

Raymond Central Public Schools (District 0161) Board of Education Regular Meeting

Wednesday, June 11, 2025 at 6:00 PM

Raymond Central Jr-Sr High School - Mustang Room

1800 West Agnew Road

Raymond, NE 68428-9783

Present: Mary Benes, Cathy Burklund, Larry Heyen, Derek Matulka, **Absent:** Bill Lange, Jason Wiig. Also in attendance were: Bryon Hanson, Superintendent; Troy Lurz, High School Principal; Tony Kobza, Asst Principal/Activities Director; Steve Rose, Elementary Principal at Valparaiso; and Deb Kruse, Elementary Principal at Ceresco.

Call to Order and Pledge of Allegiance

President Burklund called the meeting to order at 6:00 PM and the Pledge of Allegiance was said.

Nebraska Open Meetings Law

The audience was reminded that the Nebraska Open Meetings Law would be followed.

Motion to Excuse Board Member's Absence

Motion by Benes, second by Lange to approve the absence of Bill Lange. RCV 4-0. Motion carried.

District Mission Statement

The Raymond Central community is committed to providing a positive, challenging learning environment which prepares each individual to be a responsible citizen in an ever-changing society.

Consent Agenda

Motion by Benes, second by Matulka to approve the consent agenda as presented including the regular meeting minutes of May 14, 2025; May financial statement; monthly bills; resignation of Paxton McClamen-1st Grade; reassignment of Makenzie Ronspies to 1st Grade; and new hire Courtney Barry-Kindergarten. RCV 4-0. Motion carried.

Minutes of May 14, 2025 Meeting

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Motion by Heyen, second by Lange to approve the absence of Derek Matulka and Jason Wiig. RCV 4-0. Motion carried.

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Motion by Benes, second by Heyen to approve the consent agenda as presented including the regular meeting minutes of April 16, 2025; April financial statement; monthly bills; and new hire Paxton McClamen-1st Grade. RCV 4-0. Motion carried.

Minutes of April 16, 2025 Meeting

Financial Statement/Report

Monthly Bills

Policy Review

Certificated Staff Hire(s)/Reassignment(s)/Resignation(s)

Correspondence/Recognition

The Addams Family spring musical was fantastic and the kids did a great job.
The band concert was also a success. The final piece with all band students in grades 5-12 was very impressive.
Congratulations to all the 2025 graduates.

Public Forum

Reports

Administrative Reports

Submitted by Troy Lurz, Jr-Sr High School Principal

Professional Development/Learning: There has not been any additional district professional development with respect to the 6 Phase Professional Learning Model since April. The staff, however, continues to employ the previously learned principles. As of May 8, there have been 306 forms activated at the high school level. These include Formal Evaluations, Informal Evaluations, and Walkthroughs. We are averaging 8-10 walkthroughs a week. During these observations, staff is being offered feedback reflective of and including principles of the learning model. We continue to develop systems that help our teacher's growth as educational professionals and ramping up the observations is one piece. The 6-8 Math teachers will be joining the elementary staff for some training with the i-Ready program resources on May 22. This will help get things aligned as we move into the summer months.

Achievement Scores and Testing: Achievement tests have been completed and early indicators are that our students did very well. When comparing fall to spring data on the MAP growth, our JH students performed exceedingly well. Math appears to have been an area of huge advancement. Other indicators are that the achievement tests were successful in moving the academic needle moving forward as a school as well. Accurate reporting will be shared in the coming months.

Cell Phones/Technology Use in the Classroom: Staff feedback to the survey regarding cell phones was heavily in support of doing something different. They are recommending that we use phone pouches or something similar to what Mr. Karel and several other teachers have employed as a management strategy. Please note that the handbook currently does not allow for the use of cell phones in the classroom. We have been operating under a RED Zone/GREEN zone process for the last several years.

Bookbags and A Question of Classroom Safety: One of the subcommittees recommended a survey to see how the students were using their bookbags. It was also being used to gather information about whether or not bookbags were needed in the classrooms or even needed. The survey was offered to both students and staff. It has generated some interesting responses (for and against). Although not completely ready to make a recommendation, the Structures Committee continues to collect the information with the intent to make a recommendation to the Corral and then the Leadership Team using the decision making matrix.

Graduation: We graduated 62 students on Saturday. Sixty students actively participated in the graduation ceremony. This was a talented class and they leave behind a wonderful legacy. Onward and upward class of 2025. You will do great things. Go be EPIC!

Summer School: Mr. Placke has agreed to run the summer school program. We will run summer sessions June 2 and through June 26. Sessions will be Monday through Thursday from 9:00AM to 12:00PM and we will be using the PLP platform for credit recovery at the high school and skill development for middle school. There are currently thirty invitations/letters being sent out to students that require credit recovery or could benefit from skill enhancement services.

Counseling/ACT/Senior Experience/Scholarships (Mrs. Osten): Seniors finished out the year strong. Graduation rehearsal, elementary walkthroughs, and signing day were a blast. Check out the pictures the elementaries posted on facebook- they did a kindergarten photo recreation! Scholarships were awarded. Our seniors did a fantastic job of applying for scholarships and we had seniors this year receive awards that we don't often see. Be sure to read the graduation insert and congratulate our amazing graduates.

Schedules are out and updates have begun. We offer a wide variety of electives as well as core college credit courses. It could not do that without our teachers pursuing additional degrees, a huge thank you to them for the advantages they offer to our students.

5th grade Transition day went well. Both elementaries brought students up and other students who plan to attend next year also came and met some classmates. It was a great experience for all.

Evaluation Update: Completed and in compliance with Rule 10 (certification) and Rule 24 (certifications) with the completion of two final conversations with staff.

Staffing: We are happy to report that we have hired all certified staff positions at the JH/HS building. Mr. Hanson and Celia Newman were profiled on Channel 8 news several weeks ago in a piece they did on Raymond Central. Both shared why we are able to hire and retain good people at here. We are excited

about next year.

High School Student Council: Congratulations to the 2025-2026 Student Council members:

Student Body President - Emma Dukesharer

Seniors - Julianne Tvrdy (Pres); Taylor Kopecky (VP); Grace Ehlers (Sec); Kinsley Seufferer (Treas); Izabella Thornburg(Rep); Taylor Kopecky(Rep)

Juniors - Isaac Zobel (Pres); Tess Roubal (VP); Josie Kohl (Sec); Macy Serrano (Treas); Deacon Christensen (Rep); Marissa Tvrdy (Rep); Owen Virgil (Rep)

Sophomores - Connor Tice (Pres); Julia Schultz (VP); Mitchell Hellerich (Sec); Lydia Donahue (Treas); Michael Williams (Rep); Emory Burch (Rep)

Freshmen - Eli Zobel (Pres); Allyson Tvrdy (VP); Lily Hudson (Sec); Sam Dukesharer (Treas); Ray Dickey (Rep); Zoe Becker (Rep)

JH Student Council: Congratulations to the 2025-26 Junior High Student Council members:

President: Kate Field; Vice President: Charlie Trumble; Secretary: Lauren Hellerich; Treasurer: Stella Backer; 8th Grade Class Reps: Coleman Field, Preston Zugmier, Izzy Matulka, Kennedy Wright, Harper Trumble; 7th Grade Class Reps: Charlotte Wolf, Sarah Fisher, Eden Brase, Evelyn Stenka, Tyler Scheinost; and 6th Grade Class Reps: Laramie Wills, Molly Shanahan, Ruby Bussard, Benson Rockemann, Gage Mueller

It has been an epic school year. We have told our story. We have been loud. We have been proud. We are looking forward to next year and thank the Board of Education for allowing us to offer a very diverse and rich educational experience for our students. Your guidance and leadership is greatly appreciated.

Submitted by Tony Kobza, Asst Jr-Sr High School Principal/Athletic Director

Facilities

Pole Vault pit has been added as a temporary solution at the North end of the track. This was used at both of our home meets. This was so much better than utilizing Malcolm's facility just for pole vault. Special thanks to Shawn Pebley for helping coach, install and loan the pole vault equipment for us to get this event started at RC.

We obtained a free backstop/hitting shell.

Athletics

Track hosted their JH and HS meets and they went very well. School record High Jump was set by Alexa Otto. Districts are in Crete on Tuesday, May 13. Unified Track will run on that day as well.

Baseball and Soccer completed their seasons in district play.

Summer workouts will begin on Monday, June 2. We will have running and lifting workouts for the students three days a week throughout the Summer.

Activities

FBLA: We had a great State Leadership Conference. We are sending seven members to the National Leadership Conference in Anaheim, CA this summer. FBLA also elected chapter officers for the 2025-2026 school year. Officers include:

President - Marissa Jensen

Secretary - Kayla Behn

VP - Public Relations - Cortni Lovell, Elizabeth Pytlik

VP - Community Service - Elizabeth Sklenar

VP - Fundraising - Grace Schulte

VP - Membership - Sam Goodro-Schell

MS Leader - Kate Field, Coleman Field, Perrin McMann

SLC Award Winners:

Middle School

Coleman Field - LEAD Award Finalist

1st Place - MS Career Exploration - Perrin McMann

1st Place - Exploring Business Ethics - Lizzy Pytlik

2nd Place - FBLA Concepts Perrin McMann
2nd Place - MS Exploring Computer Science - Coleman Field
2nd Place - MS Exploring Parliamentary Procedure - Coleman Field
3rd Place - MS Exploring Computer Science - Perrin McMann
4th Place - Middle School - Exploring Technology - Coleman Field
6th Place - FBLA Mission & Pledge - Perrin McMann
6th Place - MS Digital Citizenship - Brooklyn Temple
3rd Place - Exploring Website - Lizzy Pytlik & Cooper Huck
3rd Place - Business Etiquette - Lizzy Pytlik
8th Place - MS Career Research - Brooklyn Temple
8th Place - MS Exploring Computer Science - Lizzy Pytlik

High School

Nebraska's Who's Who in FBLA- Sarah Lange
1st Place - Introduction to Public Speaking - Marissa Jensen
1st Place - Job Interview - Sarah Lange
2nd Place - Introduction to Business Presentation - Sophia Burt & Marissa Jensen
2nd Place - Future Business Leader - Sarah Lange
3rd Place - Business Communication - Sarah Lange
3rd Place - Impromptu Speaking - Sophia Burt
5th Place - Local Chapter Annual Chapter Business Report - Ariana Ceja, Sarah Lange, & Sophia Burt
8th Place - Public Policy & Advocacy - James Liu

Band: We finished up the year with concerts and contests! The students worked hard and did very well at these contests. The results are as follows:

Bishop Neumann Middle School Solo / Small Group Contest - April 5

Thomas Schulte/Elliott Kalin, Saxophone Duet - I-
Kate Field, Alto Saxophone - I+
Will Bartels, Drums - I+
Jayden Dishman, Alto Saxophone - II
Perrin McMann, Trombone - I
Aliya Chapman, Clarinet - I+
Ray Dickey, Alto Saxophone - I

District Music Contest - April 25

Concert Band: II Excellent
Jazz Band: I Superior
Marissa Tvrdy, Trombone - I Superior and Outstanding Performance Award
Connor Tice, Trumpet - II Excellent
Marissa Tvrdy/Grace Reed, Brass Duet - I Superior

The band ended their year with a wonderful concert on May 6. It was a lot of fun, the kids did very well, and the megaband was a blast and a cool experience for kids at the end. Thank you to everyone for their help!

The band room will be open about 3-4 hours Monday thru Thursday over the summer for lessons and students to come in and practice on their own. I have sent out a schedule to families for this. The HS band will also perform in Ceresco Days, hopefully the Lancaster County Parade, and band camp in July.

FFA: Great success at State with a team and individual National Qualifier!

Quiz Bowl: Quiz Bowl finished the season with a strong performance at State Quiz Bowl. They earned 4th place in the tournament and overcame some tough deficits to defeat strong opponents. The State Quiz Bowl team was: Sarah Lange, James Liu, Liam Tvrdy, Drew Tice, Marissa Tvrdy, Mitchell Hellerich, and Connor Tice.

Submitted by Elementary Principals Steve Rose and Deb Kruse

Staffing for Next Year: We are excited to welcome Paxton McClarnen to Raymond Central as a 1st

grade teacher and Ashlynn Lukasiewicz as a 3rd grade teacher! Below are the grade level teams.

Kdg	1st	2nd	3rd	4th	5th
Makenzie Ronspies	Shae Roth	Abby Spangler	Hannah Kring	Erin Brewer	Kathleen Hals
Rhiannon Stoner	Cindy Peterson	Taryn Rohde	Ashlynn Lukasiewicz	Nikole Farr	Makenna Jone
Andrea Woita	Paxton McClarnen		Darrin Pokorny		Kendra Carslo

MTSS Framework: As we move to grade alike, we want to harness the power of collaboration and collective efficacy. To do this we have been working on our systems and supports for students through our MTSS framework. In our latest meeting, administration, along with Monica Blank, Shelly Hlavaty, Caitlin Roussan worked recently with Caryn Zietlow to create decision rules. This ensures we have a common language, common understanding of the framework and criteria used to make decisions about who needs what support, when, for how long, and what those supports are. Decision rules create a clearly articulated path for delivering intensified instruction for reading.

Our next steps are to create the expectations, process and forms for our Professional Learning Communities (PLCs).

The Teacher Leadership Team (TLT) met on Monday. As we build our MTSS framework, we are working to make sure our teams are clearly defined. We discussed the roles and responsibilities of both The TLT and the Grade Alike Teams (PLC Teams).

Teacher Leadership Team:

- Guide the implementation of MTSS within a building
- Assist with collecting assessment data for building wide needs, identify professional learning needs and facilitating consensus and commitment
- Evaluate school wide screening data to identify themes within the building and to identify the appropriate tools, training, and support to facilitate continual improvement
- Ensure effective universal instruction and identify barriers
- Make sure system is strong and monitor all systems

1. Infrastructure and Shared Leadership
2. Layered Continuum of Supports
3. Data Based Decisions
4. Communication and Collaboration

Grade Alike Teams (PLC Teams):

- Focus is to evaluate grade wide data
- Collaborate on the task of creating universal instruction that meets the needs of most students by identifying ways in which to differentiate instruction
- Identify the students who need additional academic support, plan standard interventions, and engage in regular reviews of progress monitoring data
- Problem Solving - collaborate to design intensive interventions for students who have not made progress with more standard Tier 2 interventions
- Instead of referrals to SAT team, this team looks at screening data at each benchmark period and determines students who are scoring at or below the 10th percentile
- Use the problem solving model to analyze problems, develop intervention plans, implement those plans and evaluate the intervention outcomes
- Implementation Fidelity

Important Upcoming Dates:

- May 15 - Transition Day
- Valparaiso students in kindergarten and 1st grade will visit Ceresco and Ceresco students in 2nd, 3rd, and 4th grades will visit Valparaiso. Students will attend an assembly, meet the staff and take a tour.
- May 16 - Field Day

Submitted by Breanne Poston, Asst Jr-Sr High School Principal/Preschool Director

PK3 has loved talking about plants and bugs these past few weeks! Our preschool students were able to "plant" seeds (via ziplock bags) and then watch and learn while beans and radishes sprouted. Students also spent time playing in the Garden Center and pretending to plant earthly life such as flowers, trees, and vegetables. Preschoolers even got to test their taste buds with different vegetables after reading the book, *Vegetable Soup*, and unanimously agreed that they do not want radishes for snack or school lunch anytime soon!

Our PK3 students have also loved singing a lot of new songs this spring with some of their favorites including "Willabee Willabee", "Friends, Friends, 1, 2, 3" and "Happy and You Know It". While Ms. Megan has been away, Ms. Dianne has truly enjoyed her time stepping in as the preschool teacher and working with Raymond Central's youngest learners. What fun it's been!

PK4 celebrated BIG GRADUATION days last week! Each class started with a rockin' entrance featuring the Guns N' Roses classic, *Sweet Child O' Mine*, and closed their ceremonies by rapping positive affirmations with the one and only Snoop Dogg!! Both classes had an amazing turn out and show of support. Families had wonderful things to say about the RC Preschool program and how pleased they are with the growth of their most treasured gifts, their preschool students. The PK4 team of Ms. Ariel, Ms. Cindra, Ms. Kristy, Ms. Linda, Ms. Brittany, and more have spent the year with a magnificent group of tiny humans and are sad to see them go, but know that they are ready to rock and roll or even c-walk into their upcoming Kindergarten days!!!!

The PK4 team would LOVE to acknowledge and thank Ms. Mary Benes for her very sweet and thoughtful gift of coffee from the Brewed Awakening during teacher appreciation week.

HAPPY SUMMER 2025!!!!!!

Student Board Member Report

Superintendent's Report

Classified Staff Hire(s)/Reassignment(s)/Resignation(s)

NASB Monthly Update

NRCSA Monthly Report

Update on Superintendent Goals

Safety Report

An additional camera will be added to the southwest corner of the Valparaiso Building. This will increase the coverage of the front of the building and the playground.

Facilities Report

Summer Projects Per Jared:

1. Valparaiso HVAC and controls, 18 new heat pumps demo and install.

2. Asbestos removal Val 4 classrooms.
3. New carpet in Val upstairs and west wing classrooms.
4. Moving classrooms between Val and Ceresco.
5. Two new room additions to the Library. Including fire flashers and electrical.
6. Science room demo and install of new work stations. Including electrical and plumbing, finish work.
7. Waxing all vct tile floors.
8. Painting of various rooms.
9. Possible cafeteria floor work in Ceresco.
10. Painting curbs and parking spots in district.
11. Some minor concrete work in district.
12. Detailing buses and vans.
13. Regular maintenance items.
14. One heat pump replacement at the high school that has a failed coil.
15. Miscellaneous.

Important Upcoming Dates

Elementary Last Day - May 16 - Full Day

Secondary Last Day - May 21 - 1/2 Day

June Board Meeting - June 11

NASB School Law Conference in Kearney - June 12

Board Committee Reports

Curriculum & American Civics Committee (Burklund-chair, Lange, Matulka)

Facilities & Transportation Committee (Matulka-chair, Burklund, Lange)

Finance Committee (Burklund-chair, Heyen, Lange)

Negotiations Committee (Benes-chair, Heyen, Matulka)

Policy Committee (Benes-chair, Heyen, Wiig)

Old Business

Discuss, Consider, and Take Necessary Action to approve the superintendent contract.

Motion by Benes, second by Lange to extend the contract of Bryon Hanson, Superintendent by one year to include 2026-2027. RCV 4-0. Motion carried.

New Business

Discuss, Consider, and Take Necessary Action to approve the purchase of Chromebooks and laptops on our yearly computer rotation.

Motion by Lange, second by Heyen to approve the bid from Computer Hardware for the purchase of chromebooks and laptops (on yearly computer rotation) at a cost of \$82,962.50. RCV 4-0. Motion carried.

Discuss, Consider and Take Necessary Action to approve the substitute teacher pay rates for the 2025-2026 school year as presented

Motion by Heyen, second by Burklund to approve 2025-2026 substitute teacher pay rates at \$170.00/day for daily subs and \$200.00/day for long term subs. RCV 4-0. Motion carried.

Discuss, Consider, and Take Necessary Action to approve the purchase of Newline Classroom Boards.

Motion by Benes, second by Lange to approve the purchase of 15 Newline Classroom Boards from Pine Cove at a cost of \$37,875.00. RCV 4-0. Motion carried.

Discuss, Consider, and Take Necessary Action to Approve to provide and install new controls for 12 furnaces in the classroom area, and integrate them into the existing Building Automation System.

Motion by Lange, second by Heyen to approve the bid from Integrated Controls to install new controls for 12 furnaces in the Valparaiso building classroom areas and integrate them into the existing Building Automation System at a cost of \$41,800.00. RCV 3-0, Abstained-Benes. Motion carried.

Next Regular Board Meeting

The next regular Board of Education Meeting will be held Wednesday, June 11, 2025.

Adjournment

Motion by Benes, second by Heyen to adjourn the meeting at 6:34 PM. RCV 4-0. Motion carried.



Raymond Central Public Schools

Bills Paid May 2025

General Fund - Report of Bills Paid May 2025

<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
5/20/2024	RCPS Dist 161	May Payroll	758,328.32
05/21/2025	SAVVAS Learning Company	8-12 Math Curriculum	38,589.60
05/13/2025	VIRCO	Furniture -5 Classrooms V/C	11,394.76
05/08/2025	Family Services	Therapy Services HS 2nd Semester 2024-25	10,899.00
05/13/2025	Norris Public Power	Electricity HS	9,187.85
05/08/2025	Foundations Occupational Therapy, LL	SPED Services OT 3rd quarter24-25	7,193.15
05/13/2025	Computer Hardware	5 Projectors- classrooms HS, MS	4,745.00
05/23/2025	Pine Cove Consulting	Managed Tech Service May 2025	4,500.00
05/23/2025	Larry's Boiler Service	Service Call - Boiler 1Teardown & Clean	4,288.54
05/08/2025	Access Systems, Inc	Copiers- Monthly	3,577.05
05/02/2025	Great Minds	Rdg Curr Grade 3	3,274.05
05/08/2025	Eakes Office Solutions	Custodial Supplies HS, V, C	2,549.17
05/21/2025	Butler Public Power District	Electricity V	2,466.72
05/13/2025	Village of Ceresco	Utilities C March/April	2,458.74
05/13/2025	Truck Center Companies	Repair Brakes Bus 21	2,386.61
05/13/2025	Omaha Public Power Dist	Electricity C-	2,207.11
05/13/2025	VIVI, LLC	Wireless Casting for HS Teachers	1,590.00
05/23/2025	Grafton and Associates	NLC FBLA Travel	1,504.00
05/08/2025	Brooke L. Cheleen	March 2025 SPED Physical Therapy	1,394.25
05/21/2025	Hanson, James	Mileage Reimb 2nd Semester	1,330.00
05/21/2025	Crowne Plaza	Hotel Rooms-NETA	1,279.60
05/19/2025	US Bank	10 White 8 foot tables	1,054.79
05/21/2025	Black Squirrel Timing	Pole Vault poles	1,000.00
05/23/2025	Poston, Breanne	Treadmill- Student Weight room	1,000.00
05/13/2025	5T Lawn & Landscape	April Mowing C, V	920.00
05/23/2025	Capital Arborist Tree Service, Inc	Tree removal HS/C	800.00
05/13/2025	Computer Hardware	I Pad/Case SpEd +Case HS Art	799.00
05/08/2025	Computer Hardware	I Pad/Case Psych.	739.00
05/23/2025	Alternative Service & Repair	Bus 19B Oil/Filter	728.76
05/19/2025	US Bank	Moving Boxes C,V	703.84
05/08/2025	Waste Connections Co	Garbage HS, V	695.96
05/08/2025	Liberty Lawn & Landscape	Lawn Treatment#1 HS	690.00
05/19/2025	US Bank	HS Art Supplies	613.43
05/13/2025	Windstream	Phone HS/FAX	575.14
05/02/2025	Priefert, Tom	Parent Mileage Reimb April 2025	567.00
05/23/2025	Alternative Service & Repair	Bus 22 Oil/Filers	534.99
05/19/2025	US Bank	Supplemental Curric. On Line- Spanish	501.00
05/13/2025	Nebraska/Central Equipment, Inc	Crossing Arm Bus 21	496.23
05/21/2025	Follett Content Solutions	Book Order HS Library (first shipment)	443.79
05/08/2025	Steve Rose	Mileage Reimb March/April25	402.50
05/19/2025	US Bank	Grad. Ceremony Supplies	370.63
05/19/2025	US Bank	Groceries Food/Baking	364.70
05/19/2025	US Bank	QuizBowl Natl's Hotel,Activity, MealsCP	359.56
05/13/2025	NE Ag Educators Assoc	NAEA Registration: Donahue/Oldemeyer	350.00
05/13/2025	Pitney Bowes Inc.	Postage Machine HS Ink	340.26
05/08/2025	Always a Friendly Hand, Inc	Sign Lang Interpreter-SigningDay	339.90
05/21/2025	Kruse, Deb	Reimb Mileage 24-25 SY	336.06
05/08/2025	Oak Valley Lumber Co	Building Maint Supplies	335.50
05/21/2025	Awards Unlimited Inc	JH Speech Awards	318.20
05/08/2025	Glaser Ceramics Inc	Clay HS Art	314.95
05/23/2025	Staples Advantage	HS Office Supplies	314.00
05/19/2025	US Bank	Lamination refill cartridges/Libraries	311.60
05/19/2025	US Bank	Classroom supplies MS ELA/Soc. Studies	295.45
05/19/2025	US Bank	F&CS Supplies for Classroom	291.79
05/08/2025	Deaf Services Unlimited	Interpreter DARE Graduation	288.75
05/21/2025	Staroscik, Jacob	Mileage Reimb. State Track	288.40
05/08/2025	School Specialty	Dry Erase Markers V	281.62
05/13/2025	NCSA	NASBO Regist Fee PB	270.00
05/19/2025	US Bank	One Act Supply Order	257.52
05/13/2025	Hauff Mid America Sports	HS FB Knee pads and mouth guards	243.75

<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
05/19/2025	US Bank	NCDA Summer Conference (Vocal)	241.96
05/13/2025	Midwest Floor Covering, Inc	Extra Carpet Squares HS	240.00
05/19/2025	US Bank	NHS Pins	233.36
05/08/2025	Intermedia.net, INC	Phone Service 3/22/25 - 5/1/25	228.87
05/13/2025	Menards Lincoln	Supplies: Maint HS, Grounds, Athletics	218.68
05/19/2025	US Bank	Supplies-YE Family Picnic Title 1	218.39
05/13/2025	Donald R. Prentice	Extermination Service	216.00
05/19/2025	US Bank	Supplies for HS teachers	215.94
05/08/2025	Village of Valparaiso	Utilities V	214.30
05/13/2025	One Source	Employee Background Checks	204.95
05/13/2025	J.W. Pepper	Marching band music for next year	194.99
05/08/2025	Jackson Services Inc.	Mats/Mops	192.75
05/13/2025	Quill Corporation	General Tchg Supplies V,C	188.11
05/21/2025	Amanda Ehlers	RN Reimb Mileage Feb-May2025	182.70
05/19/2025	US Bank	Custodial Supplies V	179.00
05/13/2025	UNK Academic Advising&Career Dev	UNK Fall Career Registration	175.00
05/23/2025	Pitney Bowes Global (Lease)	Postage Machine HS Lease	159.57
05/08/2025	Dr. Graham House	Accompanist FeeVocal Concert	150.00
05/13/2025	Milford High School	DMC Fees: Vocal and Instrumental Music	140.00
05/21/2025	Nierman, Melissa	Reimb for Mileage April & May	138.60
05/08/2025	Comfort Inn	Hotel Conference SR	134.95
05/19/2025	US Bank	Exhaust Tubing PreK Bus Parts	134.33
05/21/2025	Follett Content Solutions	Golden Sowers V (first shipment)	117.87
05/13/2025	Diversified Drug Testing	Maggie Suchy-Random Drug Test	114.00
05/13/2025	MCS	Custodial Supplies C	112.02
05/08/2025	Column Software PBC	Publications	105.65
05/23/2025	Turman, Clair	Mileage Reimb SLP May2025	86.52
05/13/2025	Nebraska/Central Equipment, Inc	Light for Stepwell Bus 19A	86.47
05/21/2025	Coufal, Amanda	Reimb April Mileage	86.10
05/08/2025	J.W. Pepper	Graduation Vocal Music	85.90
05/08/2025	Central Comm College	Recertification CTE/ JS	85.00
05/21/2025	Crees, Jennifer	Mileage Reimb HealthTech 4/17 - 5/19/25	84.00
05/21/2025	Dannelly, Janet	Reimbursement Mileage 24-25SY	75.32
05/19/2025	US Bank	PreK 3/4 Classroom Supplies	74.58
05/21/2025	Follett Content Solutions	Golden Sowers C (first shipment)	62.27
05/19/2025	US Bank	Roaster to replace broken one HS office	59.99
05/19/2025	US Bank	kleenex, staples, tape-Office C	53.20
05/07/2025	ASI	Payflex Admin Fees	50.00
05/19/2025	US Bank	Office Supplies V	49.96
05/08/2025	Turman, Clair	Mileage Reimb SLP April 2025	45.29
05/19/2025	US Bank	PK 4 Supplies YE Celebration	44.55
05/08/2025	Annual	Yearbook for library	40.00
05/08/2025	KSB School Law PC LLO	Legal Service	40.00
05/13/2025	Matheson Tri-Gas Inc.	Welding Tank Monthly Rental	34.45
05/23/2025	Wiese, Brian	Reimb CDL Driver's License	31.00
05/19/2025	US Bank	Publication OWH Subscription	28.99
05/21/2025	Jostens	Extra Diploma	28.65
05/13/2025	WalMart Capital One	Groceries - FCS Foods Class	23.76
05/13/2025	Jostens	Diploma	18.65
05/19/2025	US Bank	Elem. STEM Supplies	17.49
05/23/2025	NE Public Health Environ. Lab	Required Water Testing HS	15.00
05/19/2025	US Bank	Parking NASBO Meeting	10.50
05/21/2025	Ron States	Reimb. Exhaust Clamp	7.50
05/19/2025	US Bank	Postage	5.80

Hot Lunch Fund - Report of Bills Paid May 2025

<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
5/20/2025	RCPS Dist 161	Hot Lunch Staff May Payroll	19,369.10
05/13/2025	Sysco Lincoln	Food and supply	13,264.72
05/13/2025	Hiland Dairy	Milk	3,783.80
05/13/2025	US Foods Inc.	Food	2,413.51
05/13/2025	NE Dept HHS Foods Distribution	Food	1,174.50
05/12/2025	EduTrak Fees	Edutrak Fees	550.95
05/07/2025	Eakes Office Solutions	Detergent- Dishwasher	155.32
05/07/2025	Jackson Services Inc.	Kitchen Cleaning Cloths	128.50
05/07/2025	RCPS Student Fees	E Ehlers Transfer HL to Fees	90.00
05/13/2025	Chromebook RC Student Fees	Transfer to Pay J. Liu's Fee	55.00
05/13/2025	Rcps Activities Account	Trans. to Pay J. Lui's Activity&ClassFees	45.00
05/19/2025	US Bank	Food	26.38

High School Bond Fund - Report of Bills Paid May 2025

<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
05/23/2025	BOK Financial	HSBond#3 SemiAnnual Payt Interest Only	** 17715
05/23/2025	BOK Financial	HSBond#4 SemiAnnual Payt Interest Only	*** 14432.5

** Balance Remaining: \$1,999,863.25

Last Payt: 12/2029

*** Balance Remaining: \$1,375,137.50

Last Payt: 12/2030

Building/Sinking Fund - Report of Bills Paid May 2025

<u>Check Date</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>
05/12/2025	Jones Bank	Lease/Purch Semi Annual Payt Princ &.Interest	* 215966.25

* Balance Remaining: \$447,117.50

Last Payt: 6/1/2027



Raymond Central Public Schools

Student Activities Fund Checks May 2025

<u>Activity Name</u>	<u>Date</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
AP Funds	05/21/2025	Turn It In. LLC	AP Funds	2,962.66
AP Funds	05/19/2025	US Bank	SAC Museum tickets	1,073.50
AP Funds	05/19/2025	US Bank	Signing Day Shirts	84.74
Art Club	05/19/2025	US Bank	ART CLUB Grad Cords	45.98
Athletics	05/12/2025	Hauff Mid America Sports	Shots for Unified Track	217.00
Athletics	05/05/2025	Rasmussen, Dale	HS Track Starter	110.00
Athletics	05/19/2025	US Bank	Chicago Quiz Bowl Registration Fee	790.00
Athletics	05/19/2025	US Bank	Banquet Supplies	262.16
Athletics	05/09/2025	Menards Lincoln	Athletics	21.98
Athletics	05/21/2025	VABA	Groomer use spring 2025	325.00
Athletics	05/02/2025	Arlington Public Schools	JH Track entry Fee	180.00
Athletics	05/05/2025	Kliment, Randy	JH Track Starter	225.00
Baseball	05/19/2025	US Bank	Baseball	291.91
Boys Basketball	05/19/2025	US Bank	Summer League Fee	387.21
Class 2026	05/23/2025	Lancaster County Sheriff's Office	Prom	283.90
Class 2035 Val Field Trip	05/19/2025	US Bank	Class 2035 Val Field Trip	153.42
Class of 2033 Val Field Trips	05/19/2025	US Bank	Class of 2033 Val Field Trip	31.00
Dance Team	05/21/2025	Alicia Medel	Dance Chorography	600.00
Elem Fundraising	05/21/2025	Janet's Jungle	Plant Sale Balance	5,344.64
FBLA	05/23/2025	Grafton and Associates	Nat'l's FBLA Package Students/1 parent	11,855.00
FBLA	05/19/2025	US Bank	Graduation cords	18.99
FBLA	05/19/2025	US Bank	FBLA Act	180.47
FBLA	05/19/2025	US Bank	Food for carnival fundraiser	275.94
FBLA	05/02/2025	Arlington Public Schools	Trading Pins - Students will pay	142.00
FFA	05/19/2025	US Bank	Banquet Supplies/Awards	445.88
FFA	05/21/2025	NE FFA Assoc.	Registration	50.00
FFA	05/23/2025	National FFA Organization	FFA Banquet Supplies/Awards	71.00
Football	05/21/2025	Potter, David	patches for football awards	1,201.20
HS Pop	05/19/2025	US Bank	post-it notes, teacher appreciation	39.98
HS Pop	05/19/2025	US Bank	Gifts Cards for Teacher Appreciation	15.00
HS Pop	05/19/2025	US Bank	Amazon Gift Cards	20.00
HS Pop	05/19/2025	US Bank	Small Food Containers	13.99
HS Quiz Bowl	05/19/2025	US Bank	HS Quiz Bowl Nat'l's	883.70
Professional Dev	05/19/2025	US Bank	Professional Development Supplies	120.62
Professional Dev	05/07/2025	Awards Unlimited Inc	Teacher appreciation Supplies	157.50
RC Concessions	05/21/2025	Kim and Jim Hudson Fund.	profit from jh track meet	830.55
RC Concessions	05/19/2025	US Bank	Pretzels and hot dog buns	146.66
RC Concessions	05/19/2025	US Bank	soft pretzels for conc.	128.76
RC Concessions	05/21/2025	Cash-Wa Distributing	concessions: pizza, nacho chips,	468.43
Softball	05/12/2025	Hauff Mid America Sports	Bucket + 36 Ball Bundle	162.47
Softball	05/07/2025	BSN Sports	6 Fill In Jerseys we use for the	243.61
Speech	05/19/2025	US Bank	NIETOC fees for 2025 Tournament	350.00
Spring Musical	05/19/2025	US Bank	Musical Items, Set props,	2,184.77
Student Pop	05/19/2025	US Bank	Supplies for teacher appreciation	136.52
Student Pop	05/19/2025	US Bank	Gift Card - Staff - Baby	30.00
TShirt Press	05/19/2025	US Bank	Unified Track Designs	31.50
TShirt Press	05/19/2025	US Bank	TShirt Press Shirts	256.05



Raymond Central Public Schools Student Fees Fund Checks May 2025

<u>Activity Name</u>	<u>Date</u>	<u>Vendor</u>	<u>Description</u>	<u>Amount</u>
Service Fees (Student Fees)	05/09/2025	RCPS General Fund	Transfer PreK Tuition Pay'ts	1,620.00
Art Student Fees	05/07/2025	Glaser Ceramics Inc	Student Art Supplies	270.00
Art Student Fees	05/19/2025	US Bank	Student Art Supplies	170.73
Service Fees (Student Fees)	05/09/2025	RC Cheer	Transfer Cheer Fee Paid	200.00
Service Fees (Student Fees)	05/09/2025	RCPS Speech	Transfer Spch Fee Paid	25.00
Service Fees (Student Fees)	05/12/2025	EduTrak Fees	On Line Service Fees	326.90
Service Fees (Student Fees)	05/09/2025	RCPS FBLA	Transfer FBLA Fees Paid	25.00
Service Fees (Student Fees)	05/09/2025	Class 2025	Transfer to Senior Fees	350.00

Monthly Bills



Raymond Central Public Schools
General Fund Comparison to Previous Year
May 2025

	5/1/2025 5/31/2025	5/1/2024 5/31/2024
Balance - Beginning of Month	\$3,289,002.91	\$3,792,132.49
Receipts	\$2,898,290.37	\$2,224,299.06
Interest Earned	\$8,112.48	\$8,897.60
Disbursements	<u>-\$921,591.64</u>	<u>-\$894,252.68</u>
Certificate of Deposit	<u>\$1,011,717.81</u>	
Balance - End of Month	\$6,285,531.93	\$5,131,076.47



Raymond Central Public Schools

General Fund Receipts May 2025

LANCASTER COUNTY TREASURER	
TAXES	\$272,017.21
CARLINE TAXES	\$1,344.42
PERSONAL PROP TAXES	\$19,893.15
MOTOR VEHICLE TAXES	\$24,527.37
FINES & FEES	\$16,680.98
HOMESTEAD EXEMPTION	\$26,163.81
PROPERTY/SCHOOL TAX CREDIT	\$709,767.61
AG LAND PROPERTY TAX CREDIT	\$69,262.84
SAUNDERS COUNTY TREASURER	
TAXES	\$810,073.91
CARLINE TAXES	\$781.09
MOTOR VEHICLE TAXES	\$22,214.97
FINES & FEES	\$1,750.97
HOMESTEAD EXEMPTION	\$19,564.89
PROPERTY/SCHOOL TAX CREDIT	\$607,022.77
SEWARD COUNTY TREASURER	
TAXES	\$21,424.54
MOTOR VEHICLE TAXES	\$1,330.79
FINES & FEES	\$51.92
HOMESTEAD EXEMPTION	\$60.32
PROPERTY TAX CREDIT	\$16,335.95
BUTLER COUNTY TREASURER	
TAXES	\$1,078.01
FINES & FEES	\$3.23
PROPERTY TAX CREDIT	\$1,447.72
STATE OF NEBRASKA	
STATE AID - APRIL	\$123,367.00
SPED TRANSPORTATION	\$102,044.00
PRE K TUITION	
PRE K TUITION	\$2,970.00
NON-REVENUE RECEIPTS	
REFUND-HOME DEPOT	\$1,652.00
CORRECTION - WORKER'S COMP	
PAYROLL	\$5,994.80
YE READING PARENT MEAL	\$95.00
RCPS HOT LUNCH FUND	
MAY PAYROLL EXPENSES	\$19,369.10
JONES BANK	
GENERAL FUND INTEREST MAY	<u>\$8,112.48</u>
TOTAL	\$2,906,402.85

MAY 2025	Percent of Year Completed		75.00%			
2024-2025 RECEIPTS		M-T-D	Y-T-D	Y-T-D	Y-T-D	Y-T-D
	ANTICIPATED	RECEIVED	RECEIVED	RECEIVED	% Received	% Received
ACCOUNT	2024-2025	2024-2025	2024-2025	2023-2024	2024-2025	2023-2024
Property Taxes	\$8,049,417.00	\$1,104,593.67	\$4,469,385.34	\$5,803,537.65	55.52%	71.51%
Motor Vehicle Tax	\$550,000.00	\$48,073.13	\$418,626.08	\$446,502.91	76.11%	89.48%
Public Power Tax (5% Gross)	\$33,000.00	\$0.00	\$8,409.69	\$39,108.78	25.48%	100.28%
Carline Taxes	\$2,500.00	\$2,125.51	\$2,393.71	\$2,751.51	95.75%	108.76%
Other Tuition	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Interest	\$30,000.00	\$8,112.48	42,722.37	57,717.98	142.41%	721.47%
Local License Fees	\$500.00	\$0.00	\$300.00	\$650.00	60.00%	16.67%
Other Local Receipts(Pre-K)	\$20,000.00	\$2,970.00	27,025.00	13,922.86	135.13%	116.02%
Fines & License Fees	\$40,000.00	\$18,487.10	\$47,452.94	\$37,549.48	118.63%	144.42%
ESU Receipts	\$2,900.00	\$0.00	\$4,002.13	\$2,644.78	138.00%	36.23%
State Aid	\$1,237,141.00	\$123,367.00	1,113,771.00	1,098,791.00	90.03%	90.51%
Special Education	\$1,140,000.00	\$0.00	\$860,099.00	960,109.00	75.45%	98.74%
Special Educ. Transportation	\$55,000.00	\$102,044.00	102,044.00	\$0.00	185.53%	0.00%
Homestead Exemption	\$0.00	\$45,789.02	\$137,367.06	\$128,195.68	0.00%	0.00%
High Ability Learners	\$5,500.00	\$0.00	\$4,750.00	\$0.00	86.36%	0.00%
Pro-Rate Motor Vehicles	\$17,000.00	\$0.00	\$12,254.25	\$13,886.43	72.08%	73.09%
State Apportionment	\$0.00	\$0.00	\$308,385.92	\$150,715.01	0.00%	146.33%
Relief to Property Tax Payers	\$0.00	\$1,334,574.05	\$2,669,148.10	\$495,361.90	0.00%	0.00%
Other State Receipts	\$15,000.00	\$0.00	\$0.00	\$7,500.00	0.00%	32.61%
Personal Property Tax Credit	\$0.00	\$19,893.15	\$75,346.52	\$197,296.47	0.00%	100.00%
Title I /II Funds	\$75,000.00	\$0.00	\$59,632.00	\$77,052.00	79.51%	157.25%
Other Federal Receipts	\$0.00	\$0.00	\$0.00	\$35,364.14	0.00%	0.00%
SPED IDEA Grant PreK	\$137,000.00	\$0.00	\$149,075.00	\$140,366.00	108.81%	113.20%
Private Grants-College Access	\$3,500.00	\$0.00	\$0.00	\$5,898.39	0.00%	100.00%
Carl Perkins	\$3,000.00	\$0.00	\$6,399.24	\$7,685.96	213.31%	30743.84%
Other Non-Revenue Receipts	\$2,000.00	\$7,741.80	\$10,139.92	\$31,830.38	507.00%	100.00%
Ag Land,Personal Prop Credit	\$0.00	69,262.84	\$180,551.07	\$64,538.09	0.00%	100.00%
ESSER (COVID-19) Funds	\$0.00	\$0.00	\$359.00	\$0.00	0.00%	0.00%
Sale of Property	\$3,000.00	\$0.00	\$526.25	\$6,181.00	17.54%	206.03%
MIPS-Medicaid-Public Schools	\$40,000.00	\$0.00	\$28,609.40	\$39,692.77	71.52%	445.99%
TransferOther Fund/ Imprest	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	0.00%
Insurance Adjustments	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	100.00%
TOTAL	\$11,461,458.00	\$2,887,033.75	\$10,738,774.99	\$9,864,850.17	93.69%	87.59%
2024-2025 DISBUREMENTS		M-T-D	Y-T-D	Y-T-D	Y-T-D	Y-T-D
	BUDGET	DISBURSED	DISBURSED	DISBURSED	% Disbursed	% Disbursed
CATEGORY	2024-2025	2024-2025	2024-2025	2023-2024	2024-2025	2023-2024
Instructional Services	\$5,900,000.00	\$419,202.38	\$3,617,570.49	\$3,545,220.78	61.31%	67.08%
Special Education	\$2,450,000.00	\$164,082.29	\$1,553,981.49	\$1,530,707.06	63.43%	75.87%
Guidance	\$200,000.00	\$20,686.76	\$186,751.84	\$259,448.30	93.38%	113.84%
School Health Nurse	\$116,000.00	\$9,294.50	\$85,010.19	\$82,383.93	73.28%	73.07%
Safety & Security	\$52,151.00	\$0.00	\$39,743.23	\$31,955.73	76.21%	61.28%
Activities	\$90,000.00	\$45,065.68	\$120,936.14	\$92,904.38	134.37%	97.77%
Media, Technology	\$800,000.00	\$30,927.02	\$365,854.44	\$361,926.12	45.73%	50.97%
Gen.Admin (Supt/BOE/Legal)	\$430,000.00	\$26,525.53	\$248,888.51	\$259,417.41	57.88%	60.50%
School Admin (Principals)	\$860,000.00	\$70,550.90	\$738,532.96	\$521,611.29	85.88%	68.44%
Business	\$350,000.00	\$9,743.28	\$117,207.64	\$107,591.87	33.49%	33.35%
Operation of Plant	\$635,000.00	47,217.47	579,512.72	\$478,491.88	91.26%	60.61%
Maintenance of Plant	\$550,808.00	14,245.46	476,869.25	\$312,945.26	86.58%	60.47%
Pupil Transportation	\$421,129.00	\$28,270.22	\$455,639.26	\$621,121.64	108.19%	115.76%
Fed. Grants (Title,Perkins)	\$290,000.00	\$7,177.22	\$67,925.86	\$51,617.54	23.42%	39.71%
Transfers	\$0.00	\$0.00	\$100,000.00	\$0.00	0.00%	0.00%
TOTAL	\$13,145,088.00	\$892,988.71	\$8,754,424.02	\$8,257,343.19	66.60%	68.88%



Raymond Central Public Schools

Financial Report 5-31-25

GENERAL FUND

Purpose: Pays day to day expenses for District

Funded by: Local Taxes, State/Fed Reimb. for SPED, State Aid, Title 1, other misc. grants

For RC: Salaries, benefits, educ expenses, technology, building and grounds maintenance, transportation

Cash Balance -May 1, 2025	\$3,289,002.91
May Receipts	\$2,906,402.85
May Disbursements	<u>-\$921,591.64</u>
Cash Balance - May 31, 2025	\$5,273,814.12
Certificate of Deposit	<u>\$1,011,717.81</u>
Combined Balance - May 31, 2025	\$6,285,531.93

LUNCH FUND

Purpose: Pays all expenses for Hot Lunch program including kitchen payroll.

Funded by: Parent/Student/Staff payments for meals and State/Fed Reimb. for meals served.

For RC: Salaries, benefits for HL staff, food, milk, supplies, equipment, repairs associated with HL program.

Note: On 8/2024, the General Fund transferred \$100,000.00 to the HL account. No transfers out of HL Fund.

Cash Balance -May 1, 2025	\$94,530.20
May Receipts	\$25,600.87
May Disbursements	<u>-\$41,056.78</u>
Cash Balance - May 31, 2025	\$79,074.29

BUILDING/SINKING FUND

Purpose: To acquire new sites, improve existing buildings, all new building/construction expenses.

Funded by: Local Taxes, sale of property.

For RC: Previously used for HVAC projects, new propane tank HS, pays property taxes on farmland south of HS.

Used for new additions/construction.

Cash Balance -May 1, 2025	\$2,317,911.68
May Receipts	\$388,561.99
May Disbursements	<u>-\$215,966.25</u>
Cash Balance - May 31, 2025	\$2,490,507.42
Certificate of Deposit	<u>\$1,097,009.32</u>
Combined Balance - May 31, 2025	\$3,587,516.74

HIGH SCHOOL BOND FUND

Purpose: Pay principal/interest on loans for new construction and additions.

Funded by: Local Taxes through a bond.

For RC: Used to pay interest/principal payts on 2009 HS Bond

Cash Balance -May 1, 2025	\$561,895.59
May Receipts	\$32,877.54
May Disbursements	<u>-\$32,147.50</u>
Cash Balance - May 31, 2025	\$562,625.63

DEPRECIATION FUND

Purpose: Pays to 'replace' not add. Fixing a roof, replacing a bus, upgrading systems.

Funded by: General Fund (GF) transfers at YE only with specific purpose identified.

For RC: In 8/2024, \$500,000.00 was transferred from the GF budget that was planned but not spent. This transfer was earmarked for a bus purchase, technology and updates needed for school buildings.

Cash Balance -May 1, 2025	\$315,999.63
May Receipts	\$519.45
May Disbursements	<u>\$0.00</u>
Cash Balance - May 31, 2025	\$316,519.08
Certificate of Deposit	<u>\$1,758,562.80</u>
Combined Balance - May 31, 2025	<u>\$2,075,081.88</u>

QUALIFIED CAPITAL PURPOSE UNDERTAKING FUND

Purpose: Pays for removal of environmental hazards (mold, asbestos) and reduction/removal of accessibility barriers in school buildings.

Funded by: Local taxes via tax levy.

For RC: Use funds for accessibility improvements on elementary playground updates in 2024.

Cash Balance -May 1, 2025	\$4,074.42
May Receipts	\$1.00
May Disbursements	<u>\$0.00</u>
Cash Balance - May 31, 2025	\$4,075.42

EMPLOYEE BENEFIT FUND - UNEMPLOYMENT

Purpose: Part of the General Fund. Can be used to pay unemployment, benefits, early retirement

Funded by: General Fund transfers at YE only with specific purpose identified.

For RC: In 8/2024 \$100,000.00 was transferred from the GF earmarked to pay Admin Benefit costs .

Cash Balance -May 1, 2025	\$102,502.98
May Receipts	\$63.19
May Disbursements	<u>\$0.00</u>
Cash Balance - May 31, 2025	\$102,566.17
Certificate of Deposit	<u>\$268,457.89</u>
Combined Balance - May 31, 2025	<u>\$371,024.06</u>



Raymond Central Public Schools
Student Activities Fund Balances May 2025

<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Revenues</u>	<u>Expenses</u>	<u>Balance</u>
Annual	\$13,502.86	\$1,950.00	\$0.00	\$15,452.86
AP Funds	\$47,780.73	\$0.00	\$4,291.90	\$43,488.83
APEX	\$119.05	\$0.00	\$0.00	\$119.05
ART CLUB	\$570.98	\$179.79	\$45.98	\$704.79
Athletics	\$75,631.64	\$8,015.00	\$1,966.14	\$81,680.50
Band	\$55.15	\$15.00	\$0.00	\$70.15
Band Trip	\$10,669.76	\$0.00	\$0.00	\$10,669.76
Baseball	\$167.50	\$5.00	\$291.91	(\$119.41)
Boys BB	\$3,433.64	\$0.00	\$387.21	\$3,046.43
Ceresco Book Fair	(\$628.22)	\$0.00	\$0.00	(\$628.22)
Ceresco Pop	\$93.10	\$0.00	\$0.00	\$93.10
Cheerleaders	(\$1,588.02)	\$1,975.01	\$0.00	\$386.99
Choir	\$13,298.72	\$0.00	\$0.00	\$13,298.72
Class 2025	(\$933.43)	\$1,813.43	\$0.00	\$880.00
Class 2028	\$4,850.81	\$0.00	\$0.00	\$4,850.81
Class 2029 Field Trip Funds C	\$3,006.38	\$0.00	\$0.00	\$3,006.38
Class 2030 Field Trip Funds C	\$3,245.11	\$0.00	\$0.00	\$3,245.11
Class 2031	\$6,769.42	\$0.00	\$0.00	\$6,769.42
Class 2031 Field Trip Funds V	\$0.00	\$0.00	\$0.00	\$0.00
Class 2032 Field Trip Funds C	\$2,984.12	\$0.00	\$0.00	\$2,984.12
Class 2032 Field Trip Funds V	\$2,791.43	\$0.00	\$0.00	\$2,791.43
Class 2033 Field Trip Funds C	\$1,816.18	\$0.00	\$0.00	\$1,816.18
Class 2033 Field Trip Funds 2033	\$1,927.95	\$0.00	\$31.00	\$1,896.95
Class 2035 Cer	\$556.85	\$0.00	\$0.00	\$556.85
Class 2035 Val	\$1,837.51	\$0.00	\$153.42	\$1,684.09
Class 2036 C	\$287.63	\$0.00	\$0.00	\$287.63
Class 2036 Val	\$454.72	\$0.00	\$0.00	\$454.72
Class 2037 C	\$324.25	\$0.00	\$0.00	\$324.25
Class 3037 V	\$390.84	\$0.00	\$0.00	\$390.84
Class of 2026	\$813.56	\$460.00	\$283.90	\$989.66
Class of 2027	\$4,079.55	\$0.00	\$0.00	\$4,079.55
Class of 2034 Ceresco	\$1,394.10	\$0.00	\$0.00	\$1,394.10
Class of 2034 V	\$1,303.17	\$0.00	\$0.00	\$1,303.17
College Access Grant	\$4,329.20	\$0.00	\$0.00	\$4,329.20
Cross Country	\$1,717.96	\$0.00	\$0.00	\$1,717.96
Culinary Snack Cart	\$1,639.50	\$0.00	\$0.00	\$1,639.50
Dance	\$304.90	\$0.00	\$600.00	(\$295.10)
DI	\$4,614.68	\$0.00	\$0.00	\$4,614.68
Elem Fundraising	\$58,344.27	\$2,591.75	\$5,344.64	\$55,591.38
Elem Pictures/Yearbook	\$4,119.99	\$15.00	\$0.00	\$4,134.99
Elem Student Council	\$483.85	\$0.00	\$0.00	\$483.85
FBLA Act	\$1,877.93	\$2,693.32	\$12,472.40	(\$7,901.15)
FFA Act	\$18,848.47	\$1,293.58	\$566.88	\$19,575.17
Fines	\$761.31	\$46.00	\$0.00	\$807.31
Football	\$5,522.55	\$168.75	\$1,201.20	\$4,490.10
Girls BB	\$169.39	\$0.00	\$0.00	\$169.39

<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Revenues</u>	<u>Expenses</u>	<u>Balance</u>
Girls Wrestling	\$433.57	\$0.00	\$0.00	\$433.57
Golf Activity	\$1,068.91	\$0.00	\$0.00	\$1,068.91
HAL	\$59.66	\$0.00	\$0.00	\$59.66
HS Caring Shelves	\$2,883.10	\$0.00	\$0.00	\$2,883.10
HS Pop	\$2,205.63	\$0.00	\$166.52	\$2,039.11
HS Quiz Bowl	\$472.41	\$395.78	\$783.70	\$68.37
JH Boys BB	\$128.71	\$0.00	\$0.00	\$128.71
JH Boys Wrestling	(\$171.25)	\$0.00	\$0.00	(\$171.25)
JH Football	\$515.69	\$0.00	\$0.00	\$515.69
JH Girls BB	\$1,604.21	\$80.99	\$0.00	\$1,685.20
JH Speech	\$2,065.54	\$425.66	\$0.00	\$2,491.20
JH Student Council	\$1,262.96	\$100.09	\$0.00	\$1,363.05
JH Track	\$1,220.39	\$294.49	\$0.00	\$1,514.88
JH Volleyball	\$1,339.13	\$0.00	\$0.00	\$1,339.13
JR Achievements	\$629.57	\$0.00	\$0.00	\$629.57
Library	\$2,066.77	\$105.00	\$0.00	\$2,171.77
Life Skills	\$2.41	\$0.00	\$0.00	\$2.41
Mock Trial	\$380.96	\$0.00	\$0.00	\$380.96
National Honor Society	\$38.16	\$0.00	\$0.00	\$38.16
One Act	\$2,263.41	\$215.00	\$0.00	\$2,478.41
Professional Development	\$15,950.80	\$0.00	\$278.12	\$15,672.68
RC Backpack	\$19,642.52	\$1,028.45	\$0.00	\$20,670.97
RC Blue Crew	\$42.73	\$0.00	\$0.00	\$42.73
RC Concessions	\$25,602.66	\$10,535.99	\$1,574.40	\$34,564.25
RC Foundation	\$24.00	\$0.00	\$0.00	\$24.00
Restitution	\$190.00	\$0.00	\$0.00	\$190.00
Score Vision	\$15,384.93	\$0.00	\$0.00	\$15,384.93
Service Fees (Activity Acct)	\$11,629.49	\$3,679.37	\$0.00	\$15,308.86
Skills USA	\$330.99	\$0.00	\$0.00	\$330.99
Social Justice	\$194.12	\$0.00	\$0.00	\$194.12
Softball	\$4,400.20	\$0.00	\$406.08	\$3,994.12
Spanish Club	\$1,187.40	\$33.53	\$0.00	\$1,220.93
Speech	\$11,667.87	\$1,203.09	\$350.00	\$12,520.96
Spring Musical	\$2,324.25	\$2,724.58	\$1,783.30	\$3,265.53
'Stang Gang Student Section	\$0.00	\$0.00	\$0.00	\$0.00
Student Council	\$9,128.37	\$0.00	\$0.00	\$9,128.37
Student Pop	\$1,779.12	\$0.00	\$88.97	\$1,690.15
Testing	\$4,688.23	\$0.00	\$0.00	\$4,688.23
Track	\$1,326.20	\$58.50	\$0.00	\$1,384.70
TShirt Press Acct	(\$829.52)	\$675.77	\$394.55	(\$548.30)
Unified Team	\$564.00	\$0.00	\$0.00	\$564.00
Val Book Fair	\$9,127.66	\$0.00	\$0.00	\$9,127.66
Val Pop	\$28.53	\$0.00	\$0.00	\$28.53
VolleyBall	\$11,114.87	\$0.00	\$0.00	\$11,114.87
Weight Room	\$4,050.00	\$0.00	\$0.00	\$4,050.00
Wrestling	\$1,281.14	\$420.00	\$0.00	\$1,701.14
Wrestling	\$1,281.14	\$0.00	\$0.00	\$1,281.14



Raymond Central Public Schools
Student Fees Fund Balances May 2025

<u>Activity Name</u>	<u>Beginning Balance</u>	<u>Receipts</u>	<u>Expenses</u>	<u>Balance</u>
Activity Pass	10,011.00	175.00	0.00	10,186.00
Ag-Ed Labs	1,825.98	290.00	0.00	2,115.98
Art Class	306.15	954.01	440.73	819.43
Chromebooks	8,755.57	3,005.00	0.00	11,760.57
Foods Class	29.99	550.00	0.00	579.99
Service Fees (Student Fees)	3,145.37	1,252.45	2,546.90	1,850.92
Skills USA	1,010.33	0.00	0.00	1,010.33
Sports Fees	9,890.22	760.00	0.00	10,650.22
Tech Ed	289.65	1,020.00	0.00	1,309.65

Policy Review

Certificated Staff Hire(s)/Reassignment(s)/Resignation(s)

Correspondence/Recognition

Elementary MTSS Report

Deb Kruse and Monica Blank gave a presentation on the MTSS Framework they are moving towards. Teachers are excited to have grade alike together so they can work collaboratively to support students. MTSS relies on data to identify students in need of support and to track their progress. MTSS uses a tiered structure where most students receive core instruction (Tier 1). Students who need more support are then provided with targeted interventions (Tiers 2 and 3) based on their individual needs.

Public Forum

Reports

Administrative Reports

Submitted by Troy Lurz, Jr-Sr High School Principal

The Professional Learning Team met on June 9. We will begin the development of the professional learning we intend to have our staff experience and be exposed to upon their return in the fall. This is the second year of work within the 6 Phase Model and we will continue to roll it out with our staff with intentionality, and a continued slow release associated with expectation. We had a great first year with the Professional Learning Team. It is my estimation that the early success we achieved with the staff regarding the 6 Phase model is a direct result of the excellent work of this team of staff leaders. Thank you Deb Kruse for all the time and effort you put into the organization.

Summer School: Mr. Placke and Mrs. Newman have been meeting with 11 students since June 2 for summer school. Several of these students are closing in on completing their requirements to recover credits in certain classes already. A couple students are on pace to complete the requirements using the SchoolsPLP program by June 13. Sessions run through June 26. We are having a productive summer session. <https://schoolsplp.com/>

Summer Work: I would like to thank Jared and the maintenance crew for their efforts to get our school ready for this fall. There are so many projects and activities occurring that trying to list them all is impossible. They are commended for their early efforts to get the carpets shampooed and the classrooms cleaned in the HS. They are also commended for their efforts to get construction projects and classroom modifications done. The counseling offices that will now be in the library are starting to take shape. Kudos to you and your crew Mr. Shanahan.

Staffing: New staff for the 2025-26 school year have started to frequent the school in anticipation of the start of next year. We have a very talented group of new staff members joining our educational family. They will bring great enthusiasm and expertise to Raymond Central.

Achievement Scores and Testing: Data for grades 6-12 will be shared at a later date.

Bookbags and A Question of Classroom Safety: As of now, there will be no change to the current process with respect to bookbags for the 2025-26 school year.

Submitted by Elementary Principals Steve Rose and Deb Kruse

Staffing Changes for Next Year - We are excited to announce Courtney Barry as our new kindergarten teacher! Makenzie Ronspies will move to 1st grade.

Configuration Update - Teachers spent every minute and more of the 2 1/2 day early elementary release in May to pack up their rooms. This was a great opportunity for teachers to go through all their materials and weed out the things they no longer use. Teachers will get compensated for two days after July 15th to unpack and move into their new classrooms.

MTSS Framework - As we move to grade alike, we want to harness the power of collaboration and collective efficacy. We continue to work on our systems and supports for students through our MTSS

framework. The Teacher Leadership Team will meet with Caryn Zietlow on June 30 to work on next steps.

The Professional Learning Team met on June 9 to plan the professional learning session for August 8 which will be a review of the science of learning and the RC Instructional Model. We will dig deeper into the phases of learning and research-based instructional strategies on professional learning days throughout the year. Last year's focus was on the first two phases of learning and the strategies that accompany those phases. Those phases are: Become Interested and Commit to Learning. This year's professional learning will focus on the next two phases: Focus on New Learning and Make Sense of Learning.

Summer Professional Learning - Elementary teachers new to Raymond Central and teachers moving grade levels, will participate in a week long training this summer. The training is on our foundational skills curriculum, IMSE Orton Gillingham Comprehensive Plus and Morphology.

Board Report JH/HS: June 2025

Professional Development/Learning: The Professional Learning Team is meeting on Monday June 9. We will begin the development of the professional learning we intend to have our staff experience and be exposed to upon their return in the fall. This is the second year of work within the 6 Phase Model and we will continue to roll it out with our staff with intentionality, and a continued slow release associated with expectation. We had a great first year with the Professional Learning Team. It is my estimation that the early success we achieved with the staff regarding the 6 Phase model is a direct result of the excellent work of this team of staff leaders. Thank you Deb Kruse for all the time and effort you put into the organization.

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Bookbags and A Question of Classroom Safety: As of now, there will be no change to the current process with respect to bookbags for the 2025-26 school year.

Counseling/ACT/Senior Experience/Scholarships (Tasha): Nothing new to add

High School Student Council: Nothing new to add

JH Student Council: Nothing new to add

FBLA: Nothing New to add

FFA: Nothing new to add

June 2025 Board Report
Mr. Steven Rose
Principal | Elementary

Mrs. Deb Kruse
Principal | Elementary

Staffing Changes for Next Year

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Superintendent's Report

Grade-Alike Updates

- Classroom maps are available, with each school organizing classrooms in pods by grade level.
- Ceresco and Valparaiso will release students two days prior to secondary schools for the summer. This will provide elementary teachers with two full days to pack up their classrooms.
- Packing supplies will be provided during the final week with students.
- Instructions regarding items to be disposed of and those that need to go through the surplus will be distributed by March 1.
- Furniture options have been selected, and the necessary items will be ordered following the March Board of Education meeting. This timeline will allow ample time for delivery.
- Roll-off dumpsters will be available at each school as needed for the disposal of consumable items that will not be moved.
- Classrooms of the teachers who will be moving will be packed and relocated to the gym. Boxes will be labeled with the school name, teacher name, and grade level.
- Maintenance work in classrooms will be completed by July 1.
- The move will occur the week of July 7, depending on carpet installation.
- Teachers will be granted two paid days before the official start of their contract to set up their classrooms.
- We do not plan to adjust school start times, but we will offer supervision for students starting at 7:45 AM and extending to 3:30 PM after school. This schedule will align with normal bus routes and provide flexibility for parents who wish to drive their children to school.
- Students will be assigned to classrooms based on educational factors and district goals. Parents will not have the option to request specific teachers.
- A transition day will be planned in the spring, allowing students to visit their new school. More details will be provided soon.
- The last day for elementary students will be Friday, May 16th. This will be a full day.
- Large rolloff dumpsters have been delivered to each school.
- Packing supplies have been delivered to each school.

- We will be using a mover to haul items back and forth between schools, this has been scheduled for July 15th.
- All rooms have been packed up and items taken to the gyms.
- New furniture has been delivered.
- Tech Items have been ordered.

Classified Staff Hire(s)/Reassignment(s)/Resignation(s)
NASB Monthly Update

NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

Snapshots



IN THIS EDITION OF BOARD NOTES

THIS MONTH IN ...

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

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

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

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

CALL TO ACTION

THIS MONTH IN ...

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<https://members.nasbonline.org/>

THIS MONTH IN ...

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

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

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

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

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

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

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

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

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

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

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

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

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

TRAINING, NETWORKING, ENGAGEMENT & EVENTS



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<https://members.nasbonline.org/events>

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



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



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

NASB Member Golf Outing - Wednesday, June 11 - Kearney

Email sendorf@NASBonline.org for more information

School Law Seminar - June 11-12 - Kearney

NASB Legislative Lunch - Tuesday, June 17 - Logan View

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



Leadership Workshop - Monday, July 28 - Gering
Leadership Workshop - Tuesday, July 29 - Kearney
Leadership Workshop - Wednesday, July 30 - Lincoln

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

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



Other Events, October through December 2025 ...
Labor Relations - State Education Conference - New Board Member Workshop

NPLF AWARDS SCHOLARSHIPS TO FUTURE EDUCATORS

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



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

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

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

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

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

**You can learn more about NPLF and donating to this annual scholarship at
www.nepublicleadership.org**

CONGRATS LUCY AND LIAM!

SWING INTO THE SCHOOL LAW SEMINAR

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

SCHOOL LAW SEMINAR

JUNE 11-12 - KEARNEY



2025

TO REGISTER

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

WEDNESDAY, JUNE 11

12:30 PM - NASB MEMBER GOLF OUTING

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



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

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

THURSDAY, JUNE 12

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

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

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

12:15 PM - Lunch

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

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

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

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

UP TO 4.5 CLE CREDITS FOR ATTORNEYS ATTENDING THE SEMINAR

AT THE BOARD TABLE

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YOUR NASB BOARD LEADERSHIP UPDATE

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



2025

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

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

Upcoming Board Leadership Events

June 18 - Virtual Lunch & Learn
Board Academy Collaboration

June 25 - Virtual Lunch & Learn
President Circle

Leadership Workshops

July 28 - Gering

July 29 - Kearney

July 30 - Lincoln

JUNE BOARD AGENDA ITEMS

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

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

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

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

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

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

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

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

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

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

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

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

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

DOWN TO THE WIRE ... NASB LEGISLATIVE UPDATE

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329,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

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

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

ASK YOUR SENATOR TO CONSIDER THE FOLLOWING:

CALL TO ACTION

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

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

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

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

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

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

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

LB 682 (Education) ...

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

OF BILLS TRACKED

111

BILLS WE TESTIFIED ON

67

BILLS WE SUPPORT

31

BILLS WE OPPOSE

35

NEUTRAL

1

SBMs WHO SAT IN THE CHAIR ON OUR BEHALF!

12!



I'M JUST A BILL ...

Introduction
Committee
General File
Select File
Final Reading
Governor
Law



SHARE YOUR STORY - BUILD TRUST - ADVOCATE FOR LOCAL CONTROL

ELECTION INFORMATION FOR THE NASB BOARD

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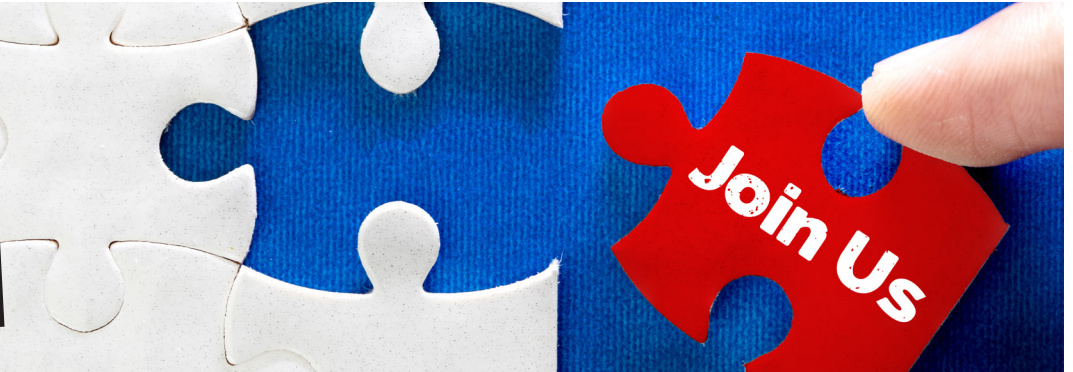
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<https://members.nasbonline.org/board-of-directors>



Board Members,

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

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

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

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

NASB CALL FOR LEGISLATIVE PROPOSALS DUE JULY 1

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

STRENGTHENING GOVERNANCE THROUGH EVALUATION AND REFLECTION

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

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

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

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



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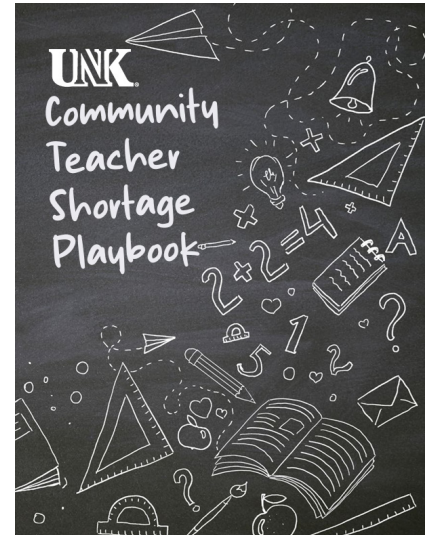
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https://www.unk.edu/academics/coe/_files/teacher-shortage-booklet-web.pdf

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

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

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



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

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

NASB Mourns the Passing of 2007 President, Glen Larsen

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



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

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



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HTRS



Region 2 - Brenda Sherman
ESU 3



Region 3 - Kyle Fisher
Springfield Platteview



Region 4 - Elizabeth Kumru
Ralston



Region 5 - Shavonna Holman
Omaha



Region 6 - Ricky Smith
Omaha



Region 7 - Nancy Kratky
Omaha



Region 8 - Don Mayhew
Lincoln



Region 9 - Piyush Srivastav
Lincoln



Region 10 - Ed Swotek
Malcolm
NASB Vice President



Region 11 - Jim Vlach
Lyons-Decatur Northeast



Region 12 - Lisa Wagner
Central City



Region 13 - Marilyn Bohn
ESU 10



Region 14 - Steve Koch
Hershey



Region 15 - Allison Sandman
Wauneta-Palisade



Region 16 - Suzanne Sapp
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NASB Secretary



Region 17 - Michelle Reikofski
Osmond



Region 18 - Susan Ernest
Leyton



Region 19 - Stacy Jolley
Millard
NASB President



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At-Large - Steve Blocher
West Point
NASB Treasurer



At-Large - Pam Holcomb
Broken Bow



At-Large - Erick Lee
Arapahoe-Holbrook



John Spatz
Executive Director

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



Nate Alspaugh
IT Specialist



Matt Belka
Director of Marketing,
Communications & Advocacy



Lily Coash-Johnson
Events & Engagement
Assistant



Caden Frank
Board Leadership Community
Engagement Specialist



Sallie Horky
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Galina Slobonyuk
Executive Administrative
Assistant



Ben Anderjaska
Board Leadership
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Rachel Horstman
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2025 Silver Level Affiliates - Amergis Staffing - Creative Sites - OneSource The Background Check Company - TeamMates Mentoring

2025 Bronze Level Affiliates - Alley Poyner Macchietto Architecture - Ameritas Investment Company - Community Building Solutions - Cunningham Recreation - Demco - Fisher Tracks, Inc. - Mueller Robak, LLC - National Insurance Services - Nebraska Safety Center - Opaa! Food Management of Nebraska - RSW Floors and More - Watts and Hershberger, P.C.

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YOUR 2025 PLATINUM AFFILIATES

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NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS



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The NASB provides programs, services and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org



Nebraska Rural Community Schools Association

Member Update

June 5, 2025



Photo Credit: Doniphan-Trumbull Public Schools



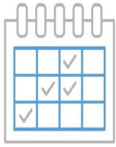
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NRCSA Calendar

NRCSA Events

NRCSA Golf Tournament

July 22, 2025

Meadowlark Hills Golf Course in Kearney

[More about this event](#)

NRCSA New Superintendent Lunch

July 23, 2025

At Administrator Days

Time & location TBD

NRCSA District Meetings

August to October 2025

Dates, times, & locations TBD

NRCSA Legislative Forum

February 26, 2026

Cornhusker Hotel in Lincoln

[More about this event](#)

NRCSA Spring Conference

March 18 & 20, 2026

Crowne Plaza & Younes North Convention Center in Kearney

[More about this event](#)

Committee Meetings

NRCSA Executive Committee

June 18, 2025, 10:00 AM Mountain Time

Ogallala Public Schools

2025-26 NRCSA Executive Committee

July 23, 2025

At Administrator Days

Time & Location TBD

NRCSA Search Service



Please let Jack Moles know where superintendent vacancies occur, so that NRCSA Superintendent Search can make direct contact. We need to hear as soon as possible in anticipation of getting promotional materials specific to that board of education ready. It is critical that Board Presidents have the NRCSA contact information so that if they choose to consider a Superintendent Search Service, NRCSA is one they hopefully will consider.



Boyd County Schools
Search Complete



Lawrence-Nelson Public Schools
Search Complete



Pawnee City Public Schools
Search Complete



Shelton Public Schools
Search Complete

Access the Members area of www.nrcsa.net anytime.
Login: member Password: learning

NRCSA Updates



The 2025 regular session of the Unicameral is now completed. The legislature adjourned sine die on Monday, June 2. While there were passed bills still needing the Governor's signature, he indicated he would not veto any of the remaining adopted bills. NRCSA's final summary may be accessed here:

[NRCSA's Bill Summaries](#)

We had several leadership positions that needed to be filled for the 2025-26 school year. Some positions are elected, while some committee positions are appointed. Positions that were filled via elections:

PRESIDENT-ELECT Stephanie Kaczor of Riverside was chosen as the President-Elect.

SECRETARY Jeremy Braden of Doniphan-Trumbull was elected as Secretary to the Executive Committee.

SOUTHEAST DISTRICT REPRESENTATIVE Andy Havelka of Freeman was elected as the Southeast District Representative to the Executive Committee..

WEST DISTRICT REPRESENTATIVE Ginger Meyer, of Chadron was elected as the West District Representative to the Executive Committee.

We will also be filling vacancies that come about in the Legislative Committee, Scholarship and Recognition Committee, Closing the Achievement Gap Committee, and Rural Teacher Committee. Executive Director Jack Moles will recommend people to fill positions based on interest expressed by potential candidates. The Executive Committee will approve appointments at its June meeting.

NRCSA's annual membership drive will begin in July. Annual Dues remain at \$850. Notices will be sent in time for July board meetings. You are welcome to pay your dues in this fiscal year or the next. Last year we had 224 school districts, ESU's, and State colleges and we expect to continue our annual growth. Thanks to you for being a member. This energizes our representation and advocacy for rural Nebraska, no matter who we are engaged with on education, legislation, or community issues. Without your support, there is less rural advocacy. Whether we like it or not, the outstate and rural population does not create a legislative majority anymore. In fact, rural Nebraska lost another seat in the Unicameral in the most recent redistricting. Finding success,

NRCSA Leadership

Dr. Heather Nebesniak, President.
Ord Public Schools

Mark Lenihan, Past President.
Wayne Community Schools

Chris Kuncl, Pres-Elect.
Mullen Public Schools

Chris Prosocki, Secretary.
Southern School District # 1

District Representatives:

Eugene Hanks, West
Crawford Public Schools

Dale Hafer, North Central
Ainsworth Community Schools

Daryl Schrunk, Northeast
Randolph Public Schools

Paul Sheffield, Southeast
Exeter-Milligan Public Schools

Jon Davis, South Central
Alma Public Schools

Jane Davis, Southwest
Hershey Public Schools

Executive Director:

Jack Moles

Lobbyists:

Jon Edwards
Scott Moore
Russell Westerhold

Legislative Co- Chairs:

Dr. Jason Dolliver
Pender Public Schools

Bryce Jorgenson
Southern Valley Schools

Scholarship & Recognition Co Chairs:

Tim Heckenlively,
Falls City Public Schools

Jim Widdifield
Minden Public Schools

whether passing, amending, or stopping legislation comes from membership, relationships, and focus. Thanks to your membership in NRCSA, rural is at the table and making a difference on behalf of our rural students, schools, and communities.

NRCSA SPRING CONFERENCE

We continue to celebrate the recipients of the NRCSA “Outstanding Awards” who were recognized at the NRCSA Spring Conference. They were:

- OUTSTANDING ELEMENTARY TEACHER: Kari Schroeder, Syracuse-Dunbar-Avooca
- OUTSTANDING SECONDARY TEACHER: Kimberly Bender, Humphrey
- OUTSTANDING MUSIC TEACHER: Kim Hammer, Weeping Water
- OUTSTANDING ESU STAFF MEMBER: Scott Jones, ESU 16
- OUTSTANDING CLASSIFIED STAFF MEMBER: Juli Klingelhoefler, Amherst
- OUTSTANDING PRINCIPAL: Keri Homan, Crawford
- OUTSTANDING BOARD OF EDUCATION MEMBER: Mike Stracke, Stuart
- OUTSTANDING SUPERINTENDENT: Dale Hafer, Ainsworth



DALE HAFER



KERI HOMAN



SCOTT JONES



JULI KLINGELHOEFER



KIM HAMMER



*KARI SCHROEDER (ALSO GARY ANDERSON,
2000 NRCSA OUTSTANDING PRINCIPAL)*



KIMBERLY BENDER



MIKE STRACKE

Also at the NRCSA Spring Conference, KSB School Law and the Perry Law Firm were honored as the 2025 NRCSA Friend of Rural Education Award recipients.



REPRESENTATIVES OF KSB SCHOOL LAW & PERRY LAW FIRM—RECIPIENTS OF THE FRIEND OF RURAL EDUCATION AWARD

SUPERINTENDENT SEARCH & PLANNING

As Boards of Education and Superintendents start to plan for the future, there may be a change in Superintendent approaching your district. We would like to remind you that NRCSA has an outstanding Superintendent Search Service and I would encourage your Board of Education to closely consider these services if you are in need of a Superintendent.

This year we have already assisted the Boards of Education at Lawrence-Nelson, Boyd County, Pawnee City, and

Shelton in their Superintendent searches.

One of the more outstanding features of the NRCSA Superintendent Search Service is that the consultants who assist Boards of Education with their searches are all retired rural school Superintendents who experienced great success in their careers. They know what it takes to be successful in a rural school district and community, and how to work closely with a rural school Board of Education.

If your district finds a need to locate your next school leader, please be sure to keep the NRCSA Superintendent Search Service in mind. For more information you can contact Executive Director Jack Moles at jmoles@nrca.net or by phone at 402-335-7732.

Another service that is offered is a planning service. It is a common practice for Boards of Education and the Superintendent to develop short and long-term plans. We are currently assisting Anselmo-Merna in their planning process. NRCSA does provide a quality service using experienced consultants. If you are interested in more information, please contact Executive Director Jack Moles.

[NRCSA Search Service Experience](#)

[NRCSA Planning Support Brochure](#)

2025 NRCSA Joe Toczek Golf Tournament

The 2025 NRCSA Joe Toczek Golf Tournament will be held on Tuesday, July 22, 2025 at Meadowlark Hills Golf Course in Kearney. The event is open to administrators, both active and retired, board members and vendors. Registration opened in late May. We are planning for up to 50 teams (200 golfers) to participate in the tournament. Registration materials were sent via email later this month.

NRCSA has had the great privilege to work closely with Open Sky Policy Institute over the years.

They provide great information on the fiscal impact of legislation that is very helpful to me in my work as NRCSA's chief lobbyist. I would encourage Superintendents and Board of Education members to sign up to receive Open Sky's email updates.

Open Sky has developed some awesome **Nebraska Public School District Profiles** instruments. The instruments provide much information that can be used to tell the story of your district in comparison to other districts when discussing school finance. The instruments can be accessed at:

<https://www.openskypolicy.org/school-district-profile/>

The mission of OpenSky Policy Institute is to provide impartial and precise research, analysis, education and leadership on fiscal policy-improving opportunities for all Nebraskans. Subscribe to their email updates at <https://bit.ly/OpenSkyUpdates> or contact Todd Henrichs at thenrichs@openskypolicy.org.

As we head into the new legislative session, Open Sky has shared a few more tools that can be especially helpful. A message from Rebecca Firestone, Executive Director for Open Sky shares:

Dear friends,

On behalf of the team at OpenSky, I want to thank you for the work you have done to prepare for the important policy work ahead for all of us this year.

We wanted to take an opportunity to share a few quick reference materials we have developed that we think will be especially useful this session (attached).

1. *A one-page guide to TEEOSA, the K-12 public school funding formula. With significant changes promised to the formula in pursuit of property tax relief, we felt it was important to share the current state of play.*
2. *A guide on the budget process, including a timeline, who is involved, and a breakdown of important components of the state budget. With a significant deficit heading into session, lawmakers will grapple with complex decisions regarding spending. At OpenSky, we are ready to work towards a budget that reflects the priorities of Nebraskans and allows everyone a shot at The Good Life, and we look forward to partnering with you in this work.*

I also wanted to introduce you to some new members of our team who you may interact with during the upcoming session:

Lillian Butler-Hale joins our team as Outreach and Engagement Director. She replaces Joey Adler Ruane, who will continue to support OpenSky for some time from his new role with the lobbying firm Lindsay Harr MacDonald. Lillian was most recently in the office of Senator Jen Day and will be a great asset to the team during this session. Please make sure to say hello when you see her in the rotunda.

Noah Rhoades just joined us in a new role as Outreach and Engagement Manager. He will support our legislative work as well as community engagement and outreach efforts, including coalition building. We are excited to have him on board.

We are also launching a refreshed website at www.openskypolicy.org, and last, but not least, we have moved! Same building, bigger office. Please make note that our new address is 1325 H Street, Suite 200 Lincoln, NE 68508. We look forward to welcoming you to our new space soon, when we are a little more settled.

We are excited to work alongside all of you this session, and here to be a resource. Don't hesitate to reach out to me or anyone on the team if you need us.

*Onward,
Rebecca*

[Open Sky TEEOSA Guide](#)
[Open Sky Budget Process Guide](#)

One of the more outstanding student academic activities that I've had the pleasure of working with is Academic Decathlon. The nation-wide program provides a prescribed course of study each year. Teams are made up of students of different academic abilities. Students with an "A" average compete against other students with an "A" average, students with a "B" average compete against other students with a "B" average, and students with a "C" average compete against other students with a "C" average. Schools can choose how they prepare for competitions. Some teams meet after school or in the evenings, while some schools offer a class.

There is a regional competition in January, with the State Championships being held in February. Students compete for medals at both events. Scholarships are awarded to members of teams who are successful in the competitions. Three of my four children competed in Academic Decathlon and between them were awarded thousands of dollars in scholarships.

This past year, two NRCSA-member schools qualified for the State Championship: Amherst and Johnson County Central.

Each year there is a central theme for the Academic Decathlon curriculum. For the 2025-25 school year, the theme is "The Roaring 20's". Music, art, and literature will cover the Jazz Age.

If you would like get more information on the Nebraska Academic Decathlon, please contact NRCSA Executive Director Jack Moles of one of the Nebraska Academic Decathlon Co-Executive Directors:

Ardis Moody ardis.moody@gmail.com

Cris Hay-Merchant chaymerchant@bellevue.edu



JOHNSON COUNTY CENTRAL ACADEMIC DECATHLON TEAM



AMHERST ACADEMIC DECATHLON TEAM

The NRCSA Executive Committee has made a positive move to assist non-traditional educators move toward full teaching certification. As a result of this move, new scholarship opportunities were created for paras who are in a “para to teacher program” and for transitional educators. NRCSA will provide three \$1,000 scholarships for the fall semester and three \$1,000 scholarships for the spring semester for the 2024-25 school year. Applicants for the scholarships must be current employees of a NRCSA-member district or ESU. Applicants must be enrolled for that semester in one of two types of programs: (1) in a recognized “para to teacher” program such as is offered by the three State Colleges (Chadron State, Peru State, or Wayne State), or (2) a transition to teaching program in which a person with a minimum of a bachelor’s degree who is employed to teach in a member school while working through a transitional program, such as offered by the University of Nebraska-Kearney. The applicant could currently be teaching under a transitional certificate. Application materials for Spring scholarships were distributed to member Superintendents and ESU Administrators, who were then asked to share with potential candidates in their buildings. The NRCSA Scholarship and Recognitions Committee selected the three Spring semester scholarship winners.

Applications for the 2026 Spring semester scholarships will be open in the fall, at a date to be determined.

NRCSA Executive Director Jack Moles visited Fairbury, Harvard, and Summerland to make the scholarship presentations of the Fall scholarships. The three recipients are Mary LeFave of Fairbury, Ryan Kile of Harvard, and Shayna Strope of Summerland.

Ryan Kile is currently a paraeducator at Harvard High School. He is working on a teaching certificate in Secondary Business Education through Chadron State College.

Mary LeFave is currently a paraeducator at Fairbury High School. She is working on a teaching certificate in 7-12 Biology through the University of Nebraska-Kearney.

Shayna Strope is currently a paraeducator at Summerland Elementary School. She is working on a teaching certificate in Elementary Education through Chadron State College.



FAIRBURY SUPT DEVIN EMBRAY, MARY LEFAVE, JACK MOLES HARVARD SUPT MICHAEL DERR, RYAN KILE, JACK MOLES



SUMMERLANDE SUPT. MOLLY ASCHOFF, ELEM PRINCIPAL CATHY COOPER, SHAYNA STROPE, JACK MOLES

NRCSA has developed a “resource” document to assist members when they want insight on a particular topic. Often we are contacted and asked if we know of a school that has experience in a topic of interest. Many times we can point them in the right direction, but often we need to put out a request for information to the members. We have developed a list to begin from and already have some contact information on some of the topics. The plan is to feature this list in each of our monthly updates. Below is a link to a copy of this “early” list. If you would be willing to be listed as a resource or if you would like to suggest other topics for inclusion, please contact Jack Moles.

[NRCSA School Programs](#)

We urge you to consider participation in the NRCSA Partner OneCard program as a tool for you in managing school expenditures, both large and small. Certainly, the card can help reduce/eliminate any issues relative to unverified cash expenditures. You decide who uses it, can get cards for each of those users, keep all cards wherever you wish, determine the amount to load on each individual card, and how long the time frame of use is. It is a terrific management tool and clearly identifies each expenditure/name/date/amount. Whether small purchases or very large purchases, the card is a terrific tool. NRCSA owns the state contract, so liability for misuse falls to NRCSA, not the district user. We have only had three circumstances of fraud and all three have been the theft of the card number information, not any district employee misuse. For 2024-25, over 100 districts/ESUs participated in the program. We currently have **109** entities using the program. Great job by all participating districts in protecting the card and program! Don’t forget, the NRCSA rebate from the transaction fee paid by businesses that choose to accept plastic is used for scholarship, awards, and special needs. For 2024-25, the rebate was over \$34,000 to NRCSA, showing that use is increasing, and large purchases are being included. WIN, WIN, WIN! If you are considering joining the program and need more information, please contact Jack Moles (jmoles@nrca.net) or Jeff Bundy (jbundy@nrca.net).

Board of Education meeting visits. Beginning in December, 2019, I started attending Board of Education meetings in member school districts/ESUs. Since then, I have attended 128 such meetings. I most recently attended the Board meetings at Wakefield and Allen on May 12.

I am scheduled to attend the following Board of Education meetings in the near future:

Wednesday, June 11: Emerson-Hubbard

Monday, June 16: Perkins County

I have really enjoyed attending meetings and am willing to attend Board meetings when I can. I take a few minutes to cover NRCSA news and offerings, as well as a legislative update. When I am going to be in a specific area on Board meeting days I may send out a notice to near-by Superintendents to make an offer to visit. I'd like to be able to schedule two or three in the same evening if I can.

If you would be interested in me attending a future Board meeting, please contact me to start the arrangements. I would also be willing to "attend" your Board meetings via Zoom if you preferred. I would still only do one at a time but would be able to do several in the same evening. Let me know and we will try to make the connection.



WAKEFIELD BOARD OF EDUCATION AND ADMINISTRATION



ALLEN BOARD OF EDUCATION AND ADMINISTRATION



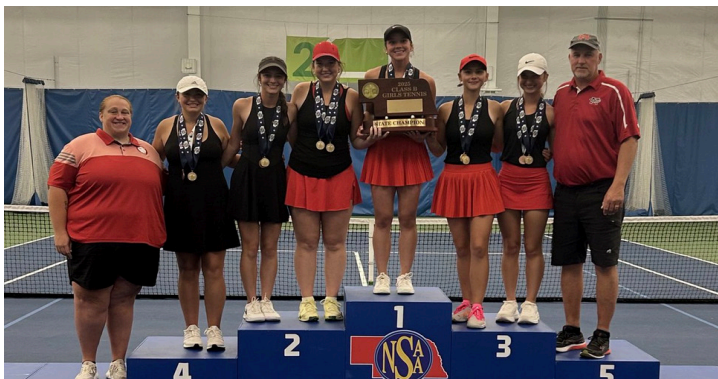
NRCSA wishes to share in the celebration of the special accomplishments and recognitions going on in our member schools and ESUs.

June 2025:

*** Several seniors from NRCSA-member schools were recognized in the Omaha World-Herald's All-Academic Recognitions. Among the more highly recognized:**

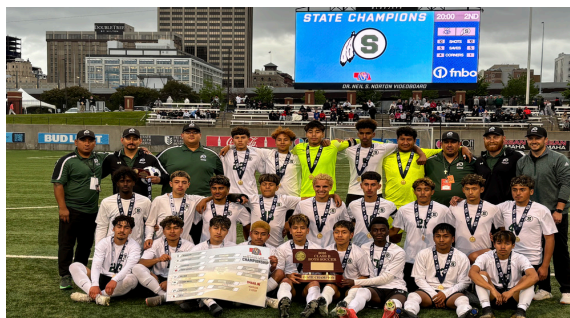
- ALL EASTERN ACADEMIC FIRST TEAM: Jordyn Clinchard of Wayne.
- ALL WEST-CENTRAL ACADEMIC FIRST TEAM: Kit Brooks of Central City, Taylor Burge of Gothenburg, Patrick Bursaw of Ravenna, George Colton of Chase County, Ryder Potts of Perkins County, Austin Schmidt of Heartland, Logan Spence of Boone Central, Nicholas Weides of Holdrege
- ALL EASTERN ACADEMIC SECOND TEAM: Norah Armstrong of Wayne, Olivia Hanson of Wayne, Joe Burns of Arlington, Sarah Lange of Raymond Central
- ALL WEST-CENTRAL ACADEMIC FIRST TEAM: Katie Abbott of Hershey, Caleb Rowe of Central City, Parker Walahoski of Overton, Elliott Balcom of Northwest

*** McCook won the Class B Girls Tennis State Championship. Brooklynn Gillen of McCook was the Class B #2 Singles State Champion. Isabelle Clause and Roslyn Wiemers of McCook were the Class B #1 Doubles Champions.**



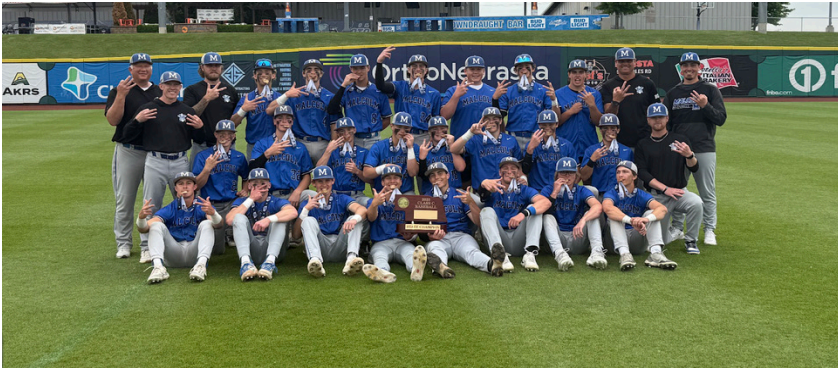
MCCOOK GIRLS TENNIS TEAM

*** Schuyler won the Class B Boys Soccer Championship.**



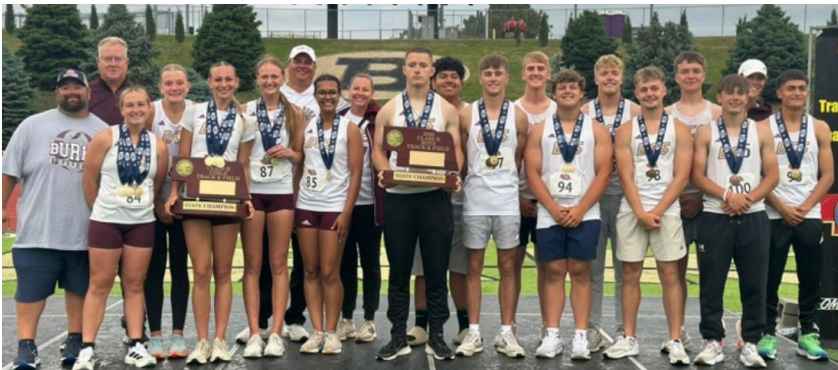
SCHUYLER BOYS SOCCER TEAM—1ST TIME STATE CHAMPIONS!

*** Malcolm won the Class C State Baseball Championship. The co-op of Central City and Centura finished as Runner-up.**



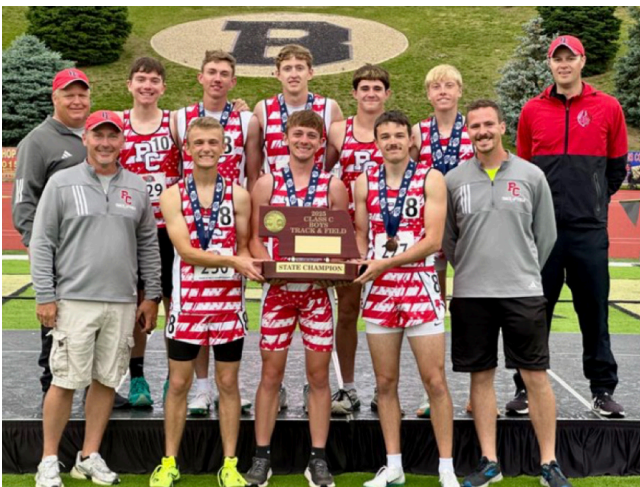
MALCOLM BASEBALL—THIRD CONSECUTIVE CLASS C STATE CHAMPIONSHIP!

*** Dundy County Stratton was the Class D State Champion in both Girls and Boys Track.**



DUNDY COUNTY STRATTON GIRLS AND BOYS TRACK TEAMS—BOTH CLASS D STATE CHAMPS!

*** Perkins County won the Class C Boys State Track championship. West Holt was the Runner-up.**



PERKINS COUNTY BOYS TRACK TEAM

*** Syracuse was the Class C Girls State Track Runner-up.**

*** Axtell was the Class D Boys State Track Runner-up.**

*** Athletes from NRCSA-member schools had great success at the State Track Meet. Individual and relay champions were:**

- ALL CLASS GOLD MEDALS: Boys Discus-Noah Rau, Chase County; Girls Shot Put-Kennedy Bailey, Dundy County Stratton; Boys High Jump-Isaac Cronin, Valentine; Boys Pole Vault-Boston Irish, Cozad, Girls 300

Hurdles-Addison Darnell, Auburn

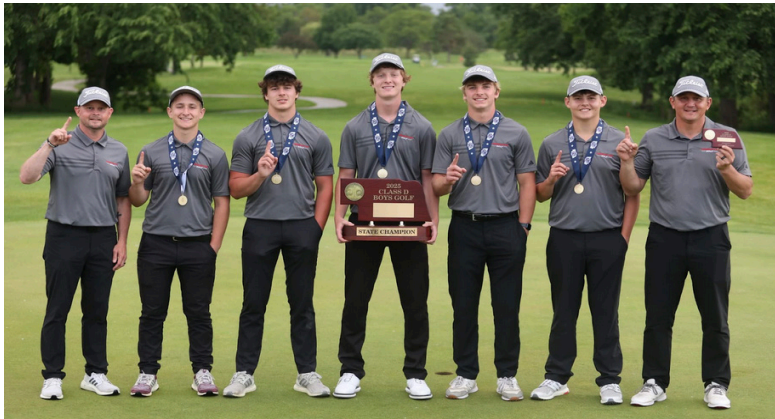
- CLASS B GIRLS: Discus-Erinn Briggs, Lakeview; 400-Story Rasby, Ogallala; 100-Kyra Ray, Northwest; 300 IH-Addison Darnell, Auburn; Boys High Jump-Isaac Cronin, Valentine; Boys Pole Vault-Boston Irish, Cozad; Girls 300 Hurdles-Addison Darnell, Auburn
- CLASS B BOYS: Triple Jump-Bryce Larsen, DC West; 100-Wyatt Dent, Central City; 4 x 100-Central City; Discus-Noah Rau, Chase County; Long Jump-Jonathon Reiners, Adams Central; Pole Vault-Boston Irish, Cozad;
- CLASS C GIRLS: 300 IH-Ashlynn Vestal, Syracuse; 800-Jayden Meyer, Syracuse; 1600-Madison Shaw, Sandy Creek; 4 x 100-West Holt; 4 x 400-West Holt; 4 x 800-Sandy Creek; Discus-Hallee Nickels, Johnson-Brock; High Jump-Trinity Chatfield, Ord; Shot Put-Jaid Wehrle, Battle Creek;
- CLASS C BOYS: 100-Tyrell Fennell, EMF; 200-Andy Ricchio, Battle Creek; 300 IH-Collin Hillman, Palmyra; 400-Brody Galyen, West Holt; 800-Nolan Gartner, Syracuse; 1600-Mason McGreer, Perkins County; 3200-Mason McGreer, Perkins County; 4 x 100-West Holt; 4 x 400-West Holt; Discus-Barrett Wilke, Stanton; High Jump-Isaac Cronin, Valentine; Long Jump-Zavier Mitchell, Alma; Pole Vault-Griffin Jordan, Madison; Shot Put-Barrett Wilke, Stanton; Triple Jump-Nash Morgan, Pender
- CLASS D GIRLS: 100-Clara Spargo, Dundy County Stratton; 200-Clara Spargo, Dundy County Stratton; 300 LH-Abigael Spargo, Dundy County Stratton; 400-Clara Spargo, Dundy County Stratton; 800-Myleigh Weers, Diller-Odell; 1600-Ashley Robertson, Wallace; 3200-Leah Dawson, McCool Junction; 4 x 100-Dundy County Stratton; 4 x 400-Maywood-Hayes Center; 4 x 800-Maywood-Hayes Center; Discus-Kennedy Bailey, Dundy County Stratton; High Jump-Marlea Donahey, Palmer; Pole Vault-Janna Roberts, Osceola; Shot Put-Kennedy Bailey, Dundy County Stratton; Triple Jump-Taylor McIntyre, Central Valley
- CLASS D BOYS: 100-Laken Wissink, Dundy County Stratton; 110 HH-Jake Halvorsen, Axtell; 200-Laken Wissink, Dundy County Stratton; 300 IH-Luke Bailey, Ansley-Litchfield; 400-Will Cacy, Arapahoe; 800-Luc Lopez, Axtell; 1600-Kael Garrett, Medicine Valley; 4 x 100-Dundy County Stratton; 4 x 400-Central Valley; 4 x 800-East Butler; Discus-Brock Bailey, Dundy County Stratton; High Jump-Brock McCarter, Overton; Long Jump-Maddox Wagoner, Kenesaw; Pole Vault-Gage Hammond, Southwest; Shot Put-Brock Bailey, Dundy County Stratton; Triple Jump-Brodey Spurling, High Plains

*** Several State and State Meet track records were set this year. Athletes from NRCSA-member schools had a hand in many of them. Included were:**

- Girls 100–Taylor McIntyre, Central Valley (Class D State and Class D State Meet records)
- Girls 200–Clara Spargo, Dundy County Stratton (Class D State and Class D State Meet records)
- Girls 400-Clara Spargo, Dundy County Stratton (Class D State and Class D State Meet record)
- Girls 300 Hurdles-Shaydyn Rasby, Ogallala (Class B State record)
- Girls 300 Hurdles-Addison Darnell, Auburn (Class B State Meet record)
- Girls 300 Hurdles-Abigael Spargo, Dundy County Stratton (Class D State Meet record)
- Boys 4 x 100 Relay-West Holt (Class C State and Class C State Meet records)
- Girls 4 x 100 Relay-Dundy County Stratton (Class D State Meet record)
- Boys 4 x 100 Relay–Dundy County Stratton (Class D State and Class D State Meet records)
- Boys 4 x 400 Relay-Central Valley (Class D State and Class D State Meet records)
- Boys 4 x 400 Relay-West Holt (Class C State and Class C State Meet records)
- Girls 4 x 400 Relay-West Holt (Class C State and Class C State Meet records)

- Boys Discus-Noah Rau, Chase County (All Class State, All Class State Meet, Class B State and Class B State Meet records)
- Boys Shot Put-Barrett Wilke, Stanton (Class C State and Class C State Meet records)
- Boys High Jump–Isaac Cronin, Valentine (Class C State Meet record)

*** Creighton won the Class D Boys State Golf Championship. Loomis finished as the Class D Runner-up. Calvin Wilmes of Creighton won the Class D Boys State Golf individual championship.**



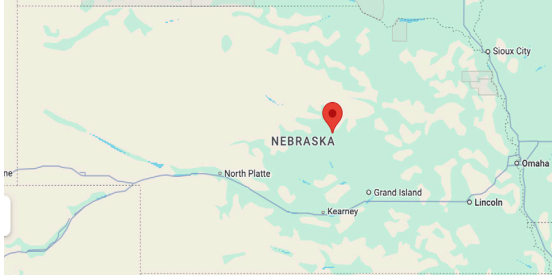
CREIGHTON BOYS GOLF TEAM

*** The Omaha World-Herald (OWH) and Lincoln Journal-Star (LJS) recently announced their All-State Teams for girls and boys soccer. Athletes from NRCSA-member districts who received 1st Team All-State recognition were:**

- BOYS ALL CLASS ALL-STATE: Obed Benazo, Schuyler (OWH, LJS)
- BOYS CLASS B: Obed Benazo, Schuyler (OWH, LJS), David Arciga, Schuyler (OWH, LJS), Edyn Cruz-Lima, Lexington (OWH, LJS), Gasper Juarez, Schuyler (LJS)
- GIRLS CLASS B: Lupe Sanchez, Northwest (OWH, LJS), Evie Keller, Northwest (LJS)

MEMBER SPOTLIGHT

Ord Public Schools



Mascots: Chanticleers

Enrollment: 570

Location(s): Ord, NE

Interesting Fact: Ord's Chanticleer mascot is the only high school mascot of its kind. We only share with Coastal Carolina University (and who has ever heard of a turquoise rooster!?!).

We recently were featured in a nationwide high school mascot challenge and made it to the Final Four challenge. This was pretty impressive considering it was based solely on votes and The Chanticleers were up against mascots from across the United States. In one of the challenges, Ord Chanticleers received over 325,00 votes. It was a neat way to help put Ord on the map!

Superintendent: Dr. Heather Nebesniak

Principals: Doug Smith, Elementary
Aaron Snyder Jr/Sr High



Board of Education: (L to R) Jake Sikyta, Dan Beran, Jay Knapp, Dawn Skibinski, Heidi Proskocil, Tom Thompson



This spring, Ord High School was selected as the site for the University of Nebraska Husker Spring Volleyball Match. It was a very exciting time for our community! We were the smallest school that they had selected for their on-the-road spring game and it was an honor to roll out the red carpet for the Huskers! The match sold out in 27 minutes and we packed the gym on May 3rd with over 1600 fans for this event. The town was painted red as there were local events throughout the downtown, the area Young Farmers Association provided tractor shuttle rides from the fairgrounds to help with parking, and we hosted a coaching clinic along with the event so our Junior High volleyball athletes got to participate. It was a true community event and it wouldn't have happened if our community hadn't supported the bond initiative in 2010 so that we were able to update and expand our facility. Go Chants! Go Big Red!



Chanticleer Gym all decked out for the Huskers!



Dr. Nebesniak with the UNL Husker Volleyball Team



Rebekah Allick on the ChantVision Screen!

Programs:

A recent success that we have had is with our FCS/FCCLA program. In the 2021-22 school year, we added a Family and Consumer Science Teacher to our staff. The position had been vacant for about 10 years and there was an increasing interest in having FCS classes back in both the Junior and Senior High schedule. Our first year of the program, we had eleven students qualify for the National FCCLA Conference and have been going strong since. By adding back in this program, we have witnessed an increased engagement with our students and have also contributed to our community by hosting a wide variety of community events. Rachel Hornickel is the FCS Teacher and FCCLA sponsor.



The Ord FFA is a program that has been a foundation of our District for a long time. One unique detail about our FFA program is that we have a FFA Farm. We enter into an annual lease for land that is adjacent to the local ethanol plant. Seed is donated and students work on the planting and then irrigation throughout the summer. Local farmers help with the harvesting and teach our students about the latest technology that farmers and ranchers use. After the harvest is sold, the Ord FFA receives a check for a portion of the profit. It is a great experience for our students to see the complete business cycle from planting to harvesting to planning for the next year. Dave Ference is the Head FFA Sponsor and Chrisinda Ritz is the Assistant FFA Sponsor. Recently Mr. Ference was a finalist for the Nebraska Golden Owl award.



Updates from Members & Other Entities

From NRCSA Executive Director Jack Moles: *NRCSA is backing the work of the Nebraska State College System and the Nebraska SMART program. This is a unique approach to providing free tutoring services to your students. Information on the program is provided below. This program is beneficial on many levels. Among them are:*

- *The program is FREE for kids and families.*
- *The program provides valuable experience for prospective teachers.*
- *The program provides a paying job for prospective teachers.*
- *The program provides another great connection between Chadron State, Peru State, and Wayne State with NRCSA member school districts. All three of the State Colleges are NRCSA members.*
- *The program provides an opportunity to connect prospective teachers with rural schools. Some of the tutors did not attend rural high schools and this provides an opportunity for them to connect with rural.*
- *The program provides an opportunity to connect YOUR school with prospective teachers. You may be in the market to hire one of these tutors in the future and this connection could help!*



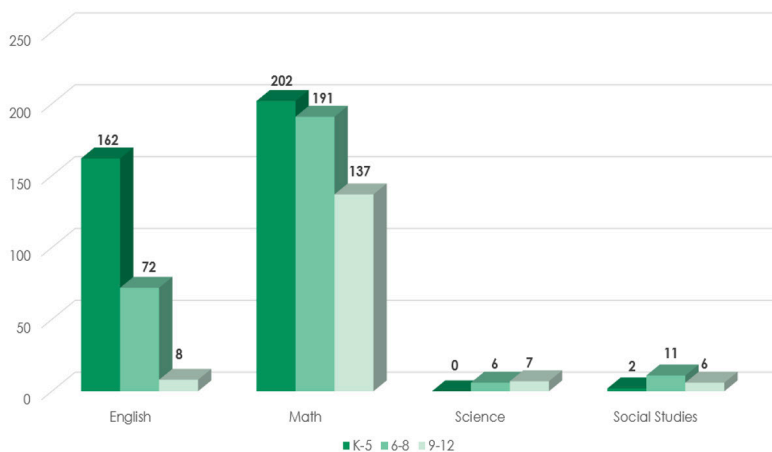
Nebraska SMART Free Online Tutoring for K-12 Students

.Spring 2025 Semester Impact

Tutoring has concluded for the Spring 2025 Semester. Throughout the Spring 2025 Semester, over **810 tutoring sessions** were conducted, providing more than **450 hours of tutoring** to K-12 students across rural Nebraska. This represents an increase over the Fall 2024 Semester, which recorded 735 sessions and over 405 hours of tutoring.

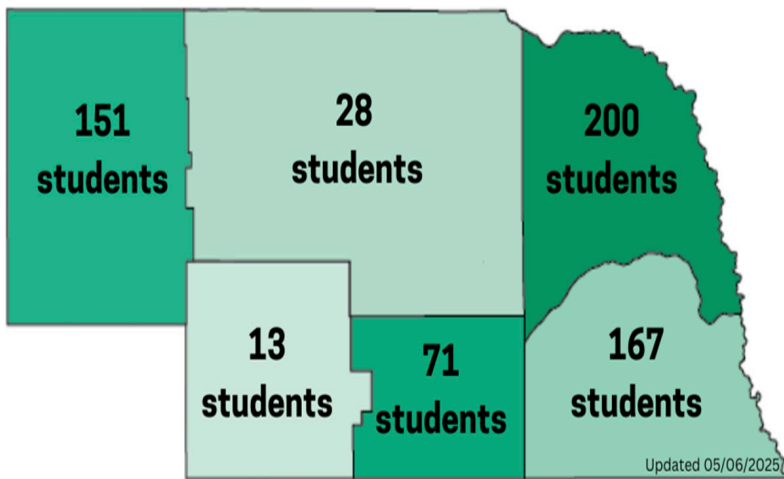
Of the sessions completed during the Spring 2025 Semester, **75% were for students attending an NRCSA member school district.**

The graph below illustrates the number of tutoring sessions completed by subject and grade level during the Spring 2025 Semester.



Tutoring will resume in August. Stay tuned for updates throughout the summer about Nebraska SMART.

Currently, **630 students have registered** since February 2024, with **74% attending an NRCSA member school district**. The map below shows the NRCSA districts where each student is registered.



Parent Feedback

Parents have shared their experiences about the impact the tutoring program:

Testimonial 1:

“My son scored 49 points higher on his NSCAS test for the spring. He’s started working with [a Tutor] right around Christmas time! He was so proud of that growth and so am I!!!”

Testimonial 2:

“My daughter’s comprehension at school has improved a lot and also her math scores went up!”

Testimonial 3:

“His tutor has such patience as he works through word decoding and reading. His tutor is very good at motivating him and keeping him engaged.”

Testimonial 4:

“Being able to have one-on-one teaching and tutoring. My son was able to actually understand the information that he could not learn at school. He was able to master and actually understand the concept when working for 15 minutes 1-on-1 with [the Tutor].”

Testimonial 5:

“Repetition is key. Reassurance and patience, kindness and camaraderie. NSCAS Math score went up!! My student said, ‘because of my tutor.’”

Testimonial 6:

“[The Tutor] was able to connect with [my son] and keep [my son] engaged while helping him to catch up in math. He was able to introduce new skills and go back and work with [my son] on not only his current homework but skills he was behind on. [My son’s] grades and confidence have gone up in all subjects at school since he began this tutoring program.”

How can school districts help?

New promotional posters will be mailed to each school district this summer for use in the upcoming school year. To request additional materials, such as bookmarks, please complete the Nebraska SMART [Promotional Material Request Form](#).

Your help in reaching out to parents within your district is essential to increasing awareness of this program. Here are a few ways you can assist:

Share about Nebraska SMART

- In school/district/classroom parent newsletters
- During Parent/Teacher Conferences
- With Teachers, Counselors, Parent/Teacher Associations, and district staff
- Link [Nebraska SMART](#) as a student resource on school district websites
- Distribute bookmarks to each K-12 student in school/district
- Connect with Nebraska SMART on social media: [Facebook](#), [Instagram](#), and [X \(Twitter\)](#)
- Share with district technology team the domain [allowlist guide](#)

For more information, visit:

www.nscs.edu/nebraskasmart

Email for inquiries or to request promotional supplies: nebraskasmart@nscs.edu

Thank you for your support in raising awareness of Nebraska SMART!

Julie Dickerson; Nebraska SMART Director, nebraskasmart@nscs.edu

As we hear concern from rural districts concerning moves in the national front regarding the Department of Education, the National Rural Education Association (NREA) and the National Education Association (NEA) have combined to share a website outlining the amount of federal funding that goes to public schools. The website can be accessed here:

[How Much Funding Does My Public School Get from the Federal Government](#)

Dr. Steven Johnson, a member of the NREA Executive Committee, provided a document entitled, “Strengthening Rural Communities Through Public Education”. Many of you had an opportunity to meet Steve at the NRCSA Spring Conference. His article may be accessed here:

[Strengthening Rural Communities Through Public Education](#)

The Center on Budget and Policy Priorities, along with the Food Research and Action Center, has drawn attention to the possibility that the Community Eligibility Provision (CEP) might be substantially altered. This change could have a negative impact on several school districts in Nebraska. The following website provides a great overview of the concern and allows the viewer to go specifically to Nebraska to see how the change could affect districts.

[State by State Fact Sheet](#)

Southern Superintendent Chris Prosocki has shared a sample Superintendent Checklist that he uses. I thought this was a great instrument, one that I wished I had available to me when I was in the Superintendency. It can be especially helpful as you head into the new school year! Thanks to Chris for sharing this! You can access the updated checklist here:

[Superintendent Check List](#)

The ESUCC and ESU 3 have shared a document which outlines all of the trainings and mandates that are required of districts. The document, “School District Plans, Policies, and Annual Trainings Requirements”, is a handy reminder for districts. Thanks to ESUCC Executive Director Kraig Lofquist and ESU 3 Administrator Dan Schnoes for developing and distributing this handy tool. The document may be accessed here:

[School District Plans, Policies, & Annual Trainings](#)

Jeremy Braden, Superintendent at Doniphan-Trumbull, has developed a useful agenda for onboarding new Board of Education members. Many of our districts will bring on new Board members in January. Jeremy’s instrument could be a nice template for Superintendents and Board Presidents to use in working with new Board members. It may be accessed here:

[Board Member Onboarding](#)

From Rebecca Vogt, UNL

Today we are releasing the first of the reports from the 2024 Rural Poll, focusing on the well-being of rural Nebraskans. The report can be accessed online. The press release for this report can be found here.

[Well Being of Rural Nebraskans](#)

From Jay Martin, NDE Director of School Safety & Security

Hello All,

Time for the home stretch to the end of another school year! I hope it all goes well with all the events planned this spring.

Below you will find the School Safety Newsletter and information. The main question to look for is a Threat Assessment Survey. We are gaging schools’ interest in future Threat Assessment trainings. The last page has a breakdown of the three Threat Assessment trainings offered by UNLPPC. Please take a moment to complete this survey by April 15, 2025.

Remember to apply for your Diamond status Safety Badge to display at your school letting your school community know you “Place School Safety First!”

Thanks for all you do in school safety.

[School Safety Newsletter Spring 2025](#)

UNL Extension Center: Embracing Innovation: Exploring the Dynamics of New Partnerships

Developing business & Industry, organizational, and postsecondary partnerships with school districts can play a pivotal role in enriching the educational experience, supporting student achievement, and strengthening connections between schools and their communities. By leveraging external resources, expertise, and support, schools can create a more inclusive, engaging, and supportive learning environment for all students. While partnerships within school districts can bring numerous benefits, there are also challenges that may be encountered. These can be overcome by fostering a culture of collaboration, prioritizing communication and relationship-building, seeking creative funding solutions, and promoting equity and inclusivity in partnership efforts. Additionally, leveraging support from district leadership, community stakeholders, and external resources can help schools overcome obstacles and maximize the benefits of collaborative partnerships.

We in the Institute of Agriculture and National Resources (IANR), specifically the College of Agricultural Sciences & Natural Resources (CASNR) and Nebraska Extension 4-H, believe this strategy for K-12 partnerships will result in a strong learning innovation network of support for every learner and every educator in the state of Nebraska. The world of higher education is evolving, driven by changes in technology, demographics, workforce demands, and societal expectations. To meet the needs of today's learners in the 21st century and prepare them for the challenges of tomorrow, we are embracing innovation, collaboration, and a student-centered approach.

In recent years, CASNR has created two new positions to help in this work. Dr. Tammy Mittelstet (tmittelstet@unl.edu) is serving as the CASNR Statewide Education and Career Pathways Coordinator and Bailey Feit (bailey.feit@unl.edu) serves as the LPS/CASNR Early College and Career Pathways Coordinator. They engage in co-creating education and career pathways for students and supporting teachers by:

- creating opportunities and minimizing barriers for all learners in the exploration of education and career pathways,
- investing in and supporting teachers to innovate and integrate cross-curricular concepts of Food, Energy, Water, and Societal Systems (FEWSS) throughout K-12 education,
- encouraging our higher education institutions to share content expertise to build curriculum that will inform best practices in the areas of FEWSS and mentor future systems thinkers for the continuum of learners through our higher education institutions,
- connecting and developing a team of community leaders to build partnerships that combine resources to support student and teacher innovation, and
- building a workforce of tomorrow with the support of the industry of today by developing work-based learning opportunities.

If you would like to get monthly updates, consider signing up for the L.I.N.K.S. newsletter at <https://casnr.unl.edu/k-12-partners>.

Nebraska Extension brings University of Nebraska expertise and research in 8 key areas of impact directly to Nebraskans from all walks of life in each of the state's 93 counties. Nebraskans turn to Nebraska Extension to strengthen their families, inspire their communities, empower young people, conserve and protect natural resources and advance their farms, ranches and businesses. Nebraska 4-H represents one of the eight key areas, and has been a leader in the career and college readiness field by being one of the first in the country to support a statewide educator position and team to provide leadership in program development and delivery.

The College & Career Success Team is led by Dr. Dawn Lindsley (dawn.lindsley@unl.edu) at the State 4-H Office and Jacie Milius (jacie.milius@unl.edu) in Gage County. In 4-H, we believe in the power of young people. With nearly six million members nationwide and 140,000 in Nebraska, we empower youth to lead for a lifetime. In a rapidly changing world, it's crucial for young people to be equipped with the right mix of knowledge, skills, and experiences for their transition from education to the workforce. Through our programming, we provide developmentally appropriate, experiential learning opportunities to help youth and adults explore postsecondary education and career options, preparing them to reach their fullest potential in today's dynamic job market. If you would like to learn more, please visit <https://4h.unl.edu/programs-priorities-career-college-success>.

Nebraska students are the leaders, innovators, and problem-solvers of tomorrow. Through collaboration with business & industry, organizational, and postsecondary partners, school districts can provide students with invaluable real-world experiences, access to resources, and insights into the demands of the workforce. We can bridge the gap between education and employment, equipping students with the skills, knowledge, and connections they need to thrive in the competitive global economy. Together, we can create a brighter future for our students and our communities.

The National Rural Education Association, in partnership with the Rural Schools Collaborative, has issued a study entitled WHY RURAL MATTERS. The report “looks critically at how educational supports and resources for student well-being are being distributed, casting light on which of our rural children are in need of additional support”. The study is well done and shows Nebraska in a pretty positive light. I would encourage you to take a look at WHY RURAL MATTERS, which can be accessed here:

[Why Rural Matters](#)

The National Rural Education Association (NREA) partnered with AASA in producing a report on REAP. REAP is a program that benefits many of our smaller districts. The report can be accessed here:

<https://www.aasa.org/docs/default-source/resources/reports/rural-education-achievement-program-survey-report.pdf>

[Understanding REAP](#)

NRCSA is pleased to announce a partnership with New Leaf Teletherapy. New Leaf provides mental health teletherapy services for both staff and students. I became very interested in this possibility especially in terms of staff services. I know our members are working hard to provide services for their students, but there does not appear to be that same capability when looking at staff services.

I look at this service as helping to bolster what your district is already doing, not to take the place of those efforts. I believe this can be a cost effective means of furthering your efforts.

NRCSA recently hosted three introductory Zoom meetings with Mark Goldman and Deb Romano of New Leaf to have them explain what the program would look like. Below you can access the slide show from those meetings, as well as a recording of one of the meetings.

[New Leaf PowerPoint Presentation](#)

[New Leaf Zoom Meeting](#) (recording)



If you would like to be in contact with Mark Goldman or Deb Romano, please feel free to call or email me and I can help make that happen.



[Read the Full Blog](#)

The American Heart Association is committed to partnering with schools in rural Nebraska to improve the health of their communities. A few of these opportunities include:

Tobacco Free Schools. Unfortunately, recent data reveals the ongoing challenges of youth tobacco use. The 2021 National Youth Tobacco Survey showed that: Approximately 2 million MS/HS students reported using e-cigarettes during the pandemic; nearly 85% of them used flavored tobacco products. More than 4 in 10 HS students and nearly 2 in 10 MS students who used e-cigarettes did so 2 out of 3 days and youth showed a strong brand preference.

Many schools have struggled to keep up with the continued innovation of the tobacco industry. To help address that, the American Heart Association created our Tobacco Free Schools Toolkit. The toolkit is designed to help schools update their policies so that now – and in the future – they will cover all products, people, and places while providing mechanisms that support students who are battling tobacco addiction. More information/resources are here.

Improving Cardiac Response in Schools. Did you know that the odds of surviving a cardiac arrest in rural areas is only about half of that in an urban area? In the aftermath of a cardiac emergency - minutes matter. The Chain of Survival starts with those who are present and requires everyone to do their part. The American Heart Association is committed to building a Nation of Lifesavers to and to helping school districts and other entities develop [Cardiac Emergency Response Plans](#). These plans consider: access to functioning AED's, a strong base of CPR knowledge and training, as well as the identification of a response team and the annual practice of a cardiac emergency. Tim Nikolai, Sr. Rural Health Director at the American Heart Association can help. Please reach out to: Tim.Nikolai@heart.org.

[Learn CPR in 60 Seconds](#)

A note from Mr. Nikolai:

*For those I have not met previously, I am the **American Heart Association's** lead for rural health in the Midwest Region, inclusive of your states. My role allows me to work collaboratively with all manner of organizations that are in a position to impact health in their communities – and schools are certainly near the top of that list.*

*There are many ways our organization has worked to collaborate with schools – supporting access to nutritious, affordable food, helping to address the ongoing challenges of vaping/tobacco use, and more. Today, though I'm focusing primarily on our resources to assist with cardiac readiness / cardiac emergency response planning. Much of the country was watching – or has followed since – the **collapse of Buffalo Bills' safety, Damar Hamlin, on Monday Night Football**. Fortunately, Damar's story had a happy ending. Our goal is to maximize the opportunity for everyone to have a similar outcome should they experience a Sudden Cardiac Arrest. Most organizations will not have the resources that the NFL does to ensure player safety, but there is much that can be done, especially with proper planning.*

*Some data suggests that **nearly 1% of schools will be the site for an out of hospital cardiac arrest annually**. For a variety of reasons, rural areas are disproportionately impacted by both rates of cardiac arrest and poor outcomes. We know that prepared and equipped schools mean better outcomes for staff, students, visitors, and the communities that so often gather in school spaces.*

We have recently built out/updated a variety of tools to assist schools – and other organizations – with their cardiac readiness. These include:

- *Sample Cardiac Emergency Response Guidelines and Plans.*
- *A toolkit to maximize the impact of AED placement and implementation.*
- *Training and awareness tools to help with Hands-Only CPR knowledge for staff and students.*
- *A revamped, training site search feature, for coaches, nurses, and others who need CPR certification.*
- *In some cases, we may have – or be able to help secure – financial resources to help schools with purchasing/maintaining AEDs, CPR mannequins, etc. Hearing the scope of that need can help us secure additional*

resources, so please let us know!

Please let me know if you see an opportunity or need to dialogue about these resources further or share them with your member districts. I'm happy to assist with newsletter copy, join or host webinars, or other ideas that fit your standard means of communication.

Finally, at the risk of sharing too much – a few other notes I wanted to highlight.

- *I've attached an invitation for our **Fall Educator Series**. Administrators/Educators from all districts are welcome to attend the sessions they are interested in. You'll see the one in November is on Cardiac Emergency Response Planning.*
- *Last year some 1300+ rural schools in the Midwest participated in our Kids Heart Challenge program. They raised life-saving money for our mission, earned PE equipment for their schools, and helped improve health knowledge in their community. Last year, tens of thousands of families learned Hands-Only CPR through the program.*
- *Thanks to the **Missouri Rural Health Association** for sharing our HeartCorps program on their home page. That opportunity exists for IA, KS, KY, MN, MO, NE, OH, and WI. Happy to chat more!*

[American Heart Association Service Summary](#)



The NCA & Proactive Coaching partner to bring Coach Bruce Brown's legendary insights about the parent's role in education-based athletics to your school & community.

Book your School's Presentation

Parent Meetings or Special Events

THE ROLE OF PARENTS IN EDUCATION-BASED ATHLETICS

PRESENTED BY DARIN BOYSEN, NCA EXECUTIVE DIRECTOR

"Outstanding information, well delivered. There were times I thought he was talking directly to me, which is a sign of a great communicator. I personally feel I'm better today than yesterday as a sports parent because I was able to listen to this message." – Parent & School Board Member

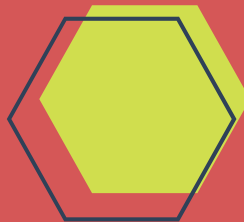


Before the Season

What do Athletes/Kids Really Want?

Releasing Your Son/Daughter to the Experience

Parental Red Flags

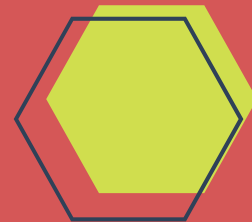


During the Game/Event

Modeling Appropriate Behavior

Big Picture

One Instructional Voice



After the Game/Event

Time & Space

Confidence Building

Relationship Building

Six Powerful Words

NEBRASKA COACHES ASSOCIATION

500 Charleston St, Ste 2, Lincoln, Nebraska 68508

402-310-5472 | darin@ncacoach.org

Official Association Endorsements as of September 1



Nebraska School Administrators & School Board Members,

The Nebraska Coaches Association (NCA) is excited to announce a partnership with Proactive Coaching to bring Coach Bruce Brown’s legendary insights about “**The Role of Parents in Education-Based Athletics**” to your school and community. Please see the attached flyer for highlights/focus of the in-person presentation.

NCA Executive Director, Darin Boysen, will begin travel across Nebraska multiple times throughout the 2024-2025 school year to deliver this powerful and passionate message. The NCA, Proactive Coaching and Darin are partnering to bring this message to your school at a **50% discounted rate from the standard Proactive Coaching in-person booking fee.**

Presentation Details:

45-Minute Parent Presentation with One School or Combined Schools

- Single school presentations are recommended but not required
- One presentation = one fee (no additional fee for schools merging)

Audio/Visual Requirements from the Host School:

- Overhead Projector with HDMI Connection
- Screen or Scoreboard Display
- Microphone

Cost – Payable the Day of Presentation:

- Within 75 miles of Lincoln/150 miles Round Trip
 - \$750 flat rate
- Beyond 75 miles of Lincoln/150 miles Round Trip
 - \$750 flat rate
 - 50 Cents per mile Round-Trip -OR- Cost of a Rental Vehicle/Gas
 - In some cases, a rental car may be cheaper for longer distances
 - Hotel Expense – if needed
- **Please Note:** Working together with other area schools to book separately on consecutive days of the week can greatly save travel and lodging expenses

The following booklets authored by Bruce Brown will be available for purchase for \$5 each (15% discount) after the presentation or ordered by the school in advance:

- *The Role of Parents in Athletics*
- *Playing with Confidence*
- *Life Lessons for Athletes*

Please let us know if you have any questions regarding the presentation or booking a date.
All the best,

Darin Boysen

Darin Boysen
Nebraska Coaches Association

Official Association Endorsements – as of September 1



The National Rural Education Association's Legislative Committee (of which NRCSA is a member) continues to represent rural education on the Federal level. NRCSA Executive Director Jack Moles and NRCSA Legislative Committee Co-Chair Bryce Jorgenson (Supt. at Southern Valley) attended the NREA Federal Legislative Summit in Washington DC on April 6-8.



JACK MOLES AND BRYCE JORGENSEN AT THE U.S. CAPITOL



NRCSA EXECUTIVE DIRECTOR JACK MOLES & SOUTHERN VALLEY SUPT. BRYCE JORGENSEN WITH NEBRASKA SENATOR DEB FISCHER (1999 NRCSA Outstanding Board of Education Member)

Bryce and Jack met with the offices of each of Nebraska's contingency in Congress. They specifically shared three points of emphasis with them:

- Maintaining funding promises via programs such as REAP, Title I, and e-Rate in light of the changes being made to the US Department of Education.
- Full funding of IDEA was stressed. This would bring about \$171 million more to Nebraska public schools in support of Special Education services.
- Passage of the Secure Rural Schools Reauthorization Act of 2023. This would bring almost \$200,000 to school districts surrounded by tax-exempt public lands.

NREAs Legislative Agenda for 2025 is as follows:

One in five students attends a rural school. Rural schools provide education critical to future productive citizenship for children and youth in rural communities. Rural schools and higher education institutions play important roles beyond teaching and learning as the economic and social hearts of the communities they serve. America can thrive when rural communities thrive, and rural communities cannot succeed without strong preK-12 and postsecondary learning opportunities. As the oldest (1907) education association representing rural educators, the National Rural Education Association (NREA) supports education opportunities for students from early childhood through postsecondary education to include federal support for early childhood education, K-12 education, and a wide range of postsecondary education opportunities.

1. **RURALSCHOOL FUNDING** • NREA urges Congress to sustain and, where possible, increase funding to Title V, Part B of ESSA, the Rural Education Achievement Program, with a specific increase to the Rural Low-Income School program. • NREA supports investments in the Secure Rural Schools Programs (SRS) that provides critical funding for districts impacted by federal lands. NREA supports long-term dedicated SRS funding for 5-10 years and retroactive appropriations to ensure no disruption in funding. • NREA requests that Congress fully fund the Individuals with Disabilities Education Act (IDEA). To honor the commitment to support the education of students with disabilities, Congress should act immediately to restore full funding to IDEA. • NREA opposes efforts to privatize or redirect federal funds to privatize education such as voucher programs, attempts to incentivize federal tax credits for donations to private schools, and proposals to create educational savings accounts for K-12 students.
2. **RURAL EDUCATION DATA AND RESEARCH** • NREA expresses strong support for continuation of the National Center for Education Statistics (NCES). This will ensure collection and reporting of data about all schools including low-income and rural schools (including locale codes). NREA believes that accurate identification of rural schools is necessary to guide federal investments in rural schools and communities. • Data is essential to understand those practices that support rural students and advance rural education. • NREA supports continuing and increasing federal investment in data-driven rural education research.
3. **RURAL TEACHER EDUCATION AND**

WORKFORCE INVESTMENTS • NREA supports increased access and funding to career and technical education (CTE) programs in high school and post-secondary education to ensure a healthy rural workforce. • NREA supports the reauthorization of the Workforce Innovation and Opportunity Act and the National Apprenticeship Act. WIOA increases the availability of services and supports in schools so students have access to youth apprenticeship and pre-apprenticeship programs. • NREA supports the preservation and expansion of federal grant and loan forgiveness programs that support the preparation of teachers and other school personnel, especially those that encourage individuals to work in rural districts and communities.

The Committee for Education Funding (CEF) is a group that the NREA Legislative Committee works with.

Sarah Abernathy, CEF's Executive Director, provided an update following in November's elections. She does provide a decent overview of what the national landscape might look like moving forward. (Please note that all of CEF's views do not necessarily reflect all of the views of NREA or NRCSA.)

FROM SARAH:

I. The election and CEF's mission to support investments in education

Dear CEF Members:

As we digest the results of yesterday's election and wait to find out which party will lead the House in the 119th Congress, I imagine many of you are focused on what this means for governing in general and for education funding and policy in particular. We will certainly be facing a more challenging environment for investing in education and for ensuring that the federal government supports and protects students, educators, and education institutions as the country continues to educate students of all ages. CEF's mission to increase the federal investment in education will not change, but we'll have to focus more on defense against funding cuts. We will continue to point out the results of education investments – for students immediately and for economic growth in the long term. We will need to communicate well, broaden our community of advocates, and target our efforts so they are as effective as possible.

Things to keep in mind – I generally hope for the best but try to prepare for the worst. I wasn't prepared for last night, but just made a list of some things I expect from a Trump Administration's education agenda, and

how likely they are to happen. Key things to keep in mind:

Congress did not enact past Trump budgets that cut education funding – In fact, Congress ignored the Trump Administration's requested steep cuts and increased education funding. I don't expect education funding increases now but do know that Members of Congress do not want to vote for bills that will cost jobs in their district or harm their constituents. One of our jobs will be to continue to highlight why investments in education are so important to those who need to be convinced.

It is hard to make big changes in government quickly – Some Republicans want to eliminate the Department of Education, while continuing many programs at lower funding but in either the Department of Labor or in Health and Human Services. This type of change is hard to enact. There do appear to be some executive actions that would eliminate civil servant positions, and it's easy to shrink a government agency by not hiring behind staff who leave. If Republicans keep control of the House next Congress, they could use the budget reconciliation process to fast-track passage of tax cuts and cuts to entitlements, since reconciliation bills need only a majority in the Senate, not the customary 60-vote margin to pass.

Administrative/regulatory agendas change with each Administration – Since recent presidents have not been able to enact much of their agendas because they often split power with Congress, each successive administration has made changes with executive action, which are then reversed by the next administration. A Trump administration is likely to reverse Biden Administration student loan debt relief executive actions and impose new ones that support their agenda, such as limiting Diversity, Equity, and Inclusion requirements, limiting transgender student participation in sports or protections at the school level, and changes in interpretation of student civil rights protections.

Possible Republican policy agenda focused on the private sector (except for IHEs) – Conservative theory tends to support the private sector as a more efficient than the public sector for accomplishing goals, and I'd expect to see a renewed focus on support for private school vouchers that families could use toward private school education, more tax policy supporting private school tuition, and "local control" for public schools. At the higher education level, Republicans are likely to sharpen their attention to college admission

policies, protections for freedom of speech, policies regarding civil rights, and taxation of endowments. This can occur through appropriations and tax policy (forbidding federal funding if a recipient does a certain thing or requiring a certain action to receive federal funding), and through oversight hearings and federal administrative actions, among other actions.

What's next?

Changes in House and Senate party and committee leadership – We'll know more after all House races are called. The Washington Post has a handy list of the current Republican and Democratic seats most likely to change party, and ACG Advocacy is updating its own list of seats still to call, which I'll share. Meanwhile, I've attached a document that ACG prepared on Friday showing who is in line to head each Senate and House committee for each party depending upon who is in the majority, and who is in line for party leadership positions. Republicans plan to hold leadership elections next week, although the House could push its schedule back depending on what is known about all the remaining elections still to be called.

FY 2025 appropriations likely not finalized in December – The government is operating on an extension of fiscal year (FY) 2024 funding that expires on December 20. I think it is now likely that Congress will not finalize FY 2025 appropriations bills by then and will instead extend funding into next Spring (this is what House Speaker Mike Johnson (R-LA) supported when the current 3-month extension was enacted in September), giving the new Republican Administration and Senate more say in the outcome. That outcome does not bode well for investments in education; the current bipartisan appropriations bill approved by the Senate Appropriations Committee includes \$12 billion more for the Department of Education programs than the Republican bill approved by the House Appropriations Committee.

Two years ago, NRCSA began a Principal Search Service. This service is patterned after our successful Superintendent Search Service. Two options are available. Both options will involve NRCSA consultants recruiting candidates for the position. One option will involve the NRCSA consultant making background calls, while the reduced version of the service will place that role with the Superintendent. If you are interested in getting more information about the service now, please contact Jack. Here is a brochure outlining the service.

[NRCSA Principal Search Brochure](#)

UNL Tuition Discount & GOLD Grant

We have a new tuition discount program aimed at better serving folks from rural districts who are seeking school leadership degrees (MEd – principalship, EdD – superintendency)– or endorsements. The program provides a 15% tuition discount for educators who serve in NRCSA member districts or are in an area classified by NCEES as rural or town. We think this is a small but important step toward helping rural schools be intentional about growing their own leaders. If interested, please contact Dr. Nick Pace at nick.pace@unl.edu

[Big Red Leader Website](#)

[Big Red Leadership Flyer](#)

Chadron State College Special Education Para-Teacher Program Initiative.

Purpose: This “Grow Your Own” Special Education Teacher program is designed to provide school districts with the opportunity to cultivate and participate in the training of their para-professionals who wish to continue their education to become special education teachers.

Who: Any individual who holds a minimum of an Associate's Degree (or equivalent credit hours) from an accredited higher education institution, and who is employed as a para-professional within a school district. **What:** Chadron State will provide required course work and enrichment activities via online, face-to-face (via Zoom), and on the job experiential learning, leading to a Bachelor's in Education Degree, and a Nebraska Teaching Certificate with an endorsement in Special Education (grades PK-12). With administrator input, program course work will be tailored to best fit your district practices and expectations. Each course will be offered in an 8-week format, with 12-13 credit hours to be completed each 16 week semester.

How: Program participants will be advised, monitored, and supported by CSC faculty/staff, and a CSC Education Program liaison is specifically assigned to facilitate their progress. District para-professionals may enter the program at any time in the academic year.

When: once participants reach their senior academic year they will embark on completing their capstone course work, via online and Zoom class sessions. This course work has been pared down considerably with the understanding and assumption that these student teachers will be learning “on-the-job”. For example, one

section covers classroom management practices. Clearly, one can argue and attest that these student teacher interns are learning more about managing a classroom from being mentored by veteran teachers within your school, and observing them in action. This is the belief and learning approach embraced during this senior year. However, to ensure and assess concept learning, Chadron State faculty will be meeting with your student teacher cohort twice per week for 1.5 hours, via Zoom conferencing technology.

Graduation: At the completion of this program students/candidates graduate from Chadron State College, and apply for teaching licensure resulting in a valid initial teaching certificate with and endorsement in PK-12 Special Education. Chadron State's education program is nationally and State accredited. As such, interstate certification reciprocity is not a problem.

Things for your consideration:

- 1) To qualify for this program participants must hold at least an Associate's Degree or the equivalent in college credit hours. (*CSC will work with those applicants to provide them with the needed coursework leading up to program entry*).
- 2) Districts must agree to maintain para-professional employment throughout the course of the program—including during the student teaching experience.

Please contact Dr. Adam Fette for more program information, at afette@csc.edu.

The UNL Department of Educational Psychology has received a grant from the Swanson Foundation which allows them to offer mental health services to rural schools.

From Dr. Michael Scheel, Chair of the UNL Department of Educational Psychology:

The UNL Department of Educational Psychology would like to offer counseling and psychological services, as well as consultation services to the schools and communities of Southeast Nebraska. We run a mental health counseling and therapy clinic and we are offering counseling and consultation services to teachers, administrators, students, and community members of Southeast Nebraska. Services will be provided through remote and confidential means (i.e., Zoom conferencing). We are hoping that schools, families, and individuals contact us to schedule an

appointment for a telehealth counseling or consultation session.

We have recently learned that a donor will support our work with individuals living in rural Southeast NE by paying all fees for services. Thus, whoever seeks out our services will simply have to indicate they live in Southeast Nebraska, and any services we provide will be paid for through the UNL Foundation. Individual, couple, and family counseling will be provided without financial expense. Additionally, we can provide teachers, school administrators, school counselors, and school social workers consultation services for students of their schools without charge.

We are very excited to enter a partnership with schools and communities of SE Nebraska to promote mental health and well-being. We are aware of the mental health counseling disparities that exist in Nebraska rural areas, and our department, our College of Education and Human Sciences, and UNL are highly interested in offering our expertise and resources with the goal of enhancing the well-being of SE Nebraska individuals, schools, and communities. We are a group comprised of licensed psychologists and psychology graduate students who regularly provide services through our clinic to the Lincoln community. We are seeking to reach beyond Lincoln to connect more with surrounding rural areas. We also are acutely aware of the importance of addressing mental health concerns right now as we all are experiencing the stress of going through the COVID-19 pandemic.

The Counseling and School Psychology Clinic is a training clinic in which graduate students in counseling and school psychology work with clients under the supervision of licensed psychologists. Services are available to all on a sliding scale. For clients from SE Nebraska communities, services will be paid for through UNL Foundation funds supplied by a donor who cares deeply about the welfare of schools and communities in SE Nebraska. Counseling services are offered to improve well-being, improve academic and behavioral issues, stabilize mood, manage stress, and improve life-adjustment issues.

For more information, please visit our clinic website:

<https://cehs.unl.edu/edpsych/clinic/>

A common theme from some of the decision makers on the state level is that “out of control” local spending is to blame for the property tax

problem. NRCSA, along with many other educational entities, maintains that we do not have a school spending issue, but instead have a school funding issue. Attached are two reports, one from NRCSA, the other from Open Sky, that discuss the myth of “out of control” school spending. It is my hope that administrators and Board of Education members will read, then use these reports to counter those claims. When you do please tell your district’s story as that is the most powerful way to get this message across.

[NRCSA Spending Study](#)

[A Look at School Spending in NE from Open Sky](#)

NRCSA developed a corporate sponsorship/partnership program. The program is designed to provide our corporate partners with more opportunities for contact with the decision makers in our member school districts, ESUs, and the colleges through increased exposure. Corporate partners are able to choose among three levels of sponsorship: Purple Ribbon Partners, Blue Ribbon Friends, and Red Ribbon Sponsors. Different forms of contact with our members are made available in each of the three levels.

We are very pleased to partner with our corporate sponsors, and NRCSA is so very thankful that each of you has chosen to partner with us.

Why Nebraska's Rural School Districts Choose D.A. Davidson for Public Finance:

At D.A. Davidson, we understand the heart of Nebraska, where strong communities are built around local schools, and every dollar must go further. As a trusted public finance partner, we don't just facilitate funding, we help shape futures.



Who We Are:

We are more than investment bankers. We are strategic allies for Nebraska's rural school districts, dedicated to delivering exceptional results through customized financial solutions. Whether your district is expanding a classroom wing or building an entirely new school, our team brings deep experience, insightful strategy, and unwavering commitment.

Our Public Finance division is a cornerstone of D.A. Davidson, with 54 investment bankers in 28 offices nationwide, including four right here in Nebraska. This local presence, paired with national reach, allows us to offer big-picture thinking with a homegrown understanding of your unique challenges and opportunities.

As the #1 underwriter for Nebraska K-12 Schools, by par and/or number of negotiated transactions since 2017 and consistently top ten nationwide, our ranking reflects what our clients already know: D.A. Davidson delivers.

What Sets Us Apart:

- Specialized Expertise – From small-scale improvements to multi-million-dollar construction projects, we've seen it all, and structured it all.
- Responsive, Local Service – Our Nebraska-based bankers are accessible, knowledgeable, and genuinely invested in your success.
- Powerful Market Presence – Our Fixed Income Trading Operations are among the most active in the country, giving your district strong market leverage.
- Personalized Solutions – No cookie-cutter strategies. We listen, and build a plan that fits your vision and your voters.

Proven Results for Rural Schools:

Since 2010, we've completed over 220 bond transactions

for more than 80 Nebraska Rural Community School Districts. These long-standing partnerships speak volumes:

- Alliance Public Schools | 11 transactions | \$25.9 million
- Centennial Public Schools | 9 transactions | \$33 million
- Fort Calhoun Community Schools | 11 transactions | \$40.8 million
- Hershey Public Schools | 11 transactions | \$24.3 million
- Minden Public Schools | 7 transactions | \$47 million
- Sidney Public Schools | 9 transactions | \$45.2 million

These aren't just numbers, they're gymnasiums built, classrooms renovated, and futures enhanced.

Big or Small, We're with You All the Way:

From a \$500,000 lease for building upgrades to a \$40 million bond for a new school facility, D.A. Davidson brings the same level of passion, precision, and partnership.

Let us help turn your district's vision into reality, because when Nebraska schools succeed, communities thrive.

Contact our Nebraska public finance team today.

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Source: Refinitiv, Date 1/03/2025

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NRCSA Programs

New Leaf Teletherapy

Planning Support Service

Scholarship and Awards Programs

Superintendent Search Service

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Update on Superintendent Goals

Safety Report

Facilities Report

Important Upcoming Dates

Board Committee Reports

Curriculum & American Civics Committee (Burklund-chair, Lange, Matulka)

Facilities & Transportation Committee (Matulka-chair, Burklund, Lange)

Finance Committee (Burklund-chair, Heyen, Lange)

Negotiations Committee (Benes-chair, Heyen, Matulka)

Policy Committee (Benes-chair, Heyen, Wiig)

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Ernest B. Perry (1876-1962)
Arthur E. Perry (1910-1982)
R.R. Perry (1917-1999)
Edwin C. Perry (1931-2012)

MEMORANDUM

To: Dr. Ted DeTurk, ESU 2 Administrator
From: Justin Knight, Perry Law Firm
Date: June 2, 2025
RE: 2025 School District Annual Policy Service Update

The Legislature has adjourned after their 90-day session. This Memo covers the policy updates as a result of this past session, as well as legislation passed in prior sessions.

A. REQUIRED POLICY UPDATES

1. Policies 1200, 4003, and 5401 (and accompanying forms) – AM 1617 to LB 150 updates Nebraska’s Fair Employment Practice Act to add “military or veteran status” as a protected class. As a result, our nondiscrimination policies have been updated to add this new protected class.

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It is also worth noting that the U.S. Department of Transportation has proposed revised regulations that would change the background and testing requirements, so there may be more policy updates on this topic next year.

4. Policy 4009 (“Drug and Substance Use and Abuse”) – Updates in federal driving requirements (relating to alcohol and drug reporting to the federal Clearinghouse) require adding language to this policy for bus drivers.

In addition, in light of these changes, Form A (accompanying Policy 4009) needs to be updated. However, Forms C and D can be rescinded since they are no longer necessary.

5. Policy 5001 (“Admission”) – LB 143 tweaked the student admission statutes for military families. Neb. Rev. Stat. § 79-215 now requires a school to provisionally enroll a student if the student’s family resides on a federally owned facility within the District. We have updated Policy 5001 to make this clearer.

6. Policy 5101 (“Student Discipline”) – There are three main changes to this Policy:

A. New Dress Code: Two years ago, LB 298 imposed a new dress code policy requirement. However, an analysis of the text of this new statutory mandate shows how contradictory and convoluted the statutory directives appear to encompass. For one, Neb. Rev. Stat. 79-2,158 dictates that each school have a policy that “is consistent with” a model policy adopted by the State Board of Education. Yet, the same statutory provision states that a District “may include any other procedures and provisions that the school board deems appropriate,” which suggests that the model policy is more of a sample than a prescription. In addition, 79-2,158(2) outlines three specific components of each *school’s* required policy, which further suggests that the State Board’s model policy is to be more of an example (otherwise the Legislature would have specified that the model policy itself must include those three items). Still, 79-2,159(4) lists that the State Board’s model policy “may” develop a health and safety standard within the model dress code. That same provision requires the State Board to include detailed steps that administrators must take in “health and safety” situations (including obtaining parental consent before requiring a student to change clothes), despite the “health and safety” provision being optional. In fairness to the State Board of Education (who was given this unfunded mandate by the Legislature), it is unsurprising that these inconsistencies within statute have led to significant confusion and anxiety among school administrators across the state.

With all of this confusion in mind, we have updated the “dress code” component of our Student Discipline Act to try and keep the required changes as straightforward as possible, while complying with the law’s dictates that a school dress code cannot be used to discriminate against any student.

We have also attached the State Board’s model policy in case your district would like to adopt the State Board’s model policy.

This new dress code policy must be adopted by July 1, 2025.

B. Cell Phones. LB 140 requires all schools to adopt a “cell phone” policy before the beginning of the 2025-2026 school year. (The new, required policy is listed as Policy 6113.) Policy 5101 has been updated to clearly reference the new cell phone law and student disciplinary consequences.

C. Added Language About “Deep Fakes.” Finally, in light of the increase in “deep fakes,” this Policy has been updated to add language that students can be disciplined for deep fake images of students or staff. As noted below, LB 383 criminalizes “deep fakes” in certain situations, but having clear language in board policy can help school administrators better address concerns within the school setting.

7. **Policy 5004 (“Full-time and Part-time Enrollment”)** – LB 306 updates the part-time enrollment statutes to provide more options for non-public schools to participate in extracurricular activities. LB 306’s language is subject to differing interpretations, especially after the Legislature changed the part-time statutes to address these same concerns two years ago. School administrators will need to familiarize themselves with these new rules before the 2025-2026 school year.

8. **Policy 5103 (“Extracurricular Activity Discipline”)** – For the same reasons listed in the changes to Policy 5101, the reference to dress code violations have been removed.

9. **Policy 5201 (“Promotion and Retention”) and (New) Policy 5201x (“Request to Repeat Grade Form”)** – Last year, the Legislature adopted a new law (§ 79-2,161) that allows parents to require their student to repeat a grade if the student qualifies under the statutory criteria. To apply to repeat a grade, a parent must submit a form prescribed by NDE. We have updated the new statutory reference to Policy 5201 and added that form as Policy 5201x.

10. **Policy 5202z (Notification of Rights Under FERPA)** – Within the past year, the U.S. Department of Education issued a “Model Notice” to update parents’ rights under FERPA. To remain consistent with DOE’s guidance, we have updated this Policy.

11. **Policy 5301 (“Association Activities”)** – LB 89 requires each school board to adopt a policy designating each school-sponsored interscholastic athletic team or sport as either biologically male, female, or co-ed. The bill does not require each sport or team listed in the Policy. In turn, we added language to Policy 5301 to authorize the Superintendent to make the required designations.

12. **Policy 5414 (“Identification of Learners with High Ability”)** – We realized this Policy may no longer be accurate or current with your district’s practices. As a result, we revised the Policy to give school administrators more discretion in developing criteria to identify high-ability learners.

13. (New) Policy 5507 (“Foster Care Student Transportation”) – NDE audits have frequently requested information about the District’s foster care transportation. The Every Student Succeeds Act only requires a school district to have “procedures” (not requiring board approval). However, given the confusion and ease of having a formal board policy in these audits, we have prepared Policy 5507 to memorialize a school district’s foster care transportation requirements.

14. (New) Policy 6113 (“Electronic Communication Devices and Cell Phones”) – For the same reasons listed in the changes to Policy 5101, LB 140’s cell phone requirements have been added to this new policy.

15. Policy 6400 (“Parental/Community Involvement in Schools”) – Last year, the Legislature passed LB 71 to, in part, update Nebraska’s parental involvement statutes. Policy 6400 has been updated to reflect these changes. Note that LB 71 requires the updated Parental Involvement to be approved by July 1, 2025, and posted to the school’s website by August 1, 2025.

Further, LB 428 (passed this year) requires additional revisions to Policy 6400. LB 428 adds new requirements for school-issued surveys, including the rights of parents to review and/or opt their student out of “sensitive” surveys. Depending on what types of surveys your district administers, this update may need to be carefully examined before the beginning of the 2025-2026 school year.

16. (New) Policy 6931 (“Behavioral Intervention and Classroom Management”) – Two years ago, the Legislature passed LB 1329 which, in part, required each school to adopt a policy on “behavioral intervention, behavioral management, classroom management, and removal of a student from a classroom in school.” The Legislature directed the State Board of Education to develop a “model policy” reflecting the new policy’s requirements. By August 1, 2025, each school must adopt a policy “consistent with or comparable to the model policy.” This policy will now be a requirement for accreditation by NDE. To ensure compliance with this new accreditation requirement, our Policy 6931 largely mirrors the State Board’s model policy.

B. POLICY RESCISSIONS

1. Policy 5001 Forms (“Summary of the School Immunization Rules and Regulations”) – This Form has led to confusion and headaches for schools that have not kept this current. To avoid further confusion and consternation, we recommend rescinding this form in your Policy Manual.

2. Policy 6410 (“Combined District and School Title I Parent and Family Engagement Policy”) – The US Department of Education informed NDE that Title I involvement policies need to be more specifically tailored to each school district, instead of incorporated as a general policy. As such, NDE has recommended that schools rescind their Title I Involvement

Policy and, instead, complete the template available on their website: <https://www.education.ne.gov/federalprograms/title-i-a-educationally-disadvantaged/#TitleIParentandFamilyengagement>

Of note, the Title I engagement “policy” does not need to be Board approved (despite being called a “policy”) under the Every Student Succeeds Act.

C. OPTIONAL POLICY AND/OR HANDBOOK UPDATES

1. **Policy 3241 (“Emergency Response Mapping”)** – Last year, schools that adopted an Emergency Response Mapping Policy were eligible to apply for safety and security grant funds. If your district was not approved for grant funds and no longer want an Emergency Response Mapping Policy on file, you could rescind Policy 3241 this summer.

D. OTHER CONSIDERATIONS

1. **Title IX Procedures** – In light of the constant changes to the Title IX Regulations, we recommended last year to rescind any Board-approved procedures. Instead, we recommended a policy that delegated the Superintendent the authority to develop procedures consistent with Title IX. If you have not done so, we would strongly recommend it. A copy of those procedures is attached. The procedures also need to be posted on the school’s website.

2. **Veteran’s Preference** – LB 144 (passed this session without an emergency clause) will update Nebraska’s veteran’s preference laws. In particular, LB 144 adds the spouse of a veteran who “was killed in the line of duty or died due to his or her military service” as a person who qualifies for a veteran’s preference. This update is a good reminder to review your district’s application forms to ensure that the school’s job applications state that positions are “subject to a veteran’s preference,” per Neb. Rev. Stat. § 48-227(3).

3. **Paid Sick Leave Initiative** – Last November, the voters approved Initiative 436, which requires an increase in employer-provided paid sick leave. However, the Initiative exempted political subdivisions from the paid sick leave requirements. Therefore, there are no required changes to any school’s paid sick leave benefits.

4. **Nebraska’s Minimum Wage Increase.** Similar to the Paid Sick Leave Initiative, Nebraska’s recent Minimum Wage Increase Initiative does not apply to political subdivisions, so school districts are not legally required to follow the increases in the State’s minimum wage rates.

5. Medical Marijuana Initiative. Nebraska voters also approved the Medical Marijuana Initiative last November. LB 677 would have added specific statutory requirements for medical marijuana in schools, but LB 677 did not advance. Thus, we will need to work over the summer months to prepare for medical marijuana requests by staff, students, and community members on school grounds and at school activities.

6. New Open Meetings Act Poster. LB 521 “cleaned up” language within the Open Meetings Act. The changes to the Open Meetings Act are largely technical and do not require any policy updates. With that being said, each board is required to have a current copy of the Open Meetings Act posted during all board meetings. The bill has an emergency clause so each board will need to update their Open Meetings Act posters this summer.

7. Forthcoming Update on Bidding Threshold. This year, the State Board of Education will update the bidding threshold for construction, remodeling, or repair projects. This update will result in a future policy update.

8. Changes to NPERS – Two main bills changed different aspects of the Retirement System: LB’s 295 and 645. None of these require policy changes but are worth noting.

a. LB 295 largely makes technical changes to the retirement statutes. However, LB 295 makes some substantive changes that your business managers will want to follow any new procedures implemented by NPERS.

b. LB 645 will adjust both the employer, employee, and state retirement contribution percentages on an annual basis, depending on the state retirement plan’s funding ratio. When the plan is well-funded, contribution percentages will decrease. But when the plan needs additional funding, contributions will increase. This change will likely have a significant impact on negotiations moving forward, given that teachers’ retirement deductions will now fluctuate from year-to-year. We will provide more information on this change in the fall for your negotiations preparations.

9. LB 383 – LB 383 passed this session that adopts two main statutory frameworks: (1) criminalizing “deep fakes” and (2) generally requiring parental consent for a minor to create or maintain a social media account. To date, some County Attorneys have been reluctant to prosecute instances of “deep fakes,” so LB 383 establishes clear statutory authority for criminal charges moving forward. In addition, it remains to be seen how social media companies will respond to LB 383 in Nebraska, though your school’s technology coordinator will want to keep a close eye on any forthcoming changes.

10. Computer Science and Technology – Years ago, the Legislature adopted computer science and technology curriculum requirements. These requirements will begin to take effect during the 2025-2026 school year. Most (if not all) schools already incorporate technology into the curriculum, so this change may not be significant. However, next year (2027-2028), graduates must have completed a five-credit hour computer science course. These requirements can be found at Neb. Rev. Stat. 79-3304.

11. LB 390 (Library Directory) – LB 390 (passed this year) will require all school districts to adopt a policy requiring a catalog of all books in school libraries and allow parents the option of being notified when their student checks out a book. However, this policy does not need to be adopted until the beginning of the 2026-2027 school year, so we will wait to distribute a library catalog policy until next summer.

12. School Psychologist Interstate Licensure Company – The Legislature adopted the Interstate Compact to allow greater flexibility in licensed school psychologists to work in Nebraska schools. This does not require any policy updates but may be of interest to those schools looking to hire a school psychologist from a different state.

13. New Anaphylaxis Policy Requirement – LB 457 requires DHHS and NDE to the develop a model policy “for the prevention of anaphylaxis and during a medical emergency resulting from anaphylaxis.” This policy needs to be adopted by July 1, 2026. Since we do not have the model policy, we will wait until next summer to send the required anaphylaxis policy.

14. Forthcoming NDE Rule 15 Changes – The State Board of Education has not made substantive changes to NDE Rules over the past year, at least changes that require policy updates. The State Board is considering changes to NDE Rule 15 (English Language Learners) that might require policy updates next year, depending on the final version of Rule 15.

15. NSAA Coaching Change. Last year, the NSAA voted to change its bylaws. Previously, coaches were required to meet a certification requirement to coach NSAA activities. Now, NSAA Bylaw 2.12 waives the certification requirement. Moving forward, each school is responsible for vetting their coaches. Some districts have a policy requiring background checks on all hires (including coaches). This may be a discussion within your district on how you plan to handle evaluating coaching hires and positions.

As always, please let us know if you have any questions or concerns.

Old Business

New Business

Discuss, Consider and Take Necessary Action to Approve Appendix B Co-Curricular Salary Schedule

Motion by Matulka, second by Heyen to approve Appendix B Co-Curricular Salary Schedule as presented. RCV 4-0. Motion carried.

June 2025 Appendix B Proposal

As stated in the Master Contract, the Joint Committee met to discuss proposals for the Appendix B section of the 2025-2027 Negotiated Agreement.

We propose the following changes to be made effective on the 2025-2027 contract for Appendix B:

- A. Move FFA & FBLA from the current placement in Category IV to Category III
 - a. Rationale: Both FFA & FBLA are year-round activities that have increased in the amount of hours that coaches put in to prepare for state and national competitions. Both activities are highly successful in competitions consistently and are increasing in numbers of participation each year.
- B. Move Quiz Bowl from the current placement in Category VIII to Category VI
 - a. Rationale: Quiz Bowl has grown significantly in recent years both in participation and in the amount of competitions to the schedule. Making this move reflects the increasing expectations, time commitment, and competitive standards of this program and ensures the continued success of the program.
- C. Adding Unified Sports Head Coach to Category V with 1 Assistant
 - a. Rationale: Adding Unified Sports to our roster of available activities for students is an excellent addition and is an integral part of promoting inclusivity, empathy, and school-wide engagement. Adding Unified Sports aligns with our district's commitment to equity and inclusion.
- D. Adding an additional assistant coach to both Baseball and Softball
 - a. Rationale: Adding an additional assistant coach to both Baseball and Softball makes both of these sports more equitable to the other sports and activities offered throughout our district. This also allows our coaches to maintain a safe, competitive, and developmentally appropriate program. An additional assistant coach will provide adequate coaching support.

Appendix B
Raymond Central Public Schools/Raymond Central Education Association
2025-2026 Co-Curricular Salary Schedule
(Adopted by Board of Education _____)

Category I	1st	2nd	3rd	4th	5th	Assistants	1st	2nd	3rd	4th	5th
Basketball	12	13	14	16	18	2	6	7	8	9	11
Football	12	13	14	16	18	3	6	7	8	9	11
Track	12	13	14	16	18	3	6	7	8	9	11
Volleyball	12	13	14	16	18	2	6	7	8	9	11
Wrestling	12	13	14	16	18	2	6	7	8	9	11
Speech	12	13	14	16	18	2	6	7	8	9	11
Band	12	13	14	16	18						

Category II	1st	2nd	3rd	4th	5th	Assistants	1st	2nd	3rd	4th	5th
Baseball	9	10	11	13	15	2	4	5	6	7	8
Softball	9	10	11	13	15	2	4	5	6	7	8
Vocal Music	9	10	11	13	15						

Category III	1st	2nd	3rd	4th	5th	Assistants	1st	2nd	3rd	4th	5th
Cheer	5	6	7	9	11	1	4	5	6		
Cross Country	5	6	7	9	11	1	4	5	6		
FBLA	5	6	7	9	11	2	4	5	6		
FFA	5	6	7	9	11	1	4	5	6		

Category IV	1st	2nd	3rd	4th	5th	Assistants	1st	2nd	3rd	4th	5th
Jr High Basketball (2)	3	4	5	7	9						
Jr High Football	3	4	5	7	9	1	2	3	4	5	6
Jr High Track	3	4	5	7	9	2	2	3	4	5	6
Jr High Volleyball (2)	3	4	5	7	9						
Jr High Wrestling	3	4	5	7	9	1	2	3	4	5	6
Dance	3	4	5	7	9						
FBLA	3	4	5	7	9	2	2	3	4	5	6
FFA	3	4	5	7	9	1	2	3	4	5	6
SkillsUSA	3	4	5	7	9	1	2	3	4	5	6
One Act	3	4	5	7	9	1	2	3	4	5	6
Spring Play	3	4	5	7	9	1	2	3	4	5	6
Mock Trial***	3	4	5	7	9						
Jr High Speech	3	4	5	7	9						

Category V	1st	2nd	3rd	4th	Assistants	1st	2nd	3rd
Destination Imagination***	3.5	5	7	8	1	2	3	4
Unified Bowling	3.5	5	7	8	1	2	3	4
Unified Track	3.5	5	7	8	1	2	3	4

Category VI	1st	2nd	3rd
Junior Class Sponsor	2.5	3.5	4.5
Quiz Bowl	2.5	3.5	4.5
Yearbook	2.5	3.5	4.5

Category VII	1st	3rd
Senior Class Sponsor	0.8	0.15
JH Student Council	0.8	0.15
SH Student Council	0.8	0.15
Art Club	0.8	0.15
Spanish Club	0.8	0.15

Category VIII	1st	3rd
7th Grade Sponsor/JH SC Asst	0.4	0.8
8th Grade Sponsor/JH SC Asst	0.4	0.8
9th Grade Sponsor/SH SC Asst	0.4	0.8
10th Grade Sponsor/SH SC Asst	0.4	0.8
National Honor Society	0.4	0.8
Quiz Bowl	0.4	0.8

Category IX	1st
TeamMates	3

Category X	1st
Teacher Leadership Committee	\$500

Coaches/sponsors who sign up to work in the weight room over the summer can be paid \$10.00/hr for either writing a workout or supervising the weightroom. No more than three coaches will be paid at a single time.

Total money paid to coaches/sponsors in summer weights cannot exceed \$4,500.00/year.

Discuss, Consider, and Take Necessary Action Regarding Superintendent Contract.

Motion by Matulka, second by Benes to approve a 3% increase to Superintendent Hanson's salary. RCV 4-0. Motion carried.

Discuss, Consider, and Take Necessary Action Regarding Policy and Handbook Updates/Changes.

Policies and Handbooks are being updated. These items will be acted on at the July Board meeting.

James B. Gessford
Daniel F. Kaplan
Gregory H. Perry
Joseph F. Bachmann
R. J. Shortridge*
Joshua J. Schauer*
Derek A. Aldridge**
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3. Policy 3410 (“Safe Driving Record Standard for Drivers”) – NDE Rule 91 requires a medical exam for drivers of small vehicles (vans and cars with 10 passengers or less) when driving routes, but not for activities-only drivers. In other words, a small vehicle driver of a regular pick-up/drop-off route must have a medical exam; but a coach that drives a small vehicle only to activities does not. This requirement has created confusion in situations involving unexpected driving situations, part-time or temporary drivers, and the like. Policy 3410 has been updated to clarify Rule 91’s requirements.

It is also worth noting that the U.S. Department of Transportation has proposed revised regulations that would change the background and testing requirements, so there may be more policy updates on this topic next year.

4. Policy 4009 (“Drug and Substance Use and Abuse”) – Updates in federal driving requirements (relating to alcohol and drug reporting to the federal Clearinghouse) require adding language to this policy for bus drivers.

In addition, in light of these changes, Form A (accompanying Policy 4009) needs to be updated. However, Forms C and D can be rescinded since they are no longer necessary.

5. Policy 5001 (“Admission”) – LB 143 tweaked the student admission statutes for military families. Neb. Rev. Stat. § 79-215 now requires a school to provisionally enroll a student if the student’s family resides on a federally owned facility within the District. We have updated Policy 5001 to make this clearer.

6. Policy 5101 (“Student Discipline”) – There are three main changes to this Policy:

A. New Dress Code: Two years ago, LB 298 imposed a new dress code policy requirement. However, an analysis of the text of this new statutory mandate shows how contradictory and convoluted the statutory directives appear to encompass. For one, Neb. Rev. Stat. 79-2,158 dictates that each school have a policy that “is consistent with” a model policy adopted by the State Board of Education. Yet, the same statutory provision states that a District “may include any other procedures and provisions that the school board deems appropriate,” which suggests that the model policy is more of a sample than a prescription. In addition, 79-2,158(2) outlines three specific components of each *school’s* required policy, which further suggests that the State Board’s model policy is to be more of an example (otherwise the Legislature would have specified that the model policy itself must include those three items). Still, 79-2,159(4) lists that the State Board’s model policy “may” develop a health and safety standard within the model dress code. That same provision requires the State Board to include detailed steps that administrators must take in “health and safety” situations (including obtaining parental consent before requiring a student to change clothes), despite the “health and safety” provision being optional. In fairness to the State Board of Education (who was given this unfunded mandate by the Legislature), it is unsurprising that these inconsistencies within statute have led to significant confusion and anxiety among school administrators across the state.

With all of this confusion in mind, we have updated the “dress code” component of our Student Discipline Act to try and keep the required changes as straightforward as possible, while complying with the law’s dictates that a school dress code cannot be used to discriminate against any student.

We have also attached the State Board’s model policy in case your district would like to adopt the State Board’s model policy.

This new dress code policy must be adopted by July 1, 2025.

B. Cell Phones. LB 140 requires all schools to adopt a “cell phone” policy before the beginning of the 2025-2026 school year. (The new, required policy is listed as Policy 6113.) Policy 5101 has been updated to clearly reference the new cell phone law and student disciplinary consequences.

C. Added Language About “Deep Fakes.” Finally, in light of the increase in “deep fakes,” this Policy has been updated to add language that students can be disciplined for deep fake images of students or staff. As noted below, LB 383 criminalizes “deep fakes” in certain situations, but having clear language in board policy can help school administrators better address concerns within the school setting.

7. **Policy 5004 (“Full-time and Part-time Enrollment”)** – LB 306 updates the part-time enrollment statutes to provide more options for non-public schools to participate in extracurricular activities. LB 306’s language is subject to differing interpretations, especially after the Legislature changed the part-time statutes to address these same concerns two years ago. School administrators will need to familiarize themselves with these new rules before the 2025-2026 school year.

8. **Policy 5103 (“Extracurricular Activity Discipline”)** – For the same reasons listed in the changes to Policy 5101, the reference to dress code violations have been removed.

9. **Policy 5201 (“Promotion and Retention”) and (New) Policy 5201x (“Request to Repeat Grade Form”)** – Last year, the Legislature adopted a new law (§ 79-2,161) that allows parents to require their student to repeat a grade if the student qualifies under the statutory criteria. To apply to repeat a grade, a parent must submit a form prescribed by NDE. We have updated the new statutory reference to Policy 5201 and added that form as Policy 5201x.

10. **Policy 5202z (Notification of Rights Under FERPA)** – Within the past year, the U.S. Department of Education issued a “Model Notice” to update parents’ rights under FERPA. To remain consistent with DOE’s guidance, we have updated this Policy.

11. **Policy 5301 (“Association Activities”)** – LB 89 requires each school board to adopt a policy designating each school-sponsored interscholastic athletic team or sport as either biologically male, female, or co-ed. The bill does not require each sport or team listed in the Policy. In turn, we added language to Policy 5301 to authorize the Superintendent to make the required designations.

12. **Policy 5414 (“Identification of Learners with High Ability”)** – We realized this Policy may no longer be accurate or current with your district’s practices. As a result, we revised the Policy to give school administrators more discretion in developing criteria to identify high-ability learners.

13. (New) Policy 5507 (“Foster Care Student Transportation”) – NDE audits have frequently requested information about the District’s foster care transportation. The Every Student Succeeds Act only requires a school district to have “procedures” (not requiring board approval). However, given the confusion and ease of having a formal board policy in these audits, we have prepared Policy 5507 to memorialize a school district’s foster care transportation requirements.

14. (New) Policy 6113 (“Electronic Communication Devices and Cell Phones”) – For the same reasons listed in the changes to Policy 5101, LB 140’s cell phone requirements have been added to this new policy.

15. Policy 6400 (“Parental/Community Involvement in Schools”) – Last year, the Legislature passed LB 71 to, in part, update Nebraska’s parental involvement statutes. Policy 6400 has been updated to reflect these changes. Note that LB 71 requires the updated Parental Involvement to be approved by July 1, 2025, and posted to the school’s website by August 1, 2025.

Further, LB 428 (passed this year) requires additional revisions to Policy 6400. LB 428 adds new requirements for school-issued surveys, including the rights of parents to review and/or opt their student out of “sensitive” surveys. Depending on what types of surveys your district administers, this update may need to be carefully examined before the beginning of the 2025-2026 school year.

16. (New) Policy 6931 (“Behavioral Intervention and Classroom Management”) – Two years ago, the Legislature passed LB 1329 which, in part, required each school to adopt a policy on “behavioral intervention, behavioral management, classroom management, and removal of a student from a classroom in school.” The Legislature directed the State Board of Education to develop a “model policy” reflecting the new policy’s requirements. By August 1, 2025, each school must adopt a policy “consistent with or comparable to the model policy.” This policy will now be a requirement for accreditation by NDE. To ensure compliance with this new accreditation requirement, our Policy 6931 largely mirrors the State Board’s model policy.

B. POLICY RESCISSIONS

1. Policy 5001 Forms (“Summary of the School Immunization Rules and Regulations”) – This Form has led to confusion and headaches for schools that have not kept this current. To avoid further confusion and consternation, we recommend rescinding this form in your Policy Manual.

2. Policy 6410 (“Combined District and School Title I Parent and Family Engagement Policy”) – The US Department of Education informed NDE that Title I involvement policies need to be more specifically tailored to each school district, instead of incorporated as a general policy. As such, NDE has recommended that schools rescind their Title I Involvement

Policy and, instead, complete the template available on their website: <https://www.education.ne.gov/federalprograms/title-i-a-educationally-disadvantaged/#TitleIParentandFamilyengagement>

Of note, the Title I engagement “policy” does not need to be Board approved (despite being called a “policy”) under the Every Student Succeeds Act.

C. OPTIONAL POLICY AND/OR HANDBOOK UPDATES

1. **Policy 3241 (“Emergency Response Mapping”)** – Last year, schools that adopted an Emergency Response Mapping Policy were eligible to apply for safety and security grant funds. If your district was not approved for grant funds and no longer want an Emergency Response Mapping Policy on file, you could rescind Policy 3241 this summer.

D. OTHER CONSIDERATIONS

1. **Title IX Procedures** – In light of the constant changes to the Title IX Regulations, we recommended last year to rescind any Board-approved procedures. Instead, we recommended a policy that delegated the Superintendent the authority to develop procedures consistent with Title IX. If you have not done so, we would strongly recommend it. A copy of those procedures is attached. The procedures also need to be posted on the school’s website.

2. **Veteran’s Preference** – LB 144 (passed this session without an emergency clause) will update Nebraska’s veteran’s preference laws. In particular, LB 144 adds the spouse of a veteran who “was killed in the line of duty or died due to his or her military service” as a person who qualifies for a veteran’s preference. This update is a good reminder to review your district’s application forms to ensure that the school’s job applications state that positions are “subject to a veteran’s preference,” per Neb. Rev. Stat. § 48-227(3).

3. **Paid Sick Leave Initiative** – Last November, the voters approved Initiative 436, which requires an increase in employer-provided paid sick leave. However, the Initiative exempted political subdivisions from the paid sick leave requirements. Therefore, there are no required changes to any school’s paid sick leave benefits.

4. **Nebraska’s Minimum Wage Increase.** Similar to the Paid Sick Leave Initiative, Nebraska’s recent Minimum Wage Increase Initiative does not apply to political subdivisions, so school districts are not legally required to follow the increases in the State’s minimum wage rates.

5. Medical Marijuana Initiative. Nebraska voters also approved the Medical Marijuana Initiative last November. LB 677 would have added specific statutory requirements for medical marijuana in schools, but LB 677 did not advance. Thus, we will need to work over the summer months to prepare for medical marijuana requests by staff, students, and community members on school grounds and at school activities.

6. New Open Meetings Act Poster. LB 521 “cleaned up” language within the Open Meetings Act. The changes to the Open Meetings Act are largely technical and do not require any policy updates. With that being said, each board is required to have a current copy of the Open Meetings Act posted during all board meetings. The bill has an emergency clause so each board will need to update their Open Meetings Act posters this summer.

7. Forthcoming Update on Bidding Threshold. This year, the State Board of Education will update the bidding threshold for construction, remodeling, or repair projects. This update will result in a future policy update.

8. Changes to NPERS – Two main bills changed different aspects of the Retirement System: LB’s 295 and 645. None of these require policy changes but are worth noting.

a. LB 295 largely makes technical changes to the retirement statutes. However, LB 295 makes some substantive changes that your business managers will want to follow any new procedures implemented by NPERS.

b. LB 645 will adjust both the employer, employee, and state retirement contribution percentages on an annual basis, depending on the state retirement plan’s funding ratio. When the plan is well-funded, contribution percentages will decrease. But when the plan needs additional funding, contributions will increase. This change will likely have a significant impact on negotiations moving forward, given that teachers’ retirement deductions will now fluctuate from year-to-year. We will provide more information on this change in the fall for your negotiations preparations.

9. LB 383 – LB 383 passed this session that adopts two main statutory frameworks: (1) criminalizing “deep fakes” and (2) generally requiring parental consent for a minor to create or maintain a social media account. To date, some County Attorneys have been reluctant to prosecute instances of “deep fakes,” so LB 383 establishes clear statutory authority for criminal charges moving forward. In addition, it remains to be seen how social media companies will respond to LB 383 in Nebraska, though your school’s technology coordinator will want to keep a close eye on any forthcoming changes.

10. Computer Science and Technology – Years ago, the Legislature adopted computer science and technology curriculum requirements. These requirements will begin to take effect during the 2025-2026 school year. Most (if not all) schools already incorporate technology into the curriculum, so this change may not be significant. However, next year (2027-2028), graduates must have completed a five-credit hour computer science course. These requirements can be found at Neb. Rev. Stat. 79-3304.

11. LB 390 (Library Directory) – LB 390 (passed this year) will require all school districts to adopt a policy requiring a catalog of all books in school libraries and allow parents the option of being notified when their student checks out a book. However, this policy does not need to be adopted until the beginning of the 2026-2027 school year, so we will wait to distribute a library catalog policy until next summer.

12. School Psychologist Interstate Licensure Company – The Legislature adopted the Interstate Compact to allow greater flexibility in licensed school psychologists to work in Nebraska schools. This does not require any policy updates but may be of interest to those schools looking to hire a school psychologist from a different state.

13. New Anaphylaxis Policy Requirement – LB 457 requires DHHS and NDE to the develop a model policy “for the prevention of anaphylaxis and during a medical emergency resulting from anaphylaxis.” This policy needs to be adopted by July 1, 2026. Since we do not have the model policy, we will wait until next summer to send the required anaphylaxis policy.

14. Forthcoming NDE Rule 15 Changes – The State Board of Education has not made substantive changes to NDE Rules over the past year, at least changes that require policy updates. The State Board is considering changes to NDE Rule 15 (English Language Learners) that might require policy updates next year, depending on the final version of Rule 15.

15. NSAA Coaching Change. Last year, the NSAA voted to change its bylaws. Previously, coaches were required to meet a certification requirement to coach NSAA activities. Now, NSAA Bylaw 2.12 waives the certification requirement. Moving forward, each school is responsible for vetting their coaches. Some districts have a policy requiring background checks on all hires (including coaches). This may be a discussion within your district on how you plan to handle evaluating coaching hires and positions.

As always, please let us know if you have any questions or concerns.

Discuss, consider, and take all necessary action to accept the resignation from the Board of Education of Board member Jason Wiig, and adopt a procedure for the appointment of a new member to the Board of Education to fill the vacancy thereon created by the resignation.

Motion by Benes, second by Heyen to accept the resignation of Board member Jason Wiig.

BE IT RESOLVED by the Board of Education of this school district, pursuant to Neb. Rev. Stat. § 32-570, that a qualified registered voter of the Raymond Central Public School District shall be appointed as a member of the Board of Education to temporarily fill the position vacated by the resignation of Jason Wiig from the Board of Education; said appointment to be effective from the date of appointment through the remainder of the unexpired term.

BE IT FURTHER RESOLVED that applications to fill the vacancy on the Board of Education shall be accepted by the Board of Education up to and including July 7, 2025, at 4:00 p.m., with application forms being available at the office of the Superintendent of Schools during normal business hours; and that notice of the vacancy on the Board of Education shall be published and posted within the school district.

RCV 4-0. Motion carried.

A committee of Cathy Burklund, Mary Benes and Bill Lange will interview Board candidates.

RESOLUTION

BE IT RESOLVED by the Board of Education of this school district, pursuant to Neb. Rev. Stat. § 32-570, that a qualified registered voter of the Raymond Central Public School District shall be appointed as a member of the Board of Education to temporarily fill the position vacated by the resignation of Jason Wiig from the Board of Education; said appointment to be effective from the date of appointment through the remainder of the unexpired term.

BE IT FURTHER RESOLVED that applications to fill the vacancy on the Board of Education shall be accepted by the Board of Education up to and including July 7, 2025, at 4:00 p.m., with application forms being available at the office of the Superintendent of Schools during normal business hours; and that notice of the vacancy on the Board of Education shall be published and posted within the school district.

The above Resolution having been read in its entirety, member _____ moved for its passage and adoption. Member _____ seconded the same. After discussion and roll call vote, a vote was taken:

The following members voted in favor of passage and adoption of said Resolution: _____

The following members voted against the same: _____

The following members were absent or not voting: _____

The above Resolution having been consented to by a majority of the members of the Board of Education was declared as [passed and adopted][not passed and not adopted].

DATED this ____ day of _____, 2025.

**BOARD OF EDUCATION OF RAYMOND
CENTRAL PUBLIC SCHOOL DISTRICT**

By: _____
President

ATTESTED:

Board Member

James B. Gessford
Daniel F. Kaplan
Gregory H. Perry
Joseph F. Bachmann*
R. J. Shortridge*
Joshua J. Schauer*
Derek A. Aldridge**
Justin J. Knight****
Charles Kaplan
Haleigh B. Carlson
Daniel K. Kaplan

Of Counsel
Thomas M. Haase



PERRY, GUTHERY, HAASE & GESSFORD, P.C., L.L.O.

*Also admitted in Iowa
** Also admitted in Kansas
***Also admitted in Colorado

Ernest B. Perry (1876-1962)
Arthur E. Perry (1910-1982)
R.R. Perry (1917-1999)
Edwin C. Perry (1931-2012)

MEMORANDUM

To: Bryon Hanson, Superintendent
From: Justin Knight, Perry Law Firm
Date: June 6, 2025
Re: Accepting a Board Member's Resignation and Filling the Vacancy

I am responding to your request for guidance regarding a Board member who intends to resign, and the process to fill the vacancy.

Action on Resignation

The resignation must be in writing. It does “not take effect until accepted by the board or officer to whom the resignation is tendered.”¹ The resignation and the action to accept the resignation must be included in the Board Minutes.²

Timing

The Board must fill the vacancy “within forty-five days after the vacancy occurs unless good cause is shown that the requirement imposes an undue burden.”³ The 45-day timeline begins when the Board member's resignation is accepted by the school board.

Notices of Vacancy

Notice of the vacancy is required to be given: “The school board shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term (a) in writing to the election commissioner or county clerk and (b) by a notice published in a newspaper of general circulation in the school district.”⁴

¹ Neb. Rev. Stat. § 32-562.

² Neb. Rev. Stat. § 32-570(1) states: “The resignation of a member or any other reason for a vacancy shall be made a part of the minutes of the school board.”

³ Neb. Rev. Stat. § 32-574.

⁴ Neb. Rev. Stat. § 32-570(1).

Filling the Vacancy

1. Fill by Appointment. “[A] vacancy in the membership of a school board resulting from any cause other than the expiration of a term shall be filled by appointment of a qualified registered voter by the remaining members of the board for the remainder of the unexpired term. A registered voter appointed pursuant to this subsection shall meet the same requirements as the member whose office is vacant.”⁵
2. Term of Appointment. The appointed member will serve for the remainder of the unexpired term.⁶ The exact date of the ending of this appointment and when the newly elected person takes office for the remainder of the unexpired term is somewhat unclear and should be worked out with your election commissioner or county clerk.⁷
3. Qualifications of Appointee. The appointee must “meet the same requirements as the member whose office is vacant.”⁸ The requirements are that the appointee be a registered voter in the school district⁹ and not be employed as a teacher by the school district.¹⁰
4. Selection of the Appointee. The statutes do not dictate a specific process for selecting the person to fill the vacancy. As such, the process is to be determined by the Board.

Boards have typically used one of the following approaches:

- i. Appoint the non-elected candidate from the last election who received the highest number of votes, after confirming that the candidate is willing to fill the vacancy.

This approach has the advantage of being simple and politically neutral.

The disadvantage is that the person appointed via this approach may not be the most qualified person available.

- ii. Board members informally recruit candidates and Board votes to appoint a successor.
- iii. Formal advertisement, application and interview process.

⁵ Neb. Rev. Stat. § 32-570(2).

⁶ Neb. Rev. Stat. § 32-570(2)

⁷ Neb. Rev. Stat. § 32-571 states: “Appointments ... shall continue ... until a successor is elected and qualified except as otherwise provided in such sections” which could be when election results are certified after the November general if there is no election contest.” On the other hand, Neb. Rev. Stat. § 79-543, suggests terms generally end “the first Thursday after the first Tuesday in January.”

⁸ Neb. Rev. Stat. § 32-571.

⁹ Neb. Rev. Stat. § 79-543.

¹⁰ Neb. Rev. Stat. § 79-544.

Where there is no clear “best” candidate to fill the vacancy, or where there are a number of good candidates for the vacancy, the Board may adopt a motion to use a formal “vacancy filling process.”

The formal process is as follows:

- (a) Advertise to solicit applicants for the vacancy.
- (b) Have the candidates complete an application to provide information about their background and their reasons for wanting to be on the Board.
- (c) Interview the candidates. The interviews may not be held in closed session.¹¹ Some Boards have used a Board committee approach to conduct the interviews in private.

5. Appointment Action. Ultimately, whichever process is used, the Board would take action by adopting a resolution:

Once appointed, the new member must take the oath of office before voting on any matter.

You must then inform the County Clerk that you have made the appointment.¹²

6. Candidates for the Unexpired Term. Candidates for the unexpired term should work with the County Clerk regarding filing deadlines for the vacancy.

¹¹ Neb. Rev. Stat. 84-1410: “Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.”

¹² Neb. Rev. Stat. § 32-571: “The written appointment shall be filed with the Secretary of State or county or township clerk.”

Discuss, Consider, and Take Necessary Action to Approve Breakfast and Lunch Prices for the 2025-26 School Year.

Motion by Benes, second by Burklund to keep breakfast and lunch prices the same as last year. RCV 4-0. Motion carried.

HOT LUNCH PRICES

	LUNCH PRICES				BREAKFAST PRICES				MILK
	ELEMENTARY	SECONDARY	REDUCED	ADULT	ELEMENTARY	SECONDARY	REDUCED	ADULT	PRICES
2025-2026	\$2.80	\$3.00	\$0.40	\$4.25	\$1.80	\$1.85	\$0.30	\$2.75	\$0.50
2024-2025	\$2.80	\$3.00	\$0.40	\$4.25	\$1.80	\$1.85	\$0.30	\$2.75	\$0.50
2023-2024	\$2.75	\$2.90	\$0.40	\$3.75	\$1.75	\$1.75	\$0.30	\$2.50	\$0.50
2022-2023	\$2.75	\$2.90	\$0.40	\$3.75	\$1.75	\$1.75	\$0.30	\$2.50	\$0.50
2021-2022	\$2.65	\$2.80	\$0.40	\$3.60	\$1.65	\$1.65	\$0.30	\$2.20	\$0.50
2020-2021	\$2.65	\$2.80	\$0.40	\$3.60	\$1.65	\$1.65	\$0.30	\$2.20	\$0.50
2019-2020	\$2.65	\$2.80	\$0.40	\$3.60	\$1.65	\$1.65	\$0.30	\$2.20	\$0.50
2018-2019	\$2.65	\$2.80	\$0.40	\$3.60	\$1.65	\$1.65	\$0.30	\$2.20	\$0.50
2017-2018	\$2.60	\$2.75	\$0.40	\$3.55	\$1.60	\$1.60	\$0.30	\$2.15	\$0.45
2016-2017	\$2.55	\$2.70	\$0.40	\$3.40	\$1.55	\$0.00	\$0.30	\$1.80	\$0.45
2015-2016	\$2.45	\$2.60	\$0.40	\$3.40	\$1.50	\$0.00	\$0.30	\$1.75	\$0.45
2014-2015	\$2.35	\$2.50	\$0.40	\$3.30	\$1.40	\$0.00	\$0.30	\$1.65	\$0.45
2013-2014	\$2.25	\$2.40	\$0.40	\$3.25	\$1.35	\$0.00	\$0.30	\$1.60	\$0.45

Discuss, Consider and Take Necessary Action to Declare Outdated Educational and Furniture Items Surplus.

Motion by Matulka, second by Heyen to declare outdated and unusable educational materials, 24 computer desks and 30 student desks as surplus. RCV 4-0. Motion carried.

Discuss, Consider, and Take Necessary Action to Approve Mandated Dress Code Policy.

Motion by Heyen, second by Benes to adopt Policy 5105-Dress Code and Grooming Policy pursuant to Neb. Rev. Stat. 79-2,158. RCV 4-0. Motion carried.

Dress Code and Grooming Policy

I. PURPOSE:

The Raymond Central School District is dedicated to celebrating the diverse racial and religious backgrounds of our students. The school district champions students' rights to express themselves through their attire practically when associated with race, religion, sex, disability, or national origin, including tribal regalia, natural and protective hairstyles, or adornments. The purpose of this policy is to facilitate and encourage an inclusive and positive learning environment while complying with any applicable health and safety law, rule, regulations or ordinance.

II. GENERAL PRINCIPLES/STANDARDS:

1. **Non-Discrimination**: The Raymond Central School District dress code and grooming policy prohibits discrimination against students based on race, religion, sex, disability, or national origin.
2. **Respect for Individuality**: Students are allowed to wear religious attire, adornments, and other attire associated with race, national origin or religion, or tribal regalia. Additionally, students' hair should not be permanently or temporarily altered by school personnel. Altering a student's appearance or removing or altering a student's attire without consent from their parent/guardian/caregiver is not allowed. Additionally, students are permitted to wear natural and protective hairstyles including but are not limited to braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, weaves, wigs, or head wraps.
3. **Cultural and Religious Attire**: Students are allowed to wear religious attire and tribal regalia in accordance with their race, national origin, or religion.
4. **Bullying Policy Alignment**: The school bullying policy remains in effect and should be consulted where clothing or attire may be an issue.
5. **Prohibited Attire**: Attire should not promote violence, drugs, alcohol, profanity, or hate speech. The Raymond Central School District reserves the right to request immediate attire changes from students.

III. HEALTH AND SAFETY CONSIDERATIONS:

In school environments where the use of certain chemicals or equipment poses a direct safety hazard, students may be required to wear protective gear, such as lab coats and safety goggles, which could cover clothing and hairstyles. Similarly, in physical education classes or during sports activities, students may need to modify their attire or secure their hair to ensure the safety of themselves and others. In such cases, a good faith effort to reasonably accommodate students will be made to ensure safety without compromising religious beliefs, grooming practices, or requiring students to permanently alter their appearance. Such accommodations must be applied equally and adopted for nondiscriminatory reasons.

1. **Proven Need**: Any health and safety standard based on characteristics associated with race, religion, sex, disability, or national origin must demonstrate that without implementation of such standard, it is reasonably certain that the health and safety of the student or another individual will be impaired.
2. **Least Restrictive Means**: Health and safety standards should use the least restrictive means necessary to address the identified health and safety concern. Alternative measures that do not discriminate based on these characteristics associated with race, religion, sex, disability, or national origin should be explored and implemented.

IV. ENFORCEMENT:

Enforcement of violations of this dress code and grooming policy should be consistent with our district's overall discipline plan and applied in a consistent manner. Enforcement of this dress code and grooming policy should not target, disproportionately impact, discriminate, or be applied in a discriminatory manner against any students on the basis of race, religion, sex, disability, or national origin.

V. TRAINING AND AWARENESS:

The district will communicate the guidelines and expectations in this dress code and grooming policy with students and families in their preferred language(s). While adopting and/or adapting this dress code and grooming policy, school districts should consult a variety of stakeholders, including a diverse group of parents, guardians, and caregivers. School staff may receive training and guidance on this policy to ensure that they are aware of their responsibilities in accommodating students and communicating effectively with parents, guardians, or caregivers.

VI. CONFIDENTIALITY:

The school will handle all information related to students' race, sex, disability, national origin, or religious characteristics in accordance with the Family Educational Rights and Privacy Act (FERPA). Parental consent must be obtained before sharing any information related to the student's appearance or attire with school staff or outside parties involved in an accommodation process related to this policy.

VII. PARENT CONSENT:

The Raymond Central School District is required to make a good faith effort to obtain informed consent from a student's parents, guardians, and/or caregivers in their preferred language, in the case a health and safety standard accommodation is needed. To respect individual identity and parental authority, our process includes the following steps:

1. **Initiate Contact:** Make a good faith effort to contact the parent/guardian/caregiver using their preferred communication method (phone, email, or in person), explaining clearly and consistently why adjustments to the student's attire and/or grooming may be necessary to meet health and safety standards.
2. **Collaborative Solutions:** Work collaboratively with the student and parent/guardian/caregiver to find accommodation options in accordance with the student's race, religion, sex, disability, or national origin while adhering to health and safety standards. Discuss the potential impact of each accommodation option on the student's well-being and educational experience.
3. **Parental Consideration:** Allow the parent/guardian/caregiver time to privately discuss the situation with their student and/or family members and make an informed decision.
4. **Obtain Consent:** Once an accommodation is agreed upon, obtain written consent through a signed document or email exchange, clearly stating the accommodation and health and safety standard that required the accommodation. A copy of this written consent should be provided to the parent/guardian/caregiver.
5. **Documentation & Follow-up:** Keep written records of all communication and decisions made with the parent/guardian/caregiver for transparency and accountability. This record should be treated in accordance with the Family Educational Rights and Privacy Act (FERPA) and added to the student's confidential records for future reference. After implementation, follow up with the parent/guardian/caregiver within 1-2 weeks to ensure the accommodation was implemented in a satisfactory manner.

VIII. RECORD KEEPING:

The Raymond Central School District establishes a clear and organized process to record efforts made to reasonably accommodate a student's appearance, attire, hairstyle, adornment, or other characteristics associated with race, religion, sex, disability, or national origin. Each record must include:

1. the student's name,
2. federally identified demographic characteristics,
3. date of the occurrence,
4. the health and safety standard relating to the accommodation,
5. nature of the accommodation requested,
6. staff involved,
7. communication with parents/guardians/caregivers, and
8. the outcome of the effort.

Our district regularly reviews the accumulated records to analyze trends, patterns, and the effectiveness of the accommodation process to identify any areas that may require improvement or adjustments to policies.

DEFINITIONS:

Grooming: the care of a body and its physical appearance, such as the personal hygiene routine of brushing one's teeth or combing one's hair.

National origin: includes characteristics associated with actual or perceived place of birth, ancestry, or ethnicity including, but not limited to, skin color, natural and protective hairstyles, headdress, tribal regalia, and attire.

Natural and protective hairstyles: include, but are not limited to, braids, locks, twists, tight coils or curls, cornrows, Bantu knots, afros, weaves, wigs, or head wraps.

Race: includes characteristics associated with actual or perceived race, ancestry, or ethnicity including, but not limited to, skin color, natural and protective hairstyles, tribal regalia, and attire.

Religious attire and characteristics associated with religion: includes, but is not limited to, natural and protective hairstyles, tribal regalia, burkas, hijabs, head wraps, yamaka, cross or other headdress, adornments, and clothing garments used to express or observe one's religious beliefs.

Tribal regalia: includes natural and protective hairstyles and traditional garments, jewelry, or other adornments or similar objects of cultural significance worn by members of an indigenous tribe of the United States or another country. Tribal regalia does not include any dangerous weapon or, except in compliance with an appropriate federal permit, any object that is otherwise prohibited by federal law.

Date of Adoption:

Next Regular Board Meeting

The next regular Board of Education Meeting will be held Wednesday, July 16, 2025.

Adjournment

Motion by Matulka, second by Benes to adjourn the meeting at 7:00 PM. RCV 4-0. Motion carried.