

Arapahoe Public School Board Meeting Agenda
Arapahoe Public School Board Room
Monday, August 17, 2026 at 5:00 PM
610 Walnut St., Arapahoe, NE 68922

Mission Statement

Arapahoe Public Schools is equipped to motivate students in a safe and positive environment while preparing them to be successful and responsible citizens within a global society.

Belief Statement

The Arapahoe Public Schools believes that education must serve the individual pupil in light of his/her capacities and abilities as well as provide a suitable and well-balanced learning environment in the areas of physical, mental, emotional, cultural, social, moral and spiritual maturity.

About the Agenda

- 1) Opening the Meeting
 - a) Call to Order
 - b) Pledge of Allegiance (Dettmann)
 - c) Nebraska Open Meetings Act
 - d) Publication of Meeting/Sign Acknowledgement of Receipt of Meeting Notice
 - e) Roll Call
 - f) Excuse Board Member Absences
- 2) Welcome Visitors
- 3) Public Comment on Agenda Items
- 4) Discussion Item - Presentations by NRCSA & NASB for Supt. Search Services
- 5) Executive Session
- 6) Action Item(s)
 - a) Discuss, consider, and take action on selection of a search firm to assist in the hiring of a new superintendent for the 27-28 school year.
 - b) Discuss, consider, and take action on approval of a application for waiver on Policy 3014 Use of School Property section 4.b.iv.3 "No Fees for Admission) from Nebraska Pride Chorus for a performance by the Sweet Adelines on Sept 26, 2026.

7) Public Comment - Open

8) Future Meetings

a) Budget Workshop - August 24, 2026 - 7:00pm

b) Finance Committee meeting - September 14, 2026 6:00pm

c) Budget Hearing, followed by Regular Board Meeting - September 14, 2026 - 7:00pm

9) Adjourn

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

1. Protection of the public interest; or
2. The prevention of needless injury to the reputation of an individual, and if the individual has not requested a public meeting.
3. Negotiations

Copy of Open Meetings Act: The Board of Education makes available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. The Act is posted on the North wall of the meeting room.

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

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

INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM

Getting Started: When it is your turn to speak during the public forum portion of the agenda, please stand and state your name and current address to the Board of Education.

Time Limit: You may speak only one time and must limit comments to 5 minutes or less.

Personnel or Student Topic: If you are planning to speak about a personnel or student matter involving an individual, please understand that our policies require that such concerns initially be directed to the administration for consideration. Board members will generally not respond to any questions you ask or comments you may make about individual staff members or students. You are cautioned that slanderous comments are not protected just because they are made at a Board meeting.

General Rules: Please remember that this is a public meeting for the conduct of the business of the Board of Education. Offensive language, personal attacks and hostile conduct will not be tolerated.

Arapahoe Public Schools

2009
Public Participation at Board Meetings

The board of education shall conduct its meetings in accordance with the Nebraska Open Meetings Act.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall make available at the meeting, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed in open session of the meeting.

The board is not required to allow citizens to speak at each meeting, but it will provide the opportunity for public participation at least four times per year. The board may make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board shall not require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. However, the board may require members of the public desiring to address the board to identify themselves.

Adopted on: 8/8/2022

Revised on: _____

Reviewed on: _____



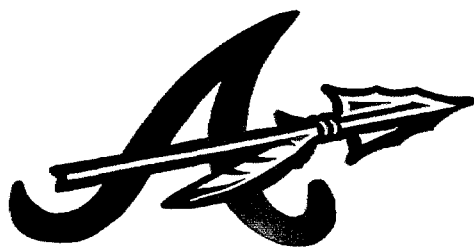
Nebraska Rural Community Schools Association

"Quality Rural Schools"

Superintendent **Search Proposal**

Prepared For:

Arapahoe Public Schools



NRCSA Search Consultants:



Dan Bird

(308)730-1876
danbird1960@gmail.com



Jack Moles

(402) 335-7732
jmoles@nrca.net

Contents

Invitation from Paul Sheffield, Executive Director of NRCSA	3
Why Choose NRCSA?	4
Services Proposal for Arapahoe Public Schools	5
NRCSA Search Options	7
Sample Search Timeline	8
Sample Announcement of Vacancy	9
Getting the Word Out for Arapahoe Public Schools	10
Successful Searches	13
NRCSA Consultants	20



2026-27
EXECUTIVE COMMITTEE

Officers:

Stephanie Kaczor,
President
Riverside Public Schools
Spalding, Nebraska

Chris Kuncl,
Past President
Mullen Public Schools
Mullen, Nebraska

Dale Hafer,
President-Elect
Ainsworth Community Schools
Ainsworth, Nebraska

Dr. Jeremy Braden, Secretary.
Doniphan-Trumbull Public Schools
Doniphan, Nebraska

District Representatives:

Ginger Meyer, West.
Chadron Public Schools
Chadron, Nebraska

Dr. Heather Nebesniak, North Central.
Ord Public Schools
Ord, Nebraska

Daryl Schrunck, Northeast.
Randolph Public Schools
Randolph, Nebraska

Andrew Havelka, Southeast.
Freeman Public Schools
Adams, Nebraska

Jon Davis, South Central.
Alma Public Schools
Alma, Nebraska

Jane Davis, Southwest.
Hershey Public Schools
Hershey, Nebraska

Executive Director:

Paul Sheffield
440 S. 13th St, Ste B
Lincoln, NE 68508
402-759-1609

NEBRASKA RURAL COMMUNITY SCHOOLS ASSOCIATION

440 S. 13th St, Ste B
Lincoln, NE 68508

Arapahoe Public Schools Board Members,

Thank you for considering the Nebraska Rural Community Schools Association (NRCSA) Superintendent Search Service for your Superintendent search. We look forward to sending two of our experienced search consultants to meet with you and believe that you will find NRCSA's search process to be diligent, complete, transparent, and tailored to the needs of Arapahoe Public Schools.

NRCSA prides itself on the quality of its search consultants and we will assign two to your search for the same or less cost that other firms charge for assigning one. Our consultants are retired successful rural school Superintendents. They know what it takes for a Superintendent to be successful in dealing with a rural community, rural patrons, rural students and staff, and a rural Board of Education. They understand what is entailed in being a successful leader in a rural community. We believe that the increased attention and effort provided by our consultant team will provide your Board with the best information and guidance available as you make the critical selection of your district's future leader.

NRCSA's consultants and staff will help your Board plan an effective search process, relieve you of the paperwork burden that a complete search entails, actively recruit and screen for high quality candidates, and assist you in the finalist selection and interview phases.

Our consultants, all former Nebraska Superintendents, do the detailed work of a leadership search personally. We do not outsource the reference-checking and fact-finding that effective candidate screening requires, and we make every effort to provide you with accurate and practical recommendations on avoiding the legal pitfalls that can plague the search process. Our goal is to be the Board's hands-on partner in all phases of its Superintendent search and we bring years of collective educational experience to that effort.

Again, thank you for considering NRCSA's Superintendent Search Service. We hope we can have an opportunity for our consultants to visit with you personally in the near future. Best wishes for a very successful leadership search.

Sincerely,

Paul Sheffield, Executive Director

Why Partner with NRCSA for Search Services

August 17, 2026

As an experienced Board of Education, you recognize that finding the right Superintendent is perhaps the most important task your Board will undertake. But, finding the right Superintendent is not a simple task. Your Board must clearly define your district's needs, find and attract top quality candidates, screen applicants carefully, interview effectively, select with sound judgment, and engage staff and other stakeholders in order to build support for the new leader as he or she joins your district and community.

Fortunately, you don't have to tackle these tasks alone. You can have a partner at your side with more than 40 years of serving the needs of Nebraska's schools: the **Nebraska Rural Community Schools Association**.

Why NRCSA? We believe we can offer our members unparalleled assistance in selecting the right leader. Here are some reasons why:

- NRCSA has a unique understanding of school leadership from our members' perspective as Board members and Superintendents/Administrators. Our consultants will come to you from a background as local rural school leaders. As experienced Superintendents, they have first hand experience in what it takes to be a successful educational leader in Nebraska's rural communities.
- NRCSA is a very successful Superintendent Search Service. In the five-year period from 2020-21 through 2024-25, NRCSA consultants conducted 46 permanent Superintendent Searches. 32 of those districts have a NRCSA-placed Superintendent still serving there, a 70% longevity rate.
- Since 1980, NRCSA has represented Nebraska's rural community schools and ESU's.
- NRCSA's focus is solely on local schools and communities and the agencies, such as ESU's, which serve them. They are the reason for NRCSA's existence and we are dedicated as an organization to serving them as effectively as possible.
- NRCSA is committed to helping our local schools and communities be successful. We do not view you as simply a dues-paying member, but more as a partner.
- NRCSA isn't done with you when the leadership search is completed. We want to continue to be your partner in providing high quality education to rural Nebraska's students and their communities.

Services Proposal for Arapahoe Public Schools

NRCSA offers three different types of Superintendent searches – a full, permanent search, a discounted search, and interim Superintendent searches. The charts on the following pages provide points of comparison. This page outlines the NRCSA services for a full, permanent search.

Our Consultants--For a full-service Superintendent Search, NRCSA will provide the services of two outstanding Superintendent Search consultants, both former experienced rural school Superintendents and community leaders.

Search Phases--NRCSA's consultants will work with your Board to conduct a successful full-service Superintendent Search in five phases:

Planning Phase. NRCSA's consultants will:

- Develop a comprehensive plan and timeline for the search. (A sample timeline can be found on **p. 8.**)
- Develop your school district and candidate profiles.
- Develop a stakeholder engagement plan to involve staff and community leaders in the search process. **This step will be modified for a discounted search.**
- Develop a NRCSA Announcement of Vacancy (AOV), which highlights your school and community. (A sample AOV is found on **p. 9.**)
- Develop the advertising campaign. The consultants will discuss with the Board whether to use paid advertising. This decision rests with the Board.
- Provide information on comparable compensation packages and contract language. Contract comparisons and suggestions are offered for full searches.

Recruiting/screening Phase. NRCSA's consultants will:

- Distribute the Announcement of Vacancy to a wide audience and advertise in appropriate media.
- Actively seek out candidates that meet your district's profile.
- Compile applicant data and keep track of the status of each candidate
- Conduct extensive reference calls on your applicants. NRCSA consultants make these detailed calls **personally**; we do not use e-mail questionnaires or hired assistants.
- Analyze applicants' materials and categorize candidates for the Board's consideration.

Finalist Selection Phase. NRCSA's consultants will:

- Meet with the Board to review ALL applicants' files.
- Inform the Board of Nebraska's open meeting requirements for finalist selection. Recommend potential finalists to the Board.
- Arrange for One Source background checks on finalists at NRCSA's expense. **Background checks are at the District's expense for Discounted Searches.**

Interview Phase. NRCSA's consultants will:

- Assist the Board and staff in establishing interview and candidate visitation.
- Meet with the Board and staff/community committees to review interview questions, including avoiding questions that are illegal or inappropriate.
- Schedule finalists' interviews and attend **all** interview sessions.

- Work with the Board to establish a rubric to evaluate each candidate.
- Make contact with the candidates who were not selected.

Transition Phase. NRCSA's consultants will:

- Meet with the new Superintendent and Board to plan a successful transition.
- Assist the new Superintendent in creating initial performance goals.
- Coordinate with NRCSA to provide additional transition services, such as a Superintendent-Board Planning Workshop, if desired.
- The Superintendent-Elect and the Board President will be invited to the NRCSA Spring Conference with registration fees waived.

The Transition Phase is not included in a discounted search.

What Does It Cost?

The full set of services listed in the five Phases above, except for additional planning services, are included in NRCSA's base fee of **\$5,500** for member schools. The cost for non-member schools is **\$6,500**. NRCSA membership dues are \$850 per district annually.

- Reimbursable expenses are limited to actual **advertising expenses** as selected by the Board and **consultant travel expenses**. For each Superintendent Search meeting with a district, mileage is determined using the average of the mileage to the district from each consultant's home. That round trip mileage total will be multiplied by the State of Nebraska's mileage reimbursement rate. Lodging expenses for night meetings when distance or weather require overnight stays will be approved by the Board.
- There is NO charge for the on-site meeting with the Board prior to their selection of the search firm, or for telephone calls, copies, or other office expenses.
- Additional services are available to NRCSA members, such as a Superintendent-Board Planning Workshop. Costs are set by the NRCSA Executive Director.

How Long Will It Take? In general, a thorough search can be done in approximately a two-month period of time although each search is customized to district needs and that may require an expedited search or additional time. A Sample timeline is included in this booklet, but the final timeline will be worked out with the Board at our initial planning meeting.

Is There A Warranty? NRCSA provides this warranty: If the new Superintendent resigns because of expressed dissatisfaction with the position, or if the new Superintendent is asked by the Board to resign, or if the Board implements non-renewal procedures within the first **two years** of employment, NRCSA will conduct a new search for the resulting vacancy with payment limited to reimbursable expenses only. Declining to participate in the NRCSA transition meeting after the initial search will void the warranty. **The warranty is not offered for discounted searches.**

Does NRCSA Offer Other Search Options. Yes, a discounted search with more limited services at a cost of **\$3,000** for member schools (\$4,000 for non-members) is offered as well as two options for Interim Superintendent Searches. NRCSA membership dues are \$850 per district annually.

Who Do We Contact?

Paul Sheffield, Executive Director, Nebraska Rural Community Schools Association
 440 S. 13th St., Suite B
 Lincoln, NE 68508
 (402) 759-1609
 psheffield@nrca.net
 www.nrca.net

NRCSA Search Options

NRCSA FULL SEARCH

Planning Phase Services: Two meetings.

- **Comprehensive search plan and timeline.
- **Develop district/candidate profile following Board, staff, community meetings. On-line survey available.
- **Develop Staff/Community engagement plan.
- **Research comparable compensation packages.
- **Review Superintendent contract language.
- **Develop NRCSA Vacancy Announcement.

Recruiting/Screening Phase:

- **Widely distribute NRCSA Vacancy Announcement.
- **Advertise in free media and paid media, if desired.
- **E-mail/personal contacts with potential candidates.
- **Compile/analyze applicant data including NRCSA application form, recommendation letters, proof of certification/endorsement, background questions.
- **Extensive reference check calls; **2 consultants**.
- **Categorize candidates for Board consideration based on fit to the district/candidate profile.

Finalist Selection/Pre-Interview: One meeting.

- **Meet with Board to review all applicant files.
- **Recommend potential finalists to Board.
- **Arrange for One Source background checks for finalists at NRCSA Expense.
- **Apprise Board of open meetings/open records law
- **Assist Board, staff and community committees in developing interview questions and procedures.
- **Provide Board rubric to evaluate finalists.
- **Contact finalists to arrange interviews.

Interview Phase: Consultants monitor in person.

- **Schedule finalist interviews with all groups.
- **Develop and copy interview packets.
- **Develop interview procedures checklist
- **Attend all Interview Day(s) to facilitate process
- **Monitor and assist in selection process in person, if desired.

Cost: \$5,500 for NRCSA member districts, \$6,500 for non-member districts plus advertising costs & reimbursement for travel to meetings. NRCSA member dues are \$850 per district annually.

Staff: Two NRCSA consultants .

Transition Phase: One meeting.

**Meet with Board and new Superintendent to plan successful transition. The Superintendent-Elect and the Board President will be invited to the NRCSA Spring Conference with registration fees waived.

Warranty: Two years if Superintendent leaves for dissatisfaction or if Board initiates non-renewal or resignation. Follow up search done for expenses only. Must participate Transition Phase.

NRCSA DISCOUNTED SEARCH

Planning Phase Services: One meeting.

**Similar to Full Search option except the meetings with faculty/staff and community committees are eliminated and profile developed with Board only. On-line survey available.

**Review of Superintendent contract language eliminated.

Recruiting/Screening Phase:

**Same as Full Search option. A second consultant assists with reference calls.

Finalist Selection/Pre-Interview: One meeting

**Similar to Full Search option except One Source background checks are billed to the client.

**One pre-interview meeting is held with faculty/staff and community committees to develop interview questions and procedures.

Interview Phase: Consultants monitor by phone.

**Unlike the Full Search option, NRCSA consultants will not attend the Interview Day(s) but will be available by phone.

**Client asked to copy and distribute finalist materials and interview packets.

**Consultants available by phone to assist Board in selection process.

Cost: \$3,000 for NRCSA member districts, \$4000 for non-member districts plus advertising costs & reimbursement for travel to meetings. NRCSA member dues are \$850 per district annually.

Staff: One NRCSA consultant plus assistance on reference checks.

Transition Phase:

**Not offered.

The Superintendent-Elect and the Board President will be invited to the NRCSA Spring Conference with registration fees waived.

Warranty:

**Not offered.

Arapahoe Public Schools

Sample Timeline

(The search timeline can be adapted to meet the Board's needs)

Monday, Aug. 17	Search Firm Selection Meeting with Board
Monday, Aug. 24	Initial Planning Meeting with Board
Wednesday, Aug 26	NRCSA widely distributes Arapahoe Vacancy Announcement
Thursday, Aug. 27	Advertisement submitted to the World-Herald (if desired by the Board)
Sunday, Aug. 30 to Sunday, Sept. 13	Ad runs in the Sunday OWH and online through the week
Wednesday, Sept. 2	Profile/planning meetings held with Board, faculty, and community committees, if desired
Friday, Sept. 18	Application deadline
Monday, Sept. 21	Finalist selection and pre-interview meetings with Board, staff and community committees
Saturday, Sept. 26	Interviews
Monday, Sept. 28	Selection of new Superintendent; contract issued

August 2026							September 2026						
S	M	T	W	T	F	S	S	M	T	W	T	F	S
						1			1	2	3	4	5
2	3	4	5	6	7	8	6	7	8	9	10	11	12
9	10	11	12	13	14	15	13	14	15	16	17	18	19
16	17	18	19	20	21	22	20	21	22	23	24	25	26
23	24	25	26	27	28	29	27	28	29	30			
30	31												



Sample Announcement of Vacancy

SUPERINTENDENT
Arapahoe Public Schools
610 Walnut St
Arapahoe, NE 68922

Website: <https://www.arapahoewarriors.org/>



County-District Code: 33-0018-000	Certified Staff	Enrollment
PK-6		
Gr. 7—12		
TOTAL		

General Fund Budget	Assessed Valuation	General Fund Levy	Other Levies

DISTRICT PROFILE

STRENGTHS	KEY ISSUES

BOARD OF EDUCATION

Chad Carpenter, President
Logan Dettman

Erick Lee
Nancy Schutz

Dan Warner
Leigh Zodrow

TIMELINE

Application Deadline: **TBD**
Finalists Selected: **TBD**
Contract Begins: **July 1, 2027**

Interview Date: **TBD**
Anticipated Hire Date: **TBD**

APPLICATION PROCEDURE: Go to www.nrcsa.net and download all application materials for this position. All materials (other than the authorizations page) are to be submitted electronically to NRCSA.

APPLICATION GUIDELINES – *All materials must be received by 5:00 PM on the day of the application deadline*

- Submit letter of application and resume
- Complete NRCSA application form
- Submit a transcript of all graduate studies that makes you eligible for this position
- Submit current Nebraska Certificate with endorsement for Superintendent or evidence of eligibility
- Submit three letters of recommendation

NRCSA SUPERINTENDENT SEARCH SERVICE

Paul Sheffield, Executive Director
440 South 13th St., Suite B
Lincoln, NE 68508
superintendentsearch@nrcsa.net

CONSULTANT

Dan Bird
(308) 730-1876
danbird1960@gmail.com

CONSULTANT

Jack Moles
(402) 335-7732
jmoles@nrcsa.net

Applicants are asked to not make direct contact with the Board of Education members. Once an application has been received, NRCSA and its consultants reserve the right to contact anyone concerning the applicant's prior job performance, including current employers. Interviews will be conducted pursuant to the Nebraska Open Meetings Law.

STATEMENT OF NON-DISCRIMINATION Applicants for admission and employment, students and employees of the District are hereby notified that this institution does not discriminate on the basis of race color, creed, religion, national origin, sex, age or handicap in admission or access to or treatment of employment in its programs and activities.

Getting the Word Out for Arapahoe Public Schools

Finding top quality Superintendent candidates for Arapahoe Public Schools requires a broad advertising strategy that reaches both free and optional paid media.

First, NRCSA consultants actively recruit highly qualified candidates for your Superintendent Search through their **network of contacts** with college and university faculty and the alumni of Superintendent training programs such as UNL's Superintendent Academy and NCSA's Emerging Superintendent Workshops.

Second, NRCSA will distribute your Superintendent Vacancy Announcement through a variety of **free media sources**, including:

- NRCSA Website
- NRCSA Facebook Page
- NRCSA X (formerly Twitter) Page
- Teach In Nebraska
- I'm A Rural Teacher (NREA Job Board)
- Handshake (formerly Husker Hire)
- NCSA
- Schoolsuperintendentjobs.com
- E-mailed to all NRCSA member schools and ESU's
- E-mailed to all NRCSA Superintendents and ESU Administrators
- E-mailed to NRCSA Principals
- E-mailed to NRCSA-sized schools and ESU's that may not be members
- E-mailed to the Educational Administration Departments at Nebraska colleges and universities that prepare Principals and Superintendents.
- E-mailed to a vast number of colleges, universities, and organizations in neighboring states
- E-mailed to your consultants' networks of colleagues throughout the state and region.

Third, we help you devise a **paid media strategy**, if you wish to use one, to expand the reach of your Superintendent search. Comprehensive advertising plans that include on-line and print job ads are offered by the **Omaha World-Herald**, covering eastern Nebraska, several regional Nebraska newspapers, and outlets in nearby states.

The **World-Herald's** Basic on-line job advertising plan costs \$335 for a 30-day placement. It includes placement on Omaha.com, more than 30 on-line job boards (such as Indeed and Zip Recruiter), social networks to access Twitter and LinkedIn job seekers, and Featured Jobs on the owjobs home page. Advanced (\$485) and Premium (\$605) 30-day on-line plans are also available.

World-Herald print advertising plans can accompany an on-line plan. The cheapest is a 1/8-page (roughly 5"x5") color ad priced at \$223 per day. This must be coupled with one of the on-line plans above putting the minimum cost for a single Sunday print ad and 30-day on-line ad at \$558.

NRCSA can also inform you of advertising options for central Nebraska and nearby states if you want to explore additional paid advertisements.

How NRCSA Advertises your Vacancy

NRCSA Website

Arapahoe Public Schools



Notice of Vacancy

Apply for this vacancy

Application Deadline: TBD

Finalists Selected: TBD

Interviews: TBD

Contract Start Date: July 1, 2027

NCSA Website

Employment Post



Welcome to the
NCSA Employment Post

Members can now log in to post a position.

First time employer posting:

Create an account to post a new employment opportunity.

Returning employer posting:

Log in here to post a new employment opportunity.

Need technical assistance? Contact:
Amy at 800-793-6272
amy@ncsa.org

Superintendent of the Schools
Arapahoe Public Schools

Contact Name: Paul Sheffield

Contact Email: superintendentsearch@nrca.net

Apply Online

Visit Website

Arapahoe Public Schools seeks applications for the position of Superintendent of the Schools. The District is located in Arapahoe, in South Central Nebraska.

☒ AOV Arapahoe.PDF

Deadline for applications: TBD

Facebook



Nebraska Rural Community Schools Association

Arapahoe Public Schools seeks applications for the position of Superintendent of the Schools. The District is located in Arapahoe, in South Central Nebraska.

Apply online at: <https://www.nrca.net/member-services/superintendent-search>

Application Deadline: TBD

Finalists Selected: Mar. TBD

Interviews: TBD

Contract Starts: July 1, 2027

X (formerly Twitter)



Nebraska Rural Community Schools Association
@NRCSA1980

NRCSA Announces the opening for the Superintendent of the Schools position for Arapahoe Public Schools

Application Deadline: TBD Finalists Selected: TBD Interview Day: TBD Contract Begins: July 1

APPLICATION PROCEDURE: Go to www.nrca.net and download all application materials for this position. All materials (other than the authorizations page) are to be submitted electronically to NRCSA.

APPLICATION GUIDELINES

- Submit letter of application and resume
- Complete NRCSA application form
- Submit a transcript of all graduate studies that makes you eligible for this position
- Submit current Nebraska Certificate with endorsement for Superintendent or evidence of eligibility
- Submit three letters of recommendation

Handshake



Superintendent of the Schools Nebraska Rural Community Schools Association (NRCSA)

Applications close on TBD

Job Description

Arapahoe Public Schools seeks applications for the position of Superintendent of the Schools. The District is located in Arapahoe, in South Central Nebraska.

Share Job



About Nebraska Rural Community Schools Association (NRCSA)

Headquarters 440 S 13th St
Website www.nrca.net
Division No-division

Teach in Nebraska

NDE Teach In Nebraska

Superintendent of the Schools - Arapahoe Public Schools

Arapahoe Public Schools seeks applications for the position of Superintendent of the Schools. The District is located in Arapahoe in South Central Nebraska.

Grades	Additional Information	Contact Information
Pre-K - 12	Application Deadline: TBD	Arapahoe Public Schools 610 Walnut St Arapahoe, NE 68922 https://www.nrca.net/
Category		Paul Sheffield (P) (402) 759-1609 (F) (402) 476-7740
Superintendent / Asst Superintendent		

ASK ABOUT THIS JOB

Via email

August, 2026



Nebraska Rural Community Schools Association 440 S 13th St, Suite B Lincoln, NE 68508

To: NRCSA Friends & Educational Administration Departments
From: Paul Sheffield, Executive Director
Re: Arapahoe Public Schools Announcement of Vacancy

NRCSA SUPERINTENDENT SEARCH SERVICE ARAPAHOE PUBLIC SCHOOLS SUPERINTENDENT OF THE SCHOOLS

The NRCSA Superintendent Search Service announces a vacancy for Arapahoe Public Schools. This vacancy will be sent to all schools in the NRCSA size range and posted on the NRCSA website, Handshake (formerly Husker Hire) website, Teach-In Nebraska website, NRCSA website, superintendentjobs.com website, and sent to all Education Administration Department chairs and professors at seven Nebraska colleges and universities with Education Specialist Programs as well as those colleges and universities with Education Specialist programs in surrounding states.

Arapahoe Public Schools seeks applications for the position of Superintendent of the Schools. The District is located in Arapahoe in South Central Nebraska.



Notice of Vacancy: Arapahoe Public Schools
Application information at: www.nrca.net
School District Website: <https://www.arapahoewarriors.org/>
Application deadline: TBD

Please feel free to forward or post this for all students, or alumni who might be interested.

In Print

Education

Superintendent

Arapahoe Public Schools
Arapahoe, NE

Apply online at:
www.nrca.net
Deadline: TBD

**NRCSA Superintendent
Search Service**

Successful Searches

2025-26 Search Season

Axtell Community Schools **Consultants:** Dan Bird & Mike Cuning

Contact: Kurt Behrhorst - (308)-627-0292

Testimonial: *"Not only were our two consultants well versed in both the legal aspects of the search, but also the nuances of working with the school board."*

Bancroft-Rosalie Community Schools **Consultants:** Jim Havelka & Jay Bellar

Contact: Kurt Mike Nottleman (402) 380-3147

Testimonial: *"Thorough, thoughtful, organized processed used during the entire consultation."*

Blue Hill Community Schools - Interim **Consultant:** Mark Norvell

Hampton Public Schools **Consultants:** Fred Helmink & Curtis Cogswell

Contact: Grant Dose - (402) 725-3116

Testimonial: *"The consultants took time to get to know the school's wants and desires."*

Hayes Center Public Schools **Consultants:** Robin Stevens & Paul Sheffield

Newman Grove Public Schools **Consultants:** Fred Helmink & Jay Bellar

Contact: Jeanie McCloud - (402) 741-0193

Testimonial: *"Very courteous and professional, they (the consultants) took the time to do research and present applicants to select the ones to fit our needs. Everything was presented in a very professional manner. Very available to us."*

Potter-Dix Public Schools **Consultants:** Caroline Winchester & Eugene Hanks

Red CloudCommunity Schools - Interim **Consultant:** Curtis Cogswell

Sandy Creek Public Schools **Consultants:** Robin Stevens & Paul Sheffield

Superior Public Schools **Consultants:** Curtis Cogswell & Paul Sheffield

Contact: Peggy Meyer - (402) 879-1304

Testimonial: *"It was an easy and efficient process."*

2024-25 Search Season

Boyd County Schools **Consultants:** *Dan Bird & Caroline Winchester*

Lawrence-Nelson Public Schools **Consultants:** *Fred Helmink & Rob Hanger*

Contact: Lance Williams - (402) 469-2311

Testimonial: *"Team approach with two consultants." "Provided excellent information."*

Pawnee City Public Schools **Consultants:** *Fred Helmink & Rob Hanger*

Contact: Jason Vetrovsky - (402) 440-3911

Testimonial: *"We liked the process and how detailed it was."*

Shelton Public Schools **Consultants:** *Robin Stevens & Mark Norvell*

Contact: Kay Johnson - (612) 599-2078

Testimonial: *"The NRCSA search was geared to fit our needs and school very well."*

2023-24 Search Season

Deshler Public Schools - Interim Search **Consultant:** *Dan Bird*

Contact: Brian Isernhagen - (402) 768-3175

Testimonial: *"Able to find eight candidates late in the season."*

Fairbury Public Schools - Interim Search **Consultant:** *Rob Hanger*

Raymond Central Public Schools **Consultants:** *Fred Helmink & Rob Hanger*

Sioux County Public Schools **Consultants:** *Caroline Winchester & Robin Stevens*

Contact: Jud Skavdahl - (308) 665-5711

Testimonial: *"Organized, easy."*

2022-23 Search Season

Ansley Public Schools. **Consultants:** Dan Bird & Caroline Winchester

Contact: Pete Cunningham - (308) 212-0298

Testimonial: *"The consultants were very relatable; their experience gave us confidence."*

Bruning-Davenport Unified System. **Consultant:** Dan Bird

Contact: Mike Schroeder - (402)-364-3048

Testimonial: *"Provided us with a lot of good information on the candidates" "The consultant was very organized and the communication with the Board was terrific."*

Educational Service Unit 16. **Consultants:** Caroline Winchester & Robin Stevens

Contact: Judy Thompson - (308) 530-6316

Testimonial: *"It is impossible to list all the good things about the Search Service."*

Lakeview Community Schools. **Consultants:** Fred Helmink & Rob Hanger

Louisville Public Schools. **Consultants:** Fred Helmink & Rob Hanger

Medicine Valley Public Schools. **Consultants:** Cindy Huff & Curtis Cogswell

Contact: Austin Klein - (308) 367-7000

Testimonial: *"Communication between NRCSA and the Board was great throughout the process."*

North Bend Central Public Schools. **Consultants:** Rob Hanger & Fred Helmink

NSAA Executive Director. **Consultants:** Dan Bird & Mark Norvell

Contact: Bob Drews - (308) 991-6294

Testimonial: *"Customized to fit our needs." "Very good communication."*

Randolph Public Schools. **Consultants:** Jim Havelka & Amy Shane

Contact: Paul Schmit - (402) 360-1228

Testimonial: *"Consultants were personable and easy to work with."*

Ravenna Public Schools. **Consultants:** Mark Norvell & Rob Hanger

Contact: Misti Fiddelke - (308) 627-7394

Testimonial: *"Flexible with dates; Very personable consultants."*

2022-23 Search Season, Cont.

South Central Unified System 5. **Consultant:** *Dan Bird*

Contact: Lance Williams - (402) 469-2311

Testimonial: *"They (the consultant) asked many questions to understand what we were looking for."*

Southwest Public Schools. **Consultants:** *Mark Norvell & Cindy Huff*

Contact: Duane Teter - (308) 350-1668

Testimonial: *"NRCSA advertised for us and gathered all the candidate information."*

Superior Public Schools. **Consultant:** *Cindy Huff*

Tekamah-Herman Community Schools. **Consultants:** *Jim Havelak & Fred Helmink*

Contact: Mandyn Pruess - (402) 870-0096

Testimonial: *"As a board we liked how organized they were and that everything was mapped out for us."*

Thayer Central Community Schools. **Consultants:** *Curtis Cogswell & Jon Habben*

2021-22 Search Season

Arapahoe Public Schools

Arthur County Schools

Bayard Public Schools - Kim Kildow - (308) 631-0389

ESU 11 - Dick Phillips - (308) 830-2974

Heartland Community Schools - Gary Braun - (402) 694-1263

Leyton Public Schools

Newman Grove Public Schools - Jeanie McCloud - (402) 741-0193

North Bend Central Public Schools

O'Neill Public Schools Gene Chohon - (402) 340-1580

Potter-Dix Public Schools - Joe Nicklas - (970) 520-3578

St Edward Public Schools

St Paul Public Schools

Tri County Public Schools - Brian Quackenbush - (402) 239-2979

Wheeler Central Public Schools - Susan Patrick - (308) 750-4715

2020-21 Search Season

Amherst Public Schools - Les Adelung - (308) 627-4948

Boyd County Schools - Beth Drueke - (402) 340-5219

Centennial Public Schools - Jason Richters - (402) 641-5025

Creighton Community Schools - Duane Fanta - (402) 358-0113

Eustis-Farnam Public Schools - John Keller - (308) 325-1743

Franklin Public Schools - John Siel - (308) 470-0671

Friend Public Schools - Jamie Tuttle - (402) 416-5480

Loup City Public Schools - Cindy Ericson - (308) 383-1756

Oakland-Craig Public Schools - Gus Ray - (402) 639-9974

Ravenna Public Schools - Misti Fiddelke - (308) 627-7394

Sutherland Public Schools - Ron VanSkiver - (308) 386-8492

Syracuse-Dunbar-Avoca Schools - Andy Burr - (402) 874-0421

Wynot Public Schools - Laurie Schulte - (402) 841-9094

2019-20 Search Season

Cody-Kilgore Unified Schools - Adam Naslund - (402) 389-1561

Deshler Public Schools - Brian Isernhagen - (402) 768-3175

Fillmore Central Public Schools

Maywood Public Schools - Russ Gerlach - (308) 362-4223

Osceola Public Schools

Stanton Community Schools - John Mandl - (402)-380-5698

Stapleton Public Schools

Sterling Public Schools

2018-19 Search Season

Bruning-Davenport Unified System - Mike Schroeder - (402)-364-3048

Northwest Public Schools - Dan Leiser - (308) 390-4517

Potter-Dix Public Schools - Tim Maas - (308) 879-4292

2017-18 Search Season

Johnson County Central Public Schools - Greg Hunzeker - (402) 699-4223

Laurel-Concord-Coleridge School - Steve Schutte - (402) 518-0111

Loup City Public Schools

Maywood Public Schools

Southern Valley Schools

2016-17 Search Season

Litchfield Public Schools - Mitch Feldman - (308) 390-4656

McPherson County Schools - Bob Ryland - (308) 520-0046

St. Edward Public Schools

Stapleton Public Schools - Steve Schaeffer - (308) 636-2984

2015-16 Search Season

Cody-Kilgore Public Schools

Dorchester Public Schools - Lindsey Zoubek - (402) 641-8823

Hitchcock County Schools - Craig Scott - (308) 340-9592

Pleasanton Public Schools - Wendy Kingston - (308) 440-1591

Lakeview Community Schools - Keith Runge - (402) 564-8798

Wheeler Central Schools - Susan Gehl - (308) 750-8016

2014-15 Search Season

Arnold & Callaway Public Schools - Duane Bowers - (308) 520-5768, Doug G'Schwind - (308) 870-1952

Franklin Public Schools

McPherson County Schools - Trent Neal - (308) 530-5493

Ravenna Public Schools

Wilcox-Hildreth Public Schools - Jeff Loschen (308) 991-6398

2013-14 Search Season

Newman Grove Public Schools - David Fowlkes - (402) 741-1551

Winside Public Schools - John Mangels - (402) 649-4649

NRCSA's Consultants



Jay Bellar - Jay spent 35 years as a teacher, coach, and administrator, including 20 years as superintendent at Battle Creek Public Schools. He was the Nebraska Superintendent of the Year by NASA in 2015 and the NRCSA Superintendent of the Year in 2018. For the next five years Jay continued his career as the Executive Director of the Nebraska Schools Activities Association.

Contact Jay: (402) 750-5406
jbellar25@gmail.com



Dan Bird - Dan spent 35 years in education as a teacher, coach and school administrator, including 21 years as Superintendent at Burwell Public Schools, a long-time NRCSA member. Dan has devoted his career to making a difference in his student's lives.

Contact Dan: (308) 730-1876
danbird1960@gmail.com

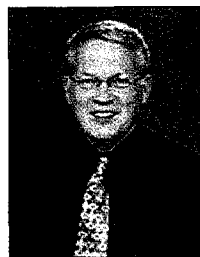


Dr. Jon Cerny - Jon served as Superintendent at Bancroft-Rosalie Community Schools for 33 years. He was named 2019 Outstanding Career and Technical Administrator of the Year by the Association for Career and Technical Education of Nebraska and in 2026 was inducted into the Education Quest Hall of Fame.

In 2015, Dr. Cerny received the Terrell Bell Award from the United States Department of Education for outstanding leadership. In 2013 he received the Outstanding Superintendent Award from the Nebraska Rural Community Schools Association.

Dr. Cerny is past President and Executive Board member of the Nebraska Rural Community Schools Assoc and served as a Board Member on the Nebraska School Activities Association for 7 years.

Contact Jon: (402) 380-7874
joncerny33@outlook.com



Dr. Curtis Cogswell - Curtis spent 36 years in education as a teacher, coach, assistant principal, principal, and superintendent. He served as superintendent of McCool Junction Public Schools and Dorchester Public Schools. Curt had the honor of serving as NRCSA President and serve on the NRCSA Legislative Committee. He was also an Assistant Professor at Wayne State College working in the Education Leadership Department.

Contact Curtis: (402) 366-6202
ccogswell@giltnerschool.us



Eugene "Mo" Hanks - Mo spent 31 years in education as a teacher, coach, activities director, principal, and superintendent. During his thirteen-year tenure as the Secondary Principal of Kimball Public Schools Mo was selected as the 2014 Nebraska High School Principal of the Year and received the 2019 Secondary Principal Distinguished Service Award. He finished his career as the Superintendent of Crawford Public Schools where he also served on the NRCSA Executive Committee and as the Secretary for NSAA District VI.

Contact Mo: (308) 241-1971
hanks.mo@gmail.com



Jim Havelka - Jim spent 27 years as a Superintendent in NRCSA schools, including Rising City, Howells, Dodge, and North Bend. He's a past president of NRCSA and its 2009 Superintendent of the Year.

Contact Jim: (402) 620-1705

jhavelka@gpcom.net



Fred Helmink - Fred spent 36 years as a teacher, coach, and administrator in a number of Nebraska schools including Norris, Geneva, Polk, Gothenburg, Beatrice, and his final 13 as the Fairbury superintendent. He is a past president of the NRCSA organization and was also served as chair of the NRCSA legislative committee.

Contact Fred: (402) 587-0440

fhelmink@gmail.com



Holly Herzberg - Holly spent 33 years as a teacher, coach, and administrator, including 20 years as Superintendent at Hampton Public School, a long-time NRCSA member. She has been a member of the Commissioner of Education's Advisory Council, past President of the Nebraska Association of Supervision and Curriculum, and led multiple Rule 10 continuous school improvement external team visits across the state.

Contact Holly: (402) 694-8685

holly.herzberg12@gmail.com



Jeff Messersmith - Jeff is a dedicated education professional with 35 years of experience as a coach, teacher, administrator, and college student teacher supervisor. A U.S. Marine Corps veteran who served six years, he has remained committed to developing future generations, as both his son and daughter chose careers in education. He and his wife Teresa recently celebrated their 40th wedding anniversary and are the proud grandparents of eight grandchildren. In his personal time, Jeff enjoys family gatherings, golfing, and the outdoors.

Contact Jeff: (307) 920-3311

jmessers1962@gmail.com



Jack Moles - Jack spent 38 years in education as a teacher, coach, Principal, and Superintendent. He served as Superintendent for Amherst Public Schools for one year, then for Nemaha Valley and Johnson County Central for 22 years. For the past eight years, Jack was the Executive Director of NRCSA. He served as the President of NRCSA for one year and Co-Chair of NRCSA's Scholarship and Recognition Committee many years. He also served as the Chair of the Nebraska Council of School Administrators.

Contact Jack: (402) 335-7732

jmoles@nrsa.net

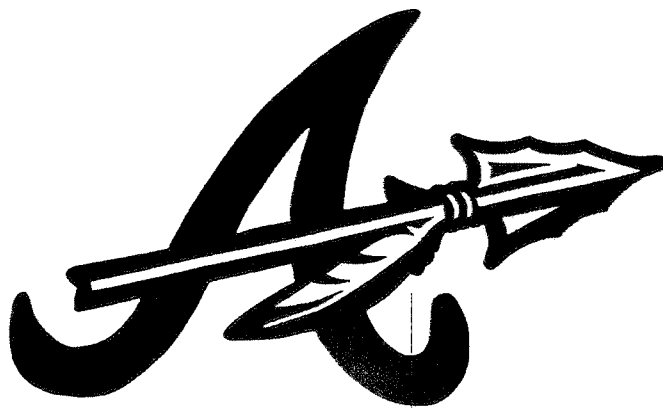


Caroline Winchester - Dr. Caroline Winchester served 24 years as a Superintendent, retiring as the leader of Chadron Public Schools. Among her career highlights are being named Nebraska Superintendent of Year by NASA and receiving the 2019 Nebraska Excellence in Education Award from Cognia. She has been a member of the Commissioner of Education's Advisory Council, the Network Nebraska Advisory Board, and the NRCSA Executive Committee.

Contact Caroline: (308) 750-7753

winmil2020@gmail.com

Arapahoe-Holbrook Public Schools



"Arapahoe-Holbrook Public Schools is equipped to motivate students in a safe and positive environment while preparing them to be successful and responsible citizens within a global society."



Our Mission

“Through Leadership, Innovation, Vision and Engagement,
the Nebraska Association of School Boards
provides programs, services, and advocacy
to strengthen public education for all Nebraskans.”



August 17, 2026

Arapahoe-Holbrook Board of Education,

We appreciate the opportunity to share information on the NASB Superintendent Search Service with the Board of Education. The Nebraska Association of School Boards provides a multitude of services to our members, including superintendent search services.

My name is Shari Becker, and I am the Director of the Nebraska Association of School Boards Education Leadership Search Service. I have been the Director of the Search Service since April of 2013 and worked for the Service for six years prior to becoming the Director.

Hiring a superintendent is one of the most important decisions a school board will make. The NASB Search Service looks at the process through the eyes of a board member. We ensure a highly professional search process that will attract quality applicants but will also bring credit to the board for the manner in which the search is conducted.

The NASB search process is a cost conscious, comprehensive package which covers all details of the search process including the opportunity for NASB to continue to support the superintendent, board, and district after the hire is final.

Please contact me at the number below if you have any questions. The team at NASB would value the opportunity to work with the school district, through the search process.

Respectfully submitted,

A handwritten signature in cursive script that reads "Shari L. Becker".

Shari L. Becker
Director of NASB Education Leadership Search Services
402.416.4483 Cell

Nebraska Association of School Boards

Table of Contents

NASB Search Firm Profile.....	Page 1
Search Service Protocol.....	Page 2
Application Process.....	Page 4
Applicant Screening Process.....	Page 4
Summary of Screening Process.....	Page 5
Engaging District Staff and Education Partners.....	Page 5
Two-Year Guarantee.....	Page 5
Recent Searches.....	Page 6
Reference Contact Information.....	Page 7
Sample Timeline.....	Page 8
Added Value of Hiring NASB.....	Page 8
NASB Key Search Personnel.....	Page 9
Fees Associated with the Search.....	Page 11

Addendum: Reference Letters

Education Leadership Search Proposal

Search Firm Profile

The Nebraska Association of School Boards (NASB) is a private, nonprofit organization that provides programs, services and advocacy to strengthen public education for all Nebraskans since 1918. We provide consultation, board development and training, as well as district support service programs for our 260 member school districts and educational service units across Nebraska. The programs are managed by a professional staff, and governance oversight is carried out by a statewide Board of Directors consisting of local school board and ESU board members from across the state, elected by you as peer board member.

Our Mission: The Nebraska Association of School Boards provides programs, services, and advocacy to strengthen public education for all Nebraskans. Our mission is assembled upon the thought that:

- Every public school board will govern effectively and with integrity.
- Every public school board member will understand the importance, and emphasize increased student achievement.
- Every public school board will practice good stewardship of resources.

NASB has been conducting leadership searches in Nebraska for over 30 years as a service directly offered by the Nebraska Association of School Boards. The key attribute that makes NASB most qualified to conduct this search is our experience and expertise working directly with boards of education. We are extremely knowledgeable with the Open Meetings Law in Nebraska. Our search protocol and procedures on presenting applicants to the board is a process we have shared with the Attorney General's office to ensure compliance.

NASB has a full staff of professionals who are focused on serving public boards of education in Nebraska. Our goal is to find the individual who best fits what the district needs. To find this individual, the staff at NASB will work with the board to develop a specific set of attributes and a Leadership Profile to guide the search. Upon direction from the board, NASB staff will engage other education partners, including staff, administrators, parents, and community in the input process.

Search Service Protocol

In the following section, you will see a detailed outline of the NASB Search Protocol. We typically conduct two to three meetings during the search process. The meetings can be with the full board or a combination of a committee and the board.

NASB Preliminary Work

- Distribute board survey to learn about district strengths and challenges from the board perspective
- Begin creation of marketing brochure
- Advertise vacancy on NASB and other applicable sites

Board Work Session

- Collaborate with the board to design a timeline to guide the search process
- Review and discuss board survey results and Leadership Profile document

NOTE: Leadership Profile is developed from input directly from board members. The Board will review the Profile and NASB will alter, as necessary. The Profile is then used to guide the Board in selecting interview questions, selecting interview candidates, and assessing interview candidates. The Profile will guide a board retreat once the superintendent begins.

- Discuss NASB Statewide Superintendent Salary Survey and compensation package
- Discuss interview questions and procedures
- Discuss interview schedule structure including participants and logistics
- Review and discuss superintendent related documents: job description, evaluation tool, and contract

Note: The Association stipulates in the Search agreement that, following discussion of the contract, the board will communicate and work with the district's school attorney to authorize any and all changes as the Board deems appropriate to the contract

NASB Duties

- Recruit to identify quality applicants
- Receive, process, and screen all completed online applications and supporting documentation
- Conduct comprehensive professional and personal reference checks including internet search, criminal background search, adult/child abuse check and credit check

District Staff and Education Partners

- Engage administration, staff, parents, patrons and community leaders through an electronic survey
- Compile survey comments and provide for board review prior to final meeting

Search Service Protocol (Continued)

Final Special Meeting

- NASB presents all applicant names and screening results to the Board of Education for review and consideration (unless board requests otherwise)
- Upon request, NASB provides a Candidate Assessment document for the board's use during the interview and deliberation process to compare candidate materials and candidate interview
- Finalize interview schedule and questions
- Discuss final interview details and protocol
- Discuss candidate selection and negotiations protocol

Board Final Duties

- Interview candidates for the position
- Negotiate with the candidate of choice (NASB will assist at the board's request)
- Ratify the contract at an advertised meeting of the board

NASB Final Duties

- Handle communications with all applicants and interview candidates
- Coordinate travel arrangements for candidates
- Attend interviews at the request of the board
- Conduct post-interview conference with interview candidates and communicate information to the board

Transition

- Continue communications with board president and incoming superintendent to ensure a smooth transition
- Provide transition document to incoming superintendent to prepare for role
- Arrange mentoring for new superintendent if needed
- Conduct Transition retreat with new superintendent/board prior to new superintendent start date (extra fee may apply)
- Conduct Board Retreat with the board once the new superintendent begins
 - This session fee is included in the search fee except for travel to the district
- Provide a two-year guarantee for boards who complete the Retreat by December of the first contract year.
 - If the superintendent leaves during the first year of their contract, NASB will do the search again with no fee. Expenses will be billed back to the district for travel, background checks, and any fee-based advertising.
 - If the superintendent leaves at the end of the 2nd year of their contract, the guarantee is considered fulfilled. NASB will conduct a new search with a 50% reduced fee plus expenses.

Application Process

The Nebraska Association of School Boards Search Service has an online application process developed to streamline the applicant's ability to apply for positions through the Association. The process provides a vantage point of the applicant's technology skills, and provides secure confidential retention of applicant's records and information. In addition to the application, NASB also requires a letter of application, resume, three reference letters, college transcripts, NE Administrator Certificate and NASB release form. The full packet of completed applicant materials will be provided for Board review as determined by the board.

Applicant Screening Process

It is essential the board understands the experience and qualities each applicant brings to the position. NASB will process and screen all completed applications and supporting documentation. The Association protocol for applicant reference checks and background screenings are qualities that set us apart from competing search consultants.

Our typical screening process involves contacting numerous individuals who have worked with the applicant in their current and past positions. This is in addition to the references provided on the application materials. Our screeners will personally contact these individuals.

We will complete an internet search for each applicant, a check of their certificate with NDE, and a OneSource background check for finalists, as time allows. The OneSource background check includes adult/child abuse, criminal and credit history.

NASB will take their direction from the board regarding what manner the board would like the applicants presented. Consultants will lead the board through a verbal summary of the strengths of candidates and any areas of growth. We will utilize both open and closed session for this process.

Summary of Screening Process

- Screen all completed applications/supporting documentation
- Contact numerous references per applicant for verbal questionnaire
- Provide verbal summary of all applicant information to the board
- Share strengths and areas of growth
- Utilize open and closed session for this process
- OneSource background check

Engaging District Staff and Education Partners

The Association will engage district staff and education partners in a variety of ways throughout the search process. An electronic survey link will be distributed to staff, administration, community and parents. The participants will be asked to provide feedback through the electronic survey, regarding strengths, challenges and preferred attributes for the new superintendent.

In addition to eliciting feedback through the electronic survey, the board may also want to engage staff and education partners in the interview process. During our planning session with the board, we will discuss the specifics of the interview schedule. Each interview schedule is unique to the needs of the district. Generally, boards invite a small number of staff members, administrators and community members to meet with the interview candidates. NASB will provide interview questions and training for these interview team members. The groups will then provide feedback to the board, in written format, as to the strengths and potential weaknesses of the interview candidates. The board will review the feedback as they deliberate about the candidates.

Two Year Guarantee

The Association provides a **two-year** guarantee for boards who complete the final step of the superintendent search process with NASB. This includes completing a Board Retreat or Gallup StrengthsFinder Retreat with NASB. This session fee is covered in the base search fee with the exception of travel. The guarantee protects the district if a superintendent leaves in the first year of the two-year contract. NASB will do the search again with no fee. Expenses will be billed back to the district for travel, background checks, and any additional fee-based advertising. If the superintendent leaves at the end of the 2nd year of their contract, the guarantee is considered fulfilled. NASB will conduct a new search at a negotiated fee.

Recent Searches

2025-2026 Search Year

Bayard Public Schools
Lexington Public Schools
Paxton Consolidated Schools
Winside Public Schools

Fullerton Public Schools
Loup City Public Schools
Perkins County Schools

Hay Springs Public Schools
Norfolk Public Schools
Thedford Public Schools

Interims

Blair Community Schools
Shelby-Rising City Public Schools

Gering Public Schools
Verdigre Public Schools

North Platte Public Schools
Wakefield Community Schools

2024-2025 Search Year

Banner County Schools
Elba Public Schools
Lewiston Consolidated School
Sterling Public Schools
Sutton Public Schools
Yutan Public Schools

Boone Central Schools
ESU 7
McPherson County Schools
Sumner-Eddyville-Miller Schools
Twin River Public Schools

Centura Public Schools
Falls City Public Schools
Scribner-Snyder Comm. Schools
Sutherland Public Schools
Weeping Water Public Schools

Interims

Bayard Public Schools
Norfolk Public Schools

Fullerton Public Schools
Winside Public Schools

Loup City Public Schools

2023-2024 Search Year

Bertrand Community School
Cozad Community Schools
High Plains Community Schools
Summerland Public Schools

Bloomfield Community Schools
Elm Creek Public Schools
Homer Community Schools

Callaway Public Schools
Gretna Public Schools
Sargent Public Schools

Interims

Boone Central Schools
ESU 7
Sandhills Public Schools
Twin River Public Schools

Dundy County Stratton Schools
Franklin Public Schools
Sutherland Public Schools

Elba Public Schools
Morrill Public Schools
Sutton Public Schools

Reference Contact Information

Ainsworth Community Schools, Brad Wilkins, Board President, (402) 760-1278

Gretna Public Schools, Rick Hollendieck, Board President, (402) 679-4200

Hemingford Public Schools, Justin Ansley, Board President, (308) 760-7004

Lexington Public Schools, Garth Mins, Board President, (308) 390-3418

Sterling Public Schools, Mark Horstman, Board President, (402) 239-2622

Sumner-Eddyville Miller Schools, Kirby Burden, Board President, (308) 440-5685

Sutherland Public Schools, Janet Mueller, Board President, (308) 539-4221

Twin River Public Schools, Jennifer Swantek, Board President, (402) 750-7139

Sample Timeline

We have created a draft timeline as part of this proposal. The timeline is subject to board member availability. The final decision on timeline lies with the board.

August 2026	Board selects NASB
September 2026	NASB and Board work session to discuss beginning details of process
October 2026	Work Session II
November 2026	Application deadline Discuss applicants for the position—select interview candidates
Nov./Dec. 2026	Candidate interviews
2nd Semester	NASB/Board/New Superintendent Transition Retreat and additional transition planning

NASB Added Value

Added value of having NASB facilitate the Arapahoe-Holbrook search process

- Director is full time – top priority is statewide superintendent searches
- Experience doing searches – Director Shari Becker has been the lead on NASB Searches since 2013.
- NASB is the only organization in NE directly supporting boards

We are responsible to the Board of Education, a member of our organization

Our process is from the eyes of a board member

We understand the best practices of conducting a search, and the number of challenges and opportunities facing board members today

- Our presentation of applicants to the board has been vetted by the attorney general
- We have a communications director to assist with the marketing information
- We have in-house legal counsel to assist with legal questions that come up throughout the process

Experts in open meetings law

- We provide board development throughout the search process
- We provide board member support long after the process is complete
- We have a transition plan that includes ongoing communication from NASB to the incoming superintendent and board president, and a board/superintendent transition retreat
- We will continue looking for the right fit until the board is satisfied
- We have a two-year guarantee on the hire

Key Search Personnel

NASB Director of Education Leadership Search Service, Shari Becker



Shari started with the Association Search Service in 2007 as a Field Consultant and has served as Director of the Search Service since April 2013. Shari handles recruiting quality educators, facilitating district stakeholder engagement and board work sessions, and screening applicants. Shari is knowledgeable in Open Meetings Law and tracks all superintendent openings in Nebraska. Shari is active with the National Affiliation of Superintendent Searchers (NASS). She is the current Past Chair of NASS.

Shari brings a wide range of knowledge to her role with the Association. Prior to her employment with NASB she provided recruitment, hiring and training services to a local financial/management company for 13 years. She has her Bachelor's degree in Administrative Resource Management as well as a Post-Baccalaureate in Education. Shari is also a Gallup Certified Strengths Coach.

Consultant John Neal



John Neal is currently serving as an adjunct professor for Doane University in its Education Specialist program, preparing current school leaders to be Nebraska's next generation of public-school superintendents. Dr. Neal retired from his position as Associate Superintendent for Civic Engagement with Lincoln Public Schools in July 2024. He held this role in LPS for the last 12 of his 37 years in public education.

Dr. Neal's career in Lincoln Public Schools included extensive work with its school board members. Dr. Neal served as LPS's first Director of Secondary Education. Other previous work included serving in various roles in three different school districts as a high school associate principal and principal, middle school principal, and elementary school administrator. Dr. Neal is originally from Lincoln. He graduated from Lincoln Northeast High School. He received his bachelor's degree from the University of Nebraska-Lincoln, his master's degree from the University of Nebraska at Omaha, and his educational specialist's and doctorate degrees from Doane University.

Consultant Rex Pfeil



Rex Pfeil recently joined the NASB Leadership Search team as a Search Consultant and has served as a teacher, coach, assistant principal, principal, and superintendent for 35 years. Rex served as Superintendent of Blair Community Schools until his retirement in July 2018. Since that time, he has served as an Interim Superintendent at Nebraska City, Shickley, and Yutan. Rex has worked with a wide variety of school boards and focuses on developing positive superintendent-board relationships, open communication strategies, and leadership development.

Rex received his bachelor's degree from Wayne State College, his master's from UNL and his specialist degree in Educational Leadership from Wayne State College.

Key Search Personnel (Continued)

Marcia Herring, NASB Director of Board Leadership



Marcia began her service to public education as a school board member on the Waverly School District Board of Education, completing 12 years of service. During her tenure as a local board member she was elected by her peers to serve on the Nebraska Association of School Boards—Board of Directors completing three terms as Director. She began her work as a superintendent search consultant and previously served as the Director of NASB Search Services for 8 years.

John Spatz, NASB Executive Director



John began his work as legal counsel for the Nebraska Association of School boards in 2003. This primarily centered on providing legal information to the many members of the Association. John has written a book entitled, “Guide Book to Nebraska’s Public Meetings Laws”. John was named Executive Director of NASB in 2012.

Colby Coash, NASB Associate Executive Director and Director of Gov’t Relations



Colby Coash was hired at NASB in 2018 to assure that NASB has a strong voice of advocacy for public schools within the halls of the Capitol. Colby spent eight years in the Nebraska Unicameral and has worked in the field of leadership development.

Fees Associated with the Search

NASB Search Fee

\$6,000

Included in the Search Fee

- All details described in the Search Service Protocol including but not limited to
 - Marketing brochure
 - Advertising options with no fee
 - Recruiting quality candidates
 - Creation of Leadership Profile
 - Interview questions, schedule, procedures and support
 - Engagement of district staff and education partners
 - Review of superintendent personnel documents
 - Collection and screening of all application materials
 - OneSource background checks
 - Interview assessment document
 - Two in person meetings and attendance at interview process if requested by board
 - Negotiations support if requested
 - Communication with board and applicants throughout the process
- Board Retreat after the new superintendent starts
 - To be held prior to December 31 of the first year of the contract
- Two-year Guarantee on the hire
 - If the board follows through with a board retreat with NASB prior to December 31 of the first year of the contract
- Superintendent transition document
- Superintendent transition assistance/mentor (with a minimal additional fee)
- Ongoing support for the board and superintendent

Expenses to be billed back to the district

Travel expenses for NASB Consultants to include mileage and meals (mileage billed at the standard IRS mileage rate i.e. \$.725 for 2026)

NOTE: If additional planning discussion is required during the search process, NASB may arrange for a virtual meeting with the board, or the board may appoint a committee to work through logistical questions that arise.

NOTE: If the board would like to conduct the planning meetings virtually to save travel expenses, this may be arranged after discussion with NASB.

October 8, 2025

Dear School Board Member:

When you work with the Nebraska Association of School Boards (NASB), you get more than a Superintendent Search Service. You get a team of dedicated, quick to communicate, and very knowledgeable individuals. It's without hesitation that I'd highly recommend them for your Superintendent Search Service. Over the past two years now, Yutan Public Schools utilized their search services to help find both an excellent interim and now a full-time Superintendent and continue to utilize their services.

Once NASB is engaged, they take the lead in guiding the entire search process and help put you at ease. Before initiating any steps, they ensure they have a clear understanding of what the full Board envisions in an ideal candidate and then crafts the search. From there, they establish a structured timeline, provide thoughtful recommendations, and always remain available to answer questions and offer support at every stage.

Because of NASB, our Board had a clear understanding of what was needed and how the search process would unfold. NASB was consistently responsive and always willing to adjust their approach to meet any evolving needs of the Board. They were very professional with our District staff and administration and helped the Board navigate all the unknowns. Their guidance, organized and in-depth materials, and knowledge were extremely valuable and without doubt afforded our district a very positive experience in going through the challenges of finding the right fit.

Best Regards,

A handwritten signature in black ink, appearing to read "Adam Wacker", with a stylized, flowing script.

Adam Wacker
Board President
Yutan Public Schools

Dear school board member,

First of all, Thank you! Thank you for being willing to serve your community by being a member of your local school board. It is a very important, often overlooked and many times thankless job, that you have taken on. You don't hear it enough, so, thank you.

I am writing this letter to recommend that you consider NASB as your search firm, as you embark upon the difficult task of finding the superintendent that is right for your school district. For the past eight years I have worked closely with many of the employees of NASB, and the most impressive thing that I have noticed is how well they all work together as a team. When you hire NASB as your search firm, you don't just get Shari Becker, who is excellent at her job, you get everyone she works with. There has never been a time, I did not get a satisfactory answer to a question, though the answer doesn't always come directly from the person I asked. All the staff knows their team members strengths, and use those strengths to best fit the needs of the district they are working with, in whatever capacity they are serving that district at the time.

I have been through two superintendent searches now, both with NASB. Both searches have been as smooth and easy as I could have wanted them to be. Both searches ended with our district hiring well qualified, dedicated professionals that served/serve our district very well. Shari did such an amazing job, in both cases, of providing us with excellent candidates, and all of the information that we needed to make an informed decision. In the first search, I was a board member, and was impressed with all of the information that was provided. At the time of our second search, I was the board chair, and Shari answered ALOT of phone calls, and questions from me. She was always very professional, caring, and easy to talk to, as well as being informative.

In conclusion, NASB has provided quality services in every aspect to our district and comes highly recommended.

Sincerely,

Justin Ansley
School Board President
Hemingford Public Schools, District #10

To Whom It May Concern,

Our school district had the opportunity to work with the Nebraska Association of School Boards (NASB) during our superintendent search. I am writing this letter in full support of NASB and the services they provided throughout this important process.

From the very beginning, NASB was there to assist and educate us. As a board member who had never participated in a hiring search before, it was incredibly valuable to partner with an organization that brought such knowledge and experience. Their transparency, responsiveness, and willingness to answer any question—big or small—helped put our entire board at ease.

NASB supported us every step of the way. They guided us in selecting appropriate interview questions, identifying qualified candidates, and assisted us on the day of interviews. Their communication with all board members was timely, professional, and efficient. As a first-term board member, I greatly appreciated their insight, advice, and commitment to helping us make informed decisions.

I firmly believe our search was successful because of NASB's involvement. Finding the right superintendent is vital to the success of any district, and NASB's partnership made that possible for ours. While I hope to never go through another superintendent search, I know that if we do, having NASB at our side is essential.

Sincerely,

Laura Robbins

Board Secretary

Sumner – Eddyville – Miller Schools

**Arapahoe-Holbrook Public School
Facility Use Application**

Applicant Name ("Applicant"): IDA SONCKSEN
Organization Name ("Organization"), if applicable: NEBRASKA PRIDE CHORUS SWEET ADELINES
Applicant's Position within Organization: PRESIDENT
Address: 803 7TH ST ARAPAHOE, NE 68922
Phone Number: 308-991-0332 Email: ida_lou_br5492msn.com
Description of Requested Use: OUR CHORUS WILL PERFORM OUR FALL SHOW FROM 2-4 SEPT 26, 2026. WE WILL NEED JANITORS & KIDS TO HELP SET UP & TAKE DOWN CHAIRS. WE WILL ALSO NEED TO USE THE RISERS & HAVE THEM SET UP. WE WILL DONATE MONEY TO THE SCHOOL FOR IT'S USE.
Is your organization a registered 501(c)(3) or other nonprofit? ☒ Yes ☐ No
Date of Requested Use: SEPT. 26, 2026 Time of Requested Use: 10:00 AM to 4:00 PM
Facility/Room Request, if preferred: NORTH GYM, VOCAL ROOM & SMALL ROOM FOR GUEST
Expected Number of Attendees: 75

Check any of the following needs which apply to your request. Note that the district may deem additional services necessary and may require the Applicant/Organization to pay for such services as a condition of use:

- ☒ Custodial (set up, tear down, sanitation)
- ☐ Kitchen/Kitchen Staff (cooking, food service, clean up)
- ☒ Technology Assistance (sound, lighting, presentation)

I HAVE ASKED ROD WHIPPLE TO HELP WIHT SOUND

Liability Insurance, check applicable:

- ☐ I/we have coverage of \$5 million per occurrence.
- ☒ I/we have other coverage: \$1,000,000
- ☐ I/we have no insurance coverage

Terms and Conditions of Use:

1. All users must comply with the school board's facility use and other policies, rules, and regulations. A copy of the board's facility use policy is available upon request.
2. The facilities are closed from 10 PM to 7 AM and may not be used during those hours.
3. The user(s) named above and the individual(s) signing on behalf of the User agree to defend, indemnify, and hold harmless the school district, its employees and agents for any expense, cost, loss, damage, claim, judgment or claims bill incurred or rendered against same, including attorneys' fees and investigation expenses (pre-suit, suit, trial, appeal, and post appeal proceedings) on account of any intentional or negligent acts or omissions of the user or its employees, agents or servants, or any intentional or negligent acts or omissions of the district or its employees, agents or servants arising out of the use of any facility under this agreement.
4. All non-governmental users may be required to provide a certificate of insurance and name the district as an additional insured, on a primary and non-contributory basis, and provide documentation evidencing general liability coverage under an occurrence basis policy, with minimum limits of \$5,000,000.00 per occurrence, combined single limit covering bodily injury, property damage, personal injury, premises, operations, products, completed

operations, independent contractors, and contractual liability. These coverage limits may be achieved through a combination of underlying policies and umbrella/excess policies, if preferred. There shall be no exclusions for contracted liability. All governmental users shall provide evidence of insurance or self-insurance to the limits set forth in NEB. REV. STAT. § 13-926.

5. All users are subject to the fee schedule established by the school board, and all Applicants by signing below verify that they have authority to sign this application on behalf of the listed Organization, and all individuals and agents of organizations certify that they have financial means and authorization to pay for the required fees and deposits, if any.

Applicant's Signature

Ida Snickson

Date:

8-12-26

For District Use Only

Application

- ☐ Denied
☒ Approved, subject to the following

Insurance

- ☒ User has provided sufficient proof of insurance.
☐ User must obtain proof of insurance and list district as additional insured.
☐ Insurance requirements are waived.

Additional Services Requested/Required

- ☐ Custodial: \$ _____
☐ Kitchen: \$ _____
☐ Technology: \$ _____
☐ None



Total Fee Required to Grant Use: \$ _____



Bob Drews <bob.drews@arapahoewarriors.org>

AHPS Facility Use for Sweet Adelines

Ida Soncksen <ida_lou_br549@msn.com>

Wed, Aug 12, 2026 at 3:52 PM

To: Bob Drews <bob.drews@arapahoewarriors.org>

Thank you Bob,

I have attached the signed application for using the AHS facility for our fall show for sweet adelines.

If you could waive the policy to have money exchange hands in the event with a free-will donation.
We would appreciate it.

Thanks again,

Ida

From: Bob Drews <bob.drews@arapahoewarriors.org>

Sent: Wednesday, August 12, 2026 3:33 PM

To: ida_lou_br549@msn.com <ida_lou_br549@msn.com>

Subject: AHPS Facility Use for Sweet Adelines

[Quoted text hidden]



NE PRIDE APP APHS FACILITY.pdf

2375K

2009
Public Participation at Board Meetings

The board of education shall conduct its meetings in accordance with the Nebraska Open Meetings Act.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall make available at the meeting, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed in open session of the meeting.

The board is not required to allow citizens to speak at each meeting, but it will provide the opportunity for public participation at least four times per year. The board may make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board shall not require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. However, the board may require members of the public desiring to address the board to identify themselves.

Adopted on: 8/8/2022

Revised on: _____

Reviewed on: _____