



# Decisions, Decisions

(To bond or not to bond.)

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by **Jon Rother**. September 2022

Following the failed bond election in May, and after much discussion and contemplation, the JCC school board will be making another bond attempt. This will most likely occur in the spring of 2023. According to statute, a bond that has not been “substantially” changed cannot be put before the people until 6 months after the failed bond. The general election on November 8 isn’t quite six months. This would put a special election just after the general election. However, in even numbered years, there is a “blackout” period surrounding primary and general elections that do not allow for special elections. For 2022, the “blackout” period begins September 1 and ends December 31. Therefore, the earliest JCC could present a bond in a special election would be early January 2023.

JCC intends to continue to work with the architecture firm of Clark-Enersen, the bond underwriter of DA Davidson and the construction management firm of Boyd-Jones. To make changes to the construction management firm, would require the board to again ask for proposals from firms. This would take considerable time, further delaying the process of moving forward with a construction project. Furthermore, JCC’s administration and board of education has been very pleased with the efforts and commitment of these firms in serving our district. If you recall, the reason a construction manager at-risk approach was chosen was due to the size and scope of the project. Wanting to make sure that quality work was done correctly was, and remains, a goal of the school board. A construction manager can do just that.

As of now, the school district (through the actions of the school board) has some decisions to make. We know there are projects within all three buildings that will need some attention. However, due to the constraints of the budget authority and levy limits, we will need to decide which projects need the most immediate attention and which projects are worthwhile in the long run. Thinking ahead, and still wanting to get all services to the Tecumseh Site, we have determined that the current high school is the building that we will most likely use in the future. Therefore, it would make sense to invest the bulk of funds into this building. Also, knowing that a new facility would still be (at least) a few years away, we will need to address any immediate concerns within the Cook Site and the Tecumseh Site Elementary. Look to further communications for updated building needs and cost estimates.

**JCC Mission Statement:**  
**Journey together...**  
**Creating opportunities...**  
**Committed to excellence!**

VOLUME 16  
ISSUE 2

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Something to consider is how the taxing structure of a bond differs from the taxing structure of a school's general & building funds. When taxing for general fund and building fund purposes, agricultural and horticultural land is taxed at 75% of the value. However, in the successful passing of a bond, that same land is taxed at 50% of the value for the purposes of the bond (in addition to the general fund and building fund tax asking at 75% of the value). In short, addressing our facility needs via a bond allows a portion of the tax asking to be shifted away from agriculture. Passing a bond then allows the building fund tax asking to be lowered significantly, as not as much would be required for repairs and renovations.

To address facility needs via the general and building funds, the following budgeting rules apply. (Please note - This option taxes agricultural and horticultural land at 75% of its market value.)

- 1) The tax asking on the general fund and building fund is capped at the \$1.05 levy limit. In order to go over that amount, a vote of the people is required (i.e. "a levy override"). JCC's current levy limit is 99¢.
- 2) The most any school can put into their building fund is 14¢. In order to go over that amount, a vote of the people is required, and the maximum building fund asking is 17.5¢ by law. JCC's current building fund asking is 6¢ and generates approximately \$450,000 per year. This means a million dollar facility repair project takes approximately three years to fund as some of the Building Fund dollars will still be used for yearly repairs and maintenance.

In future correspondences, we will continue to update you on JCC's facilities, costs to upgrade and renovate and thoughts on an upcoming bond. Until then, please feel free to stop in to speak with me, call me (402-921-0187) or email [jon.rother@jcccentral.org](mailto:jon.rother@jcccentral.org) with your questions and concerns.

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## The Purpose of New Handbooks

You may have noticed that this year's handbooks look very different. The handbooks JCC had been using date themselves back to 1990's Tecumseh Public Schools with a generous splash of Nemaha Valley Public Schools being added in 2007.

When Nemaha Valley and Tecumseh merged in 2007, Nemaha Valley had recognized KSB School Law for legal counsel and Tecumseh Public Schools had recognized Perry Law Firm. Upon merging to become Johnson County Central Public Schools, and after Mr. Jack Moles was selected as the superintendent, the decision was made to keep all the Tecumseh policy by Perry Law Firm but to identify KSB School Law as legal counsel.

Therefore, much of the handbook for JCC was developed through Perry Law Firm, however updates to policies would come through KSB School Law. This created quite a task as policy updates due to new or amended laws would be sent to JCC with an identifying policy number that did not match JCC policies. JCC policies (Perry Law Firm policies) would then need to be located by topic and the new wording (KSB School Law wording) would need to be manipulated to fit in.

In the fall of 2021, I presented these issues to the board and recommended that we fully adopt KSB School Law policies for the 2022 school year. The board voted in favor of this and over the last year JCC's administration read through all the policies making appropriate changes and presenting the policies to the board for approval. As these policies directly affect our handbooks (which are an extension of policy), the handbooks needed to be edited as well. This summer, the administrators met to go through the handbooks to make sure wording matched the updated policy. Now, JCC's identified legal counsel of KSB School Law, JCC's policies and handbooks are all streamlined! You can find links to all our policies and handbooks on our website.

# JOHNSON COUNTY CENTRAL *After School Program*

## **JCC's after school program is here!**

Our staff will provide homework tutoring, reading opportunities, snacks, and varied learning activities while caring for students.

### **AVAILABLE AFTER SCHOOL UNTIL 6:00PM**

- \$25/WEEK FOR EACH STUDENT K- 6TH (\$15 FOR EACH ADDITIONAL CHILD)
- \$20/WEEK FOR 4-YEAR-OLDS (NO PRESCHOOL ON MONDAYS)



**CONTACT 402-335-3328  
TO ENROLL**

QUESTIONS? CONTACT:  
AMBER.BEARD@JCCENTRAL.ORG  
JON.ROTHER@JCCENTRAL.ORG

## **NEWS FROM PRINCIPAL RICK LESTER**

School got off to a great start, students have their final schedule and extracurricular activities are already in full gear.

I met with each grade during the month of August and I discussed with the students the Student Handbook and our Activities Handbook. We went over some policies and discussed student's expectations to follow these rules throughout the year. All students were encouraged to read both handbooks so they were familiar with the policies. I would strongly encourage parents to view these handbooks which were emailed to all students on their iPads.

Students also received information on the On to College ACT prep program. Bringing the ACT prep program on-line to JCC students is an investment by the district in our students ACT Score: an important measure used for college admission and financial aid. Most test prep courses cost hundreds of dollars, JCC students will complete the On to College ACT prep program at school or home 24-7 free of charge. All JCC students will have full access to all the ACT prep sessions and bonus materials.

We truly believe the best and most efficient way for a student to maximize his/her potential on the ACT test is to take challenging core classes throughout their high school career. The On to College ACT prep program is another tool to help students reach their potential on the ACT test. If you are interested in your student taking the On to College ACT prep program, please make sure your students complete the form they received at school or pick up another form at the office.

# MIDDLE SCHOOL NEWS

By Rich Bacon

The 2022-2023 school year officially began with the Middle School walk-through and the Preschool and 4<sup>th</sup> and 5<sup>th</sup> grade Open House on Wednesday, August 10<sup>th</sup>. We appreciated the large number of students and parents that were able to attend. The start of a new school year is always refreshing as it provides everyone involved with the opportunity to get the year started on the right foot. Hopefully, that excitement will continue and will help our students to reach their goals and accomplish great things here at Johnson County Central Schools.

Middle School students and staff are, once again, fortunate as we continue to offer the 1:1 iPad program. As with most things school-related, there are certain expectations and responsibilities for all students to meet and our iPads are no different. Some examples of our expectations regarding iPads include:

1. Students and parents need to read and understand the JCC iPad Policies and Procedures handbook. This document can be found on the school website;
2. Students need to use the device in a responsible and ethical manner;
3. As with all technology, parents should supervise their child's use of the iPad at home. Any inappropriate use of the iPad may result in loss of iPad and school network privileges;
4. Students who take their iPad home need to make sure they bring the iPad to school every day, fully charged. Please see the iPad handbook for a more complete list of iPad expectations for our students. As always, if you have any questions or concerns throughout the year, please don't hesitate to contact your child's teacher or myself.

First semester Parent-Teacher Conferences are scheduled for October 3rd from 11:00-7:00 p.m. The 1<sup>st</sup> quarter ends less than two weeks after conferences. This provides parents an excellent opportunity to meet with their child's teachers before the end of the first quarter of school and talk about their child's progress. Active parent involvement in their child's education is one of the most effective ways to help your child succeed academically. Simple things such as asking how their day was, taking an interest in their academic progress or simply making sure their homework is finished can pay huge dividends toward your child's academic success. If you have questions or concerns about your child's performance before conferences, please do not wait until PT Conferences to discuss it with their teachers. Contact them right away. We hope to see everyone at conferences.

Our new DON'T QUIT fitness center equipment is scheduled to be installed on Wednesday, September 7. The ribbon cutting/pep rally is scheduled for October 14 starting at 8:30 in the main gym of the Middle School. We are excited for the opportunity to welcome Jake "Body by Jake" Steinfeld and Nebraska Governor Pete Ricketts to Johnson County Central. The public is welcome to attend this exciting event.

Junior High sports seasons have begun, with good numbers of athletes participating this fall. We have 33 athletes out for football, 22 participating in volleyball and four out for cross country. At the start of any season we should take time to remind ourselves what the purpose of athletics in a Middle School setting should be. While everyone wants to win and winning is one of our goals, it cannot be the purpose of our sports program at this level. Middle School activities should encourage participation and the development of fundamentals that will help them succeed at the varsity level. Instead of placing the emphasis on winning and losing, we should celebrate hard work, being coachable, and putting team before self. If students can learn to work hard and give maximum effort at a young age they are learning character traits that will help them be successful in high school and will serve them well for the rest of their lives. Please support our young athletes and their coaches this year by attending games and cheering their efforts, win or lose.

## Here is a friendly reminder about School Pay!

JCC uses a secure online payment platform called SchoolPay where parents can create accounts to pay for some of the student fees and lunch balance. The website is <https://www.schoolpay.com/login> and from there you can create an account for yourself and associate with your child/children. There is also a direct link from the JCC website: Quicklinks > SchoolPay (Online Payment)

Previously the link was listed as "Online Lunch Payment."

Not only can you pay for lunches, some of the other items that can be paid for online are iPad Insurance, Instrument Rental Fee, Student Activity Fee, Adult Activity Pass, & After School Program. There is a FAQ page on the website that answers common questions about how to create an account and add your children.

# SchoolPay®

*School Pictures  
will be taken  
At both sites on  
Friday,  
September 9th.*



You now have the convenience to place an online order for School Pictures!

The online site is available for 2 days after picture day.

Please click the link below if you would like to place an order ;)

[www.martinphotography.hhimagehost.com](http://www.martinphotography.hhimagehost.com)



## **Thunderbird Family,**

The 2022 fall season officially got underway on Monday, August 8th with the beginning of practice. Our athletes have been working hard and are ready to get out and compete. We are excited to have people back in the stands cheering on our Thunderbirds. We hope to see you at our home events! Here is a list of the number of participants we have in each activity along with our upcoming home events.

HS Volleyball - 18  
HS Football - 30  
HS Cross Country - 7 boys, 3 girls  
HS Girls Golf - 5  
JH Football - 32  
JH Volleyball - 22  
JH Cross Country - 3 boys, 1 girl

### **Volleyball**

8/30 - vs. Mead  
9/8 - vs. Palmyra  
9/13 - vs. Palmyra (JH)  
9/22 - vs. Southern  
9/27 - vs. Louisville/Weeping Water  
10/1 - JCC Invite

### **Football**

9/9 - vs. Lourdes Central Catholic (3PM KICKOFF)  
9/12 - vs. Freeman (JV)  
9/19 - vs. Pawnee City (JH)  
9/23 - vs. Freeman  
9/26 - vs. Elmwood-Murdock (JH)  
9/26 - vs. Johnson-Brock (JV)  
10/7 - vs. Exeter-Milligan (HOMECOMING)

### **Cross Country**

9/2 - JCC Invite

### **Girls Golf**

9/15 - JCC Invite  
9/22 - HTRS dual

Go Thunderbirds!

Garrett Collin  
Activities Director



## Reading Makes Life Sweeter!

Come see all the sweet reads at the Scholastic Book Fair at Johnson County Central's Middle School and Elementary School libraries. There will be exclusives, new releases, value packs and more.

### So many sweet choices!

This sweet event is happening September 26-30, 2022 right after school until 4:00 p.m. and on Monday, October 3 during P/T Conferences from 11:00 a.m. - 7:00 p.m.

Online shopping too! Shop at [www.scholastic.com/bf/johnsoncountymiddleschool](http://www.scholastic.com/bf/johnsoncountymiddleschool) (or) [elementaryschool](http://www.scholastic.com/bf/elementaryschool). Everything ships right to your home. Free shipping on orders over \$25 or more.

The sweetest thing is that your child comes in contact with quality literature and you get to help our school libraries earn free books!





# JCC'S ANNUAL TITLE 1 PUMPKIN NIGHT



FRIDAY, SEPTEMBER 23



INFORMATIONAL MEETING AND ACTIVITY AT 5:15 PM IN HS CAFETERIA

FREE HOT DOG,  
CHIPS, & DRINK

Family Fun!!

FREE PUMPKIN DECORATING  
FOLLOWING MEETING & ACTIVITY

Contact Julie Beach or Judi Borrenpohl for more information



FREE ADMISSION TO JCC'S FOOTBALL GAME VS FREEMAN  
(MUST ATTEND MEETING)

Speech changes for 2022-2023:

Speech Pathologist, Kim Mueller, is no longer with our district. We were unable to find a full-time speech pathologist, therefore we will be contracting with ESU#4 for Birth-Preschool and 4-8th grade and ESU#17 for K-3 and 9-12th grades.

Mary Holmes from ESU#4 will be serving our Birth-Preschool students. Kendall Hallstrom will be serving our 4-8th graders, she is also employed by ESU#4.

Maggie Steinhauser will be serving the K-1 students and [Kim Buckendahl](#) will be serving the 2nd-3rd graders and 9-12th graders. They will be serving our students through Zoom, since they are located in the Ainsworth area. [Jacy Pollard](#) will be the language resource teacher and will be present during the zoom session. She will also serve students on other days of the week with supervision from the speech pathologists to meet their IEP services.

If you have any questions or concerns, please feel free to contact Rebecca Kling, Special Education Services Coordinator.

2022

# Thunderbird Homecoming

# THUNTAIILGATE



SUNDAY, OCT 2nd, 2022  
@ High School Football Field

FEATURING...

*Yard Games*  
*Food Trucks*  
*Bonfire*

*Cornhole*  
*Hammerschlagen*

*Paradise Eats*



STARTS AT 5:30 PM  
BONFIRE LIGHTING AT 7 PM



# JCC Booster Club

## Social

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OCTOBER 7TH

AFTER HOMECOMING CORONATION

@ TECUMSEH COUNTRY CLUB

*Hors d'oeuvres will be served. Come on out  
and enjoy the evening!*



JOHNSON COUNTY CENTRAL PUBLIC SCHOOLS

# THUNDERBIRD FALL CLASSIC GOLF TOURNAMENT 2022



SATURDAY, OCTOBER 8TH // 9:00 AM TEE TIME // TECUMSEH COUNTRY CLUB

- 4 PERSON SCRAMBLE
- \$160/TEAM
- FLAG PRIZES
- MEAL INCLUDED

NON-GOLFERS ARE WELCOME TO JOIN US AFTERWARDS FOR FOOD, & SOCIALIZING!



All alumni from any former schools who are a part of the  
Thunderbird Family are encouraged & welcome to join us!  
BURR WILDCATS - COOK COUGARS - ELK CREEK ANTLERS - NEMAHA VALLEY CARDINALS  
TALMAGE BULLDOGS - TECUMSEH INDIANS - VESTA PANTHERS

QUESTIONS OR TO REGISTER CONTACT:

**JEFF MAHONEY**

402-335-7678 jeffreymahoney@gmail.com

**BEN SWANSON**

402-921-0870 ben.swanson@jccentral.org

**Cook site Ribbon Cutting Ceremony**  
**planned for Friday, October 14 at 8:30 AM**

By: Marsha Bacon

On Friday, October 14, Governor Pete Ricketts and Jake Steinfeld, Chairman of the National Foundation for Governors' Fitness Councils (NFGFC) will be at Johnson County Central Schools in Cook to help celebrate our new \$100,000 DON'T QUIT! Fitness Center. Johnson County Central School will be recognized by the Governor's Fitness Council as an outstanding school. The school and staff will be recognized for demonstrating leadership and for the importance our district places on physical fitness and the health of our students. Johnson County Central was one of three schools in Nebraska selected to receive the award. Staff submitted an application and worked with students to create a video to apply for the gift.

Each fitness center is financed through public/private partnerships with companies like The Coca-Cola Company, Anthem Foundation, Wheels Up and Nike, and does not rely on taxpayer dollars or state funding. My Fitness Store Commercial provides all the fitness equipment. The foundation's goal is to build a nation of the fittest, healthiest kids in the world. We are very excited for our new fitness center and equipment.

Parents and Patrons are welcome to attend the Ribbon Cutting event on Friday, October 14!



# September 2022 Johnson County Central Lunch Menu

Sun	Mon	Tue	Wed	Thu	Fri	Sat
<b>Menu Is Subject to Change Without Notice “This Institution Is An Equal Opportunity Provider”</b>						
4	5 <i>NO SCHOOL LABOR DAY</i>	6 Chicken Tenders Dinner Roll Fruit & Veggie Bar Milk	7 Br Pork Patty /wg Bun Potatoes Fruit & Veggie Bar Milk	8 <i>Sloppy Nacho's</i> Black Bean Corn Salsa Fruit & Veggie Bar Milk	9 Hot Dog/wg Bun Baked Beans Fruit & Veggie Bar Milk	10
11	12 Chicken Alfredo Garlic Bread Fruit & Veggie Bar Milk	13 Totchos Bread Stick Fruit & Veggie Bar Milk	14 Ham & Cheese / Croissant Pasta Salad Fruit & Veggie Bar Milk	15 Asian Chicken Rice Fruit & Veggie Bar Milk	16 Pizza Green Beans Fruit & Veggie Bar Milk	17
18	19 <i>NO SCHOOL Teacher In-service</i>	20 Turkey Wrap L & T Cookie Fruit & Veggie Bar Milk	21 Popcorn Chicken Bowl Dinner Roll Fruit & Veggie Bar Milk	22 Cheesburger/ wg Bun Potatoes Fruit & Veggie Bar Milk	23 Chefs Choice Fruit & Veggie Bar Milk	24
25	26 Chicken Nuggets Fruit & Veggie Bar Wg Cookie Milk	27 Sh. Pork wg Bun Potatoes Fruit & Veggie Bar Milk	28 Taco Salad / PB Jelly /Cheese Stick Elem Garlic Bread HS/MS Bug bites Elem Milk Fruit & Veggie Bar	29 Hot Dog wg Bun Baked Beans Fruit & Veggie Bar Milk	30 Pizza Fruit & Veggie Bar Milk	



# September 2022

## JCC Activities Calendar

Sun	Mon	Tue	Wed	Thu	Fri	Sat
4	5	6	7	8	9	10
	<p><b>NO SCHOOL LABOR DAY</b></p>	<p>Varsity Girls Golf ECNC Meet @ Woodland Hills GC-8:30 am JH Football vs Freeman @ Freeman-4:30 pm Varsity Volleyball Tri @ Wilber Clatonia-5:00 pm</p>	<p>9-11 Grade MAP Testing @ HS-Reading &amp; Science-8:15 am All Juniors Educational Planning/College Fair @ Falls City HS - 1:00 pm</p>	<p>9-11 Grade MAP Testing @ HS- 8:15 am Varsity Volleyball Tri @ HTRS-5:00 pm</p>	<p>Varsity Girls Golf Invitational @ Hidden Acres GC-9:00 am JV/Varsity Cross Country Invite @ Tecumseh CC -9:00 am Varsity Football vs Conestoga @ Conestoga-7:00 pm</p>	<p>JV Volleyball Tournament @ Syracuse HS-8:30 am FFA Students to attend Husker Football Game-6:00 pm</p>
11	12	13	14	15	16	17
	<p>Varsity Volleyball Mudecas @ Beatrice HS-TBD JV/Varsity Cross Country Invite @ Walnut Grove Park, Omaha-4:30 pm JV Football vs Freeman @ JCC HS-6:00 pm</p>	<p>Varsity Volleyball Mudecas @ Beatrice HS-TBD Varsity Girls Golf Invite @ River Wilds GC-Blair-9:00 am JH Volleyball Dual vs Palmyra @ JCC MS, Cook Site-4:30 pm JH Football vs HTRS @ HTRS-5:00 pm</p>	<p>14 Botany/FFA District Range Judging in Lincoln Area-8:00 am JCC School Board Meeting @ JCC HS Computer Lab-6:00 pm Jr &amp; Sr Parents EducationQuest Financial Aid Program @ JCC HS-6:30 pm</p>	<p>Varsity Volleyball Mudecas @ SCC Beatrice-TBD Varsity Golf Invite @ Tecumseh CC-9:00 am JH Volleyball Dual @ Wilber Clatonia-4:30 pm</p>	<p>MS Band to perform @ Richardson County Fair Parade - Humboldt- 11:00 am Senior EducationQuest Financial Aid Program @ JCC HS-1:00 pm Varsity Football vs Southern @ Southern-7:00 pm</p>	<p>JH Volleyball Tournament @ Louisville HS-9:00 am JV Volleyball Tri @ Syracuse HS-9:00 am HS Band to perform at Apple Jack Parade @ Nebraska City-1:00 pm</p>
18	19	20	21	22	23	24
	<p><b>NO SCHOOL FOR STUDENTS</b> Teacher In Service Varsity Girls Invite @ Kirkman's Lakeview GC-9:00 am C Team Volleyball Tourney @ Johnson Brock HS-4:00 pm JH Football vs Pawnee City @ JCC HS-4:00 pm</p>	<p>NHS Red Cross Blood Drive @ JCC HS-8:30 am JV/Varsity Cross Country Invite @ Branched Oak-4:00 pm JH Volleyball Dual @ Syracuse HS-4:30 pm</p>		<p>Varsity Girls Golf Dual @ Tecumseh CC-4:00 pm JV/Varsity Cross Country Invite @ Falls City CC-4:30 pm JV/Varsity Volleyball Dual vs Southern @ JCC HS - 6:00/7:00 pm</p>	<p>Title 1 Meeting/Pumpkin Decorating/Tailgate @ JCC HS Cafeteria-5:15 pm Varsity Football vs Freeman @ JCC HS-7:00 pm</p>	<p>Varsity Volleyball Invite @ Louisville HS-9:00 am</p>
25	26	27	28	29	30	
	<p>Varsity Girls Golf Invite @ Auburn CC-9:00 am JH Football vs Elmwood-Murdock @ JCC HS-4:00 pm JH Volleyball Dual vs Tri County @ Tri County-4:30 pm JV Volleyball Tri @ Pawnee City-5:00 pm JV Football vs Johnson Brock @ JCC HS-6:00 pm</p>	<p>JH Volleyball vs HTRS @ HTRS-4:00 pm Varsity Volleyball Triangular @ JCC-5:00 pm</p>	<p>Scholastic Book Fair in the Library @ Both Sites 3:35-4:00 pm September 26-September 30</p>	<p>Varsity Golf Invite @ Hidden Valley CC-9:00 am JH Cross Country @ Pioneers Park, Lincoln-4:00 pm JV/Varsity Cross Country Invite @ Pioneers Park, Lincoln-4:25 pm JV/Varsity Volleyball Dual vs Pawnee City @ Pawnee City-6:00/7:00 pm</p>	<p>NO PRESCHOOL BOTH SITES Teacher Training Varsity Football vs Palmyra @ Palmyra-7:00 pm</p>	

ALL ACTIVITIES ARE SUBJECT TO CHANGE

# Johnson County Central Public Schools

PO Box 338  
Tecumseh, NE 68450

PO Box 255  
Cook, NE 68329

Phone: 402 335-3320 Superintendent @ Tecumseh  
402 335-3328 Principal @ Tecumseh  
402 864-2024 Elementary Office @ Cook  
402 864-4171 Principal @ Cook  
402 864-4181 MS Office @ Cook  
Web Site [www.jccentral.org](http://www.jccentral.org)

This newsletter is produced monthly to inform parents, district patrons and others about school events, classroom events, and student achievements in the classroom and extra curricular activities. This information is submitted by faculty and staff members. Information may be submitted to offices at Tecumseh and Cook.

The school reserves the right to edit information in the interest of space and content.

NON-PROFIT ORGANIZATION  
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Permit No. 3  
Cook, NE 68329  
ECRWS

## POSTAL PATRON

### Non-Discrimination

It shall be the policy of Johnson County Central Public Schools to not discriminate on the basis of race, color, religion, national origin, sex, handicap, or age in its educational programs, activities, or employment practices. There is a grievance procedure for discrimination concerns. Inquiries concerning any of the above, or Title IX and Rehabilitation Act Regulations (504) should be directed to the Superintendent of Schools, 358 N 6th Street, Tecumseh, NE 68329; (402)335-3320.

### **Child find**

Children that are birth to 5 years old who are experiencing problems with speech language, cognitive, emotional and/or physical development or have a disability can receive services through Early Childhood Education Services. If interested or in need of more information please contact Rebecca Kling, Special Education Coordinator or Jon Rother, Superintendent at 402-335-3320.

*School Pictures will be taken  
At both sites on  
Friday,  
September 9th.*

You now have the convenience to place an online order for School Pictures!

The online site is available for 2 days after picture day.

Please click the link below if you would like to place an order ;)

[www.martinphotography.hhimagehost.com](http://www.martinphotography.hhimagehost.com)