

NASB BOARD NOTES

A MONTHLY PUBLICATION FROM THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS

JANUARY
2024



Leadership

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Engagement

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1,960,000 Nebraskans

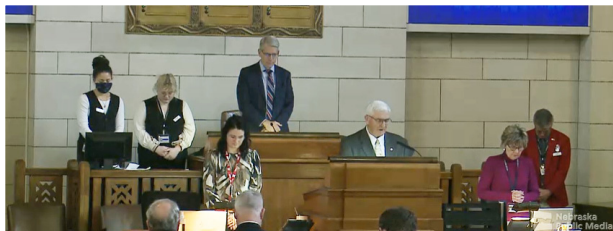
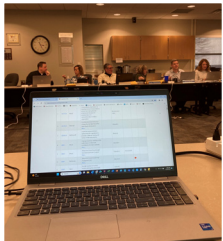
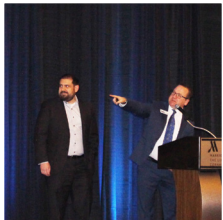
324,000 Students

1,700 Locally Elected School Board Members

260 Member Districts/ESUs

ONE NEBRASKA

Snapshots



IN THIS EDITION OF BOARD NOTES ...

TRAINING, NETWORKING, ENGAGEMENT & EVENTS
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2024 MEMBERSHIP GUIDES ARE HERE!

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STUDENT ENGAGEMENT
CREATE A COMPLETE, CUSTOMIZED POLICY MANUAL
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THIS MONTH IN ... AND MUCH MORE!

The Nebraska Association of School Boards provides programs, services, and advocacy to strengthen public education for all Nebraskans. Learn more at www.NASBonline.org

**JOIN
US!**

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All Dates & Locations Tentative & Subject to Change

YOUR NASB LEGISLATIVE ISSUES CONFERENCE WRAP-UP

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

Day 13 of the 60-day Session brought a number of school board members and education leaders to Lincoln for the annual Legislative Issues Conference where Senators, their staff, Commissioner Maher, and Governor Pillen took time out of their schedules to join their constituents to discuss education, policy, leadership, and much more. (See more photos on pages 1 and 16!)

Prior to the Conference, your NASB Legislation Committee met on Sunday to sift through hundreds of the bills and measures NASB feels you and your board should be paying attention to this Session. Items are continually updated at <https://nasb.envisiams.com/legislative-bills>

Continue to communicate with your Senator(s) about particular bills of interest and how they could impact what is going on in your buildings. Share your story and stay engaged in all the bills NASB is following. Reach out to us to find out all the ways you can be heard.



KEY ADVOCACY RESOURCES

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

<https://nasb.envisiams.com/legislative-bills>

www.facebook.com/NASBOnline

www.twitter.com/NASBOnline

<https://nebraskalegislature.gov/>



2024 MEMBERSHIP GUIDES ARE HERE!



Thirty-two pages of all NASB is and does, for you, our members, will be delivered to your district/ESU in the upcoming weeks.

Throughout this edition of the Membership Guide, you will see and learn about the people, programs, services and vision that bring value to your board, your district, and your community. From the NASB staff, Board of Directors, and Legislation Committee, to your fellow board members across the state.

This is a great reference to keep close throughout the year, as it includes the history of NASB and school boards in Nebraska, all of the organizations for which NASB is responsible, advocacy, engagement, awards, your NASB programs, services and staff, School Board Member of the Year info, and more!

Thank you for making Nebraska a great place to LIVE and setting the stage for the next 100 years!

AT THE BOARD TABLE

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BOARD CALENDAR AGENDA ITEMS FOR YOUR MONTHLY MEETINGS

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



Each month, this space reflects recommended regular board meeting agenda items to include in the upcoming board meeting agenda. Please contact Marcia at mherring@NASBonline.org if you have questions or recommendations for improving the Board Meeting Annual Calendar.

FEBRUARY BOARD AGENDA ITEMS

Please see the January 15, 2024, email from mherring@NASBonline.org and shiggins@NASBonline.org for the draft of the February Board Meeting Agenda. If you have questions or need us to resend the email, please feel free to contact Marcia at 402-450-5152 or Stacie at 402-209-1608. (**If following the reorganization of the board, the president and vice president are new to the role, please email Marcia or Stacie so we may update our records.**)

UPCOMING NASB BOARD LEADERSHIP EVENTS

NASB President Retreats

January 28-29 in Norfolk - February 4-5 in Kearney

Join the NASB Board Leadership Team in Norfolk and Kearney for the opportunity to engage with fellow leadership teams including the board president, vice president, aspiring presidents, and superintendents and/or ESU Administrators. The agenda will include a leadership activity on Sunday, social, dinner, and a full agenda on Monday addressing board meeting protocols, Open Meetings Law, policy, committee work, scenarios, goal planning, superintendent evaluation, and more. Locate the registration information at <https://members.nasbonline.org/events/board-president-retreat>

DID YOU KNOW THE NASB BOARD LEADERSHIP TEAM PROVIDES...

COMMUNITY/STAKEHOLDER ENGAGEMENT AND ALIGNMENT

Engagement of stakeholders both internally and externally can be a powerful asset in shaping the future of the school district. Fostering a positive working relationship with stakeholders cultivates a progressive district climate. The NASB Board Leadership team is equipped to facilitate your district's engagement of stakeholders through focus group discussions and online surveys. We tailor the service to each school district's needs. Community/Stakeholder engagement models representative leadership when the board invites staff, students, parents, and community the opportunity to be heard prior to setting goals that may include facility needs, student academic growth, or the discussion of how the district is equipping graduates of the school district. To learn more, please contact Caden Frank at cfrank@NASBonline.org or 402-689-5834.

BOARD RETREAT

Time for a refresher on the board's role and responsibilities, set goals, discuss how best to engage with the community to address facility needs, or a begin long-term planning. Whatever your needs may be, the NASB Board Leadership team members are available to facilitate your next board retreat or work session. To learn more please feel free to contact Marcia Herring at mherring@NASBonline.org or 402-450-5152 to schedule a board retreat.

MARCH FINANCE WORKSHOPS ARE BACK!

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TRACK 1 - AFTERNOON WORKSHOP

***LINCOLN - NORTH PLATTE - GERING**

SUGGESTED AUDIENCE

Superintendents/ESU Administrators, Business Managers,
and your Board's Finance Committee Members
Registration Fee: \$100 for members, \$200 for non-members

AMPLIFIED FINANCE MODULE AGENDA

11:30 AM - REGISTRATION

12:00 PM - LUNCH, FOLLOWED BY THE WORKSHOP

4:30 PM - ADJOURN

This afternoon workshop, led by school finance experts Carl Dietz and Matt Fisher, will be a more detailed, intense learning experience for those truly in the thick of school finance, compared to the traditional evening session.

Highlights:

1. Review all the funds
2. Discuss the district audit report and how it relates to the AFR
3. Perform a detailed NDE budget for all funds
4. Prepare a line item budget for all receipts and expenses
5. Explain how to prepare a five-year projection of receipts, expenses, and cash balance
6. Payroll preparation
7. Building a capital replacement schedule
8. How to build a cost group spending comparability spreadsheet



TRACK 2 - EVENING WORKSHOP

***LINCOLN & NORTH PLATTE ONLY**

SUGGESTED AUDIENCE

School Board Members,
Superintendents/ESU Administrators
Registration Fee: \$70 for members, \$170 for non-members

TRADITIONAL BUDGET & FINANCE AGENDA

5:00 PM - REGISTRATION

5:30 PM - DINNER, FOLLOWED BY THE WORKSHOP

8:30 PM - ADJOURN

Both new and veteran school board members must have a fundamental understanding of school finance. Superintendents, business managers, and bookkeepers are required to have a deep and comprehensive understanding of finance because taxpayers and citizens are asking districts to provide more detailed information about their finances. This evening workshop will feature Carl Dietz and Matt Fisher, two school finance experts, who will structure the presentation around all aspects of the school district finance such as:

1. Discussion of financial information that should be provided to board members and the community, including samples
2. The budgeting process is not a 'one and done' activity, rather it's something that needs to be discussed throughout the entire year
3. What to look for in your audit report and the Annual Financial Report
4. Importance of cash reserves
5. The importance of having a 5-year financial plan
6. How to properly build a capital replacement schedule
7. Understanding TEEOSA and Foundation Aid, LB 583 & LB 243
8. A brief discussion of LB 644 and the Joint Public Hearings

TO REGISTER FOR ONE OR BOTH OF THE WORKSHOPS*

Go to www.NASBonline.org, and log in using your email and password

March 5 - Lincoln (Embassy Suites) ... Register by 2/29/24

March 19 - North Platte (Venue 304) ... Register by 3/14/24

*March 20 - Gering (Civic Center) ... Register by 3/14/24
(Afternoon Only)

YOUR 2024 NASB LEGISLATION COMMITTEE

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<https://members.nasbonline.org/government-relations/legislation-committee-bylaws>

YOUR 2024 NASB LEGISLATION COMMITTEE



Stacy Jolley (Chair)
NASB President-Elect
Millard



Sandy Noffsinger
NASB President
Dundy County Stratton



Brad Wilkins
NASB Vice President
Ainsworth



Member 1
Spencer Head
Omaha



Member 2
Jane Erdenberger
Omaha



Member 3
Bob Rauner
Lincoln



Member 4
Kathy Danek
Lincoln



Member 5
Sarah Centineo
Bellevue



Member 6
Beth Morrisette
Westside



Member 7
Suzanne Sapp
Ashland-Greenwood



Member 8
Amanda McGill Johnson
Millard



Member 9
Drew Blessing
Kearney



Member 10
Marla Grier
South Sioux City



Member 11
Doug Keener
Mitchell



Member 12
Ryne Seaman
Seward



Member 13
Steve Blocher
West Point



Member 14
Jim Vlach
Lyons-Decatur



Member 15
Brian Quackenbush
Tri County



Member 16
Dawn Lindsley
ESU 7



Appointed Member
Lisa Albers
Grand Island



Appointed Member
Skip Altig
North Platte



Appointed Member
Brian Copsey
Gering



Appointed Member
Kyle Fisher
Springfield Platteview



Appointed Member
Steve Koch
Hershey



Appointed Member
Peter Sample
Neligh-Oakdale



Appointed Member
Lisa Wagner
Central City

Term Ends 2024 For Even # Members

Term Ends 2026 For Odd # Members

Appointed Members Serve One-Year Term

NASB'S ANNUAL MEMBERSHIP DRIVE IS HERE!

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We want to express our gratitude to the nearly 1,700 publicly elected community leaders serving on a school or ESU board in Nebraska. Your tireless efforts in overseeing and shaping the educational landscape in our great state are true examples of Nebraska values.

Being on a school board is a big commitment of time and energy. All school board members have to make sacrifices away from their family or work on behalf of their local school district and community. The NASB understands these sacrifices and wants to be supportive of you as you strive for excellence.

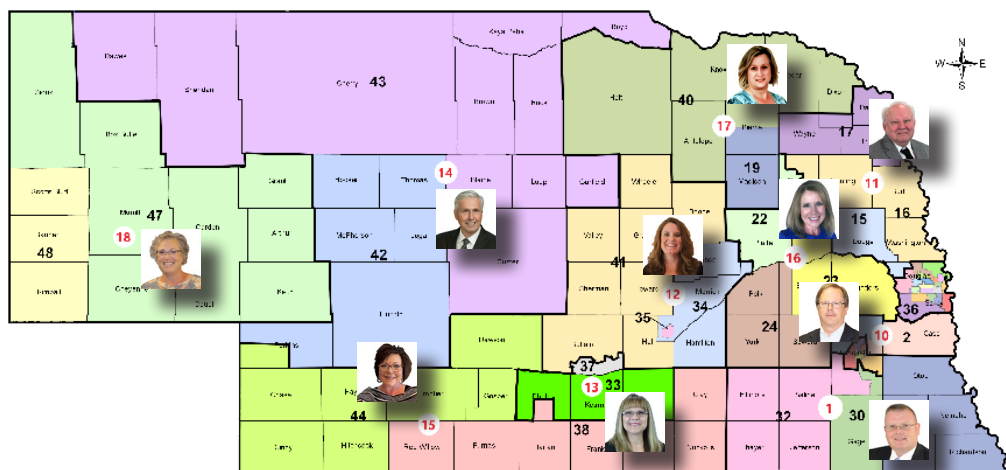
As we begin a new year, we look upon new challenges and opportunities in the education world. Our Legislature is in a 60-day session, and it's never been more important for locally elected leaders to engage in the legislative process to protect local control. We want to recognize the many contributions school and ESU board members have made to our legislative agenda. We cannot defend local control effectively without locally elected officials weighing in during the process.

The last few years have continued to be challenging for everyone in the education community. We appreciate your dedication to listening to the concerns and perspectives of parents, educators, and the community at large. Your openness to feedback and willingness to engage in constructive dialogue demonstrate your commitment to fostering a collaborative and inclusive educational environment. Your district, community, and the state are a better place because of the work you do!

The NASB board and staff continue to be here for you in 2024. Reach out to us as you look to stay informed, active, and engaged. We are a phone call or email away. We work to continue providing you with money-saving programs, information-sharing services, and the events you need to thrive.

Membership renewal notices are going out now to your district/ESU and we look forward to working for and with you and your board again this year. If you have any questions about NASB's programs, services, advocacy efforts, or any other item, please give us a call at 800-422-4572, or email schoolboards@NASBonline.org. Once again, we are offering a 2% discount for all annual dues received prior to April 1.

WATCH YOUR MAILBOX FOR MEMBERSHIP DRIVE INFO SOON!



Greater Omaha Metro Area
Regions 2, 3, 4 & 19



Omaha Public Schools
Regions 5, 6 & 7



Lincoln Public Schools
Regions 8 & 9



STUDENT ENGAGEMENT

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Prior to her election to the State Board of Education in November 2020, Patti Gubbels served on the Norfolk Board of Education, and was a member of the NASB Board of Directors, and the NASB Legislation Committee since 2016.

Jacob Eitzen, a Nebraska Milken Educator Award winner, said the most difficult challenge he faces as a teacher is getting and keeping students engaged. Education Forum defines student engagement as the degree of passion, curiosity, interest, and attention directed to learning and to school. Student engagement has three interrelated dimensions. Behavioral engagement is involvement and participation in the learning environment. Behavioral engagement is characterized by the absence of disruptive student behaviors. Students who are engaged behaviorally complete work on time, have positive conduct, and pay attention. Emotional engagement includes positive reactions to school and learning, quality relationships with peers, and a sense of belongingness with school. Students who are emotionally engaged are interested in learning, enjoy school, and have school friends. Cognitive engagement involves dedicating effort to learning and having a psychological investment in the learning process. Students who are cognitively engaged plan, monitor learning, and persist while learning.



Student engagement is important because it is related to academic success and to higher school completion rates. It reduces the risks of student substance abuse, depression, and delinquency. Student disengagement has negative consequences, not only for students but, as Jacob Eitzen noted, it is a significant stressor for teachers. When teachers spend their time dealing with student behavior issues, nonparticipation, disinterest, and disruption in the teaching and learning process, they are more likely to experience burnout.

Even before COVID significant numbers of students were showing signs of disengagement. The pandemic resulted in additional decreases in student attendance and increases in chronic absenteeism. National data from the U.S. Department of Education showed that over ten million students were chronically absent during the first year of the pandemic. In some instances, students were unable or chose not to access virtual classrooms. Face-to-face contact with teachers and peers was limited and social isolation led to increased student mental and behavioral health challenges. As post pandemic research has shown, the most critical consequences of pandemic disengagement were achievement declines for all students and increases in mental and behavioral health issues.

The current alarmingly high numbers of disengaged students include both those who are chronically absent as well as those who are in school, but not engaged. The first step for reengaging absent students is to get them back to school. The Nebraska Department of Education and local school districts are working diligently in that effort. To address disengagement of students who are in attendance, teachers and administrators need to be intentional in structuring school academic and social environments that increase engagement. Research shows that when students have positive relationships with teachers and peers, feel connected, and experience challenging, interesting, and relevant learning tasks, engagement is improved. When effective instructional strategies, consistent procedures, elevated expectations, and opportunities

for critical thinking and problem solving exist, student engagement is enhanced. Schools that provide an array of extracurricular activities, enable students to share in decision making, and allow students to personalize their learning have higher levels of student engagement. Local school districts need to implement research-based programs and practices that are known to impact student engagement.

Teachers, school administrators, and local school boards play a critical role in structuring learning environments that encourage student engagement. State policy makers share in that role and need to establish policies that prioritize and promote student engagement. Professional development policies that help teachers learn how to create engaging learning environments and lessons, how to develop meaningful relationships with students, how to build student peer communities, and how to provide support for students who are at risk of disengaging are fundamental to increasing student engagement.

Because the pandemic resulted in increasing numbers of students with behavioral issues, state education policy makers also need to support social and emotional programs. When implemented effectively these programs decrease behavioral disengagement and increase constructive relationship building. Finally, state education policy makers need support curriculum that is relevant to students, challenges them cognitively, and provides real-life application of learned concepts and procedures.

Improvements in academic achievement and student satisfaction with school and academic learning depend on the establishment and existence of engaging instruction, positive school social environments, and policies known to positively impact student engagement.

Disclaimer: The opinions from Dr. Patti S. Gubbels are hers and do not represent the Nebraska State Board of Education.

CREATE A COMPLETE, CUSTOMIZED POLICY MANUAL

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<https://members.nasbonline.org/programs-services/online-policy-services>

This is a great time to begin a Board Policy Manual Customization to give your board and administrators a much more accurate, complete, and user-friendly Policy Manual for the start of the next school year. The goal of the NASB Policy Customization Service is to create a completed, customized policy manual (in hard copies and electronic format) with legal referencing and indexing that reflects in writing how your individual district actually operates.

We will evaluate a district's existing board policy manual, check for consistency and provide your board with a "road map" of expectations for the governance of your district. Your district has its own unique history and, over the years, has chosen to make different operating decisions than your neighboring districts. We will rewrite your existing board policy manual, keeping the decisions of your board in place, not throwing them out to be replaced by a generic set of policies.



Through this process we will be able to highlight the areas that are presently omitted and add the policies that most experienced boards and administrators believe are necessary for setting out the basic expectations for the operation and governance of your district. When these new policies are brought into your reorganized and updated manual, they are reviewed with your administrators and board policy committee to ensure the language and intent is appropriate to your local needs.

NASB wants your policies to be clearly written and easily understood by the people using them. Many Board Policy Manuals contain policies that are overly detailed, redundant, and confusing. If your School Board is using a Policy Manual that is disorganized, poorly written, and difficult to understand, our manual customization process can correct that for you. This is a time intensive process on our part, but the result is to make your manual easier to use, clearer to follow, and simpler to update in future years. For more information contact Jim Luebbe, Director of Policy Services at jluebbe@NASBonline.org or 800-422-4572.



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... FOUNDATION

The Nebraska Public Leadership Foundation (NPLF) is awarding two, \$1,000 scholarships to two high school seniors who are pursuing higher education to become a teacher in a Nebraska public school system. Students with plans to attend a college or university in Nebraska, have a minimum GPA of 3.0, and those students whose school district is a member of the Nebraska Association of School Boards qualify to apply for the scholarship. Please click here for the application form.

www.nepublicleadership.org

... EDUCATION LEADERSHIP SEARCH

Contact us for a free proposal or with questions on your search process.

To view openings or create an applicant profile, visit <https://nasb.myrevelus.com/>

Contact Shari Becker with questions sbecker@NASBonline.org

... GALLUP STRENGTHS

Conversation starters ...
How do you work best?
How do you like to be managed?
How can we collaborate?

Contact Shari at sbecker@NASBonline.org

... TECHNOLOGY

DID YOU KNOW?

During meetings, you can Follow the Leader, and when the Leader opens an attachment, you're right there with them. Additionally, if you've added notes, those notes are there as well.

While working through your Negotiations, you've got the ability to forecast the additional increasing expenses for your next school year using projections.

SPECIAL NOTE:

As you begin to settle, please remember to enter your updated contract information into the Contract Settlement Form along with your Negotiated Agreement. If you have any questions, please reach out to Darion.

Darion - dmiller@NASBonline.org
Nicole - nkobus@NASBonline.org
www.sparqdata.com

... POLICY

Recent news events have prompted some districts to review their safety drill policies due to public concern. NDE requirements are only stated minimums, and your district may choose to exceed those requirements if it wishes. We can help you with tailoring specific modifications to your policy at your request.

Contact Jim to learn more!

... ALICAP & INSURANCE

ALICAP encourages all school staff to remain focused on safety during these cold and unfavorable weather conditions. Dress for the cold temperatures, wear the proper footwear (keep your snow boots close by), and plan to give yourself extra time for the slower morning commute. We wish everyone to stay safe and warm!

Thanks, Megan!

... DATA ANALYTICS

Great ideas for improved programs often come from midwinter board retreats. We can help your board gather and illustrate relevant district data to better focus your efforts and target meaningful, measurable goals as you implement those improvements.

Contact Jim to learn more!

... ADVOCACY & GOVERNMENT RELATIONS

The 2024 Session is underway. Bills are being heard, and NASB continues to formulate its plan on over 100 bills. Bookmark NASB's GR & Bills web pages at <https://members.nasbonline.org/government-relations>

Call Colby & Matt with questions any time!

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... MEMBER ENGAGEMENT

Great seeing everyone at the Legislative Issues Conference! Excited for our upcoming events like the Board President Retreats, Finance Workshops, and the NAEP State Convention!

Nice spending time in the following districts throughout January:
Ansley, Brady, McCook, & Southwest

- Sharon -

... ENERGY PURCHASING

With the January cold wave, natural gas prices have risen very quickly. The beginning month of winter was much warmer than usual, causing a temporary drop in prices due to very low gas usage. By that time, our natural gas purchasing consortiums were locked in for our full historic usage at competitive prices for the remainder of the winter. Those moves are paying off right now in lower utility bills for our NJUMP and CJUMP members. Jim Luebke can provide you with information if you wish to get signed up with us for the years ahead.

Contact Jim to learn more!

... BOARD LEADERSHIP

Check out "At the Board Table" on page 4.

Marcia, Kari, Katie,
Caden, Stacie, Ben & Stephanie



Paul Grieger
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Public Finance
402-392-7986
pgrieger@dadco.com



Cody Wickham
Senior Vice President,
Public Finance
402-392-7989
cwickham@dadco.com



Andy Forney
Senior Vice President,
Public Finance
402-392-7988
aforney@dadco.com

Building a Better Future with Nebraska's Public Finance Partner

D.A. Davidson & Co. has long been a leader in innovative debt financing for school districts. What we're most proud of are the relationships we've nourished and the strong community improvements that are made as a result.

Our public finance professionals take a personal interest and a hands-on approach, carrying our deals from start to finish. Because you deserve solutions tailored to fit you.

- School Bond Issues
- Tax Anticipation / Construction Notes
- Lease-Purchase Financing
- QCPUF Bonds
- Refinancing Bond Issues



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dadavidson.com | D.A. Davidson & Co. member FINRA and SIPC

JOIN US!

Federal Advocacy Fly-In - Washington DC - April 29 – May 1



Register now at <https://nasb.enviseams.com/home>
(Registration is limited)

YOUR NASB BOARD OF DIRECTORS & STAFF

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Sandy Noffsinger - President
Dundy County Stratton



Stacy Jolley - President-Elect
Millard



Brad Wilkins - Vice President
Ainsworth



Kim Burry - Past President
Bayard

YOUR NASB OFFICERS AND REGION DIRECTORS

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



Region 1 - Neal Kanel
HTRS



Region 2 - Sarah Centineo
Bellevue



Region 3 - Renee Vokt
Elkhorn



Region 4 - Elizabeth Kumru
Ralston



Region 5 - Shavonna Holman
Omaha



Region 6 - Ricky Smith
Omaha



Region 7 - Tracy Casady
Omaha



Region 8 - Bob Rauner
Lincoln



Region 9 - Annie Mumgaard
Lincoln



Region 10 - Ed Swotek
Malcolm



Region 11 - Jim Vlach
Lyons-Decatur Northeast



Region 12 - Lisa Wagner
Central City



Region 13 - Marilyn Bohn
ESU 10



Region 14 - Steve Koch
Hershey



Region 15 - Allison Sandman
Wauneta-Palisade



Region 16 - Suzanne Sapp
Ashland-Greenwood



Region 17 - Michelle Reikofski
Osmond



Region 18 - Susan Ernest
Leyton



Region 19 - Amanda McGill Johnson
Millard



John Spatz
Executive Director

YOUR NASB STAFF

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

Ben Anderjaska
Board Leadership Data
and Support Specialist



Makenzie Barry
ALICAP Data &
Financial Specialist



Shari Becker
Director of Education
Leadership Search Service



Matt Belka
Director of Marketing,
Communications & Advocacy



Megan Boldt
Associate Executive Director
Director of ALICAP



Craig Caples
Director of Technology



Colby Coash
Associate Executive Director
Dir. of Government Relations



Katie Corfield
Board Leadership Associate



Abi Dettmer
Event & Search Service
Associate



Sharon Endorf
Director of
Member Engagement



Caden Frank
Board Leadership Community
Engagement Specialist



Marcia Herring
Director of Board Leadership



Stacie Higgins
Board Leadership Specialist



Sallie Horky
Chief Operating Officer



Rachel Horstman
Business Manager



Kem Loecker
Executive Administrative
Assistant



Jim Luebke
Director of Policy Services



Kari Stephens
Board Leadership Development
& Learning Specialist



Stephanie Summers
Board Leadership Specialist



Lindsey Wooton
Administrative Specialist



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View the full, detailed listings with contact info at:

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

YOUR 2024 PLATINUM AFFILIATES

ALiCAP

AMERICAN FIDELITY
a different opinion

BCDM
architects

Boyd Jones

BISHOP
BUSINESS

BYH
ARCHITECTURE

CWP CARLSON
WEST POVONDRA
ARCHITECTS

CMBA
ARCHITECTS

CROUCH
RECREATION

DAVIDSON
FIXED INCOME CAPITAL MARKETS
D.A. Davidson & Co. member SIPC and FINRA

envise

Facility
Advocates
Dave Raymond

HAMILTON

HAUSMANN
construction

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of Nebraska Company

Outdoor Recreation Products

PIPER | SANDLER

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PUBLIC RISK
MANAGEMENT
INCORPORATED

Sampson
Construction

SPARQ DATA
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COMMERCIAL SEAL COATING SPECIALIST

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EQUIPMENT AND FURNITURE

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Piper Sandler
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FOOD SERVICE

Lunchtime Solutions
GOLD LEVEL AFFILIATE

Opaa! Food Management

FUNDRAISING

Omaha Public Schools Foundation
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INSURANCE SERVICES

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Blue Cross Blue Shield of Nebraska
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Public Risk Management/ALICAP
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PLAYGROUND/SCOREBOARDS/SURFACING

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Crouch Recreation
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Cunningham Recreation/GameTime

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