

Regular Board of Education Meeting

Wednesday, September 11, 2024

6:00 PM

High School Computer Lab Room 204

358 North 6th Street

Tecumseh, NE 68450

1. Call to Order and Roll Call
2. Consent Agenda
 - 2.1. Approval of Regular Meeting Minutes
 - 2.2. Approval of the Claims for Payment and Financial Report
3. Public Comment
4. Presentation to the Board
 - 4.1. Johnson County Hospital - Presentation by Mrs. Mary Kent on the hospital's building expansion project.
5. Discussions
 - 5.1. Student Council and Senior Representatives - Discussion about the start of the 2024 school year.
 - 5.2. Budget Preview - Preview of the 2024-2025 budget documents.
 - 5.3. Precision Concrete Cutting - Cost estimate from PCC to cut to level all concrete on JCC's campuses.
 - 5.4. Student Cell Phone Use - Discussion pertaining to student cell phone use during operating hours.
6. Administrator Reports
 - 6.1. HS Principal Report
 - 6.2. MS Principal Report
 - 6.3. Activities Director Report
7. Superintendent's Report
8. Future Dates
 - 8.1. Johnson County Joint Public Hearing - Monday, September 23, 6:05 PM at the Johnson County Courthouse.
 - 8.2. NASB Labor Relations Workshop - October 2-3, Embassy Suites in Lincoln.
 - 8.3. NASB State Education Conference - November 22-24, CHI Health Conference Center in Omaha.
9. Regular Agenda-Business
 - 9.1. Consider, discuss and take any necessary action to recognize Mr. Jon H. Rother as the representative of the Johnson County Central Public Schools District.
 - 9.2. Budget Hearing Dates - Consider, discuss and take any necessary action in regard to setting the dates for the Budget Hearing and the Hearing To Set Final Tax Request.
 - 9.3. Policy Updates - Consider, discuss and take any necessary action in regard to policy updates and/or new policies for JCC policies 3039, 4046, 4048, 5033, 5034, 6026 and 6027.
 - 9.4. Collective Bargaining Agent - Consider, discuss and take any necessary action in regard to identifying JCCEA as the collective bargaining agent for 2025-2026 teacher negotiations.

- 9.5. Superintendent Evaluation Tool - Consider, discuss and take any necessary action in regard to the superintendent evaluation tool to be used for 2024-2025.
- 9.6. Pre-Bond Public Opinion Survey and Data - Consider, discuss and take any necessary action in regard to the collection of public opinion and voter data on future construction projects and previous bond elections.
- 9.7. Future Building Project - Consider, discuss and take any necessary action in regard to the purchase of land for future building projects.
- 9.8. ESSER III Amendment - Consider, discuss and take any necessary action in regard to amending JCC's ESSER (Elementary and Secondary School Emergency Relief) funds request.
- 9.9. Baseball Co-Op - Consider, discuss and take any necessary action in regard to a baseball co-op with Nebraska City for the 2025 and 2026 NSAA High School Baseball seasons.
10. Next Meeting
11. Adjournment

**JOHNSON COUNTY SCHOOL DISTRICT NO. 0050
JOHNSON COUNTY CENTRAL PUBLIC SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING**

August 14, 2024
6:00 pm

Members Present: Arlin Beethe, Bob Hutt, Gail Hutt, Rebecca Plager Kim Wellensiek

Absent: Justin Beethe- excused

Also Present: Jon H. Rother, Superintendent; Laurie Badertscher, Recording Secretary; Rich Bacon, PreK /4-8 Principal; Rick Lester, High School Principal; Garret Collin, Activities Director, Marcus Scheer, Director of Technology.

2 Visitors were present

The Johnson County School District No. 0050 Board of Education met in regular session at 6:00 p.m., Wednesday August 14, 2024 in the high school room 204, Tecumseh, Nebraska. A current copy of the agenda was available for inspection in the office of the Superintendent prior to the meeting. The notice of meeting and agenda was posted at the three main school buildings as well as the Tecumseh and Cook Post Offices. Notice of the meeting was also published in the Tecumseh Chieftain.

President Kim Wellensiek called the meeting to order at 6:00 p.m. and opened the meeting by announcing that the Open Meetings Act rules were posted. Roll call was taken. Arlin Beethe-present, Justin Beethe-absent, Bob Hutt-present, Gail Hutt-present, Plager-present, Wellensiek-present.

A motion was made by Bob Hutt and seconded by Arlin Beethe to approve the July, 2024, regular Board of Education Meeting Minutes and the August 1, 2024 Board of Education Retreat Minutes as presented. Roll call vote: Arlin Beethe-yes, Justin Beethe-absent, Bob Hutt-yes, Gail Hutt-yes, Plager-yes, Wellensiek-yes Carried 5-0.

A motion was made by Bob Hutt and seconded by Rebecca Plager to approve the August 2024, financial report and General Fund claims for payment in the amount of \$817,497.97, the Qualified Purpose Undertaking Fund in the amount of \$10,800.00 and the Building Fund in the amount of \$71,006.54 as presented. Roll Call vote: Justin Beethe -absent, Bob Hutt-yes, Gail Hutt-yes, Plager-yes, Wellensiek-yes, Arlin Beethe-yes, Carried 5-0

PUBLIC COMMENT- None

PRINCIPALS' REPORTS

Principals Rick Lester and Rich Bacon reported on the beginning of the year items. The open house and in-service days went well. Grades 4-5 has started MAP testing and grades 6-8 will start the week of August 19th.

ACTIVITIES DIRECTOR REPORT

- Extra Duty assignments
- Summer strength training attendees recognized
- Baseball discussed
- New flags and banners in gym
- Fall participation numbers provided.

SUPERINTENDENT REPORT

Superintendent Rother provided a copy of the letter from the Nebraska Education Collaboration members to the members of the Nebraska Legislature regarding AM51 to LB9. Mr. Rother also reported on the following:

- Phone system being addressed
- 2024-2025 K-12 Enrollment 476
- 2024-2025 PK-12 Enrollment 518
- Update on football field video board
- Preliminary valuations and levy predictions provided
- Digital Culture presentation following the Tecumseh site Open House by Jay Martin
- Merry-Go-Round ordered
- Update on property tax relief efforts by the Nebraska Legislature
- Update on street repair at Cook site and sidewalk on Lincoln Street in Tecumseh provided.

FUTURE DATES

- NASB Area Membership Meeting- September 11th, Nebraska City, NE
- NASB Labor Relations Conference- October 2-3, Lincoln, NE
- NASB State Education Conference- November 20-22, Omaha CHI Center

REGULAR AGENDA BUSINESS

The following policies were reviewed with no revisions needed. **Policy 4044**-Staff Election Conduct; **Policy 4045**-Milk Expression; **Policy 5031**- Student Appearance; **Policy 6021**- District Criteria for Selecting Evaluators to be Used for Special Education; **Policy 6025**- Student Cell Phone and Other Electronic Devices.

Superintendent led a discussion regarding the purchase of land and future building projects.

Information was provided by Mr. Rother regarding the District Assessment Data. This information included ACT testing data as well as NWEA (Northwest Evaluation Association) MAP (Measures of Academic Progress) scores.

A motion was made by Plager and second by Gail Hutt to adjourn the meeting. Roll call vote: Bob Hutt-yes, Gail Hutt-yes, Plager-yes, Wellensiek-yes, Arlin Beethe-yes, Justin Beethe-absent. Carried 5-0

Meeting adjourned at 6:58 p.m.

The next regularly scheduled meeting will be held in the high school room 204 in Tecumseh, Nebraska at 6:00 p.m. Wednesday September 11, 2024. The notice of meeting will be published in the Tecumseh Chieftain. The agenda will be posted at the three main school buildings as well as the Tecumseh and Cook Post Offices. A current copy of the agenda will be available for inspection in the office of the Superintendent prior to the meeting.

Board Report - Detail after checks are printed

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
A STREET AUTO PARTS	597239	10533	61.22
01 2730 610 000	WIPER BLADES BUS #20		30.98
01 2730 610 000	HEADLIGHT		30.24
Total A STREET AUTO PARTS			61.22
Andre Rautenbach	100090524	10534	600.00
01 2630 420 001	FOOTBALL FIELD MOWING/TRIM X 4		600.00
Total Andre Rautenbach			600.00
BEYOND SPEECH SERVICES, LLC	11	10535	12,899.78
01 2151 340 001	HS SPEECH SERV		1,366.60
01 2151 340 002	MS SPEECH SERV		2,754.95
01 2151 340 003	ELEM TEC SPEECH SERV		5,597.23
01 2151 340 004	ELEM COOK SPEECH SERV		3,181.00
Total BEYOND SPEECH SERVICES, LLC			12,899.78
BLICK ART MATERIALS	3656257	10536	471.63
01 1100 610 001	PAINT/ CLAY/ TOOLS HS ART		235.81
01 1100 610 002	PAINT/ CLAY/ TOOLS MS ART		235.82
Total BLICK ART MATERIALS			471.63
Bob's Small Engines	08212024	10537	156.00
01 2640 731 000	MOWER REPAIRS/ SERVICED / BLADES		156.00
Total Bob's Small Engines			156.00
BRENDA R. GLUNZ	082024	10538	10,833.66
01 2141 340 003	ELEM TEC SPED PSYCH SERV		24.25
01 2141 340 001	HS SPED PSYCH SERVICES		3,176.40
01 2141 340 002	MS SPED PSYCH SERVICES		24.25
01 2141 340 004	ELEM COOK SPED PSYCH SERVICES		729.92
01 2140 340 001	HS MENTAL HEALTH SERVICES		465.44
01 2140 340 003	ELEM TEC. MENTAL HEALTH SERVICES		4,205.45
01 2140 340 004	ELEM COOK MENTAL HEALTH SERVICES		2,207.95
Total BRENDA R. GLUNZ			10,833.66
BRINKMAN BROTHERS INC	6029426	10539	951.44
01 2730 431 000	VAN 10B / AC REPAIR		121.35
01 2730 431 000	VAN 9A OIL CHG. / BATTERY		304.17
01 2730 431 000	EQUINOX/ OIL CHANGE, EXHAUST, BREAKS		180.10
01 2730 431 000	VAN 13/OIL CHANGE		83.50
01 2730 431 000	VAN 9B / OIL CHANGE/ WIPER BLADES		131.51
01 2730 431 000	IMPALA / OIL CHG. REMOVE DRVRS ED BRAKE		130.81
Total BRINKMAN BROTHERS INC			951.44
CENGAGE LEARNING	84876991	10540	302.03
01 1100 641 001	HS ACCOUNTING SOFTWARE FOR ACCT. CLASS		302.03
Total CENGAGE LEARNING			302.03

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
Charter Communications	152014301090124	10541	35.48
01 2223 530 000	CABLE SERVICES		35.48
Total Charter Communications			35.48
CHI HEALTH ST. MARY'S OCCUPATIONAL HEALTH	00224005-00	10542	100.00
01 2710 340 000	DOT PHYSICAL BEICHNBERGER		100.00
Total CHI HEALTH ST. MARY'S OCCUPATIONAL HEALTH			100.00
CITY OF TECUMSEH-UTILITIES	092024	10543	3,864.62
01 2610 410 001	WT/SW HS		186.82
01 2610 621 001	ELEC HS		1,745.49
01 2610 410 003	WT/SW ELEM TEC		186.83
01 2610 621 003	ELEC ELEM TEC		1,745.48
Total CITY OF TECUMSEH-UTILITIES			3,864.62
COMPLETE CHIROPRACTIC AND WELLNESS CENTER	08232024	10544	80.00
01 2710 340 000	BUS PHYSICAL DOT KKRAMER		80.00
Total COMPLETE CHIROPRACTIC AND WELLNESS CENTER			80.00
CXTEC	7245825	10545	5,858.04
01 2620 610 001	CABLES / NEW COMPATIBLE 1000 BASE-SX MMF		177.51
01 2620 610 002	CABLES / NEW COMPATIBLE 1000 BASE-SX MMF		177.51
01 2620 610 003	CABLES / NEW COMPATIBLE 1000 BASE-SX MMF		177.51
01 2620 610 004	CABLES / NEW COMPATIBLE 1000 BASE-SX MMF		177.51
01 2620 610 001	SWITCHES		1,287.00
01 2620 610 002	SWITCHES		1,287.00
01 2620 610 003	SWITCHES		1,287.00
01 2620 610 004	SWITCHES		1,287.00
Total CXTEC			5,858.04
Doug Daily	9482	10546	155.00
01 2620 431 001	ADJ. DISHWSR WT PRESSURE		37.50
01 2620 431 002	RESET STOOL COOK SITE		40.00
01 2620 431 003	ADJ. DISHWSR WT PRESSURE		37.50
01 2620 431 004	RESET STOOL COOK SITE		40.00
Total Doug Daily			155.00
ELK CREEK WELDING AND STEEL PRODUCTS, INC	22050	10547	3,000.00
01 2630 610 001	STEEL PICNIC TABLES		1,500.00
01 2630 610 003	STEEL PICNIC TABLES		1,500.00
Total ELK CREEK WELDING AND STEEL PRODUCTS, INC			3,000.00
ESU #4	10829/10849/1086 9	10548	22,917.75
01 2580 591 001	DLVG/ LINEWIZE 3YR/ERATE/CIPA 3YR		4,558.30
01 2580 591 002	DLVG/ LINEWIZE 3YR/ERATE/CIPA 3YR		4,558.30
01 2580 591 003	DLVG/ LINEWIZE 3YR/ERATE/CIPA 3YR		4,558.30
01 2580 591 004	DLVG/ LINEWIZE 3YR/ERATE/CIPA 3YR		4,558.30
01 2580 591 001	NETWORK SUPPORT 2024-25		900.00

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 2580 591 002	NETWORK SUPPORT 2024-25		900.00
01 2580 591 003	NETWORK SUPPORT 2024-25		900.00
01 2580 591 004	NETWORK SUPPORT 2024-25		900.00
01 6408 340 004	0-2 SPEECH SERVICES		1,084.55
Total ESU #4			22,917.75
ESU 5	3410	10549	1,900.00
01 2230 591 001	ESU 5 CLOUD HOSTING POWER SCH 2024-2025		475.00
01 2230 591 002	ESU 5 CLOUD HOSTING POWER SCH 2024-2025		475.00
01 2230 591 003	ESU 5 CLOUD HOSTING POWER SCH 2024-2025		475.00
01 2230 591 004	ESU 5 CLOUD HOSTING POWER SCH 2024-2025		475.00
Total ESU 5			1,900.00
ESU 6	20887	10550	128.58
01 2230 591 001	TECH HOSTED SERVICES		32.14
01 2230 591 002	TECH HOSTED SERVICES		32.14
01 2230 591 003	TECH HOSTED SERVICES		32.15
01 2230 591 004	TECH HOSTED SERVICES		32.15
Total ESU 6			128.58
ESU COORDINATING COUNCIL	COOP002859	10551	681.00
01 1100 810 001	SWANK ANNUAL MOVIE LICENSE		170.25
01 1100 810 002	SWANK ANNUAL MOVIE LICENSE		170.25
01 1100 810 003	SWANK ANNUAL MOVIE LICENSE		170.25
01 1100 810 004	SWANK ANNUAL MOVIE LICENSE		170.25
Total ESU COORDINATING COUNCIL			681.00
FIRST CONCORD GROUP	092024	10552	258.00
01 2510 340 000	125 PLAN ADMIN FEES		258.00
Total FIRST CONCORD GROUP			258.00
FRONTIER COOPERATIVE	018282	10553	131.28
01 2710 626 000	BULK DEF @ 54.7 GAL		131.28
Total FRONTIER COOPERATIVE			131.28
GOTTULA PROPANE SERVICE	220360-2024	10602	33,613.60
01 2610 621 002	PROPANE COOK SITE PER BID @ 1.24 PER GAL		16,806.80
01 2610 621 004	PROPANE COOK SITE PER BID @ 1.24 PER GAL		16,806.80
Total GOTTULA PROPANE SERVICE			33,613.60
GRAINGER	9211177390	10554	3,057.25
01 2620 610 001	LIGHT BULBS ,VQCUUM BAGS, FLAG HOLDERS		55.69
01 2620 610 002	LIGHT BULBS ,VQCUUM BAGS, FLAG HOLDERS		55.69
01 2620 610 003	LIGHT BULBS ,VQCUUM BAGS, FLAG HOLDERS		55.70
01 2620 610 004	LIGHT BULBS ,VQCUUM BAGS, FLAG HOLDERS		55.70

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 2620 610 001	CONDUIT, BOXES, CLAMPS -PHONE SYSTEM		230.56
01 2620 610 003	CONDUIT, BOXES, CLAMPS -PHONE SYSTEM		230.56
01 2620 610 001	BATTERIES FOR FIRE ALARMS/EXHAUST FANS		89.86
01 2620 610 002	BATTERIES FOR FIRE ALARMS/EXHAUST FANS		89.86
01 2620 610 003	BATTERIES FOR FIRE ALARMS/EXHAUST FANS		89.86
01 2620 610 004	BATTERIES FOR FIRE ALARMS/EXHAUST FANS		89.86
01 2620 610 001	URINAL SCREENS. SENSOR ACTIVATORION KIT		140.56
01 2620 610 002	URINAL SCREENS. SENSOR ACTIVATORION KIT		140.57
01 2620 610 003	URINAL SCREENS. SENSOR ACTIVATORION KIT		140.57
01 2620 610 004	URINAL SCREENS. SENSOR ACTIVATORION KIT		140.57
01 2620 610 000	BATTERY FOR EXIT LIGHTS X 6		175.62
01 2620 610 001	CLOCKS, FITTINGS, FILTERS, FLUSH VALVES		319.01
01 2620 610 002	CLOCKS, FITTINGS, FILTERS, FLUSH VALVES		319.01
01 2620 610 003	CLOCKS, FITTINGS, FILTERS, FLUSH VALVES		319.00
01 2620 610 004	CLOCKS, FITTINGS, FILTERS, FLUSH VALVES		319.00
Total GRAINGER			<u>3,057.25</u>
HANDS OF HEARTLAND	1099	10555	7,650.63
01 1200 569 001	TRANSITION SERVICES		7,353.15
01 2712 519 001	TRANSPORTATION FM. HANDS OF HEARTLAND		297.48
Total HANDS OF HEARTLAND			<u>7,650.63</u>
HAUG COMMUNICATIONS INC	INVKS-082924-1146	10556	325.70
01 2710 890 000	TOWER RENTAL BUS RADIOS		325.70
Total HAUG COMMUNICATIONS INC			<u>325.70</u>
HD SUPPLY	819501669	10557	44.39
01 2620 610 001	VACUUM CLEANER BAGS		11.10
01 2620 610 002	VACUUM CLEANER BAGS		11.10
01 2620 610 003	VACUUM CLEANER BAGS		11.09
01 2620 610 004	VACUUM CLEANER BAGS		11.10
Total HD SUPPLY			<u>44.39</u>
HOMETOWN LEASING	26	10558	2,043.19
01 1100 550 001	COPIERS		510.80
01 1100 550 002	COPIERS		510.79
01 1100 550 003	COPIERS		510.80
01 1100 550 004	COPIERS		510.80
Total HOMETOWN LEASING			<u>2,043.19</u>
IMPREST ACCT	3839-3840 AUG 2024	10559	1,348.98

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 2620 610 001	LARGE FANS FOR FOOTBALL FIELD/GEN USE		249.74
01 2620 610 002	LARGE FANS FOR FOOTBALL FIELD/GEN USE		249.74
01 2620 610 003	LARGE FANS FOR FOOTBALL FIELD/GEN USE		249.75
01 2620 610 004	LARGE FANS FOR FOOTBALL FIELD/GEN USE		249.75
01 2560 531 000	BULK MAILING PERMIT ANNUAL FEE		350.00
Total IMPREST ACCT			1,348.98
INNOVATIVE OFFICE SOLUTIONS, LLC	IN4538825	10560	444.09
01 1100 610 002	MS PENCILS/PENCIL LEAD		159.40
01 1100 610 004	4TH GRADE CARD STOCK		26.11
01 2410 610 004	ENVELOPES-OFFICE		28.12
01 2410 610 004	TAPE		168.90
01 1100 610 004	ELEM COOK TAG BOARD		61.56
Total INNOVATIVE OFFICE SOLUTIONS, LLC			444.09
JCC ACTIVITY ACCOUNT	24 21245	10601	20,000.00
01 8000 913 000	TRANS FROM GENERAL FUND TO ACT. FUND		20,000.00
Total JCC ACTIVITY ACCOUNT			20,000.00
JCC LUNCH FUND	2421292	10561	338.75
01 1190 610 003	PREK SNACKS 8 DAYS AUGUST		338.75
Total JCC LUNCH FUND			338.75
JOHNSON COUNTY HOSPITAL	08302024	10562	152.00
01 2710 340 000	BUS PHYSICAL B LUEDERS		152.00
Total JOHNSON COUNTY HOSPITAL			152.00
JOHNSON COUNTY ROAD DEPT.	2421235	10563	3,865.81
01 2710 626 000	BUS/VAN FUEL GAS @ 3.049/ DIESEL @ 3.249		3,865.81
Total JOHNSON COUNTY ROAD DEPT.			3,865.81
KANSAS CITY AUDIO-VISUAL, INC	47437	10564	5,161.03
01 6992 734 001	MIMIO DISPLAY BOARDS FOR MUSIC ROOMS		1,290.25
01 6992 734 002	MIMIO DISPLAY BOARDS FOR MUSIC ROOMS		1,290.26
01 6992 734 003	MIMIO DISPLAY BOARDS FOR MUSIC ROOMS		1,290.26
01 6992 734 004	MIMIO DISPLAY BOARDS FOR MUSIC ROOMS		1,290.26
Total KANSAS CITY AUDIO-VISUAL, INC			5,161.03
KERNER ACE HARDWARE	AUG 2024	10565	3,286.67
01 2620 610 000	HARDWARE		36.28
01 2620 610 000	LIGHT BULBS / HARDWARE		42.47
01 2620 610 000	GROUT/WATERPROOF SEALNT		160.87
01 2630 610 000	WIRE ROPE CLIPS /WEED EATER SUPPLIES		84.73
01 2620 610 000	TRAPS		6.99
01 2620 610 000	CORD EXT. THREAD SEAL TPE,		31.61

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 2620 610 000	PUSH THREAD ADAPTER		6.59
01 2620 610 000	CONNECTOR		9.99
01 2620 610 000	RECIPRICATING SAW		87.05
01 2620 610 000	HARDWARE		20.80
01 2640 431 000	CHAIN SHARPENING		8.00
01 2620 610 000	FIRE EXT. SIGN		59.99
01 2620 610 000	EXTENSION CORDS / KEY CUTTING		110.19
01 2620 610 000	WALL PLATE/ OUTLET/ ELECTRIC OSC US MMAT		41.77
01 2620 610 000	FLAG BRACKET		3.59
01 2630 610 000	WEED PREVENTOR		27.99
01 2630 610 000	MULCH		77.87
01 2620 610 000	AUTO THREADLOCKER/ HARDWARE		11.37
01 3551 610 002	DRILL/SAWS BLTS MS SHOP SUP/CTE GRANT \$		711.08
01 2620 610 000	WASTE DISPOSER/ PLASTIC BUCKET		116.58
01 2620 610 000	SHIMS		1.99
01 2620 610 000	GROUT TILE SEALER		19.99
01 2620 610 000	CHAINSAW CHAIN/AIR FRESH/ WASP SP/SCREWS		127.90
01 3551 610 002	JIGSAW./SANDER/MS SHOP SUP / CTE GRANT\$		1,047.96
01 2620 610 000	POWER GRAB ADHSV/TROWL , 2X4S		30.65
01 2620 610 000	HOSE CLAMP		5.98
01 2620 610 000	GREASE GUN/PLUMBING SUPPLIES		9.77
01 2620 610 000	PLUMBING SUPPLIES CONNECTOR		13.98
01 2630 610 000	ROUNDUP WASP/HORNET KILLER		76.96
01 2620 610 000	MICROWAVE FUSE		13.98
01 2620 610 000	CAUTION TAPE		13.99
01 2620 610 000	EXTN CORD/ / FUSE/ CUT WHEEL , SUPPLIES		57.51
01 2620 610 000	CARPET CLEANER		139.98
01 2620 610 000	ELECTRICAL FUSE X 2		55.98
01 2620 610 000	TRIMMER BLADE		14.24
Total KERNER ACE HARDWARE			3,286.67
KEVIN KRAMER	24 21364	10566	714.50
01 2570 340 000	DMV-CDL LICNESE		60.00
01 2570 340 000	MIDWEST TRAINING		200.00
01 2570 340 000	MIDWEST TRAINING AND BUS		154.50
01 2570 340 000	MIDWEST CDL LICENSING AND RETEST		300.00
Total KEVIN KRAMER			714.50
KSB School Law, PC LLO	17044	10567	4,477.00
01 2330 317 000	LEGAL SERVICES		477.00
01 2330 643 000	2024-25 WEBINAR SERIES ROOKIE AND REFRES		4,000.00
Total KSB School Law, PC LLO			4,477.00
Leuenberger, Heather	2421361	10568	668.76
01 2712 332 000	MLG REIMB PARENT HOH		668.76
Total Leuenberger, Heather			668.76
LIBRARYWORLD INC	14665	10569	525.00
01 2220 643 001	LIBRARY WORLD SUBSCRIPTION		131.25

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 2220 643 002	LIBRARY WORLD SUBSCRIPTION		131.25
01 2220 643 003	LIBRARY WORLD SUBSCRIPTION		131.25
01 2220 643 004	LIBRARY WORLD SUBSCRIPTION		131.25
Total LIBRARYWORLD INC			525.00
Mark Wusk	795	10570	686.15
01 2620 431 001	WIRING DISHWSH,MV IT POW. POLE /CONDUGYM		686.15
Total Mark Wusk			686.15
MASTERCARD	092024	10571	9,873.91
01 2710 626 000	VAN GAS VBALL TO KEARNEY		71.23
01 1100 610 003	TACS, LABEL MAKER,		68.30
01 2220 640 002	LIBRARY BKS. MS		14.39
01 2220 640 002	LIBRARY BKS. MS		16.76
01 1100 610 003	HANGING FILE ORGANIZER		36.72
01 1100 610 003	LABEL MAKER TAPE		16.89
01 2220 640 002	MS LIBRARY BKS		36.13
01 1100 610 003	CREDIT ON AMAZON ACCT .		(1.30)
01 1100 610 003	CREDIT ON AMAZON ACCT.		(5.69)
01 9000 890 000	VBALL ROOM KEARNEY REIMB		81.11
01 9000 890 000	VBALL ROOM KEARNEY REIMB		81.11
01 9000 890 000	VBALL ROOM KEARNEY REIMB		81.11
01 9000 890 000	VBALL ROOM KEARNEY REIMB		81.11
01 1100 610 002	PACKAGING TAPE		69.97
01 2620 610 001	GASKET FOR FRIDGE		122.04
01 1100 640 002	HISTORY BKS MS		67.09
01 1100 640 002	HISTORY BKS MS		15.00
01 1100 610 003	3 DRAWER DESTOP ORG/WHTIE BRD		252.97
01 1100 610 003	DESK CAL./ PENCILS, DRY ERASE POCKET SLE		154.79
01 1100 610 003	GLUE , SHEET PROT, LEGAL PADS, LABEL MAK		139.04
01 1100 733 002	MS SCIENCE LAB STOOLS X 26		1,525.16
01 6998 610 002	SWING SEAT SENS. RMMENTAL HEALTH GRANT		28.84
01 6998 610 002	SENSORY ROOM TENZI GAME MENT. HEALTH GRA		17.49
01 6998 610 002	SENSORY ROOM ITEMS / MENTAL HEALTH GRANT		559.18
01 1100 610 001	MEAL FOR NDE GUEST SPEAKER / OPEN HOUSE		10.67
01 1100 610 001	FOOD TRUCK FOR OPEN HOUSE		202.13
01 1100 610 003	FOOD TRUCK FOR OPEN HOUSE		202.12
01 3551 610 002	CTE GRANTS\$/ MS SHOP WOOD/ DOWELS		177.00
01 3551 610 002	CTE GRANT \$ /EYEWEAR X 11		13.42
01 3551 610 002	CTE GRANT \$/ MS CONTRACTOR SAW SAWSTOP		2,049.00
01 3551 610 002	CTE GRANTS \$ / LED GROW LIGHTS		105.52
01 1100 643 001	3 MINUTE THEORY LICENSE FORR MS/HS VOCAL		174.50
01 1100 643 002	3 MINUTE THEORY LICENSE FORR MS/HS VOCAL		174.50
01 1100 643 001	HS SPANISH YR. SUBSCRIP TO FLANGOO		149.00
01 2230 650 000	TECH SUPPLIES		287.87

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 2620 610 001	PLUMBING PARTS FOR WATER FOUNTAINS		472.00
01 9000 890 000	VOLLEYBALL COACHES BOXES X 3		1,890.00
01 2213 810 001	MTSS SUMMIT REGISTRATION MBACON		31.25
01 2213 810 002	MTSS SUMMIT REGISTRATION MBACON		31.25
01 2213 810 003	MTSS SUMMIT REGISTRATION MBACON		31.25
01 2213 810 004	MTSS SUMMIT REGISTRATION MBACON		31.25
01 2220 640 002	LIBRARY BKS		144.74
01 2220 640 002	LIBRARY BKS		167.00
Total MASTERCARD			9,873.91
MATHESON TRI-GAS INC DBA	52390080/523766 15	10572	233.98
01 1100 610 001	HS SHOP WELDING SUPPLIES		233.98
Total MATHESON TRI-GAS INC DBA			233.98
MCGRAW-HILL SCHOOL ED. HOLDING, LLC	133374846001	10573	18,016.45
01 1100 641 002	ACHIEVE 300 BOOST ADD ON 1YR		2,850.00
01 1100 641 002	STUDYSYNC 4 YR. SUBSCRIP		707.22
01 1100 610 002	READING LABORATORY STUDENT RECORD BK.		7.64
01 1100 640 002	PARKER SRS READING LABARATORIES KITS		2,378.86
01 1100 640 002	STUDYSYNC ON LINE 4YR SUBSCRIP		12,072.73
Total MCGRAW-HILL SCHOOL ED. HOLDING, LLC			18,016.45
MIDWEST TECHNOLOGY PRODUCTS	2144191-00	10574	318.00
01 1100 610 001	HS ART - ERASERS/ PAINT / MESH BAGS		159.00
01 1100 610 002	MS ART- ERASERS/PAINT/MESH BAGS		159.00
Total MIDWEST TECHNOLOGY PRODUCTS			318.00
MUSCO LIGHTING	429016	10575	780.00
01 2620 610 000	LIGHTS FOR FOOTBALL FIELD 8 BULBS		780.00
Total MUSCO LIGHTING			780.00
MY CENTRAL SUPPLY	003871 B	10576	50.56
01 1100 610 002	POCKET FOLDERS MS		25.28
01 1100 610 004	POCKET FOLDERS ELEM COOK		25.28
Total MY CENTRAL SUPPLY			50.56
NASB-ALICAP	2024-2025	10578	180,380.00
01 2310 520 000	PROP, LIABILITY, WORKERS COMP, ERROR&OM		180,380.00
Total NASB-ALICAP			180,380.00
NASB	51359	10577	40.00
01 2510 810 000	NAEP MEMBERSHIP LBADERTSCHER		40.00
Total NASB			40.00

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
NEBR CENTER FOR EDUC VIS IMP	0-1272	10579	492.20
01 6408 340 003	SPED VISUALLY IMP 3-5 SERVICES		492.20
Total NEBR CENTER FOR EDUC VIS IMP			492.20
NIXON, Margaret	24 21234	10580	50.14
01 2620 610 003	KEYS FOR RESTROOM ON PLAYGROUND		50.14
Total NIXON, Margaret			50.14
OMAHA PUBLIC POWER DIST	092024	10581	6,599.27
01 2610 621 002	ELEC. MS		3,299.63
01 2610 621 004	ELEC ELEM COOK		3,299.64
Total OMAHA PUBLIC POWER DIST			6,599.27
ONE SOURCE	2022155312	10582	20.00
01 2570 340 000	BACKGROUND CKS/EVERIFY		20.00
ONE SOURCE	2022161610	10582	336.00
01 2570 340 000	BACKGROUND CKS. AB,AT,MC,ES,EG,KB,RM,AW		336.00
Total ONE SOURCE			356.00
POWERSCHOOL GROUP LLC	INV418178	10583	2,217.15
01 2570 643 000	APPLICANT TRACKING OCT. 2024-OCT. 2025		2,217.15
Total POWERSCHOOL GROUP LLC			2,217.15
PYRAMID SCHOOL PRODUCTS	s1472213.001	10584	514.44
01 1100 610 001	HS SUP. / BAT, NOTES, DRYERASE,TAPE,ETC		257.22
01 1100 610 003	ELEMSUP. / BAT, NOTES, DRYERASE,TAPE,ETC		257.22
Total PYRAMID SCHOOL PRODUCTS			514.44
QUILL	40292410	10585	314.98
01 3599 610 003	MATS FOR PREK		116.98
01 3599 610 003	MATS FOR PREK		198.00
Total QUILL			314.98
RADIO ACCOUNTING SERVICE	KKCDF0010	10586	330.00
01 2560 540 000	KKCD/FM 105.9 RADIO BACK TO SCHOOL AD		330.00
Total RADIO ACCOUNTING SERVICE			330.00
RASMUSSEN MECH. SERV., INC.	SRV112860/SRV1 14981/	10587	4,302.78
01 2610 340 001	INV. 112860/ HS GYM UNIT COND. LEAK		1,339.78
01 2610 340 002	INV 114981/MS LIBRARY . LEAK , REFRIGERA		2,281.25
01 2610 340 003	INV 114975/RM 204 REPLACED WIRE LOW VOLT		681.75
Total RASMUSSEN MECH. SERV., INC.			4,302.78
Ray Jay Sanitation	SEPT 2024	10588	500.00
01 2620 420 001	GARBAGE SERVICE HS		250.00
01 2620 420 003	GARBAGE SERVICE ELEM TEC		250.00

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
Total Ray Jay Sanitation			500.00
RIVERSIDE CONSTRUCTION INC	1045	10589	210.00
01 2620 340 002	ROOF PATCH COOK SITE		105.00
01 2620 340 004	ROOF PATCH COOK SITE		105.00
Total RIVERSIDE CONSTRUCTION INC			210.00
Scott P. Buss	08272024	10590	151.00
01 2620 340 001	PEST CONTROL SERV. HS		41.50
01 2620 340 003	PEST CONTROL SERV. ELEM TEC		41.50
01 2620 340 002	PEST CONTROL SERV MS		34.00
01 2620 340 004	PEST CONTROL SERV. ELEM TEC		34.00
Total Scott P. Buss			151.00
SENCA SANITATION	SEPT 2024	10591	350.00
01 2620 420 002	GARBAGE SERV MS		175.00
01 2620 420 004	GARBAGE SERVICE ELEM COOK		175.00
Total SENCA SANITATION			350.00
STAPLES ADVANTAGE	7001899956	10603	65.75
01 1100 610 003	COPIER PAPER		65.75
Total STAPLES ADVANTAGE			65.75
SUN AUTO TIRE & SERVICE	513702581	10592	20.00
01 2650 431 000	TIRE REPAIR SCHOOL TRUCK		20.00
Total SUN AUTO TIRE & SERVICE			20.00
Surnali LLC dba Diversified Drug Testing	000345CH	10593	40.00
01 2710 340 000	ADDED DRIVER TO TESTING POOL (KC)		40.00
Total Surnali LLC dba Diversified Drug Testing			40.00
TEACHING STRATEGIES	INV200331	10594	650.00
01 3599 643 003	GOLD ONLINE ASSESSMENT PORTFOLIOS PREK		650.00
Total TEACHING STRATEGIES			650.00
TECUMSEH CENTRAL MARKET	24 2191	10595	22.12
01 1100 610 001	FOOD/SUPPLIES HS BIOLOGY LAB		22.12
Total TECUMSEH CENTRAL MARKET			22.12
TECUMSEH CHIEFTAIN	7195	10596	96.00
01 2570 540 000	EMPLOYMENT AD NUTRITION SERVICES		96.00
Total TECUMSEH CHIEFTAIN			96.00
VERIZON WIRELESS	9971898054/9971 89805	10597	348.59
01 2560 382 000	CELL PHONE SERVICES		213.56
01 2560 382 000	HOTSPOTS		135.03
Total VERIZON WIRELESS			348.59
VILLAGE OF COOK WATER DEPT	09092024	10598	145.33

Board Report - Detail after checks are printed

Vendor Name	Invoice Number	Check Number	Amount
Account Number	Detail Description		Amount
01 2610 610 002	WT/SW COOK SITE		72.66
01 2610 610 004	WT/ SW COOK SITE		72.67
Total VILLAGE OF COOK WATER DEPT			<u>145.33</u>
WATER ENGINEERING INC	IN161110/15.00 56644	10599	250.00
01 2610 431 001	WATER MANAGEMENT SERVICES		62.50
01 2610 431 002	WATER MANAGEMENT SERVICES		62.50
01 2610 431 003	WATER MANAGEMENT SERVICES		62.50
01 2610 431 004	WATER MANAGEMENT SERVICES		62.50
WATER ENGINEERING INC	in165006	10599	235.00
01 2610 431 001	WATER MANAGEMENT SERVICES		58.75
01 2610 431 002	WATER MANAGEMENT SERVICES		58.75
01 2610 431 003	WATER MANAGEMENT SERVICES		58.75
01 2610 431 004	WATER MANAGEMENT SERVICES		58.75
Total WATER ENGINEERING INC			<u>485.00</u>
WESTOVER ROCK & SAND INC	15628	10600	622.50
01 2630 610 002	ROCK/ WEST SIDE OF COOK SITE		311.25
01 2630 610 004	ROCK/WEST SIDE OF COOK SITE		311.25
Total WESTOVER ROCK & SAND INC			<u>622.50</u>
Fund Number 01			<u>382,365.16</u>
Checking Account ID 1			<u>382,365.16</u>

Johnson County Central Public Schools
49-0050 General Fund Exp. Summary September. 2024

Dist. 49-0050 General Fund Expenditures September 2024	\$382,365.16
JCC Dist 49-0050 September 2024 Payroll	<u>\$670,036.24</u>
JCC Dist 49-0050 September. 2024 Tot. Expenditures	<u>\$1,052,401.40</u>

Building Fund September 2024 Expenditure Total

Kidwell Inc. - Scoreboard Electrical Work	\$53,609.00
Crouch Recreation- Balance Due on Scoreboard	<u>\$127,500.00</u>
	<u>\$181,109.00</u>

**JOHNSON COUNTY CENTRAL PUBLIC SCHOOLS
STATEMENT OF ACCOUNTS
2023-2024**

GENERAL FUND

American National Bank

Account # 1055931

Month	Beginning Bal .	Expenditures	Receipts	Interest	Ending Balance
March-23	1,085,259.85	759,857.14	376,881.58	0.00	702,284.29
April-23	702,284.29	752,507.48	725,139.60	0.00	674,916.41
May-23	674,916.41	744,465.39	2,139,950.64	0.00	2,070,401.66
June-23	2,070,401.66	924,034.21	406,371.82	0.00	1,552,739.27
July-23	1,552,739.27	679,422.43	99,238.12	0.00	972,554.96
August-23	972,548.96	760,812.46	355,427.15	0.00	567,163.65
September-23	567,163.65	1,500,135.77	1,732,254.07	0.00	799,281.95
October-23	799,281.95	812,973.20	318,774.75	0.00	305,083.50
November-23	305,083.50	810,296.73	701,379.02	0.00	196,165.79
December-23	196,165.79	785,112.77	1,298,573.17	0.00	709,626.19
January-24	709,626.19	789,695.57	1,464,732.07	0.00	1,384,662.69
February-24	1,384,662.69	713,808.74	823,180.74	0.00	1,494,034.69
March-24	1,494,034.69	804,269.81	416,555.07	0.00	1,106,319.95
April-24	1,106,319.95	792,575.35	788,096.12	0.00	1,101,840.72
May-24	1,101,840.72	801,910.23	2,196,239.17	0.00	2,496,169.66
June-24	2,496,169.66	855,297.08	535,280.14	0.00	2,176,152.72
July-24	2,176,152.72	1,013,141.60	142,488.45	0.00	1,305,499.57
August	1,305,499.57	956,295.70	309,650.16	0.00	658,854.03

IMPREST ACCOUNT

American National Bank

Account #4084077

Month	Beginning Bal .	Expenditures	Receipts	Interest	Ending Balance
March-23	2,490.75	941.28	2,104.21	0.00	3,653.68
April-23	3,653.68	768.66	941.28	0.00	3,826.30
May-23	3,826.30	1193.1	769.66	0.00	3,402.86
June-23	3,402.86	520.82	0.00	0.00	2,882.04
July-23	2,882.04	1168	2,939.10	0.00	4,653.14
August-23	4,653.14	950.01	764.51	0.00	4,467.64
September-23	4,467.64	746.51	953.50	0.00	4,674.63
October-23	4,674.63	195.94	560.45	0.00	5,039.14
November-23	5,039.14	512.35	0.00	0.00	4,526.79
December-23	4,526.79	461.14	0.00	0.00	4,065.65
January-24	4,065.65	165.68	0.00	0.00	3,899.97
February-24	3,899.97	784.52	1,533.99	0.00	4,649.44
March-24	4,649.44	362.82	784.52	0.00	5,071.14
April-24	5,071.14	620.82	0.00	0.00	4,450.32
May-24	4,450.32	567.03	100.00	0.00	3,983.29
June-24	3,983.29	265.00	0.00	0.00	3,718.29
July-24	3,718.29	495.19	0.00	0.00	3,223.10

August-24	3,223.10	1959.98	2,458.04	0.00	3,721.16
-----------	----------	---------	----------	------	----------

BUILDING FUND

American National Bank

Account MM #50000119

Month	Beginning Bal .	Expenditures	Receipts	Interest	Ending Balance
March-23	1,026,302.29	0.00	11,678.44	928.76	1,038,909.49
April-23	1,038,909.49	0.00	57,396.39	819.83	1,097,125.71
May-23	1,097,125.71	0.00	185,165.44	1035.73	1,283,326.88
June-23	1,283,326.88	0.00	23,680.45	1131.56	1,308,138.89
July-23	1,308,138.89	0.00	5,822.13	1441.47	1,315,402.49
August-23	1,315,402.49	10,204.21	19,320.94	2643.50	1,327,162.72
September-23	1,327,162.72	72,795.00	148,711.51	3551.47	1,406,630.70
October-23	1,406,630.70	35,173.78	13,621.47	3445.32	1,388,523.71
November-23	1,388,523.71	214,549.58	3,903.90	3112.88	1,180,990.91
December-23	1,180,990.91	7,775.02	54,657.73	3057.01	1,230,930.63
January-24	1,230,930.63	0.00	171,421.47	4323.79	1,406,675.89
February-24	1,406,675.89	13,338.00	82,945.75	5350.84	1,481,634.48
March-24	1,481,634.48	2,954.50	24,040.62	5939.23	1,508,659.83
April-24	1,508,659.83	16,000.00	90,298.44	5935.81	1,588,894.08
May-23	1,588,894.08	0.00	316,842.14	7679.99	1,913,416.21
June-24	1,913,416.21	145,295.00	38,261.03	6879.85	1,813,262.09
July-24	1,813,262.09	46,973.46	216,523.50	7476.58	1,990,288.71
August-24	1,990,288.71	71,006.54	157,073.59	8416.22	2,084,771.98

BOND FUND

American National Bank

Account MM #3188887

Month	Beginning Bal .	Expenditures	Receipts	Interest	Ending Balance
March-23	16,928.21	0.00	0.00	3.51	16,931.72
April-23	16,931.72	0.00	0.00	2.99	16,934.71
May-23	16,934.71	0.00	0.00	3.30	16,938.01
June-23	16,938.01	0.00	0.00	3.42	16,941.43
July-23	16,941.43	0.00	0.00	3.09	16,944.52
August-23	16,944.52	0.00	0.00	3.30	16,947.82
September-23	16,947.82	0.00	0.00	3.31	16,951.13
October-23	16,951.13	0.00	0.00	3.20	16,954.33
November-23	16,954.33	0.00	0.00	3.20	16,957.53
December-23	16,957.53	0.00	0.00	3.31	16,960.84
January-24	16,960.84	0.00	0.00	3.31	16,964.15
February-24	16,964.15	0.00	0.00	3.10	16,967.25
March-24	16,967.25	0.00	0.00	3.31	16,970.56
April-24	16,970.56	0.00	0.00	47.85	17,018.41
May-24	17,018.41	0.00	0.00	74.49	17,092.90
June-24	17,092.90	0.00	0.00	63.48	17,156.38
July-24	17,156.38	0.00	0.00	70.54	17,226.92

QUAL CAP PURP
American National Bank
Savings Account #7005153

Month	Beginning Bal .	Expenditures	Receipts	Interest	Ending Balance
March-23	10,762.46	0.00	0.00	0.48	10,762.94
April-23	10,762.94	0.00	0.00	0.41	10,763.35
May-23	10,763.35	0.00	0.00	0.46	10,763.81
June-23	10,763.81	0.00	0.00	0.47	10,764.28
July-23	10,764.28	0.00	0.00	0.43	10,764.71
August-23	10,764.71	0.00	0.00	0.46	10,765.17
Septmeber-23	10,765.17	0.00	0.00	0.45	10,765.62
October-23	10,765.62	0.00	0.00	0.45	10,766.07
November-23	10,766.07	0.00	0.00	0.44	10,766.51
December-23	10,766.51	0.00	10,762.54	0.63	21,529.68
January-24	21,529.68	0.00	36,763.52	1.77	58,294.97
February-24	58,294.97	0.00	17,016.92	2.66	75,314.55
March-24	75,314.55	0.00	4,885.41	3.32	80,203.28
April-24	80,203.28	0.00	19,749.36	259.46	100,212.10
May-24	100,212.10	0.00	69,580.36	655.99	170,448.45
June-24	170,448.45	300.00	8,406.54	653.12	179,208.11
July-24	179,208.11	745.26	1,511.41	738.50	180,712.76
August-24	180,712.76	10,800.00	6,705.74	784.84	177,403.34

DEPRECIATION
American National Bank
Account MM #50000107

Month	Beginning Bal .	Expenditures	Receipts	Interest	Ending Balance
March-23	4,445.37	0.00	0	0.92	4,446.29
April-23	4,446.29	0.00	0	0.78	4,447.07
May-23	4,447.07	0.00	0	0.87	4,447.94
June-23	4,447.94	0.00	0	0.90	4,448.84
July-23	4448.84	0.00	0	0.81	4449.65
August-23	4449.65	0.00	0	0.87	4450.52
September-23	4450.52	0	0	0.87	4451.39
October-23	4451.39	0	0	0.84	4452.23
November-23	4452.23	0	0	0.84	4453.07
December-23	4453.07	0	0	0.87	4453.94
January-24	4453.94	0	0	0.87	4454.81
February-24	4454.81	0	0	0.81	4455.62
March-24	4455.62	0	0	0.87	4456.49
April-24	4456.49	0	0	12.57	4469.06
May-24	4469.06	0	0	19.56	4488.62
June-24	4488.62	0	0	16.67	4505.29
July-24	4505.29	0	0	18.52	4523.81
August-24	4523.81	0	0	19.8	4543.61

**EMPLOYEE
BENEFIT FUND
Savings Account #70005160**

Month	Beginning Bal .	Expenditures	Receipts	Interest	Ending Balance
March-23	497.92	0	0	0.02	497.94
April-23	497.94	0	0	0.02	497.96
May-23	497.96	0	0	0.02	497.98
June-23	497.98	0	0	0.03	498.01
July-23	498.01	0	0	0.02	498.03
August-23	498.03	0	0	0.02	498.05
Septmeber-23	498.05	0	0	0.02	498.07
October-23	498.07	0	0	0.02	498.09
November-23	498.09	0	0	0.02	498.11
December-23	498.11	0	0	0.02	498.13
January-24	498.13	0	0	0.02	498.15
Februrary-24	498.15	0	0	0.02	498.17
March-24	498.17	0	0	0.02	498.19
April-24	498.19	0	0	1.38	499.57
May-24	499.57	0	0	2.19	501.76
June-24	501.76	0	0	1.86	503.62
July-24	503.62	0	0	2.07	505.69
August-24	505.69	0	0	2.22	507.91

**CONTINGENCY FUND
American National Bank
Savings Account #7005174**

Month	Beginning Bal .	Expenditures	Receipts	Interest	Ending Balance
March-23	2775.32	0	4.25	0.12	2,779.69
April-23	2779.69	0	2.53	0.11	2,782.33
May-23	2782.33	0	3.45	0.12	2,785.90
June-23	2785.9	0	3.56	0.12	2,789.58
July-23	2789.58	0	3.45	0.11	2,793.14
August-23	2793.14	0	3.56	0.12	2,796.82
September-23	2796.82	0	3.56	0.12	2,800.50
October-23	2800.5	0	3.45	0.11	2,804.06
November-23	2804.06	0	3.56	0.12	2,807.74
December-23	2807.74	0	3.45	0.12	2,811.31
January-24	2811.31	0	3.56	0.12	2,814.99
February-24	2814.99	0	3.56	0.11	2,818.66
March-24	2818.66	0	4.36	0.12	2,823.14
April-24	2823.14	0	2.53	7.83	2,833.50
May-24	2833.5	0	68.38	12.59	2,914.47
June-24	2914.47	0	0	10.82	2,925.29
July-24	2925.29	0	80.21	12.14	3,017.64
August	3017.64	0	81.52	13.28	3,112.44

CD #001120027210 TFB 12,000(3/10/2025)

Activity Fund
Western National Bank
Account #29284

Month	Beginning Bal.	Expenditures	Receipts	Interest	Ending Balance
22-Nov	93,688.54	33,778.97	10,068.27	9.94	69,977.84
22-Dec	69,977.84	40,999.46	29,067.12	9.22	58,045.50
23-Jan	58,045.50	16,351.32	16,671.35	7.9	58,365.53
23-Feb	58,365.53	17,260.71	13,336.87	6.21	54,441.69
23-Mar	54,441.69	20,056.34	6,269.98	9.16	40,655.33
23-Apr	40,655.33	19,934.57	9,976.76	10.88	30,697.52
23-May	30,697.52	24,294.97	44,794.28	13.04	51,196.83
23-Jun	51,196.83	13,576.39	6,133.82	13.32	43,754.26
23-Jul	43,754.26	19,874.11	9,963.46	11.28	33,843.61
23-Aug	33,843.61	62,554.02	59,037.12	9.1	30,326.71
23-Sep	30,326.71	31,902.13	36,199.11	7.75	34,623.69
23-Oct	34,623.69	38,532.20	48,817.84	12.38	44,909.33
23-Nov	44,909.33	43,118.10	34,067.92	12.74	35,859.15
23-Dec	35,859.15	34,006.86	19,088.83	10.28	20,941.12
24-Jan	20,941.12	30,389.68	37,088.49	5.9	27,639.93
24-Feb	27,639.93	18,380.93	11,063.14	7.6	20,322.14
24-Mar	20,322.14	160,440.00	8,982.47	5.55	13,260.61
Money Market #0021	\$9,260.59				Money Mkt.
Business Value #4810	\$1858.57				Not Included

Lunch Fund
Bank

Account #29241

Month	Beginning Bal.	Expenditures	Receipts	Interest	Ending Balance
22-Nov	51,034.63	19,732.24	11,173.34	5.73	42,475.73
22-Dec	42,475.73	17,990.07	65,855.14	7.17	90,340.80
23-Jan	90,340.80	75,937.90	12,612.19	10.81	27,015.09
23-Feb	27,015.09	18,018.51	42,624.21	4.29	51,620.79
23-Mar	51,620.79	55,792.88	39,285.05	11.18	35,112.96
23-Apr	35,112.96	14,394.35	29,265.41	11.2	49,984.02
23-May	49,984.02	21,833.41	33,805.31	16.67	61,955.92
23-Jun	61,955.92	49,568.63	19,470.61	9.5	31,857.90
23-Jul	31,857.90	6,316.19	25,673.11	11.39	51,214.82
23-Aug	51,214.82	43,859.25	15,411.25	11.21	22,766.82
23-Sep	22,766.82	36,568.99	21,97.20	2.15	8,105.03
23-Oct	8,105.03	17,426.20	36,043.15	5.13	26,721.98
23-Nov	26,721.98	28,076.57	32,927.31	7.18	31,572.72
23-Dec	31,572.72	37,955.06	34,086.83	4.54	27,704.49
24-Jan	27,704.49	32,546.22	24,075.62	10.53	19,233.89
24-Feb	19,233.89	16,652.39	23,659.43	5.58	26,240.93
24-Mar	26,240.93	62,630.51	49,125.06	5.77	12,735.48

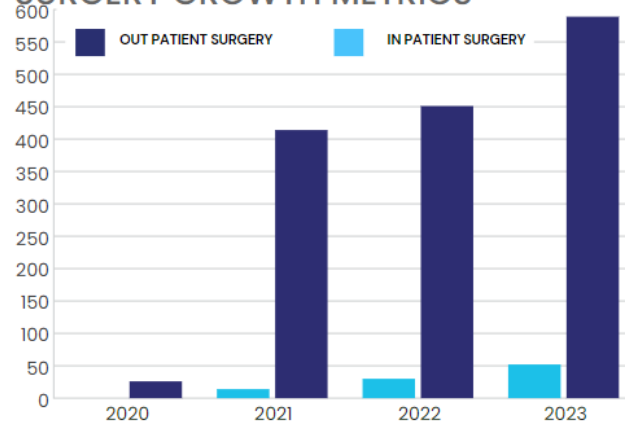
GROWING TO MEET THE DEMANDS OF THE FUTURE



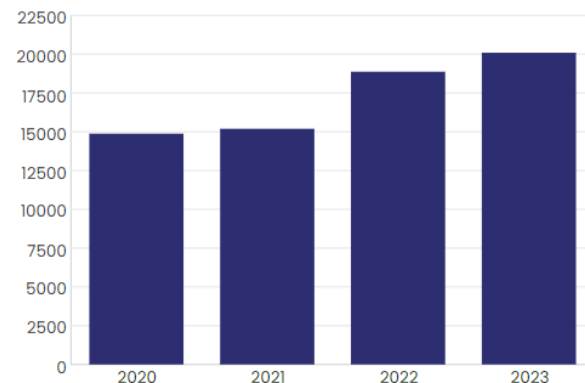
Johnson County Hospital receives **NO TAX** support from the residents of Johnson County.

Johnson County Hospital prioritizes economic soundness and fiscal responsibility. It is owned by Johnson County and governed by a seven-person board appointed by the Johnson County Commissioners. Patient revenue, outside grants, and philanthropic gifts to the Johnson County Hospital Foundation support JCH solely.

SURGERY GROWTH METRICS



OUTPATIENT VISIT GROWTH



RENOVATION AND UPDATED

The project involves an expansion and renovation of the hospital, consisting of approximately 18,000 square feet of new construction and approximately 10,000 square feet of renovations.

EXPANSION GOALS INCLUDED

- A new surgery and clinic entrance
- Lobby and Registration
- New clinic with nine exam rooms
- Two treatment rooms
- An additional operating room with improved surgical services

RENOVATION WILL IMPROVE AND EXPAND

- Locker and shower facilities
- Sterile processing
- Home health
- Radiology/imaging
- Cardiac rehab
- Housekeeping
- Dietary/kitchen staff support
- Hospitalist on call



JCH Understands its Financial Responsibility

Johnson County Hospital places a high priority on economic stability and fiscal responsibility. Owned by Johnson County and governed by a five-person board appointed by the Johnson County Commissioners, JCH is supported exclusively by patient revenue, external grants, and philanthropic contributions to the Johnson County Hospital Foundation. It does not receive tax support from Johnson County residents.

The Johnson County Hospital Foundation Needs Your Help

We believe that every resident of Tecumseh and our surrounding communities deserves access to the best possible healthcare, regardless of where they live. By supporting the purchase of an MRI machine, you are helping to ensure that our hospital can continue to provide lifesaving care to those who need it most. Together, we can make a profound difference in the lives of our neighbors, our families, and our friends.



JOHNSON COUNTY HOSPITAL

A cornerstone of healthcare excellence for over 65 years

Johnson County Hospital (JCH), nestled in the heart of Southeast Nebraska, has been a cornerstone of healthcare excellence for our community for over 65 years. Designated as a critical access hospital by the federal government, Johnson County Hospital has been identified as a key provider of essential medical services to our rural communities.

Our talented and dedicated staff provides patients with compassionate care within our large geographic service area, which encompasses over 1,150 square miles and serves 15,000 residents. In 2023, our hospital served over 24,121 patients, and our two rural health clinics in Tecumseh and Adams served 13,684 patients.

To continue as a trusted healthcare provider, we are embarking on a journey to bring about significant changes and improvements, ultimately benefiting our patients and healthcare team. JCH has observed the growing demand for outpatient services and recognized the need to enhance our surgical capabilities. An expansion and renovation initiative is not just a necessity for us; it is an investment in the health and well-being of the residents of Johnson County and our surrounding communities.

"I always receive the best care and never feel like just another face. My questions and concerns are addressed, and I feel cared for when I leave!"

- RECENT JCH PATIENT

Purchasing an MRI

While the renovation and expansion plans for the hospital include a dedicated space for an MRI, we urgently need to purchase a Magnetic Resonance Imaging (MRI) machine. This investment will significantly enhance our diagnostic capabilities, reduce patient wait times, improve health outcomes, and help us continue our mission of offering exceptional care close to home.

The Need for an MRI

An MRI utilizes non-invasive imaging technology that produces detailed images of the body's internal structures using magnetic fields and radio waves. MRIs are commonly used to diagnose a variety of conditions, from brain and spinal cord abnormalities to joint and muscle disorders. Currently, a mobile MRI unit is only available at JCH one day per week. This means patients in our community must travel an hour or more to access the nearest MRI facility. This journey can be both physically and financially burdensome, particularly for elderly patients, those with mobility issues, and families with limited resources.

The absence of a full-time MRI at Johnson County Hospital also delays critical diagnoses, leading to prolonged suffering and, in some cases, worsened health outcomes.



JOHNSON COUNTY HOSPITAL

The Positive Impact of Having an MRI at JCH

Adding an in-house MRI brings numerous benefits to our hospital and the community we serve:

- **Improved Patient Care:** An on-site MRI will allow for faster and more accurate diagnoses, enabling timely and appropriate treatments. This can be life-saving, especially in emergencies or when dealing with rapidly progressing conditions.
- **Enhanced Access:** Bringing MRI services to our hospital eliminates the need for patients to travel long distances, making advanced diagnostic care more accessible to all, regardless of their location or financial situation.
- **Economic Benefits:** Keeping diagnostic services local supports our hospital's financial sustainability and reduces healthcare costs for our community. Families will save on travel expenses, and local businesses will benefit from the hospital's strengthened services.
- **Attracting Specialists:** Having state-of-the-art imaging technology can attract top medical talent to our hospital, further enhancing the level of care we can provide.
- **Community Health:** Early and accurate diagnosis through MRI imaging can prevent the progression of diseases, reduce the need for more invasive treatments, and improve overall community health outcomes.

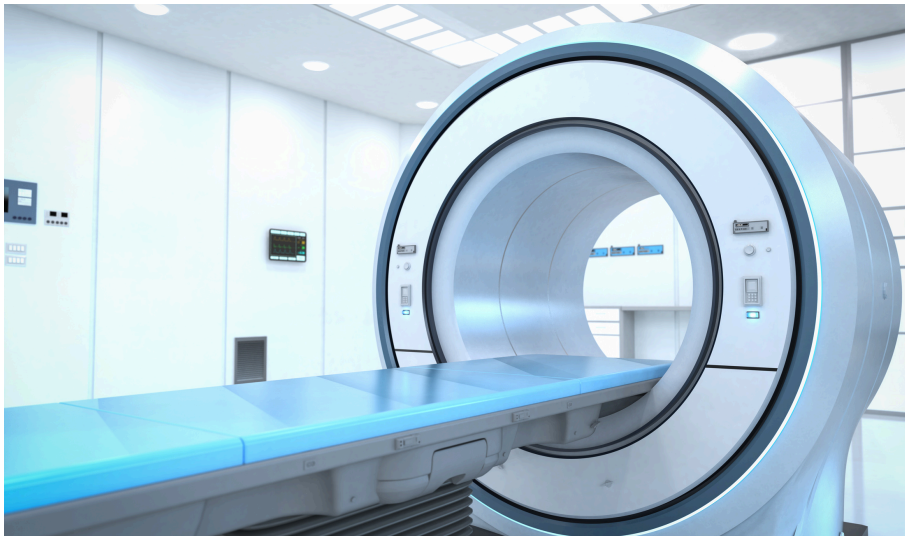
An Investment in the Future

Purchasing an MRI machine is a significant investment, but it is one that will pay dividends for decades to come in the form of healthier lives, reduced suffering, and a stronger community.

While the construction of the room that will house the MRI will be funded through the issuance of government bonds approved by the JCH board, the cost of purchasing the MRI machine is expected to be **\$1 Million**.

Funding for this project will be achieved by:

- Seeking grants from healthcare foundations and partnerships with organizations that support advanced medical technology.
- Community fundraising efforts to gather donations specifically for the MRI.



YOU MAKE THE DIFFERENCE

How You Can Help

We invite you to partner with us in this critical initiative.

Support for acquiring an MRI is not just an investment in a piece of equipment; it is an investment in the health and future of our community. Your donation, whether large or small, will bring us one step closer to achieving our goal.

For more information, contact:
Tiffany Clifton, Foundation Director
Johnson County Hospital Foundation

Johnson County School District
 358 N 6th St
 Tecumseh, NE 68450
 Contact: Jon Rother
 402-921-0787



Northland PCC, Inc.
 16512 10th Street NE
 New London, MN 56273
 Main Office: 320-354-2100
 Justin Kuta: 402-650-9190

• Tecumseh Curbs •

No.	High	Low	Lineal Ft	Location	Repair	Inch Ft	Notes
36	0.625	0.625	16.0	See Notes	curb	10.00	Front outer walk
44	0.625	0.625	80.0	See Notes	curb	50.00	Front outer walk
46	0.625	0.625	19.0	See Notes	curb	11.88	Front inner walk
82	0.625	0.625	41.0	See Notes	curb	25.63	Middle inner walk
99	0.625	0.625	16.0	See Notes	curb	10.00	Middle inner walk
100	0.625	0.625	44.0	See Notes	curb	27.50	Middle inner walk cross st
105	0.625	0.625	72.0	See Notes	curb	45.00	Front walk
109	0.625	0.625	34.0	See Notes	curb	21.25	Front walk



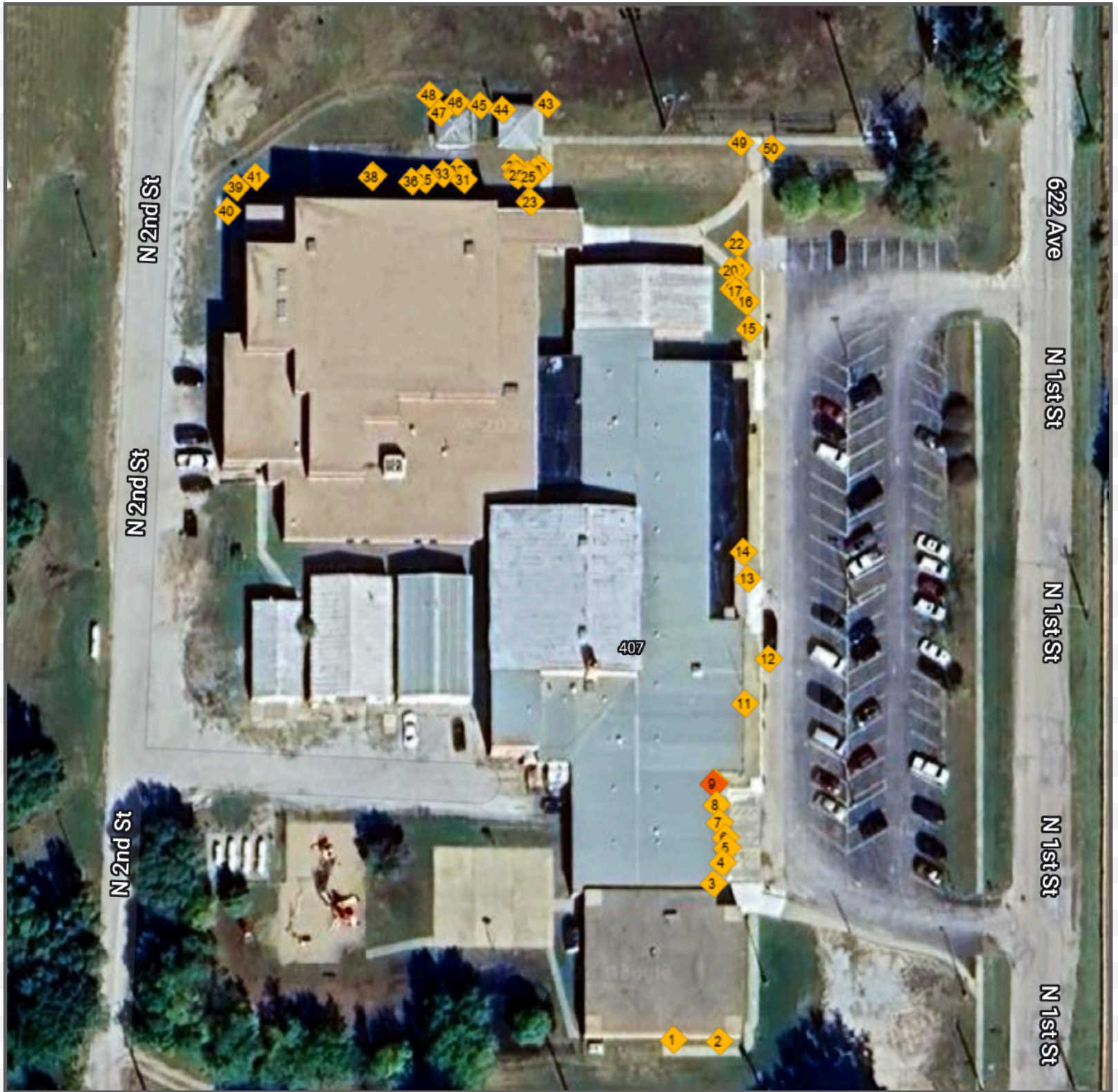
Johnson County School District
 358 N 6th St
 Tecumseh, NE 68450
 Contact: Jon Rother
 402-921-0787



Northland PCC, Inc.
 16512 10th Street NE
 New London, MN 56273
 Main Office: 320-354-2100
 Justin Kuta: 402-650-9190

• Cook Schools •

No.	High	Low	Lineal Ft	Location	Repair	Inch Ft	Notes
1	1.125	0.875	6.0	407 N 1st St	entry	6.00	S walk
2	0.500	0.500	5.0	407 N 1st St	joint	2.50	S walk
3	0.500	0.000	4.0	407 N 1st St	entry	1.00	Front walk door 2
4	0.500	0.000	3.0	407 N 1st St	joint	0.75	Front walk
5	1.125	0.750	4.0	407 N 1st St	ramp	3.75	Front walk
6	1.125	1.125	6.0	407 N 1st St	ramp	6.75	Front walk
7	0.875	0.750	6.0	407 N 1st St	ramp	4.88	Front walk
8	1.000	0.625	6.0	407 N 1st St	ramp	4.88	Front walk
9					Replace		Front walk
10	0.750	0.625	6.0	407 N 1st St	ramp	4.13	Front walk
11	0.375	0.000	5.0	407 N 1st St	joint	0.94	Front walk
12	0.375	0.000	4.0	407 N 1st St	joint	0.75	Front walk
13	0.500	0.500	4.0	407 N 1st St	ramp	2.00	Front walk
14	0.500	0.250	3.0	407 N 1st St	joint	1.13	Front walk
15	0.375	0.375	4.0	407 N 1st St	joint	1.50	Front walk
16	0.500	0.125	4.0	407 N 1st St	joint	1.25	Front walk
17	0.500	0.000	3.0	407 N 1st St	joint	0.75	Front walk
18	0.500	0.000	4.0	407 N 1st St	joint	1.00	Front walk
19	0.500	0.375	5.0	407 N 1st St	joint	2.19	Front walk
20	0.375	0.000	1.0	407 N 1st St	x cut	0.19	Front walk
21	0.375	0.000	2.0	407 N 1st St	x cut	0.38	Front walk
22	0.500	0.500	6.0	407 N 1st St	joint	3.00	Front walk
23	0.500	0.125	5.0	407 N 1st St	entry	1.56	N walk door 15
24	0.625	0.375	2.0	407 N 1st St	crack	1.00	N walk door 15
25	0.500	0.000	3.0	407 N 1st St	joint	0.75	N walk
26	0.375	0.000	2.0	407 N 1st St	x cut	0.38	N walk
27	0.500	0.000	6.0	407 N 1st St	joint	1.50	N walk
28	0.500	0.000	2.0	407 N 1st St	joint	0.50	N walk
29	0.625	0.375	4.0	407 N 1st St	joint	2.00	N walk
30	0.375	0.000	3.0	407 N 1st St	joint	0.56	N walk
31	0.500	0.375	4.0	407 N 1st St	joint	1.75	N walk
32	0.500	0.375	4.0	407 N 1st St	joint	1.75	N walk
33	0.500	0.375	4.0	407 N 1st St	joint	1.75	N walk
34	0.500	0.125	4.0	407 N 1st St	joint	1.25	N walk
35	0.375	0.375	4.0	407 N 1st St	joint	1.50	N walk
36	0.375	0.375	4.0	407 N 1st St	joint	1.50	N walk
37	0.500	0.125	4.0	407 N 1st St	joint	1.25	N walk
38	0.500	0.500	4.0	407 N 1st St	joint	2.00	N walk
39	0.500	0.000	4.0	407 N 1st St	entry	1.00	N walk
40	0.750	0.625	7.0	407 N 1st St	entry	4.81	N walk
41	0.875	0.000	6.0	407 N 1st St	entry	2.63	N walk TA
42	0.625	0.000	3.0	407 N 1st St	joint	0.94	N walk
43	0.500	0.500	5.0	407 N 1st St	joint	2.50	Upper ball field walk
44	1.500	1.000	6.0	407 N 1st St	entry	7.50	Upper ball field walk
45	0.500	0.250	4.0	407 N 1st St	entry	1.50	Upper ball field walk
46	0.750	0.000	3.0	407 N 1st St	joint	1.13	Upper ball field walk
47	0.500	0.125	4.0	407 N 1st St	joint	1.25	Upper ball field walk
48	0.750	0.750	4.0	407 N 1st St	entry	3.00	Upper ball field walk TA
49	0.625	0.375	4.0	407 N 1st St	joint	2.00	Upper ball field walk
50	0.500	0.000	4.0	407 N 1st St	ramp	1.00	Lower walk



204.0

99.94

TOTAL PROJECT COST:

\$4,797.00

Assumes project completion in 2024. All quotes expire at year-end.

SCHOOL BOARD MEETING SEPTEMBER REPORT FROM PRINCIPAL – RICK LESTER

Below are dates and events that I thought you would be interested in:

- We had a great start to the school year - everyone is in their educational/activities mode! Our cell phone policy is going great and I see fewer students in the hallways.
- Homecoming week activities
 - Sunday, September 8 at 6:00 p.m. community pep rally
 - Throughout the whole week students and staff have different dress up days
 - Friday, September 13, JCC parade and pep rally at school
 - Friday, September 13 football game at 7:00 p.m.
 - Friday, September 13 coronation ceremony after football game
 - Friday, September 13 Homecoming dance after ceremony
- On Tuesday, September 10 at 10:30 a.m. we will have an assembly on social media by KSB
- I have my bus evacuation drill set for Wednesday, September 18th for all high school students
- Parent/Teacher conferences are scheduled for Monday, October 7th at 11:00 a.m. to 7:00 p.m.
- Picture retake is scheduled for Friday, October 18th

Board Meeting – September 11, 2024

Principal's Report – Rich Bacon

- We are fortunate to have Mrs. Karen Haase speak to our students this week about digital citizenship. It has been five years since we've had her speak to our students.
- The 7th & 8th grade band will be marching in the Richardson County Fair on Thursday, Sept. 12.
- We have 30 (18-7th grade & 12-8th grade) girls out for VB and 22 (4-7th grade & 18-8th grade) boys out for FB. We also have 2 (8th grade) boys & 2 (7th grade) girls running cross country. 74% (56 out of 76) of our 7th & 8th grade students are involved in one of our fall sports.
- The 4-8 MAP fall testing has been completed. Students took assessments in math, reading, language usage and science
- Mrs. Bacon has submitted a grant through Education Quest for our 8th grade college visit(s) again this year. She is trying to make plans to visit SCC-Lincoln and possibly Doane or Wesleyan this spring. If we receive the grant it will help pay for the transportation, student meals and any other expenses on the visit.
- Mr. Bartels is starting a MS FFA program. He is looking at possibly competing in FFA quiz bowl and animal judging contests this year.

Garrett Collin
Activities Report
September 11th, 2024

Updated participation numbers:

Football - 33
Volleyball - 16
Girls Golf - 7
Cross Country - 11 boys, 4 girls
JH Football - 22
JH Volleyball - 33

*Everything went well at our cross country invite on the 6th.

*MUDECAS volleyball is set to happen next week. Seeding takes place this week. Games will take place in Beatrice at SCC and the high school.

*ECNC girls golf was on Tuesday and we will host our girls golf invite next Thursday.

*We also host our volleyball invite on Saturday, October 5th.

*Homecoming is going on this week. Attendees and candidates are:

Freshmen: *Tyler Albers & Kaitlin Young*

Sophomores: *Erik Prado & Haylee Trew*

Juniors: *Jack Waring & Charlyn Bobadilla*

Queen: *Graycen Arguello, Lexi Robeson, Salena Conley, Jocelyn Prado, Kali Drake*

King: *Alex Cruz, Jackson Haughton, Keegan Jones, Logan Topp, Nolan Wellensiek*

*The bowling alley has been sold and bought. As of now, we are planning on having our bowling schedules as planned.

*Parents night for volleyball and girls golf is on Thursday. Football and Cross Country will go on the 27th. Senior parents will walk with their student. All other parents will be recognized from the stands.

*The booster club will be having "Booster Night" on the 27th. Tailgate before, kick a field goal at halftime, and the 5th quarter post game at the country club.

*Still looking for a JH boys basketball head & assistant coach.

Nebraska Council of School Administrators

NCSA Final Legislative Report

108th Legislature, 1st Special Session

Convened: July 25, 2024

Adjourned Sine Die: August 20, 2024

The 2024 Special Session spanned 27 calendar days, but will be known officially for lasting 17 "session days," which are days the Legislature is actually in session. This is the second-longest special session since the beginning of the Nebraska Unicameral Legislature in 1937. The longest single special session since the inception of the Unicameral occurred in 1963, which lasted 24 session days.

There were 81 bills and 24 constitutional amendments introduced during the 2024 Special Session. Five measures were passed and signed into law: LB 2, LB 3, LB 4, LB 34, and LB 34A. All five measures contained the emergency (E) clause, were passed by the Legislature and signed by the Governor on August 20, 2024, and became operative on August 21, 2024.

Legislation Passed and Signed into Law

LB 2	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Clements	Appropriations	Provide, change, and eliminate appropriations for operations of state government

LB 2, introduced by Senator Clements at the request of the Governor, is part of the Governor's 2024 Special Session budget adjustment recommendations for the 2023-2025 Biennium. The bill makes adjustments to appropriations to produce savings that were then applied to the School District Property Tax Relief Act.

LB 3	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Clements	Appropriations	Provide, change, and eliminate provisions relating to funds

LB 3, introduced by Senator Clements at the request of the Governor, is part of the Governor's 2024 Special Session budget adjustment recommendations for the 2023-2025 Biennium. The bill authorizes and provides for fund transfers, changes certain fund transfer provisions, changes application of investment earnings, and amends certain fees. Funds derived from LB 3 will be transferred to the School District Property Tax Relief Act.

LB 4	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Arch	N/A	Appropriate funds for special session expenses

For special sessions, an appropriation bill to fund the special session does not require referral to a committee for disposition or a public hearing. The measure automatically appears on General File for consideration by the Legislature.

LB 4, introduced by Speaker Arch at the request of the Governor, represents the funding required to conduct the Special Session. The bill appropriates \$126,860 for legislative services, the Office of the Clerk of the Legislature, and the Office of the Revisor of Statutes (bill drafters).

LB 34	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Brewer	Revenue	Adopt the Property Tax Growth Limitation Act and the School District Property Tax Relief Act and change provisions relating to revenue and taxation

LB 34, introduced by Senator Brewer, became the shell bill used as the vehicle to advance a revised version of the Governor's original plan under LB 1.

There are two parts of LB 34. The first is to establish the Property Tax Growth Limitation Act, which would be applicable to counties, cities, and villages. The second is the creation of the School District Property Tax Relief Act.

LB 34 does not amend the school finance formula, nor does it change the Property Tax Request Act (LB 644, 2023), except to harmonize language with the intent of LB 34. The measure also does not change the lids under the School District Property Tax Limitation Act (LB 243, 2023).

Property Tax Growth Limitation Act

For purposes of the Act, "political subdivision" would mean counties, cities, and villages.

* This Act does not apply to school districts or ESUs. *

For fiscal years beginning on July 1, 2025, a political subdivision's property tax request for any year may not exceed its property tax request authority. The preliminary property tax request authority for each political subdivision would be the amount of property taxes levied by the county board of equalization for the political subdivision in the prior fiscal year, less the sum of exceptions utilized in the prior year (listed below). In addition to the preliminary property tax request authority, the political subdivision's property tax request authority could be increased in multiple ways, as detailed in the legislation.

A political subdivision could choose not to increase its total property taxes levied by the full amount of the property tax request authority allowed in a particular year. In such cases, the political subdivision could carry forward to future budget years the amount of unused property tax request authority, but accumulation of unused property tax request authority could not exceed an aggregate of 5% of the total property tax request authority from the prior year.

In addition to the preliminary property tax request authority, the political subdivision's property tax request authority may be increased by the product of:

- (a) The amount of property taxes levied in the prior year increased by the political subdivision's growth percentage, less the sum of exceptions utilized in the prior year (listed below); and
- (b) The greater of zero or the inflation percentage.

"Inflation percentage" means the annual percentage change in the State and Local Consumption Expenditures and Gross Investment, as reported for December of the prior calendar year for the preceding twelve-month period.

Exceptions:

- (1) The amount of property taxes budgeted for approved bonds;
- (2) The amount of property taxes needed to respond to an emergency declared in the preceding year, as certified to the auditor;
- (3) The amount of unused property tax request authority;
- (4) The amount of property taxes budgeted in support of:
 - (a) a service relating to an imminent and significant threat to public safety that (i) was not previously provided by the political subdivision and (ii) is the subject of an agreement or a modification of an existing agreement executed after the effective date of this act, whether provided by one of the parties to the agreement or by an independent joint entity or joint public agency or
 - (b) an interlocal agreement relating to public safety;
- (5) The increase in property tax request authority approved by the legal voters;
- (6) The amount of property taxes budgeted for public safety services; and
- (7) The amount of property taxes budgeted for county attorneys and public defenders.

School District Property Tax Relief Act

The Act would apply to tax year 2024 and each tax year thereafter. The total amount of relief granted for each tax year under the Act would be the following:

- Tax year 2024: \$750 million;
- Tax year 2025: \$780 million;
- Tax year 2026: \$808 million;
- Tax year 2027: \$838 million;
- Tax year 2028: \$870 million;
- Tax year 2029: \$902 million; and
- Tax year 2030 and each tax year after - the total amount of relief from the prior year increased by 3%.

* The relief would be in the form of property tax credits, which appear on property tax statements. Property tax credits granted would be credited against the amount of property taxes owed to school districts. *

In future fiscal years, it would be the intent of the Legislature that the relief amount would be transferred from the General Fund to the School District Property Tax Relief Credit Fund.

To determine the amount of the property tax credit for each parcel, the county treasurer would multiply the amount disbursed to the county by the ratio of the school district taxes levied in the prior year on the parcel to the school district taxes levied in the prior year on all real property in the county. The amount so determined would be the property tax credit for that parcel.

The amount disbursed to each county would be equal to the amount available for disbursement multiplied by the ratio of the school district taxes levied in the prior year on all real property in the county to the school district taxes levied in the prior year on all real property in the state. The disbursements to the counties would occur in two equal payments, the first by January 31 and the second by April 1.

The county treasurer would disburse amounts received, which are credited against the amount of property taxes owed to school districts, in the same manner as if the funds had been received in the form of property tax payments for property taxes owed to school districts, meaning any amounts attributable to divided taxes of the Community Development Law would be remitted to the applicable authority for which the taxes were divided.

If the real property owner qualifies for a homestead exemption, the owner would also be qualified for this property tax credit to the extent of any remaining liability after calculation of the homestead exemption. If the property tax credit results in a property tax liability on the homestead that is less than zero, the amount of the credit that cannot be used by the taxpayer would be returned to the Property Tax Administrator by July 1 of the year the amount disbursed to the county was disbursed. The Property Tax Administrator would immediately credit any returned funds to the School District Property Tax Relief Credit Fund.

LB 34A	<i>Sponsor</i>	<i>Committee</i>	<i>Subject</i>
	Brewer	N/A	Appropriation bill for LB 34

The appropriation bill for LB 34 allocates \$156,000 from the General Fund for FY2024-25 to the Department of Revenue to carry out the provisions of LB 34.

The measure also appropriates \$750 million from the School District Property Tax Relief Credit Fund for FY2024-25 and \$780 million from the School District Property Tax Relief Credit Fund for FY2025-26 to the Department of Revenue to carry out the intent of LB 34.

Mr. Rother
September 2024
Superintendent & Tecumseh Site Elementary Board Report

- The Merry-Go-Round that was ordered in August is planned to be installed sometime in October.
- The 14-passenger bus we ordered in August of 2023 is planned to be delivered in November.
- The Homecoming Community Tailgate & Bonfire to kick-off the week was well attended. Special thanks to the following:
 - Marcus Scheer - Tech, sound and video board preparations and operations.
 - Garrett Collin - General preparations.
 - Casey Fricke & Russ Waring - Bonfire fuel, tiki torches and grounds preparation.
 - Nick & Lisa Weber - Concessions.
 - Andrea Jaquez & Amber Baehr and the JCC Cheer Team - Cheers, cotton candy & snow cone sales.
 - Braden Hawley and the JCC Band - School song and cheer music.
 - Amy Little - Arrangements for Build-a-Bear.
 - Brittney Teeman & JCC Art Club - Face painting.
 - Maggie Rother & JCC HOSA - Tower building competition.
 - Beckie Robeson - Cornhole games.
 - The Grain Bin.
 - Hodges Cookies.
 - Nick Weber, Ben Swanson, Cody Franklin & Ryan Haughton for attending and speaking to the crowd.
- On Thursday, September 5, along with 10 other area principals, I attended the ESU4 Principals Cadre held at Johnson-Brock. We had some very good discussion pertaining to parent communications, grading and dress code. We also toured the Johnson-Brock facilities.
- On Monday, September 9, I attended the NRD Hazard Mitigation meeting. This is an effort to help local entities to lessen the impact of disasters and to reduce risk of damage and harm to humans.
- I plan to attend the Southeast NRCSA Region Meeting at the Nebraska Council of School Administrators office on Tuesday, October 1.

**2024 STATE EDUCATION CONFERENCE
NOVEMBER 20-22
CHI HEALTH CENTER - DOWNTOWN OMAHA**

All Systems Go



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



2 Registration & Reservations



REGISTRATION FOR THE 2024 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 11, 2024

To register, go to www.NASBOnline.org

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

Registration fees for the conference are as follows:
 REGISTRATION SEPTEMBER 11 - NOVEMBER 8 **\$325**
 PRE-CONFERENCE REGISTRATION **\$100**
 CANCELLATION FEE (PRIOR TO 11/8) **\$150**
 (No refunds after the registration deadline)

\$325	LATE-REGISTRATION NOVEMBER 9 - ON-SITE	\$375
\$100	BOARD MEMBER ELECT	\$175
\$150	NON-MEMBER	\$750

(Substitutions are done at no charge)

Hotel Reservations

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

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

Once your conference registration is complete, you will receive an email with your NASB Registration code and a Conference Hotel reservation link. The code will not be activated until 10:00 AM CT, Wednesday, September 25, 2024

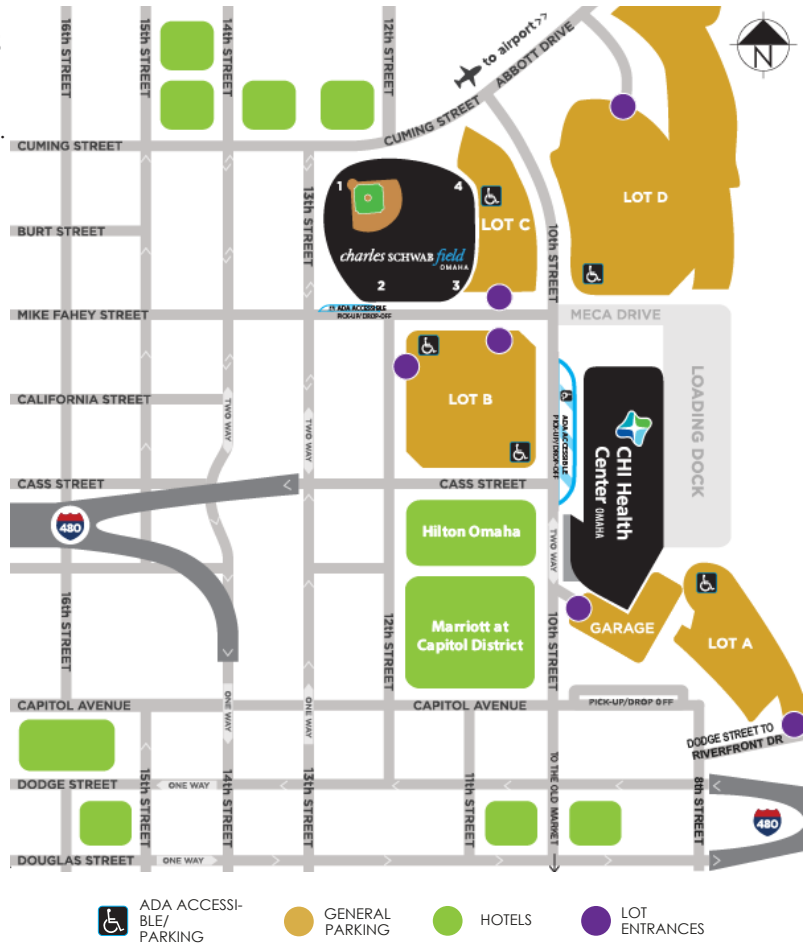
SUBMIT YOUR CONFERENCE HOTEL ROOM REQUEST WEDNESDAY, SEPTEMBER 25, 2024.

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

Hilton Omaha - 1001 Cass Street
 \$151 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 20, OR UNTIL FULL

Omaha Marriott Downtown - 222 North 10th Street
 \$171 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL NOVEMBER 8, OR UNTIL FULL

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



WEDNESDAY, NOVEMBER 20

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

Exhibitor Reception
4:00 to 5:30 PM

THURSDAY, NOVEMBER 21

Board Member/Mentor Collaboration
7:15 to 8:15 AM

Opening Keynote Speaker
8:15 to 9:30 AM

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

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

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

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

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

FRIDAY, NOVEMBER 22

Classroom Showcase
8:00 to 11:30 AM

NASB Delegate Assembly
8:00 to 9:30 AM

NASA Membership Meeting
8:00 to 9:30 AM

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

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

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

20th

DAY 1

WEDNESDAY, NOVEMBER 20, 2024

NASBO MEMBERSHIP MEETING

NASB LEGISLATION COMMITTEE MEETING

NASA EXECUTIVE BOARD MEETING

PRE-CONFERENCE SESSIONS

EXHIBITOR RECEPTION

NASB BOARD MEETING

21st

DAY 2

THURSDAY, NOVEMBER 21, 2024

BOARD MEMBER / MENTOR COLLABORATION

PRESENTATION OF COLORS / MUSICAL OPENING

OPENING & LUNCHEON KEYNOTE SPEAKERS

SCHOOL BOARD MEMBER OF THE YEAR PRESENTED

BREAKOUT SESSIONS (A, B, C & D)

22nd

DAY 3

FRIDAY, NOVEMBER 22, 2024

NASB DELEGATE ASSEMBLY

NASA MEMBERSHIP MEETING

CLASSROOM SHOWCASE

SUPERINTENDENT OF THE YEAR RECOGNIZED

CLOSING KEYNOTE SPEAKER

BREAKOUT SESSIONS (E & F)

ADJOURN

Register now at www.NASBonline.org



INSPIRING HOPE THROUGH THE POWER OF COMMITMENT AND POSITIVITY BEYOND THE GAME: APPLYING "ALL IN" TO LIFE

GIAN PAUL GONZALEZ

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

During the New York Giants' 2011 Super Bowl run, Gian Paul Gonzalez, a high school teacher from Union City, N.J., played a pivotal role in inspiring the team with his "ALL IN" rally cry. Before a crucial Christmas Eve game against the NY Jets, Gonzalez led a chapel service where he used poker chips to symbolize commitment, urging players to go "all in" with their dedication. The Giants, initially seen as unlikely playoff contenders, won that game 29-14 and carried their momentum through to victory in Super Bowl XLVI. Gonzalez, who turned down professional basketball opportunities to work with at-risk youth, is the founder of the Hope + Future Foundation. This organization provides health and wellness programs for youth in West New York, NJ, focusing on empowering students and fostering community unity. Gonzalez's "ALL IN" message, is not just a slogan it's a LIFEstyle.



RUNNING TOWARD CHAOS

DR. NATALIE STAVAS

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

Dr. Natalie Stavas, a Nebraska native, and award-winning Harvard physician and humanitarian, epitomizes her life philosophy: "You Run Toward." This mantra was vividly demonstrated on April 15, 2013. As she approached the finish line of her fifth Boston Marathon, she faced the chaos of a bomb explosion. Instead of fleeing with the crowd, Dr. Stavas ran directly into the danger, providing critical aid and saved several lives that day. Natalie attacks every obstacle with the same attitude: "You run towards that which you fear, that which challenges you, that which is oppositional." Described as a healer, educator, and community leader, she was named "2013 Bostonian of the Year" by The Boston Globe.



WHAT'S ON THE HORIZON AT THE NEBRASKA DEPARTMENT OF EDUCATION?

BRIAN MAHER

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

Join Commissioner Maher as he embarks on his second year at the helm of the Nebraska Department of Education (NDE), leading the charge in shaping the future of education across the state. In this pivotal year, he is poised to build upon the progress of his inaugural term, introducing a range of new developments and initiatives designed to enhance educational outcomes. As he outlines his strategic priorities, we will gain insight into his vision for fostering educational excellence, addressing key challenges, and driving meaningful change within Nebraska's schools. This comprehensive look at the goals and aspirations guiding Commissioner Maher's second year, highlighting the dynamic efforts underway to ensure that every student in Nebraska has access to high-quality education.

Pre

PRE-CONFERENCE SESSIONS WEDNESDAY, NOVEMBER 20 - 1:00 TO 4:00 PM

INSIDE OUT:

NAVIGATING BOARD CONFLICT AND THE HIDDEN COSTS OF DYSFUNCTION

As Boards of Education evolve, long-standing teams often encounter new members with differing beliefs, styles, and agendas, which can challenge board dynamics. This session offers attendees a chance to delve into how respectful dialogue ensures diverse perspectives are heard and considered in the decision-making process. What can the board and superintendent do to prepare for change and explore strategies for managing communication and conflict when it occurs? Participants will learn to foster civility in governance and proactively address common challenges. Join us to enhance your skills in navigating board transitions and maintaining a productive, respectful environment that builds trust between the board and superintendent and ensures that decisions are made openly and with integrity.

PRESENTERS: David Kramer - Baird Holm Law Firm; Marcia Herring - NASB

HARNESSING THE POWER OF AI:

PRACTICAL APPLICATIONS FOR SCHOOL BOARD MEMBERS AND ADMINISTRATORS

Have you been hearing about the buzz around AI and wondering how it will impact your district? Join us for an engaging, hands-on workshop designed specifically for school board members and administrators. We'll start by showcasing how cutting-edge AI tools, like ChatGPT, can simplify daily tasks and enhance the efficiency of board work. From there, we'll explore real-world applications where AI is already benefiting educators—saving time, reducing burnout, and improving student support. Our session will wrap up with the latest research on AI in education, including how schools are crafting policies to leverage AI for better learning outcomes and streamlined operations. You'll leave with actionable insights and practical tools to help you navigate the evolving landscape of AI and make a meaningful difference in your district and community.

PRESENTERS: Lynne Herr - ESU 6; Andrew Easton - ESUCC; UNK AI Research Team



Register now at www.NASBonline.org



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

Previous Winners Include:

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



SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE FRIDAY LUNCHEON

Previous Winners Include:

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



BOARDSMANSHIP



CAREER & COLLEGE READINESS



COMMUNITY ENGAGEMENT



CURRICULUM



ESU



FACILITIES



LEGAL & POLICY



LEGISLATIVE & ADVOCACY



MANAGEMENT/ADMINISTRATION



NEW BOARD MEMBER



SAFETY



STUDENTS/EARLY CHILDHOOD



TECHNOLOGY



WELLNESS

Breakout Sessions - Quick Glance 7

THURSDAY

- A1 LEGISLATIVE OUTLOOK: A "SPECIAL" KIND OF YEAR
- A2 BOARD GOVERNANCE: WHERE DO I BEGIN?
- A3 CONSTRUCTION FUNDING
- A4 STOP CALLING IT MARIJUANA
- A5 PAIN IN THE APP, V. 10.0
- A6 COMMUNICATION FOR DISTRICTS LARGE & SMALL
- A7 SPECIAL EDUCATION AND SECTION 504 ISSUES
- A8 NURTURING FUTURE EDUCATORS IN RURAL NEBRASKA
- A9 BANCROFT-ROSALIE EARLY COLLEGE HIGH SCHOOL
- A10 HARVESTING HOPE
- A11 PROFESSIONAL LEARNING AND LEADERSHIP DEVELOPMENT

- B1 NSAA COMPETITIVE BALANCE UPDATE
- B2 EMPOWERING SBMS AS COMMUNITY CATALYSTS
- B3 HOLD YOUR FIRE - ISSUES IN TERMINATIONS
- B4 BUILDING SAFE AND SECURE SCHOOLS
- B5 SUPERINTENDENT CONTRACTS: WHAT DOES IT ALL MEAN?!
- B6 MAKING DOLLARS AND SENSE OF SCHOOL FINANCE
- B7 THE OPEN MEETINGS ACT: THE BASICS TO THE UNEXPECTED
- B8 BUILDING AND GROWING OUR FUTURE
- B9 HOW TO CREATIVELY FUND A SCHOOL FACILITIES UPDATE
- B10 NAVIGATING FUTURES
- B11 HIRING FOREIGN-TRAINED TEACHERS

- C1 STUDENT VOICES
- C2 AN INTERACTIVE MOCK BOARD MEETING
- C3 BUILDING, FACILITIES, AND REAL ESTATE
- C4 SUPPORT FOR EDUCATION AND WORKFORCE DEVELOPMENT
- C5 MEETING OF THE MINDS: LET'S GET CLOSED SESSION RIGHT!
- C6 INNOVATIVE PREPARATION FOR EDUCATORS
- C7 WAIVERS & RELEASES IN EXTRACURRICULAR ACTIVITIES
- C8 TAKING SCHOOL SAFETY TO THE NEXT LEVEL
- C9 LESSONS FROM BROKEN BOW BOND ELECTION
- C10 ESU BOARD MEMBER UPDATE
- C11 CONNECTING ED LEARNING TO WORKPLACE SUCCESS

- D1 MASTERING PAPERLESS BOARD MEETINGS & NEGOTIATIONS
- D2 EHA BENEFITS UPDATE
- D3 THE USE OF ADVISORY GROUPS TO ENGAGE STAKEHOLDERS
- D4 POWER OF STAY SURVEYS IN RETAINING HIGH-QUALITY STAFF
- D5 HOT TOPICS WITH JIM AND KAREN
- D6 RULE 10: HOW SBMS CAN SUPPORT THEIR SUPERINTENDENT
- D7 NAVIGATING TRANSGENDER STUDENT POLICIES IN SCHOOLS
- D8 DEVELOPING THE DISTRICT AND FOUNDATION RELATIONSHIP

FRIDAY

- E1 MENTAL HEALTH & WELLNESS RESOURCES
- E2 LEADERSHIP THROUGH LONG-TERM PLANNING
- E3 HOT LEGAL TOPICS FOR BOARD PRESIDENTS
- E4 CITIZEN'S ACADEMY CREATES DEEP PARTNERS
- E5 SOCIAL MEDIA AND THE BOARD MEMBER
- E6 ADDRESSING THE EDUCATOR WORKFORCE
- E7 OPEN MEETINGS AND PUBLIC RECORDS
- E8 CONSTRUCTION MANAGER AT RISK METHOD
- E9 BEHAVIOR INTERVENTION & TEACHER SUPPORT

- F1 SYSTEMS FOR SUPPORTING STUDENT BEHAVIOR
- F2 CAREER ACADEMIES - FIND YOUR PATH
- F3 NEGOTIATING FROM THE BOARD'S SIDE
- F4 STRENGTHENING YOUR BEEF IN SCHOOLS
- F5 TITLE IX: NEW OR IMPROVED?
- F6 CENTRAL NEBRASKA TEACHER RECRUITMENT
- F7 ATHLETICS, NIL, AND COPYRIGHT
- F8 A LISTENING SESSION WITH THE STATE BOARD



Register now at www.NASBonline.org

A

A - BREAKOUT SESSIONS THURSDAY, NOVEMBER 21 - 9:45 TO 10:45 AM



A1 A "SPECIAL" KIND OF YEAR

While the 2024 legislative session ended in April and included many provisions that impacted K-12 education, Senators were not done. Called back in July for a Special Session, K-12 education was once again a target for change. Come learn what the legislature did (and didn't do) through two sessions of 2024. We will also preview what education leaders should be thinking about as we head into 2025.

PRESENTERS: Colby Coash - NASB; Mike Dulaney - NCSA



A2 BOARD GOVERNANCE: WHERE DO I BEGIN? WHAT HAVE I GOTTEN MYSELF INTO?

Welcome to board service! What is the secret to preparing effectively to transition as a new board member? What are the demands of the role and responsibilities of the board? This session will cover frequently asked questions, highlight the NASB Board Governance Standards, and will engage you in interactive discussion, present scenarios to challenge your understanding of overstepping or proper board oversight.

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



A3 SCHOOL FUNDING FOR CONSTRUCTION PROJECTS, INCLUDING LEASE PURCHASE AGREEMENTS



This session will explore the alternatives to a bond election to finance school buildings and equipment, including lease-purchase agreements directly with banks, lease-purchase agreements for equipment, "QCPUF" financings which now permit financing for "school safety infrastructure concerns," and other financing ideas.

PRESENTERS: Mike Rogers - Gilmore & Bell Law Firm



A4 STOP CALLING IT MARIJUANA. WHAT SCHOOLS NEED TO KNOW ABOUT HIGH POTENCY THC, VAPING, & FENTANYL

It is not ditch weed in our schools. The marijuana industry has changed the script. High potency THC (the psychoactive ingredient in marijuana) is what students are using in vapes or edible cannabis products. Neighboring states and countries legalizing this new drug along with clever marketing by the cannabis industry has lowered our sense of risk with these products. Learn how the new gateway drug and vape industries are impacting a new generation of users leading them to other deadly substances like fentanyl. What can schools do to be more aware and aid students in curbing these drug trends?

PRESENTER: Jay Martin - Nebraska Department of Education



A5 PAIN IN THE APP, V. 10.0



It's the diamond anniversary of this topic, and Karen and Sara have a real gem in store! Come get the latest legal trends and troubles regarding student and staff use of social media and technology.

PRESENTERS: Karen Haase & Sara Hento - KSB School Law



A6 COMMUNICATION STRATEGIES & TOOLS FOR DISTRICTS LARGE & SMALL

Effective communication is the cornerstone of a successful school district. This how-to session is designed to empower school board members and superintendents with the tools and strategies they need to establish clear, consistent, and impactful communication within their districts. The session will cover the essential steps for building a robust communication plan, engaging the community, and ensuring that communication efforts resonate across districts of all sizes. Participants will leave this session with a clear, actionable plan for establishing effective communication in their districts, practical tools for implementation, and strategies for engaging their communities.

PRESENTER: Annette Eyman - Kordica Communications



A7 WAKE UP CALL: SPECIAL EDUCATION AND SECTION 504 ISSUES FOR BOARDS AND ADMINISTRATORS

The fastest developing areas for school litigation surround students with disabilities. The rights of parents with students that have disabilities are actively enforced by government agencies such as the Department of Education, the Office of Civil Rights, and the Department of Justice. We will go through best practices and common pitfalls under the IDEA and Section 504 to help your district develop specialized plans, respond to parent complaints, create plans for difficult behaviors, and more!

PRESENTER: Haleigh Carlson - Perry Law Firm



A8 GROW YOUR OWN: NURTURING FUTURE EDUCATORS IN RURAL NEBRASKA

Passionate about tackling Nebraska's educator shortage? Join us to explore the ESUs 6 & 9 Education Career Pathway pilot program, focusing on rural schools' needs with replicability statewide. Dive into details spanning 15 districts, and 66 high school students supported by NDE. Learn about the free curriculum, work-based learning, and dual-credit opportunities at Wayne State College. Discover Educators Rising CTSO's impact in fostering community among aspiring educators. Gain valuable insights into addressing teacher shortages and discuss implementation strategies.

PRESENTERS: Lynne Herr - ESU 6; Kristen Slechta & Katie Soto - ESU 9



A9 BANCROFT-ROSALIE EARLY COLLEGE HIGH SCHOOL

Bancroft-Rosalie School graduated their first class of six Associate Degree earning high school seniors in 2023. The students will share their Early College experience in a rural school and the transition from high school to a college junior curriculum. School administration will provide information on the process of identifying and supporting high ability in an accelerated academic program with limited resources.

PRESENTER: Jon Cerny - Bancroft-Rosalie Public Schools



A10 HARVESTING HOPE

UNPS Three Sisters Farm to School has embarked on an exciting venture to address the concern of food insecurity and sovereignty on the Omaha Reservation. This school-based 7-acre garden blends traditional and modern farming practices to produce over 16,000 pounds of fresh organic produce that is distributed to the school and community. This project offers vocational training, paid employment, and cultural experiences to the students of UNPS. This one-of-a-kind project has become a model for other schools and revitalized the cultural ties and customs of the Omaha people.

PRESENTERS: Stacie Hardy & Susan French - Umonhon Nation Public Schools



A11 A SYSTEMATIC APPROACH TO DELIVERING ON-GOING PROFESSIONAL LEARNING AND LEADERSHIP DEVELOPMENT

Millard Public Schools believes our People are our greatest resource. In order to best support our staff, Millard implements a systematic approach to deliver on-going and embedded professional learning and leadership development. In this session, Millard will share specific plans and strategies used to develop and retain staff. Examples that will be shared include action research, the Millard Graduate Program, and leadership development.

PRESENTERS: Kim Saum-Mills, John Schwartz & Todd Tripple - Millard Public Schools



B

B - BREAKOUT SESSIONS THURSDAY, NOVEMBER 21 - 11:15 AM TO 12:15 PM



B1 NSAA COMPETITIVE BALANCE UPDATE

This session will provide an overview of the NSAA's adoption of a Competitive Balance Committee and its implementation.

PRESENTERS: Jennifer Schwartz & Jeff Johnson - NSAA



B2 EMPOWERING SCHOOL BOARD MEMBERS AS COMMUNITY CATALYSTS: STRATEGIES FOR EFFECTIVE CROSS-SECTOR PARTNERSHIPS

Explore the critical role of school board members as community leaders in fostering effective cross-sector partnerships. The session emphasizes the importance of partner identification, alignment of goals, and establishing a clear governance structure for decision-making. We will highlight the central role of relationship building, underpinned by trust and understanding of diverse organizational cultures. We will cover transparency in all processes and communication, along with strategies for project monitoring, evaluation, and continuous improvement.

PRESENTERS: Joe DiCostanzo - Nebraska Children & Families Foundation; Caden Frank - NASB



B3 HOLD YOUR FIRE - ISSUES IN TERMINATIONS

Everyone knows the Teacher Tenure Act provides numerous protections to certificated employees. But, various state and federal laws and rules also impact a school's ability to part ways with employees, including classified staff. In this session, attorneys from the Perry Law Firm will address and provide guidance on things to consider before firing, or even demoting or reassigning, any employee.

PRESENTER: Josh Schauer - Perry Law Firm



B4 BUILDING SAFE AND SECURE SCHOOLS

We know learning can only happen when students and staff feel safe in their educational environment. So, how do we build safe and secure schools? Become a Diamond Status member with NDE School Safety & Security Diamond Badge Certification. Schools across the state are completing the safety protocols and the Badge being displayed on buildings, social media platforms, and websites provides the confirmation to school communities that best practices and requirements are being met. Get the latest guidance and support from the Nebraska Department of Education, School Safety & Security Director on what is needed to put your school district in Diamond Badge Certification.

PRESENTER: Jay Martin - NDE



B5 SUPERINTENDENT CONTRACTS: WHAT DOES IT ALL MEAN?!

We get dozens of questions each fall about the same sections of the superintendent contract. How long is our contract, and how and when does the contract "renew"? Do we have to do anything at our meeting to approve the renewal or extension? What if we don't approve it? What about the pay transparency law--when does that apply if we're just adding a year? This presentation will cover these critical contract sections and decisions so that all board members and superintendents understand how they affect the contract length, costs, and obligations.

PRESENTERS: Bobby Truhe & Steve Williams - KSB School Law



B6 MAKING DOLLARS AND SENSE OF SCHOOL FINANCE

The learning curve for understanding school finance is never ending. Learn about long standing practices and recent changes that affect your district's financial position.

PRESENTERS: Bryce Wilson - NDE; Matt Fisher - Grand Island Public Schools; Carl Dietz - Northland Securities





B7 THE OPEN MEETINGS ACT: FROM THE BASICS TO THE UNEXPECTED

Most board meetings may run smoothly. But every once in awhile, a board member may make an unexpected motion, a member of the public may object to the board considering an item that was added to the agenda late. Occasionally, public comment can present challenges in the middle of the meeting. These scenarios can create confusion and contention among the board and community. We will walk through these types of situations and offer proactive advice under Nebraska's Open Meetings Act and real-world examples.

PRESENTER: Justin Knight - Perry Law Firm



B8 BUILDING AND GROWING OUR FUTURE: A BOARD VISION OF INVESTMENT

Gering Public Schools highlights two national priorities: Workforce development and early intervention. The Board and district leadership identified how to maximize programs effectively while leveraging resources efficiently. The growing school district has opened a new preschool center constructed by their own high school students. As a response to the expanding need for early childhood education in the community, GPS has embraced the "cradle-to-cap" concept by empowering their construction trade students to apply their skills of woodworking, machinery, electrical and masonry. The 4-year high school program offers a strong background in construction trades and apprenticeship experience for students.

PRESENTERS: Nicole Regan, Stacy Rodriguez, Brian Copsey & Greg Trautman - Gering Public Schools



B9 HOW TO CREATIVELY FUND A SCHOOL FACILITIES UPDATE

Wauneta-Palisade used creative funding options to complete an addition and renovation project creating a better learning environment. WP was faced with aging facilities in two locations and deciding how to improve them without passing a bond issue. We worked with business partners to find funding and design options to fit our budget and resources. WP utilized a lease purchase for new construction, QCPUF for ADA and HVAC improvements and leveraged our strong financial resources.

PRESENTERS: Allison Sandman & Randy Geier - Wauneta-Palisade Public Schools; Jacob Sertich - Wilkins ADP; Tobin Buchanan - Northland Securities



B10 NAVIGATING FUTURES: HAWK HERD & NEBRASKA CAREER CLUSTERS

Come and learn how one local producer's beef donation for the school lunch program has evolved into a hands-on "grow your own" beef program at Hampton Public School. The session will highlight the four key areas of the Nebraska Career Education Model - Core Academics/College and Career Readiness, Career Fields, Career Clusters, and Employability and Entrepreneurship. The Hawk Herd engages students in community partnerships within each of the six career clusters utilizing real-world experiences to help guide potential career choices while supporting "Farm to Fork" in our school lunch program two days a week.

PRESENTERS: Holly Herzberg, Carson Klute & Grant Dose - Hampton Public School



B11 WHAT EVERY SCHOOL DISTRICT NEEDS TO KNOW ABOUT HIRING FOREIGN-TRAINED TEACHERS

Hiring a Foreign-Trained Teacher has become a creative way for school districts to overcome the teacher shortage. Superintendents and board members will both benefit from learning the ends and outs of hiring a foreign-trained teacher.

PRESENTER: Decau Jean-Baptiste & Katelyn Larson - NDE



C - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 21 - 2:15 TO 3:15 PM



C1 STUDENT VOICES

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



C2 AT THE BOARD TABLE - AN INTERACTIVE MOCK BOARD MEETING

Join us at the boardroom table and experience the dynamics of a school board meeting. This session will provide a practical understanding of how board meetings are conducted, including the procedures, protocols, and decision-making processes. Through a simulated mock board meeting, participants will gain confidence in their ability to navigate real meetings, and the importance of what boards communicate through the public meeting.

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



C3 BUILDING, FACILITIES, AND REAL ESTATE – WHAT KEEPS A SCHOOL BOARD MEMBER UP AT NIGHT?



In this session, the Perry Law Firm will talk about various legal issues relating to school buildings, facilities, and real estate, including potential legal issues that can arise with facility maintenance, construction and other expenditure and revenue issues with school property.

PRESENTERS: Derek Aldridge - Perry Law Firm



C4 EMPOWERING DECISION SUPPORT FOR EDUCATION AND WORKFORCE DEVELOPMENT IN NEBRASKA

Since the fall of 2020, the Nebraska Statewide Workforce & Educational Reporting System (NSWERS) has been working to create a state-of-the-art education and workforce information source. These efforts have culminated in the establishment of a unique and strategic asset designed to bolster decision making and empower decision makers by mitigating uncertainty surrounding education and workforce planning. This session will provide an overview of NSWERS and the innovative analytic tools being created to support schools.

PRESENTER: Matt Hastings - Seward Public Schools



C5 MEETING OF THE MINDS: LET'S GET CLOSED SESSION RIGHT!



Enough said. Leave your preconceptions at the door. If you are thinking, "I know all about closed session, so I don't need to attend that one," you're probably our target demographic for this presentation.

PRESENTERS: KSB School Law



C6 INNOVATIVE PREPARATION FOR EDUCATORS: HOW UNL IS MEETING THE CHALLENGE

Innovative educator preparation, including alternative certification and grow your own programs, are necessary to ensure we have qualified teachers and administrators as we work with the educator workforce challenge. Join me to learn about UNL's teacher apprenticeship program, school administrator preparation innovations, professional development for Career Education Permit teachers, alternative certification and accelerated programs, and how to grow your own school psychologist. These innovative approaches ensure the preparation of quality educators while meeting the immediate needs of school districts.

PRESENTER: Sara Skretta - UNL



C7 COACH & RELEASE - WAIVERS & RELEASES IN EXTRACURRICULAR ACTIVITIES

Extracurricular activities are a significant part of public education. They are also a potential source of significant liabilities for your district. From concussions to motor vehicle accidents, risks are everywhere. A recent decision from the Nebraska Supreme Court indicates that schools could mitigate some of these risks with releases and waivers. We will discuss everything from the implications of using waivers and releases to the standards of care applicable to coaches and volunteers.

PRESENTER: Josh Schauer - Perry Law Firm



C8 SCHOOL SAFETY 101: TAKING SCHOOL SAFETY TO THE NEXT LEVEL

Norris School District 160 has centralized and streamlined our safety and security efforts on our campus. While you can never be fully prepared for a critical incident, understanding and testing your District's Emergency Operation Plan is a starting point. This session will provide insight into updating and testing your District's EOP, community partnerships, grant opportunities, use of technology, and more to create a better understanding for staff, students, and parents/guardians.

PRESENTERS: Derrick Joel, Brian Maschmann & Gary Kubicek - Norris School District 160



C9 BUILDING BOW TOGETHER - LESSONS FROM BROKEN BOW BOND ELECTION

This session will be a panel presentation and Q&A on lessons learned from the Broken Bow Bond Elections - a bond failure that turned into a yes vote and win for the community. Panel participants will include representatives from Broken Bow Public Schools and the business partners that helped make the project a success.

PRESENTERS: Ashley Abramson & Steve Thiel - Hausmann Construction, Inc.; Darren Tobey - Broken Bow; Tobin Buchanan - Northland Securities; Jacob Sertich - Wilkins ADP



C10 ESU BOARD MEMBER UPDATE

Especially for our ESU attendees, get the latest from the ESUCC, NDE, and NASB about statewide ESU activities and issues.

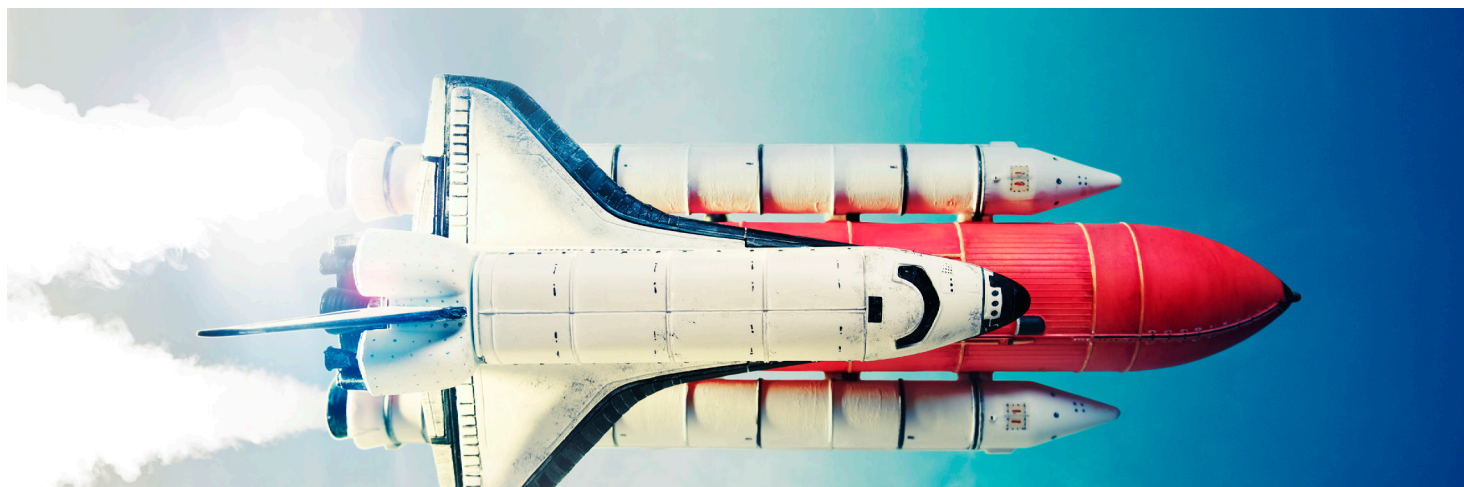
PRESENTERS: Larianne Polk - ESUCC; Brad Dirksen - NDE; Colby Coash - NASB



C11 CONNECTING EDUCATIONAL LEARNING TO WORKPLACE SUCCESS

Today's careers have multiple entry and exit points, and it is important for young people to recognize how to navigate effectively to reach their fullest potential. Experiential learning opportunities assist youth with developing knowledge and skills that will lead to greater persistence in college and the workplace. This session provides a unique platform where education, business, and industry professionals collaborate through a variety of school enrichment and community programming. They will share personal perspectives and discuss strategies to collectively enhance college and career readiness for the next generation.

PRESENTERS: Dawn Lindsley, Jacie Milius, Kim Liebeg & Jonathan Schulte - ESU 7



Register now at www.NASBonline.org

D

D - BREAKOUT SESSIONS THURSDAY, NOVEMBER 21 - 3:30 TO 4:30 PM



D1 UNLOCKING EFFICIENCY: MASTERING PAPERLESS BOARD MEETINGS & STAFF NEGOTIATIONS



Embark on a transformative journey with paperless board meeting and teacher negotiations systems, redefining school board governance. Uncover the secrets to streamlined meetings, harnessing transparency for better decision-making, and unlocking invaluable data insights. Dive into tips and tricks to maximize your efficiency and effectiveness in managing school affairs. Join us in embracing this innovative approach to governance, where simplicity and productivity are paramount.

PRESENTERS: Chris Kuncel - Mullen; Darion Miller & Nicole Kobus - Sparq Data Solutions



D2 EHA BENEFITS UPDATE

In this session we will provide an up-to-date look at the benefits programs available to EHA members and allow time to address any questions attendees may have.

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



D3 WE ARE FAMILY: THE USE OF ADVISORY GROUPS TO GATHER FEEDBACK AND ENGAGE STAKEHOLDERS



Papillion La Vista Community Schools is a suburban school district in the Omaha metro area with over 12,000 students. The purpose of this session is to describe how PLCS utilizes a variety of internal and external advisory groups to solicit feedback on critical topics and to engage its community members. A specific focus will be placed on the purpose, selection process, and structure of its Student Advisory Council and other groups including teacher, classified staff, and business/elected official advisories.

PRESENTERS: Valerie Fisher, Christopher Villarreal & Andy Rikli - Papillion La Vista Community Schools



D4 THE POWER OF STAY SURVEYS IN RETAINING HIGH QUALITY STAFF

Every school district is making plans to recruit and hire the next generation of teachers. We are considering hiring incentives, perks, and salary increases for these new staff members. What are we doing to keep our very best teachers in our school district? In this presentation, you will hear from practicing administrators regarding a "stay" survey that was implemented during the 2023-2024 school year, as well as ideas and thoughts regarding retaining staff from administrators and board members with emphasis on teacher voice, leadership, and culture.

PRESENTERS: Matt Dominy, Josh Fields, Paul Duer, Shawn Svoboda, Ryne Seaman, Matt Hastings, Jill Hochstein, Danielle Shipley & Jessica Dominy - Seward Public Schools



D5 HOT TOPICS WITH JIM AND KAREN



Veteran school attorneys Jim Gessford from the Perry Law Firm and Karen Haase from KSB School Law will cover a variety of "hot topics" that school board members from Nebraska should know. Come learn about the legal issues that your board will be (or maybe already is) dealing with, while you also get to listen to Jim and Karen bicker and banter.

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



D6 RULE 10: REQUIREMENTS, REGULATIONS, REPORTS AND COMPLIANCE. HOW BOARD MEMBERS CAN SUPPORT THEIR SUPERINTENDENT

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

PRESENTER: Decau Jean-Baptiste, Todd Wolverton & Sandy Suiter - NDE



D7 NAVIGATING TRANSGENDER STUDENT POLICIES IN SCHOOLS



Can our school have a policy relating to transgender students? Should our school have a policy on transgender students? Which state and federal laws do we need to consider? Is this about bathrooms or athletics? Can we just ignore the discourse on this topic? Join attorneys from the Perry Law Firm where we will answer all of these questions and more!

PRESENTER: Haleigh Carlson - Perry Law Firm



D8 DEVELOPING THE SCHOOL DISTRICT AND SCHOOL FOUNDATION RELATIONSHIP



As public schools continue to be top of mind across the nation, the need for school districts and school foundations to work hand in hand increases. During this session you will learn how developing a relationship with the superintendent and communications department can move your foundation forward. You will learn how aligning success stories can increase goodwill for the district as well as giving to the foundation.

PRESENTER: Nicole Anderson - Columbus Public Schools



Register now at www.NASBonline.org


E

E - BREAKOUT SESSIONS
FRIDAY, NOVEMBER 22 - 9:15 TO 10:15 AM **E1 SUPPORTING AND ENGAGING YOUR COMMUNITY THROUGH MENTAL HEALTH & WELLNESS RESOURCES** It is critical to build the collective capacity of families and staff to align efforts and create consistency between school and home while also creating balance in the lives of school staff to ensure learners and families thrive! This district has worked to build out mental health, social-emotional, personal development, and family wellness resources in connection with community supports to engage families creating agency and ownership**PRESENTER: Summer Stephens - Grand Island Public Schools** **E2 ARE WE THERE YET? HOW DO WE KNOW IF WE HAVE ARRIVED, IF WE DO NOT KNOW WHERE WE ARE GOING?** Effective board governance and superintendent leadership requires the board to provide clarity of purpose and a vision for success for the school district. Through purposeful engagement of stakeholders, the board gathers valuable insights into the needs and expectations of the school district. Regular communication with stakeholders ensures that they are kept informed about the progress and direction of the district. This builds transparency and trust and ensures alignment between the district and the community. During this session, you will learn about three important characteristics of effective board and superintendent leadership through long-term planning.**PRESENTERS: Marcia Herring, Stacie Higgins & Stephanie Summers - NASB** **E3 HOT LEGAL TOPICS FOR BOARD PRESIDENTS**

This session will focus on current and forthcoming legal hot topics, with a specific focus on Board Presidents. This will include policy and handbook updates, constructing and managing the agenda, public comment, closed session, recent court decisions, legislative proposals, and other happenings in school law.

PRESENTER: Justin Knight - Perry Law Firm **E4 CITIZEN'S ACADEMY CREATES DEEP COMMUNITY PARTNERS**

Learn how the LPS Citizen's Academy works and walk session participants through steps to replicate it in a way that fits your community. The LPS Citizen's Academy is a unique, no-charge public outreach program that engages approximately 30 adult members of our community in four evening sessions during the first semester, all on-site at different buildings within the district. The relationships built and information shared with academy participants have paid important dividends in future efforts by the districts.

PRESENTERS: Mindy Burbach, Paul Gausman, Kathy Danek & Lanny Boswell - Lincoln Public Schools **E5 SOCIAL MEDIA AND THE BOARD MEMBER - DO'S AND DON'TS AND OTHER LEGAL ISSUES** Social media plays a big part in board governance these days, whether we like it or not. Many board members actively use social media for community engagement...and all board members employ staff who do the same. This presentation will cover the top things every board member must know about their own social media use, official school accounts, and the most recent court cases and real life examples where things can go wrong.**PRESENTERS: KSB School Law**



E6 ADDRESSING THE EDUCATOR WORKFORCE THROUGH INNOVATION AND PARTNERSHIPS

Recruiting and retaining the educator workforce is critical to successful schools and student achievement. Join us to learn about grow your own initiatives like teacher apprenticeships, rural school psychologist training programs, and principal preparation programs, the results of collaboration between school districts and educator preparation programs. Other recruitment strategies, including those specific to special education teachers, will also be shared. We'll discuss actions for retention of both teachers and administrators with a focus on the importance of collaboration and conversation between school districts and educator preparation programs. We look forward to having you join us!

PRESENTERS: Sara Skretta - UNL; Andrea Haynes - Westside Community Schools



E7 OPEN MEETINGS AND PUBLIC RECORDS - ARE YOU READY FOR THE NEW CHANGES?

In this session, lawyers from the Perry Law Firm will discuss some of the new changes to the Open Meetings Act and Public Records Laws that were recently made by the Legislature.



PRESENTER: Derek Aldridge - Perry Law Firm



E8 USING THE CONSTRUCTION MANAGER AT RISK METHOD TO DESIGN, CONTRACT, AND BUILD YOUR BOND PROJECTS.



Join us for an insightful session where a school superintendent and a legal expert will discuss the benefits of using a Construction Manager at Risk (CM@R) approach. Discover how a school district can effectively collaborate with architects, attorneys, and construction firms to successfully manage bond projects from inception to completion. Gain valuable perspectives on optimizing the process to ensure timely and efficient project delivery.

PRESENTERS: Jason Buckingham - Ralston Public Schools; Coady Pruett - KSB School Law



E9 HOW DOES MY SCHOOL TRAIN AND REPORT FOR THE BEHAVIOR INTERVENTION & TEACHER SUPPORT ACT (BITS)

Does my school have to train everyone this year? Does my school have to train everyone? Does my school have to watch videos? If my school recertified in MANDT or CPI in June, does that count? Does my school have to use Canvas? How do we record the staff who took the training? Join us this fine Friday morning as we help to answer these questions and more.

PRESENTERS: Larianne Polk & Andrew Easton - ESUCC



F

E - BREAKOUT SESSIONS
FRIDAY, NOVEMBER 22 - 10:30 TO 11:30 AM**F1** GETTING YOUR SYSTEMS FOR SUPPORTING STUDENT BEHAVIOR ON PAR

Student behavior is a common concern among stakeholders. During the 2023-2024 school year, Lincoln Public Schools developed a comprehensive PK-12 behavior framework. The Prevention, Accountability, and Restorative (PAR) Behavior Framework is designed to equip teachers, staff, administrators, and stakeholders with the tools, strategies, and practices necessary to cultivate a positive, supportive environment for teaching and learning with greater consistency. The PAR framework encompasses evidence-based practices, preventative strategies, and an accountability matrix in conjunction with restorative practice to address a range of behavior needs across educational settings. Join us for an overview of the framework.

PRESENTERS: Lanny Boswell, Kathy Danek, Mike Gillotti & Karmin Pedroza - Lincoln Public Schools

**F2** 2024 PHS CAREER ACADEMIES - FIND YOUR PATH IN HIGH SCHOOL

Plattsmouth High School Wall-to-Wall Career Academies began in 2016 after years of visioning and planning by students, staff, and stakeholders. Our academies are led by student academy core leaders (ACL), the business/community advisory committee, and our district and PHS staff. Learn about our journey to becoming a National Model High School and how wall-to-wall career academies differ from pocket academies with every student in an academy. Join us at our session and also hear about our new website, marketing, updated course guides, and pathways for our three career academies.

PRESENTERS: Tina Harvey, Richard Hasty, Todd Halvorsen & Cherie Larson - Plattsmouth Community Schools

**F3** NEGOTIATING FROM THE BOARD'S SIDE: SUPERINTENDENTS, TEACHERS, AND CLASSIFIED STAFF

Negotiations is one of the most important functions of a school board. In fact, "personnel" is the largest item of a school district's budget. And one of the Board's main responsibilities is to oversee the Superintendent. This session will walk through the statutory requirements for negotiations with teachers, as well as common pitfalls in Superintendent Contracts and classified staff agreements. We will also give boards an update on ideas for the 2024-2025 negotiations season.

PRESENTER: Justin Knight - Perry Law Firm

**F4** STRENGTHENING YOUR BEEF IN SCHOOLS PROGRAM WHILE SUPPORTING YOUR STUDENTS IN 4H

Arnold Public Schools has spent the last two years partnering with local businesses to purchase market heifers or steers at the Custer County Fair Livestock Auction. The school pays the base set at current market, and the sponsoring business pays the premium. They are then processed at our USDA Inspected Processor. What started with one steer, quickly jumped to 4 at the 2023 auction. After the first year, businesses were requesting to participate in the program. Attend this session to learn more about seizing this opportunity to buy local and support our local farmers and ranchers.

PRESENTER: Joel Morgan - Arnold Public Schools

**F5** TITLE IX: NEW OR IMPROVED?

Every year there's one topic we hope won't surface yet again, and every year Title IX and all things sex discrimination and gender identity see trends or changes we can't ignore. This year, we have new regulations, new cases, and a Supreme Court content with punting on 3rd down. From complaints of sex discrimination to athletic participation, it's been another busy year. We can't cover everything, but we'll hit the high points all board members and administrators need to know.

PRESENTERS: Jordan Johnson & Coady Pruett - KSB School Law



F6 CENTRAL NEBRASKA TEACHER RECRUITMENT AND RETENTION

Nationally, there is a recognized teacher shortage and ongoing conversation and collaborations among policymakers, school leaders, and education preparation programs focused on recruiting and retaining teachers. Funded by the Nebraska Department of Education's Educator Shortage grant, UNK researchers delved into the experiences of Central Nebraska teachers. Their research captured teacher perceptions of their jobs, identified factors boosting professional satisfaction, and pinpointed interventions supporting their growth and development. During this session, the UNK Research team will share findings and ideas on how to support early career educators.

PRESENTERS: Chelsea Feusner, Janet Eckerson, Aprille Phillips & Chadra Diaz - University of Nebraska-Kearney



F7 SCOREBOARD UPDATE: ATHLETICS, NIL, AND COPYRIGHT

In this session, lawyers from Perry Law firm will discuss various issues that can arise with athletic equity and booster clubs, student-athlete name-image-likeness issues, and school and third-party copyrights and trademarks.

PRESENTER: Derek Aldridge- Perry Law Firm



F8 A LISTENING SESSION WITH MEMBERS OF THE STATE BOARD OF EDUCATION

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

PRESENTERS: Ryan Foor & Elizabeth Tegtmeier - Nebraska Department of Education

Registering for the Conference

REGISTRATION FOR THE 2024 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 11, 2024

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

AS YOU REGISTER, BE SURE TO MAKE PLANS TO ATTEND THE EXHIBITOR RECEPTION
FROM 4:00 TO 5:30 PM ON WEDNESDAY, NOVEMBER 20.

IF YOU HAVE SPECIAL DIETARY NEEDS DUE TO A MEDICAL CONDITION, CONTACT AVARY PANSING-BROOKS AT
APANSINGBROOKS@NASBONLINE.ORG TO ARRANGE ALTERNATIVE MENUS.



Register now at www.NASBonline.org



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

RETURN SERVICE REQUESTED

**2024 STATE EDUCATION CONFERENCE
NOVEMBER 20-22
CHI HEALTH CENTER - DOWNTOWN OMAHA**



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



Superintendent Evaluation Instrument

1. Shared Vision and Strategic Direction

The superintendent leads the development and implementation of a shared vision, strategic direction, and goals that reflect the district's core values, beliefs, and priorities.

Indicators

1. Develops and implements a shared vision and strategic direction that guides the district into supporting high expectations for student achievement.
2. Partners with the board of education and key community constituents in the development of the shared vision and strategic direction.
3. Ensures the shared vision and strategic direction represents the current and future needs of the district and school community.
4. Engages constituents within the district and school community to develop a commitment to the shared vision and the strategic direction.
5. Continually models and reinforces commitment to the shared vision through the use of diverse communication strategies.
6. Routinely solicits feedback-including periodic review and revision of the shared vision and strategic direction-with input from students, parents, teachers, administrators, board members, and the community.

Needs Improvement

- , Vision and strategic direction are not documented
- , Constituents and stakeholders have no or limited engagement in the vision/direction
- , No evidence or routine feedback or review

Developing

- , Vision and direction is documented
- , Some evidence of constituent engagement
- , Some evidence of feedback and review

Effective

- , Vision and direction are documented and used to guide the district
- , Evidence of engagement with constituents in development and implementation of strategic direction
- , Evidence of progress, feedback, and review

Highly Effective

- , Vision and direction are documented with measurable outcomes, which are appropriate for the organizational context and guide the district
- , Evidence of engagement with constituents in development and implementation of strategic direction
- , Evidence of progress, feedback, and review including input from board, administrators, teachers, students, and parents

Comments on rating and/or evidence:

The superintendent provides direction for the board in policy development and district governance within the political, social, economic, or legal context in which the district exists.

Indicators

1. Actively and continually fosters board relationships, and keeps board members informed and engaged in development.
2. Proactively responds to district needs and policy priorities.
3. Provides leadership in the compliance, review, and development of local policy.
4. Stays current on, responds to, and advocates for state or federal policy, as needed to support the district's shared vision and strategic direction.
5. Collaboratively works to influence local, district, state, and national decisions impacting student learning.

Needs Improvement

- ... Limited or inconsistent communication with board members
- ... Policies are outdated, not in compliance with state or federal law, or not routinely reviewed
- ... Little evidence or collaborative practice to influence decisions impacting student learning

Developing

- ... Provides updates and communicates regularly with board members
- ... Policies are routinely updated
- ... Uses some collaborative strategies at the local level

Effective

- ... Engages board members in discussing needs and policy priorities
- ... Policies are consistently reviewed and developed to incorporate state or federal policy, as needed
- ... Some evidence or strategies to influence local, state, and national decisions

Highly Effective

- ... Actively and consistently engages board members in discussing needs and policy priorities
- ... Evidence of leadership in compliance, review, and development of local policies
- ... Evidence of collaborative support to influence local, state, and national decisions

Comments on rating and/or evidence:

3. Collaboration with Families and Community

The superintendent leads through a collaborative process engaging all stakeholders and mobilizing community resources in support of the vision and strategic direction of the school district.

Indicators

1. Communicates regularly and openly with families and stakeholders in the community about the district, school(s), students, needs, challenges and accomplishments.
2. Maintains a presence in the district school community to understand its strengths and needs.
3. Understands and is engaged with community needs, priorities, and resources.
4. Models collaboration within the organization and encourages collaboration between administrators, teachers, families and the community at the school level.

Needs Improvement

- ... Little or no evidence of collaboration in the organization
- ... Little or no evidence of consistent communication with families and stakeholders
- ... Little or no evidence of engagement with community organizations or community activities
- ... Little or no evidence of identification of community needs, priorities, or resources

Developing

- ... Some evidence of collaboration in the organization
- ... Some communication of school activities, such as, to families through newsletters and/or district website
- ... Participates in some community organizations or activities such as the Chamber and service organizations
- ... Demonstrates awareness of community needs, priorities, and resources

Effective

- ... Routinely collaborates with board members and staff
- ... Routinely uses oral and written communication strategies with families and the community regarding school activities and student achievement
- ... Actively involved in community organizations or activities such as the Chamber or service organizations
- ... Recognizes some community needs, priorities, or resources in the district and school planning
- ... Ensures engagement of administrators, teachers, families, and community

Highly Effective

- ... Models collaboration and supports staff collaboration throughout the organization
- ... Engages families and community stakeholders through routine and consistent oral and written communication strategies regarding school activities and student achievement
- ... Provides leadership and active participation in community organizations or activities such as the Chamber or service organizations

Comments on rating and/or evidence:

4. Continuous Improvement and Accountability

The superintendent promotes student success through a clearly defined process of accountability and a culture of continuous improvement.

Indicators

1. Demonstrates a commitment to accountability by modeling and ensuring everyone is held accountable for student success.
2. Systematically reviews, anticipates, and analyzes emerging trends and innovative strategies to continually improve all elements of the system.
3. Maintains comprehensive and current information about student progress, academic achievement, and school(s) and district effectiveness.
4. Makes informed recommendations to the board and makes decisions based on multiple data sources.
5. Engages families and communities on student needs, successes, and challenges on a regular basis.
6. Aligns district processes with state and national indicators of quality, accreditation, and accountability.

Needs Improvement

- .. Little or no evidence of innovation or continuous improvement
- .. Little or no evidence of student information guiding decision-making
- .. Little or no evidence of use of quality indicators to guide district plan, strategy or practice

Developing

- .. Some evidence of continuous improvement and innovation
- .. Student information is used to guide decision-making
- .. Some quality indicators/standards guide district planning and practice

Effective

- .. Evidence of the use of some systematic review or emerging trends and innovation in continuous improvement process
- .. Information on student progress and achievement is used for planning and decision-making
- .. Alignment between district and state quality indicators for accreditation and accountability

Highly Effective

- .. Strategic, comprehensive continuous improvement process incorporating emerging trends and innovation
- .. Comprehensive and current information on student progress and achievement is available and used in decision-making
- .. Clear PK-12 alignment between district/state/national indicators of quality, accreditation, and accountability

Comments on rating and/or evidence:

5. Teaching and Learning

The superintendent ensures student success through continuous improvement and leadership focused on evidence-based practices in teaching and learning.

Indicators

1. Ensures the implementation of a coherent system of curriculum, instruction and assessment that aligns with the shared vision, is culturally responsive and embodies high expectations.
2. Communicates high expectations for student achievement that is accomplished by a data-driven approach that produces effective results.
3. Ensures district/school curriculum and programs are research-based and innovative and provide learning experiences and opportunities that lead all students to success at the next level.
4. Ensures curricular and programmatic expectations are available for review and input by students, parents, and community members.
5. Monitors and supports the implementation of research-based, instructional practices.

Needs Improvement

- .. Little or no evidence of high expectations or student achievement
- .. Little or no evidence of a written curriculum
- .. Little or no evidence of programmatic or curriculum review or input
- .. Little or no evidence of consistency or continual improvement of instructional practices

Developing

- .. Some evidence of high expectations of student achievement
- .. Written curriculum is evident in most subject areas
- .. Written curriculum and programmatic expectations are available in most subject areas and most programs for students, parents, and community
- .. Instructional practices have some consistency and some on-going improvement

Effective

- .. High expectations are clearly and consistently communicated and monitored
- .. Written curriculum is developed, monitored, and adjusted
- .. Written curriculum and programmatic expectations are available in all subject areas and all programs for students, parents, and community
- .. Instructional process and practices are consistent with ongoing improvement

Highly Effective

- .. Data-driven high expectations or student achievement and monitoring of progress
- .. Written curriculum is designed to provide equitable and challenging learning experiences and is routinely monitored and adjusted
- .. Written curriculum and programmatic expectations are available in all subject areas and all programs for students, parents, and community review and input
- .. Continual improvement of instructional processes is monitored and enhanced with best practices

Comments on rating and/or evidence:

6. Personnel Leadership

The superintendent effectively uses strategies, processes, and systems to hire, develop and retain high-performing personnel who demonstrate a shared commitment to student success.

Indicators

1. Ensures the necessary personnel and financial resources are allocated to achieve the district's shared vision and strategic direction.
2. Implements human resources systems and processes that address:
 - recruitment, hiring and induction;
 - evaluation and retention; and
 - short-term and long-term planning reflective of personnel needs.
3. Creates a comprehensive system of professional development for an personnel.

Needs Improvement

- „ LiWe or no evider1ce of alignment of personrrel and financial resources will/ districl strategic vision or plan
- „ Lillie or no evidence or short or long-term personnel planning
- „ Lillie or no e*-idence of modeling lifelong learning

Developing

- „ Some evidence or alig11mer11 of personnel and financial resource allocation lo achieve district vision and direclion
- „ Some evidence or slior1-1e,m and long-term perscxwel pa Ming
- „ Some evidence or par1icipation in lifelong lea.ming activities

Effective

- „ E-1idi:n1ce of alignment of perso,me-l and fi11ancial resource allocation to achieve district visioa and direcliorr
- „ S/1011-term and long-term platr1i11g l/1al address recruitment. ir,ductiort. development. evaluation. and retention of l1igh-perform,'ng diverse staff is in place
- „ Evidence or 011-going modeling of lifelong learning

Highly Effective

- „ Evidence or ongoing strategic planning to ensure persormel and financial resources are allocated to acllieve district visiorr and direction
- „ Sl10r1-tem1 and long-term plannir1g tllat address recruitment. induclioa. deyelopme,11. eyaluation. and retention of hight-performing diverse staff is in place. reviewed. aod mooitored
- „ Models l'ifelong lea ming by engaging and applying ongoing professional deyelcpment

Comments on rating and/or evidence:

7. Systems Leadership and Management

The superintendent promotes student success by managing the organizational structure and resources in a way that ensures a safe, efficient, and effective learning environment.

Indicators

1. Ensures business processes and systems are in place for budgeting and financial planning.
2. Communicates expectations that align board and district vision with the use of physical and financial resources of the district.
3. Uses a systems approach that optimizes the use of facilities and transportation while maintaining a focus on clean, updated, safe, and secure facilities and vehicles.
4. Identifies and resolves issues, manages conflicts and builds consensus about the use of physical and financial resources of the district.

Needs Improvement

- Business processes are out of date and not clearly linked to student learning and success
- Facilities/Transportation are not up-to-date, clean, safe, and secure
- Little evidence of building consensus, managing conflict, and resolving operational issues

Developing

- Most business processes in place and using current best practices but not clearly linked to student learning and success
- Some evidence of facility/transportation planning, with fairly clean and safe facilities
- Manages operational issues with little or no conflict

Effective

- Business processes are in place using current best practices with a clear priority on student learning and success
- Processes are in place for ongoing facility/transportation planning and facilities and vehicles are clean, safe and secure
- Manages operational issues with little or no conflict and builds some consensus

Highly Effective

- Business processes are in place using current best practices and are organized and reported to clearly link with the priority of student learning and success
- Processes are in place for optimizing facilities and transportation planning and a primary focus is on clean, updated, safe, and secure facilities and vehicles
- Identifies and resolves operational issues, manages conflict, and builds consensus

Comments on rating and/or evidence:

8. Equity, Climate, and Culture

The superintendent fosters and monitors district climate and culture to ensure equity and enhance the academic, physical, social, and emotional growth of all students.

Indicators

1. Creates a school system in which shared vision on equity and equitable practices are the norm.
2. Develops processes and programs that support the academic, physical, social, and emotional growth of all students.
3. Visibly and actively develops and communicates a positive and responsive culture of high expectations and well-being for self, staff and all students.

- Needs Improvement**
- „ Little or no evidence of a shared vision on equity or equitable practices
 - „ Little or no evidence that leadership promotes a sense of well-being, valuing diversity, and grounded in trust
 - „ Little or no evidence of a responsive culture of high expectations
- Developing**
- „ Some evidence of shared vision on equity and equitable practices
 - „ Some evidence that leadership promotes a sense of well-being, valuing diversity, and grounded in trust
 - „ Some evidence of a responsive culture of high expectations
- Effective**
- „ Shared vision on equity and equitable practices is evident through professional learning
 - „ Leadership team promotes a sense of well-being, valuing diversity, and grounded in trust through communication processes and district procedures
 - „ Communication processes promote a culture of high expectations for self, staff, and all students
- Highly Effective**
- „ Shared vision on equity and equitable practices is the norm, through professional development, district processes, and procedures; and, is validated through an annual student/staff climate survey
 - „ Leadership team ensures a sense of well-being, valuing diversity, and grounded in trust through communication processes and district procedures; and, is validated through an annual student/staff climate survey
 - „ Communication processes and annual student/staff climate survey validates a culture of high expectations for self, staff, and all students

Comments on rating and/or evidence:

9. Leadership, Conduct, and Professional Growth

The superintendent leads with enthusiasm, fairness, and integrity; demonstrates a high level of personal and professional conduct; participates in professional learning opportunities; and, models continuous improvement.

Indicators

1. Leads with dignity and respect
2. Ensures implementation of policy and practice is consistent.
3. Models and articulates ethical behavior.
4. Consistently holds others in the district accountable for demonstrating integrity and ethical behavior.
5. Participates in professional growth and leadership opportunities to model the continuous improvement needs of self and the organization.

Needs Improvement

- ... Does not demonstrate dignity or respect when communicating with students, staff, families, or community members
- ... Decisions do not appear to be just, fair, or equitable
- ... Does not model or hold others accountable for demonstrating ethical behavior
- ... Does not participate in professional development or leadership activities

Developing

- ... Does not consistently demonstrate dignity or respect when communicating with students, staff, families, or community members
- ... Decisions do not consistently appear to be just, fair, or equitable
- ... Models ethical behavior but does not consistently hold others accountable for demonstrating ethical behavior
- ... Participates in some professional development.

Effective

- ... Demonstrates dignity and respect when communicating with students, staff, families, or community members
- ... Most decisions appear to be just, fair, or equitable
- ... Models ethical behavior and consistently holds others accountable for demonstrating ethical behavior
- ... Participates in professional development that is aligned with district vision and direction

Highly Effective

- ... Consistently demonstrates dignity and respect when communicating with students, staff, families, or community members
- ... Decisions consistently appear to be just, fair, and equitable
- ... Models integrity and ethical behavior and consistently holds others accountable for demonstrating integrity and ethical behavior
- ... Participates in professional development that is aligned with district vision and direction and takes the initiative to be involved in leadership opportunities in the profession and/or community

Comments on rating and/or evidence:

Superintendent Performance Targets

Clearly identify two or three significant performance targets to be accomplished through superintendent leadership during the next year. These targets must be specific and measurable and integrate with the district's shared vision and strategic direction.

Performance Target:

Measure of Success or Evidence:

Comments:

Performance Target:

Measure of Success or Evidence:

Comments:

Performance Target:

Measure of Success or Evidence:

Comments:

Summary Comments/Recommendations

Superintendent Evaluation Summary

1. Shared Vision and Strategic Direction

<input type="checkbox"/>	Needs Improvement	Summary Comments/Recommendations:
D	Developing	
D	Effective	
0	Highly Effective	

2. Board, Policy, and the Education System

D	Needs Improvement	Summary Comments/Recommendations:
D	Developing	
D	Effective	
0	Highly Effective	

3. Collaboration with Families and Community

<input type="checkbox"/>	Needs Improvement	Summary Comments/Recommendations:
D	Developing	
D	Effective	
D	Highly Effective	

4. Continuous Improvement and Accountability

D	Needs Improvement	Summary Comments/Recommendations:
D	Developing	
D	Effective	
0	Highly Effective	

5. Teaching and Learning

<input type="checkbox"/>	Needs Improvement	Summary Comments/Recommendations:
D	Developing	
D	Effective	
0	Highly Effective	

6. Personnel Leadership

D	Needs Improvement	Summary Comments/Recommendations:
D	Developing	
D	Effective	
D	Highly Effective	

7. Systems Leadership and Management

- Needs Improvement Summary Comments/Recommendations:
- Developing
- Effective
- Highly Effective

8. Equity, Climate, and Culture

- Needs Improvement Summary Comments/Recommendations:
- Developing
- Effective
- Highly Effective

9. Leadership, Conduct, and Professional Growth

- Needs Improvement Summary Comments/Recommendations:
- Developing
- Effective
- Highly Effective

D *Meets Expectations; Recommend Contract Renewal*

D *Improvement Plan attached; Recommend Contract Renewal*

D *Does Not Meet Expectations; Do Not Recommend Contract Renewal*

Board President Signature

Superintendent Signature

Date

Date



NASB STANDARD
SUPERINTENDENT
EVALUATION





Standard I: Mission, Vision, & Goals

Standard Descriptor: The superintendent works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals to ensure the progress and success of student learning and achievement.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
I.a.	Works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals.						
I.b.	Assumes the key leadership role and responsibility for growth and improved student learning.						
I.c.	Seeks input from the board when appropriate.						
I.d.	Engages internal stakeholders (i.e. administration, staff, students) and external stakeholders (i.e. parents, community) in the discussion of long-term plans and goals.						
I.e.	Effectively utilizes data to guide and monitor progress of district goals.						
I.f.	Implements and monitors progress of the district/strategic plan.						
I.g.	Identifies and proactively addresses potential barriers to ensure the success of the school district.						
	<p>Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • District strategic plan/district goals • Plan for implementing, monitoring and reporting progress of strategic plan/district goals • School improvement plan (including updates/assessment of progress and modifications) • School improvement teams • Superintendent performance plan aligned with district priorities and indicators to measure progress and success • Student performance data • Engagement/communication plan • Meeting agendas/minutes 						
	If you were to suggest one improvement to Mission, Vision, and Goals for the upcoming year, what would it be?						





Standard II: Policy

Standard Descriptor: The superintendent works collaboratively with the board to define, update, and adopt effective and purposeful district policy.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
II.a.	Works with the board to review, update and adopt effective and purposeful district policy.						
II.b.	Governs consistently through board policy and administrative protocol and procedures.						
II.c.	Provides public access to district policy.						
II.d.	Ensures all handbooks are aligned to district policy.						
II.e.	Implements a policy to ensure curriculum is reviewed and aligned with current state standards.						
II.f.	Ensures student discipline is implemented with integrity and consistency.						
II.g.	Personnel policies are clear and implemented consistently.						
II.h.	Monitors administrators' implementation of policy and procedures.						
	Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to: <ul style="list-style-type: none"> • District adopted policy review process/calendar • Progress/updates of the board's work with policy • Policy committee minutes • Curriculum review policy • Meeting agendas/minutes 						
	If you were to suggest one improvement to Policy for the upcoming year, what would it be?						

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





Standard III: Budget Planning & Management

Standard Descriptor: The superintendent provides organizational leadership district-wide to ensure fiscal responsibility by allocating, using, and investing district resources to support effective instruction and improved student learning.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
III.a.	Upholds fiscal responsibility and accountability.						
III.b.	Leads a collaborative board and administrative budget planning process to align resources with the district mission, vision, and goals.						
III.c.	Utilizes data, research, and informed decision-making to support the allocation of district resources.						
III.d.	Updates board with historical and current budget data to monitor revenue and expenditures.						
III.e.	Ensures that the district completes an annual CPA audit and discloses findings to the finance committee/board.						
III.f.	Advocates for and pursues innovative solutions to improve and expand fiscal and human resources.						
III.g.	Ensures the maintenance and upkeep of facilities.						
	<p>Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • Budget strategic/district goals • Professional development plan • Monthly budget reports • Quarterly expenditure updates • District audit • Management and use of alternative resources (i.e. ESU funding, all grant applications, etc.) • Five/Ten-year facility plan • Budget development calendar/board • Financial policies • Forecast financial data 						
	If you were to suggest one improvement to Budget Planning and Management for the upcoming year, what would it be?						





Standard IV: Educational Leadership

Standard Descriptor: The superintendent provides educational leadership ensuring resources align and support best practice for instructional standards, as well as implementation of current/applicable curriculum and assessments to support student success.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
IV.a.	Advocates for the learning needs of all students.						
IV.b.	Promotes a student-centered culture.						
IV.c.	Advocates for the engagement of parents/families as partners in the education of students.						
IV.d.	Ensures curricular and instructional decision-making is based upon current research, data, and best practice.						
IV.e.	Provides the time and resources to align curriculum vertically, horizontally, and to the state standards.						
IV.f.	Provides comprehensive coursework and opportunities to ensure college/career readiness for every student.						
IV.g.	Ensures the district-adopted instructional framework is implemented consistently.						
IV.h.	Integrates the district-adopted instructional framework into certificated staff evaluations.						
IV.i.	Advocates for curriculum and instruction that challenges each student.						
IV.j.	Optimizes alignment of resources, curriculum, and assessments to support student success.						
IV.k.	Provides integrated technology curriculum and resources.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • District strategic plan/district goals • School improvement plan (including assessment of progress and modifications) • School improvement teams • District calendar • Curriculum review cycle plan and updated policy for curriculum and assessment review • Curriculum review committee minutes • Student performance data and goals • Data to support instruction strategies and student-centered initiatives • Curriculum/programs additions/modifications • Instructional model 						
	If you were to suggest one improvement to Educational Leadership for the upcoming year, what would it be?						

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





Standard V: Organizational & Cultural Leadership

Standard Descriptor: The superintendent provides cultural leadership through accountability, inclusiveness, engagement, and advocacy for staff and students.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
V.a.	Contributes to a unified school environment of trust and respect among students, staff, families, and community members.						
V.b.	Develops, implements, and sustains a responsive district crisis and safety plan.						
V.c.	Commits to developing a high-performing leadership team.						
V.d.	Ensures a purposeful and equitable recruiting and hiring process.						
V.e.	Integrates an effective conflict resolution process to address matters in a purposeful and timely manner.						
V.f.	Promotes a culture of shared expectations and mutual accountability.						
V.g.	Provides leadership to support the health and well-being of staff and students.						
V.h.	Promotes an environment where differing opinions and backgrounds are welcomed and embraced among staff and students.						
	<p>Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • Conflict resolution process • Leadership development plan • Professional development plan • Crisis and safety plan • Executive summary of the safety audit • Hiring protocols and procedures • Evidence to validate engagement of parents/families • Diversity, equity and inclusion initiatives • Personnel policies 						
	If you were to suggest one improvement to Organizational and Cultural Leadership for the upcoming year, what would it be?						





Standard VI: Community Relations

Standard Descriptor: The superintendent establishes and sustains effective communication to inform and engage the board, parents, students, staff, local and state government officials, community members, and business leaders.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
VI.a.	Establishes a visible presence in the district and community.						
VI.b.	Regularly attends and participates in school activities, events, and programs.						
VI.c.	Interacts and expresses genuine interest in building a connection with students.						
VI.d.	Develops collaborative partnerships to foster support for the school district.						
VI.e.	Effectively communicates key public information in a timely manner.						
VI.f.	Promotes a positive image of the district.						
VI.g.	Understands and is respectful of the political, economic, and social aspects of the community.						
VI.h.	Seeks a positive relationship with parents and community members.						
VI.i.	Engages special interest groups to work collaboratively to address concerns and opinions that may present conflict.						
	<p>Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • Community engagement summary/report • District partnerships and initiatives established to provide resources and support • Partnership support received through the district foundation, scholarships, grant monies, etc. • Inter-local agreements • District annual report • Communications designed by and distributed to generate support of the district • Membership and participation with civic, community and state organizations • Meeting invitations/agendas 						
	If you were to suggest one improvement to Community Relations for the upcoming year, what would it be?						





Standard VII: Professional Leadership

The superintendent models and demonstrates professional leadership, ethics, and a commitment to growth and improved instruction and learning for staff and students.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
VII.a.	Models positive and professional leadership based upon ethics, trust, integrity, and respect.						
VII.b.	Addresses concerns and opinions with respect and confidence.						
VII.c.	Provides professional development to fulfill responsibilities and grow in current position.						
VII.d.	Provides an effective evaluation process with constructive feedback.						
VII.e.	Exemplifies a life-long learning model to grow personal and professional knowledge.						
VII.f.	Demonstrates knowledge of current evidence-based practices for teaching and learning and seeks to develop others in this area.						
VII.g.	Establishes clear and consistent expectations for staff.						
	Provide evidence to support your choices above. *Suggested supplemental evidence for this standard includes but is not limited to: <ul style="list-style-type: none"> • Memberships • Professional development activities (including, but not limited to conferences, workshops, committee work, studies, research, and published works) • Educational growth plan (professional goals and development) • Leadership team development plan • District staff professional development plan 						
	If you were to suggest one improvement to Professional Leadership for the upcoming year, what would it be?						

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





Standard VIII: Board-Superintendent Relations

The superintendent collaborates with the board to define district expectations, policies, and goals to support instruction and student learning.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
VIII.a.	Maintains an appropriate and professional relationship with the board.						
VIII.b.	Keeps all board members informed with consistent and open communication.						
VIII.c.	Demonstrates support and respect for the board and refrains from public criticism of the board.						
VIII.d.	Demonstrates collaborative problem solving and decision-making.						
VIII.e.	Supports board committee work as part of effective board decision-making.						
VIII.f.	Collaboratively supports or opposes, local, state and/or federal legislation impacting the district.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • Superintendent performance plan/goals • Board committee minutes • Communication plan • Board development plan • Board policies • Meeting agendas/minutes • Retreat agendas/minutes 						
	If you were to suggest one improvement to Board-Superintendent Relations for the upcoming year, what would it be?						





Standard IX: Strategic Planning

The superintendent collaborates with the board to implement and monitor progress of the strategic plan.

Please provide evidence to support the superintendent’s leadership in strategic planning.

IX.a.	What evidence can the board identify to validate the superintendent is implementing and monitoring progress of the strategic plan priorities?	
IX.b.	When is the superintendent reviewing the progress/success of the strategic plan with the board?	
IX.c.	How and where is the superintendent documenting the progress and success of the strategic plan priorities?	
IX.d.	Is the superintendent aligning the budget and district resources to ensure the success of the strategic plan priorities?	
IX.e.	How has the implementation of the strategic plan altered the focus of the superintendent and his/her engagement with the board?	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	
	<p>Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • Superintendent performance plan/goals • NASB Strategic Plan Progress Analysis Reports • Board committee minutes • Communication plan • Board development plan • Board policies • Meeting agendas/minutes • Retreat agendas/minutes 	
	If you were to suggest one improvement to Strategic Planning for the upcoming year, what would it be?	





Superintendent Goals

This component of the evaluation tool may contain a changing list of annual goals from year to year for the board to provide feedback on.





Superintendent’s Response:

Superintendent Evaluation Summary

The superintendent should identify no more than four performance areas on which to focus their growth professionally. Note: Targeting in excess of four performance areas will make it difficult for the individual to address the areas adequately. When his/her performance is at a high-level, sustaining, refining, and replicating the performance is the goal. Follow through will ensure the success of the superintendent and the board.

The Performance Plan should consist of:

- goals (**what** must he/she do to achieve the objective or what is the intended result)
- performance indicators (**how** will the board measure progress and/or success)
- timeline (**when** will progress/success be assessed or completion date)
- signature (once the Performance Plan has been completed and reviewed the board president and superintendent will both sign and date placing a copy in the superintendent’s personnel file and a copy will be retained by the board president)

Note: The Performance Plan should be reviewed and updated throughout the year to assess progress and success. Modifications should only be made if the board/superintendent discuss and agree upon appropriate changes.

(Signature of Superintendent)

(Date)

(Signature of Board President)

(Date)

