



**HASTINGS
PUBLIC SCHOOLS**

Assuring the essential.
Expanding the possible.

Regular Board Meeting

Monday, September 15, 2025 @ 6:00 PM Central
Board Room at HPS District Offices, 1515 W 8th St, Hastings, NE 68901

1. CALL TO ORDER - Becky Sullivan -

2. Roll Call -

3. Pledge Allegiance to the Flag -

4. ANNOUNCEMENT - Becky Sullivan -

5. RECURRENT - Becky Sullivan -

5.1. Minutes of Previous Meeting(s) -

5.2. Payment of Expenditures -

6. RECEIVE CORRESPONDENCE - Becky Sullivan -

7. SUPERINTENDENT'S REPORT - Dr. Christopher Prosocki -

8. FIRST OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan -

9. SPECIAL BOARD FUNCTIONS - Becky Sullivan -

9.1. Approve 2026-2027 Option Enrollment limits - Dr. Christopher Prosocki -

9.2. Approve revised Policy 706.25: Internal Controls - Dr. Christopher Prosocki -

9.3. Approve Bid for Roof Repair Longfellow - Lawrence Tunks -

9.4. Approve Engineering Services proposal - Lawrence Tunks -

9.5. Approve Superintendent Evaluation Tool (First Reading) - Becky Sullivan -

9.6. Approve Addition of 1.0 FTE Skills Paraeducator position - Dr. Thomas Szlanda -

9.7. CONSENT AGENDA - Dr. Thomas Szlanda -

10. SECOND OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan -

11. DATES OF FUTURE BOARD MEETINGS - Becky Sullivan -

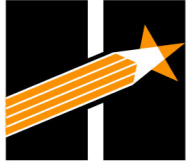
12. MEDIA SPOKESPERSON - Becky Sullivan -

13. ADJOURNMENT - Becky Sullivan -

***Closed Session:** If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Law.

****Sequence of Agenda:** The sequence of agenda topics is subject to change at the discretion of the board. Please arrive at the beginning of the meeting.

*****Action Item:** The board reserves the right to take action on an item listed on the board agenda.



HASTINGS
PUBLIC SCHOOLS

Assuring the essential.
Expanding the possible.

Hastings Public Schools Regular Board Meeting Minutes

August 18, 2025 6:00 PM

Board Room at HPS District Offices, 1515 W. 8th St, Hastings, NE 68901

The meeting was advertised in the Hastings Tribune on Tuesday, August 12, 2025

Jim Boeve:	Present
Sharon Brooks:	Present
Erick Espinoza:	Present
Jodi Graves:	Present
Andrew McCarty:	Present
Tamisha Rose Osgood:	Present
Christopher Shade:	Present
Becky Sullivan:	Present
Stacie Widhelm:	Present

1. CALL TO ORDER - Becky Sullivan

President Sullivan called the meeting to order.

2. Roll Call

Others in attendance: Dr. Christopher Prosocki, Superintendent; Denise Behrends, Administrative Assistant to the Superintendent; Lawrence Tunks, Director of Technology and Operations; Dr. Thomas Szlanda, Director of HR and Operations; Terry Julian, Technology Facilitator; Shelly Julian, Business Manager; Tanya Evans, Director of Special Education; Kristen Slechta, Director of Learning; John Hauser, Director of Learning and Support; Amy Sloan, Hawthorne Elementary Principal; Shannon Waite, Hawthorne Teacher; Charla Brant, Alcott Elementary Principal; Chris Schukei, Executive Director of the HPS Foundation; Bryan Vetter, Hastings Middle School Assistant Principal; Alex Aldrich, Hastings High School Tech Para; Ben Welsch, HEA President; Will Vraspir, Hastings Tribune

3. Pledge Allegiance to the Flag

4. ANNOUNCEMENT - Becky Sullivan

President Sullivan reminded those in attendance of the Open Meetings Act

5. RECURRENT - Becky Sullivan

5.1. Minutes of Previous Meeting(s)

Motion to approve the minutes as presented. Motion made by Jim Boeve, Seconded by Stacie Widhelm. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Erick Espinoza: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Tamisha Rose Osgood: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

5.2. Payment of Expenditures

Business Manager Shelly Julian reviewed monthly expenditures with Board members.

Motion to approve the payment of expenditures in the amount of \$5,346,187.04. Motion made by Sharon Brooks, Seconded by Jim Boeve. Motion passed

Jim Boeve: Yea
Sharon Brooks: Yea
Erick Espinoza: Yea
Jodi Graves: Yea
Andrew McCarty: Yea
Tamisha Rose Osgood: Yea
Christopher Shade: Yea
Becky Sullivan: Yea
Stacie Widhelm: Yea

6. RECEIVE CORRESPONDENCE - Becky Sullivan

There was no correspondence to receive.

7. SUPERINTENDENT'S REPORT - Dr. Christopher Prososki

Dr. Prososki provided information on state-aid (TEEOSA) calculations. Upon NDE recalculation and certification of funds. HPS will receive \$81,525 in our prior year correction, and the overall state aid will be set at \$21,665,471. Superintendent Prososki informed Board members that the remainder of Title funding was restored to all schools in the U.S. He noted a bigger concern is recently enacted individual and corporate income tax cuts as a result of LB 754 at the state level. The state is predicting a \$100 million dollar deficit over the next biennium and Governor Pillen wants to cut 10% from the state budget or approximately \$550 million. With State Aid to Public Schools being a large appropriation, HPS may lose state aid for the 2026-27 school year. HPS currently receives around \$22 million in state aid.

Dr. Prososki informed Board members of new requirements from LB 306 allowing a private, denominational, parochial, or exempt school student to enroll and participate in activities at a different public school that is not the student's resident public school. The only requirement is to enroll for 5 credit hours. There are many unanswered questions about the new requirement. The school attorney is currently researching the issue.

Superintendent Prosocki informed Board members that all HPS K-5 Elementary Schools have been selected to participate in the USDA Fresh Fruits and Vegetable Program for the 2025-2026 school year. The District will receive \$87,870.52 in USDA grant funding for the program. Dr. Prosocki also noted the Senate Appropriations Committee passed its Fiscal Year (FY) 2026 Labor, Health and Human Services, Education and Related Agencies (LHHS) bill with bipartisan support. The bill provides small increases for Title I, IDEA and REAP and level funds most other K12 programs. This is a positive starting point given the current push by the Administration and House Republicans to drastically reduce federal education spending.

Dr. Prosocki reviewed guidelines for the property tax (pink post card meeting) joint public hearing. He was hopeful to receive valuations from the county by Friday to see how it will impact the HPS property tax request and whether the District will need to be represented at the joint public hearing. However, there was an error in the APA form by the Auditor, so he was only able to get the preliminary numbers prepared today. Superintendent Prosocki reviewed numbers with the Board members and shared possible options. He noted that a decision would need to be made prior to the September 4th deadline for submitting postcard formula of the political subdivision to the County Assessor. The Board decided to hold a Special Board meeting on Tuesday, September 2, 2025 at 5:00 p.m. for the purpose of determining the postcard formula.

Board members held a discussion about valuations, budget and tax request options.

8. FIRST OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan

There were no public comments.

9. SPECIAL BOARD FUNCTIONS - Becky Sullivan

9.1. Approve Year One Superintendent Goals - Dr. Christopher Prosocki

President Sullivan and Superintendent Prosocki reviewed the goals document. Superintendent Prosocki requested flexibility with the timeline for the goals and to report back to the board with periodic updates. Dr. Prosocki recommended the goals document for approval.

Board members held a discussion about the superintendent's goals.

Motion to approve year one Superintendent goals document, as presented. Motion made by Jodi Graves, Seconded by Erick Espinoza. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

9.2. Re-affirm Policy 503.01: Student Attendance - John Hauser

Director John Hauser reviewed Student Attendance Policy 503.01 as required annually by state statute. There are no changes to the policy. Mr. Hauser recommended re-affirmation of the policy.

Motion to re-affirm Policy 503.01: Student Attendance, as presented. Motion made by Stacie Widhelm, Seconded by Tamisha Rose Osgood. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

9.3. Re-affirm Policy 504.181: Anti-Bullying - John Hauser

Director John Hauser reviewed Policy 504.181: Anti-Bullying as required annually by state statute. There are no changes to the policy. Mr. Hauser recommended re-affirmation of the policy as presented.

Motion to reaffirm Policy 504.181 Anti-bullying, as presented. Motion made by Erick Espinoza, Seconded by Stacie Widhelm. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

9.4. Approve revised 2025-26 Appendix B (addition of eSports extra standard assignment) - Dr. Thomas Szlanda

Director Dr. Tom Szlanda reviewed the proposed addition of extra-standard duty positions for eSports coaches at Senior High and Middle School. The proposed Appendix B will add SH/MS eSports under Category II, Level 1. This addition was requested by the HEA. Dr. Szlanda recommended approval of the addition of extra standard positions as presented.

Board members held a discussion about the eSports extra-standard assignments.

Motion to approve revised 2025-26 Appendix B, as presented, due to the addition of eSports extra standard assignment. Motion made by Jodi Graves, Seconded by Christopher Shade. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

9.5. CONSENT AGENDA - Dr. Thomas Szlanda

Dr. Tom Szlanda informed Board members of 8 certificated, 8 classified, and 6 extra-standard positions that are currently unfilled throughout the District, plus the two new eSports extra-standard positions approved by the Board. He noted there are 59 substitute teachers currently registered with the District. Dr. Szlanda recommended approval of the personnel agenda as presented.

Board members held a discussion about substitute teachers.

Board member Jim Boeve announced gifts/donations received this month and thanked donors for their generosity.

Motion to approve consent agenda as presented. Motion made by Jim Boeve, Seconded by Jodi Graves. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

10. SECOND OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan

There were no public comments.

11. DATES OF FUTURE BOARD MEETINGS - Becky Sullivan

President Sullivan reminded Board members of upcoming Board meetings for next month.

NASB Area meeting in Kearney on Thursday August 21, 2025. Board members will meet at the Administration office at 3:45 p.m.

Special Board meeting on Tuesday, September 2, 2025 at 5:00 p.m. - Board Room at HPS District Offices

Work Session - Thursday, September 11, 2025 at 6:00 p.m. - Board Room at HPS District Offices

Regular Board Meeting - Monday, September 15, 2025 at 6:00 p.m. - Board Room at HPS District Offices

12. MEDIA SPOKESPERSON - Becky Sullivan

President Sullivan announced that Erick Espinoza will serve as the media spokesperson for this month.

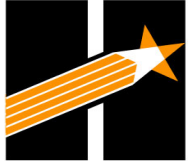
13. ADJOURNMENT - Becky Sullivan

The meeting adjourned at 6:43 p.m.

Motion to adjourn meeting. Motion made by Andrew McCarty, Seconded by Stacie Widhelm. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Erick Espinoza:	Yea
Jodi Graves:	Yea
Andrew McCarty:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Denise Behrends, Board Recording Secretary



HASTINGS
PUBLIC SCHOOLS

Assuring the essential.
Expanding the possible.

Hastings Public Schools Work Session Minutes

August 14, 2025 6:00 PM

Board Room at HPS District Offices, 1515 W 8th St, Hastings, NE 68901

The meeting was advertised in the Hastings Tribune on Friday, August 8, 2025

Jim Boeve:	Present
Sharon Brooks:	Present
Erick Espinoza:	Absent
Jodi Graves:	Present
Andrew McCarty:	Absent
Tamisha Rose Osgood:	Absent
Christopher Shade:	Present
Becky Sullivan:	Present
Stacie Widhelm:	Present
Tamisha Rose Osgood:	Present

1. Roll Call

President Sullivan called the meeting to order.

Board members Erick Espinoza and Andrew McCarty were excused.

Others in attendance: Dr. Christopher Prosocki, Superintendent; Denise Behrends, Administrative Assistant to the Superintendent; Lawrence Tunks, Director of Technology and Operations; Dr. Thomas Szlanda, Director of HR and Operations; Bryan Vetter, Hastings Middle School Assistant Principal; Will Vraspir, Hastings Tribune; Ben Welsch, HEA President; Andy Jones, Hastings Public Access TV; Chris Schukei, Executive Director of the HPS Foundation; Terry Julian, Technology Facilitator; Charla Brant, Alcott Elementary Principal; Tanya Evans, Director of Special Education; Shelly Julian, Business Manager; Kristen Slechta, Director of Learning; John Hauser, Director of Learning and Support.

2. Announcement - Becky Sullivan

President Sullivan reminded those in attendance of the Open Meetings Act.

3. Welcome to HEA reps and guests - Becky Sullivan

President Sullivan welcomed HEA representatives and guests. She asked those in attendance to introduce themselves.

4. Review Board Norms/Goal - Becky Sullivan

There were no Board member comments.

5. Board Report - Becky Sullivan

There were no Board member comments.

6. Superintendent's Report - Dr. Christopher Prosocki

Superintendent Prosocki reviewed his report with Board members. Dr. Prosocki informed Board members of upcoming administrative meetings and schedules.

Dr. Prosocki provided information on state-aid (TEEOSA) calculations. Upon NDE recalculation and certification of funds. HPS will receive \$81,525 in our prior year correction, and the overall state aid will be set at \$21,665,471. He also provided the guidelines for the property tax (pink post card meeting) joint public hearing. He is hopeful to receive valuations from the county by Friday to see how it will impact the HPS property tax request and whether the District will need to be represented at the joint public hearing.

Superintendent Prosocki informed Board members that the remainder of Title funding was restored to all schools in the U.S. He noted a bigger concern is recently enacted individual and corporate income tax cuts as a result of LB 754 at the state level. The state is predicting a \$100 million dollar deficit over the next biennium and Governor Pillen wants to cut 10% from the state budget or approximately \$550 million. With State Aid to Public Schools being a large appropriation, HPS may lose state aid for the 2026-27 school year. HPS currently receives around \$22 million in state aid.

Dr. Prosocki informed Board members of new requirements from LB 306 allowing a private, denominational, parochial, or exempt school student to enroll and participate in activities at a different public school that is not the student's resident public school. The only requirement is to enroll for 5 credit hours. There are many unanswered questions about the new requirement. The school attorney is currently researching the issue.

Superintendent Prosocki informed Board members that all HPS K-5 Elementary Schools have been selected to participate in the USDA Fresh Fruits and Vegetable Program for the 2025-2026 school year. The District will receive \$87,870.52 in USDA grant funding for the program.

Dr. Prosocki also noted the Senate Appropriations Committee passed its Fiscal Year (FY) 2026 Labor, Health and Human Services, Education and Related Agencies (LHHS) bill with bipartisan support. The bill provides small increases for Title I, IDEA and REAP and level funds most other K12 programs. This is a positive starting point given the current push by the Administration and House Republicans to drastically reduce federal education spending.

Board members held a discussion about items on the Superintendent's report.

7. Approve Year One Superintendent Goals - Dr. Christopher Prosocki

President Sullivan and Superintendent Prosocki reviewed the goals document prepared from the Phase V goal setting meeting held July 31, 2025. Superintendent Prosocki will recommend the goals document for approval.

Board members held a discussion about the superintendent goals.

8. Director of Learning Report - Kristen Slechta

Director Kristen Slechta provided an update on the Nebraska Literacy Project (NLP) grant. Director John Hauser reported on HPS participation as part of the ESU 9 consortium NLP grant application, and as a result HPS will share in \$880,000 of grant funding over the next two years.

Ms. Slechta reported on the federal Comprehensive Literacy State Development (CLSD) grant. The CLSD initiative is to advance literacy and pre-literacy skills for students from birth to grade 12 with emphasis on disadvantaged children. She also shared English Language Arts (ELA) achievement goals and how the CLSD will help support those goals over the next 5 years.

Ms. Slechta shared information on the PLC Refresh and the updated Wednesday meeting schedules to provide more structure and guided support to the PLC process. She noted this information was part of a larger pre-service PLC training for faculty and staff.

Board members held a discussion about the literacy grants and ELA program goals.

9. Re-affirm Policy 503.01: Student Attendance - John Hauser

Director John Hauser reviewed Student Attendance Policy 503.01 as required annually by state statute. There are no changes to the policy. Mr. Hauser will recommend re-affirmation of the policy.

10. Re-affirm Policy 504.181: Anti-Bullying - John Hauser

Director John Hauser reviewed Policy 504.181: Anti-Bullying as required annually by state statute. There are no changes to the policy. Mr. Hauser will recommend re-affirmation of the policy as presented.

11. Approve revised 2025-26 Appendix B (addition of eSports extra standard assignment) - Dr. Thomas Szlanda

Director Dr. Tom Szlanda reviewed the proposed addition of extra-standard duty positions for eSports coaches at Senior High and Middle School. The proposed Appendix B will add SH/MS eSports under Category II, Level 1. This addition was requested by the HEA. Dr. Szlanda will recommend approval of the addition of extra standard positions as presented.

Board members held a discussion about the eSports program.

12. *Consent Agenda - Dr. Thomas Szlanda

Dr. Tom Szlanda informed Board members of 8 certificated, 8 classified, and 6 extra-standard positions that are currently unfilled throughout the District, plus the two new eSports extra-standard positions if approved by the Board. Dr. Szlanda will recommend approval of the personnel agenda as presented.

Board members held a discussion about contingency staffing plans for the certificated staff vacancies.

13. OPPORTUNITY FOR PUBLIC TO BE HEARD - Becky Sullivan

Public comment was given by HPS resident Ben Welsch.

14. Reminders - Becky Sullivan

President Sullivan reminded Board members of the upcoming Regular Board Meeting - 6:00 p.m. - Monday, August 18, 2025 - Board Room.

She also noted the NASB Area meeting in Kearney on Thursday August 21, 2025. Board members will meet at the Administration office at 3:45 p.m.

15. Adjournment - Becky Sullivan

The meeting adjourned at 6:54 p.m.

Motion to adjourn meeting. Motion made by Jim Boeve, Seconded by Sharon Brooks. Motion passed

Jim Boeve:	Yea
Sharon Brooks:	Yea
Jodi Graves:	Yea
Tamisha Rose Osgood:	Yea
Christopher Shade:	Yea
Becky Sullivan:	Yea
Stacie Widhelm:	Yea

Denise Behrends, Board Recording Secretary

GEN FUNDS 7-25

Bank Name	Voucher #	Check Number	Date	Payee	Amount
Five Points Bank	1461	144516	8/18/2025	ZOOM IN MICROSCOPES	\$1,925.00
Five Points Bank	1461	144515	8/18/2025	ZIEMBA ROOFING CO	\$257,682.00
Five Points Bank	1461	144514	8/18/2025	YANDAS MUSIC	\$1,318.30
Five Points Bank	1461	144513	8/18/2025	WEST MUSIC COMPANY	\$2,314.46
Five Points Bank	1461	144512	8/18/2025	WALSTON, JESSICA	\$690.00
Five Points Bank	1461	144511	8/18/2025	WALLACE, TALITHA	\$797.93
Five Points Bank	1461	144510	8/18/2025	WAGNER, REBECCA	\$795.20
Five Points Bank	1461	144509	8/18/2025	W.G. PAULEY LUMBER COMPANY	\$238.21
Five Points Bank	1461	144508	8/18/2025	VYHLIDAL, JEFFREY A	\$2,000.00
Five Points Bank	1461	144507	8/18/2025	VIRCO, INC.	\$8,367.80
Five Points Bank	1461	144506	8/18/2025	VIAERO WIRELESS	\$241.52
Five Points Bank	1461	144505	8/18/2025	VERIZON WIRELESS	\$1,195.85
Five Points Bank	1461	144504	8/18/2025	VAN DIEST SUPPLY CO	\$247.25
Five Points Bank	1461	144503	8/18/2025	UNO-BUSINESS OFFICE	\$1,437.00
Five Points Bank	1461	144502	8/18/2025	TK ELEVATOR CORPORATION	\$688.05
Five Points Bank	1461	144501	8/18/2025	T-C CEILINGS, INC.	\$787.20
Five Points Bank	1461	144500	8/18/2025	SZLANDA, TOM ADMIN	\$131.92
Five Points Bank	1461	144499	8/18/2025	SULLIVAN, AMBER M LO	\$120.40
Five Points Bank	1461	144498	8/18/2025	STROOT, ROBIN	\$12.70
Five Points Bank	1461	144497	8/18/2025	STREET, DEBORAH	\$313.21
Five Points Bank	1461	144496	8/18/2025	STOKELY, KELSEY	\$2,052.50
Five Points Bank	1461	144495	8/18/2025	STICE, MEGAN A	\$2,018.15
Five Points Bank	1461	144494	8/18/2025	SOUTHWORTH, PAULA D.	\$2,705.98
Five Points Bank	1461	144493	8/18/2025	SOTO ROSALES, BRENDA	\$230.88
Five Points Bank	1461	144492	8/18/2025	SMALL TOWN FAMOUS-	\$3,568.99
Five Points Bank	1461	144491	8/18/2025	SHERWIN-WILLIAMS CO	\$1,811.69
Five Points Bank	1461	144490	8/18/2025	SHAW, LINDSAY J	\$287.50
Five Points Bank	1461	144489	8/18/2025	SCHOOL SPECIALITY	\$292.25
Five Points Bank	1461	144488	8/18/2025	RUTTS HEATING & AIR CONDITIONING INC	\$197,444.72
Five Points Bank	1461	144487	8/18/2025	RUSS'S IGA	\$671.69
Five Points Bank	1461	144486	8/18/2025	RAVEN TECH LLC	\$15,420.52
Five Points Bank	1461	144485	8/18/2025	PROSOSKI, CHRISTOPHER	\$280.00
Five Points Bank	1461	144484	8/18/2025	PROQUEST LLC	\$2,042.89

GEN FUNDS 7-25

Five Points Bank	1461	144483	8/18/2025	POOH CORNER WEST	\$2,714.00
Five Points Bank	1461	144482	8/18/2025	PHYS THERAPY & SPORT REHAB	\$4,417.70
Five Points Bank	1461	144481	8/18/2025	PERRY, GUTHERY, HAASE & GESSFORD PC	\$2,659.00
Five Points Bank	1461	144480	8/18/2025	PEDROZA, MELISSA HHS	\$240.66
Five Points Bank	1461	144479	8/18/2025	OMAHA WORLD HEARLD	\$1,307.19
Five Points Bank	1461	144478	8/18/2025	OCHOA, BLANCO	\$2,660.56
Five Points Bank	1461	144477	8/18/2025	NOECKER, MARGARET A	\$127.14
Five Points Bank	1461	144476	8/18/2025	NEBRASKA-IOWA IND FASTENER	\$316.53
Five Points Bank	1461	144475	8/18/2025	NE COUNCIL OF SCHOOL ADMIN	\$2,191.00
Five Points Bank	1461	144474	8/18/2025	NCS PEARSON, INC	\$2,166.67
Five Points Bank	1461	144473	8/18/2025	NAVARRETE, MARICELA	\$1,999.42
Five Points Bank	1461	144472	8/18/2025	NASB ALICAP	\$780,825.00
Five Points Bank	1461	144471	8/18/2025	NAPA AUTO PARTS	\$2,308.76
Five Points Bank	1461	144470	8/18/2025	NACIA	\$500.00
Five Points Bank	1461	144469	8/18/2025	MSC INDUSTRIAL SUPPLY	\$773.50
Five Points Bank	1461	144468	8/18/2025	MIDWEST CONNECT	\$4,000.00
Five Points Bank	1461	144467	8/18/2025	MENARDS	\$1,484.52
Five Points Bank	1461	144466	8/18/2025	MANGERS, CHELSEY	\$1,176.39
Five Points Bank	1461	144465	8/18/2025	LITTLE STINGERS CHILD CARE	\$230.00
Five Points Bank	1461	144464	8/18/2025	LIFT SOLUTIONS, INC	\$314.93
Five Points Bank	1461	144463	8/18/2025	LAUENSTEIN, HOLLYE	\$3,794.12
Five Points Bank	1461	144462	8/18/2025	LARA, MARIA CARMEN	\$2,861.73
Five Points Bank	1461	144461	8/18/2025	LARA, AIDE	\$673.05
Five Points Bank	1461	144460	8/18/2025	KULLY PIPE & STEEL CO	\$1,920.76
Five Points Bank	1461	144459	8/18/2025	KUCERA PAINTING	\$7,800.00
Five Points Bank	1461	144458	8/18/2025	KSB SCHOOL LAW, PC, LLO	\$3,000.00
Five Points Bank	1461	144457	8/18/2025	KRAMER, BRITTNEY	\$690.00
Five Points Bank	1461	144456	8/18/2025	KIMLE, MICHELLE MS	\$36.48
Five Points Bank	1461	144455	8/18/2025	KEELE, WENDY MO	\$84.84
Five Points Bank	1461	144454	8/18/2025	KAVAN, MARIA L.	\$690.00
Five Points Bank	1461	144453	8/18/2025	JOURNEYED.COM, INC	\$500.00
Five Points Bank	1461	144452	8/18/2025	JOHNSON HARDWARE COMPANY	\$15,045.00
Five Points Bank	1461	144451	8/18/2025	JACOBSON, ANDREW	\$2,975.00
Five Points Bank	1461	144450	8/18/2025	JACOBI, PAIGE E	\$1,805.50

GEN FUNDS 7-25

Five Points Bank	1461	144449	8/18/2025	JACOBI CARPET ONE FLOOR & HOME-	\$329.37
Five Points Bank	1461	144448	8/18/2025	JACKSON GLASS	\$106.35
Five Points Bank	1461	144447	8/18/2025	JACHETTA, MINTHA	\$2,995.31
Five Points Bank	1461	144446	8/18/2025	J W PEPPER & SONS INC.	\$799.24
Five Points Bank	1461	144445	8/18/2025	ISLAND SUPPLY WELDING	\$9.00
Five Points Bank	1461	144444	8/18/2025	ISLAND SPRINKLER SUPPLY	\$270.79
Five Points Bank	1461	144443	8/18/2025	INTEGRATED SECURITY SOLUTIONS	\$424.00
Five Points Bank	1461	144442	8/18/2025	INSTITUTE FOR CATHOLIC LIBERAL EDUCATION	\$4,050.00
Five Points Bank	1461	144441	8/18/2025	INGRAM LIBRARY SERVICES	\$156.05
Five Points Bank	1461	144440	8/18/2025	IMPLEMENTATION CONSULTING GROUP, LLC	\$17,500.00
Five Points Bank	1461	144439	8/18/2025	IDEA BANK MARKETING	\$856.00
Five Points Bank	1461	144438	8/18/2025	IASCO	\$1,017.89
Five Points Bank	1461	144437	8/18/2025	HOMETOWN LEASING	\$9,866.04
Five Points Bank	1461	144436	8/18/2025	HILLYARD/ DES MOINES	\$1,183.31
Five Points Bank	1461	144435	8/18/2025	HERMAN, ART	\$20.02
Five Points Bank	1461	144434	8/18/2025	HEARTLAND BUSINESS SYSTEMS, LLC	\$3,902.93
Five Points Bank	1461	144433	8/18/2025	HEARTLAND ACADEMIC COMPETITIONS	\$840.00
Five Points Bank	1461	144432	8/18/2025	HD SUPPLY	\$1,308.47
Five Points Bank	1461	144431	8/18/2025	HAUSER, JOHN W ADMIN	\$134.40
Five Points Bank	1461	144430	8/18/2025	HASTINGS UTILITIES	\$54,983.50
Five Points Bank	1461	144429	8/18/2025	HASTINGS TRIBUNE	\$667.86
Five Points Bank	1461	144428	8/18/2025	HASTINGS OUTDOOR POWER, LLC	\$237.00
Five Points Bank	1461	144427	8/18/2025	HASTINGS EARLY CHILD DEVELOPMENT	\$3,901.00
Five Points Bank	1461	144426	8/18/2025	HAL LEONARD CORPORATION, LLC	\$157.34
Five Points Bank	1461	144425	8/18/2025	GUSTAVE A. LARSON COMPANY	\$1,925.28
Five Points Bank	1461	144424	8/18/2025	GRIZZLY INDUSTRIAL INC	\$329.90
Five Points Bank	1461	144423	8/18/2025	GRAHAM TIRE - GI	\$6,004.60
Five Points Bank	1461	144422	8/18/2025	GERHOLD CONCRETE COMPANY, INC.	\$4,679.72
Five Points Bank	1461	144421	8/18/2025	FONER, BAILEY	\$2,392.00
Five Points Bank	1461	144420	8/18/2025	FISCHER, HEATHER	\$1,164.94
Five Points Bank	1461	144419	8/18/2025	FANNING, DANA MICHELLE	\$41.13
Five Points Bank	1461	144418	8/18/2025	FAMILY MEDICAL CENTER	\$400.00
Five Points Bank	1461	144417	8/18/2025	ESU COORDINATING COUNCIL	\$3,060.00
Five Points Bank	1461	144416	8/18/2025	ENGBERG, SCOTT	\$10.44

GEN FUNDS 7-25

Five Points Bank	1461	144415	8/18/2025	ELECTRONIC SYSTEMS, INC.	\$280.40
Five Points Bank	1461	144414	8/18/2025	EILEENS COLOSSAL COOKIES, INC.	\$16.00
Five Points Bank	1461	144413	8/18/2025	EDUPOINT EDUCATIONAL SYSTEMS	\$55,512.00
Five Points Bank	1461	144412	8/18/2025	EDGERTON EXPLORIT CENTER	\$1,550.00
Five Points Bank	1461	144411	8/18/2025	ED SERV UNIT 10	\$165.00
Five Points Bank	1461	144410	8/18/2025	ECHO ELECTRIC SUPPLY	\$1,419.55
Five Points Bank	1461	144409	8/18/2025	EAKES OFFICE SOLUTIONS	\$7,401.78
Five Points Bank	1461	144408	8/18/2025	DUTTON-LAINSON	\$4,002.86
Five Points Bank	1461	144407	8/18/2025	DUNN, SAM	\$336.77
Five Points Bank	1461	144406	8/18/2025	DULTMEIER SALES, LLC	\$416.89
Five Points Bank	1461	144405	8/18/2025	DEMCO, INC.	\$679.65
Five Points Bank	1461	144404	8/18/2025	DAKOTA POTTERS SUPPLY	\$2,165.00
Five Points Bank	1461	144403	8/18/2025	DAKOTA FLUID POWER	\$109.72
Five Points Bank	1461	144402	8/18/2025	CUMMINS SALES AND SERVICE	\$546.03
Five Points Bank	1461	144401	8/18/2025	CULLIGAN OF HASTINGS	\$99.00
Five Points Bank	1461	144400	8/18/2025	CPI/COOPERATIVE PRODUCERS, INC	\$5,883.14
Five Points Bank	1461	144399	8/18/2025	CORNHUSKER PRESS	\$386.79
Five Points Bank	1461	144398	8/18/2025	CONSOLIDATED CONCRETE CO.	\$153.66
Five Points Bank	1461	144397	8/18/2025	CLARK, ANTHONY	\$625.46
Five Points Bank	1461	144396	8/18/2025	CITY OF HASTINGS SOLID WASTE DEPT.	\$45.00
Five Points Bank	1461	144395	8/18/2025	CHAMPION BRIEFS, LLC	\$349.99
Five Points Bank	1461	144394	8/18/2025	CENTRAL COMMUNITY COLLEGE - HA	\$480.00
Five Points Bank	1461	144393	8/18/2025	CARLSON, MICHELLE	\$1,365.84
Five Points Bank	1461	144392	8/18/2025	CAREY'S PEST CONTROL	\$1,083.00
Five Points Bank	1461	144391	8/18/2025	CALLAHAN, KAREN N HA	\$9.99
Five Points Bank	1461	144390	8/18/2025	C4 OPERATIONS, LLC	\$700.00
Five Points Bank	1461	144389	8/18/2025	BUSINESS WORLD PRODUCTS	\$1,720.00
Five Points Bank	1461	144388	8/18/2025	BRIGHTSIDE CHILD CARE CENTER LLC	\$1,150.00
Five Points Bank	1461	144387	8/18/2025	BRANT, CHARLA AL	\$67.38
Five Points Bank	1461	144386	8/18/2025	BLUME, KELSEY	\$736.00
Five Points Bank	1461	144385	8/18/2025	BLUE HILL EARLY LEARNING CENTER	\$230.00
Five Points Bank	1461	144384	8/18/2025	BLICK ART MATERIALS	\$805.58
Five Points Bank	1461	144383	8/18/2025	BITTFIELD, JEFF HS	\$83.87
Five Points Bank	1461	144382	8/18/2025	BIG G ACE	\$612.47

GEN FUNDS 7-25

Five Points Bank	1461	144381	8/18/2025	BIG DALLY'S DELI	\$189.66
Five Points Bank	1461	144380	8/18/2025	BEYKE SIGNS	\$190.00
Five Points Bank	1461	144379	8/18/2025	BEST TREE SERVICE	\$2,200.00
Five Points Bank	1461	144378	8/18/2025	BEHREND, DENISE AD	\$60.00
Five Points Bank	1461	144377	8/18/2025	BECKENHORST PRESS, INC	\$106.82
Five Points Bank	1461	144376	8/18/2025	BAILEY POTTERY EQUIP CORP	\$464.97
Five Points Bank	1461	144375	8/18/2025	ARNOLD MOTOR COMPANY	\$201.42
Five Points Bank	1461	144374	8/18/2025	ARBOR SCIENTIFIC	\$1,117.16
Five Points Bank	1461	144373	8/18/2025	ALLO COMMUNICATIONS	\$6,380.09
Five Points Bank	1461	144372	8/18/2025	ALLENS B & R #32	\$165.25
Five Points Bank	1461	144371	8/18/2025	ADAMS, NICOLE M HHS	\$48.93
Five Points Bank	1458	144370	8/6/2025	STONEBROOK EXTERIOR	\$125,042.40
Five Points Bank	1454	144369	7/31/2025	YMCA	\$5,386.24
Five Points Bank	1454	144368	7/31/2025	VOYAGER SOPRIS LEARNING	\$797.85
Five Points Bank	1454	144367	7/31/2025	U.S. POSTAL SERVICE	\$529.14
Five Points Bank	1454	144366	7/31/2025	THE CERAMIC SHOP LLC	\$8,640.00
Five Points Bank	1454	144365	7/31/2025	TEACHER CREATED RESOURCES	\$125.83
Five Points Bank	1454	144364	7/31/2025	STAPLES, INC	\$52,959.67
Five Points Bank	1454	144363	7/31/2025	SCHOLASTIC, INC	\$759.03
Five Points Bank	1454	144362	7/31/2025	RUTTS HEATING & AIR CONDITIONING INC	\$7,890.00
Five Points Bank	1454	144361	7/31/2025	OTC BRANDS, INC.	\$262.63
Five Points Bank	1454	144360	7/31/2025	MASTERLIBRARY.COM, LLC	\$2,760.00
Five Points Bank	1454	144359	7/31/2025	LAKESHORE LEARNING MATERIALS	\$14.58
Five Points Bank	1454	144358	7/31/2025	GUSTAVE A. LARSON COMPANY	\$3,314.41
Five Points Bank	1454	144357	7/31/2025	ECHO ELECTRIC SUPPLY	\$316.02
Five Points Bank	1454	144356	7/31/2025	DOSTALS CONSTRUCTION COMPANY, INC	\$59,000.00
Five Points Bank	1454	144355	7/31/2025	DEMCO, INC.	\$542.82
Five Points Bank	1454	144354	7/31/2025	CDW EDUCATION	\$233.82
Five Points Bank	1454	144353	7/31/2025	APPLE, INC	\$3,948.00
Five Points Bank	1450	144352	7/28/2025	VOYAGER SOPRIS LEARNING	\$2,551.20
Five Points Bank	1450	144351	7/28/2025	SCHOOL HEALTH CORPORATION	\$1,069.34
Five Points Bank	1450	144350	7/28/2025	QUILL CORPORATION	\$759.17
Five Points Bank	1450	144349	7/28/2025	PYRAMID SCHOOL PRODUCTS	\$6,191.88
Five Points Bank	1450	144348	7/28/2025	PHILADELPHIA SECURITY PRODUCTS INC	\$1,157.12

GEN FUNDS 7-25

Five Points Bank	1450	144347	7/28/2025	NAPA AUTO PARTS	\$1,491.04
Five Points Bank	1450	144346	7/28/2025	MCGRAW- HILL SCHOOL ED HOLDINGS, LLC	\$3,655.49
Five Points Bank	1450	144345	7/28/2025	LAKESHORE LEARNING MATERIALS	\$109.95
Five Points Bank	1450	144344	7/28/2025	JACKSON GLASS	\$430.40
Five Points Bank	1450	144343	7/28/2025	J W PEPPER & SONS INC.	\$1,579.63
Five Points Bank	1450	144342	7/28/2025	EAGLE BUILDING SERVICES, LLC	\$15,375.36
Five Points Bank	1450	144341	7/28/2025	CORNHUSKER PRESS	\$1,700.45
Five Points Bank	1450	144340	7/28/2025	ACCO BRANDS DIRECT	\$1,331.56
Five Points Bank	1448	144339	7/22/2025	TEACHING STRATEGIES, LLC	\$3,497.00
Five Points Bank	1448	144338	7/22/2025	STOKELY, KELSEY	\$1,984.50
Five Points Bank	1448	144337	7/22/2025	REALLY GOOD STUFF	\$275.35
Five Points Bank	1448	144336	7/22/2025	PENN STATE INDUSTRIES SCHOOL PRODUCTS DI	\$1,195.75
Five Points Bank	1448	144335	7/22/2025	OVERDRIVE, INC	\$1,000.00
Five Points Bank	1448	144334	7/22/2025	NEBRASKA-IOWA IND FASTENER	\$23.67
Five Points Bank	1448	144333	7/22/2025	KAMRAN CULINEX, LLC	\$28,328.08
Five Points Bank	1448	144332	7/22/2025	HONORS GRADUATION	\$566.50
Five Points Bank	1448	144331	7/22/2025	HEARTLAND BUSINESS SYSTEMS, LLC	\$351.26
Five Points Bank	1448	144330	7/22/2025	ASSET PANDA, LLC	\$4,149.55
				VOUCHERS TOTAL	\$1,943,754.90
		ACH	7/15/2025	US BANK	\$34,529.48
		ACH	7/31/2025	LUNCHTIME	\$17,417.92
		ACH	7/10/2025	OMNIFY	\$284.00
		ACH	7/28/2025	WOODWARDS LF	\$1,400.00
		ACH	7/28/2025	WOODWARDS GF	\$2,350.00
		ACH	7/10/2025	AMAZON	\$11,620.52
		ACH	7/10/2025	AMAZON GRANT	\$3,489.48
				ACH TOTAL	\$71,091.40
				TOTAL EXPENDITURES	\$2,014,846.30

ACT FUNDS 7-25

Bank Name	Voucher #	Check Number	Date	Payee	Amount
Pinnacle Bank	1460	16906	8/11/2025	WEST MUSIC COMPANY	\$377.06
Pinnacle Bank	1460	16905	8/11/2025	VAUGHANS-PRINTERS,INC	\$210.30
Pinnacle Bank	1460	16904	8/11/2025	VARSITY SPIRIT FASHIONS	\$7,637.38
Pinnacle Bank	1460	16903	8/11/2025	SMALL TOWN FAMOUS-	\$2,254.25
Pinnacle Bank	1460	16902	8/11/2025	RIDDELL ALL AMERICAN	\$3,527.05
Pinnacle Bank	1460	16901	8/11/2025	MENARDS	\$232.83
Pinnacle Bank	1460	16900	8/11/2025	EASTERN MIDLANDS CONFERENCE	\$500.00
Pinnacle Bank	1460	16899	8/11/2025	DUEKER, AARON	\$125.00
Pinnacle Bank	1460	16898	8/11/2025	DOLLAMUR SPORTS SURFACES	\$20,990.00
Pinnacle Bank	1460	16897	8/11/2025	BSN SPORTS, INC.	\$3,335.46
Pinnacle Bank	1460	16896	8/11/2025	AWARDS UNLIMITED, INC	\$85.04
Pinnacle Bank	1457	16895	8/4/2025	CASH	\$4,000.00
Pinnacle Bank	1453	16894	7/31/2025	VARSITY SPIRIT FASHIONS	\$419.80
Pinnacle Bank	1453	16893	7/31/2025	SWAY MEDICAL, INC	\$1,394.00
Pinnacle Bank	1453	16892	7/31/2025	NSESA	\$100.00
Pinnacle Bank	1453	16891	7/31/2025	NSAA	\$225.00
Pinnacle Bank	1453	16890	7/31/2025	NEBRASKA DECA	\$1,154.45
Pinnacle Bank	1453	16889	7/31/2025	NE COACHES ASSN	\$55.00
Pinnacle Bank	1453	16888	7/31/2025	MARQUARDT, BLAKE HS	\$382.90
Pinnacle Bank	1453	16887	7/31/2025	HUDL	\$18,200.00
Pinnacle Bank	1453	16886	7/31/2025	HOWIES HOCKEY TAPE	\$1,625.46
Pinnacle Bank	1453	16885	7/31/2025	HAUFF MID-AMERICA SPORTS	\$1,837.70
Pinnacle Bank	1453	16884	7/31/2025	HARCO ATHLETIC RECONDITIONING	\$4,763.00
Pinnacle Bank	1453	16882	7/31/2025	BSN SPORTS, INC.	\$7,170.85
Pinnacle Bank	1453	16881	7/31/2025	BEYKE SIGNS	\$37.50
Pinnacle Bank	1453	16880	7/31/2025	ArbiterSports LLC	\$1,792.00
Pinnacle Bank	1449	16879	7/25/2025	SHIRT SHACK- HASTINGS	\$726.50
Pinnacle Bank	1449	16878	7/25/2025	RAMSEY, EMMA	\$400.00
Pinnacle Bank	1449	16877	7/25/2025	MENARDS	\$5.92
Pinnacle Bank	1449	16876	7/25/2025	MATTICKS, RICK HA	\$600.00
Pinnacle Bank	1449	16875	7/25/2025	KWJH LLC	\$2,166.93
Pinnacle Bank	1449	16874	7/25/2025	HENLEY, WILLIAM	\$81.86
Pinnacle Bank	1449	16873	7/25/2025	HASTINGS PUBLIC SCHOOLS	\$2,162.16

ACT FUNDS 7-25

Pinnacle Bank	1449	16872	7/25/2025	EARL MAY SEED & NURSERY L.C.	\$490.82
Pinnacle Bank	1449	16871	7/25/2025	BYERLY, KATE	\$400.00
				VOUCHERS TOTAL	\$89,466.22
		ACH	7/12/2025	US BANK	\$3,198.00
		ACH	7/31/2025	AMAZON	\$2,650.71
				ACH TOTAL	\$5,848.71
				TOTAL EXPENDITURES	\$95,314.93

GEN FUNDS 8-25

Bank Name	Voucher #	Check Number	Date	Payee	Amount
Five Points Bank	1003	144762	9/15/2025	ZECKSER, BROOKE	\$120.00
Five Points Bank	1003	144761	9/15/2025	YOST, CHRISTIAN M HHS	\$12.83
Five Points Bank	1003	144760	9/15/2025	YANDAS MUSIC	\$1,499.88
Five Points Bank	1003	144759	9/15/2025	WOLFE, AMANDA	\$43.68
Five Points Bank	1003	144758	9/15/2025	WITTE, LYNDSEY	\$25.16
Five Points Bank	1003	144757	9/15/2025	WILLIAMS, ERIKA D	\$75.59
Five Points Bank	1003	144756	9/15/2025	W.G. PAULEY LUMBER COMPANY	\$151.36
Five Points Bank	1003	144755	9/15/2025	VOSS, AMY HHS	\$158.17
Five Points Bank	1003	144754	9/15/2025	VICTORSTORE.COM	\$257.60
Five Points Bank	1003	144753	9/15/2025	VERIZON WIRELESS	\$210.28
Five Points Bank	1003	144752	9/15/2025	VAUGHANS-PRINTERS,INC	\$170.00
Five Points Bank	1003	144751	9/15/2025	VARITRONICS, LLC	\$575.02
Five Points Bank	1003	144750	9/15/2025	TODD, CASSIE	\$120.00
Five Points Bank	1003	144749	9/15/2025	TK ELEVATOR CORPORATION	\$1,338.00
Five Points Bank	1003	144748	9/15/2025	THE FORENSICS FILES	\$429.00
Five Points Bank	1003	144747	9/15/2025	TEACHER INNOVATIONS, INC.	\$864.00
Five Points Bank	1003	144746	9/15/2025	StoryWorld International Corporation	\$660.00
Five Points Bank	1003	144745	9/15/2025	STORY, MELISSA	\$67.39
Five Points Bank	1003	144744	9/15/2025	STOKELY, KELSEY	\$2,430.00
Five Points Bank	1003	144743	9/15/2025	SPECIAL SCOOPS ICE CREAM	\$1,151.50
Five Points Bank	1003	144742	9/15/2025	SOUTHWORTH, PAULA D.	\$2,582.90
Five Points Bank	1003	144741	9/15/2025	SOLIANT HEALTH, LLC	\$24,361.12
Five Points Bank	1003	144740	9/15/2025	SMITH, ERICA	\$160.00
Five Points Bank	1003	144739	9/15/2025	SMALL TOWN FAMOUS-	\$3,280.72
Five Points Bank	1003	144738	9/15/2025	SHRIVER, SHARON A.	\$1,322.50
Five Points Bank	1003	144737	9/15/2025	SCOTT, HAYLEE M	\$40.00
Five Points Bank	1003	144736	9/15/2025	SCHULTZ-CLEVELAND, MICHELLE J MS	\$103.56
Five Points Bank	1003	144735	9/15/2025	SCHOOL MATE	\$474.50
Five Points Bank	1003	144734	9/15/2025	SCHOLASTIC, INC	\$1,960.35
Five Points Bank	1003	144733	9/15/2025	RUTTS HEATING & AIR CONDITIONING INC	\$5,581.27
Five Points Bank	1003	144732	9/15/2025	RUSS'S IGA	\$573.43
Five Points Bank	1003	144731	9/15/2025	RUNCIES CATERING	\$694.85
Five Points Bank	1003	144730	9/15/2025	REID, FAITH	\$120.00

GEN FUNDS 8-25

Five Points Bank	1003	144729	9/15/2025	QUIZNOS SUB	\$458.00
Five Points Bank	1003	144728	9/15/2025	QUALITY SOUND & WATER	\$588.00
Five Points Bank	1003	144727	9/15/2025	PROPIO LS LLC	\$17.83
Five Points Bank	1003	144726	9/15/2025	PRODUCTIVITY INC	\$774.13
Five Points Bank	1003	144725	9/15/2025	POOH CORNER WEST	\$2,175.00
Five Points Bank	1003	144724	9/15/2025	PINE COVE CONSULTING, LLC	\$8,916.12
Five Points Bank	1003	144723	9/15/2025	PHYS THERAPY & SPORT REHAB	\$12,446.25
Five Points Bank	1003	144722	9/15/2025	PEREDA-CARREON, ROSALINDA	\$38.00
Five Points Bank	1003	144721	9/15/2025	PEEQ TECHNOLOGIES INC.	\$276.54
Five Points Bank	1003	144720	9/15/2025	PALING, CHERI	\$6.50
Five Points Bank	1003	144719	9/15/2025	OVERDRIVE, INC	\$2,000.00
Five Points Bank	1003	144718	9/15/2025	OTC BRANDS, INC.	\$504.18
Five Points Bank	1003	144717	9/15/2025	OMAHA WORLD HEARLD	\$1,405.81
Five Points Bank	1003	144716	9/15/2025	NORTHWEST ELECTRIC, LLC	\$3,927.42
Five Points Bank	1003	144715	9/15/2025	NETSUPPORT INC,	\$168.98
Five Points Bank	1003	144714	9/15/2025	NECAS, JOSHUA BUS	\$15.40
Five Points Bank	1003	144713	9/15/2025	NEBRASKA-IOWA IND FASTENER	\$1,437.33
Five Points Bank	1003	144712	9/15/2025	NE SAFETY CENTER @ UNK	\$250.00
Five Points Bank	1003	144711	9/15/2025	NE COUNCIL OF SCHOOL ADMIN	\$1,450.00
Five Points Bank	1003	144710	9/15/2025	NCS PEARSON, INC	\$3,395.72
Five Points Bank	1003	144709	9/15/2025	NASB ALICAP	\$955.00
Five Points Bank	1003	144708	9/15/2025	NAPA AUTO PARTS	\$123.18
Five Points Bank	1003	144707	9/15/2025	MOYE, BAMBI	\$120.00
Five Points Bank	1003	144706	9/15/2025	MIDWEST RESTAURANT SUPPLY	\$197.64
Five Points Bank	1003	144705	9/15/2025	MENARDS	\$880.34
Five Points Bank	1003	144704	9/15/2025	MCGRAW- HILL SCHOOL ED HOLDINGS, LLC	\$2,255.86
Five Points Bank	1003	144703	9/15/2025	MAYES, MICHAELA D.	\$160.00
Five Points Bank	1003	144702	9/15/2025	MARTINEZ, JAMI	\$120.00
Five Points Bank	1003	144701	9/15/2025	MARCOTTE, DESTINY	\$120.00
Five Points Bank	1003	144700	9/15/2025	MAGIC SCHOOL, INC	\$5,699.05
Five Points Bank	1003	144699	9/15/2025	MACGILL & CO.	\$2,404.57
Five Points Bank	1003	144698	9/15/2025	LUNCHTIME SOLUTIONS, INC	\$7,180.81
Five Points Bank	1003	144697	9/15/2025	LITTLE STINGERS CHILD CARE	\$210.00
Five Points Bank	1003	144696	9/15/2025	LITTLE BEE SPEECH CO.	\$239.98

GEN FUNDS 8-25

Five Points Bank	1003	144695	9/15/2025	LESONIK, AMY	\$160.00
Five Points Bank	1003	144694	9/15/2025	LAUENSTEIN, MARY	\$120.00
Five Points Bank	1003	144693	9/15/2025	LAUBY, LAURA HHA	\$77.68
Five Points Bank	1003	144692	9/15/2025	KULLY PIPE & STEEL CO	\$583.12
Five Points Bank	1003	144691	9/15/2025	KSB SCHOOL LAW, PC, LLO	\$1,250.00
Five Points Bank	1003	144690	9/15/2025	KRYZSKO, ABIGAIL S	\$52.75
Five Points Bank	1003	144689	9/15/2025	KORTUM, KYLIE	\$40.00
Five Points Bank	1003	144688	9/15/2025	KELLY, AMY HA	\$17.92
Five Points Bank	1003	144687	9/15/2025	KELLY SUPPLY CO	\$15.23
Five Points Bank	1003	144686	9/15/2025	KEILIG, LARRY	\$20.43
Five Points Bank	1003	144685	9/15/2025	KAUFFMAN, JODI LI	\$49.99
Five Points Bank	1003	144684	9/15/2025	KATZBERG BECKY AL	\$76.38
Five Points Bank	1003	144683	9/15/2025	JULIAN, THERESA AD	\$40.82
Five Points Bank	1003	144682	9/15/2025	JOHNSON, KAYLA MO	\$108.50
Five Points Bank	1003	144681	9/15/2025	JOHNSON HARDWARE COMPANY	\$722.00
Five Points Bank	1003	144680	9/15/2025	JOHNSON FITNESS & WELLNESS	\$1,889.00
Five Points Bank	1003	144679	9/15/2025	JIMENEZ SANCHEZ, JAVIER	\$20.06
Five Points Bank	1003	144678	9/15/2025	JAURIGUI-PINA, BRENDA E.	\$38.00
Five Points Bank	1003	144677	9/15/2025	JACKSON GLASS	\$90.00
Five Points Bank	1003	144676	9/15/2025	J.J. KELLER & ASSOCIATES	\$606.53
Five Points Bank	1003	144675	9/15/2025	ISLAND SUPPLY WELDING	\$817.50
Five Points Bank	1003	144674	9/15/2025	INTEGRATED SECURITY SOLUTIONS	\$659.93
Five Points Bank	1003	144673	9/15/2025	INNOVATIVE OFFICE SOLUTIONS	\$555.10
Five Points Bank	1003	144672	9/15/2025	IMPLEMENTATION CONSULTING GROUP, LLC	\$11,250.00
Five Points Bank	1003	144671	9/15/2025	IDEAL ELECTRIC CO	\$2,211.00
Five Points Bank	1003	144670	9/15/2025	IDEA BANK MARKETING	\$856.00
Five Points Bank	1003	144669	9/15/2025	HOWARD, KENNEDY	\$60.00
Five Points Bank	1003	144668	9/15/2025	HOUGHTON MIFFLIN HARCOURT	\$6,562.50
Five Points Bank	1003	144667	9/15/2025	HERMAN, ART	\$25.83
Five Points Bank	1003	144666	9/15/2025	HD SUPPLY	\$684.72
Five Points Bank	1003	144665	9/15/2025	HASTINGS UTILITIES	\$66,190.84
Five Points Bank	1003	144664	9/15/2025	HASTINGS TRIBUNE	\$632.68
Five Points Bank	1003	144663	9/15/2025	HASTINGS PUBLIC SCHOOLS	\$28.89
Five Points Bank	1003	144662	9/15/2025	HASTINGS OUTDOOR POWER, LLC	\$77.50

GEN FUNDS 8-25

Five Points Bank	1003	144661	9/15/2025	HASTINGS EARLY CHILD DEVELOPMENT	\$3,318.00
Five Points Bank	1003	144660	9/15/2025	HARTZELL, TRACY	\$120.00
Five Points Bank	1003	144659	9/15/2025	HART, LYNNSI	\$120.00
Five Points Bank	1003	144658	9/15/2025	GRAVES GRADUATION, LLC	\$35.00
Five Points Bank	1003	144657	9/15/2025	GO PHYSICAL THERAPY, LLC	\$40,016.15
Five Points Bank	1003	144656	9/15/2025	GILMORE & BELL PC	\$400.00
Five Points Bank	1003	144655	9/15/2025	FRIEND, ELLIE HHS	\$119.82
Five Points Bank	1003	144654	9/15/2025	EVERDRIVEN TECHNOLOGIES, LLC	\$1,784.00
Five Points Bank	1003	144653	9/15/2025	ERNST, EMILY ROSE	\$120.00
Five Points Bank	1003	144652	9/15/2025	ENGEL, JENNIFER WA	\$1,112.80
Five Points Bank	1003	144651	9/15/2025	ENGBERG, SCOTT	\$11.02
Five Points Bank	1003	144650	9/15/2025	ENERGY TAX SAVERS	\$2,250.00
Five Points Bank	1003	144649	9/15/2025	EMBI TEC	\$341.00
Five Points Bank	1003	144648	9/15/2025	EGAN SUPPLY COMPANY	\$1,855.98
Five Points Bank	1003	144647	9/15/2025	ED SERV UNIT 9	\$2,200.00
Five Points Bank	1003	144646	9/15/2025	ED SERV UNIT 10	\$254.39
Five Points Bank	1003	144645	9/15/2025	ECHO ELECTRIC SUPPLY	\$283.05
Five Points Bank	1003	144644	9/15/2025	EASTMAN, AMANDA	\$120.00
Five Points Bank	1003	144643	9/15/2025	EAKES OFFICE SOLUTIONS	\$3.83
Five Points Bank	1003	144642	9/15/2025	DUTTON-LAINSON	\$3,604.47
Five Points Bank	1003	144641	9/15/2025	DRESSMAN, TERESA	\$120.00
Five Points Bank	1003	144640	9/15/2025	DETAMORE, STEPHANIE MS	\$39.90
Five Points Bank	1003	144639	9/15/2025	DEMCO, INC.	\$104.68
Five Points Bank	1003	144638	9/15/2025	CULLIGAN OF HASTINGS	\$146.70
Five Points Bank	1003	144637	9/15/2025	CROOKS, JADEN	\$120.00
Five Points Bank	1003	144636	9/15/2025	CORNHUSKER PRESS	\$1,583.37
Five Points Bank	1003	144635	9/15/2025	COMPUTER HARDWARE, INC	\$789.00
Five Points Bank	1003	144634	9/15/2025	CLASS INTERCOM	\$75.00
Five Points Bank	1003	144633	9/15/2025	CENTRAL NEBRASKA EQUIPMENT	\$429.39
Five Points Bank	1003	144632	9/15/2025	CENTRAL COMMUNITY COLLEGE - HA	\$512.00
Five Points Bank	1003	144631	9/15/2025	CDW EDUCATION	\$1,850.00
Five Points Bank	1003	144630	9/15/2025	CASSADA, CRYSTAL MO	\$15.26
Five Points Bank	1003	144629	9/15/2025	CAROLINA BIOLOGICAL SUPPLY CO.	\$352.23
Five Points Bank	1003	144628	9/15/2025	CARLSON, MICHELLE	\$899.92

GEN FUNDS 8-25

Five Points Bank	1003	144627	9/15/2025	CAREY'S PEST CONTROL	\$1,083.00
Five Points Bank	1003	144626	9/15/2025	CALLAWAY, MELISSA M AL	\$180.00
Five Points Bank	1003	144625	9/15/2025	C4 OPERATIONS, LLC	\$308.00
Five Points Bank	1003	144624	9/15/2025	BUSINESS WORLD PRODUCTS	\$7.00
Five Points Bank	1003	144623	9/15/2025	BRIGHTSIDE CHILD CARE CENTER LLC	\$1,320.00
Five Points Bank	1003	144622	9/15/2025	BRIDWELL, MCKENZIE	\$120.00
Five Points Bank	1003	144621	9/15/2025	BREHM, ABBY L HHS	\$180.00
Five Points Bank	1003	144620	9/15/2025	BRANT, CHARLA AL	\$144.17
Five Points Bank	1003	144619	9/15/2025	BLICK ART MATERIALS	\$9,137.42
Five Points Bank	1003	144618	9/15/2025	BIG G ACE	\$377.30
Five Points Bank	1003	144617	9/15/2025	BENSCOTER, COURTNEY SH	\$161.21
Five Points Bank	1003	144616	9/15/2025	ASSOCIATED STAFFING, INC.	\$6,292.06
Five Points Bank	1003	144615	9/15/2025	ARNOLD MOTOR COMPANY	\$70.62
Five Points Bank	1003	144614	9/15/2025	ANDERSEN, GINA AL	\$60.00
Five Points Bank	1003	144613	9/15/2025	AMERICAN FENCE COMPANY	\$3,237.00
Five Points Bank	1003	144612	9/15/2025	AMERI-TECH INDUSTRIAL, INC.	\$408.97
Five Points Bank	1003	144611	9/15/2025	ALLO COMMUNICATIONS	\$7,103.95
Five Points Bank	1003	144610	9/15/2025	ALLENS B & R #32	\$94.35
Five Points Bank	1488	144609	8/29/2025	ZIEMBA ROOFING CO	\$130,887.00
Five Points Bank	1488	144608	8/29/2025	XTRAMATH	\$500.00
Five Points Bank	1488	144607	8/29/2025	W.G. PAULEY LUMBER COMPANY	\$13.85
Five Points Bank	1488	144606	8/29/2025	VIRCO, INC.	\$4,367.44
Five Points Bank	1488	144605	8/29/2025	VIAERO WIRELESS	\$255.64
Five Points Bank	1488	144604	8/29/2025	VERIZON WIRELESS	\$2,602.84
Five Points Bank	1488	144603	8/29/2025	VAN DIEST SUPPLY CO	\$778.00
Five Points Bank	1488	144602	8/29/2025	THE VIOLIN SHOP IN LINCOLN, INC	\$354.00
Five Points Bank	1488	144601	8/29/2025	THE FORENSICS FILES	\$429.00
Five Points Bank	1488	144600	8/29/2025	SHERWIN-WILLIAMS CO	\$31.48
Five Points Bank	1488	144599	8/29/2025	SCHOOL SPECIALITY	\$82.98
Five Points Bank	1488	144598	8/29/2025	RUTTS HEATING & AIR CONDITIONING INC	\$890.70
Five Points Bank	1488	144597	8/29/2025	RAVEN TECH LLC	\$1,760.00
Five Points Bank	1488	144596	8/29/2025	PROSOSKI, CHRISTOPHER	\$34.87
Five Points Bank	1488	144595	8/29/2025	PERRY, GUTHERY, HAASE & GESSFORD PC	\$3,841.00
Five Points Bank	1488	144594	8/29/2025	PENNINGTON, DREW J	\$256.46

GEN FUNDS 8-25

Five Points Bank	1488	144593	8/29/2025	NUTRIEN AG SOLUTIONS	\$82.45
Five Points Bank	1488	144592	8/29/2025	NE SAFETY CENTER @ UNK	\$270.00
Five Points Bank	1488	144591	8/29/2025	NATIONAL ART & SCHOOL SUPPLIES	\$2,104.76
Five Points Bank	1488	144590	8/29/2025	NAPA AUTO PARTS	\$1,594.16
Five Points Bank	1488	144589	8/29/2025	MIDWEST RESTURANT SUPPLY	\$54.58
Five Points Bank	1488	144588	8/29/2025	MENARDS	\$531.68
Five Points Bank	1488	144587	8/29/2025	MACKIN BOOK COMPANY	\$439.00
Five Points Bank	1488	144586	8/29/2025	LEE ENTERPRISES, INC.	\$277.20
Five Points Bank	1488	144585	8/29/2025	KULLY PIPE & STEEL CO	\$32.15
Five Points Bank	1488	144584	8/29/2025	KELVIN LP	\$167.80
Five Points Bank	1488	144583	8/29/2025	JOHNSON HARDWARE COMPANY	\$11,789.00
Five Points Bank	1488	144582	8/29/2025	JACKSON GLASS	\$98,020.55
Five Points Bank	1488	144581	8/29/2025	ISLAND SPRINKLER SUPPLY	\$770.04
Five Points Bank	1488	144580	8/29/2025	INTEGRATED SECURITY SOLUTIONS	\$4,954.00
Five Points Bank	1488	144579	8/29/2025	INNOVATIVE OFFICE SOLUTIONS	\$9,682.76
Five Points Bank	1488	144578	8/29/2025	HEARTLAND BUSINESS SYSTEMS, LLC	\$1,224.80
Five Points Bank	1488	144577	8/29/2025	HD SUPPLY	\$409.68
Five Points Bank	1488	144576	8/29/2025	HASTINGS OUTDOOR POWER, LLC	\$222.19
Five Points Bank	1488	144575	8/29/2025	HASTINGS AMERICAN LEGION	\$6,000.00
Five Points Bank	1488	144574	8/29/2025	GRACES LOCKSMITH SERVICE	\$52.50
Five Points Bank	1488	144573	8/29/2025	GENERAL PARTS	\$1,342.20
Five Points Bank	1488	144572	8/29/2025	FARBERS PIANO TUNING & REPAIR	\$592.00
Five Points Bank	1488	144571	8/29/2025	ECHO ELECTRIC SUPPLY	\$279.43
Five Points Bank	1488	144570	8/29/2025	EAKES OFFICE SOLUTIONS	\$3,352.01
Five Points Bank	1488	144569	8/29/2025	DUTTON-LAINSON	\$2,964.84
Five Points Bank	1488	144568	8/29/2025	DOSTALS CONSTRUCTION COMPANY, INC	\$30,925.00
Five Points Bank	1488	144567	8/29/2025	DIETZE MUSIC	\$2,031.31
Five Points Bank	1488	144566	8/29/2025	CPI/COOPERATIVE PRODUCERS, INC	\$6,848.09
Five Points Bank	1488	144565	8/29/2025	CORNHUSKER PRESS	\$2,020.72
Five Points Bank	1488	144564	8/29/2025	CITY OF HASTINGS 911	\$450.00
Five Points Bank	1488	144563	8/29/2025	C4 OPERATIONS, LLC	\$449.50
Five Points Bank	1488	144562	8/29/2025	BLICK ART MATERIALS	\$453.45
Five Points Bank	1488	144561	8/29/2025	BIG G ACE	\$926.04
Five Points Bank	1488	144560	8/29/2025	BGNE, INC.	\$1,095.57

GEN FUNDS 8-25

Five Points Bank	1488	144559	8/29/2025	ASSOCIATED STAFFING, INC.	\$2,072.76
Five Points Bank	1488	144558	8/29/2025	ARNOLD MOTOR COMPANY	\$167.15
Five Points Bank	1488	144557	8/29/2025	ACKERMAN, LONNIE	\$300.00
Five Points Bank	1487	144556	8/29/2025	ANGUS MCGEES SPECIALTY SANDWICH'S	\$1,641.00
Five Points Bank	1480	144555	8/25/2025	YANDAS MUSIC	\$58.25
Five Points Bank	1480	144554	8/25/2025	THE PASTRY CASE	\$241.02
Five Points Bank	1480	144553	8/25/2025	T-C CEILINGS, INC.	\$523.52
Five Points Bank	1480	144552	8/25/2025	STRIPES PARKING LOT SER., LLC	\$13,500.00
Five Points Bank	1480	144551	8/25/2025	STANCE	\$250.00
Five Points Bank	1480	144550	8/25/2025	SLECHTA KRISTEN ADM	\$268.10
Five Points Bank	1480	144549	8/25/2025	RUTTS HEATING & AIR CONDITIONING INC	\$2,580.00
Five Points Bank	1480	144548	8/25/2025	RUNCIES CATERING	\$751.90
Five Points Bank	1480	144547	8/25/2025	NEBRASKA ASCD	\$975.00
Five Points Bank	1480	144546	8/25/2025	MCPHERSON & JACOBSON, LLC	\$238.00
Five Points Bank	1480	144545	8/25/2025	LAKESHORE LEARNING MATERIALS	\$85.75
Five Points Bank	1480	144544	8/25/2025	INLAND TRUCK PARTS & SERVICE	\$935.00
Five Points Bank	1480	144543	8/25/2025	HEARTLAND BUSINESS SYSTEMS, LLC	\$840.00
Five Points Bank	1480	144542	8/25/2025	HASTINGS TRIBUNE	\$135.00
Five Points Bank	1480	144541	8/25/2025	GO PHYSICAL THERAPY, LLC	\$16,397.69
Five Points Bank	1480	144540	8/25/2025	GIDEON, CHAD	\$2,640.00
Five Points Bank	1480	144539	8/25/2025	GALVAN, CECILIA	\$2,223.97
Five Points Bank	1480	144538	8/25/2025	CREATIVE SITES	\$168,735.00
Five Points Bank	1480	144537	8/25/2025	COMPUTER HARDWARE, INC	\$6,069.00
Five Points Bank	1480	144536	8/25/2025	ASSOCIATED STAFFING, INC.	\$367.39
				VOUCHERS TOTAL	\$866,005.43
		ACH	8/31/2025	OMNIFY	\$284.00
		ACH	8/25/2025	WOODWARDS LF	\$1,400.00
		ACH	8/25/2025	WOODWARDS GF	\$2,350.00
		ACH	8/10/2025	AMAZON	\$9,551.24
		ACH	8/10/2025	AMAZON LUNCH	\$28.89
				ACH TOTAL	\$13,614.13
				TOTAL EXPENDITURES	\$879,619.56

ACT FUNDS 8-25

Bank Name	Voucher	Check Number	Date	Payee	Amount
Pinnacle Bank	1004	16980	9/10/2025	W.G. PAULEY LUMBER COMPANY	\$1,481.24
Pinnacle Bank	1004	16979	9/10/2025	SPORTBOARDZ LLC	\$109.75
Pinnacle Bank	1004	16978	9/10/2025	SOS PORTABLE TOILETS	\$215.00
Pinnacle Bank	1004	16977	9/10/2025	RAY, BRANDON	\$140.00
Pinnacle Bank	1004	16976	9/10/2025	OLIVER, SUSAN A.	\$336.00
Pinnacle Bank	1004	16975	9/10/2025	NORRIS HIGH SCHOOL	\$50.00
Pinnacle Bank	1004	16974	9/10/2025	MINDEN HIGH SCHOOL	\$90.00
Pinnacle Bank	1004	16973	9/10/2025	LINDBLAD, BRENT	\$80.00
Pinnacle Bank	1004	16972	9/10/2025	LINDBLAD, BRAD	\$160.00
Pinnacle Bank	1004	16971	9/10/2025	LEXINGTON HIGH SCHOOL	\$100.00
Pinnacle Bank	1004	16970	9/10/2025	HASTINGS PUBLIC SCHOOLS	\$1,660.00
Pinnacle Bank	1004	16969	9/10/2025	GUBBELS, CHUCK	\$140.00
Pinnacle Bank	1004	16968	9/10/2025	ENGBERG, SCOTT	\$80.00
Pinnacle Bank	1004	16967	9/10/2025	DUFF, JEREMY	\$80.00
Pinnacle Bank	1004	16966	9/10/2025	BV LAUNDRY AND TANNING, INC	\$1,336.50
Pinnacle Bank	1004	16965	9/10/2025	BRENNFOERDER, JORDAN	\$80.00
Pinnacle Bank	1004	16964	9/10/2025	BREI, CAMERON	\$80.00
Pinnacle Bank	1004	16963	9/10/2025	AWARDS UNLIMITED, INC	\$371.53
Pinnacle Bank	1004	16962	9/10/2025	AURORA HIGH SCHOOL	\$120.00
Pinnacle Bank	1001	16961	9/5/2025	YANDAS MUSIC	\$46.76
Pinnacle Bank	1001	16960	9/5/2025	WILLIAMS, RENEE	\$150.00
Pinnacle Bank	1001	16959	9/5/2025	WALTERS, EDDIE	\$190.00
Pinnacle Bank	1001	16958	9/5/2025	W.G. PAULEY LUMBER COMPANY	\$141.64
Pinnacle Bank	1001	16957	9/5/2025	SYNHORST, ROBERT	\$165.00
Pinnacle Bank	1001	16956	9/5/2025	SINES, KARLIE	\$190.00
Pinnacle Bank	1001	16955	9/5/2025	MARTIN, RYAN	\$24.46
Pinnacle Bank	1001	16954	9/5/2025	LINDBLAD, BRENT	\$80.00
Pinnacle Bank	1001	16953	9/5/2025	LINCOLN HIGH SCHOOL MUSIC BOOST	\$125.00
Pinnacle Bank	1001	16952	9/5/2025	LEXINGTON HIGH SCHOOL	\$295.00
Pinnacle Bank	1001	16951	9/5/2025	KAPPERMAN, REBECCA	\$180.00
Pinnacle Bank	1001	16950	9/5/2025	HAMMOND, ROGER	\$180.00
Pinnacle Bank	1001	16949	9/5/2025	GRAND ISLAND SENIOR HIGH	\$165.00
Pinnacle Bank	1001	16948	9/5/2025	ENGBERG, SCOTT	\$80.00

ACT FUNDS 8-25

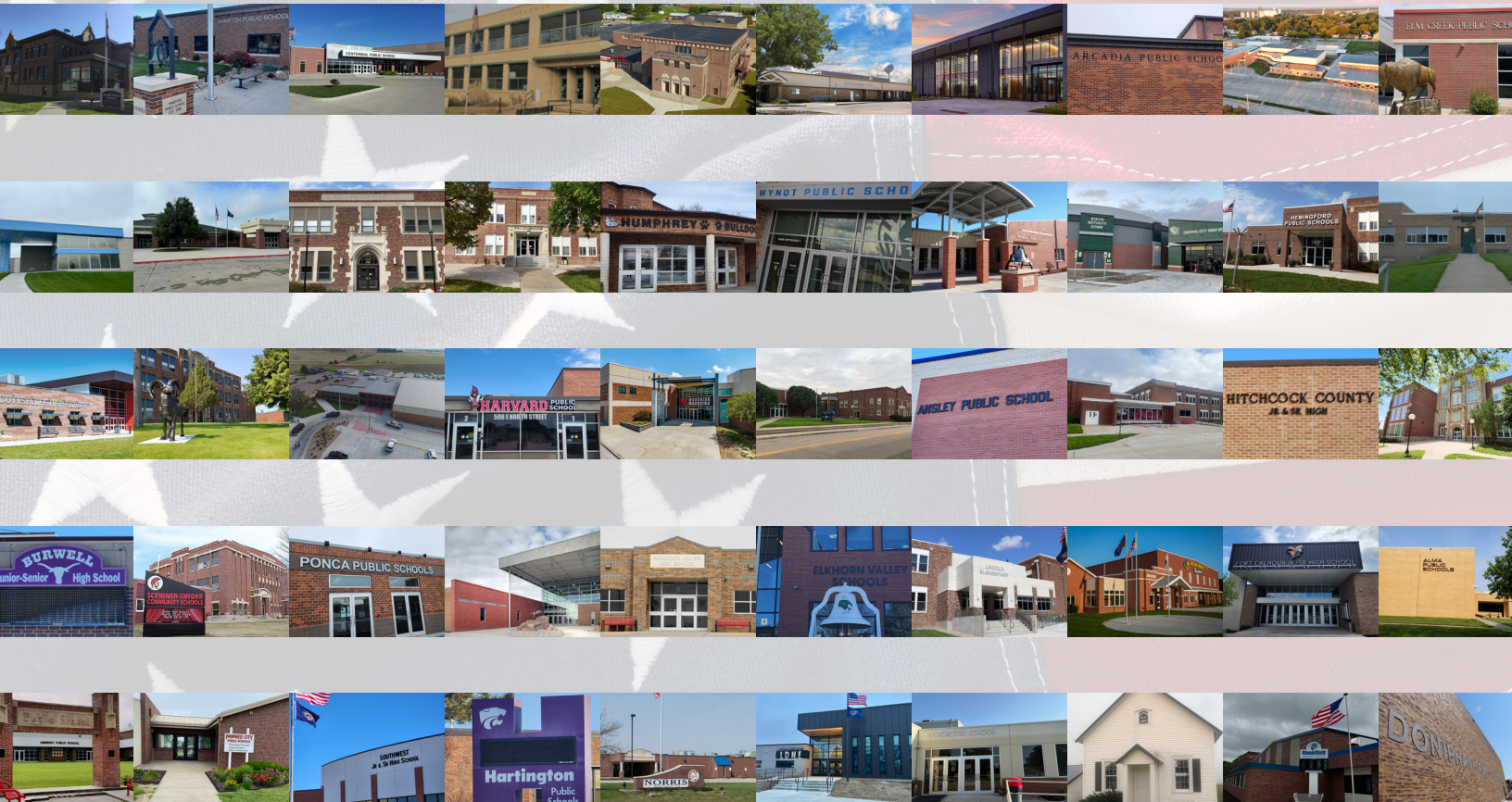
Pinnacle Bank	1001	16947	9/5/2025	ENEVOLDSEN, JEFF	\$165.00
Pinnacle Bank	1001	16946	9/5/2025	ED SERV UNIT 9	\$25.00
Pinnacle Bank	1001	16945	9/5/2025	DRAKE, COURTNEY	\$150.00
Pinnacle Bank	1001	16944	9/5/2025	COLUMBUS HIGH SCHOOL	\$175.00
Pinnacle Bank	1001	16943	9/5/2025	BSN SPORTS, INC.	\$132.45
Pinnacle Bank	1001	16942	9/5/2025	BREI, CAMERON	\$80.00
Pinnacle Bank	1001	16941	9/5/2025	BIG G ACE	\$11.80
Pinnacle Bank	1000	16940	8/27/2025	STUDNICKA, JULIE	\$100.00
Pinnacle Bank	1000	16939	8/27/2025	NE HIGH SCHOOL SPORTS HALL OF FA	\$1,784.00
Pinnacle Bank	1000	16938	8/27/2025	KEARNEY CATHOLIC HIGH SCHOOL	\$140.00
Pinnacle Bank	1000	16937	8/27/2025	GLUNZ, DAWNELL	\$100.00
Pinnacle Bank	1000	16936	8/27/2025	DIGNITY DESIGNS	\$1,113.00
Pinnacle Bank	1000	16935	8/27/2025	CONRAD, ASHLEY	\$23.34
Pinnacle Bank	1000	16934	8/27/2025	BSN SPORTS, INC.	\$340.72
Pinnacle Bank	1000	16933	8/27/2025	AMERICAN BAND ACCESSORIES, LLC	\$498.45
Pinnacle Bank	1000	16932	8/27/2025	24 HOUR TEES	\$598.00
Pinnacle Bank	1484	16931	8/27/2025	TENNIS WAREHOUSE	\$479.70
Pinnacle Bank	1484	16930	8/27/2025	ON DECK SPORTS	\$1,171.82
Pinnacle Bank	1484	16929	8/27/2025	NEBRASKA STATE BANDMASTERS	\$200.00
Pinnacle Bank	1484	16928	8/27/2025	MORRIS, GREG	\$100.00
Pinnacle Bank	1484	16927	8/27/2025	MAU, TODD	\$100.00
Pinnacle Bank	1484	16926	8/27/2025	JB SHOTS PHOTOGRAPHY	\$300.00
Pinnacle Bank	1484	16925	8/27/2025	GRAND ISLAND CENTRAL CATHOLIC	\$90.00
Pinnacle Bank	1484	16924	8/27/2025	EARL MAY SEED & NURSERY L.C.	\$75.98
Pinnacle Bank	1479	16923	8/21/2025	VARSITY SPIRIT FASHIONS	\$412.00
Pinnacle Bank	1479	16922	8/21/2025	UNK - DEPT OF MUSIC & PERFORMING	\$50.00
Pinnacle Bank	1479	16921	8/21/2025	SMALL TOWN FAMOUS-	\$325.00
Pinnacle Bank	1479	16920	8/21/2025	SHOEMAKER, CARSON	\$189.00
Pinnacle Bank	1479	16919	8/21/2025	RUSS'S IGA	\$493.41
Pinnacle Bank	1479	16918	8/21/2025	RICKERT, CHRISTY HS	\$160.57
Pinnacle Bank	1479	16917	8/21/2025	PEDROZA, CHRIS LO	\$67.60
Pinnacle Bank	1479	16916	8/21/2025	METEOR EDUCATION	\$1,857.42
Pinnacle Bank	1479	16915	8/21/2025	LOCHLAND COUNTRY CLUB	\$618.91
Pinnacle Bank	1479	16914	8/21/2025	LINCOLN EAST HIGH SCHOOL	\$175.00

ACT FUNDS 8-25

Pinnacle Bank	1479	16913	8/21/2025	KEARNEY HIGH SCHOOL	\$75.00
Pinnacle Bank	1479	16912	8/21/2025	ITZEN, BRIAN HHS	\$202.20
Pinnacle Bank	1479	16911	8/21/2025	HASTINGS PUBLIC SCHOOLS	\$400.00
Pinnacle Bank	1479	16910	8/21/2025	CUSTOM UPHOLSTERY OF NEBRASKA	\$2,200.00
Pinnacle Bank	1479	16909	8/21/2025	CONRAD, ASHLEY	\$159.99
Pinnacle Bank	1479	16908	8/21/2025	CLASSIC SPORTSWEAR & AWARDS	\$103.56
Pinnacle Bank	1479	16907	8/21/2025	CERVENY, ISABELLA	\$483.00
Pinnacle Bank	1489	16983	8/29/2025	MENARDS	\$207.40
Pinnacle Bank	1489	16982	8/29/2025	KIMLE, MICHELLE MS	\$174.27
Pinnacle Bank	1489	16981	8/29/2025	INGRAM LIBRARY SERVICES	\$1,141.30
				VOUCHERS TOTAL	\$26,172.77
		ACH	8/10/2025	AMAZON	\$1,128.57
				ACH TOTAL	\$1,128.57
				TOTAL EXPENDITURES	\$27,301.34

2025 State Education Conference

November 19-21 - CHI Health Center - Downtown Omaha



“Out of the Public Schools
Grows the Greatness of the Nation”
— Mark Twain



REGISTRATION FOR THE 2025 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 10, 2025

To register, go to www.NASBOnline.org

Log in using your email and password, and click the 'Events' tab to register.



Registration fees for the conference are as follows:
 REGISTRATION SEPTEMBER 10 - NOVEMBER 7
 PRE-CONFERENCE REGISTRATION
 CANCELLATION FEE (PRIOR TO 11/7)
 (No refunds after the registration deadline)

\$350	LATE-REGISTRATION NOVEMBER 8 - ON-SITE	\$400
\$100	NON-MEMBER	\$900
\$150	<i>(Substitutions are done at no charge)</i>	

Hotel Reservations

TO RESERVE ACCOMMODATIONS AT THE CONFERENCE HOTELS YOU MUST FIRST REGISTER FOR THE CONFERENCE AS DESCRIBED ABOVE.

To qualify for a room, you must first register for the Conference.

Once your conference registration is complete, you will receive an email with your NASB Registration code and a Conference Hotel reservation link. The code will not be activated until 10:00 AM CT, Wednesday, September 24, 2025

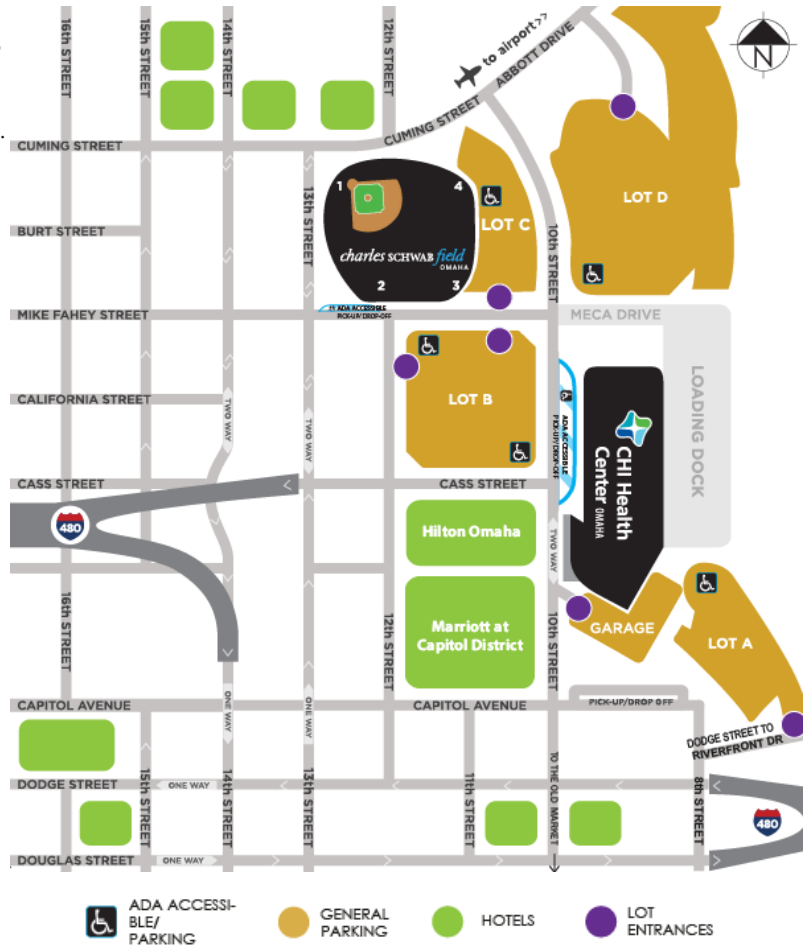
SUBMIT YOUR CONFERENCE HOTEL ROOM REQUEST WEDNESDAY, SEPTEMBER 24, 2025.

THE OMAHA CONVENTION & VISITORS BUREAU WILL ACT AS THE HOUSING AGENT FOR ALL PROPERTIES.

Hilton Omaha - 1001 Cass Street
 \$161 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 29, OR UNTIL FULL

Omaha Marriott Downtown - 222 North 10th Street
 \$164 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 28, OR UNTIL FULL

A RESERVATION AT ONE OF THE ABOVE IS NOT REQUIRED TO ATTEND THE STATE EDUCATION CONFERENCE



WEDNESDAY, NOVEMBER 19

Pre-Conference Sessions
1:00 to 4:00 PM

Exhibitor Reception
4:00 to 5:30 PM

THURSDAY, NOVEMBER 20

Board Member Boot Camp
7:00 to 8:00 AM

Opening Keynote Speaker
8:15 to 9:30 AM

A - Breakout Sessions
9:45 to 10:45 AM

B - Breakout Sessions
11:15 AM to 12:15 PM

Thursday Luncheon Keynote Speaker
12:30 to 2:00 PM

C - Breakout Sessions
2:15 to 3:15 PM

D - Breakout Sessions
3:30 to 4:30 PM

FRIDAY, NOVEMBER 21

Classroom Showcase
8:00 to 11:30 AM

NASB Delegate Assembly
8:00 to 9:30 AM

NASA Membership Meeting
8:00 to 9:30 AM

E - Breakout Sessions
9:15 to 10:15 AM

F - Breakout Sessions
10:30 to 11:30 AM

Friday Luncheon Keynote Speaker
11:45 AM to 1:15 PM

19th

DAY 1

WEDNESDAY, NOVEMBER 19, 2025

NASB LEGISLATION COMMITTEE MEETING

NASA EXECUTIVE BOARD MEETING

PRE-CONFERENCE SESSIONS

EXHIBITOR RECEPTION

NASB BOARD MEETING

20th

DAY 2

THURSDAY, NOVEMBER 20, 2025

BOARD MEMBER BOOT CAMP

OPENING & LUNCHEON KEYNOTE SPEAKERS

SUPERINTENDENT OF THE YEAR RECOGNIZED

BREAKOUT SESSIONS (A, B, C & D)

21st

DAY 3

FRIDAY, NOVEMBER 21, 2025

NASB DELEGATE ASSEMBLY

NASA MEMBERSHIP MEETING

CLASSROOM SHOWCASE

BREAKOUT SESSIONS (E & F)

SCHOOL BOARD MEMBER OF THE YEAR PRESENTED

CLOSING KEYNOTE SPEAKER

ADJOURN



REDEFINE IMPOSSIBLE

JAMES LAWRENCE

THURSDAY MORNING OPENING SPEAKER - 8:15 TO 9:30 AM

Known as The Iron Cowboy for the signature cowboy hat he wears while running races so his five kids can see him coming from far away, James Lawrence is an ultra-endurance athlete who has pushed himself beyond what many doctors previously believed to be physiologically possible. In so doing, he has redefined both mental toughness and physical endurance. James spent a decade in the mortgage and finance business before losing it all in the financial crisis of 2008. At rock bottom, his career as the greatest endurance athlete on the planet started quite humbly, struggling to complete a local 4-mile fun run with his wife, Sunny. Inspired by that experience, on that day he learned a lesson that has served him well ever since. "I quickly realized that 'hard' looks different for everyone. Back then, four miles was really difficult for me. But I learned that one of the most important things in life is simply showing up." Today, James is one of the most dynamic, inspiring, larger-than-life keynote speakers in the world, is a best-selling author and the subject of a critically acclaimed feature film. He continues to redefine the impossible in his own life, while teaching audiences around the world to do the same in their own lives.



THRIVING AS A TEAM WITH THE 3 C'S

DR. JERMAINE DAVIS

THURSDAY LUNCHEON SPEAKER - 12:30 TO 2:00 PM

Dr. Jermaine's presentation "Thriving as a Team" will bring a new and fresh perspective to your team. His guidance will help your team focus on keeping "the main thing the main thing." Courageous conversations, cohesive cooperation, and committed collaboration are possible! Applying his practical and down-to-earth Dump Your Slump Model & Research, Dr. Jermaine's leadership expertise is rooted in his professional experience, academic research, and personal journey, giving him a real-world perspective that resonates. Born and raised in the Henry Horner Housing Projects on Chicago's West Side, Dr. Jermaine learned early that resilience wasn't just a skill—it was a necessity to survive and thrive. After losing six family members, including his youngest brother, Lil' Greg, to violence, he made a promise to break the cycle. Through mentorship, education, and determination, he became the first in his family to graduate from college, earning a B.A. in Speech Communication, an M.A. in Speech Communication, and a Doctorate in Organizational Leadership.



INVISIBLE THREADS: PRIVACY IN THE WORLD OF AI

JOE TOSCANO

FRIDAY LUNCHEON SPEAKER - 11:45 AM TO 1:15 PM

Joe Toscano is an award-winning designer, author of Automating Humanity, and former Google consultant who left the tech industry over concerns about data misuse. Now based in Omaha, he works globally to promote ethical innovation, support privacy legislation, and raise awareness about the dark side of big tech. You may recognize Joe from Netflix's The Social Dilemma, his TEDx Talk "Want to work for Google? You already do," or his appearances on major news outlets. In "Invisible Threads," Joe explores the critical intersection of privacy and AI. He reveals how modern data flows impact our lives, highlights the ethical challenges of AI, and offers forward-thinking solutions to protect privacy in a connected world. This talk is essential for anyone shaping or navigating the digital future.

"Out of the Public Schools Grows the Greatness of the Nation"

Pre

PRE-CONFERENCE SESSIONS WEDNESDAY, NOVEMBER 19 - 1:00 TO 4:00 PM

YOUR DEPARTMENT OF EDUCATION: UNWRAPPED

Understanding the roles of the Nebraska Department of Education and the U.S. Department of Education as they relate to local schools can be confusing. During this pre-session opportunity, staff members of the Nebraska Department of Education will engage participants with knowledge and information sharing on the balance of federal, state, and local education policymaking. We will discuss the key roles the Nebraska Department of Education plays, share priority areas from a new strategic planning process, and discuss how changes at the federal level could impact Nebraska schools and students. Topics will include state and federal finance policy, state and federal requirements for assessment and accountability, accreditation and teacher certification, and much more.

PRESENTERS: Nebraska Department of Education staff

UTILIZING EFFECTIVE SUPERINTENDENT EVALUATION AND BOARD SELF-ASSESSMENT TO SUPPORT STUDENT SUCCESS

Designed for both boards and superintendents, this session will strengthen governance through effective superintendent evaluation, meaningful board self-assessment, intentional relationship-building, and building a district-wide foundation based on common values. Learn how to design an evaluation process that fosters professional goals, clarifies board expectations, and builds trust and cohesion. Explore "trust accelerators" to enhance collaboration, improve decision-making, and provide constructive feedback that supports growth and shared commitment to student success. Leave equipped with practical strategies and resources to enhance board-superintendent collaboration and sustain long-term student outcomes.

PRESENTERS: Troy Loeffelholz - NCSA; Stacie Higgins - NASB



JOIN US!!! EXHIBITOR RECEPTION WEDNESDAY, NOVEMBER 19 - 4:00 TO 5:30 PM



Register now at www.NASBOnline.org



SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE THURSDAY LUNCHEON

Previous Winners Include:

2025 - MELISSA POLONCIC, DC WEST	2012 - BILL MOWINKEL, GRAND ISLAND NW	1999 - KENNETH ANDERSON, HASTINGS
2024 - ANDY RIKLI, PAPILLION LA VISTA	2011 - MIKE CUNNING, HERSHEY	1998 - KEN BIRD, WESTSIDE
2023 - MARK LENIHAN, WAYNE	2010 - KEITH LUTZ, MILLARD	1997 - RICK BLACK, CONESTOGA
2022 - TERRY HAACK, BENNINGTON	2009 - STEVE RECTOR, SOUTH SIOUX CITY	1996 - GARY HAMMACK, KEARNEY
2021 - JIM SUTFIN, MILLARD	2008 - LARRY RAMAEKERS, AURORA	1995 - MARTIN PETERSEN, ALLIANCE
2020 - MARK ADLER, RALSTON	2007 - ROGER BREED, ELKHORN	1994 - VANDLE PHILLIPS, SOUTH SIOUX CITY
2019 - MIKE TEAHON, GOTHENBURG	2006 - RICHARD EISENHAUER, LEXINGTON	1993 - FRED BELLUM, COLUMBUS
2018 - JOHN SKRETTA, NORRIS	2005 - ROY BAKER, NORRIS	1992 - GLENN LARSEN, ADAMS CENTRAL
2017 - CAROLINE WINCHESTER, CHADRON	2004 - DAN ERNST, WAVERLY	1991 - NORBERT SCHUERMAN, OMAHA
2016 - JAY BELLAR, BATTLE CREEK	2003 - RANDY NELSON, NORFOLK	1990 - DOUG CHRISTENSEN, NORTH PLATTE
2015 - BRIAN MAHER, KEARNEY	2002 - PHILIP SCHOO, LINCOLN	1989 - DONALD STROH, MILLARD
2014 - STEVE BAKER, ELKHORN	2001 - KEITH ROHWER, NEBRASKA CITY	
2013 - KEVIN RILEY, GRETNA	2000 - STEVE JOEL, BEATRICE	



ANN MACTIER - SCHOOL BOARD MEMBER OF THE YEAR WILL BE PRESENTED AT THE FRIDAY LUNCHEON

Previous Winners Include:

2024 - BRAD WILKINS, AINSWORTH	2017 - BONNIE HINKLE, GRAND ISLAND	2010 - KIM FASSE, ELKHORN
2023 - ALLISON WELCH, CONESTOGA	2016 - TERRI HAYNES, CHADRON	2009 - RON PEARSON, ESU #3
2022 - MARCIA MAHON, SOUTH SIOUX CITY	2015 - LINDA RICHARDS, RALSTON	2008 - SANDRA JENSEN, OMAHA
2021 - STEVE KOCH, HERSHEY	2014 - BRAD KRIVOHAVEK, NORFOLK	2007 - JOHN HANSEN, BELLEVUE
2020 - MARIAN HOLSTEIN, WINNEBAGO	2013 - PATTY BENTZINGER, NORRIS	2006 - FRED TAFOYA, PAPILLON-LA VISTA
2019 - VALERIE FISHER, PAPILLON-LA VISTA	2012 - KATHY BARTEK, FALLS CITY	2005 - WAYNE ERICKSON, WISNER-PILGER
2018 - KATHY DANEK, LINCOLN	2011 - JULIE AGARD, KEARNEY	2004 - ANN MACTIER, OMAHA



BOARDSMANSHIP



CAREER & COLLEGE READINESS



COMMUNITY ENGAGEMENT



CURRICULUM



ESU



FACILITIES



LEGAL & POLICY



LEGISLATIVE & ADVOCACY



MANAGEMENT/ADMINISTRATION



NEW BOARD MEMBER/NEW SUPERINTENDENT



SAFETY



STUDENTS/EARLY CHILDHOOD



TECHNOLOGY



WELLNESS & RETENTION

“Out of the Public Schools Grows the Greatness of the Nation”

THURSDAY

- A1** LEGISLATIVE UPDATE
- A2** DUAL CREDIT AND WORKFORCE PREPARATION
- A3** PUBLIC COMMENT UNDER THE OPEN MEETINGS ACT
- A4** LEADERSHIP, CULTURE AND COMMON LANGUAGE
- A5** BOARD MEMBER PERSONAL LIABILITY
- A6** HONORS COURSE ENROLLMENT AND SUCCESS
- A7** ENHANCE COMMUNICATION W NON-ENGLISH FAMILIES
- A8** ELEVATING BOARD LEADERSHIP
- A9** PARTNERSHIPS TO COMBAT THE TEACHER STORAGE
- A10** SCHOOL SAFETY DOESN'T HAPPEN BY ACCIDENT
- A11** THE ROLE OF THE ATHLETIC ADMINISTRATOR

- B1** Q & A WITH NSAA
- B2** SUPERINTENDENT PANEL - "A DAY IN THE LIFE"
- B3** HANDLING CLOSED SESSION CORRECTLY
- B4** COMMUNITY PARTNERSHIPS WITH A PURPOSE
- B5** PAIN IN THE APP, V. 11.0
- B6** DEVELOPING NEBRASKA'S FUTURE EDUCATORS
- B7** DESIGN, CONSTRUCTION, FINANCE, AND MORE
- B8** STRENGTHENING BOARD & SUPERINTENDENT LEADERSHIP
- B9** EMPOWERING STUDENTS THROUGH SUMMER LEARNING
- B10** CELL PHONES OFF
- B11** TRANSFORMING SCHOOL CULTURE

- C1** STUDENT VOICES
- C2** THINGS YOU NEED TO KNOW AS AN ESU BOARD MEMBER
- C3** NEGOTIATIONS FOR BOARD MEMBERS
- C4** WHY YOUR SCHOOL STORY MATTERS!
- C5** BARGAINING & CONTRACT CONSIDERATIONS
- C6** A BOARD-LED INITIATIVE FOR DIGITAL CITIZENSHIP
- C7** SCHOOL FINANCE REVIEW COMMISSION UPDATE
- C8** COMMUNITY-CENTERED STRATEGIC PLANNING
- C9** EMPOWERING STUDENTS IN SCHOOL MEDIA
- C10** AN EVOLVING TECHNOLOGICAL LANDSCAPE
- C11** ACCESSIBLE PATHWAYS TO CAREERS IN EDUCATION

- D1** LISTENING SESSION W/ MEMBERS OF THE STATE BOARD
- D2** EHA BENEFITS UPDATE
- D3** GLOBAL INSIGHTS
- D4** TEACHER APPRENTICESHIP
- D5** HOT TOPICS WITH KAREN & JIM
- D6** NCSA 3-YEAR MENTORING PROGRAM
- D7** UNDERSTANDING HUMAN TRAFFICKING
- D8** HOW FOUNDATIONS UNITE TO SUPPORT

FRIDAY

- E1** POSITIVITY PROJECT: THE '80S MIX TAPE VERSION
- E2** BIRTH-GRADE 3 APPROACH FOR NEBRASKA SCHOOLS
- E3** TEACHER SHORTAGE: RECRUITING, AND ONBOARDING
- E4** CREATING A CULTURE OF ATTENDANCE
- E5** TRENDS IN DISABILITY LAWS
- E6** ADDRESSING THE TEACHER SHORTAGE
- E7** INCORPORATING AI RESOURCES WITHIN SCHOOLS
- E8** USING DATA TO DRIVE ACCOUNTABILITY & SUCCESS
- E9** RENEWED 'TUDE (RESILIENT EDUCATORS)

- F1** SUPERINTENDENT SHORTAGES & INCREASED INTERIMS
- F2** RULE 10: REQUIREMENTS, REGULATIONS, REPORTS, ETC
- F3** GENERATIVE AI IN PUBLIC SCHOOLS
- F4** FILLING THE ED PIPELINE
- F5** CONSTRUCTION DELIVERY METHODS
- F6** CULTIVATING A CULTURE OF COLLABORATION
- F7** CO-TEACHING: CHATGPT & ME
- F8** STRENGTHENING BOARD LEADERSHIP FOR STUDENT SUCCESS

BOARD MEMBER BOOT CAMP

THURSDAY, NOVEMBER 20 - 7:00 TO 8:00 AM

ROLES, RESPONSIBILITIES, AND CHARACTERISTICS OF EFFECTIVE GOVERNANCE

Start your day with a continental breakfast and an interactive Bootcamp for all board members and superintendents too! Move through the eight engaging stations, each highlighting a key characteristic of an effective board from governance vs. management to fostering accountability and actionable tools to take back to your district. This session serves as a warmup for Breakout Session A8: Elevating Board Leadership: Effective Board Governance = Student Success where we move from the "what" of board work to the "how" of focusing on measured student success. Register for the Bootcamp through the QR Code:



A

A - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 9:45 TO 10:45 AM



A1 LEGISLATIVE UPDATE - 2025 LEGISLATIVE RECAP AND LOOK TO 2026

Join Colby and Mike for a dive into what the Legislature accomplished in 2025 and a look at what is in store for 2026. New policy mandates, option enrollment discussion, retirement and benefit changes, and direction of school finance will all be discussed.

PRESENTERS: Colby Coash - NASB; Mike Dulaney - NCSA



A2 DUAL CREDIT AND WORKFORCE PREPARATION: THE TRANSFORMATIVE POWER OF THE CAREER ACADEMY

The Career Academy is a joint venture between Lincoln Public Schools and Southeast Community College. TCA provides academic and real-world experiences to high school juniors and seniors through high school and dual credit courses. We'll share innovative models that integrate high school academics with industry-relevant skills, creating pathways to immediate employment and higher education; and showcase data-driven outcomes that highlight strategic partnerships between schools and businesses that address critical workforce gaps. This presentation will empower attendees to implement and expand dual credit initiatives, ensuring students graduate with the skills demanded by today's job market.

PRESENTERS: Annie Mumgaard, Josh Jones & John Skretta - Lincoln Public Schools



A3 PUBLIC COMMENT AND LEGAL CONSIDERATIONS UNDER THE OPEN MEETINGS ACT

In this session, we will walk through public comment as prescribed by the Open Meetings Act. Then, we will walk through real-world examples and how boards should handle both simple and complicated scenarios under the Open Meetings Act.

PRESENTERS: Justin Knight - Perry Law Firm



A4 CONTROL THE CONTROLLABLES THROUGH LEADERSHIP FOCUSED ON CULTURE AND COMMON LANGUAGE

Attendees will hear how Westside Community Schools is focused on controlling what we can control through leadership, collaboration, and an emphasis on district culture. We will share ideas on how to create common language and a mindset about being focused on our classrooms while all kinds of things go on around us that we can't control. We will also share various "culture game plans" and an emphasis on E+R=O leadership.

PRESENTER: Mike Lucas - Westside Community Schools




A5 DOLLARS AND SENSE: BOARD MEMBER PERSONAL LIABILITY AND RELATED CONCERNS

It's already an unpaid volunteer job, and now you're telling me I could be personally liable?! Sometimes, maybe, possibly, yes. This presentation will focus on those situations where school board members (and superintendents) could face allegations leading to personal liability (i.e., money out of your own pocket), criminal sanctions, and even removal related to service on the school board. Don't fret too much--it doesn't happen often, but it's worth knowing when those situations could arise and how to navigate them!

PRESENTERS: Bobby Truhe & Steve Williams - KSB School Law


"Out of the Public Schools Grows the Greatness of the Nation"

A6 OPPORTUNITY & ACCESS: BREAKING DOWN BARRIERS TO HONORS COURSE ENROLLMENT AND SUCCESS

 Discover how one school district in Nebraska implemented system-wide changes to increase access and opportunity for honors courses for all students, with a particular emphasis on how the action steps were operationalized within social studies honors courses. Explore a step-by-step process and consider how similar impactful actions could be adopted in your own context!


PRESENTERS: Jaclyn Kellison & Takako Olson - Lincoln Public Schools

A7 INTEGRATING RESOURCES TO ENHANCE COMMUNICATION WITH NON-ENGLISH SPEAKING FAMILIES

 Columbus Public Schools will share the available resources that can be integrated into your regular communication strategies to create seamless access for your non-English speaking families.

PRESENTERS: Nicole Anderson & Chip Kay - Columbus Public Schools

A8 ELEVATING BOARD LEADERSHIP: EFFECTIVE BOARD GOVERNANCE = STUDENT SUCCESS

 Building on the Board Member Boot Camp warmup, this breakout takes you beyond the “what” of board roles and responsibilities into the “how” of using those roles to drive student success. Through scenarios, discussion, and practical resources, learn how to connect governance leadership to student outcomes, align board work with district improvement goals, and foster a culture of continuous growth. Leave equipped to move from understanding your role to leveraging it for maximum impact on student success.

PRESENTERS: Marcia Herring, Stacie Higgins & Stephanie Summers - NASB

A9 CREATING PARTNERSHIPS TO COMBAT THE TEACHER SHORTAGE

 Learn how UNK and Kearney Public Schools have partnered to form the Kearney Education Collaborative aimed at improving educational opportunities and partnerships for recruiting teachers. Specifically, they will discuss “Teachmates,” a program where selected UNK and KPS students form a mentee-mentor relationship. The speakers will discuss the “Kearney Teachers Tomorrow” scholarship program which created a Kearney High School to UNK to KPS pipeline for selected students/teachers. This session will highlight how other districts can consider similar options for their districts, both large and small.

PRESENTERS: Jason Mundorf - Kearney Public Schools; Mark Reid - UNK

A10 SCHOOL SAFETY DOESN'T HAPPEN BY ACCIDENT

Children who feel SAFE will take risks, ask questions, make mistakes, learn to trust, share their feelings, and grow! The Nebraska Department of Education (NDE) School Safety Team has built guidance and resource tools for schools in the safety and security requirements and best practices. The NDE Safety Team operates under the four pillars of prevention, preparedness, response, and recovery while using acronyms like EOP, SRP, SRM, PFA-S, and TA. Additionally, State Statutes implemented or introduced must also be adhered to. Schools who learn the acronyms, state statutes, and how to apply these concepts, toolkits, presentations, videos, and trainings are those recognized by NDE & their community to place school safety first. Join the NDE School Safety Director to make sure your school community is earning their Badge in safety and security.

PRESENTER: Jay Martin - NDE

A11 THE ROLE OF THE ATHLETIC ADMINISTRATOR

This session will help school district administrators and members of boards of education understand the multiple roles and responsibilities of the athletic administrator. Attendees will gain a better understanding of how to support and retain their athletic administrator, including the mentoring and professional growth opportunities available through both the National Interscholastic Athletic Administrators Association and the Nebraska State Interscholastic Athletic Administrators Association.

PRESENTERS: Nate Larsen - O'Neill Public Schools; Mark Armstrong - NSIAAA; Steve Throne - Millard Public Schools

B

B - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 11:15 AM TO 12:15 PM



B1 Q & A WITH NSAA

This session will explore topics affecting NSAA member schools. Bring your questions as we discuss emerging trends and their impact on NSAA sanctioned activities.

PRESENTERS: NSAA Staff



B2 SUPERINTENDENT PANEL - "A DAY IN THE LIFE"

Practicing Superintendents present, discuss, and answer questions regarding their efforts in developing positive and personal work relationships with their board of education.

PRESENTERS: Troy Loeffelholz & Kevin Wingard - NCSA; Chris Prosocki - Hastings Public Schools; Chip Kay - Columbus Public Schools; Mitch Kubicek - Milford



B3 HANDLING CLOSED SESSION CORRECTLY: LEGAL REMINDERS AND REMEDIES

Closed session can be a very complicated area of the law. In this session, we will walk through the legal requirements and case studies involving entering into closed session, discussions during closed session, "leaks" from closed session, and other legal issues that may arise in closed session.

PRESENTER: Justin Knight - Perry Law Firm



B4 COMMUNITY PARTNERSHIPS WITH A PURPOSE

Located on the Omaha Reservation in Macy, Nebraska, the UmónHon Nation "Against the Current" Career Academy is a model for small school districts seeking to create opportunities for local students and strong partnerships. Designed by BVH Architecture and built by Boyd Jones in close collaboration with the district, the Academy equips students with hands-on skills in automotive, construction, culinary, early childhood, entrepreneurship, and healthcare - offering direct career pathways within the community. This project demonstrates the power of team collaboration and local partnerships to develop resources, bringing meaningful workforce pipelines to life and reinvesting in their communities.

PRESENTERS: Kari Bappe, Cleveland Reeves, Stacie Hardy & Mark Pfister - Boyd Jones Construction



B5 PAIN IN THE APP, V. 11.0

This presentation is already in middle school, at 11 years and going strong. Come join the KSB attorneys for the latest and greatest in legal and practical developments around social media, technology, cell phones, and other key topics for administrators and board members.

PRESENTERS: Sara Rogers & Amanda Dabney - KSB School Law




B6 GROW YOUR OWN: DEVELOPING NEBRASKA'S FUTURE EDUCATORS

The Grow Your Own Education and Training Program of Study is a statewide, open-resource curriculum to help Nebraska schools develop future educators. This four-course program aligns with Nebraska state standards, embeds Universal Design for Learning, integrates Educators Rising, and meets dual-credit requirements. Attendees will learn how to implement the curriculum, access teacher training, and engage students in career exploration. Discover how this program can help build a sustainable educator pipeline for your district and invest in Nebraska's future teachers.

PRESENTERS: Lynne Herr - ESU 6; Katie Soto - ESU 9



B7 PROJECT PLANNING 101: INSIGHTS FROM PARTNERS IN DESIGN, CONSTRUCTION, FINANCE, AND MORE

 Navigating a school construction project is no small task. This panel of experts will guide school leaders through three critical steps: identifying key partners, selecting the right delivery method, and understanding financing options; lease-purchase agreements, bonds, and building fund dollars. Attendees will gain actionable strategies and valuable perspectives from industry leaders, leaving equipped to navigate the complexities of construction planning with confidence and clarity. Whether planning a new project or refining your approach, this session will provide the essential knowledge to move your district forward successfully.


PRESENTERS: Aaron Plas - Bennington Public Schools; Steve Thiele - Hausmann Construction, Inc.; Tobin Buchanan - Northland Securities; Bob Soukup - Carlson West Povondra Architects

B8 STRENGTHENING BOARD AND SUPERINTENDENT LEADERSHIP: UTILIZING A BOARD HANDBOOK FOR EFFECTIVE GOVERNANCE

Effective governance is the foundation of a successful school district, and a well-structured Board of Education Handbook serves as a vital tool for aligning leadership, clarifying roles, and fostering strong superintendent-board relationships. This session will explore the process of implementing a BOE Handbook to enhance communication, decision-making, and governance efficiency. Participants will learn strategies for creating and utilizing a handbook that sets clear expectations, promotes collaboration, and strengthens the leadership capacity of both board members and superintendents. Practical examples and best practices will provide attendees with actionable steps to enhance their district's governance framework.


PRESENTERS: Sean Molloy, Derrick Joel & Gary Kubicek - Norris School District 160; Marcia Herring - NASB

B9 TAKING LEARNING BEYOND 175: EMPOWERING STUDENTS THROUGH SUMMER LEARNING

 "Taking Learning Beyond 175" is a dynamic session designed to showcase the innovative summer school program aimed at expanding educational opportunities for all students beyond the regular 175 school days. Building on the foundation of whole-student excellence, this innovative "summer school" program goes beyond traditional boundaries by offering creative, hands-on learning experiences that foster growth, imagination, and resilience. Explore how this program has helped us enhance skills and empower students to reach their full potential. We'll discuss the program's impact on student activities and teacher satisfaction, at limited to no expense to the school district.

PRESENTERS: Susan Lindblad, Libby Lollman & Shawn Scott - Adams Central Public Schools

B10 CELL PHONES OFF

 Grand Island Senior High School implemented a comprehensive effort to strictly enforce a no cell phone throughout the school day policy in January of 2024. GISH administrators, staff, and students will discuss the reasons behind the action, how students and parents were prepared for the implementation, what worked and didn't work, and where they are after living this change for almost two years.

PRESENTERS: Matt Fisher, Calvin Hubbard, GIPS teachers & students - Grand Island Public Schools

B11 BUILDING BRIDGES, NOT WALLS: TRANSFORMING SCHOOL CULTURE THROUGH RESTORATIVE PRACTICES

At Brady Public Schools, we've been reshaping our school culture by embracing restorative practices, which have become a cornerstone of how we connect, work, and grow together. These practices have strengthened relationships, fostered mutual respect, and created a true sense of community among students, staff, administrators, and the school board. Through collaboration and open communication, restorative practices have fostered a positive, supportive environment across our entire school ecosystem. In this presentation, we'll highlight how restorative practices have embedded our core values, helping repair harm, prevent conflict, and ensure everyone feels valued—building a community, not just a school.

PRESENTERS: Sara Gentry & Ann Foster - Brady Public Schools



C - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 2:15 TO 3:15 PM



C1 STUDENT VOICES

Students from Nebraska high schools share their perspectives on issues that are important to the leaders of tomorrow.



C2 YOU ARE AN ESU BOARD MEMBER - 17 THINGS YOU NEED TO KNOW

As ESU Board Members, you will learn up to date information about the services in ESUs, the work of the ESUCC, the MOU with the NDE, legislative priorities, and more! Come ready to learn, share, and problem solve together.

PRESENTERS: Larianne Polk - ESUCC; Brad Dirksen - NDE; Colby Coash - NASB



C3 NEGOTIATIONS FOR BOARD MEMBERS

Negotiations is one of the most important functions of a school board. In fact, "personnel" is the largest item of a school district's budget. This session will walk through the statutory requirements for negotiations. We will also give boards an update on negotiations "hot topics" and ideas for your upcoming negotiations season.

PRESENTER: Justin Knight - Perry Law Firm



C4 BUCKLE UP: JOURNEYING THE STATE AND WHY YOUR SCHOOL STORY MATTERS!

Why do Nebraska schools rank high nationally? Why are Nebraska students sought after by employers everywhere? We'll take you to school districts across our great state in a quest to find the answers. The NCSA Ambassador Program and Nebraska Public School Advantage advocate for public education one remarkable story at a time. Since 2016, we have gathered nearly 500 stories of public school success. These stories, from the Metro to The Panhandle, are examples of the student first, Nebraska way. Buckle up!

PRESENTERS: Kevin Wingard & Tyler Dahlgren - NCSA



C5 LET'S DEAL! BARGAINING & CONTRACT CONSIDERATIONS FOR TOUGH POSITIONS & SHORTAGES

Every year, we're all getting more creative to address staffing issues. Those range from bargaining things like retention or hiring bonuses to salary schedule placement gamesmanship. The contract renewal process is becoming an arms race, with more schools incentivising staff to recommit or resign sooner. Plus there are always unique contract considerations for those unique positions and hybrid roles as staffing shortages continue. This presentation will go through all your options, pros and cons, and leave board members and administrators feeling ready to tackle these questions at your district.

PRESENTERS: Steve Williams & Sara Rogers - KSB School Law



C6 A BOARD-LED INITIATIVE FOR DIGITAL CITIZENSHIP

In today's digital world, teaching students to navigate online spaces responsibly is just as important as traditional academics. That's why the Hershey Board of Education made digital citizenship a formal priority for the 24-25 school year with the board goal to "Provide instruction on acceptable use of technology to better prepare students for responsible digital citizenship." To support this goal, we partnered with A.Plum Creative to develop engaging, fact-checked content that promotes responsible digital habits. Our initiative includes weekly social media posts, digital signage across campus, and ongoing resources for families and staff to help build a culture of integrity and safety in digital spaces, and we're already seeing results. Conversations around digital safety are increasing across classrooms and homes, showing the power of this effort.

PRESENTERS: Jane Davis & Steve Koch - Hershey Public Schools

"Out of the Public Schools Grows the Greatness of the Nation"



C7 SCHOOL FINANCE REVIEW COMMISSION UPDATE

Join members of the recently created School Finance Commission for a panel presentation, Q & A, and update on the work of the commission.

PRESENTERS: Ann Foster - Brady Public Schools; Jason Dolliver - Pender Public Schools; Aaron Plas - Bennington Public Schools; Liz Standish - Lincoln Public Schools; John Schwartz - Millard Public Schools; Shavonna Holman - Omaha Public Schools; Keith Runge - Lakeview Community Schools



C8 LISTENING, LEARNING, LEADING: COMMUNITY-CENTERED STRATEGIC PLANNING

Engaging stakeholders for graduate success and long-term district planning. In partnership, the board and superintendent lead efforts to connect with the community, parents, staff, students, and local partners to define what every graduate must know and be able to do. This work begins with strategies for effective community engagement drawing from research linking public involvement to improved student outcomes and continues through ongoing stakeholder conversations that shape a shared vision for student success.

PRESENTERS: Caden Frank, Ben Anderjaska & Avary Pansing Brooks - NASB



C9 EMPOWERING STUDENTS IN SCHOOL MEDIA: CONTENT CREATION & MANAGEMENT

This session will showcase how students take an active role in managing and producing school media content. From publishing sports, extracurricular, and academic achievements on social media to creating engaging visuals for two video boards, students gain hands-on experience in digital media. By taking ownership of projects, they develop critical skills in communication, design, and media production. This presentation is ideal for school leaders seeking innovative ways to enhance media presence while providing students with real-world skills in communication, design, and project management.

PRESENTERS: Crystal Hassenstab & Shawn Scott - Adams Central Public Schools



C10 AN EVOLVING TECHNOLOGICAL LANDSCAPE: UPDATES TO SPARQ MEETINGS, NEGOTIATIONS, AND ONLINE PUBLISHING

Join us to learn about how Sparq Meetings and Negotiations have adapted to the ever-changing landscape of board governance. In this session, we will discuss updates to these applications and review tips and tricks to help you become more efficient and proficient. In addition, we will give an overview of Sparq Online Publishing and how it integrates with Sparq Meetings and your board governance.

PRESENTERS: Darion Miller & Nicole Kobus - Sparq Data Solutions



C11 REDEFINING ROUTES: ACCESSIBLE PATHWAYS TO CAREERS IN EDUCATION

Learn how Central Community College collaborates with institutions like Kearney Public Schools to establish accessible pathways to education careers. CCC's statewide, cost-effective offerings have already demonstrated significant impact in alleviating staffing challenges across K-12 institutions. This session will equip administrators and board members with practical knowledge to consider, potentially transforming their approach to recruitment and professional development. Join us to explore how these innovative programs are not only addressing immediate staffing shortages but also cultivating a sustainable pipeline of qualified educators for the future.

PRESENTERS: Megan Schmidt - Kearney Public Schools; Taylor Brase & Amy Mancini - Central Community College





D - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 20 - 3:30 TO 4:30 PM



D1 A LISTENING SESSION WITH MEMBERS OF THE STATE BOARD OF EDUCATION



Share your thoughts on statewide education policy with members of the State Board of Education. State Board members are particularly interested in what is currently affecting local school boards and districts, and the solutions you have to offer for these issues. Topics may include school accountability, accreditation, and approval; educator certification; and statewide assessment, among others. Attending this session is a great opportunity for you to have your voice heard among members of the State Board of Education.

PRESENTERS: Elizabeth Tegtmeier - State Board of Education; Ryan Foor - NDE



D2 EHA BENEFITS UPDATE

Come learn more about the changes to the Medical and Dental plan effective September 1, 2026!

PRESENTERS: Courtney Ray - Blue Cross Blue Shield of NE; Greg Long - EHA



D3 GLOBAL INSIGHTS, LOCAL IMPACT: LESSONS FROM SINGAPORE AND SOUTH KOREA

Larriane Polk and Dan Schnoes had the privilege of participating in an international leadership academy in Singapore and South Korea, gaining invaluable insights into global leadership practices, innovative educational strategies, and cultural exchange. By observing how these countries tackle educational challenges and foster growth, we gained a deeper understanding of their approaches to teaching and learning. We hope you take away a desire to explore similar opportunities for yourself or your leadership personnel, as these global experiences not only enrich leadership development but also bring fresh, transformative perspectives that can benefit our entire educational ecosystem.

PRESENTERS: Larriane Polk - ESUCC; Dan Schnoes - ESU 3



D4 TEACHER APPRENTICESHIP - EXPERIENCES FROM THE FIELD

This session highlights the collaborative efforts of the Nebraska State Department of Education, Westside Community Schools, and Midland University in developing a successful apprenticeship program aimed at diversifying and strengthening Nebraska's teaching workforce. The session underscores the program's core purpose: to create sustainable pipelines of educators who are deeply grounded in their communities. The discussion covers the program's benefits - such as increased on-the-job training, community familiarity, and addressing critical staffing shortages - as well as lessons learned through ongoing stakeholder feedback, comprehensive support, and celebrating milestones. Future plans focus on expanding apprentice graduation rates, ensuring program sustainability through continued funding, and forging partnerships to meet high-need areas across Nebraska. Attendees will gain insights into the program's impact, lessons learned, and strategies for scaling these innovative pathways into teaching careers.

PRESENTERS: Nancy Christensen, Johanna Barnes, & Cammy Romanuck Murphy - Midland University; Andrea Haynes - Westside Community Schools; Kelly Baehr - NDE



D5 HOT TOPICS WITH KAREN & JIM

Join veteran school attorneys Jim from Perry Law and Karen from KSB for an insightful and entertaining session on the latest "Hot Topics" in school law. This dynamic duo will break down key legal issues that Nebraska school board members need to understand, whether they're already on your radar or just around the corner. Expect valuable takeaways... and a bit of lively banter between Jim and Karen along the way!

PRESENTERS: Karen Haase - KSB School Law; Jim Gessford - Perry Law Firm



D6 NCSA 3-YEAR MENTORING PROGRAM

Research shows that the retainment of school administrators is more successful if they are engaged in a strong multi-year mentoring program that supports the school administrator beyond a one year mentor program.

PRESENTERS: Troy Loeffelholz - NCSA; Mike Sieh - Wayne State College; Mike Teahon - UNK; Tami Williams - UNO



D7 UNDERSTANDING HUMAN TRAFFICKING AND EMPOWERING SCHOOLS TO TAKE ACTION

This session will offer a thorough overview of human trafficking, aiming to debunk common myths and highlight the harsh realities of this critical issue. Participants will explore how trafficking affects communities, recognizing warning signs and vulnerabilities that make students susceptible. The presentation will also introduce ESU 2's Human Trafficking Youth Prevention Education (HTYPE) program, which supports school districts in implementing prevention strategies. Attendees will learn how ESU 2 can collaborate with schools to provide tailored training for staff, students, and caregivers, equipping them with the knowledge to identify and prevent trafficking in their communities.

PRESENTER: Megan Reese - ESU 2



D8 STRENGTH IN PARTNERSHIPS: HOW FOUNDATIONS, DISTRICTS, AND COMMUNITIES UNITE TO SUPPORT TEACHERS AND STUDENTS

Education foundations play a unique and essential role in bridging the gap between district needs and community resources. This session will explore how one rural and one metro foundation have successfully partnered with their district and local community to create impactful programs that directly benefit teachers and students. Attendees will learn how collaborative initiatives such as teacher grants, student scholarships, technology enhancements and community-driven fundraising have strengthened public education and fostered engagement. Through real-life examples and practical takeaways, this session will highlight strategies for building meaningful partnerships, securing sustainable funding, and aligning efforts with district goals.

PRESENTERS: Toba Cohen-Dunning - Omaha Public Schools Foundation; Terri Burchell - North Platte Public Schools



E

E - BREAKOUT SESSIONS

FRIDAY, NOVEMBER 21 - 9:15 TO 10:15 AM



E1 POSITIVITY PROJECT: THE '80S MIX TAPE VERSION

With a fun and nostalgic '80s mixed tape anthem, this session will spotlight our district's PK-12 SEBL curriculum implementation of the Positivity Project. We will make connections to our CIP, the MTSS framework, PBIS, and our efforts to transform school culture by living out our district's mission to educate, embrace, and empower the whole child. We will share schoolwide activities we have implemented, our tiered approach to supporting student mental health and behavior learning, and resources we have found beneficial. Walk in with your best air guitar, walk out with power ballads and rad ideas on how Positivity Project could impact your school culture!

PRESENTERS: Allie Holcomb, Angela Zach & Brittany Vinchattle - Wakefield Community School



E2 BUILDING STRONG FOUNDATIONS: THE SCHOOL AS HUB BIRTH-GRADE 3 APPROACH FOR NEBRASKA SCHOOLS



The first eight years are crucial for a child's success, with schools playing a key role. The School as Hub Birth-Grade 3 Approach is built on an evidence-based framework designed to close opportunity gaps by strengthening early learning, family-school partnerships, and instruction. This session explores strategies for integrating early childhood with elementary education, building leadership, and engaging families and communities. Join us to learn actionable steps for transforming schools into hubs of support, ensuring all children and families have access to opportunities for lifelong learning and success from birth through age eight.

PRESENTERS: Cris Lopez Anderson - Buffet Early Childhood Institute; Itzeni Nayeli Lopez - University of Nebraska



E3 PRACTICAL STRATEGIES AND LESSONS LEARNED IN THE TEACHER SHORTAGE: RECRUITING, ONBOARDING, AND TRANSITIONING FOREIGN-TRAINED TEACHER CONTRACTS



As schools across Nebraska continue to grapple with teacher shortages, districts are exploring innovative and ethical strategies to recruit and retain high-quality educators. We will share and discuss practical strategies, along with lessons learned in recruitment, certification, and onboarding, as well as legal and ethical considerations when transitioning or ending contracts with international teachers.

PRESENTERS: Daniel Oldenburg, Katelyn Larsen & Jeremy Christiansen - Laurel-Concord-Coleridge School; Justin Knight - Perry Law Firm



E4 CREATING A CULTURE OF ATTENDANCE: STRATEGIES FOR REDUCING CHRONIC ABSENTEEISM IN HIGH-POVERTY RURAL SCHOOLS

Chronic absenteeism is a major issue in elementary schools, especially in high-poverty rural areas. This session will explore strategies for reducing absenteeism by improving school culture, implementing targeted interventions, and enhancing family support. Drawing from our experience, where we reduced absenteeism from 39% to 9% in three years, we'll share practices like building a positive school environment, early identification, and personalized support for at-risk students. Participants will gain actionable strategies to foster consistent attendance.

PRESENTER: Charla Brant - Hastings Public Schools

“Out of the Public Schools Grows the Greatness of the Nation”



E5 MMMMM...SMELLS LIKE MEDICAL MARIJUANA AND MONEY DAMAGES: WHAT YOU NEED TO KNOW ABOUT TRENDS IN DISABILITY LAWS

Disability laws (IDEA, 504, ADA, etc.) can be tricky, because superintendents and board members usually aren't directly involved but certainly cut the checks and get the phone calls. This presentation will cover the emerging trends in special education that you have to know about in 2025 in a school leadership role, including policy implications and other legal considerations.

PRESENTERS: Bobby Truhe, Jordon Johnson & Amanda Dabney - KSB School Law



E6 MOVING TO THE HEAD OF THE CLASS: HOW ONE DISTRICT IS ADDRESSING TEACHER SHORTAGE

To combat teacher shortages, Lincoln Public Schools is implementing innovative "Grow Your Own" (GYO) programs to develop future educators from within its community. Participants will explore helpful strategies for creating and sustaining successful GYO programs, from identifying potential future teachers in local high schools to supporting paraprofessionals and career changers on their path to certification. Learn about the pilot Para Pathway to Teaching (PPT) program, Educators Rising Career, and Technical Student Organization opportunities. Learn practical ideas to build homegrown talent pipelines that reflect the richness and strengths of your student population, ultimately fostering a teaching workforce invested in its community.

PRESENTERS: John Skretta, Vann Price & Annie Mumgaard - Lincoln Public Schools



E7 INCORPORATING AI RESOURCES & GUIDELINES WITHIN NEBRASKA SCHOOLS

Attendees will hear from Westside Community Schools as they outline the process they have recently gone through to further study Artificial Intelligence and determine how to best embrace it and provide efficient and ethical guidelines for students, staff, parents, and community.

PRESENTERS: Mike Lucas, Andrea Haynes, Mark Weichel - Westside Community Schools



E8 ASKING THE RIGHT QUESTIONS: USING DATA TO DRIVE ACCOUNTABILITY & STUDENT SUCCESS

Accountability and student success begin with the questions board members bring to the table. This interactive session will help boards understand how to use data effectively to guide decision making, understand realistic expectations for improvement, and support district priorities. Learn how a Data Assessment Framework strengthens governance and why ongoing professional development matters. Explore the board's role in advancing system interventions to ensure a positive impact on student learning. Leave with practical questions and strategies to ensure your board is driving improved student outcomes through informed, accountable leadership.

PRESENTERS: Stacie Higgins & Stephanie Summers - NASB



E9 RENEWED 'TUDE (RESILIENT EDUCATORS)

Life moves at breakneck speed, and the pace in today's classrooms is no different. How can teachers keep up with the demands of the ever-changing curriculum, school meetings, and the never-ending tasks of running a classroom while still having fuel for life and their families? How can we best prioritize the human element of teaching so we can thrive both at work and at home? This deep dive into the Science of Happiness, Psychology, and the latest findings from Neuroscience will provide teachers with personally relevant strategies and tools to thrive in their professional and personal lives!

PRESENTER: Christopher Knoell - UNK



F

F - BREAKOUT SESSIONS

FRIDAY, NOVEMBER 21 - 10:30 TO 11:30 AM



F1 HELLO! THERE ARE SUPERINTENDENT SHORTAGES & INCREASED INTERIM POSITIONS. WHY? Shortages in the teacher ranks are not the only shortages in education. What does the current landscape look like to replace school superintendents and administrators across the state.

PRESENTERS: Troy Loeffelholz - NCSA; Mike Sieh - Wayne State College; Mike Teahon - UNK; Tami Williams - UNO



F2 RULE 10: REQUIREMENTS, REGULATIONS, REPORTS, AND COMPLIANCE VISITS. HOW BOARD MEMBERS CAN SUPPORT SUPERINTENDENTS

Rule 10 has several sections, numerous statutes, and over 200 regulations. This is for board members who want to support their superintendent through having a better understanding of what it means to be accredited through Rule 10.

PRESENTERS: Decua Jean-Baptiste, Todd Wolverton & Sandra Suiter - NDE



F3 GENERATIVE AI IN PUBLIC SCHOOLS SEEMS LIKE THE "WILD, WILD WEST" - HOW SCHOOL BOARDS AND ADMINISTRATORS NEED TO UNDERSTAND AND MIGHT ADDRESS CORRALLING IT!

Jim and Derek will address the current status of AI, how many schools are or are not using it and what's in the future!

PRESENTERS: Jim Gessford & Derek Aldrege - Perry Law Firm



F4 LEVERAGING CAREER & TECHNICAL STUDENT ORGANIZATIONS TO FILL THE ED PIPELINE

Nebraska FCCLA is reaching nearly 3,000 Nebraska students with over 30 competitive events and programming opportunities that develop career skills in education and childcare. FCCLA's members are preparing for careers in some of the state's most concerning shortage areas. Join us to learn how your continued support of Family and Consumer Sciences and FCCLA can continue to enable your students and communities to thrive.

PRESENTERS: Nebraska FCCLA State Officers, Nebraska FCCLA Board of Directors



F5 CONSTRUCTION DELIVERY METHODS: THE PROS, THE CONS, AND THE RISKS

Choosing the right construction delivery method is critical for the success of your school project. This session will break down the details of common delivery methods, including hard bid, construction manager as advisor, construction manager at risk, and design-build. Learn how each method impacts cost, schedule, and collaboration - and which one aligns best with your goals. Through real-world examples, we'll discuss lessons learned, potential pitfalls, and key factors in making an informed decision. Whether you're planning a renovation or a new build, this session will help you confidently navigate the construction process.

PRESENTERS: Steve Thiele - Hausmann Construction, Inc.; Coady Pruett - KSB School Law



F6 STRATEGIC LEADERSHIP: CULTIVATING A CULTURE OF COLLABORATION

Delve into the essential elements that foster a culture of collaboration within education organizations. Gain insights into the underlying purpose, leadership approaches, and structural frameworks that propel collaborative efforts forward with an emphasis on the importance of leading with intentionality and focus. Attendees will explore four key levers, along with associated strategies and actions, that shape and nurture collaboration as well as have opportunities to make connections to deepen understanding throughout the session. The content, strategies, and resources are designed to accommodate various levels of implementation and stages of collaborative culture development.

PRESENTERS: Bill Pulte, Scott Blum & Cecilia Wilken - ESU 3

"Out of the Public Schools Grows the Greatness of the Nation"



F7 CO-TEACHING: CHATGPT & ME

In this forward-leaning exploration, we will consider questions about Artificial Intelligence, ranging from its definition and potential applications/use cases to more fundamental issues such as ethical considerations and implications for classrooms and students. Our discussion will be both upbeat and honest, and you will leave with valuable insights for navigating the future that skipped our doorstep and is already in our classrooms.

PRESENTER: Christopher Knoell - UNK



F8 POLICY TO PRACTICE: STRENGTHENING BOARD LEADERSHIP FOR STUDENT SUCCESS

Strong school board leadership is essential for student success. This session will explore the NASB Board Governance Standards and their role in promoting effective governance, strategic decision-making, accountability, and policy leadership. Participants will gain insights into how policy serves as the foundation for board work, guiding district operations and aligning decisions with student-focused priorities. Whether you are a new or experienced board member, this session will provide valuable guidance on fostering a high-functioning, policy-driven board that supports improved student outcomes.

PRESENTERS: Marcia Herring, Caden Frank & Becky Erdkamp - NASB

Registering for the Conference

REGISTRATION FOR THE 2025 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 10, 2025

To register, go to the NASB website at www.NASBonline.org and log in using your email and password, and click the State Education Conference link.

AS YOU REGISTER, BE SURE TO MAKE PLANS TO ATTEND THE EXHIBITOR RECEPTION FROM 4:00 TO 5:30 PM ON WEDNESDAY, NOVEMBER 19.

IF YOU HAVE SPECIAL DIETARY NEEDS DUE TO A MEDICAL CONDITION, CONTACT TAIDA GRANTSKI AT TGRANTSKI@NASBONLINE.ORG TO ARRANGE ALTERNATIVE MENUS.



Register now at www.NASBonline.org



1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG

RETURN SERVICE REQUESTED

2025 State Education Conference
November 19-21 - CHI Health Center - Downtown Omaha

“Out of the Public Schools
Grows the Greatness of the Nation”
— Mark Twain



Co-Sponsored by the Nebraska Association of School Boards
and the Nebraska Association of School Administrators



ENROLLMENT OPTION: MAXIMUM STUDENT ENROLLENT LIMITATIONS
REGULAR EDUCATION PROGRAMMING

According to Policy 503.03, the most recent applicable policy pertaining to option enrollment, the Board of Education at the September meeting will determine the maximum number of option students the Hastings Public Schools may receive in any program, class, grade level, or school building.

The following maximums are recommended for the 2026-2027 school year:

<u>Grade</u>	<u>Projected Enrollment</u>	<u>Maximum</u>
K	250	280 (no more than 20 per section offered)
1 st	240	280 (no more than 20 per section offered)
2 nd	240	280 (no more than 20 per section offered)
3 rd	250	280 (no more than 20 per section offered)
4 th	280	280 (no more than 20 per section offered)
5 th	265	280 (no more than 20 per section offered)
6 th	270	280
7 th	240	280
8 th	240	280
9 th	280	280
10 th	285	280
11 th	250	280
12 th	250	280

Internal Controls

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

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

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

Legal Reference: 2 C.F.R. § 200.303.

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

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

Record Retention: Financial records, supporting documents, statistical records, and all other related records pertinent to a federal award will be retained for a period of three years from the date of submission of the final expenditure report or, for Federal awards

that are renewed quarterly or annually, from the date of the submission of the quarterly or annual financial report, respectively, as reported to the federal awarding agency or pass-through entity in the case of a sub-recipient.

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

Legal Reference: 2 C.F.R. § 200.333.

Suspension and Debarment: The District will not contract with any entity or individual who has been debarred, suspended, or otherwise excluded from or ineligible for participation in federal assistance programs or activities. Before entering into a contract regarding a federal award, the District will verify that a vendor has not been debarred, suspended or otherwise excluded, and the District will maintain a copy of said verification. Legal Reference: 2 C.F.R. § 200.213.

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

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

Legal Reference: 2 C.F.R. § 200.307.

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

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

Legal Reference: 2 C.F.R. § 200.306.

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

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

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

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

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

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

Federal Funds for Construction Projects: For all federal awards, the District will comply with all applicable legal requirements, including the Davis-Bacon Act.

Legal Reference: 34 C.F.R. § 75.600, et seq.

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

unallowable and District personnel shall follow those requirements. The following rules of allowability apply to equipment and other capital expenditures:

A. Capital expenditures for general purpose equipment, buildings, and land are unallowable as direct charges, except with the prior written approval of the federal awarding agency or pass-through entity.

B. Capital expenditures for special purpose equipment are allowable as direct costs, provided that items with a unit cost of \$5,000 or more have the prior written approval of the federal awarding agency or pass-through entity.

C. Capital expenditures for improvements to land, buildings, or equipment which materially increase their value or useful life are unallowable as a direct cost except with the prior written approval of the federal awarding agency or pass-through entity.

D. Allowability of depreciation on buildings, capital improvements, and equipment shall be in accordance with 2 CFR § 200.436 and 2 CFR § 200.465.

E. When approved as a direct cost by the federal awarding agency or pass-through entity under Sections A - C, capital expenditures will be charged in the period in which the expenditure is incurred, or as otherwise determined appropriate and negotiated with the Federal awarding agency.

F. If the District is instructed by the federal awarding agency to otherwise dispose of or transfer the equipment, the costs of such disposal or transfer are allowable.

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

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

Maintaining Records: Financial records, supporting documents, statistical records, and all other District records pertinent to a federal award must be retained for the minimum period time as required by federal law or the terms of the federal awarding agency, whichever is longer in time.

Legal Reference: 2 C.F.R. § 200.334.

Conflict of Interest: Notwithstanding any other Board Policies or Procedures, the District shall ensure that it avoids any conflicts of interest regarding any federal awards. The District will disclose in writing any potential conflict of interest to the federal awarding agency or pass-through entity in accordance with applicable federal awarding agency policy.

Legal Reference: 2 C.F.R. § 200.112.

Unexpected or Extraordinary Circumstances: For all federal awards, if the District does not currently have in place a sufficient policy that addresses extraordinary circumstances, such as those caused by COVID-19, the District may amend or create a policy at a later date in order to put emergency contingencies in place for federal and non-federal similarly situated employees. If the conditions exist for charges to be made to the federal grant, then charges may also be made to any non-federal sources that are used by the District in order to meet a matching requirement. The District will take other steps to comply with federal award requirements in the event of unexpected or extraordinary circumstances.
Legal Reference: 2 C.F.R. §§ 200, et seq.

Approved: 08/09/2021 Reviewed: 06/13/2022 Revised: 06/13/2022

HASTINGS PUBLIC SCHOOLS

Business Operations

Internal Controls

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

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

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

Legal Reference: 2 C.F.R. § 200.303.

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

- 1) Maintain property records of the equipment (including equipment description, serial number or other identification number, source of funding, acquisition date, and the like);

- 2) Maintain a physical inventory procedure, with an inventory occurring at a minimum of every two (2) years;
- 3) Implement a control system to ensure safeguards for preventing property loss, damage, or theft;
- 4) Implement adequate maintenance procedures for the equipment; and
- 5) Implement sales and disposition procedures for the equipment to ensure the highest possible return.

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

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

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

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

- 1) A procedure for micro-purchases (Under \$10,000);
- 2) A procedure for simplified acquisition thresholds (between \$10,000 to \$250,000);
- 3) A procedure for sealed bids (over \$250,000);
- 4) A procedure for competitive proposals (with an explanation for why sealed bids were not accepted if over \$250,000); and
- 5) A procedure for noncompetitive bids.

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

Cross-Reference: Policies 3130 & 3131.

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

- 1) An assurance that minority business enterprises and labor surplus area firms are used, when possible;
- 2) An Anti-Lobbying clause for all contracts, including an Anti-Lobbying Certification, for contracts exceeding \$100,000;
- 3) A Suspension and Debarment clause;
- 4) A provision for termination for cause and for convenience, including the manner by which it will be affected and the basis for settlement;

- 5) A clause that addresses administrative, contractual, or legal remedies in instances where contractors violate or breach contract terms, and a provision for sanctions and penalties;
- 6) For contracts in excess of \$150,000, a clause addressing the Clean Air Act and the Federal Water Pollution Control Act;
- 7) A provision maintaining contract oversight to ensure that contractors perform in accordance with the terms, conditions, and specifications of their contracts or purchase orders;
- 8) A provision addressing the District's conflict of interest policies; and
- 9) A requirement that the contractor maintains records related to the contracted work.

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

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

Legal Reference: 2 CFR §§ 200.310-200.313.

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

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

Legal Reference: 2 C.F.R. § 200.333, 2 C.F.R. § 200.34 & 34 C.F.R. § 81.31.

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

Legal Reference: 2 C.F.R. § 200.213.

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

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

Legal Reference: 2 C.F.R. § 200.302.

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

Legal Reference: 2 C.F.R. § 200.307.

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

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

- 6) Are provided for in the approved budget when required by the federal awarding agency; and
- 7) Conform to other provisions of the law or terms and conditions of the federal award, as applicable.

Legal Reference: 2 C.F.R. § 200.306.

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

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

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

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

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

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

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

Federal Funds for Construction Projects: If the District is granted the authority to use federal funds for a construction project, the District will follow the Davis-Bacon and Related Acts, including the payment of "prevailing wages" to those who work on the job

site, as well as the contractor bonding requirements.

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

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

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

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

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

to discipline, up to and including termination of employment and/or referral for possible criminal prosecution.

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

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

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

Travel Costs: Travel costs (including transportation, lodging, subsistence, and related items) incurred by an employee who travels on official business for a federal award may only be charged to the federal award on an actual cost basis, a per diem or mileage basis, or on a combination of the two, provided the method used is applied to an entire trip and not to selected days of the trip. The District will ensure that the method used will be consistent with the method normally allowed in similar circumstances in the District's other travel and Board Policies. Any travel costs charged directly to a federal award must be documented to justify that (1) the individual's participation is necessary for the federal award and (2) the costs are reasonable and consistent with the District's travel costs and expectations. All travel costs must be reasonable and not in excess of what the District typically allows for other travel. All reasonable rates and amounts will be consistent with the rates and amounts established under 5 U.S.C. 5701-11.

Legal Reference: 2 C.F.R. § 200.475

Approved: 08/09/2021

Reviewed: 06/13/2022; 09/11/2025

Revised: 06/13/2022; 09/15/2025

HASTINGS PUBLIC SCHOOLS



ZIEMBA ROOFING COMPANY

806 West 17th Street • P.O. Box 2043
Hastings, Nebraska 68902-2043
(402) 462-8382 • FAX (402) 463-6179

Proposal

Date:
September 5, 2025

Project Name / Location:
Longfellow School
Original East Section
Hastings Ne

To: Hastings Public Schools
Attn: Matt G

LABOR, MATERIAL, TAXES AND INSURANCE REQUIRED TO INSTALL A CARLISLE SYNTEC BALLAST SYSTEM TO THE ABOVE REFERENCED PROJECT IN STRICT ACCORDANCE WITH THE ENCLOSED MANUFACTURER'S SPECIFICATIONS.

We propose hereby to furnish material and labor in accordance with above specifications, for the sum of:

FORTY TWO THOUSAND SIX HUNDRED FIFTY SIX AND 00/100 Dollars (\$ 42,656.00)

Note: This proposal may be withdrawn by us if not accepted within 30 days.

Authorized Signature: _____

Acceptance of Proposal: The above prices, specifications and conditions are satisfactory and are hereby accepted. You are authorized to complete the work as specified.

Date of Acceptance: _____

Authorized Signature: _____



ZIEMBA ROOFING CO.

PROJECT SPECIFICATIONS

LONGFELLOW ELEMENTARY
HASTINGS NE
CARLISLE BALLAST EPDM ROOF SYSTEM

1. Remove existing rock and membrane to a suitable substrate and dispose of refuse appropriately in a state approved solid waste facility.
2. Remove any roof penetrations including vents, stacks, etc. no longer in use and repair structural deck void accordingly.
3. Loose Lay 1 layer of ½" high-density fiberboard roof insulation with an R-value of 1.23 over prepared roof surface and in strict accordance with Carlisle SynTec specifications.
NOTE: Any desired R-value can be achieved by increasing or decreasing the insulation thickness. Price will vary accordingly.
4. Loose Lay one layer of Carlisle 60 mil EPDM membrane in strict accordance with Carlisle SynTec specifications.
5. Reflash all vents, stacks, drains, mechanical roof curbs, perimeter parapet walls, etc. in strict accordance with Carlisle SynTec specifications.
6. Fabricate and install new 24-gauge pre-finished ColorKlad perimeter sheet metal gravel stop & cap flashings in strict accordance with Carlisle SynTec specifications. (Owner to designate color per enclosed color chart of manufacturer's standard colors.) NOTE: Product finish is warranted for 30 years.
7. Ballast entire finished roof surface with rounded water-worn gravel. Ballast must be adequate to provide sufficient wind uplift protection, and must be continuously distributed to maintain an average of 10 pounds per square foot per Carlisle Syntec specification.
8. Upon completion of the installation, an inspection shall be conducted by a technical representative of Carlisle SynTec. Upon approval a 20-year material and 20-year labor warranty will be provided by Carlisle SynTec Systems.

Note: Ziemba Roofing Company, its employees and subcontractors, conform to all OSHA, federal, state, and local safety codes and regulations. Copies of our Safety Program, Hazard Communication Policy, Drug Policy, and MSDS Sheets, are available upon request.



September 9, 2025

Lawrence Tunks
Director of Technology and Operations
Hastings Public Schools
1515 West 8th Street
Hastings, Nebraska 68901

Re: Hastings Public Schools
Alcott and High School AutoCad Backgrounds
Alcott Elementary HVAC Project

Dear Lawrence:

This letter represents the proposal from Strategic Design, LLC (SD) to provide professional drafting services to create new AutoCad Backgrounds of the Alcott Elementary and Hastings High School from existing plans previously scanned into PDFs. Once the backgrounds are completed in AutoCad, the AutoCad files will be provided to Hastings Public Schools.

Fee Basic

This is a two part proposal and we propose a fixed fee for Engineering and Drafting Services as follows:

Part A - Cost Proposal to draw 36 sheets (see attached PDFs) into AutoCad

\$14,913 (I have attached the 36 sheets that we would draft.)

Part A The pricing to draft **Part A** (the 36 sheets) includes the following work:

- Input Format: Alcott School 2016 Remodel files to DRAW into AutoCad.pdf, HPS Alcott Marked up Drawings files to DRAW into AutoCad.pdf
- Output Format: 2D CAD drawings.

Scope of Work includes redrawing the pdf files into 2D CAD DWG with proper layering as follows:

When drafting items will be placed in different layers as follows:
For the Mechanical and HVAC Layers

ME-ANNO (miscellaneous
ME-EXHS (Exhaust Ductwork)
ME-EQPM (Variable Air Volume Boxes, RTU's, Heat Pumps, Thermostats, Exhaust Fans,
Water Heaters, Water Softeners, etc)
ME-PIPG (Mechanical Piping)
ME-RETN (HVAC Return Ductwork)
ME-SUPP (HVAC Supply Ductwork)
ME-Notes (existing notes)

For the Electrical and Lighting plans the layers are as follows.

EE-LITE
EE-POWR
EE-COMM
EE-ANNO
EE-COND
EE-EQUIP

2. Delivery Time: The timeline would be 4 weeks from the notice to proceed.

3. Standards / Processes considered:

- a) AutoCAD will be used for 2D Drawings. Software: AutoCAD Version 2020.
- b) Any other software conversion is not included in the pricing.
- c) The estimate has been prepared based on the attached files.
- d) Delivery schedule will be finalized after Notice to Proceed.

Part B – Alcott HVAC Project

Part B - Project Description

Renovation of the existing HVAC Systems in the Alcott Elementary School in Hastings, NE.

Provide Stamped and Electrical Drawings for bidding the project to replace the existing VRF System with a new VRF System. **We propose to perform the mechanical and electrical design work for an add of \$30,000.** This includes the placement and labelling the new equipment on the plans, providing updated schedules, drafting up the piping diagrams for the VRF, and providing sheet specifications for bidding purposes.

Scope of Basic Design Services

Mechanical:

1. HVAC:
 - A. Design air cooled VRF Systems with a DX heating/cooling distribution piping to new VRF Fan Coil Units, Cassettes, and Air Handlers to provide heating and cooling to the existing systems that are replaced.
 - B. Coordinate mechanical equipment with JDH Design to provide electrical connection.
2. Plumbing:
 - A. Under this project only the existing HVAC Condensate Piping system will be modified to serve the new units.
 - B. All other existing plumbing systems shall remain.
 - C. Storm drainage not included.
3. Fire Protection:
 - A. Fire protection is not anticipated or included for this project.
4. Electrical:
 - A. Coordinate with local utility to design electrical service for the building.
 - B. Design general power to serve the new equipment.
5. Lighting:
 - A. Design lighting for the new equipment room in the existing crawl space.
6. Fire Alarm:
 - A. Fire alarm is not anticipated for this project. If the HVAC unit does require internal duct detection, stand alone components will be specified.
7. Telecommunications:
 - A. Voice/data is not anticipated or included for this project.
8. Security and Access:
 - B. Security and Access is not anticipated or included for this project.

Site Visits:

A total of 3 Site Visits included in the fee: 1 construction meeting and 2 for a final inspections of the work.

Terms and Conditions

Strategic Design LLC (SD) represents that it has the expertise to perform the services for this project in a manner consistent with that which is usual and customary in the profession.

Invoices for our services will be submitted monthly. Invoices shall be payable within 30 days by the Client but not exceeding 60 days from date of the invoice. Invoicing will be based on a percentage of completion for each project phase matching that of the Client. Past due accounts may be subject to a monthly service charge of 1.0% on the unpaid balance at the time of the invoice.

SD will maintain professional liability insurance to cover negligent acts, errors and omissions. The limits of insurance will be our basic services fee.

The client will indemnify SD to the extent possible when the exigencies, as a result of COVID-19, make it impossible to design this project fully in accordance with applicable codes and regulations.

If, due to the negligence of SD, a required item or component of the Project is omitted from the construction documents, SD shall not be responsible for paying the cost required to add such item or component to the extent that such item or component would have been required and included in the original construction documents. The Client agrees that SD will not be responsible for any cost or expense that provides betterment or upgrades or enhances the value of the Project.

Inasmuch as the remodeling and/or rehabilitation of the existing structure requires that certain assumptions be made by SD regarding existing conditions, and because some of these assumption may not be verifiable without expending substantial sums of money or destroying otherwise adequate or serviceable portions of the structure, the Client agrees, to the fullest extent permitted by law, to indemnify and hold harmless SD against all damages, liabilities or costs, including reasonable attorneys' fees and defense costs, arising out of or in any way connected with this

Project, excepting only those damages, liabilities, or costs attributable to the sole negligence and willful misconduct by the Consultant.

The Client agrees to indemnify and hold harmless SD and its personnel from and against claims, damages, losses, and expenses (including reasonable attorney fees) arising out of or resulting from the performance of our services, provided that any such claim, damage or loss is caused by the negligent act, omission and/or strict liability of the Client.

Nothing in this Agreement is intended to create, nor shall it be construed to create, a fiduciary duty owed by either party to the other party.

Both parties agree that they will not, directly or indirectly, employ or solicit, or cause others to hire or solicit for employment any employee of the others company, for the duration of the services provided under this agreement and for one year after the termination of this agreement, without prior written consent of an officer of the other company.

The Client and SD agree that all disputes between them arising out of or relating to the Agreement shall be submitted to nonbinding mediation unless the parties agree otherwise.

The Client agrees that all reports, plans, specifications, computer files, notes and other documents prepared by SD as instruments of service for this project shall remain the property of SD. SD shall retain all reserve rights to such information including any copyright.

The laws of the State of Nebraska apply to this Agreement.

This agreement may be terminated upon 7 days advance written notice by the Client or SD should the other fail to perform its obligations. In the event of termination, the Client agrees to compensate SD for all services performed to that point including any reimbursable expenses that may have accrued.

If this proposal is acceptable, please electronically sign and return a copy to our office.

Sincerely,



ACCEPTANCE:

Gregory S. Koll, P.E.

Name

Owner



E-mail: gkoll@stratdesign.net

Phone: [402-290-5436](tel:402-290-5436)

Title

Date

HPS Superintendent Goal Evaluation

RELATIONSHIPS	Being Met	In Progress	Needs Work
Cabinet	_____	_____	_____
Cohesiveness and stability			
Individual member's goals (Oct. 1)			
Building visits	_____	_____	_____
Classroom visits (keep log)			
Visits accompanying board members			
Visibility	_____	_____	_____
School activities (keep log)			
Community activities and events (keep log)			
Service clubs (keep log)			
Other			

Comments:

BUDGET	Being Met	In Progress	Needs Work
Analysis		_____	_____

Efficiencies and creativity opportunities			
Provide talking points about budget and tax request (Sept. 15)			
Planning	_____	_____	_____
Transparent and confident reporting to board, staff, community			
Prioritize funneling funds into classroom			
Plan for instructional materials cycle and technology			
Curriculum adoption cycle by December 15			
Plan for building & sites, capital outlay projects			
Five year facility upkeep plan by December 15			

Comments:

ORGANIZATIONAL CULTURE	Being Met	In Progress	Needs Work
Staff	_____	_____	_____
Establish staff advisory groups and listening sessions Keep log, report to board by November 1 st			
Evaluate and recommend enhancements to professional growth opportunities for staff related to instruction and assessment (Feb. 15)			
Evaluate and recommend enhancements to staff recognition (Feb. 15)			
District and Community	_____	_____	_____
Report on assessment of and plans to enhance equity in district/ community (Feb.15)			
Report on assessment of and plans to enhance equity in district/ community (Feb.15)			
Evaluate and recommend enhancements to staff and student wellness and mental health support (Feb. 15)			
Assess the feasibility of a "Stay Survey" being conducted Spring '26			
Evaluate and recommend enhancements to HPS' "Sense of Belonging to All" (Feb. 15).Consider a "Staff Culture Committee"			

Comments:

INSTRUCTIONAL LEADERSHIP	Being Met	In Progress	Needs Work
Analysis	_____	_____	_____
Evaluate and update the Board on student achievement data, focusing on trends and gaps (Dec. 1)			
Review and update the Board on instructional materials and the instructional model (Dec. 1)			
Report to the Board on progress of ICG reading (date TBD)			
Planning	_____	_____	_____
Work with admin team to set and present to the Board applicable student achievement goals (date TBD)			
Communicate achievement results specific to Hastings demographics and including recovery from 'learning loss'. Work with admin team to develop reporting format (Feb. 15)			

Comments:

TIMELINE DATES:

September 15	Budget talking points
October 1	Cabinet member goals
November 1	Advisory group plan
December 1	Achievement data report Instructional materials and model review
December 15	Curriculum adoption cycle 5-year facilities upkeep plan
February 15	Equity report Professional development report Staff recognition report Wellness/mental health report "Sense of Belonging" report Achievement results format
TBD	Student achievement goals ICG reading report

Administrative Resignation/Release/Retire(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Resignation/Release/Retire(s)				

Administrative Transfer(s)

<u>Name</u>	<u>Former Assignment/Building</u>	<u>New Assignment/Building</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Transfer(s)				

Administrative New Hire(s)

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>	<u>Degree/Level</u>	<u>College/University</u>	<u>Replaces/Reason</u>
No New Hire(s)					

Certificated Resignation/Release(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Hope McMurtry	SPED Resource/Senior High	1	5/22/26	Retire

Certificated Transfer(s)

<u>Name</u>	<u>Former Assignment/Building</u>	<u>New Assignment/Building</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Transfer(s)				

Certificated New Hire(s)

<u>Name</u>	<u>Assignment/FTE/Building</u>	<u>Effective</u>	<u>Degree/Level</u>	<u>College/University</u>	<u>Replaces/Reason</u>
No New Hire(s)					

Extra Standard Resignation/Release(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
No Resignation/Release/Retire(s)				

Extra Standard Transfer(s)

<u>Name</u>	<u>Former Assignment/Building</u>	<u>New Assignment/Building</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Michael Mankin	Assistant Boys Basketball/Middle School	Head Boys Basketball/Middle School	8/8/25	Charles Ferguson/Transfer

Extra Standard New Hire(s)

<u>Name</u>	<u>Assignment/Building</u>	<u>Level</u>		<u>Effective</u>	<u>Replaces/Reason</u>
Justin Musgrave	Assistant Boys Basketball/Middle School	CAT I, Lev 1		8/8/25	Michale Mankin/Transfer

Classified Resignation/Release(s)

<u>Name</u>	<u>Assignment/Building</u>		<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Haleigh Beurskens-Cline	Skills 3 Paraeducator/Lincoln		1.0	8/25/25	Resign
Maybell Casillas	Secretary/Alcott		1.0	9/19/25	Resign
Alexis Dahlke	Library Paraeducator/Watson		1.0	10/7/25	Resign
Danyelle Danburg	SPED Paraeducator/Longfellow		1.0	8/25/25	Resign
Jamie Dennis	Technology Paraeducator/Hawthorne		1.0	8/29/25	Resign
Jasmine Kennedy	Night Custodian/Hawthorne		1.0	8/15/25	Resign

Classified Transfer(s)

<u>Name</u>	<u>Former Assignment/Building</u>	<u>New Assignment/Building</u>	<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Rylie Felton	Office Paraeducator/Hawthorne	Technology Paraeducator/Hawthorne	1	9/8/25	Jamie Dennis/Resign
Brianna Minihan	Title 1 Paraeducator/Lincoln	Skills 3 Paraeducator/Lincoln	1	8/8/25	Haleigh Beurskens-Cline/Resign

Classified New Hire(s)

<u>Name</u>	<u>Assignment/Building</u>		<u>FTE</u>	<u>Effective</u>	<u>Replaces/Reason</u>
Brad Duhachek	Night Custodian/Hawthorne		1	8/28/25	Jasmine Kennedy/Resign
Ryan Prochnow	Plumber/Maintenance		1	TBD	Dylan Bush/Resign 7/2024
Grisel Sanchez	EL Paraeducator/Longfellow		1	TBD	Grisel Sanchez/Resign
Josh Schutt	Night Custodian/Middle School		1	9/4/25	Mikel McLellan/Transfer

Jadyn Shoemaker	Office Paraeducator/Hawthorne		1	TBD	Rylie Felton/Tranfer
-----------------	-------------------------------	--	---	-----	----------------------

CERTIFICATED OPEN POSITIONS

NAME	POSITION	RESIGNATION/TERM DATE
HOPE MCMURTRY	HHS - SPED Resource	05-22-2026
AMANDA COLLINS TXFR to LONGFELLOW	HHS - Special Education Skills 3	04-30-2024
BECKI KULWICKI	Lincoln - Instructional Facilitator	05-22-2025
PAM TILLMAN	School Psychologist	05-22-2025
0.5 FTE RHONDA MCBRIDE	School Psychologist	05-22-2025
EMILY HASS	Speech Language Pathologist	05-19-2023
JAMIE LEPANT	Speech Language Pathologist	05-19-2023
KELSEY STOKELY	Speech Language Pathologist	05-19-2023

CLASSIFIED OPEN POSITIONS

NAME	POSITION	RESIGNATION/TERM DATE
ALYSSA TIMMERMAN	AL - School Nurse	5-22-2025
MAYBELL CASILLAS	AL - Secretary	9-19-2025
BRIANA MINIHAN	LI - Title Paraeducator	9-8-2025
DANYELLE DANBURG	LO - SPED Paraeducator	8-25-2025
ALEXIS DAHLKE	WA - Library Paraeducator	10-7-2025
	DIST - PART TIME BUS DRIVER (NEW)	
TERRY BOUTIN	District Bus Monitor	11-24-2024
CHANCE KRATZER	District Bus Monitor	5-22-2025

EXTRA-STANDARD OPEN POSITIONS

NAME	POSITION	RESIGNATION/TERM DATE
MEAGAN BLODGET	HHS - Assistant Swimming & Diving	09-29-2022
	HHS -Assistant Girls Wrestling	
AARON OSWALD	HMS - Assistant Track	05-22-2025
	HMS - Assistant Girls Wrestling	

ANTHONY FAGIOLO	Vocal Music Learning Team Liaison	05-22-2025			
HPS HAS 62 ACTIVE SUBSTITUTES AS OF 9/5/25					

Gifts – September 2025

Amount

1. Thank you to parent Kathy Pedersen, for donating traffic slow down signs for Longfellow Elementary to use at crosswalks.

\$ 250.00

Total gifts:

\$ 250.00