2025	396.57
05 2900 610 000 0130		concesion pop		396.57
Total	PEPSI COLA OF SIOUXLAND			396.57
	1006596	Ponca Cooperatice LLC	12/10/2025	7,294.75
05 2900 610 000 0110		softner salt		7,294.75
Total	Ponca Cooperatice LLC			7,294.75
	Dec activity	POST 60 MARKET	12/31/2025	1,189.06
05 2900 610 000 0130		supplies		998.70
05 2900 610 000 0545		snacks		56.98
05 2900 610 000 0480		snacks		118.29
05 2900 610 000 0540		Reading Program		15.09
Total	POST 60 MARKET			1,189.06
Fund Number	05			29,487.49
Checking Account ID	5			29,487.49

Brenda Sebade
150 18th Rd
Emerson, NE 68733
402-241-7949
bsebade@ehpirates.org

January 6, 2026

Mr. Dale Martin & Mr. Dustin Nielsen
Superintendent & Principal
Emerson-Hubbard Community Schools

Dear Mr. Martin and Mr. Nielsen,

It's with great pleasure that I share my plans to retire this year, May 2026. I have loved working as an elementary teacher for the last 21 years, including this year.

It would be my privilege to assist you two in finding a replacement for my position before my last day of employment. Please let me know how I can best help.

I want to thank both of you for your support here at Emerson-Hubbard. I can't believe I am even writing this letter, because I enjoy my students daily and enjoy watching their growth. I look at my little people as an extended family and constantly think about how I can improve or deliver a lesson. I will miss my first graders, coworkers, and all the visits from my past students.

Thank you again for your support and thoughtful guidance here at Emerson-Hubbard.

Sincerely,

Brenda Sebade

Maureen Martin
Emerson-Hubbard Elementary
Emerson, NE 68733

1/12/26

Dear EH School Board,

Please accept this letter as formal notice of my resignation from my position as an elementary teacher with the Emerson-Hubbard School District, effective at the end of the 2025-2026 school year.

I am grateful for the opportunity to have served the students, families and staff of this district. It's been a great 35 years!

Sincerely,
Maureen Martin

Comparison of 2024 Levied and Effective Non-Bond Taxes and Tax Rates by School District
After All State Tax Credits

School Code	School Name	Total Value	Levied Tax	School District Levy	Homestead Credit	Real Property Tax Credit	School Tax Credit	Net Tax	Effective Levy
18-0002	Sutton Public Schools	920,330,046	5,861,480	0.636888	42,918	749,041	1,513,217	3,556,304.88	0.386416
18-0011	Harvard Public Schools	437,938,909	3,620,835	0.826789	42,769	413,545	960,908	2,203,613.20	0.503178
19-0039	Leigh Community Schools	562,973,374	4,011,286	0.712517	35,022	432,391	1,008,745	2,535,127.09	0.450310
19-0058	Clarkson Public Schools	533,646,335	3,458,033	0.648000	27,081	446,487	910,189	2,074,276.65	0.388699
19-0070	Howells-Dodge Consolidated Schools	958,687,132	4,720,265	0.492367	44,751	701,687	1,190,767	2,783,059.03	0.290299
19-0123	Schuyler Community Schools	1,774,402,574	17,595,335	0.991619	272,644	1,509,814	4,180,015	11,632,861.73	0.655593
20-0001	West Point Public Schools	1,753,611,838	9,496,031	0.541629	134,528	1,285,794	2,413,688	5,664,021.67	0.322992
20-0020	Bancroft-Rosalie Comm Schools	547,541,539	2,725,473	0.497765	20,299	330,386	856,753	1,518,035.55	0.277246
20-0030	Wisner-Pilger Public Schools	1,176,238,545	6,157,183	0.523463	53,620	483,804	907,766	2,152,582.21	0.302025
21-0015	Anselmo-Merrina Public Schools	676,629,648	3,563,240	0.526615	19,087	695,496	2,044,475	4,659,595.69	0.449651
21-0025	Broken Bow Public Schools	1,036,268,253	7,551,071	0.728678	151,504	353,409	847,212	2,081,759.33	0.521113
21-0044	Ansel Public Schools	399,483,446	3,311,951	0.829057	29,570	356,751	813,455	1,861,606.14	0.472487
21-0084	Sargent Public Schools	394,001,294	3,061,699	0.777077	29,887	356,751	867,947	2,087,534.69	0.431241
21-0089	Arnold Public Schools	484,076,208	3,386,400	0.699558	27,971	402,947	893,921	1,960,369.77	0.394906
21-0180	Callaway Public Schools	497,169,648	3,281,013	0.659937	27,692	399,029	893,921	1,960,369.77	0.394906
22-0011	So Sioux City Community Schs	1,583,210,853	14,413,381	0.910388	472,518	951,186	3,449,101	9,540,575.70	0.602609
22-0031	Homier Community Schools	545,584,821	3,602,158	0.660116	38,354	425,596	878,436	2,259,772.43	0.414117
23-0002	Chadron Public Schools	725,842,582	6,970,711	0.960359	190,257	551,832	1,797,055	4,431,567.15	0.610541
23-0071	Crawford Public Schools	313,273,036	3,249,068	1.037134	74,660	246,810	735,920	2,191,677.60	0.699606
24-0001	Lexington Public Schools	1,382,727,236	13,037,284	0.942866	270,401	1,088,927	3,198,676	8,479,279.88	0.613229
24-0004	Overton Public Schools	418,103,391	3,668,017	0.877298	54,443	355,458	914,135	2,343,980.25	0.560622
24-0011	Cozad Community Schools	1,012,532,306	10,035,249	0.991103	219,594	727,378	2,359,476	6,728,800.98	0.664552
24-0020	Gothenburg Public Schools	1,055,593,032	10,432,965	0.988350	191,195	869,695	2,449,877	6,922,197.51	0.655764
24-0101	Sumner-Eddyville-Miller Schs	440,070,435	3,809,928	0.865753	26,389	372,832	1,057,316	2,353,390.87	0.534776
25-0025	Creek Valley Schools	519,398,050	3,699,294	0.712225	66,383	339,661	956,445	2,336,805.18	0.449906
25-0095	South Platte Public Schools	582,769,093	3,638,167	0.661966	40,636	410,377	792,827	2,394,325.94	0.410853
26-0001	Ponca Public Schools	580,889,207	5,360,302	0.922774	72,173	450,403	1,183,173	3,654,552.31	0.629131
26-0070	Allen Consolidated Schools	460,411,391	2,698,710	0.586151	20,120	351,971	703,943	1,622,675.45	0.352440
26-0561	Emerson-Hubbard Public Schools	598,077,971	3,601,422	0.602165	37,455	451,720	968,564	2,143,681.47	0.358428
27-0001	Fremont Public Schools	3,956,586,596	34,061,868	0.860890	1,420,928	2,361,178	8,215,576	22,064,185.80	0.557657
27-0062	Scribner-Snyder Community Schs	622,512,980	3,972,420	0.638126	50,061	489,624	1,033,184	2,399,551.16	0.385462
27-0594	Logan View Public Schools	1,098,827,253	7,092,484	0.645459	74,424	790,775	1,860,823	4,366,461.36	0.397375
27-0595	North Bend Central Public Schs	1,378,977,232	7,612,967	0.552093	98,298	980,023	1,965,486	4,569,160.70	0.331356
28-0001	Omaha Public Schools	34,400,458,529	325,030,247	0.944850	12,960,736	17,786,554	86,466,008	207,816,948.80	0.604116
28-0010	Elkhorn Public Schools	10,821,744,805	78,106,036	0.721750	1,148,895	4,545,507	24,213,629	48,198,005.08	0.445381
28-0015	Douglas Co West Community Schs	1,788,785,515	12,479,435	0.697650	226,439	841,203	2,977,834	8,433,958.83	0.471491
28-0017	Millard Public Schools	16,293,103,423	163,421,773	1.003010	4,823,008	9,174,722	39,278,179	110,145,813.82	0.676027
28-0054	Ralston Public Schools	2,456,512,420	23,641,286	0.962390	732,777	1,186,332	5,490,839	16,231,337.35	0.660747
28-0059	Bennington Public Schools	2,832,334,809	28,323,477	1.000000	696,152	1,361,654	7,108,836	19,156,834.59	0.676362
28-0066	Westside Community Schools	4,982,943,660	43,678,388	0.876560	1,091,121	2,455,002	11,486,650	28,645,614.35	0.574873
29-0117	Dundy Co Stratton Public Schs	1,108,562,836	6,141,674	0.554020	44,905	792,814	1,508,589	3,795,366.15	0.342368
30-0001	Exeter-Millingan Public Schools	830,948,329	4,510,900	0.542861	17,575	660,646	1,153,349	2,679,730.55	0.332442
30-0025	Fillmore Central Public Schs	1,334,635,184	7,414,016	0.555508	75,292	1,016,840	1,872,166	4,449,718.03	0.333403
30-0054	Stickley Public Schools	586,323,325	4,485,378	0.765000	9,128	549,156	1,146,958	2,780,136.23	0.474164
31-0506	Franklin Public Schools	523,654,098	4,442,858	0.848432	62,033	441,596	1,233,998	2,705,231.93	0.516607
32-0046	Maywood Public Schools	406,531,027	3,335,211	0.820407	30,949	351,426	780,777	2,172,058.41	0.534291

EMERSON-HUBBARD COMMUNITY SCHOOLS

STRATEGIC PLAN EXECUTIVE SUMMARY

Emerson-Hubbard Community Schools, through the NASB Strategic Planning process, conducted broad engagement of district stakeholders to discover the strengths, needs, and opportunities for growth of the district. Using NASB's ten Guiding Principles to structure the analysis, the district surveyed stakeholders and held in-person discussions to gather a wealth of data to determine the district's future direction. From this data, two overall themes emerged: Systems and Engagement.

The data showed that the district's existing relational infrastructure, especially among staff, was very strong, citing good communication between administration and staff and between staff members. Additionally, state testing scores were positive across all subject areas for the district. However, several indicators found across stakeholder groups pointed to a need for clarity in some of the district's processes and foundational components. For example, differences in understanding curriculum review and alignment, and the district instructional model were found between both staff and administration. Furthermore, Multi-Tiered Systems of Support (MTSS) implementation was present, but only in some areas of the district. Regarding the development of district personnel, clarity and quality of onboarding and mentoring programs for staff and alignment of staff and administrator evaluations to respective resources can improve. At the board level, data showed a need for regular assessment and goal setting to model continuous learning for the district. The need for alignment in these systems has likely contributed to the data pointing out a lack of unified vision, clear goals, and common direction for the district. Overall, components were present but utilizing the district's strength in staff relationships to bring alignment to district systems could have tremendous impact on improving education for students.

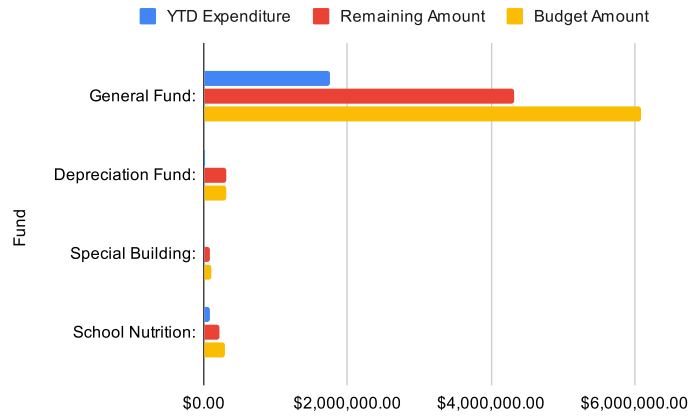
Second, while there exist great relationships between staff at EHCS, this level of engagement was not echoed by students, parents, or patrons at large. This disconnect was evidenced by student responses outlining a lack of district understanding of student and family challenges, and smaller numbers of responses given when asked about potential extracurriculars. Alternatively, the effect of the high number of students of lower socioeconomic status, seen in the 57% free or reduced lunch rates for the district, could also prevent or disincentivize students from being highly engaged at school. In a similar vein, parents echoed student's sentiments with many saying they are not encouraged to engage in their child's education. Parents also showed a lower level of trust in safety for their children at school, which could point to an overall lack of trust. For the leadership team, questions about policy, goal setting, and engagement with external community leaders showed lower engagement with overall district direction. This also contributes to what can be seen as a need for unity across buildings.

In general, Emerson-Hubbard Community Schools have built a strong foundation of internal relationships which are contributing to some academic success for the district. The presence of foundational components is helpful and presents significant opportunities for growth. Also, strong internal relationships create a starting point for exploring how to develop deeper relationships externally, bringing forward greater understanding of students and families and the opportunity for engagement. Bringing clarity and alignment to district systems combined with a push for engagement and understanding with students and parents would amplify the effect of these positive relationships for the benefit of students, families, the district, and its communities.

2025-2026 Expenditure Report for Board Meeting

Fund	YTD Expenditure	Remaining Amount	Budget Amount	Percent Remaining
General Fund:	\$1,763,333.00	\$4,331,039.00	\$6,094,372.00	71.07%
Depreciation Fund:	\$0.00	\$305,573.00	\$305,573.00	100.00%
Special Building:	\$8,255.00	\$92,755.00	\$101,010.00	91.83%
School Nutrition:	\$90,266.00	\$210,734.00	\$301,000.00	70.01%

YTD Expenditure, Remaining Amount and Budget Amount



YTD Expenditure Remaining Amount Budget Amount

