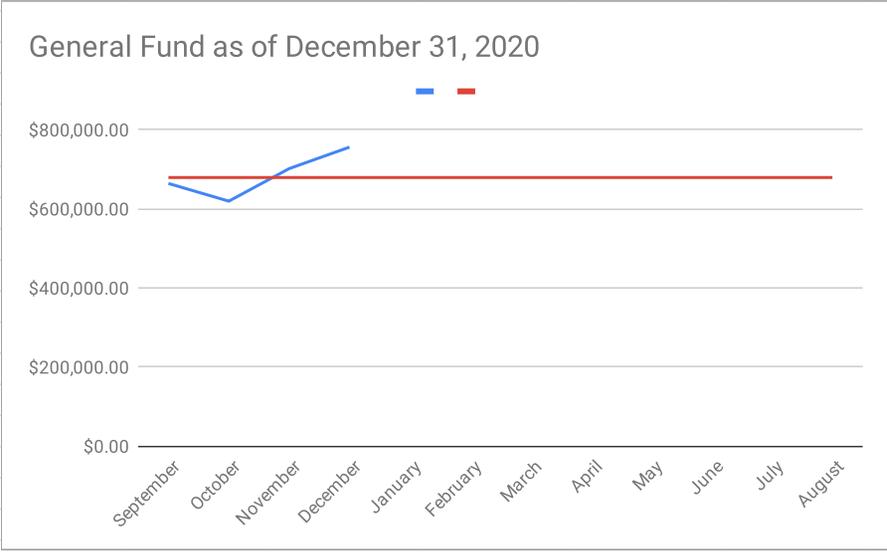


Board of Education Regular Meeting
Monday, January 18, 2021 7:30 PM
Conference Room at the Southern Valley
Schools Junior/Senior High School Building,
Oxford, Nebraska
43739 Hwy 89
Oxford, NE 68967

1. OPENING
 - 1.1. Call Meeting to Order
 - 1.2. Pledge of Allegiance
 - 1.3. Roll Call
 - 1.4. Excuse Absent Board Members
 - 1.5. Acknowledge Posted Open Meeting Act
 - 1.6. Election of Officers
 - 1.7. Committee Assignments
2. CONSENT AGENDA
 - 2.1. Publication of Notice Verification
 - 2.2. Notes Regarding Agenda/Additions
 - 2.3. Approval of Agenda
 - 2.4. Approval of Prior Minutes
 - 2.5. Committee Reports
 - 2.6. Financial/Expenditure Report
3. RECOGNITION OF VISITORS
 - 3.1. Public Comment
4. DISCUSSION ITEMS

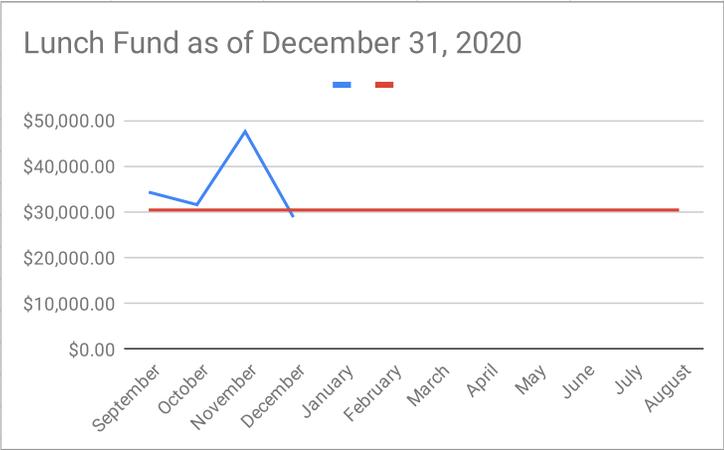
- 4.1. PK-6 Principal's Report
- 4.2. 7-12 Principal's Report
- 4.3. AD Report
- 4.4. Superintendent's Report
5. ACTION ITEMS
 - 5.1. Approval of Claims
 - 5.1.1. General Fund Checks for Approval
 - 5.1.2. Nutrition Fund Checks for Approval
 - 5.1.3. Activity Fund Checks for Approval
 - 5.1.4. Building Fund Checks for Approval
 - 5.1.5. Bond Fund Checks For Approval
 - 5.1.6. QCPU Fund Checks for Approval
 - 5.2. Master Contract with SVEA
 - 5.3. Annual Contract with Two P Turf
 - 5.4. Drug Testing Policy
 - 5.5. Early Retirement Incentive Program
 - 5.6. Cross Country COOP w/Alma
 - 5.7. South Central Bank Signatures
6. NEXT MEETING
 - 6.1. February 8, 2021 at 7:30
7. MOTION TO ADJOURN

	Monthly Spent	Monthly Budget	Amount Remaining
September	\$664,004.46	\$679,037.50	\$15,033.04
October	\$619,251.16	\$679,037.50	\$59,786.34
November	\$701,509.50	\$679,037.50	-\$22,472.00
December	\$755,852.46	\$679,037.50	-\$76,814.96
January		\$679,037.50	
February		\$679,037.50	
March		\$679,037.50	
April		\$679,037.50	
May		\$679,037.50	
June		\$679,037.50	
July		\$679,037.50	
August		\$679,037.50	
Total	\$2,740,617.58	\$8,148,450.00	-\$24,467.58



Totals	\$2,740,617.58	\$8,148,450.00	-\$24,467.58
% Totals	33.55%	100.00%	-0.30%
September		8.33%	
October		16.67%	
November		25.00%	
December		33.33%	
January		41.67%	
February		50.00%	
March		58.33%	
April		66.67%	
May		75.00%	
June		83.33%	
July		91.67%	
August		100.00%	

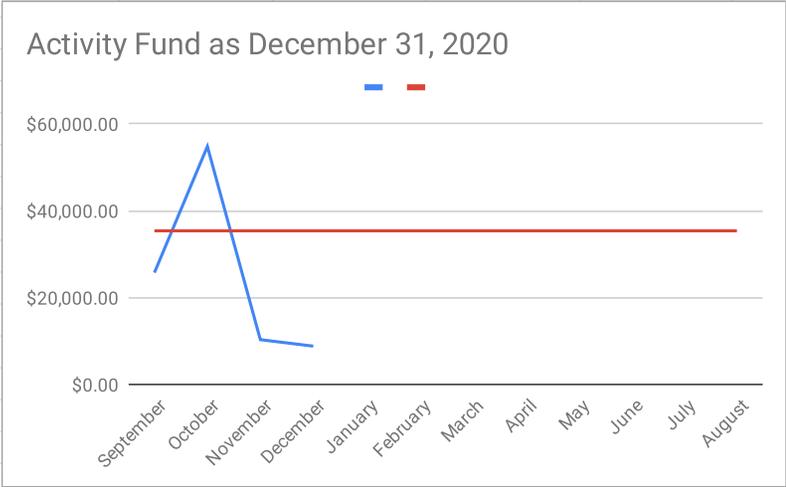
	Monthly Spent	Monthly Budget	Amount Remaining
September	\$34,312.57	\$30,416.67	-\$3,895.90
October	\$31,568.33	\$30,416.67	-\$1,151.66
November	\$47,536.07	\$30,416.67	-\$17,119.40
December	\$28,853.73	\$30,416.67	\$1,562.94
January		\$30,416.67	
February		\$30,416.67	
March		\$30,416.67	
April		\$30,416.67	
May		\$30,416.67	
June		\$30,416.67	
July		\$30,416.67	
August		\$30,416.67	



Totals	\$142,270.70	\$365,011.04	-\$20,604.02
% Totals	38.66%	99.18%	-5.60%

September	8.33%
October	16.67%
November	25.00%
December	33.33%
January	41.67%
February	50.00%
March	58.33%
April	66.67%
May	75.00%
June	83.33%
July	91.67%
August	100.00%

	Monthly Spent	Monthly Budget	Amount Remaining
September	\$25,787.07	\$35,416.67	\$9,629.60
October	\$54,843.13	\$35,416.67	-\$19,426.46
November	\$10,356.17	\$35,416.67	\$25,060.50
December	\$8,865.51	\$35,416.67	\$26,551.16
January		\$35,416.67	
February		\$35,416.67	
March		\$35,416.67	
April		\$35,416.67	
May		\$35,416.67	
June		\$35,416.67	
July		\$35,416.67	
August		\$35,416.67	
Totals	\$99,851.88	\$425,000.04	\$41,814.80
% Totals	20.01%	85.16%	8.38%
September		8.33%	
October		16.67%	
November		25.00%	
December		33.33%	
January		41.67%	
February		50.00%	
March		58.33%	
April		66.67%	
May		75.00%	
June		83.33%	
July		91.67%	
August		100.00%	



Summary Expenditure Report
Function/Object/Level

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User ID: LLQ

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
01	GENERAL FUND								
1100	REGULAR INSTRUCTIONAL PROGRAMS	3,671,900.00	12,003.30	1,195,997.94	32.57	2,475,902.06	0.00	0.00	2,475,902.06
1160	PROVERTY PROGRAMS	360,000.00	0.00	111,750.47	31.04	248,249.53	0.00	0.00	248,249.53
1190	EARLY CHILDHOOD ED PROGRAMS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	566,000.00	116.21	197,718.43	34.93	368,281.57	0.00	0.00	368,281.57
1291	SPED PROGRAM EXPENSE- 3-5	5,500.00	0.00	1,100.00	20.00	4,400.00	0.00	0.00	4,400.00
1292	SPED PROGRAM EXPENSE- BIRTH-2	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1300	SUMMER SCHOOL	6,000.00	0.00	0.00	0.00	6,000.00	0.00	0.00	6,000.00
2120	GUIDANCE SERVICES	143,500.00	0.00	44,219.80	30.82	99,280.20	0.00	0.00	99,280.20
2130	HEALTH SERVICES	100,000.00	0.00	21,843.05	21.84	78,156.95	0.00	0.00	78,156.95
2141	SPED PSYCHOLOGICAL SERVICES	112,000.00	1,700.30	24,549.87	21.92	87,450.13	0.00	0.00	87,450.13
2143	SPED PSYCHOLOGICAL SERVICES 0-2	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2151	SPED SPEECH THERAPY	110,000.00	0.00	26,566.10	24.15	83,433.90	0.00	0.00	83,433.90
2152	SPED SPEECH THERAPY- 3-5	40,000.00	22.35	1,191.41	2.98	38,808.59	0.00	0.00	38,808.59
2153	SPED SPEECH THERAPY- BIRTH-2	5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00	5,000.00
2161	OCCUPATIONAL THERAPY- SPED SCHOOL AGE	35,000.00	2,628.79	18,586.01	53.10	16,413.99	0.00	0.00	16,413.99
2162	OCCUPATIONAL THERAPY- SPED 3-5	15,500.00	803.99	5,269.32	34.00	10,230.68	0.00	0.00	10,230.68
2163	OCCUPATIONAL THERAPY- SPED BIRTH-2	5,000.00	83.75	890.99	17.82	4,109.01	0.00	0.00	4,109.01
2171	PHYSICAL THERAPY- SPED SCHOOL AGE	10,000.00	70.00	1,325.93	13.26	8,674.07	0.00	0.00	8,674.07
2172	PHYSICAL THERAPY- SPED 3-5	5,000.00	0.00	325.25	6.51	4,674.75	0.00	0.00	4,674.75
2173	PHYSICAL THERAPY- SPED BIRTH- 2	2,000.00	0.00	153.78	7.69	1,846.22	0.00	0.00	1,846.22
2220	LIBRARY MEDIA SERVICES	34,300.00	491.73	10,117.19	29.50	24,182.81	0.00	0.00	24,182.81
2230	INSTRUCTION RELATED TECHNOLOGY	0.00	217.29	32,486.85	0.00	(32,486.85)	0.00	0.00	(32,486.85)
2310	BOARD OF EDUCATION	229,250.00	448.36	137,152.91	59.83	92,097.09	0.00	0.00	92,097.09
2320	EXECUTIVE ADMINISTRATION	185,600.00	526.75	60,823.71	32.77	124,776.29	0.00	0.00	124,776.29
2330	DISTRICT LEGAL SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2410	OFFICE OF THE PRINCIPAL	498,300.00	570.00	159,508.29	32.01	338,791.71	0.00	0.00	338,791.71
2510	GENERAL ADMIN-BUSINESS SERVICE	93,000.00	2,361.35	21,613.05	23.24	71,386.95	0.00	0.00	71,386.95
2530	PRINTING, PUBLISHISHING & DUPLICATING	0.00	1,295.94	5,477.92	0.00	(5,477.92)	0.00	0.00	(5,477.92)
2610	OPERATION OF BUILDINGS	683,750.00	28,734.15	248,641.11	36.36	435,108.89	0.00	0.00	435,108.89
2620	MAINTENANCE OF BUILDINGS	109,500.00	3,125.58	45,156.47	41.24	64,343.53	0.00	0.00	64,343.53
2630	UPKEEP OF GROUNDS	0.00	4,820.42	13,902.06	0.00	(13,902.06)	0.00	0.00	(13,902.06)
2710	REGULAR PUPIL TRANSPORTATION	374,500.00	5,179.95	136,888.28	36.55	237,611.72	0.00	0.00	237,611.72
2712	SPED TRANSPORTATION- SCHOOL AGE	20,500.00	0.00	2,086.45	10.18	18,413.55	0.00	0.00	18,413.55
2713	SPED TRANSPORTATION- 3-5	2,000.00	0.00	9.16	0.46	1,990.84	0.00	0.00	1,990.84
2730	VEHICLE SERVICING & MAINTENANCE	0.00	0.00	6,352.60	0.00	(6,352.60)	0.00	0.00	(6,352.60)
2900	OTHER PUPIL SUPPORT SERVICES	237,850.00	0.00	70,670.81	29.71	167,179.19	0.00	0.00	167,179.19
3535	HAL	5,000.00	0.00	2,272.00	45.44	2,728.00	0.00	0.00	2,728.00
5000	DEBT SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6200	TITLE I, PART A NCLB IMPROV THE ACADEM	174,500.00	0.00	56,672.53	32.48	117,827.47	0.00	0.00	117,827.47
6403	IDEA PART B(611) BASE ALLOC-SCHOOL AGE	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6404	IDEA PART B(611) BASE ALLOC BIRTH TO 4	3,000.00	0.00	0.00	0.00	3,000.00	0.00	0.00	3,000.00
6406	IDEA PRESCHOOL(619) BASE ALLOC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6408	IDEA PART B (611) Base and Enrollment	93,000.00	0.00	0.00	0.00	93,000.00	0.00	0.00	93,000.00
6410	IDEA ENROLLMENT/POVERTY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6411	IDEA PART B EARLY INTERVENING SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6992	REAP	12,000.00	0.00	0.00	0.00	12,000.00	0.00	0.00	12,000.00
8000	TRANSFERS (OUTGOING)	200,000.00	0.00	150,000.00	75.00	50,000.00	0.00	0.00	50,000.00
9000	NON-PROGRAM EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01	GENERAL FUND	8,148,450.00	65,200.21	2,811,319.74	34.50	5,337,130.26	0.00	0.00	5,337,130.26

Summary Expenditure Report
Function/Object/Level

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Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
02	DEPRECIATION FUND								
2620	MAINTENANCE OF BUILDINGS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2680	OPERATION & MAINTENANCE OF PLANT-OTHER	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2710	REGULAR PUPIL TRANSPORTATION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2900	OTHER PUPIL SUPPORT SERVICES	480,708.00	0.00	0.00	0.00	480,708.00	0.00	0.00	480,708.00
02	DEPRECIATION FUND	480,708.00	0.00	0.00	0.00	480,708.00	0.00	0.00	480,708.00

Summary Expenditure Report
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05	ACTIVITY FUND								
2900	OTHER PUPIL SUPPORT SERVICES	425,000.00	13,155.53	130,309.88	30.66	294,690.12	0.00	0.00	294,690.12
05	ACTIVITY FUND	425,000.00	13,155.53	130,309.88	30.66	294,690.12	0.00	0.00	294,690.12

Summary Expenditure Report
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06	NUTRITION FUND								
3100	FOOD SERVICE OPERATIONS	365,000.00	7,206.21	149,476.91	40.95	215,523.09	0.00	0.00	215,523.09
06	NUTRITION FUND	365,000.00	7,206.21	149,476.91	40.95	215,523.09	0.00	0.00	215,523.09

Summary Expenditure Report
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Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
07	BOND FUND								
5000	DEBT SERVICES	522,630.00	0.00	0.00	0.00	522,630.00	0.00	0.00	522,630.00
07	BOND FUND	522,630.00	0.00	0.00	0.00	522,630.00	0.00	0.00	522,630.00

**Summary Expenditure Report
Function/Object/Level**

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Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance	
08	BUILDING FUND								
2610	OPERATION OF BUILDINGS	25,000.00	0.00	8,661.75	34.65	16,338.25	0.00	0.00	16,338.25
2620	MAINTENANCE OF BUILDINGS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2660	SECURITY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4200	LAND IMPROVEMENT	517,257.00	0.00	0.00	0.00	517,257.00	0.00	0.00	517,257.00
4500	BUILDING ACQUISITION & CONSTRUCTION	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4600	SITE IMPROVEMENTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4700	BUILDING IMPROVEMENTS	312,000.00	0.00	310,500.00	99.52	1,500.00	0.00	0.00	1,500.00
4900	OTHER FEDERAL EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5000	DEBT SERVICES	25,000.00	0.00	10,381.94	41.53	14,618.06	0.00	0.00	14,618.06
08	BUILDING FUND	879,257.00	0.00	329,543.69	37.48	549,713.31	0.00	0.00	549,713.31

Summary Expenditure Report
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Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
09	QCPUF FUND								
5000	DEBT SERVICES	95,350.00	0.00	0.00	0.00	95,350.00	0.00	0.00	95,350.00
09	QCPUF FUND	95,350.00	0.00	0.00	0.00	95,350.00	0.00	0.00	95,350.00

Summary Expenditure Report
Function/Object/Level

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Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
Grand Total:	10,916,395.00	85,561.95	3,420,650.22	31.33	7,495,744.78	0.00	0.00	7,495,744.78

Enrollment up this Semester

We gained 1 new 2nd-grade student at semester and will have 1 new Prek starting Monday.

Upcoming Events

20 - Quiz Bowl at ESU 11

21 - Spelling Bee Finals

25th - 100th day of school

7-12 Principal Report January 2021

Well, we made it to 2021 and we are excited to see what this Spring will have to offer for our school and students.

1). It's nice to have the students and teachers back in the building and we are ready to have a great 2nd Semester!

2). We finished our Winter Testing for NWEA (MAPS) . It is hard to say what the data really shows due to timing of the assessment and the amount of students out of school leading up to the winter testing period. What we can say is that the results show a little bit of a drop from the fall testing but with all the outside variables we need to wait to see what the Spring results show to get a better idea. Also, we need to look at a 5 year trend of the same students over time to see what we find as well. In the meantime I will be breaking down the data by individual students to see which students grew from the Fall to Winter sessions.

3). On Thursday we looked at an Evaluation system called the Network for Educator Effectiveness (NEE). To replace the current evaluation system that was developed in 2006. More about that in the Superintendent's report.

4). Now let's talk about so exciting things happening in our teachers' classrooms:

Mr. Coach Norton is using WT2 Plus Translator Earbuds in PE and Weights for his ELA students. These translating earbuds are real time translators and have given students a new outlook on Coach's class. Coach has seen the most improvements in the weight room where breaking the communication barrier has made it safer and more effective for students and teachers alike.

Mrs. Christen Reiman- The ag department got two cattle that will calve in Mid Feb. Students will get to use them to learn how to work cattle, calving processes, and even AI. Hopefully this spring we will do a controlled burn on the pasture as well. Plants are ordered to fill the greenhouse this spring, and FFA season is gearing up as well!!

Mrs. Kaitlin Nathan's JH Speech students began using an online software program called Stukent-Mimic Public Speaking last semester and are continuing to use it this semester. The online software allows students to create and build their outline in a more precise way ensuring they have all the necessary information and requirements such as an intro, thesis, main points, transitions between the main points, and a conclusion. Mimic Public Speaking also has a Speech Practice Video option where the students record or upload their speech. Then, artificial intelligence (AI) critiques it both verbally and nonverbally making comments and suggestions on areas of improvement and describing what they did well. It critiques not only their language of the speech but their body language and physical gestures as well. Using this program has tremendously increased the student's writing proficiency and their confidence before performing in front of the class.

Mrs. Rebecca Jorgenson- Art students drew a portrait for a child in Afghanistan as part of the Memory Project, which hopes to spread joy to people facing a variety of challenges all over the world. These students' portraits of a young girl named Salaha were mailed in December: Brooklyn Santifer, Chase Hamilton, Ehme Linner, Sam Bantam, and Amanda Basnett. This spring students may draw a portrait for another Memory Project child from the country of Camaroon in Africa.

On Wednesday, January 20th, the following students will have artwork at the RPAC art contest: Rylee Smith, Ann Bose, Keira Wasenius, Brianna Jorgenson, Shae Mitchell, Alivia Taylor, Ashley Marcum, Elizabeth Meyers, Rebekah Taylor, Heather Bose, Ashley Basnett, Amanda Basnett, and Makayla Schoen; congratulations to these students for being chosen to represent Southern Valley and we are excited to hear the results of whose artwork will be chosen to travel to each of the RPAC East schools. All 8-12 grade art students also entered into the state Nebraska Scholastic Art Exhibit before Christmas break; we are waiting for these results soon! Instead of having artwork displayed in Omaha, the Scholastic show will be virtual this year; students compete against all size schools in one group for this contest.

January 2021 Activities Director Report

Recognition:

1. SV NSAA Academic All State members: Carter Bose-Isaak McPhillamy Football
Ashlyn McAtee-Jessica Lambert Volleyball Trevor Brown-Brianna Russell Cross
Country Kynlee Marquez-Nakayla Hock Softball Carter Bose Makayla Schoen Play
Production Liz Meyers-Kynlee Marquez Unified Bowling
2. Southern Valley would like to recognize all students who are doing well in school and
participating in SV Activities. Academic Gold Winners must have a 3.75 cumulative GPA
or higher and lettered in a Fall Activity.

Football:

Carter Bose
Bryson Warner

Volleyball:

Ashlyn McAtee
Jessica Lambert

Cross Country:

Brianna Russell
Trevor Brown
Kolby Hunt

Softball:

Kynlee Marquez
Nakayla Hock

Play Production:

Ashlyn McAtee
Kynlee Marquez
Makayla Schoen
Carter Bose
Trevor Brown
Brianna Russell
Elizabeth Meyers
Brianna Jorgenson
Kolby Hunt
Shae Mitchell

Statistician:

Hannah Henry Volleyball

3. Southern Valley would like to recognize all students who are doing well in school and
participating in SV Activities. Academic Gold Winners must have a 3.5-3.74 cumulative
GPA or higher and lettered in a Fall Activity.

Football:

Isaak McPhillamy

Volleyball:

Brianna Quinn

Jenna Hunt

Softball:

Alivia Taylor

Play Production:

Graysen Langdale

Trinity Bantam

Cierra Dringman

Bregan Hammond

Brianna Quinn

Jenna Hunt

Rebekah Taylor

Isaak McPhillamy

Alivia Taylor

4. Congrats to the JH Quiz Bowl Team on winning every meet they have attended this year. They have won in Arapahoe, Eustis-Farnam, & Bertrand.

Activities:

1. Mock Trial getting prepared to do video cases starting this Wednesday
2. Speech going held Virtual Speech Meet for SV Medaling today for SV were:
 - * Shae Mitchell 1st place in Entertainment
 - * Brianna Jorgenson 3rd Place in Humorous Prose and 4th in Entertainment.
 - * Shelby 2nd place in Extemp and 8th place in Persuasive.
 - * Heather Bose 4th Place in Poetry and 5th place in Humorous
3. Quiz Bowl @ all levels competing in person

Athletics:

1. RPAC Basketball starts next week we host Semis on Thursday and Friday brackets released today
2. RPAC Wrestling here on Friday
3. HS Bowling in full swing Districts in a few weeks

Superintendent Report
Board Meeting
January 18, 2021

1. Legislative update
2. Heat Pump project
3. Students with needs
4. Camera Project
5. Summer Project Planning
6. New Teacher Evaluation

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Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
ACT Finance	11259	Secondary Teaching Supplies	1,305.00
Total ACT Finance			<u>1,305.00</u>
Ag Valley Coop	162780 12/25/20	Bus Gas	1,985.39
Total Ag Valley Coop			<u>1,985.39</u>
Alma Auto Parts	14766-92681	Bus Maintenance	32.96
Alma Auto Parts	14766-92682	Bus Maintenance	736.40
Alma Auto Parts	14766-93113	Bus Maintenance	100.00
Alma Auto Parts	14766-93163	Bus Maintenance	13.48
Alma Auto Parts	14766-93167	Bus Maintenance	14.62
Total Alma Auto Parts			<u>897.46</u>
Amazon Capital Services	16G9-XPMK-W6G1	Teaching Supplies- Elementary	54.06
Amazon Capital Services	1JP4-TRWM-RRVF	Teaching Supplies- Elementary	278.99
Amazon Capital Services	1LPY-4LQV-14Y4	Teaching Supplies- Secondary	64.95
Amazon Capital Services	1LPY-4LQV-HFMR	Computer Equipment	211.31
Amazon Capital Services	1LPY-4LQV-T1LG	Teaching Supplies- Elementary	55.08
Total Amazon Capital Services			<u>664.39</u>
Apple Computer, Inc.	AE16606934	Computer Supplies	5.98
Total Apple Computer, Inc.			<u>5.98</u>
B J Harris Inc.	5671	Contracted Services	1,286.00
Total B J Harris Inc.			<u>1,286.00</u>
Beaver City Municipal Plant	421000 12/18/20	Electricity- Bus Barn	24.09
Total Beaver City Municipal Plant			<u>24.09</u>
Beaver Creek Mowing	22089	Grounds Upkeep	2,550.00
Total Beaver Creek Mowing			<u>2,550.00</u>
Bluffs Sanitary Supply	421955	Custodial Supplies	810.88
Total Bluffs Sanitary Supply			<u>810.88</u>
Coach Masters, Inc.	1415-1	Bus Maintenance	250.00
Total Coach Masters, Inc.			<u>250.00</u>
Cobra Midwest	080946	Custodial Supplies	82.55
Cobra Midwest	1052	Custodial Supplies	112.64
Cobra Midwest	1055	Custodial Supplies	879.65
Total Cobra Midwest			<u>1,074.84</u>
Cornhusker International Trucks- Lincoln	3357474	Bus Maintenance	101.15
Total Cornhusker International Trucks- Lincoln			<u>101.15</u>
Decker Equipment	351432*	Custodial Supplies	154.65
Total Decker Equipment			<u>154.65</u>
Dish Network	8255707082064465*	Dish Networkk	491.73
Total Dish Network			<u>491.73</u>

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Vendor Name	Invoice Number	Description	Amount
Electrical Engineering & Equipment	6980551-00	Custodial Supplies	112.56
Electrical Engineering & Equipment	6989912-00	Custodial Supplies	114.24
Electrical Engineering & Equipment	6989912-01	Custodial Supplies	47.04
Total Electrical Engineering & Equipment			273.84
Esu #10	DEC 2020	SPED- Deaf Education Services 3-5	22.35
Total Esu #10			22.35
Esu #11	3872	ESU Services	31.25
Total Esu #11			31.25
Frontier Communications	12/31/20	Telephone Service	463.64
Frontier Communications	12/31/2020	Telephone Service	7.28
Total Frontier Communications			470.92
Goodheart-Willcox Publisher	01765233	Teaching Supplies- Secondary	1,523.18
Total Goodheart-Willcox Publisher			1,523.18
Graphic Edge	1472172	Board Expense	260.61
Graphic Edge	1472173	Supt Expense	526.75
Total Graphic Edge			787.36
Harlan County Health System	48	Bus Driver Physical	127.00
Total Harlan County Health System			127.00
Harlan County Journal	53573	Legal Notice	6.25
Total Harlan County Journal			6.25
Harris School Solutions	MN00134812	Census Software Update/Renewal	781.40
Total Harris School Solutions			781.40
Holmes Plumbing & Heating	255165	Custodial Supplies	264.90
Total Holmes Plumbing & Heating			264.90
Home Depot Pro	588005595	Custodial Supplies	85.38
Home Depot Pro	592925002	Custodial Supplies	44.52
Total Home Depot Pro			129.90
HomeTown Leasing	Copier Lease Pymt	Copier Lease Pymt- JAN 2021	3,354.16
Total HomeTown Leasing			3,354.16
Husker Hardware LLC	188	Custodial Supplies	34.42
Total Husker Hardware LLC			34.42
J & J Repair	6872	Bus Maintenance	95.00
J & J Repair	6877	Bus Maintenance	229.34
Total J & J Repair			324.34
J W Pepper & Son Inc.	362959668	Teaching Supplies	60.00
J W Pepper & Son Inc.	362959980	Teaching Supplies	152.00
J W Pepper & Son Inc.	363098754	Teaching Supplies- Secondary	382.28
J W Pepper & Son Inc.	363120792	Teaching Supplies- Secondary	4.95
Total J W Pepper & Son Inc.			599.23

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Vendor Name	Invoice Number	Description	Amount
Jeff Lange Counseling LLC	4 2021	Counseling Services	1,700.30
Total Jeff Lange Counseling LLC			<u>1,700.30</u>
JENNIFER SCHUTZ,OTR/L	DECEMBER 2020	SPED Services- Occupational Therapy	3,516.53
Total JENNIFER SCHUTZ,OTR/L			<u>3,516.53</u>
Johnson Plastics Plus	2834412-000	Teaching Supplies	46.54
Total Johnson Plastics Plus			<u>46.54</u>
Jorgenson, Bryce	1/15/21	Reimbursement- Cell Phone 6 months	372.49
Total Jorgenson, Bryce			<u>372.49</u>
KEARNEY QUALITY SEW & VAC	50824	FCS Supplies	111.87
Total KEARNEY QUALITY SEW & VAC			<u>111.87</u>
KSB School Law	9257	Legal Counsel	150.00
KSB School Law	9421	Legal Counsel	31.50
Total KSB School Law			<u>181.50</u>
Lawson Products, Inc.	9308070879	Custodial Supplies	125.54
Total Lawson Products, Inc.			<u>125.54</u>
Leighton Schmidt	1/15/21	Reimbursment	278.30
Total Leighton Schmidt			<u>278.30</u>
Linden, Jeff	1/15/21	Reimbursement- Cell Phone	82.40
Total Linden, Jeff			<u>82.40</u>
Loup Valley Lighting Inc.	20-14641	Custodial Supplies	166.63
Total Loup Valley Lighting Inc.			<u>166.63</u>
Marquez, Brandon	1/15/21	Reimbursement- Cell Phone	159.29
Total Marquez, Brandon			<u>159.29</u>
MCI	08683584723 1/9/21	Long Distance Service	149.02
Total MCI			<u>149.02</u>
Menards	12441	Custodial Supplies	197.69
Menards	12805	Custodial Supplies	25.08
Total Menards			<u>222.77</u>
Mid-States Automation & Control, Inc.	72-1466	Custodial Supplies	163.50
Total Mid-States Automation & Control, Inc.			<u>163.50</u>
Midamerican Research Chemical	0720808-IN	Custodial Supplies	161.37
Midamerican Research Chemical	0721131-IN	Custodial Supplies	243.78
Total Midamerican Research Chemical			<u>405.15</u>
Mosyle Corporation	2015600	Subscription Renewal	654.94
Mosyle Corporation	2016777	Subscription Renewal	49.44
Mosyle Corporation	2019394	Subscription Renewal	16.05
Mosyle Corporation	2020551	Subscription Renewal	57.75

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Vendor Name	Invoice Number	Description	Amount
Mosyle Corporation	2121321	Subscription Renewal	6.87
Total Mosyle Corporation			<u>785.05</u>
NCS Pearson	12471292	SPED Teaching Supplies	84.00
NCS Pearson	12594192	SPED Teaching Supplies	5.25
NCS Pearson	12636482	SPED Teaching Supplies	26.96
Total NCS Pearson			<u>116.21</u>
NCSA	Mark Grove Renewal-	Mark Grove- Dues Renewal	570.00
Total NCSA			<u>570.00</u>
Norton Ice	83822	General Supplies	30.00
Total Norton Ice			<u>30.00</u>
One Call Concepts, Inc.	0120669	Line Locate	9.98
Total One Call Concepts, Inc.			<u>9.98</u>
Oxford Super Market	#13 1/4/2021	FCS Supplies	5.98
Oxford Super Market	#540 1/4/2021	FCS Supplies	75.78
Total Oxford Super Market			<u>81.76</u>
Oxford Utilities	7704 12/31/20	Trash Disposal	660.00
Oxford Utilities	7914 12/17/20	Electricity- Bus Barn	41.67
Total Oxford Utilities			<u>701.67</u>
Pitney Bowes, Inc.	1017045648	Postage Meter	208.89
Total Pitney Bowes, Inc.			<u>208.89</u>
PowerSchool Group LLC	243652	Subscription Renewal	3,150.00
Total PowerSchool Group LLC			<u>3,150.00</u>
Reliable Pest Control	32015	Pest Control	125.00
Total Reliable Pest Control			<u>125.00</u>
S & H Septic Service	2020	Contracted Service	800.00
Total S & H Septic Service			<u>800.00</u>
S & W Auto Parts	723536	Bus Maintenance	24.98
Total S & W Auto Parts			<u>24.98</u>
Selden Lumber Inc	34425	Teaching Supplies- Secondary	1,750.00
Total Selden Lumber Inc			<u>1,750.00</u>
Sinclair Oil Corporation	73375058 1/22	Bus Gas	1,234.68
Total Sinclair Oil Corporation			<u>1,234.68</u>
Southwest Ne Physical Therapy	DECEMBER 2020	SPED Services- Physical Therapy- HS	70.00
Total Southwest Ne Physical Therapy			<u>70.00</u>
SPORTS SAFE Testing Service	11332	General Supplies	369.00
SPORTS SAFE Testing Service	11371	General Supplies	205.00
Total SPORTS SAFE Testing Service			<u>574.00</u>

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Vendor Name	Invoice Number	Description	Amount
Stamford Service LLC	2318	Bus Gas	43.40
Total Stamford Service LLC			<u>43.40</u>
Tripe Motor Company	119900	Bus Maintenance	11.30
Tripe Motor Company	55565	Bus Maintenance	18.00
Total Tripe Motor Company			<u>29.30</u>
Twin Valleys Public Power	1/7/2021	Electricity- Dec Billing	14,496.32
Twin Valleys Public Power	1/7/21	Electricity- Jan Billing	16,119.26
Total Twin Valleys Public Power			<u>30,615.58</u>
TwoPturf, LLC	JAN 2021	Grounds Upkeep	2,270.42
Total TwoPturf, LLC			<u>2,270.42</u>
Verizon Wireless	9869221193	Verizon	40.01
Total Verizon Wireless			<u>40.01</u>
Village of Stamford	0-1-5 1/5/21	Water	87.74
Total Village of Stamford			<u>87.74</u>
VVS Inc	36001947329	General Supplies	187.60
VVS Inc	36002037299	General Supplies	113.00
Total VVS Inc			<u>300.60</u>
Woodward's Disposal Service, Inc.	NO8969-2698	Trash Disposal- Shredding	35.00
Total Woodward's Disposal Service, Inc.			<u>35.00</u>
Yanda's Music And Pro Audio	2423 1/2/21	Teaching Supplies- Secondary	89.00
Total Yanda's Music And Pro Audio			<u>89.00</u>
Fund Number 01			<u>71,757.16</u>
Checking Account ID 1			<u>71,757.16</u>

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Vendor Name	Invoice Number	Description	Amount
Checking Account ID 6	Fund Number 06	NUTRITION FUND	
Cash-wa Distributing	12682417	Nutrition Expense	2,190.02
Cash-wa Distributing	12691436	Nutrition Expense	785.17
Cash-wa Distributing	12698812	Nutrition Expense	529.44
Cash-wa Distributing	12708027	Nutrition Expense	1,182.46
Cash-wa Distributing	12715529	Nutrition Expense	1,176.25
Cash-wa Distributing	12724222	Nutrition Expense	1,359.92
Cash-wa Distributing	12732866	Nutrition Expense	467.47
Cash-wa Distributing	P12716339	Nutrition Expense	509.70
Total Cash-wa Distributing			8,200.43
Hogeland's Market	#228 1/3/21	Nutrition Expense	154.02
Total Hogeland's Market			154.02
HyVee Accounts Receivable	233856 2/1	Food Purchase	39.76
Total HyVee Accounts Receivable			39.76
US Foods	4690396	Nutrition Expense	727.58
US Foods	4690397	Nutrition Expense	290.21
US Foods	4690400	Nutrition Expense	75.23
US Foods	4811796	Nutrition Expense	174.00
US Foods	4811798	Nutrition Expense	858.05
US Foods	5020197	Nutrition Expense	1,586.17
US Foods	5135259	Nutrition Expense	1,795.53
US Foods	5543017	Nutrition Expense	1,121.93
US Foods	5543105	Nutrition Expense	581.63
US Foods	5997063	Credit- Food Purchase	(21.88)
Total US Foods			7,188.45
Fund Number 06			15,582.66
Checking Account ID 6			15,582.66

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Vendor Name	Invoice Number	Description	Amount
Checking Account ID 5	Fund Number 05	ACTIVITY FUND	
Ag Valley Coop	162785 12/25/20	Concessions	467.24
Ag Valley Coop	162785 11/25/20	Concessions	78.30
Total Ag Valley Coop			<u>545.54</u>
Albrecht, Marty	BB Official 12/22/20	BB Official 12/22/20	150.00
Total Albrecht, Marty			<u>150.00</u>
Amazon Capital Services	1VLN-XM3D-XPTH	Activity Expense	339.75
Total Amazon Capital Services			<u>339.75</u>
Arapahoe High School	FB All Dist Awards	FB- All District Awards	23.55
Total Arapahoe High School			<u>23.55</u>
Awards Unlimited	11/20/20	Speech Meet Medals	160.05
Awards Unlimited	11/5/20	Youth WR Medals	313.44
Awards Unlimited	11/5/2020	Quiz Bowl Medals	100.00
Awards Unlimited	39003	WR Medals	162.25
Awards Unlimited	39006	Speech Medals	180.00
Total Awards Unlimited			<u>915.74</u>
Ballou, Brad	BB Official 1/18/21	JH BB Official 1/18/21	200.00
Ballou, Brad	BB Official 1/5/21	BB Official 1/5/21	172.50
Ballou, Brad	JH GBB 12/17/20	JH GBB Official 12/17/20	80.00
Total Ballou, Brad			<u>452.50</u>
Becker Brothers Feed	9866	FFA Expense	129.43
Total Becker Brothers Feed			<u>129.43</u>
Bennett, Reagan	SV Activities	JV CLOCK/ JH FB GATE	210.00
Total Bennett, Reagan			<u>210.00</u>
Berry, Clayton	BB- JV Clock	BB- JV Clock	40.00
Total Berry, Clayton			<u>40.00</u>
Billeter, Julie	FunRun 2020	FunRun 2020	1,360.00
Total Billeter, Julie			<u>1,360.00</u>
Bose, Carter	JH Clock	JH Clock	15.00
Total Bose, Carter			<u>15.00</u>
Cambridge High School	9/10 BB Tourney	9/10 BB Tourney	80.00
Total Cambridge High School			<u>80.00</u>
Cash-wa Distributing	12715724	Concessions	321.11
Cash-wa Distributing	12724221	Concessions	574.86
Cash-wa Distributing	12724224	WR Hospitality	59.18
Cash-wa Distributing	12724225	Vending Supplies	322.81
Total Cash-wa Distributing			<u>1,277.96</u>
Cozad Floral & Gifts	4169	Flowers- Huerta Service	75.00
Total Cozad Floral & Gifts			<u>75.00</u>

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Vendor Name	Invoice Number	Description	Amount
Dueland, Jayce	BB Official 12/18/20	BB Official 12/18/20	150.00
Total Dueland, Jayce			<u>150.00</u>
Elm Creek Public School	WR Invite 1/15/21	WR Invite 1/15/21	100.00
Total Elm Creek Public School			<u>100.00</u>
Emal, Colby	BB Official 12/18/20	BB Official 12/18/20	150.00
Total Emal, Colby			<u>150.00</u>
Favinger, Dustin	WR Official- 1/8/21	WR Official- 1/8/21	150.00
Total Favinger, Dustin			<u>150.00</u>
FBLA-PBL	Membership Dues-	Membership Dues	10.00
Total FBLA-PBL			<u>10.00</u>
Flower Patch, The	011260	WR Parents/SR Night	34.00
Total Flower Patch, The			<u>34.00</u>
Four Seasons Fund Raising	48045	FFA Expense	36.07
Total Four Seasons Fund Raising			<u>36.07</u>
Franklin High School	WR Tourney 1/9/21	WR Entry 1/9/21	100.00
Total Franklin High School			<u>100.00</u>
Furnas County 4-H Council	Fair Sponsorship	Furnas CO Fair Sponsorship	20.00
Total Furnas County 4-H Council			<u>20.00</u>
G-Sports Wrestling	66937	WR Supplies	25.00
Total G-Sports Wrestling			<u>25.00</u>
Gibbon High School	WR Invite 1/16	WR Invite 1/16/21	125.00
Total Gibbon High School			<u>125.00</u>
Gillespie, Chad	BB Official 12/22/20	BB Official 12/22/20	150.00
Total Gillespie, Chad			<u>150.00</u>
Gothenburg High School	Speech Meet	Speech Meet	124.00
Total Gothenburg High School			<u>124.00</u>
Grow Nebraska	10700	FFA Expense	131.00
Total Grow Nebraska			<u>131.00</u>
Hamel, Tyler	BB Official 1/5/21	BB Official 1/5/21	172.50
Total Hamel, Tyler			<u>172.50</u>
Harlan County Meat Processors	12/10/20	WR Hospitality Room	418.00
Total Harlan County Meat Processors			<u>418.00</u>
Holdrege Public School	Speech Meet	Speech Meet	138.00
Total Holdrege Public School			<u>138.00</u>
Holste, Steph	Reimbursement- STUCO	Reimbursement- StuCo Supplies	24.70

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Vendor Name	Invoice Number	Description	Amount
Total Holste, Steph			<u>24.70</u>
Image Tech & Printing	7888	One Act Shirts	104.00
Total Image Tech & Printing			<u>104.00</u>
Karash, Brooklyn	JH FB Gate	JH FB Gate	50.00
Total Karash, Brooklyn			<u>50.00</u>
Kelley's Super Market Inc	2222 12/1/20	Activity Expense	113.04
Total Kelley's Super Market Inc			<u>113.04</u>
Kennedy Industries	312785	WR Supplies	666.17
Total Kennedy Industries			<u>666.17</u>
Kraci, Marty	BB Official 12/22/20	BB Official 12/22/20	150.00
Total Kraci, Marty			<u>150.00</u>
Kristi Bose	Reimbursement- Play	Reimbursement- One Act Supplies	19.24
Total Kristi Bose			<u>19.24</u>
Kubik, Taylor	BB Official 12/18/20	BB Official 12/18/20	120.00
Kubik, Taylor	BB Official 12/22/20	BB Official 12/22/20	120.00
Total Kubik, Taylor			<u>240.00</u>
Lambert, Cody	SV WR Invite 12/11	SV WR Invite- 12/11/20	30.00
Total Lambert, Cody			<u>30.00</u>
Lambert, Jessica	SV WR Invite 12/11	SV WR Invite- 12/11/20	30.00
Total Lambert, Jessica			<u>30.00</u>
Lambert, Kevin	SV WR Invite 12/11	SV WR Invite- 12/11/20	105.00
Total Lambert, Kevin			<u>105.00</u>
Lexington Public School	Bowling Entry 1/9/21	Bowling Entry	150.00
Lexington Public School	Speech Meet	Speech Meet	131.00
Total Lexington Public School			<u>281.00</u>
Lou's Sporting Goods	APC743450-AX02	WR Jackets	330.84
Total Lou's Sporting Goods			<u>330.84</u>
Marquez, Keeya	BB- Temps	BB- Temps	30.00
Total Marquez, Keeya			<u>30.00</u>
Marquez, Tyce	BB- STRIV	BB- STRIV	40.00
Marquez, Tyce	SV WR Invite 12/11	SV WR Invite- 12/11/20	105.00
Total Marquez, Tyce			<u>145.00</u>
McQuiston, Haisley	BB- Temps	BB- Temps	30.00
Total McQuiston, Haisley			<u>30.00</u>
Medicine Valley High School	JH WR Entry	JH WR Entry	50.00
Total Medicine Valley High School			<u>50.00</u>

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Vendor Name	Invoice Number	Description	Amount
MEREDITH MCQUAY	Reimbursement	Reimbursement- Mock Trial	60.45
Total MEREDITH MCQUAY			<u>60.45</u>
MFAC LLC	151493	Track Equipment	209.00
Total MFAC LLC			<u>209.00</u>
Minden High School	Speech Meet	Speech Meet	138.00
Total Minden High School			<u>138.00</u>
Misko Sports Inc	I-31169	Activity Expense	769.82
Misko Sports Inc	I-31535	Mat Tape	819.88
Misko Sports Inc	I-31539	BB- Shoe Grip	129.98
Misko Sports Inc	I-31636	GBB Practice Shirts	320.00
Misko Sports Inc	I-31819	BBB Reversible Jerseys	170.00
Misko Sports Inc	I-31825	Bowling- Jerseys	1,285.00
Misko Sports Inc	I-31829	WR Expense	350.00
Misko Sports Inc	I-31840	WR Supplies	50.00
Misko Sports Inc	I-31841	WR Expense	270.00
Misko Sports Inc	I-31883	WR Supplies	200.00
Misko Sports Inc	I-31891	WR Expense- Coach Apparel	410.00
Misko Sports Inc	I-31892	WR Expense	476.00
Total Misko Sports Inc			<u>5,250.68</u>
NCTA Food Service Department	1322	Meals- 11/12/20	195.00
Total NCTA Food Service Department			<u>195.00</u>
NEMFCA	Coaching Association	Coaching Association	75.00
Total NEMFCA			<u>75.00</u>
North Platte High School	Speech Meet	Speech Meet	138.00
Total North Platte High School			<u>138.00</u>
On Deck Sports	INV138278	SB Activity Expense	1,934.04
Total On Deck Sports			<u>1,934.04</u>
Oxford Super Market	#540 1/4/21	Activity Expense	35.95
Oxford Super Market	#540 12/7/20	Activity Expense	128.77
Oxford Super Market	Acct# 540	Activity Expense	115.83
Oxford Super Market	FFA Fruit 12/2020	FFA Fruit	4,914.10
Total Oxford Super Market			<u>5,194.65</u>
Patricia Hansen	Reimbursement	Reimbursement- Elementary Art	34.35
Total Patricia Hansen			<u>34.35</u>
Pepsi Cola Bottling Co	25828554	Concessions	595.13
Pepsi Cola Bottling Co	31387053	Concessions	454.08
Pepsi Cola Bottling Co	63074856	Concessions	504.70
Total Pepsi Cola Bottling Co			<u>1,553.91</u>
Polston, Terry	BB Official 1/18/21	JH BB Official 1/18/21	200.00
Polston, Terry	BB Official 1/5/21	BB Official 1/5/21	172.50
Total Polston, Terry			<u>372.50</u>

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Vendor Name	Invoice Number	Description	Amount
Quinn, Mike	Announcer 2020	Announcer 2020	650.00
Total Quinn, Mike			<u>650.00</u>
Ravenna High School	JV WR Entry	JV WR Entry 12/18/20	15.00
Total Ravenna High School			<u>15.00</u>
Reiman, Christen	Reimbursement	Reimbursement- FFA Supplies	97.98
Total Reiman, Christen			<u>97.98</u>
Rice, Ryan	BB Official 12/18/20	BB Official 12/18/20	120.00
Rice, Ryan	BB Official 12/22/20	BB Official 12/22/20	120.00
Total Rice, Ryan			<u>240.00</u>
Ruskamp, Jeremiah	STRIV 12/11/20	STRIV 12/11/20	105.00
Total Ruskamp, Jeremiah			<u>105.00</u>
Russell, Brianna	Reimbursement- Play	Reimbursement- One Act Supplies	44.94
Total Russell, Brianna			<u>44.94</u>
Ryan Hunt	SV WR Invite 12/11	SV WR Invite- 12/11/20	105.00
Total Ryan Hunt			<u>105.00</u>
Schermer Pecan Company	INV9118	FFA Expense	1,414.94
Total Schermer Pecan Company			<u>1,414.94</u>
Schoen, Makayla	Reimbursement- Play	Reimbursement- One Act Supplies	35.00
Total Schoen, Makayla			<u>35.00</u>
Scholastic Art Awards of NE	12/18/20	Scholastic Art Awards	555.00
Total Scholastic Art Awards of NE			<u>555.00</u>
Schroeder, Mason	JH BBB Official	JH BBB Official	80.00
Total Schroeder, Mason			<u>80.00</u>
Selden Lumber Inc	34425-1	IA Project Supplies	174.35
Total Selden Lumber Inc			<u>174.35</u>
Shafer, Stacey	VB Activity	VB Activity Expense	800.00
Total Shafer, Stacey			<u>800.00</u>
Shindigz	Z26786590001	Homecoming Supplies	135.68
Total Shindigz			<u>135.68</u>
Squiers, David	BB Official 12/18/20	BB Official 12/18/20	150.00
Total Squiers, David			<u>150.00</u>
Volk, Matt	JH GBB 12/17/20	JH GBB Official 12/17/20	80.00
Total Volk, Matt			<u>80.00</u>
Watson, Issac	BB Official 1/18/21	JH BB Official 1/18/21	200.00
Total Watson, Issac			<u>200.00</u>

01/18/2021 12:42 PM

User ID: LLQ

Vendor Name

Invoice Number

Description

Amount

Watson, Todd

BB Official 1/18/21

JH BB Official 1/18/21

200.00

Watson, Todd

BB Official 1/5/21

BB Official 1/5/21

172.50

Total Watson, Todd

372.50

Fund Number 05

30,458.00

Checking Account ID 5

30,458.00

SOUTHERN VALLEY EXTRA DUTY PAY SCHEDULE 2021-22

Base= \$36,000

<i>Activity</i>	<i>Steps</i>
Head SB	1-2 yrs = 10%
Head FB	3-4 yrs = 12%
Head VB	5-6 yrs = 14%
Head BBB	7+ yrs = 15%
Head GBB	
Head WR	
Head TR	
Head Golf	

<i>Activity</i>	<i>Steps</i>
Asst SB	1-2 yrs = 7%
Asst FB	3-4 yrs = 8%
Asst CC	5-6 yrs = 9%
Asst VB	7+ yrs = 10%
Asst BBB	
Asst GBB	
Asst WR	
Asst TR	
Bowling-Co	

<i>Activity</i>	<i>Steps</i>
LEA Rep	1-2 yrs = 10%
FFA	3-4 yrs = 12%
Striv	5+ yrs = 15%

<i>Activity</i>	<i>Steps</i>
Pep Band	1-2 yrs = 5%
Instr Music	3-4 yrs = 6%
Vocal Music	5-6 yrs = 7%
Elem Music	
Speech- Co	
Yearbook	
FBLA	
One Act- Co	
Mock Trial	
FCCLA	

<i>Activity</i>	<i>Steps</i>
Cheer- Co	1-2 yrs = 10%
	3-4 yrs = 12%

<i>Activity</i>	<i>Percent</i>
Head JH FB	2%
Head JH VB	
Head JH GBB	
Head JH BBB	
Head JH WR	
Head JH TR	
Asst JH FB	
Asst JH VB	
Asst JH GBB	
Asst JH BBB	
Asst JH WR	
Asst JH TR	
Jr Class Spon- Co	
NHS	
Unified Bowling	
FPS	
Quiz Bowl HS	
Quiz Bowl JH	
Quiz Bowl ELEM- Co	

<i>Activity</i>	<i>Pay</i>	<i>Steps</i>
Drivers Ed	\$5,000.00	Flat Rate
Concessions Stand	\$1,750.00	N/A
Teammates- Co	\$1,000.00	
Calendar	\$500.00	
Sound/Lighting	\$300.00	
JH/HS Student Council- Co	\$300.00	
EL Student Council	150/per	
ELEM Quiz Bowl Cordinator	50/per	
JH/HS Quiz Bowl Cordinator	50/per	
Geo/Spelling Bee	50/per	

Southern Valley Extra Duty

1. The Board and the Association agree that for the 2021-2022 school year teachers given extra-duty assignments will be paid for each additional assignment with a wage calculated as a percentage of the base salary. This wage will be paid in addition to the teacher's normal teaching salary. Rates of pay for extra-duty assignments are established by the salary schedule in Appendix B and are incorporated by reference. If the extra duty activity has too many/not enough participants after a contract has been signed, representatives from both the School Board and SVEA negotiations team along with the AD will meet to consider the options moving forward. If a sport/activity is canceled, the sponsor/coach will be notified in writing and no compensation shall be given to a sponsor/coach of that activity.
2. Extra Duty Movement. An employee can advance on the extra duty schedule. For example, a first year coach will be considered in year one. The coach then will move based on their experience there after. All previous years of coaching/sponsoring at the same/equal level will be accepted with the exception of someone moving from a varsity position to a lower level position. In this case, they will be granted their years of experience in such a move.
3. Placing a new sport/activity on the schedule should be completed during the negotiations process. When an opportunity arises for a new extra-duty assignment outside of the negotiations window, a committee made up of one person from the SVEA negotiations team, school board negotiations team, and the activities/athletic director will meet to make an addendum to the master contract to add such an assignment. The addendum must be passed by both the school board and SVEA.
4. All guidance and goals on these positions will be in the Activities/Athletic Coaches Handbook.

**SOUTHERN VALLEY SCHOOLS
MASTER CONTRACT - PROFESSIONAL STAFF
2021-2022**

These rules and regulations agreed upon by the Furnas County School District # 540 Board of Education, a/k/a: Southern Valley Board of Education, (hereinafter referred to as the "Board") and the Furnas County School District # 540 Education Association, a/k/a: Southern Valley Education Association, (hereinafter referred to as the "Association") shall continue in full force until amended and/or altered by a new agreement. All agreements heretofore agreed upon by both parties are hereby superseded by this agreement.

ARTICLE I

RECOGNITION

The Board recognizes the Association as the official negotiating representative for all certificated personnel, excluding the Superintendent and Principals, for the purposes of collective bargaining with respect to wages, hours, and other terms and conditions of employment.

ARTICLE II

PROCEDURES

Section 1. GROUND RULES

Negotiating shall be conducted within the following rules:

- (a) The Board of Education's position shall be one of counter-proposing.
- (b) All agreements on individual items reached at the negotiations table are tentative until the entire master contract is signed by both parties.
- (c) Caucuses may be called by the chairperson of either party. The time allotted shall be agreed upon by both parties.
- (d) Local media shall be allowed to attend negotiations sessions excluding caucuses.
- (e) All releases of information to the media must bear the signature of the chairpersons from both the Board and the Teachers Organization (SVEA).
- (f) Each negotiations team shall consist of three members.
- (g) The Board shall have a maximum of two weeks in which to respond to proposals presented by the Association.
- (h) Any or all of the adopted ground rules may be temporarily suspended by mutual agreement of both parties.

Section 2. IMPASSE

- (a) The provisions of Nebraska State Law, Section 48-801 et. seq., shall be followed in an attempt to resolve an impasse should such occur. The Board and the Association will each pay fees and expenses for their fact-finding representative and the fees and expenses for the third member of the fact-finding group shall be borne equally by the two parties.

(b) The Board recognizes and accepts its legal and moral obligation to honor the negotiated agreement during the effective term of each agreement. In addition, however, it is the Board's unequivocal position to retain the right to determine all other terms and conditions of employment which have not been agreed to through professional negotiations or which are declared by the Board to be the sole prerogative of management to impose.

ARTICLE III

AGREEMENT

Section 1. BASE SALARY

(a) Base Salary will be \$36,000.00 with a 4X5 schedule for 2021-2022. (See attachment.)

(b) All teachers shall be placed on the proper horizontal and vertical step as determined by degrees, graduate hours, and years of experience. Years of experience in other districts will be as determined by Board policy. Teachers will be allowed to move horizontally more than one column per year if they have taken enough classes to do so. However, teachers will only be allowed to move vertically one step per year. For example, if a teacher would get stuck at the bottom of the BA+0 column for two years, then take classes to move to the BA+9 column, they cannot drop steps to match their years of experience. They can only move vertically one step per year.

(c) Coaching salaries for head coaches and assistant coaches shall be determined according to the attached schedule. (See attachment.)

(d) Junior High coaching salaries shall be determined according to the attached schedule. (See attachment.)

(e) Activity sponsorship position salaries shall be determined according to the attached schedule. (See attachment.)

(f) Ticket-takers, score-keepers, and clock-operators shall be paid \$15.00 per event/evening. Not to include the Southern Valley Wrestling Invitational.

(g) A newly hired certificated staff member may receive one half (1/2) of their first (1st) month's contracted salary on September 1st of the year contracted. The second half (1/2) shall be paid September 20th. All other certificated staff shall be paid in 12 installments.

(h) Any teacher who is teaching a dual credit course will receive \$200 per class they teach. The remaining money received from a college or university for the class will be pooled in a fund to be used as scholarship money for the students who choose to take the class.

Section 2. Extra Duty

1. The Board and the Association agree that for the 2021-2022 school year teachers given extra-duty assignments will be paid for each additional assignment with a wage calculated as a percentage of the base salary. This wage will be paid in addition to the teacher's normal teaching salary. Rates of pay for extra-duty assignments are established by the salary schedule in Appendix B and are incorporated by reference. If the extra duty activity has too many/not enough participants, representatives from both the School Board and SVEA negotiations team along with the AD will meet to consider the options moving forward. If a sport/activity is canceled, the sponsor/coach will be notified in writing and no compensation shall be given to a sponsor/coach of that activity.
2. Extra Duty Movement. An employee can advance on the extra duty schedule. For example, a first year coach will be considered in year one. The coach then will move based on their experience there after. All previous years of coaching/sponsoring at the same/equal level will be accepted with the exception of someone moving from a varsity position to a lower level position. In this case, they will be granted their years of experience in such a move.
3. Placing a new sport/activity on the schedule should be completed during the negotiations process. When an opportunity arises for a new extra-duty assignment outside of the negotiations window, a committee made up of one person from the SVEA negotiations team, school board negotiations team, and the activities/athletic director will meet to make an addendum to the master contract to add such an assignment. The addendum must be passed by both the school board and SVEA.
4. All guidance and goals on these positions will be in the Activities/Athletic Coaches Handbook.

Section 3. INSURANCE

(A.) HEALTH INSURANCE

The Board of Education will provide health insurance comparable in coverage to the previous year's carrier. Dual Health Insurance option is available to staff.

(B.) LONG TERM DISABILITY

The Board will pay \$10.00 per month, per certificated employee for the purpose of purchasing LTD.

(C.) Life Insurance

The board will provide a \$20,000 life insurance policy at no cost to the employee.

Section 4. LEAVE

(a) PROFESSIONAL LEAVE (2-3 Days Allowed)

The Professional leave category is provided to allow for attendance at professional meetings which deal directly with the educational program in Southern Valley Schools. Meetings staff members are asked to attend by the administration do not require the use of leave time. One day of Professional Leave may be used in the area of extra duty assignments. Two days are provided for Professional Leave each year and one day may be carried over to the next year. Professional Leave requests must have administrative approval and may not accumulate beyond three days.

(b) PERSONAL LEAVE (4 days allowed)

The Personal Leave category is provided to allow professional staff members to attend to transactions of a personal nature that can not reasonably be handled outside of the regular school day. One personal day requires no administrative approval, and all others require administrative approval. A staff member may use up to two (2) additional personal days, assessed the current sub rate per day to cover the related cost of a sub. Staff members will not be reimbursed if these additional days go unused. If a staff member uses more than the 4 + 2 days, the employee will reimburse the school at the rate of 1/184th of their teaching salary. Personal days may be sold back to the district at the sub rate per day.

(c) BEREAVEMENT (2 Days Allowed)

Bereavement Leave will be based on an "Honor System". Persons planning to use Bereavement Leave should notify the Administration as soon as possible. The Board of Education has retained the option of revoking the "Honor System" at anytime it is deemed to be unsuccessful.

(d) APPROVAL

All requests for leave are subject to administrative approval **except for one Personal Day.**

Section 5. SICK LEAVE/ADDITIONAL PERSONAL DAY

(a) REGULAR SICK LEAVE

Professional staff shall be allowed eight (8) days sick leave per year accumulative to a maximum of forty-five (45) days. That certified staff member may also be reimbursed for up to seven (7) sick days they would lose over the maximum amount of 45 at an amount of \$40/day. Teachers who have taught ten (10) or more years in the Southern Valley School District shall receive severance pay upon their ceasing employment with the Southern Valley School District. Such pay shall be for each day of accumulated sick leave (maximum of 45 days) at a rate of (1/4) of teacher's daily earnings. The daily earnings will be based on the amount of the teacher's last contract year. In the event of the teacher's death, and the ten (10) year requirements have been met, the teacher's beneficiary shall receive compensation.

(b) **SICK LEAVE CONTRIBUTION**

Sick leave contribution is a method where by certificated staff members with unused sick leave may contribute to staff members that have exhausted their regular sick leave. The staff member in need may apply for up to five (5) days of contributed sick leave per year. Applications shall be made after the absence has occurred and the days must be applied to absences already incurred.

Procedures for applying:

1. The staff member must submit a written request to the building Principal and explain why the additional leave is needed.
2. The building Principal will present the request to an oversight committee, with the sole authority to approve or disapprove the request. The committee will consist of the building Principal(s) (Ex: Request is made by a teacher of special classes), the SVEA Association representative from each building, the SVEA President and a member of the School Board.
3. If a 2/3 majority of the committee votes to accept the request, the building principals will notify all staff members of the need for contributions of unused sick leave. Staff members who wish to contribute will complete a form that will allow them to contribute one sick day to the applicant. The forms will be returned to the building Principal. The names of contributors will be kept anonymous to the applicant.
4. The building Principal will submit the forms to the Superintendent for his information.

Section 6. GRIEVANCE PROCEDURE

(a) Definition - A grievance is any claim by the association, or a teacher that there has been a violation, misinterpretation, or misapplication of the terms of this agreement. A grievance will be considered abandoned if not pursued within the time limits set out in the procedure.

(b) Purpose - The purpose of the procedure set forth herein is to resolve differences concerning conditions of employment covered by the Master Contract.

(c) Level I - The parties acknowledge that it is usually most desirable for an employee and his supervisor to resolve problems through free and informal communications. However, should such informal process fail to satisfy the teacher and/or the association, the teacher and/or association may present grievance in writing to the supervisor who will arrange a meeting with the association within five (5) calendar days of the receipt of the written grievance. The supervisor must provide a written reply to the aggrieved teacher and the association within five (5) calendar days of the meeting. A grievance may be submitted no later than ten (10) calendar

days from the date of the individual or Association awareness or when they should have been aware of the event leading to the grievance.

(d) Level II - If the grievance is not resolved in Level I, the association shall refer the grievance to the Superintendent within five (5) calendar days of the written reply of Level I. He shall arrange a meeting with the association within five (5) calendar days of his receipt of the appeal.

(e) Level III - If the grievance is not resolved in Level II, or the Level II time limit expires without the issuance of the Superintendent's written reply, the association will arrange for a meeting between the association's representatives and the Board. This meeting will take place at the discretion of the committee but not later than fourteen (14) days after receipt of a written request from the association to bring the grievance to Level III. Upon conclusion of the hearings, the Board will provide the association their written decision within five (5) calendar days.

(f) Level IV - Within twenty five (25) school days after receiving the written appeal, the Board of Education or a committee there from, shall meet with the aggrieved person and with the representatives of the Professional and Board committee for the purpose of resolving the grievance. The decision of the Board of Education shall be rendered in writing within five school days.

(g) Level V - Impasse Resolution

(1) If the Professional and Board committee, through the local association chooses not to accept the decision of the Board of Education, the Board and the Association shall be considered at impasse and the grievance may be submitted to fact-finding provided the written request of the Association is made within thirty (30) school days after the completion of Level II - Step Four.

(2) The selection of a fact-finder may be made by obtaining a mutually acceptable person. If a fact-finder cannot be agreed upon within ten (10) days after submission to fact-finding, a panel shall be selected. In either event, the time allocation of thirty (30) days for the fact-finder(s) to report its findings shall be followed.

(3) The decision of the fact-finder(s) shall conclude consideration of the grievance under these procedures.

(4) The cost of fact-finding shall be shared equally by both parties.

(h) Miscellaneous

(1) Group Grievance - If, in the judgment of the Association, a grievance affects a group or class of teachers, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall begin at Level II. The Association may process such a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.

(2) Forms - Forms for filing grievances, serving notices, taking appeals, making reports and

recommendations, and other necessary documents shall be prepared jointly by the Superintendent and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.

- (3) Grievance File - All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

Section 7. LENGTH OF WORK YEAR

The length of the work year shall be 184 working days.

Section 8. MANAGEMENT RIGHTS

(a) Subject only to the limitations contained in this agreement, the Board retains the exclusive right to manage its business including (but not limited to) the right to determine the methods and means by which its operations are to be carried on, to hire, assign, and direct the staff and to conduct its operations in an effective manner.

(b) As the legislative body charged with the operation of the Southern Valley Schools, it is acknowledged that the Board has the final responsibility of establishing the educational policies of Southern Valley Schools.

Both the Board and the Association agree this contract constitutes a complete agreement on all matters and if other proposals have been made or considered, they have been withdrawn in consideration of this contract.

**SOUTHERN VALLEY SCHOOLS
BOARD OF EDUCATION**

**SOUTHERN VALLEY EDUCATION
ASSOCIATION**

BY: _____

BY: _____

DATE: _____

DATE: _____



Lawn Care Quote

TwoPturf, LLC
10559 US HWY 136
Orleans, NE 68966
(308) 999-9135

Southern Valley Schools
43739 HWY 89
Oxford, NE 68967

2021 Quote Includes

Turf Care Program for 13 acres, including softball field.

Weed Control Program for over 20 acres (rough areas, landscaping, parking lots), includes weed control at softball field (fence lines, infield, bleacher area).

Includes: irrigation management and repair labor, annual aeration for Turf Care Program areas, usage of additional equipment, additional pesticide or fertilizer applications when necessary, winterizing softball field irrigation system.

Total Cost: \$27,245

Accepted: _____ Date: _____

Southern Valley Activities



Handbook

2020-2021

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Introduction

Student participation in extracurricular activities has been linked to improved attendance, higher academic achievement, and greater student self-confidence and self-esteem. Southern Valley Public Schools provides students with the opportunity to participate in a comprehensive activities program that includes athletics, fine arts, and select clubs or organizations associated with academic areas.

Although the school district believes strongly in the value of student activities, participation in the activities program is a privilege, not a right. Students must obey the rules set out in this handbook and any additional rules created by their coach or activity sponsor. The administration reserves the right to make decisions and make rule revisions at any time to implement the educational program and to assure the well-being of all students. The administration is responsible for interpreting the rules contained in the handbook. If a situation or circumstance arises that is not specifically covered in this handbook, the administration will make a decision based upon all applicable school district policies, and state and federal statutes and regulations.

Please read this handbook carefully. Students and their parents are responsible for complying with all of the rules and procedures detailed in this booklet.

Parents must sign the acknowledgement and permission to participate form at the end of this handbook before their student will be permitted to participate in the activity programs of the district.

The provisions in this handbook are subject to change at the sole discretion of the Board of Education. From time to time, you may receive updated information concerning changes in the handbook. These updates should be kept within the handbook so that it is up to date. If you have any questions regarding this handbook, please contact the Activities Director or Superintendent for assistance.

NONDISCRIMINATION IN EDUCATION PROGRAMS AND ACTIVITIES

The school district does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to all designated youth groups. The following person has been designated to handle inquiries regarding the nondiscrimination policies:

Name: Brandon Marquez
Title: Activities Director
Address: 43739 HWY 89 Oxford, NE 68967
Telephone: 308-868-2222
E-mail: brandon.marquez@sveagles.org

For further information on notice of nondiscrimination, visit <https://www2.ed.gov/about/offices/list/ocr/docs/nondisc.html> for the address and phone number of the office that serves your area or call 1-800-421-3481.

SECTION ONE:

GENERAL INFORMATION ABOUT THE ACTIVITIES PROGRAM

Academic Eligibility

To be eligible to participate in the school's activity programs, each student must (1) meet Nebraska State Activities Association (NSAA) requirements concerning scholastic eligibility (see Section Three of this Handbook), (2) be registered for 10 credit hours per semester and be in regular attendance, and (3) have not less than a 70% grade in two or more classes for a period of one week to remain eligible to participate in any portion of the activities program. Participants must attend practices and participate in all conditioning during any period of ineligibility. Students will also be ineligible daily if they are missing more than 2 assignments in one class when daily eligibility is run.

The school district will notify a participant and his or her parents whenever the participant is declared academically ineligible.

Students may not participate in any activity, performance or practice while serving a short-term suspension, long-term suspension, or expulsion from school.

Attendance at Practices and Contests

Participants in the activities program are expected to attend and be on time at all practices and meetings scheduled by the coach or sponsor. Participants may be excused for absences resulting from a participant's illness, a death in the family, a doctor's appointment, a court appearance, or other absences that are arranged in advance. The coach, sponsor, or director of an activity may require a participant who has an excused absence to complete an alternate assignment for missing a practice, meeting, event, performance, or contest. A participant who is unable to attend a scheduled practice, meeting, or game must contact the coach or sponsor in advance. Students who are absent from school due to illness are not required to provide the coach or sponsor with additional notification of the student's absence from practice.

Students who are absent from school beyond the start of 2nd hour will not be permitted to practice or participate in an athletic contest or activity performance unless the student has the building principal's prior permission to participate despite the absence.

If a participant misses a scheduled contest or performance, the coach or sponsor may impose discipline up to and including suspension of the participant from the activity for the remainder of the season or length of the activity.

Closings

Unless the administration determines that it is permissible for the activity to continue as scheduled, all activities will be cancelled or postponed in the event that school has been called off for inclement weather or any other reason as determined by the administration.

Colors

The Southern Valley School colors are purple, black, and silver and the Southern Valley Alma Saints team is columbia blue, navy, and gold

Concussion Awareness

The Nebraska Unicameral has found that concussions are one of the “most commonly reported injuries in children and adolescents who participate in sports and recreational activities and that the risk of catastrophic injury or death is significant when a concussion or brain injury is not properly evaluated and managed.”

The School District will:

1. Require all coaches and trainers to complete one of the following on-line courses on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury:
 - Heads UP Concussions in Youth Sports
 - Concussion in Sports—What You Need to Know
2. On an annual basis provide concussion and brain injury information to students and their parents or guardians prior to such students initiating practice or competition. This information will include:
 - a. The signs and symptoms of a concussion;
 - b. The risks posed by sustaining a concussion; and
 - c. The actions a student should take in response to sustaining a concussion, including the notification of his or her coaches.

A student who participates on a school athletic team must be removed from a practice or game when he/she is reasonably suspected of having sustained a concussion or brain injury in such practice or game after observation by a coach or a licensed health care professional who is professionally affiliated with or contracted by the school. The student will not be permitted to

participate in any school supervised team athletic activities involving physical exertion, including practices or games, until the student:

- a. has been evaluated by a licensed healthcare professional;
- b. has received written and signed clearance to resume participation in athletic activities from the licensed healthcare professional; and
- c. has submitted the written and signed clearance to resume participation in athletic activities to the school accompanied by written permission to resume participation from the student's parent or guardian.

If a student is reasonably suspected after observation of having sustained a concussion or brain injury and is removed from an athletic activity, the parent or guardian of the student will be notified by the school of:

- a. the date and approximate time of the injury suffered by the student,
- b. the signs and symptoms of a concussion or brain injury that were observed,
and
- c. any actions taken to treat the student.

The school district will not provide for the presence of a licensed health care professional at any practice or game.

School officials shall deem the signature of an individual who represents that he/she is a licensed health care professional on a written clearance to resume participation that is provided to the school to be conclusive and reliable evidence that the individual who signed the clearance is a licensed healthcare professional. The school will not take any additional or independent steps to verify the individual's qualifications.

Dances

School dances are part of the district's extracurricular activity program. Students who wish to participate in school dances must comply with the activity code. Students may be prohibited from participating in school dances as a consequence for violating school rules or these activity rules. All guests attending any dance at Southern Valley may be breathalyzed prior to entry and he/she must pass the test to enter.

Junior High Dances

Junior High (7-8) dances are restricted to students currently enrolled in Southern Valley Junior High School and will be sponsored by Southern Valley Junior High teachers and parents. Any organization wishing to sponsor a junior high dance must obtain permission from the principal regarding date and times. Each dance must be sponsored by at least two faculty members and one additional chaperone. Once admitted to the dance, students must remain until the close of the dance. Students who leave the dance will not be readmitted. Students who are academically ineligible or who have violated any code of conduct policy will not be allowed to attend school dances.

High School Dances

All high school dances are restricted to Southern Valley High School students and their guests. The age requirement for attending all High School dances for an outside guest is under age 21. All dates who are not a SV student must be approved by administration. Any organization wishing to sponsor a dance must obtain permission from the principal regarding date and times. Each dance must be sponsored by at least two faculty members and one additional adult. Once admitted to the dance, students must remain until the close of the dance. Students who leave the dance will not be readmitted. Students who are academically ineligible or who have violated any code of conduct policy will not be allowed to attend school dances.

Homecoming and Prom

The Homecoming dance is open to students and guests of Southern Valley High School.

The Junior/Senior Prom is open to students and guests of Southern Valley High School junior and senior classes. Guests must follow all rules that the students must follow. Each student is responsible for his/her guest's conduct. Appropriate attire is required for these dances. No blue jeans, shorts, or T-shirts will be allowed at the banquet or dance for Prom unless authorized by the Prom sponsors and Activities Director/Principal. Black dress jeans will be acceptable.

Electronic Communication

The school board supports the use of technology by coaches, extracurricular sponsors, and other staff members to communicate with students for legitimate educational, extracurricular, and other school-related purposes. However, electronic communication between students and teachers, sponsors, and coaches shall be appropriate at all times and shall not violate any law, district policies, or the Regulations and Standards for Professional Practices Criteria, commonly known as Rule 27 of the Nebraska Department of Education (“Rule 27”).

Equipment

Each participant in the athletic portion of the activities program will be issued a locker to store his/her personal belongings and school equipment that has been checked out. Students should secure their athletic lockers with combination locks that are checked out to them by the school.

School-owned clothing or equipment that is checked out to individual students remains the property of the school. The clothing or equipment is not to be used or worn by the student except for the intended use. Each piece of equipment or clothing is to be returned to the instructor or coach when the season or the use for such clothing or equipment is over. Each participant is responsible for all equipment checked out to him/her. Students will be assessed the replacement cost for school equipment that has been checked out to him/her and is lost or stolen.

Fundraising

All school-sponsored fundraising activities must be approved by a member of the school district administration. Fundraising for any activity must comply with the district’s policies. Use of the school mascot shall not be permitted unless approved by the Activities Director or Superintendent by any outside entity.

Individual Training Rules and Rules of Conduct

Head coaches or sponsors may develop additional training rules or rules of conduct for their activity. Students are responsible for knowing these rules and complying with them at all times.

Initiations and Hazing

Initiations and hazing by members of classes, clubs, athletic teams, or any other organization affiliated with the district are prohibited except as otherwise permitted by this policy. Any student engaging in hazing or non-approved initiations is subject to discipline as permitted by policy and law.

Initiations are defined as any ritualistic expectations, requirements, or activities placed upon new members of a school organization for the purpose of admission into the organization, even if those activities do not rise to the level of “hazing” as defined below. Initiations are prohibited except by permission of the superintendent.

Hazing is defined as any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership in any school organization. Hazing activities include, but are not limited to, whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with the intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act that endangers the physical or mental health or safety of any person.

Injuries

Participants who suffer any type of injury while involved in extracurricular activities must notify the coach or sponsor immediately. The coach or sponsor will then evaluate the injury and, if necessary, notify the participant’s parents or seek immediate medical treatment.

If at any time during participation a doctor removes an athlete from participation because of an illness or injury, the athlete must have a written release from a doctor before participating again. The written release must be given to the coach or sponsor of the activity.

Note: The release requirement will be satisfied if the initial doctor’s order specifies the duration of the student's restriction from participation and/or competition. Also see Concussion Awareness above.

Insurance

The school district does not provide medical or other insurance coverage for students who participate in athletic contests or other activities. It is the parents' responsibility to provide adequate insurance to cover any medical expenses that may be incurred while the student is participating in athletics or other activities.

The school district makes an accident insurance plan available for purchase by participants and their families through an authorized insurance agent. Information about policies which families may purchase will be available prior to each sports season and at fall registration.

Lettering Requirements

Lettering requirements will be communicated in individual sport/activity handbooks to participants

Practices

The individual head coach or sponsor, in cooperation with the Activities Director, will schedule all starting times of practices. All participants are expected to be ready at the time set by the coach or sponsor for practice.

To be eligible to practice, a participant must satisfy the following requirements:

1. Submit to the coach or sponsor a signed physical form from a physician or qualified designee
2. Signed Activities Code of Conduct that verifies the student and parent(s) understands the school's position regarding the school's position regarding the use of possession of alcohol, tobacco, and other related drugs.
3. NSAA Consent to Participate Form
4. \$20 Activities Fee paid to the office

Managers:

Students wishing to serve as student volunteers for extracurricular activities must gain the permission of the activity coach or sponsor. Student volunteers must comply with all of the rules and procedures contained in this handbook. Managers and the number used for each specific sports/activity must be approved by the Activities Director. High school students wishing to be managers take precedence over all other students.

Sunday and Wednesday Night Activities

In order to provide students sufficient time away from school for family-related activities, the school will endeavor not to schedule activities on Wednesday evenings or on Sundays. Practices for Athletics and Activities will be organized so all participants are showered, dressed, and /or leave the facilities by 6:00 p.m. on Wednesday nights. An exception to this guideline would be

when a team, group of students, or an individual may be required to participate in an activity sponsored by the conference, district, or state on a Wednesday night. The school does not allow Sunday practice sessions, except when a varsity team, group of students, or individual is scheduled to compete or perform on a Monday or when approved by the Activities Director ahead of time. Practices scheduled for Sunday must have the prior approval of the activities director or building principal. Practices include any activity that is considered prepping for a contest.

Transportation

All participants are required to ride provided school transportation to an event unless prior authorization is obtained from the Activities Director. Students that do not have this authorization are not allowed to compete if they drive themselves. Students who miss the scheduled leave time designated by the coach/sponsor will be left behind and will not be permitted to drive themselves or compete. Students who miss a bus are also subject to suspension from the coach/sponsor. Students are encouraged but not required to ride home from away activities on school provided transportation. A participant may ride home with his or her parent/guardian only if the parent/guardian signs them out with the coach or sponsor of the activity on the required form. A participant may ride home with an adult if the participant's parent/guardian has personally contacted the Activities Director or designee prior to the activity and the person approved and authorized to take them signs them out.

Section Two: Available Activities

Athletic Teams

Football	Russell Norton, Justin Adams, Doug Brown
JH Football	Russell Norton, Jason Huerta
Volleyball	Jessie Thalheim, Joey Bose, Amanda Adams
JH Volleyball	Tina Brown, Amanda Adams
Softball (Coop with Alma)	Brad Reaves, Jaydee Wolzen
Cross Country (Coop with Alma)	Laurie Kermmoade, Kristi Bose
JH Cross Country (Coop with Alma)	Laurie Kermmoade, Kristi Bose
Boys Bowling	TBD
Girls Bowling	TBD
Boys Basketball	Jimmy Sindelar, Mike Lanham
JH Boys Basketball	Jimmy Sindelar, Greg Huerta
Wrestling	Dexter Becker, Dave Becker
JH Wrestling	Dexter Becker, Jeff Spaulding
Girls Basketball	Richard McDonald, Justin Adams
JH Girls Basketball	Richard McDonald, Justin Adams
Golf (Boys Only)	Jeremy Epp
Track (Boys & Girls)	Tom Schoenfeler, Larry Guy, Leo Hinkle, Richard McDonald, TJ Vacura
JH Track (Boys & Girls)	Tom Schoenfeler, RayAnn Roskop, Dexter Becker, Justin Adams

Activities

Band	Zach Nathan
Cheer	Morgan Huxoll & Amy Russell
Family Career and Community Leadership of America (FCCLA)	Linda Dannehl
Future Business Leaders of America (FBLA)	Joe York
Future Farmers of America (FFA)	Christen Reiman
Future Problem Solvers (FPS)	Tom Schoenfeler
Journalism	Meredith McQuay
Mock Trial	Meredith McQuay
National Honor Society	Anita Krejdl
One Act Play Production	Kristi Bose, Rebecca Jorgenson
Quiz Bowl	Chad Hamilton, Jessie Thalheim
Speech	Kaitlin Nathan Rebecca Jorgenson
Student Council	Melinda Hunt, Steph Holste
Trap Shooting	Valerie Percival, Bill Mayo, Tina Hutchens, GP Percival, Kevin Lambert, Les Broeker, Gordon Jones, Ryan Hunt, Darlene Bantam
Vocal Music	Tabitha Stalder
Unified Bowling	Tina Brown, Brandon Marquez

Section Three: Nebraska State Activity Association

Eligibility

In order to represent a high school in interscholastic athletic competition, a student must abide by eligibility rules of the Nebraska School Activities Association. Eligibility requirements are established by the NSAA in its Constitution and its Bylaws and Approved Rulings. These documents can be found online at <https://nsaahome.org/constitution-bylaws/>. A summary of the major rules is given below. Contact the principal, activities director or the activity sponsor or coach for an explanation of the complete rule.

1. Student must be a *bona fide* student of their member school and have not graduated from any high school.
2. After a student's initial enrollment in grade nine, he/she shall be ineligible after eight semesters of school membership beginning with his/her enrollment in grade nine.
3. Student is ineligible if nineteen years of age before August 1 of current school year. (Student in grades 7 or 8 may participate on a high school team if he/she was 15 years of age prior to August 1 of current school year.)
4. Student must be enrolled in some high school on or before the eleventh school day of the current semester.
5. Students must be continually enrolled in at least twenty credit hours per semester and regular in attendance, in accordance with the school's attendance policy at the school he/she wishes to represent in interscholastic competition.
6. Student must have been enrolled and received twenty hours of credit in school the immediate preceding semester.
7. **Guardianship does not fulfill the definition of a legal parent.** If a guardian has been appointed for a student, the student is eligible in the school district where his/her legal parent(s) have their domicile. Individual situations involving guardianship may be submitted to the Executive Director for review and a ruling.
8. A student entering grade nine for the first time after being promoted from grade eight of a two-year junior high, or a three-year middle school, or entering a high school for the first time after being promoted to grade ten from a three-year junior high school is eligible. After a student makes an initial choice of high schools, any subsequent transfer, unless there has been a change of domicile by his/her parents, shall render the student ineligible for ninety school days. If a student has participated on a high school team at any level as a seventh, eighth, or ninth grade student, he/she has established his/her eligibility at the high school where he/she

participated. If the student elects to attend another high school upon entering ninth or tenth grade, he/she shall be ineligible for ninety school days.

9. **Student eligibility related to domicile can be attained in the following manners:**
 - a. If the change in domicile by the parents occurs during a school year, the student may remain at the school he/she is attending and be eligible until the end of the school year or transfer to a high school located in the school district where the parents established their domicile and be eligible.
 - b. If the domicile is changed during the summer months and the student is in grade twelve and the student has attended the high school for two or more years, the student may remain at the high school he/she has been attending and retain eligibility.
 - c. If a student elects to remain at the same high school initially enrolled after being promoted from grade eight of a middle or junior high school, or grade nine of a junior high school, he/she is eligible at that school, or is eligible at a high school located within the school district in which the parents established their domicile.
 - d. **If the legal parents of a student change their domicile from one school district that has a high school to another school district that has a high school, the student shall be eligible immediately in the school district where the parents established their domicile.**
10. Nebraska transfer students whose name appears on the NSAA transfer list prior to May 1 shall be eligible immediately in the fall at the transfer high school. Those students whose name does not appear on the NSAA transfer list prior to May 1 shall be ineligible for ninety school days, with such transfers being subject to hardship waiver guidelines.
11. Nebraska transfer students must have signed and delivered all forms necessary to make such transfer to the school in which he/she intends to enroll for the 2020-2021 school year prior to May 1, 2020; for the student to be eligible, the school to which the transfer is being made must have notified the NSAA office via an NSAA online transfer form, no later than May 1, 2020. The student would become ineligible for ninety school days the next fall if the student were to change his/her mind and decide not to transfer. If such student were to transfer to the new school, but later decides to return to his/her former district before 90 school days have elapsed, such student will be ineligible in the former district for 90 school days, with the ineligibility period commencing at the start of the fall semester. Those students who did not have their enrollment forms signed, delivered, and accepted prior to May 1, 2020, shall be ineligible for ninety school days, with such transfers being subject to hardship waiver guidelines.

12. Once the season of a sport begins, a student shall participate in practices and compete only in athletic contests/meets in that sport, which are scheduled by his/her school. Any other competition will render the student ineligible for a portion of, or all of, the season in that sport. The season of a sport begins with the first date of practice as permitted by NSAA rules.
13. During the season of a particular sport, athletes participating in that sport for a high school may attend, but may not physically take part, either as an individual or as a member of a team, in the sport activity in which instruction is being offered in the clinic, camp, or school. (*Refer to NSAA Bylaw 3.5.1.1 for exception in Swimming and Diving.)
14. A student shall not participate on an all-star team while a high school undergraduate.
15. A student must maintain his/her amateur status.

NSAA Sportsmanship Rules

Students must abide by the Nebraska School Activities Association Sportsmanship Rules. A complete copy of these rules can be found at <http://www.nsaahome.org/nsaaforms/pdf/manualsp.pdf>. Unsportsmanlike conduct shall include physical or verbal assault upon any participant, game official, or spectator, or any acts that may endanger the personal safety of individuals involved, or acts which hinder the normal progress of a contest or lead to the restriction or discontinuance of a contest.

If a student, participant, patron, and/or staff member representing a member school acts in a manner constituting unsportsmanlike behavior during competition the member school and/or individuals shall be subject to penalties. A student, participant, patron, and/or staff member may not be permitted to attend activities if involved in unsportsmanlike conduct.

Section Four:

Code of Conduct Athletes and Parents/Fans

Standard Code of Conduct

Participation in school-sponsored or extracurricular activities is a privilege and not a right. Participants must follow board policy, this code, and all the training rules and rules of conduct of the coaches and/or activity sponsors. Students participating in school-sponsored or extracurricular activities are held to a high standard. Students are expected to conduct themselves in a way that is lawful, responsible, promotes the values upon which the school is based, and that brings credit to themselves and the school. Students who fail to live up to the required standard of all conduct are guilty of detrimental conduct and subject to discipline under all school policies, the general student code of conduct, and Activity Participation Rules. The Administration of Southern Valley School District is allowed to hand down consequences they feel fit for any activity that is detrimental to the overall goal and objective of the Southern Valley School District and its Activities Programs.

Southern Valley Activities Policy

By choosing to be a part of the activity program at Southern Valley Jr. Sr. High School, a student agrees to abide by the training rules established by the coaches, sponsors, and administration. These rules and policies have been adopted by the Southern Valley Board of Education. The coaches, sponsors, administration and Board of Education are in agreement that the use or possession of tobacco, alcohol, and controlled substances are not only detrimental to the student but, also to the activity they represent. All school-sponsored extracurricular activities will fall under these guidelines.

The following guidelines are in effect from the NSAA first allowable practice date in the fall of the students 7th grade year to the last scheduled NSAA activity which Southern Valley High School offers in the spring of a students senior year. These rules apply to all students, grades 7-12, who have participated in an activity, who are currently participating in an activity, or who plans to participate in an activity in the future. **If a student is in violation of the first offense, he/she will be placed on probation for the remainder of the school year from the time of confession or conviction, and any further violations in the probationary period will constitute a second offense.** In the event an investigation is warranted, and the student in question does not confess to the infraction and is convicted in a court of law, he/she will automatically be subject to the penalty as a second offense from the time of the conviction. A student is required to serve out his/her penalty before he/she will be allowed to participate in any further competition in any activity program at Southern Valley Schools. A student can practice and attend public performances, but may not participate in the public performance while serving his/her suspension. Suspensions can and will be carried over to the next activity season in which the student chooses to participate in. All school/community service work must be done outside of the regular school day within the Southern Valley School District. Public performances include Junior Varsity, 9/10, and Junior High contests.

The Principal and/or the Activities Director will make an independent investigation into any matters which result in a student being charged with a violation. The following are some situations that may warrant an investigation:

1. Students in school-sponsored and/or extracurricular activities may not engage in the following conduct . . . Possession, use, distribution, or being at parties in the presence of alcohol, illicit drugs, tobacco, or controlled substances, or any lookalike or imitations thereof, without parental supervision, or being under the influence of alcohol, illicit drugs, tobacco, or controlled substances, or any lookalike or imitations thereof. "Lookalike or imitations" means substances such as K2 and products like electronic cigarettes, vapor pens, etc. (Note: the term "under the influence" for school purposes has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol on the breath or person of a student; also, it includes being impaired by reason of the use or abuse of any substance for the purpose of inducing a condition of intoxication, stupefaction, depression, giddiness, paralysis, inebriation, excitement, or irrational behavior, or in any manner changing, distorting, or disturbing the auditory, visual, mental, or nervous processes). This policy will take effect for a student entering the first day of school in 7th grade and last 365 days a year until the last Activity/Athletic event day of the student's senior year.
2. Any information provided by law enforcement officers as to the violation of these policies.
3. Any conviction involving the use, possession, or distribution of controlled substances or alcoholic beverages.
4. Any confession by the student involving the use, possession, or distribution of tobacco, alcohol, or any controlled substances.
5. If the student is charged or convicted of any criminal charge or determined to be a delinquent child under any other circumstances which is indicative of the behavior not representative of a good citizen.
6. Any person under nineteen years of age who attends Southern Valley who possesses, dispenses, delivers, or administers anabolic steroids as defined in section 28-401 in violation of the Uniform Controlled Substances Act

Any further appeal would have to come through the judicial process.

**MANDATORY DRUG TESTING POLICY FOR STUDENTS
INVOLVED IN EXTRACURRICULAR ACTIVITIES OR THAT HAVE VOLUNTARILY
BEEN PLACED IN THE DRUG TESTING PROGRAM BY THEIR PARENT/GUARDIAN
at SOUTHERN VALLEY SCHOOLS**

Implementation Date: January 4th, 2017

Extracurricular Drug Testing Program

The school district supports and values student participation in extracurricular activities, but such participation in school district extracurricular activities is a privilege and not a right. Students in all extracurricular activities in grades 7-12 shall be subject to mandatory and random testing for the presence of alcohol or illegal drugs.

DEFINITIONS

DPA: A national certified Drug Program Administrator, which shall use a certified laboratory in testing of samples. The Board will choose a nationally certified DPA for the purpose of determining through random selection the student(s)/participant(s) to be tested.

DPC: The Drug Program Coordinator shall be the building Principal/Activities Director or his/her designee.

MRO: Medical Review Officer

1. Purpose of Random Drug Testing

- 1) To provide for the health and safety of all students;
- 2) To undermine the effects of peer pressure by providing legitimate reason for students to refuse use of illegal drugs and/or alcohol;
- 3) To identify students who use illegal drugs and/or alcohol; and
- 4) To encourage students who use illegal drugs and/or alcohol to participate in appropriate treatment programs.

2. Each student who participates or seeks to participate in extracurricular activities shall be given a copy of this policy. This policy may also be included in the student handbook. An orientation for students and parents will be held at the start of the school year to talk about the policy and procedures.

3. Activity Programs: Any activity that meets the guidelines of an extracurricular activity at Southern Valley Public Schools, which shall include the following but not limited to:

All Southern Valley activities including (homecoming, prom, and graduation).

4. Students Who Are Required to Submit to Drug Testing

a. Grades. All students in grades 7-12 who participate in any extracurricular activity or competition listed above are part of the pool subject to random drug testing.

b. Consent. A student and his or her parent(s)/guardian(s) must sign a consent form before the student shall be eligible to tryout for, practice with, or participate in the extracurricular activity. The consent form is attached to this policy.

c. Selection Pool Eligibility. Students shall remain in the selection pool for an entire calendar year (365 days) from the date the consent form is received by the school district except that students who quit during the season or activity (prior to being selected for testing) or students who are cut from an activity will be removed from the testing pool. A participant may be subject to testing at any time during the said 365-day period. Any student who tests positive during the school year will be tested through the summer months. Summer months are from the first day after the last day of classes in the spring through the last day before the first day of classes in the fall.

d. Withdrawal. Students who have a consent form on file remain eligible for drug tests from the date the consent form is received by the school district and throughout the remainder of the school year or until the student files a Withdrawal of Student from Activity form signed by the student and his or her parent(s)/guardian(s). Upon withdrawal, the student shall not be eligible to participate in any activity that is subject to drug testing for 365 days from the date of withdrawal. A student who files a Withdrawal of Student from Activity form after selected for a random drug test but before submitting to the test or after testing positive shall be ineligible to participate in any extracurricular activities for one calendar year from the date the Withdrawal of Student from Activity form is received by the Drug Program Coordinator.

5. Drugs. Students participating in extracurricular activities are prohibited from using, possessing, distributing, manufacturing, or having drugs present in their system. "Drugs" means:

a. Any substance considered illegal by the Uniform Controlled Substances Act, Neb. Rev. Stat. § 28-401 *et seq.*

b. Any substance which is controlled by the Food and Drug Administration unless prescribed to the student by any licensed medical practitioner authorized to prescribe controlled substances or other prescription drugs;

c. Alcohol for any student under the age of 21. Alcohol shall have the meaning as provided in Neb. Rev. Stat. § 48-1902(1).

6. Testing Procedures

a. Student Selection. All students who participate in extracurricular activities and submit a consent form will be included in a master list and will be subject to random drug screening. The master list shall be submitted to the company employed by the district to conduct the testing. The DPA will identify students on the master by number.

b. Reasonable Suspicion Testing. In addition to random drug testing, a student is subject to drug testing at any time when the Drug Program Coordinator determines there is individualized reasonable suspicion based upon articulable facts to believe that the student

has used a drug. The Drug Program Coordinator will notify the student and take the necessary steps to schedule a test as soon as practicable.

- c. Parental Request. Students who do not participate in extracurricular activities may be added to the random drug screening master list upon parental request. Parent(s)/guardians may also request that their student be subject to non-random drug screening. The school will arrange for the test as soon as practicable. The parent(s)/guardian(s) making a request under this subparagraph must submit a signed consent form and indicate which type of test is being requested. Any cost associated with tests administered as a result of parental request must be paid by the parent(s)/guardian(s) in advance of the test.
- d. Type of Test. The school district reserves the right to utilize breath, saliva, hair or urinalysis testing procedures. Urine and oral fluid samples, which screen positive, will be confirmed by GC/MS (Gas Chromatography/Mass Spectrometry). Positive saliva or breath alcohol tests will be confirmed by EBT (Evidential Breath Tester).
- e. Collection Site. The Drug Program Coordinator will designate the collection site at which student will provide specimens. The collection site may be off the premises of the school district.
- f. Sample Collection. Samples will be collected as directed by the Drug Program Administrator on the same day the student is selected for testing, or if the student is absent an alternate will be selected, in sequential order, from an alternate list provided by the Drug Program Administrator. If a urine sample is required, all students providing samples will do so alone in an individual bathroom or stall with the door closed.
- g. Collection Procedures. The school board will select a Drug Program Administrator (DPA). The DPA shall randomly select the students subject to drug testing from the master list. The DPA will maintain and follow generally accepted industry standards for collecting, maintaining, shipping, and accessing all specimens. The DPA will seek to obtain the sample in a manner designed to insure accurate testing protocols while minimizing intrusion into a student's privacy. The DPA and the school district will provide a copy of the collection procedures upon request.
- h. Drugs. Students may be randomly tested for any drugs, including but not limited to alcohol, amphetamines, marijuana or cannabinoids, cocaine, methadone, methaqualone, propoxyphene, hallucinogens, opiates, phencyclidine, synthetic opiates and PCP, steroids, barbiturates, benzodiazepines, alcohol, and any prescription drug that was obtained without proper authorization.
- i. Results. The DPA shall notify the student and the Drug Program Coordinator of any positive test after the initial screening. The school representative shall notify the student's parents. The DPA will use a secure method to transmit all positive test results to the DPA's Medical Review Officer (MRO). The MRO will be certified by an MRO accreditation body. The MRO will be responsible for reviewing test results and determining whether the use of a substance identified by the sample analysis is from illicit use or a legitimate medical use. Prior to making a final decision, the MRO or his or her assistant shall contact the student and his or parent(s)/guardian(s) to discuss the result either face-to-face or over

the telephone. If the MRO determines the test results are negative, no further action shall be taken against the student. The MRO will report results of verified positives to the DPA. The DPA shall then notify the Drug Program Coordinator of the positive test result. The Drug Program Coordinator shall notify the student and his or her parent(s)/guardian(s) and any staff members responsible for implementing the consequences of this policy.

- j. Request for a Retest. A split specimen will be collected for all testing methods, with the exception of alcohol testing. A positive alcohol test will be confirmed with an EBT device. A student's parent(s)/guardian(s) may request that the split specimen be tested at a second nationally certified laboratory from a list provided by the MRO. The request for the test must be submitted in writing to the MRO (with a copy sent to the Drug Program Coordinator) within 72 hours of being notified of the final testing result. The student and his or her parent(s)/guardian(s) must pay the associated costs for an additional test in advance. The costs will be reimbursed if the result of the split sample test is negative. The student will remain subject to the consequences of this policy during the retesting procedure.
- k. Scope of Tests: The drug screen tests for one or more illegal drugs and/or alcohol. The Drug Program Coordinator shall determine which illegal drugs shall be screened, but in no event shall that determination be made after the selection of students for testing. Student samples will not be screened for the presence of any substances other than an illegal drug or for the existence of any physical condition other than drug use.
- l. Non-Punitive Nature of Policy: No student shall be penalized academically for testing positive for illegal drugs or alcohol. The results of drug tests pursuant to this policy will not be documented in any student's academic records. Information regarding the results of drug tests will not be disclosed to criminal or juvenile authorities absent legal compulsion by valid and binding subpoena or other legal process, which the district shall not solicit. In the event of service of any such subpoena or legal process, the student and the student's custodial parent or legal guardian will be notified as soon as possible by the district.

- 7. Consequences for Testing Positive. Whenever the test results indicate the presence of drugs, Drug Program Coordinator shall schedule and hold a confidential meeting with the student, parent/guardian, and sponsor/coach. Other members of the school's administration may also attend the meeting. At the meeting, the Drug Program Coordinator shall explain the drug testing procedures and the policy of the district. The consequences shall be as follows (All offenses are cumulative in grades 7-12):

Students lose the opportunity to self-report once they are randomly selected for testing.

ALCOHOL, TOBACCO, AND CONTROLLED SUBSTANCE VIOLATIONS:

1st Offense

- 45 School Day Suspension from all Activities/Athletics from the date of discovery which can be reduced to 40 school days if the student self-reports.
- 4 hours of community service at Southern Valley School District
- 365 Day Suspension from all dances & royalty at Southern Valley School District

2nd Offense

- 90 School Day Suspension from all Activities/Athletics from the date of discovery which can be reduced to 85 school days if the student self-reports
- Student must get a Drug/Alcohol Evaluation by a certified professional and provide documentation of that to the school. If treatment is recommended it must be started before the student can return to participation
- 12 hours of community service at Southern Valley School District
- 365 Day Suspension from all dances & royalty at Southern Valley School District

3rd Offense

- 365 day suspension from all Activities/Athletics from the date of discovery
- Student must get a Drug/Alcohol Evaluation by a certified professional and provide documentation of that to the school. If treatment is recommended it must be completed or in the process of completion before the student can return to participation.
- 20 Hours of community service at Southern Valley School District
- 365 Day Suspension from all dances and royalty at Southern Valley School District.

4th Offense

- Lifetime ban of participating in Activities/Athletics at Southern Valley School District
- Lifetime ban from all dances and royalty at Southern Valley School District

****If the suspension is not completed or the offense occurs in the summer the suspension will carry over to the next school year*****

Fan & Parent Code of Conduct

The intent of the Southern Valley School Districts Activities program is to provide a wide variety of opportunities for our students to explore their gifts and talents through the Arts and Competition. The intent is for students to learn the value of teamwork, dedication, determination, goal setting, and sportsmanship. As a district we want our fans and parents to set the example of sportsmanship through respect for the game, opponents and officials for our students to follow. Behavior that does not follow these guidelines is unacceptable and will not be tolerated. If you as a fan or parent at an activity are not providing a good example for our students to follow you will be asked to meet with the Activities Director and will be given a written warning of the poor behavior and the consequences if this type of behavior occurs again. If you are ejected from a game for poor fan behavior or fan misconduct you will be automatically given up to the following suspension. This suspension will not be shorter but can be made longer by the Administrative Team, if conduct dictates so.

1st Offense: 14-day suspension from all Southern Valley Activities and Athletics.

2nd Offense: 365-day suspension from all Southern Valley Activities and Athletics.

3rd Offense: Lifetime suspension from all Southern Valley Activities and Athletics.

Section Five: Concussions

A Parent's Guide to Concussions

WHAT IS A CONCUSSION?

A concussion is a brain injury that results in a temporary disruption of normal brain function. A concussion occurs when the brain is violently rocked back and forth or twisted inside the skull as a result of a blow to the head or body. An athlete does not have to lose consciousness (“knocked-out”) to suffer a concussion.

CONCUSSION FACTS

- It is estimated that more than 140,000 high school athletes across the United States suffer a concussion each year. (Data from NFHS Injury Surveillance System).
- Concussions occur most frequently in football, but girl’s lacrosse, girls’ soccer, boy’s lacrosse, wrestling, and girls’ basketball follow closely behind. All athletes are at risk.
- A concussion is a traumatic injury to the brain.
- Concussion symptoms may last from a few days to several months.
- Concussions can cause symptoms that interfere with school, work, and social life.
- Athletes who have symptoms from a concussion should not return to sports because they are still at risk for prolonging symptoms and further injury.
- A concussion may cause multiple symptoms. Many symptoms appear immediately after the injury, while others may develop over the next several days or weeks. The symptoms may be subtle and are often difficult to fully recognize.

WHAT ARE THE SIGNS AND SYMPTOMS OF A CONCUSSION?

Signs Observed by Parents or Guardians

- Appears dazed or stunned
- Is confused about assignment or position
- Forgets an instruction
- Is unsure of game, score, or opponent
- Moves clumsily
- Answers questions slowly
- Loses consciousness (even briefly)
- Shows behavior or personality changes
- Can’t recall events prior to hit or fall
- Can’t recall events after hit or fall

Symptoms Reported by Athlete

- Headache or “pressure” in head
- Nausea or vomiting
- Balance problems or dizziness
- Double or blurry vision
- Sensitivity to light or noise
- Feeling sluggish, hazy, foggy, or groggy
- Concentration or memory problems
- Confusion
- Does not “feel right”

WHAT SHOULD I DO IF I THINK MY CHILD HAS HAD A CONCUSSION?

An athlete who is suspected of having a concussion must be removed from play immediately, whether it is in a game or practice. Continuing to participate in physical activity after a concussion can lead to worsening concussion symptoms, increased risk of further injury, and even death. Parents and coaches are not expected to be able to “diagnose” a concussion, as that is the job of a medical professional. However, they must be aware of the signs and symptoms of a concussion and if they are suspicious, the child must stop playing:

WHEN IN DOUBT – SIT THEM OUT!

Every athlete who sustains a concussion needs to be evaluated by a health care professional who is familiar with sports concussions. Parents should call their child’s physician, explain what has happened, and follow the physician’s instructions. A child who is vomiting, has a severe headache, or has difficulty staying awake or answering simple questions should be taken to the parent’s doctor or emergency room immediately.

WHEN MAY AN ATHLETE RETURN TO PLAY FOLLOWING A CONCUSSION?

No athlete who has suffered a concussion should return to play or practice the same day. Previously, athletes were allowed to return to play if their symptoms resolved within 15 minutes of the injury. Studies have shown that the young brain does not recover quickly enough for an athlete to return to activity in such a short time.

Concerns about athletes who return to play too quickly have led state lawmakers in Oregon and Washington to pass laws stating that **no athlete shall return to play on the day he or she suffered a concussion and the athlete must be cleared by an appropriate health care professional before he or she are allowed to return to play in games or practices.** The laws also mandate that coaches receive education on recognizing the signs and symptoms of concussion.

Once an athlete is free of symptoms of a concussion and is cleared to return to play by a healthcare professional knowledgeable in the care of sports concussions, he or she should proceed with activity in a stepwise fashion to allow the brain to readjust to exertion. On average, the athlete will complete a new step each day. The return-to-play schedule should proceed as below following medical clearance:

Step 1: Light exercise, including walking or riding an exercise bike. No weight-lifting.

Step 2: Running in the gym or on the field. No helmet or other equipment.

Step 3: Non-contact training drills in full equipment. Weight training can begin.

Step 4: Full contact practice or training.

Step 5: Game play.

If symptoms occur at any step, the athlete should cease activity and be re-evaluated by a health care provider.

HOW CAN A CONCUSSION AFFECT SCHOOLWORK?

Following a concussion, many athletes will have difficulty in school. These problems may last from days to months and often involve difficulties with short and long-term memory, concentration, and organization.

In many cases, it is best to reduce the athlete's class load after the injury. This may include staying home from school for a few days, followed by a lightened schedule for a few days or perhaps a longer period of time if needed. Decreasing the stress on the brain soon after a concussion may reduce symptoms and shorten the recovery period.

WHAT CAN YOU DO?

- Both you and your child should learn to recognize the "Signs and Symptoms" of a concussion as listed above.
- Emphasize to administrators, coaches, teachers, and other parents your concerns and expectations about concussion and safe play.
- Teach your child to tell the coaching staff if he or she experiences such symptoms.
- Teach your child to tell the coaching staff if he or she suspects that a teammate has a concussion.
- Monitor sports equipment for safety, fit, and maintenance.
- Ask teachers to monitor any decrease in grades or changes in behavior that could indicate concussion.
- Report concussions that occurred during the school year to appropriate school staff. This will help in monitoring injured athletes as they move to the next season's sports.

OTHER FREQUENTLY ASKED QUESTIONS:

Why is it so important that an athlete not return to play until they have completely recovered from a concussion?

An athlete who has not fully recovered from an initial concussion is very vulnerable to recurrent, cumulative, and even catastrophic consequences of a second concussive injury. Such difficulties are prevented if the athlete is allowed time to recover from the concussion and return-to-play decisions are carefully made. No athlete should return to sport or other at-risk participation when symptoms of a concussion are present and recovery is ongoing.

Is a “CT scan” or MRI needed to diagnose a concussion?

Diagnostic testing which includes CT (“CAT”) and MRI scans are rarely needed following a concussion. While these are helpful in identifying life-threatening brain injuries (e.g., skull fracture, bleeding, swelling), they are not normally used, even by athletes who have sustained severe concussions. A concussion is diagnosed based upon the athlete’s story of the injury and the health care provider’s physical examination.

What is the best treatment to help my child recover more quickly from a concussion?

The best treatment for a concussion is rest. There are no medications that can speed the recovery from a concussion. Exposure to loud noises, bright lights, computers, video games, television, and phones (including text messaging) may exacerbate the symptoms of a concussion. You should allow your child to rest as much as possible in the days following a concussion. As the symptoms decrease, you may allow increased use of computers, phone, video games, etc., but the access must be reduced if symptoms worsen.

How long do the symptoms of a concussion usually last?

The symptoms of a concussion will usually go away within one week of the initial injury. You should anticipate that your child will likely be out of sports for about two weeks following a concussion. However, in some cases, symptoms may last for several weeks or even months. Symptoms such as headache, memory problems, poor concentration, and mood changes can interfere with school, work, and social interactions. The potential for such long-term symptoms indicates the need for careful management of all concussions.

How many concussions can an athlete have before he or she should stop playing sports?

There is no “magic number” of concussions that determine when an athlete should give up playing contact or collision sports. The circumstances surrounding each individual injury, such as the way the injury happened and length of symptoms following the concussion are very important and must be considered when assessing the athlete’s risk for further and potentially more serious concussions. The decision to “retire” from sports is a decision best reached following a complete

evaluation by your child's primary care provider and consultation with a physician or neuropsychologist who specializes in treating sports concussion.

I've read recently that concussions may cause long-term brain damage in professional football players. Is this a risk for high school athletes who have had a concussion?

The issue of "chronic encephalopathy" in several former NFL players has received a great deal of media attention lately. Very little is known about what may be causing dramatic abnormalities in the brains of these unfortunate retired football players. At this time, we have very little knowledge of the long-term effects of concussions that happen during high school athletics.

In the cases of the retired NFL players, it appears that most had long careers in the NFL after playing in high school and college. In most cases, they played football for over 20 years and suffered multiple concussions in addition to hundreds of other blows to their heads. Alcohol and steroid use may also be contributing factors in some cases. Obviously, the average high school athlete does not come close to suffering the total number or sheer force of head trauma seen by professional football players. However, the fact that we know very little about the long-term effects of concussions in young athletes is further reason to carefully manage each concussion.

Adapted from [A Parent's Guide to Concussion in Sports](#), National Federation of High School Associations.

Some of this information has been adapted from the CDC's "Heads Up: Concussion in High School Sports" materials by the NFHS's Sports Medicine Advisory Committee. Please go to www.cdc.gov/ncipc/tbi/Coaches_Tool_Kit.htm for more information.

AUTHORIZATION AND ACKNOWLEDGEMENT

**WARNING: SERIOUS CATASTROPHIC AND PERHAPS FATAL INJURY MAY
RESULT FROM ATHLETIC PARTICIPATION**

Many forms of athletic competition result in violent physical contact among players, the use of equipment that may result in accidents, strenuous physical exertion, and numerous other exposures to risk of injury. Students and parents must assess the risks involved in such participation and make their choice to participate in spite of those risks. No amount of instruction, precaution, or supervision will eliminate these risks. Students have suffered accidents resulting in death, paraplegia, quadriplegia, and other very serious permanent physical impairment while playing sports. By granting permission for your student to participate in athletic competition, you, the parent or guardian, acknowledge that such risk exists. Students will be instructed in proper techniques to be used in athletic competition and in the proper utilization of all equipment worn or used in practice and competition. Students must adhere to that instruction and utilization and must refrain from improper uses and techniques.

I understand the statement above and I understand that by allowing my student to participate in athletic events, I assume the risk that he/she may be injured, perhaps severely.

Signature of Parent

Printed Name of Parent

Date

Printed Name of Student

ACKNOWLEDGEMENT OF CONDUCT CODE

I understand that as a student representing the school district in activities, I am obligated to comply with the athletic handbook, including the code of conduct. I understand that if I violate the code of conduct or other rules in this handbook, I may be suspended from participation in all co-curricular activities and/or school sponsored activities or events.

Signature of Student

Printed Name of Student

Date

Signature of Student

Printed Name of Student

Date

Signature of Student

Printed Name of Student

Date

I understand that my student is obligated by this handbook, including the statements above.

Signature of Parent

Printed Name of Parent

Date

EARLY RETIREMENT INCENTIVE PROGRAM POLICY

A. PURPOSE

The Early Retirement Incentive Program (Program) is intended to benefit qualified certificated employees who are considering retirement. The Program's objectives include, but are not limited to, the following:

1. Offering financial incentives which will assist long-term employees who are considering retirement;
2. Reducing costs to the school district by replacing maximum salaried employees with lesser salaried employees; and
3. Providing a balance of employee experience.

B. QUALIFICATIONS

1. Certificated Employee. To participate in the Program, a person must be a teacher or administrator certificated by the Nebraska Department of Education, and employed by the School District in a capacity which requires such certification.

2. Full-Time Equivalency. Certificated employees who are employed 1.0 full-time equivalency (FTE) in an employment position that requires a certificate from the Nebraska Department of Education may participate in the Program, provided that the part-time employee's benefits under such a plan shall be pro-rated based on their FTE as of December 1st of the employee's final contract year.

3. Minimum Age and Years of Service. To be eligible for this Program, a certificated employee must: (a) be 55 years of age on or before August 31st after the school year of application (i.e. August 31, 2016 of the 2015-16 school year) (b) have completed 10 total years of continuous, credited service in the employment of the School District, and (c) meet any other criteria established by the board of education at the regular November meeting (such as department or building eligibility). Credited service shall be defined as continuous employment with the school district as a 1.0 FTE certificated employee through the employee's last year of service in an employment position that requires a certificate from the Nebraska Department of Education. Board-approved leave for military service, for a sabbatical or for a leave of absence, or any leave required to be granted according to law, shall not be included as credited years of service. In determining years of credited service with the district for the purpose of meeting the eligibility requirement

of 10 total years of service, less than full-time employment would reduce the employee's full-time equivalent employment for a school year. For example, an employee employed on a half-time (.5 FTE) basis would be credited with half a year (.5) of full-time equivalent employment.

C. ENROLLMENT REQUIREMENTS

1. Resignation. Participants in the Program will resign their positions with the school district effective at the close of the school year in consideration for the benefits outlined in Section D below.

2. Application. An employee must submit a signed Application and Agreement form to the board of education on or before February 1st of the employee's last intended school year of employment. The superintendent shall review the employee's record to determine whether the employee is eligible for the Program. The Board will notify the applicant on or before February Board of Education meeting of its action on his or her application.

3. Employee's Ineligibility. An employee who has received written notice of possible contract termination or cancellation shall not be eligible to participate in this Program unless (1) the notice of termination or cancellation is withdrawn by the administration or (2), after a hearing before the board of education, the board determines that said employee's employment should not be canceled or terminated.

D. BENEFITS

1. Calculation of Benefits: The benefit to be paid under this Program shall be \$15,000.00.

2. Payment of Benefit. The benefit shall be paid to the teacher in two (2) equal payments. The first payment shall be made in September of the calendar year of the teacher's resignation, and the second payment will be made the following January.

3. Limitation on Payment. The board of education shall, in its sole and unfettered discretion, determine whether to budget and fund any Early Retirement Incentive Program payments in a particular year, and shall determine the total amount of such payments, if any, that will be made available for such payments.

4. Source of Funds. The school district shall pay the entire cost of the plan.

5. Administration. This Program shall be administered by the board of education by and through the administration of the school district.

6. Beneficiary Designation. In order for the application to be considered complete, a beneficiary must be designated.

7. Income Tax Consequences. Payments pursuant to this plan have been determined to be taxable income for state and federal income tax purposes, and will be treated as such. The school district will withhold such sums as are required by law, and payments will be reported as a taxable income.

8. COBRA Rights. A separating employee will have the opportunity to continue health insurance benefits as may be permitted by the provisions of the Comprehensive Omnibus Budget Reconciliation Act or other applicable law. The employee shall be responsible for any payments required to participate in the COBRA program.

E. ADMINISTRATION

Application and Waiver. An employee who elects to participate in the Program, and the school district (through its board of education), shall execute the Application and Agreement, Exhibit "A" attached hereto. That Application and Agreement shall inform the employee that the Voluntary Separation Program is totally voluntary in nature and provides each employee at least 45 days to consider the ramifications of participation in the Program before making a decision. An employee may waive the 45 day consideration period. The Application and Agreement shall also include a specific Waiver and Release of Claims of the participants' rights under the Age Discrimination and Employment Act (ADEA), 29 USC § 621-63 and the Act Prohibiting Unjust Discrimination in Employment Because of Age, NEB. REV. STAT. § 48-1001 *et seq.*, the Employee Separation Income Security Act of 1974 (ERISA), 29 USC § 1001 *et seq.*, and all other state and federal constitutions, statutes and regulations that relate to the validity of the Program, and allows the employee to revoke the Release or Waiver at any time within seven (7) days after both the employee and the Board have signed the contract, and advises the employee to consult with an attorney before signing the Application and Agreement.

An employee who submits an application to participate in the Program may withdraw the application within 7 days after it is approved by both parties, but not afterward without the written consent of the board of education. Each application will be reviewed on an individual basis. The board shall, in its sole discretion, determine the number of applications to be approved in any given year. If the Board receives more applications for voluntary separation than it approves, the Board shall approve the applications as follows:

- a. The Board will approve the application of the employee whose salary is higher, as determined by the employee's placement on the salary schedule index (excluding all unit pay).
- b. If the salaries of those involved are exactly the same, the Board will approve the application of the employee who first signed and returned his or her employment contract for the then current contract year.
- c. If the salaries and signing dates of those involved are exactly the same, the Board will approve the application of the employee which was submitted earlier.

An employee's application to participate in the Program is in itself not a resignation of a contract with the School District. However, the Board's approval of an employee's application will be considered the approval of the employee's voluntary resignation and termination of the employee's continuing contract. If the Board does not approve an employee's application, the employee's contract will continue in effect, and the employee will remain an employee by the School District unless he or she otherwise resigns or his or her contract is terminated for just cause.

F. TERM OF PROGRAM

This policy shall be reviewed at the board's discretion and its availability terminated at any time at the Board's sole discretion. The Board will generally determine no later than its regular November meeting the number of early retirement applications that will be accepted in the then current school year and any other eligibility limitations or requirements (such as building or department requirements). This Program shall be offered only to eligible employees as defined herein, who satisfy the Program requirements prior to the applicable deadline, and who submit an ERIP Application and Agreement prior to the applicable deadline.

G. LIMITATIONS OF APPLICATIONS

The Board reserves the right to limit the number of voluntary separation applications granted during any single school year if the number of requests results in separation payments that exceed budget constraints and/or if multiple requests from employees within a single department could, in the opinion of the school administration, result in the excessive loss of continuity of instruction and effectiveness of that department. If multiple employees from the same department submit requests in the same school year, the priority of applicants granted will be determined in accordance with paragraph E.

Approved _____
Reviewed _____
Revised _____

EARLY RETIREMENT INCENTIVE PROGRAM APPLICATION AND AGREEMENT

This Agreement is made this ____ day of _____, between Southern Valley Public Schools, Southern Valley School District and _____.

RECITALS

1. The School District has established an Early Retirement Incentive Program (hereinafter referred to as the "Program") for the purpose of rewarding eligible certificated employees who are considering early separation or retirement in their employment plans;
2. Teacher desires to participate voluntarily in the Program;
3. Teacher has a full-time equivalency of 1.0 for the current school year;
4. Teacher has completed at least 10 consecutive years of credited service in the employment of the School District; and
5. Teacher is now 55 years of age or will be prior to August 31st after the school year of application (i.e. August 31, 2021 of the 2020-21 school year).

TERMS OF AGREEMENT

The parties, in consideration of the mutual covenants and stipulations set forth above, hereby agree as follows:

1. **INCORPORATION OF BOARD POLICY:** This Agreement is made pursuant to the Early Retirement Incentive Program Policy of the Board of Education. The provisions of that policy existing at the time this Agreement is signed are incorporated by this reference and made a part of this Agreement.

2. **TEACHER RESIGNATION:** Subject only to the Board of Education's approval of the Teacher's application to participate in the Program, the Teacher voluntarily, unconditionally, and irrevocably (1) resigns his/her teaching position with the School District effective at the end of the current school year; (2) waives any and all further notice or action by the Board of Education to terminate the Teacher's continuing contract; and (3) waives any and all rights the Teacher may have under NEB. REV. STAT. 79-824 to 842, as those statutes now exist or as they

may be amended. The Teacher further authorizes the Board of Education to advertise for and contract with a replacement certificated employee for the Teacher's position for the next school year. Approval of this Agreement by the Board of Education shall constitute an acceptance of the Teacher's resignation. The Teacher agrees that he/she may not be eligible for part-time or full-time employment at the School District if the Board approves Teacher's application to participate in the Program. While the School District may decide to employ the Teacher in some capacity after retirement (i.e. substitute teacher), the teacher agrees that the School District has no obligation to rehire the Teacher in any capacity at the School District. NOTE: Returning to work anywhere that participates in the Nebraska Public Employees' Retirement System (NPERS) within 180 days of your retirement may impact your ability to receive payments through NPERS. Please contact NPERS for further information.

3. **BENEFITS:** In consideration for the Teacher's resignation set forth in paragraph 2 above, the Teacher shall receive the following benefits:

- (a) **TOTAL AMOUNT OF BENEFITS:** The Teacher shall be paid the sum of \$15,000.

- (b) **PAYMENT OF BENEFITS:** The benefits to be paid to the Teacher shall be paid in two equal installments of \$7,500 each. The School District shall pay the first installment in September of the calendar year in which the Teacher resigns, and shall pay an installment in January of the following calendar years.

5. **BENEFICIARY DESIGNATION:** In the event of the Teacher's death after the effective date of resignation, any sum of money otherwise due to the Teacher under the terms of this Agreement will be paid to the following designated beneficiary pursuant to the provisions of this Agreement.

Beneficiary: _____

Address: _____

Social Security Number: _____

6. **TAX CONSEQUENCES:** Payments provided for under the Program have been determined to be taxable income for state and federal income tax purposes, will be treated as such, and will be reported as taxable retirement pay. The social security percentage and any other required state and federal withholdings will be subtracted from each payment to the participant in the Program.

7. **TEACHER'S VOLUNTARY ACT.** The Teacher acknowledges that he/she has had forty five (45) or more days to consider the ramifications of

participation in the Program or hereby waives the same; that his/her participation in the Program is voluntary; and that he/she was not coerced in any manner to participate in the Program. The Teacher acknowledges having been advised in writing by this Agreement to consult an attorney regarding his/her participation in the Program and execution of this Agreement.

8. **WAIVER AND RELEASE OF CLAIMS:** In consideration of the promises and payments specified in this Agreement, Teacher releases the School District and its officers, board members, administrators, employees, agents, representatives, successors, and assigns from all claims, demands, and actions, past or present, known or unknown, arising out of and/or related in any way, either directly or indirectly, to his or her employment with the School District, the termination of his or her employment, and/or any actions or occurrences taking place up to and including the date of execution of this Agreement, including but not limited to claims or rights under the Nebraska Wage Payment and Collection Act, Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, the Civil Rights Act of 1866 and 1871, or any other Civil Rights Acts as amended, claims or rights under 42 U.S.C. § 1981, through and including 42 U.S.C. § 1988, the Americans with Disabilities Act, § 504 of the Rehabilitation Act, the Family Medical Leave Act of 1993, the Nebraska Act Prohibiting Unjust Discrimination Because of Age, all claims or rights relating to discrimination on the basis of age, race, color, religion, sex, disability, handicap, or national origin before the federal Equal Employment Opportunity Commission, the Nebraska Equal Opportunity Commission, and any state or federal court under any state or federal constitution, law, rule, or regulation, or claims or rights of whatever nature arising under any other state, federal, or local constitution, executive order, statute, regulation, or ordinance arising from his or her employment or contractual relations with the School District or his or her resignation of employment. Teacher represents that no claims have now been filed against the School District. Teacher acknowledges that nothing in this agreement prohibits Employee from filing a Complaint with the Equal Employment Opportunity Commission or any other similar state agency, the Occupational Safety and Health Administration, the Secretary of Labor or otherwise participating in matters pending before those agencies. However, in the event Teacher files such a charge or complaint, he or she shall be entitled to no relief, no reinstatement, no remuneration, no damages, no back pay, no front pay and no compensation whatsoever from the School District as a result of such charge or complaint, since Teacher has released and extinguished any right to such relief under this agreement. Teacher also releases all contract, tort, and common law claims, and claims for attorney's fees, costs and expenses. Teacher covenants not to institute any complaints or proceedings against the School District or any of the above-mentioned persons in the future with respect to any of the claims, demands, causes of action, or rights hereby released.

The Teacher understands and acknowledges that, by giving up claims against the School District, he/she also gives up any claims that he/she may

have against its predecessors, successors, subsidiaries, and affiliates, and any and all officers, directors, employees, and agents of the School District arising out of any actions, conduct, decisions, behavior, omissions, or events occurring up to the date hereof. Such waiver and release of claims does not cover rights or claims arising after the date of the execution of this contract. This Waiver and Release is given in exchange for consideration in addition to what the Teacher is already entitled to receive from the School District. The Teacher acknowledges having been advised in writing to consult with an attorney before signing this Voluntary Early Retirement Incentive Program Agreement. The Teacher further acknowledges having had sufficient time to decide whether or not to execute this Agreement, including the Waiver and Release of Claims.

9. **REVOCATION AND CANCELLATION OF AGREEMENT:** The Teacher may revoke this Agreement for a period of seven (7) days following its execution. In order to revoke the Agreement, the Teacher must submit a written statement to the Superintendent indicating that he/she is exercising his/her right to cancel the Agreement. This Agreement shall not become effective or enforceable until the revocation period has expired.

[The Next Page is the Signature Page]

Dated: _____

Teacher

STATE OF NEBRASKA)
) ss.
_____ COUNTY)

Before me, a notary public duly qualified in and for _____ County, personally came _____, known to me to be the identical person who signed the foregoing instrument, and acknowledged the execution thereof to be his/her voluntary act and deed.

Witness my hand and notarial seal this ____ day of _____, 20__.

Notary Public

Dated: _____

President, _____ Public Schools
Board of Education

ATTEST: _____
Secretary, _____ Public Schools
Board of Education

STATE OF NEBRASKA)
) ss.
_____ COUNTY)

Before me, a notary public duly qualified in and for _____ County, personally came _____, known to me to be the identical person who signed the foregoing instrument and acknowledged the execution thereof to be his voluntary act and deed as President of the _____ Public Schools Board of Education, and further acknowledged that having the authority to bind said school district to the terms contained in this instrument and that his/her signature of the same is the voluntary act and deed of the Board of Education of the School District.

Witness my hand and notarial seal this ____ day of _____, 20__.

Notary Public