

BOX BUTTE COUNTY SCHOOL DISTRICT #07-0010

HEMINGFORD PUBLIC SCHOOLS

BOARD OF EDUCATION MEETING AGENDA

Monday, September 12, 2022

South Campus

The Board of Education of School District 07-0010 will meet on Monday, September 12, 2022 in the South Campus as duly advertised in the Hemingford Ledger.

- I. Pledge of Allegiance
- II. Notices
- III. Call Meeting to Order
 - III.A. Roll Call
 - III.B. Excuse Absent Board Member(s)
- IV. Approval of Agenda
- V. Report from Board Committee
- VI. Regular Meeting Agenda
 - VI.A. Public Participation (Maximum of 30 Minutes Allotted for this Portion of the Meeting)
 - VI.B. Correspondence
 - VI.C. Consent Agenda
 - Approve Minutes for August 15, 2022 meeting
 - Approve Treasurer's Report
 - Approve School Activity Fund Report
 - Approve Control Budget
 - VI.D. Payment of Claims
 - VI.E. Discuss, Consider, and Take All Necessary Action Regarding Appointment of Student Board Representatives
 - VI.F. Conduct Oath of Office for Student Board Representative
 - VI.G. Discuss, Consider, and Take All Necessary Action Regarding Proposal to Implement the 8 to Great Program in the 7th and 8th Grade Transitions Classes and Secondary Counseling Program
 - VI.H. Discuss, Consider, and Take All Necessary Action Regarding A Request from the Hemingford Education Association to be Recognized as the Exclusive Bargaining Agent for the District's Non-Supervisory Certificated Staff for the 2024-2025 Contract Year
 - VI.I. Discuss, Consider, and Take All Necessary Action in Regard to Revision of the Following Policies on Second Reading: Policy 1005.03 (Update from "Parental and Family Involvement" to "District and School (Combined) Title I Parent and Family Engagement Policy"), Revision of Policy 605.07 (Dual

Enrollment Policy to 605.07 Full-Time and Part-Time Enrollment Policy),
Revised Policy 0506.01 (Activity Eligibility), and Revised Policy 0506.01R
(Procedures and Guidelines for Activity Eligibility)

- VII. Discussion/Possible Action Items
 - VII.A. Discussion Regarding Participation in the State Education Conference and Selection of a Delegate to Represent the Hemingford Public Schools Board of Education at the Delegate Assembly
 - VII.B. Policy Proposal Presentation and Discussion with Mrs. Mandy Plog Regarding Random Student Drug and Alcohol Testing Programs for Activities Participation
- VIII. Student Board Representative Report
- IX. Administration Reports
- X. Superintendent Report
- XI. Policy Review (Policies 0500-0503.09)
- XII. Items For Next Board Meeting
- XIII. Adjournment

Welcome to the Hemingford Public Schools Board of Education Meeting.

The board welcomes citizens to attend board meetings to become acquainted with the programs and operations of the district. Members of the public are also encouraged to share their ideas and opinions with the Board during the agenda item labeled "Public Comment". Comments or questions from the audience at any other time during the meeting except for the agenda item "Public Comment" will be declared out of order.

School board meetings are a meeting held in public; however, the meetings are not public meetings.

TALKING POINTS FOR BOARD MEETING

3 MINUTES PER INDIVIDUAL/30 MINUTES ON TOPIC

The board chair will recognize these individuals to make their comments at the appropriate time. Only those speakers recognized by the board chair shall be allowed to speak. Comments by others are out of order. If disruptive, the individual making the comments, or other individuals causing disruption may be asked to leave the board meeting.

The purpose of public participation is a forum for the public to provide information and be heard by the members of the board. By law, the board is not allowed to respond, discuss, or take action on items that are not included in the published agenda.

Any written or printed materials to be circulated for a meeting of the school board must be submitted to the superintendent by the **Thursday** preceding a Monday night meeting. (Per policy # 0204.12)

*If you want to speak, you must fill out a Public Comment Request Card. When you have completed this, please submit the card to the superintendent. The cards will be numbered as they are received by the superintendent. You will be called on, by the board president, according to the number on your completed Public Comment Request Card. The board president will signal when the speaker has 30 seconds remaining.

*By law, you must state your name, address, and we ask that you state the topic you are addressing, before you begin.

*If you are planning to speak about personnel or student matters involving an individual, please understand that our policies require that such concerns initially be directed to the administration for consideration. Board members **may not** respond to any questions you ask or comments you make about individual staff members or students.

+++++tear off+++++tear off+++++tear off+++++

Number	
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Hemingford School District—Board of Education
Public Comment Request Card
Name:
District resident: <input type="checkbox"/> Yes <input type="checkbox"/> No
Address:
City/State/Zip Code:
Agenda Item or Topic to address:
Signature:



Order Confirmation

Order# 0000327152

Client

HEMINGFORD SCHOOL DISTRICT 10

Phone: 3084873328

Account: 1041036

Address: PO BOX 217

HEMINGFORD NE 693480217

Payor

HEMINGFORD SCHOOL DISTRICT 10

Phone: 3084873328

Account: 1041036

Address: PO BOX 217

HEMINGFORD NE 693480217

Ad Content Proof

Note: Ad size does not reflect actual ad

LEGAL NOTICE

Hemingford Public Schools Notice of Possible Quorum of Board of Education Present at Joint Public Agency Hearing

Notice is hereby given that a quorum of the Board of Education of the School District of Hemingford, in the Counties of Box Butte, Dawes, and Sheridan in the State of Nebraska, A/K/A School District #10 of Box Butte County, Nebraska, may be present during the joint public hearing for property tax request to be held 7:00 p.m. Thursday, September 22, 2022 at the Box Butte County Courthouse.

Published in the Hemingford Ledger
Hemingford, NE
September 8, 2022 ZNEZ

Sales Rep Accnt Rep Ordered By

SSH_Open HLP_Open Travis

Fax:

EEmail: khanks@gubn.org

Total Amount \$4.80

Payment Amount \$0.00

Status

Materials

Amount Due	\$4.80	<u>Tear Sheets</u>	<u>Proofs</u>	<u>Affidavits</u>	<u>Blind Box</u>
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Tax Amount:	0.00	0	0	1	
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Payment Meth:	Invoice Statement	PO Number:	
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<u>Ad Number</u>	<u>Ad Type</u>	<u>Ad Size</u>	<u>Color</u>
0000327152-01	CLS Legal Liner SH	1 X 19 li	\$0.00

Production Method

AdBooker (Liner)

<u>Product and Zone</u>	<u>Placement</u>	<u>Position</u>	<u># Inserts</u>
HLP Ledger	C-Legal Ads	Meetings and Events	1

Run Schedule Invoice Text: LEGAL NOTICE Hemingford Public Schools Notice of

Run Dates 9/ 8/2022

TagLine: NOTICE OF POSSIBLE QUORUM



Order Confirmation

Order# 0000327138

Client

HEMINGFORD SCHOOL DISTRICT 10
Phone: 3084873328
Account: 1041036
Address: PO BOX 217
HEMINGFORD NE 693480217

Payor

HEMINGFORD SCHOOL DISTRICT 10
Phone: 3084873328
Account: 1041036
Address: PO BOX 217
HEMINGFORD NE 693480217

Ad Content Proof

Note: Ad size does not reflect actual ad

LEGAL NOTICE

**Hemingford Public Schools
Regular Board Meeting
7:15 pm on September 12th at South Campus**

Notice is hereby given that a regular meeting of the Board of Education of the School District of Hemingford, in the Counties of Box Butte, Dawes, and Sheridan in the State of Nebraska, A/K/A School District #10 of Box Butte County, Nebraska, will be held at 7:15 p.m. on Monday the 12th day of September 2022, at South Campus (816 Niobrara Avenue, Hemingford, Nebraska), which meeting shall be open to the public. An agenda for such meeting, kept continuously current, is available for public inspection at the office of the Superintendent, located at 913 Niobrara Avenue, Hemingford, Nebraska 69348.

Published in the Hemingford Ledger
Hemingford, NE
September 8, 2022 ZNEZ

Sales Rep **Accnt Rep** **Ordered By**
SSH_Open HLP_Open Travis

Fax:
E-Mail: khanks@gubn.org

Total Amount **\$6.00**
Payment Amount **\$0.00**

Status **Materials**

Amount Due **\$6.00** **Tear Sheets** **Proofs** **Affidavits** **Blind Box**
Tax Amount: 0.00 0 0 1

Payment Meth: Invoice Statement **PO Number:**

<u>Ad Number</u>	<u>Ad Type</u>	<u>Ad Size</u>	<u>Color</u>
0000327138-01	CLS Legal Liner SH	1 X 24 li	\$0.00

Production Method
AdBooker (Liner)

<u>Product and Zone</u>	<u>Placement</u>	<u>Position</u>	<u># Inserts</u>
HLP Ledger	C-Legal Ads	Meetings and Events	1

Run Schedule Invoice Text: LEGAL NOTICE Hemingford Public Schools Regular Board

Run Dates 9/ 8/2022

TagLine: MEETING NOTICE

BOX BUTTE COUNTY SCHOOL DISTRICT 07-0010
HEMINGFORD PUBLIC SCHOOLS
HEMINGFORD, NEBRASKA

August 15, 2022
Board of Education Regular Meeting Minutes

A regular meeting of the Board of Education of School District 07-0010 was called to order at 7:00 PM at South Campus by Justin Ansley. Notice of the meeting was given in advance through the Hemingford Ledger. Board members were notified in advance of the meeting.

Attendance Roll Call: Justin Ansley: Present, Brett Cullan: Present, Rick Horstman: Present, Blanche Randolph: Present, Trish Schumacher: Present, Troy Turek: Present.

Motion by Blanche Randolph that the agenda be approved as presented Seconded by Trish Schumacher. Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Turek: Aye 6-0-0 Motion carried.

Motion by Brett Cullan to approve the Consent Agenda Seconded by Troy Turek . Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Turek: Aye 6-0-0 Motion carried.

Motion by Brett Cullan to approve payment of claims as presented (in the amount of \$246,242.49) Seconded by Justin Ansley. Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Turek: Aye 6-0-0 Motion carried.

Motion by Blanche Randolph to approve the updated 2022-2023 Student/Parent Handbook Seconded by Troy Turek. Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Turek: Aye 6-0-0 Motion carried.

Motion by Trish Schumacher Approve first reading of the policies (Policy 1005.03 (Update from "Parental and Family Involvement" to "District and School (Combined) Title I Parent and Family Engagement Policy"), Revision of Policy 605.07 (Dual Enrollment Policy to 605.07 Full-Time and Part-Time Enrollment Policy), Revised Policy 0506.01 (Activity Eligibility), and Revised Policy 0506.01R (Procedures and Guidelines for Activity Eligibility)) Seconded by Blanche Randolph. Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Turek: Aye. 6-0-0 Motion carried.

Motion by Blanche Randolph to approve the handbooks for certificated staff, support staff, and substitute teachers Seconded by Troy Turek Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Turek: Aye 6-0-0 Motion carried.

Motion by Blanche Randolph Waive second reading establish for student board representative program and waive second reading and adopt policy 0201.08 (Student Board Representative). Seconded by Rick Horstman Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Turek: Aye. 6-0-0 Motion carried.

Motion by Troy Turek to adopt the NASB Superintendent Evaluation Tool Seconded by Blanche Randolph Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Turek: Aye 6-0-0 Motion carried.

Justin Ansley provided an overview of an upcoming workshop with Marcia Herring as part of the arrangements for strategic planning and superintendent search with the Nebraska Association of School Boards.

Policy Review for the month was conducted for policies 0412.06 through 0413.05.

The board will review policies 0500 through 0503.09 for next month.

The meeting was adjourned at 8:56 pm.

The next regular meeting of the Hemingford Board of Education will be held on September 12 at 7pm at South Campus.

Dr. Travis Miller
Superintendent

Blanche Randolph
Board Secretary

Activity Fund Balance Report - Summary - Exclude Encumbrances
09/2021 - 08/2022

Regular; Beginning Month 09/2021; Processing Month 08/2022; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704	FUND BALANCE	0.00	0.00	100.00	0.00	100.00
05 704 1010	ATHLETICS / ACTIVITIES	2,060.28	121,183.47	65,552.59	0.00	(53,570.60)
05 704 1020	ATHLETIC CLUB / CONCESSION STAND	12,873.96	22,756.02	14,657.34	0.00	4,775.28
05 704 1030	CHEERLEADERS - FUNDRAISING	4,494.11	5,094.39	5,600.00	0.00	4,999.72
05 704 1035	FOOTBALL FUNDRAISING	16,585.49	6,900.19	23,516.93	0.00	33,202.23
05 704 1040	VOLLEYBALL - FUNDRAISING	(501.80)	6,285.90	10,809.18	0.00	4,021.48
05 704 1045	WRESTLING FUNDRAISER	0.00	222.00	1,396.02	0.00	1,174.02
05 704 1050	CC FUNDRAISER	1,478.40	161.00	1,036.42	0.00	2,353.82
05 704 1055	TRACK FUNDRAISING	0.00	998.54	2,465.00	0.00	1,466.46
05 704 1999	GRADUATED CLASSES	10,035.01	1,251.35	40.00	0.00	8,823.66
05 704 2022	CLASS OF 2022	1,346.11	2,163.51	536.00	0.00	(281.40)
05 704 2023	CLASS OF 2023	3,296.28	2,726.43	1,437.00	0.00	2,006.85
05 704 2024	CLASS OF 2024	878.06	0.00	722.25	0.00	1,600.31
05 704 2025	CLASS OF 2025	2,635.30	0.00	2,827.55	0.00	5,462.85
05 704 2026	CLASS OF 2026	639.00	874.00	690.00	0.00	455.00
05 704 2027	CLASS OF 2027	0.00	0.00	675.00	0.00	675.00
05 704 3010	DC TRIP-WORLD STRIDE	14,665.16	20,716.61	21,480.17	0.00	15,428.72
05 704 3020	DRAMATICS	(4,597.82)	6,779.59	1,424.50	0.00	(9,952.91)
05 704 3030	FFA	27,445.67	28,081.53	41,376.43	0.00	40,740.57
05 704 3035	SHOP MATERIALS	2,090.00	762.53	4,593.98	0.00	5,921.45
05 704 3040	FCCLA	1,560.86	10,041.80	9,963.29	0.00	1,482.35
05 704 3050	HONOR SOCIETY	(2,334.05)	1,969.66	5,068.65	0.00	764.94
05 704 3070	MUSIC	4,897.86	1,402.00	1,471.50	0.00	4,967.36
05 704 3080	SCHOLARSHIPS	560.00	0.00	408.00	0.00	968.00
05 704 3090	STUCO - MIDDLE SCHOOL	4,351.94	0.00	0.00	0.00	4,351.94
05 704 3100	STUDENT COUNCIL	3,336.60	170.77	380.54	0.00	3,546.37
05 704 3110	HEALTH PROFESSIONS CLUB	989.17	0.00	0.00	0.00	989.17
05 704 3120	YEARBOOK	18,978.02	5,070.00	4,130.00	0.00	18,038.02
05 704 3200	SCIENCE	316.96	110.89	350.00	0.00	556.07
05 704 4010	COURTESY FUND	1,168.37	246.50	890.00	0.00	1,811.87
05 704 4020	ELEMENTARY TEACHERS	8,723.20	83.40	275.60	0.00	8,915.40
05 704 4025	HIGH SCHOOL TEACHERS	8,402.81	325.00	0.00	0.00	8,077.81
05 704 4040	MISCELLANEOUS / STUDENT STUFF	4,427.55	3,039.28	6,590.07	0.00	7,978.34
05 704 4045	BOOKFAIR	4,770.72	4,102.82	4,542.03	0.00	5,209.93
05 704 4050	ART	926.90	26.36	70.00	0.00	970.54
05 704 4060	HOPE SQUAD	0.00	105.00	332.96	0.00	227.96

Activity Fund Balance Report - Summary - Exclude Encumbrances
09/2021 - 08/2022

Regular; Beginning Month 09/2021; Processing Month 08/2022; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITY FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
	Fund Total: 05	156,500.12	253,650.54	235,409.00	0.00	138,258.58

Expenditure Report by Function/Object -
Summary

09/12/2022 09:05 AM

Regular; Processing Month 09/2022; Fund Number 01

User ID: KAH

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
2670 SAFETY	0.00	1,536.00	1,536.00	0.00	(1,536.00)	0.00	0.00	(1,536.00)
2710 VEHICLE OPP & PURCH REG ED	0.00	23,661.62	23,661.62	0.00	(23,661.62)	0.00	0.00	(23,661.62)
2711 VEHICLE OPP & PURCH LCC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2712 VEHICLE OPP & PURCH SCHOOL AGE SPED	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2713 VEHICLE OPP & PURCH AGE 0-5 SPED	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2730 VEHICLE SERV & MAINT REG ED	0.00	8,973.48	8,973.48	0.00	(8,973.48)	0.00	0.00	(8,973.48)
2732 VEHICLE SERV & MAINT SCHOOL AGE SPED	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2760 2760	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2790 OTHER TRANS REG STUDENTS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2792 OTHER TRANS SCHOOL AGE SPED	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3300 COMMUNITY SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3500 STATE CATEGORICAL PROGRAMS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3512 DISTANCE EDUCATION INCENTIVE PAYMENTS	0.00	1,104.84	1,104.84	0.00	(1,104.84)	0.00	0.00	(1,104.84)
3535 HIGH ABILITY LEARNERS	0.00	111.42	111.42	0.00	(111.42)	0.00	0.00	(111.42)
4320 4320	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6000 6000	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6200 TITLE I, PART A ESSA IMP BASIC BY LOCAL	0.00	8,701.00	8,701.00	0.00	(8,701.00)	0.00	0.00	(8,701.00)
6210 TITLE I PART A ACCT ESSA IMPROV BASIC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6310 TITLE II, PART A ESSA SUPP EFF INSTUCT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6401 6401	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6402 IDEA PART B(611) BASE ALLOC TRANS	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	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6406 IDEA PRESCHOOL(619) BASE ALLOC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6410 IDEA ENROLLMENT/POVERTY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6455 6455	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6500 6500	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6590 6590	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6610 6610	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6630 6630	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6700 FED VOC & APP TECH ED (CARL PERKINS)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6810 6810	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6960 6960	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6985 6985	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6992 REAP	0.00	344.95	344.95	0.00	(344.95)	0.00	0.00	(344.95)
6996 6996	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6997 ESSER II	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6998 ESSER III	0.00	304.99	304.99	0.00	(304.99)	0.00	0.00	(304.99)
8000 TRANSFERS (OUTGOING)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9000 NON-PROGRAM EXPENDITURES	0.00	1,577.37	1,577.37	0.00	(1,577.37)	0.00	0.00	(1,577.37)
01 GENERAL FUND	0.00	550,508.36	550,508.36	0.00	(550,508.36)	0.00	0.00	(550,508.36)

09/12/2022 09:05 AM

**Expenditure Report by Function/Object -
Summary**
Regular; Processing Month 09/2022; Fund Number 01

User ID: KAH

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:	0.00	550,508.36	550,508.36	0.00	(550,508.36)	0.00	0.00	(550,508.36)

HEMINGFORD PUBLIC SCHOOLS

SEPTEMBER 12, 2022

GENERAL FUND:

Statement Balance 8-31-2022 (BOW)	\$ 411,951.52
8-31-2022 (NE Bank)	\$ 437,785.21
-Outstanding Checks	<u>\$ 4,558.82</u>
Balance 8-31-2022	\$ 845,177.91

+ September Tax Receipts: \$1,288,117.49

Subtotal: General Fund **\$2,133,295.40**

September Bills: \$ 100,516.40

September Payroll: \$ 504,347.09

-Total September Expenses: **\$ 604,863.49**

Balance General Fund: **\$1,528,431.91**

BUILDING FUND:

Checking Balance 8-31-2022 (BOW) \$ 786,192.00

8-31-2022 (NE Bank) \$ 723,721.62

Liquid Asset Fund \$ 402,653.39

2 CD's: 30 month (.15%)- Mat. 10-18-23 \$ 155,280.39

24 month (.20%)- Mat. 10-18-22 \$ 154,504.51

September Tax Receipts: \$ 43,715.76

Building Fund Balance 8-31-2022 **\$ 2,266,067.67**

09/10/2022 06:38 PM

Posted - All; Batch Description 3 Records Selected; Fund Number 01, 08

User ID: KAH

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
21ST CENTURY EQUIPMENT	P94987	WINDOW	212.16
Total 21ST CENTURY EQUIPMENT			212.16
ACR GLASS	81119	WEST HS DOOR REPAIR	80.00
Total ACR GLASS			80.00
ADAMSON AUTOMOTIVE	JULY/AUG STMT	BUS MAINTENANCE	7,880.34
Total ADAMSON AUTOMOTIVE			7,880.34
AMAZON	22-23 HS REQUISITION	22-23 HS REQUISITIONS-SUPPLIES	2,271.96
AMAZON	22-23 REQUISITIONS	ELEM 22-23 REQUISITIONS SUPPLIES	2,271.97
AMAZON	3574	VOAG ED SUPPLIES	134.23
Total AMAZON			4,678.16
AMERICINN	831-264647	ADMIN DAYS LODGING	774.00
AMERICINN	ADMIN DAYS-PLOG	ADMIN DAYS LODGING - PLOG	387.00
Total AMERICINN			1,161.00
ARBYS	ADMIN DAYS	ADMIN DAYS	9.33
Total ARBYS			9.33
BENZEL, SUE	090122	CLASSROOM SUPPLY	91.63
Total BENZEL, SUE			91.63
BERNIE'S ACE HARDWARE	263135	MAINTENANCE SUPPLY	62.95
Total BERNIE'S ACE HARDWARE			62.95
BLACK HILLS ENERGY	2022-08 SCHOOL	SCHOOL BLDG GAS UTILITY	129.66
BLACK HILLS ENERGY	2022-08 SUPT HOUSE	SUPT HOUSE - GAS	43.11
Total BLACK HILLS ENERGY			172.77
BLOEDORN'S LUMBER CO.	7121408	MAISNTENANCE/GROUNDS SUPPLY	382.29
BLOEDORN'S LUMBER CO.	7123030	MAINTENANCE SUPPLY	199.23
BLOEDORN'S LUMBER CO.	7127743	MAINTENANCE SUPPLY	78.36
BLOEDORN'S LUMBER CO.	7140104	MAINTENANCE SUPPLY	87.06
Total BLOEDORN'S LUMBER CO.			746.94
BUD'S PEST CONTROL	4545	PEST CONTROL	100.00
Total BUD'S PEST CONTROL			100.00
CAPITAL BUSINESS SYSTEMS, INC	32141526	COPIER LEASE	783.76
CAPITAL BUSINESS SYSTEMS, INC	32341660	COPIER LEASE PMT	864.21
Total CAPITAL BUSINESS SYSTEMS, INC			1,647.97
CASEYS	220-07 FUEL	VB CAMP/AD SEC MTG/COACHES CLINIC FUEL	386.87
CASEYS	NPERS MTG FUEL	NPERS MTG - FUEL	101.94
Total CASEYS			488.81
CENGAGE LEARNING	78230236	ACCOUNTING BOOKS	315.00
Total CENGAGE LEARNING			315.00

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Vendor Name	Invoice Number	Description	Amount
CLASS INTERCOM	QTE 1	PLATFORM 1 YEAR SUBSCRIPTION	1,495.00
Total CLASS INTERCOM			1,495.00
CONOCO	1417	FFA RETREAT - FUEL	125.00
Total CONOCO			125.00
COPPERMILL STEAKHOUSE	ADMIN DAYS	ADMIN DAYS	21.00
Total COPPERMILL STEAKHOUSE			21.00
CRESCENT ELECTRIC SUPPLY CO.	S510556755.002	LIGHTS	260.80
Total CRESCENT ELECTRIC SUPPLY CO.			260.80
CULLAN, JOEI	090122 BEG YR	CLASSROOM SUPPLIES	108.30
Total CULLAN, JOEI			108.30
CULLIGAN WATER CONDITIONING	2022-08 STMT	WATER -SALT SERVICE	13.00
CULLIGAN WATER CONDITIONING	2022-08 STMT	SALT WATER RENTAL/SALT	174.17
Total CULLIGAN WATER CONDITIONING			187.17
CUNNIGHAMS JOURNAL	ADMIN DAYS 22-ELEM	ADMIN DAYS - EA - MEAL	45.72
Total CUNNIGHAMS JOURNAL			45.72
CUTTING EDGE CURRICULUM INC. dba CAERT, INC	268	AG ED LESSON PLAN/CURRICULUM-1 YR	450.00
Total CUTTING EDGE CURRICULUM INC. dba CAERT, INC			450.00
DARREN'S CARQUEST AUTO PARTS	2723-436796	CUSTODIAL SUPPLIES	551.14
DARREN'S CARQUEST AUTO PARTS	2723-437004	VEHICLE CLEANING SUPPLIES	104.70
DARREN'S CARQUEST AUTO PARTS	2723-438074	MAINTENANCE SUPPLY	54.66
Total DARREN'S CARQUEST AUTO PARTS			710.50
DAS STATE ACCOUNTING - CENTRAL FINANCE	1326268.	PARTICIPATION FEE	259.49
Total DAS STATE ACCOUNTING - CENTRAL FINANCE			259.49
DAVE'S PHARMACY CENTRAL OFFICE	20582	MEDS FOR NURSE OFFICE	31.56
Total DAVE'S PHARMACY CENTRAL OFFICE			31.56
DGP PUBLISHING, INC	28049	DAILY GRAMMAR WORKBOOKS	1,437.05
Total DGP PUBLISHING, INC			1,437.05
ED PUZZLE	5781	SUBSCRIPTION	11.50
Total ED PUZZLE			11.50
EDUCATIONAL SERVICE UNIT #13	2022-08 STMT	DL;INTERNET;NEVA;NEW TEACH ACADEMY	1,735.33
Total EDUCATIONAL SERVICE UNIT #13			1,735.33
ESU COORDINATING COUNCIL	COOP002177	SWANK MOVIE LICENSE	351.00
Total ESU COORDINATING COUNCIL			351.00
FARMERS COOP	1109100-22	SLIDERS	19.98
FARMERS COOP	1109115	MAINTENANCE SUPPLY	31.73
FARMERS COOP	1109290	VOAG SUPPLY	14.88

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Vendor Name	Invoice Number	Description	Amount
FARMERS COOP	1109372	MAINTENANCE SUPPLY	5.97
FARMERS COOP	1110078	VOAG SUPPLY	8.48
FARMERS COOP	1110327	MAINTENANCE SUPPLY	5.98
FARMERS COOP	113101	FERTILIZER	506.70
Total FARMERS COOP			593.72
FIRE AND ICE MECHANICAL	11421	COOLER REPAIR-SOUTH CAMPUS	225.87
Total FIRE AND ICE MECHANICAL			225.87
FIRST NATIONAL CAPITAL MARKETS, INC	08261	2ND HALF-BUDGET ASST/PLANNING	7,500.00
Total FIRST NATIONAL CAPITAL MARKETS, INC			7,500.00
GREATOR NE MED-SURGERY SERVICES	081822-BH	BUS PHYSICAL - BH	218.00
Total GREATOR NE MED-SURGERY SERVICES			218.00
H & H SANITATION	41934	ROLL OFF BOX RENTAL	120.00
Total H & H SANITATION			120.00
HAAS, ROBERT	LICENSE RENEWAL	DOT LICENSE RENEWAL	64.00
Total HAAS, ROBERT			64.00
HEMINGFORD CO-OP TELEPHONE CO	2022-09 STMT	TELEPHONE/INTERNET	1,550.29
Total HEMINGFORD CO-OP TELEPHONE CO			1,550.29
HEMINGFORD MUNICIPAL UTILITIE	2022-08 STMT	UTILITITES	12,952.54
Total HEMINGFORD MUNICIPAL UTILITIE			12,952.54
HEMINGFORD PUBLIC SCHOOLS	BANK ACCT XFER	XFER G/F FROM BOW TO NE BANK	800,000.00
Total HEMINGFORD PUBLIC SCHOOLS			800,000.00
HOBBY LOBBY	5832	TRANSPORTATION DEPT SUPPLIES	34.37
Total HOBBY LOBBY			34.37
HOUGHTON MIFFLIN HARCOURT PUBLISHING CO	955654344	INTRO READING DIGITAL LIC K-6	96.00
HOUGHTON MIFFLIN HARCOURT PUBLISHING CO	955657235	GR 4 INTRO READING WORKBOOKS	132.17
HOUGHTON MIFFLIN HARCOURT PUBLISHING CO	955661097	GR 4 INTRO TO READING JOURNALS	76.82
Total HOUGHTON MIFFLIN HARCOURT PUBLISHING CO			304.99
HUSS AUTO REPAIR	40255	FORD 1 - TIRES MOUNT/BALANCE	869.00
HUSS AUTO REPAIR	40256	SUBURBAN SERVICE	119.44
Total HUSS AUTO REPAIR			988.44
IDEAL LINEN AND UNIFORM	11134172	CUSTODIAL SUPPLIES	100.82
IDEAL LINEN AND UNIFORM	11136140	CUSTODIAL SUPPLIES	100.82
Total IDEAL LINEN AND UNIFORM			201.64
IDEAL/BLUFFS FACILITY SOLUTIONS	449294-1	CUSTODIAL SUPPLIES	204.16
IDEAL/BLUFFS FACILITY SOLUTIONS	451458-1	CUSTODIAL SUPPLIES	173.96
IDEAL/BLUFFS FACILITY SOLUTIONS	453790	CUSTODIAL SUPPLIES	2,395.49
IDEAL/BLUFFS FACILITY SOLUTIONS	453790-2	CUSTODIAL SUPPLIES	31.16
IDEAL/BLUFFS FACILITY SOLUTIONS	454455	CUSTODIAL SUPPLIES	124.61

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Vendor Name	Invoice Number	Description	Amount
IDEAL/BLUFFS FACILITY SOLUTIONS	454455-1	CUSTODIAL SUPPLIES	93.44
IDEAL/BLUFFS FACILITY SOLUTIONS	454621	CUSTODIAL SUPPLIES	316.68
IDEAL/BLUFFS FACILITY SOLUTIONS	455334	CUSTODIAL SUPPLIES	512.34
Total IDEAL/BLUFFS FACILITY SOLUTIONS			<u>3,851.84</u>
INNOVATIVE OFFICE SOLUTIONS, LLC	IN3893475	ELEM OFFICE SUPPLIES	78.50
Total INNOVATIVE OFFICE SOLUTIONS, LLC			<u>78.50</u>
JW PEPPER & SON, INC	3644655741	MUSIC	44.25
Total JW PEPPER & SON, INC			<u>44.25</u>
KEATING & ASSOCIATES, INC.	21626	MONTHLY 125 PARTICIPATION FEE	222.50
Total KEATING & ASSOCIATES, INC.			<u>222.50</u>
KINGSOOPERS	2350	FCCLA FUEL RETURN FROM DENVER	61.77
Total KINGSOOPERS			<u>61.77</u>
KSB School Law PC, LLO	12523	LEGAL SERVICES	1,408.00
Total KSB School Law PC, LLO			<u>1,408.00</u>
KULLY SUPPLY INC.	586486	MAINTENANCE SUPPLY	136.80
Total KULLY SUPPLY INC.			<u>136.80</u>
LAWSON PRODUCTS	9309865585	MAINTENANCE SUPPLY	15.89
Total LAWSON PRODUCTS			<u>15.89</u>
LIFEGUARD MD, INC.	14660	DEFIBRILLATOR PADS	204.00
Total LIFEGUARD MD, INC.			<u>204.00</u>
LISA BRIGGS, OT, LLC	H080122	OT SERVICES - AUGUST	2,366.25
LISA BRIGGS, OT, LLC	H080122 SUMMER	OT SERVICES	1,932.21
Total LISA BRIGGS, OT, LLC			<u>4,298.46</u>
MARRIOTT	NWEA CONF	LODGING-NWEA CONFERENCE-E ARNESON	726.09
Total MARRIOTT			<u>726.09</u>
MOBIUS COMMUNICATIONS CO	11-213-53037-95	LABOR/PHONE SERVICE	80.00
MOBIUS COMMUNICATIONS CO	11-221-41406-29	RESET POWER WEST DOOR HS	40.00
Total MOBIUS COMMUNICATIONS CO			<u>120.00</u>
MORFORD'S DECORATING CENTER	22924	CARPET WORK-ELEM	525.60
MORFORD'S DECORATING CENTER	22925	CARPET ELEM-PARABOND	19.99
Total MORFORD'S DECORATING CENTER			<u>545.59</u>
NASB	47135	STRATEGIC PLAN FEE/WORK	6,841.97
NASB	INV-10522N1C4X3	NAEP MEMBERSHIP REGISTRATION	35.00
NASB	INV-10548-Q3J4P1	AREA MEMBERSHIP MTG-TM	77.00
NASB	INV-10642-V5N0X7	NE ED LAW PUBLICATION	62.00
NASB	INV-10643-K2P6V9	AREA MEMBERHSIP MTG-TS	77.00
NASB	INV-10709-C0H2Y3	AREA MEMBERSHIP MTG	154.00
Total NASB			<u>7,246.97</u>

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Vendor Name	Invoice Number	Description	Amount
NASCO EDUCATION	312627	ART CLASSROOM SUPPLIES	287.15
Total NASCO EDUCATION			<u>287.15</u>
NATA	747F2DA5-0001	2022 NATA FALL CONFERENCE REG.	100.00
Total NATA			<u>100.00</u>
NATIONAL ART AND SCHOOL SUPPLIES	21130	COOP SUPPLIES	753.79
Total NATIONAL ART AND SCHOOL SUPPLIES			<u>753.79</u>
NE COUNCIL OF SCHOOL ADMINISTRATORS	22-23 MEMBERSHIP	T MILLER - 22-23 NCSA MEMBERSHIP	805.00
NE COUNCIL OF SCHOOL ADMINISTRATORS	73240	NASES CONFERENCE	150.00
Total NE COUNCIL OF SCHOOL ADMINISTRATORS			<u>955.00</u>
NORTHWEST PIPE FITTINGS, INC.	266677	MAINTENANCE SUPPLY	40.71
Total NORTHWEST PIPE FITTINGS, INC.			<u>40.71</u>
NRCSA	MEM094	22-23 MEMBERSHIP	850.00
Total NRCSA			<u>850.00</u>
ONE SOURCE BACKGROUND CHECK CO	7596-20220831	BACKGROUND CHECK	54.00
Total ONE SOURCE BACKGROUND CHECK CO			<u>54.00</u>
PHILLIPS 66	6920	FUEL-ADMIN DAYS	99.00
Total PHILLIPS 66			<u>99.00</u>
POWERSCHOOL GROUP LLC	INV319007	22-23 SUBSCRIPTION	5,328.18
Total POWERSCHOOL GROUP LLC			<u>5,328.18</u>
PROTEX CENTRAL INC.	135924	SPRINKLER SYSTEM INSPECTION	1,080.00
PROTEX CENTRAL INC.	135947	FIRE EXTINGUISHER MAINTENANCE	456.00
PROTEX CENTRAL INC.	136098	FIRE ALARM INSPECTIONS	903.00
Total PROTEX CENTRAL INC.			<u>2,439.00</u>
R&J INDUSTRIES	3036	CONCRETE WORK	754.00
Total R&J INDUSTRIES			<u>754.00</u>
RABEN'S MARKET	2022-08 STMT - FCS	FCS CLASSROOM SUPPLIES	198.83
RABEN'S MARKET	2022-08 STMT OFFICE	TRANSPORTATION SUPPLIES	20.52
RABEN'S MARKET	2022-08 STMT-JANITOR	JANITORIAL SUPPLIES	15.95
Total RABEN'S MARKET			<u>235.30</u>
RAISING CANES	0798	NPERS MTG	9.17
RAISING CANES	ADMIN DAYS-PLOG	MEALS- ADMIN DAYS	22.66
Total RAISING CANES			<u>31.83</u>
ROBERTS ELECTRIC INC.	JT13094	MATER/LABOR FOR ELECTRICAL PROJECTS	4,229.21
Total ROBERTS ELECTRIC INC.			<u>4,229.21</u>
ROCKY MOUNTAIN AIR SOLUTIONS	30385675	RENTAL GAS CHRGE	41.45
Total ROCKY MOUNTAIN AIR SOLUTIONS			<u>41.45</u>

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Vendor Name	Invoice Number	Description	Amount
SCHOLASTIC INC.	BAL DUE-KDG	BAL DUE-KDG LETS FIND OUT	229.02
Total SCHOLASTIC INC.			<u>229.02</u>
SCHOOL BOARD SUPPORT SERVICES	NE1332023	SALARY ARRAY WORK	1,800.00
Total SCHOOL BOARD SUPPORT SERVICES			<u>1,800.00</u>
SCHOOL NURSE SUPPLY, INC.	0905685-IN	NURSE SUPPLIES	5.45
SCHOOL NURSE SUPPLY, INC.	0905687-IN	NURSE MED SUPPLY	179.18
Total SCHOOL NURSE SUPPLY, INC.			<u>184.63</u>
SCHOOL SPECIALTY LLC	208130549884	5th CLASSROOM SUPPLIES	12.80
SCHOOL SPECIALTY LLC	208130574083	6TH GR CLASSROOM SUPPLY	54.38
SCHOOL SPECIALTY LLC	208130788458	CLASSROOM FURNITURE-ELEM	234.74
Total SCHOOL SPECIALTY LLC			<u>301.92</u>
SOFTWARE UNLIMITED, INC	20212536	WEBLINK ANNUAL FEE	1,200.00
Total SOFTWARE UNLIMITED, INC			<u>1,200.00</u>
START 2 SEW	2721	SEWING KITS-FCS	184.67
Total START 2 SEW			<u>184.67</u>
STEVE WEISS MUSIC INC.	INV1130466.3	MUSIC EQUIPMENT	344.95
Total STEVE WEISS MUSIC INC.			<u>344.95</u>
TODD'S BODY SHOP	40139	2019 YELLOW WINDSHIELD	676.11
TODD'S BODY SHOP	40140	2017 YELLOW BUS WINDSHIELD	676.11
TODD'S BODY SHOP	40141	2015 THOMAS LINER YELLOW WINDSHIELD	676.11
Total TODD'S BODY SHOP			<u>2,028.33</u>
TRITLE PLUMBING	31086	LABOR FOR KITCH/OUTSIDE LINE WORK	1,857.38
TRITLE PLUMBING	31102	STORM DRAINAGE PIPE/SEWER PIPE WORK	902.15
Total TRITLE PLUMBING			<u>2,759.53</u>
U.S. POSTAL SERVICE	0763	KDG LETTERS MAILING	36.96
Total U.S. POSTAL SERVICE			<u>36.96</u>
VALENTINOS	3889	NPERS MTG	9.71
Total VALENTINOS			<u>9.71</u>
VALOR GENERAL STORE	12828	FITTING	7.99
VALOR GENERAL STORE	12904	KWIK SET - LITTLE GYM	24.99
VALOR GENERAL STORE	12979	CAULKING	22.84
Total VALOR GENERAL STORE			<u>55.82</u>
WALL STREET JOURNAL	7491	SUBSCRIPTION	38.99
Total WALL STREET JOURNAL			<u>38.99</u>
WENDYS	7082	NPERS MTG	12.39
Total WENDYS			<u>12.39</u>
WESTCO	2022-08 STMT	FUEL	4,848.16

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Vendor Name	Invoice Number	Description	Amount
Total WESTCO			4,848.16
WESTOVER, TODD	2022-09 TUITION REIM	TUITION REIMBURSEMENT	750.00
Total WESTOVER, TODD			750.00
WINGATE MOAB	NWEA CONF.	LODGING -NWEA CONF ARNESON	221.79
Total WINGATE MOAB			221.79
WNCC	6142	CNA WORKBOOKS	719.91
Total WNCC			719.91
Fund Number 01			900,516.40
Checking Account ID 1			900,516.40
Checking Account ID 8	Fund Number 08	BUILDING FUND	
PROTEX CENTRAL INC.	135557/135554	GYM BLDG ACCESS CONTROL/ALARM UPGRADE	7,767.11
Total PROTEX CENTRAL INC.			7,767.11
TRITLE PLUMBING	31012	RE-PIPE WATER LINES SUPT HOUSE	1,500.00
Total TRITLE PLUMBING			1,500.00
WOOD CONSTRUCTION	SUPT HOUSE/GYM	SUPT HOUSE REMODEL/GYM	17,940.05
Total WOOD CONSTRUCTION			17,940.05
Fund Number 08			27,207.16
Checking Account ID 8			27,207.16



**BOX BUTTE COUNTY SCHOOL DISTRICT #10
STUDENT REPRESENTATIVE OATH OF OFFICE**

I, _____, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation or for purpose of evasion; and that I will faithfully and impartially perform the duties of the office of the Student Representative to the Hemingford School District Board of Education according to law and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence. So help me, God.

Printed Name: _____

Signature: _____

Date: ____/____/____

September 7, 2022

Hemingford Public Schools
Board of Education
913 Niobrara Ave.
Hemingford, NE 69348

Dear Negotiations Committee:

The Hemingford Education Association requests that the school board of the Hemingford Public Schools take action to recognize Hemingford Education Association as the exclusive bargaining agent for the district's non-supervisory certificated staff for the 2024-2025 contract year.

Please direct your response to the undersigned.

Sincerely,



Pam Huddle, president

Hemingford Education Association

DISTRICT AND SCHOOL (COMBINED) TITLE I PARENT AND FAMILY ENGAGEMENT POLICY

Hemingford Public Schools intends to follow the Title I Parent and Family Engagement Policy guidelines in accordance with federal law, Section 1116(a -f) ESSA, (Every Student Succeeds Act) of 2015.

In General

The written District parent and family engagement policy has been developed jointly with, updated periodically and distributed to parents and family members of participating children and the local community in an understandable and uniform format. This policy agreed on by such parents describes the means for carrying out the requirements as listed below.

- Parents and family members of all students are welcomed and encouraged to become involved with their child's school and education; this includes parents and family members that have limited English proficiency, limited literacy, are economically disadvantaged, have disabilities, racial or ethnic minority background or are migratory children. Information related to school and parent programs, meetings, school reports and other activities are sent to the parents of participating children in a format, and to the extent practicable, in a language the parents can understand.
 - Hemingford Open House/Back to School Night
 - 7th grade and New Student orientation
 - Annual Title I Parent Meeting
 - Parent-Teacher Conferences
- Parents are involved in the planning, review, evaluation, and improvement of the Title I program, Parent and Family Engagement Policy and the School-Parent Compact at an annual parent meeting scheduled at a convenient time. This would include the planning and implementation of effective parent and family involvement activities.
- Conduct, with meaningful parent and family involvement, an annual evaluation of the content and effectiveness of the Parent and Family Engagement Policy. Use the evaluation findings to design evidence-based strategies for more effective parental involvement, and to revise the Parent and Family Engagement Policy.
- Opportunities are provided for parents and family members to participate in decisions related to the education of their child/children. The school and local educational agency shall provide other reasonable support for parental involvement activities.
 - Parent and Community Surveys
 - Annual Title I parent meeting
 - Development of the School Improvement Plan
 - School Advisory Meetings

- Parents of participating children will be provided timely information about programs under this part, a description and explanation of the curriculum in use, the forms of academic assessment used to measure student progress and the achievement levels of the challenging State academic standards. The school will provide assistance, opportunities, and/or materials and training to help parents work with their children to improve their children's academic achievement in a format, and when feasible, in a language the parents and family members can understand.
- - Student handbook
 - Parent-Teacher Conferences
 - Standardized Tests results
 - Progress reports & report cards
- Educate teachers, specialized instructional support personnel, principals, and other school leaders, with the assistance of parents, in the value and utility of contributions of parents, how to reach out to, communicate with and work with parents as equal partners.
- Coordinate and integrate parental involvement programs and activities with other Federal, State and Local programs, including preschool programs that encourage and support parents in more fully participating in the education of their children.

~~PARENTAL AND FAMILY INVOLVEMENT IN THE SCHOOLS~~

~~It is the policy of the district to provide full access to the parent and family members of any student of the district to review textbooks, tests, curriculum and instructional materials, records of a student of any such parent, unless otherwise prohibited by law, and to any surveys of students done by the school district. Summary information regarding the district's curriculum, testing, and surveys will be provided at the beginning of each school year. Requests for access to specific instructional materials should be addressed to the teacher or building principal.~~

~~Requests by parents and family members to attend and monitor courses, assemblies, counseling sessions and other instructional activities shall also be made to the building principal or teacher. While requests to monitor are usually granted, if the request is denied, reasons for the denial will be provided.~~

~~It is the policy of the district to provide as consistent an experience as possible in all classroom instruction, testing, surveys, and other school experiences. It is the policy of the district not to excuse students from classroom instruction, testing, and other school experiences unless an objection is submitted to the building principal or teacher outlining the specific experience, the basis for the objection and a proposed solution for dealing with the objection that would be satisfactory to the parent and family members.~~

~~The request for the student to be excused will be reviewed by the building principal and a decision provided to the parents and family members. While verbal objections and~~

~~decisions are valid, written follow-up to verbal communications is required from the parent and family members, and the principal. If a student is excused from the requested activity no penalty will be assessed but an agreed upon alternative activity must be performed to the satisfaction of the teacher and principal.~~

~~It is the policy of the district to use testing methods and testing instruments that are in keeping with district goals and academic improvement. The district shall use the standardized tests that are required by the state of Nebraska, but may also use other complementary assessments along with the state's tests in order that the district's students are more than adequately prepared. It is the policy of the district to notify parents and family members of any standardized testing that may be scheduled within the school district.~~

~~It is the policy of the district to notify parents and family members of any survey which may be scheduled and to conduct student surveys judiciously, with full consideration of the fact that parents and family members may find items of the survey objectionable.~~

~~The following activities will also be included in the district's plan for parental and family involvement:~~

- ~~1. The district will involve parents and family members in the development of the~~

Approved _____ Reviewed _____ Revised _____

- ~~Title I plan, the process for school review of the plan and the process for improvement;~~
- ~~2. The district will provide the coordination, technical assistance and other support necessary to assist participating schools in planning and implementing effective parental and family involvement activities to improve student academic achievement and school performance;~~
- ~~3. The district will build the schools' and parents' and family members' capacity for strong parental and family involvement;~~
- ~~4. The district will coordinate and integrate parental and family involvement strategies under Title I with other programs such as Head Start, Reading First, etc.;~~
- ~~5. The district will conduct with the involvement of parents and family members, an annual evaluation of the content and effectiveness of the parental and family involvement policy in improving the academic quality of the school served including identifying barriers to greater participation by parents and family members in Title I activities (with particular attention to parents and families who have low income, Limited English Proficient (LEP), minorities, disabilities and low literacy) and use the findings of the evaluation to design strategies for more effective parental and family involvement and to revise, as necessary, the parental and family involvement policies; and~~
- ~~6. The district will involve parents and family members in Title I activities.~~

~~The parent and family members or guardian of a student may have access to that student's records during normal business hours of the district according to Policy 507.01 Student Records Access.~~

This policy is adopted following a public hearing to receive public comments and suggestions.

Legal Reference: Neb. Statute 79-530 to 533
No Child Left Behind, Title I, Sec. 1118, P.L. 107-110

Cross Reference: 507.01 Student Records Access
606.03 Objection to Instructional Materials
610.02 Test or Assessment Administration
611.01 Student Progress Reports
611.04 Parent Conferences
1002. District Annual Report
1005.01 Public Complaints

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STUDENT ACTIVITY ELIGIBILITY

Participation in school activities is a privilege. School activities provide the benefits of promoting additional interests and ability in the students during their school years and for their lifetime.

However, students who participate in extracurricular activities serve as ambassadors of the school district throughout the calendar year, whether away from school or at school. Students wanting to participate in school activities must meet the requirements set out by the school district for participation in the activity and must conduct themselves in accordance with student conduct policies.

Student activity events must be approved by the superintendent unless they involve unusual travel expense, in which case the board will take action. The events must not disrupt the education program or other school district operations.

Eligibility requirements as published by the Nebraska School Activities Association (NSAA) shall be observed by all students. Additional eligibility requirements are in place as of January 3rd, 2006 that were developed by a committee of teachers, parents, and administrators.

Students in grades 9-11 must pass thirty (30) semester hours (six classes) of credit the immediate preceding semester in order to be eligible for any activity sponsored by Hemingford Public Schools.

Seniors: Students in Grade 12 will be required to pass twenty (20) semester hours (four classes) of credit during their senior year in order to be eligible for any activity sponsored by Hemingford Public Schools.

Students in grades 7 and 8 must pass 6 of 8 classes the immediate preceding semester in order to be eligible for any activity sponsored by Hemingford Public Schools.

In addition to the above eligibility rule, eligibility for Junior and Senior High students at Hemingford Public Schools is determined on a weekly basis. Students failing two or more classes (grade below 70%) for two consecutive weeks are ineligible to participate in extracurricular activities for a one week period which will be considered Wednesday through Tuesday. A student who is academically ineligible may attend practices, however they cannot travel with any team/activity, suit up/participate in any event/performance, or participate in any special school activity (such as prom and all dances/parties). Eligibility requirements shall not apply to instructional field trips which are a part of the scheduled course learning experience; or activities or events which are a part of the student's grade requirements. ~~Students failing any two classes in any two consecutive week period will be considered ineligible for any and all activities, competitions, or performances for a one week period which will be considered Wednesday through Tuesday. Individuals may practice with team, however may not be released from school to travel with the team.~~

Students who are enrolled primarily in an exempt school, a private school, or a parochial school who are part-time students participating in activities at Hemingford Public Schools shall provide the principal with current transcripts and grade reports (weekly), so eligibility determinations can be made.

Legal Reference: 20 U.S.C. Sect.1681-1683; 1685-1686 (1994).
34 C.F.R. Pt. 106.41 (1993)
Neb Statute 79-296
79-443

Cross Reference: 502 Student Attendance
504 Student Rights and Responsibilities
505 Student Discipline
508 Student Health and Well-Being

Approved _____ Reviewed _____ Revised _____

PROCEDURES AND GUIDELINES FOR ACTIVITY ELIGIBILITY

Weekly Updates

Teachers will post grades on a weekly basis. Any student failing two or more classes (grade below 70%) for two consecutive weeks is ineligible to participate in extracurricular activities for a one week period which will be considered Wednesday through Tuesday. A student who is academically ineligible may attend practices, however they cannot travel with any team/activity, suit up/participate in any event/performance, or participate in any special school activity (such as prom and all dances/parties). Eligibility requirements shall not apply to instructional field trips which are a part of the scheduled course learning experience; or activities or events which are a part of the student's grade requirements. World Stride has its own code of conduct to attend, this activity will not be considered as part of the eligibility policy.

Any student who is sanctioned or is found by the school district policy or NSAA policy to be ineligible to participate in any extracurricular activity may appeal the sanction or finding in accordance with the student due process policy.

~~Grades will be due to administration before school homeroom on each Monday. Administration will compile information and notify faculty on eligibility of students. A student will not be allowed to leave during the school day for any activity if he/she is failing the same class two weeks in a row.~~

~~All school-sponsored activities include dances, band, FFA, quiz bowl, athletics, field trips. Based on the fact that World Stride has its own code of conduct to attend, this activity will not be considered as part of the eligibility policy.~~

~~Any student who is sanctioned or is found by the school district policy or NSAA policy to be ineligible to participate in any extra-curricular activity may appeal the sanction or finding in accordance with the student due process policy.~~

Eligibility Requirements:

1. Student must be an undergraduate.
2. Student must be enrolled in at least twenty hours per week and regular in attendance, in accordance with the school's attendance policy at the school he/she wishes to represent in interscholastic competition.
3. Student must be enrolled in some high school on or before the eleventh school day of the current year.
4. Student is ineligible if nineteen years of age before August 1 of current school year. {Student may participate on a high school team if he/she was 15 years of age prior to August 1 of the current school year.}
5. After a student's initial enrollment in grade nine, he/she shall be ineligible after eight semesters of school membership.
6. Student must have been enrolled in school the immediate preceding semester.
7. Student must have received twenty semester hours of credit the immediate preceding semester and must be receiving a minimum of twenty semester credits during the semester of activity participation.

8. Once the season of a sport begins, a student shall 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.
9. A student shall not participate in sports camps or clinics during the season of a sport in which he/she is involved, either as an individual or as a member of a team.
10. A student shall not participate on an all-star team while a high school undergraduate.
11. 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 making a choice of high schools, any subsequent transfer will cause the student to be 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.
12. When the parents of a student change their domicile from one school district, which has a high school to another school district, which has a high school, the student is ineligible for ninety school days except:
 - a. If the change in domicile by the parent 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 a student has been attending the same high school since initial enrollment in grade nine and the school is located in the school district from which the parents moved, he/she may remain at that high school and retain eligibility or he/she is eligible at a high school located in the school district where his/her parents established their domicile.
 - c. If the parents moved during the summer months and the student is in grade twelve, the student may remain at the high school he/she has been attending and retain eligibility.
13. Guardianship does not fulfill the definition of a parent. If a guardian has been appointed for a student, the student is eligible in the school district where his/her natural parent{s} have their domicile. Individual situations involving guardianship may be submitted to the Executive Director for his review and ruling.
14. A student shall not participate in a contest under an assumed name.
15. A student must maintain his/her amateur status. PARTICIPATION AND PRACTICE
A team member is not allowed to practice or participate unless he/she is in school the afternoon of the day of the contest or practice. Exception will be made for absenteeism due to school activities and being absent for business, doctor, dentist or similar appointments, provided the absenteeism is pre-arranged through the principal. Any questions about the rule must be Okayed by the activities director or the principal. In the case of a Saturday event, the athlete should be in school Friday afternoon. If the athlete is unable to be in school on Friday afternoon, they should make prior arrangement with the principal to receive permission to participate on

Saturday. If a student is ill, we do not expect them nor do we want them to come to school simply to perform in a contest. Not only will this slow the student's recovery, they may be contagious and infect other students. The principal will make the final ruling whether or not a student can't perform in a contest when missing school the half day before a contest.

All students are expected to be on time, in fact ahead of time for all practices, contests, and departures for contests. Failure to do so may result in loss of playing time at all levels. Above all, participants should be good citizens. Participants should have pride in themselves as well as in their community and their school. Athletes should be dedicated to a healthy mind, a healthy body, and a positive attitude. Participants should not be exempt from rules, but rather held highly accountable for any actions which may be viewed as detrimental to the school or the community. Participants must remember at all times that their actions and attitudes not only reflect upon themselves but are a direct reflection of all of the students, parents, and staff at Hemingford Public School as well as all community members of Hemingford.

Students who are enrolled primarily in an exempt school, a private school, or a parochial school who are part-time students participating in activities at Hemingford Public Schools shall provide the principal with current transcripts and grade reports (weekly), so eligibility determinations can be made.

FULL-TIME AND PART-TIME ENROLLMENT

Full-Time Enrollment

Students must be enrolled in Hemingford Public Schools on a full-time basis. Full-time basis is defined as attending classes for the full instructional day within the public school system.

Exceptions are permitted only for:

1. enrolled students attending another state accredited institution such as a vocational-technical school or a college or university for school credit;
2. enrolled students taking the limited number of credits needed to graduate in the school year;
3. enrolled students in need of modified school attendance as an accommodation for a disability or similar unique circumstance;
4. enrolled students receiving special education services where the student's IEP requires a modified schedule, or non-enrolled students receiving special education services or other legally mandated services required to be provided to eligible resident children under state and federal laws and regulations;
5. students from other school districts participating in programs offered by the District pursuant to an interlocal agreement or other arrangement approved by the School Board; and
6. non-public school students in accordance with the policies and procedures set forth in this policy.

Part-Time Enrollment of Non-Public School Students

The School Board shall allow the part-time enrollment of students who are residents of the school district and who are also enrolled in a private, denominational, or parochial school or in a school which elects pursuant to section 79-1601 not to meet accreditation or approval requirements. Such students are referred to herein as "non-public school students."

The School Board establishes the following guiding principles for enrollment of non-public school students:

1. The primary school for a non-public school student is the student's private, denominational, parochial or home school.
2. Enrollment of a non-public school student in Hemingford Public Schools is allowed for the purpose of providing enhanced educational opportunities not otherwise available to the non-public school student. It is not to supplant programming of the student's primary school.
3. Non-public school students are not to be given priority over full-time students.
4. Non-public school students are to be enrolled only in programs or courses that are educationally appropriate for the student.

5. Enrollment of non-public school students is not to negatively affect the educational services to be provided to full-time students.

The School Board establishes the following specific policies and procedures for enrollment of non-public school students. In the event the specific policies and procedures require interpretation or do not fully resolve an issue, the above established guiding principles are to be considered.

A. Non-Public School Student Enrollment Application Procedures.

1. Application. Parent or guardian must submit an Application of Non-Public School Student for Part-Time Enrollment to the principal of the school the student desires to attend.
2. Deadline for Applications. The application must be received by August 1st preceding the school year the student wishes to enroll.
 - a. Change of Residence Exception: The application deadline for a student who becomes a resident of the District after the school year has commenced is: 20 calendar days after the student becomes a resident of the District. The principal may delay enrollment until the next following quarter or semester starts, or at such other time as determined to be educationally appropriate.
 - b. High School Course Exception: The application deadline for a student who desires to enroll in a second semester high school course is December 1st.
3. Action on Applications. The principal will review the application and will notify the parent of the approval or denial of the application within 2 weeks of receipt of the application or 2 weeks prior to the start of school or 2 weeks prior to the start of the next semester, whichever is later.
4. Appeals. The parent or guardian may appeal the principal's action to deny their application. Any such appeal must be submitted to the Superintendent within 14 calendar days from the date of the principal's action. The appeal shall be in writing and shall be decided on the basis of the written submission. The Superintendent may request the parent or guardian to provide further explanation or information and the appeal may be denied in the event the parent or guardian fails to fully respond on a timely basis. The Superintendent shall decide the appeal within 10 calendar days of the submission of the appeal. The Superintendent may make a decision later than the 10 days in the event good reason for delay exists. Good reason! includes but is not limited to the Superintendent being unable to gather the information the Superintendent determines necessary to make the decision within the decision period.
5. Annual Applications. Part-time enrollment is determined annually. Application must be made each school year. There will be no guarantee that enrollment will be continued from one year to the next.

B. Non-Public School Student Admission

1. Admission Requirements. Students must meet the normal admission requirements. This include the requirements that the student: be a resident of the District, be of school attendance age and not have graduated or have received a GED.
2. Admission Process. Students must complete the normal enrollment process and forms required by the District and/or the building for enrollment of all children. This includes the requirements relating to: birth certificates, immunizations, physical examinations, and visual evaluations.

C. Non-Public School Student Enrollment Standards

Maximum Enrollment. Students may not enroll in more than 2 middle school or high school courses during any one semester. Elementary students may not enroll in programming of greater than 90 minutes of instruction each day. A student who is attending an exempt school and who is enrolled on a part-time basis in the District's middle school or high school will be permitted to enroll in 20 semester credit hours of classes in the event the student has an interest in participating in extracurricular activities.

Capacity Limits. Enrollment will be subject to capacity limits. Any grade level, program, or course which has been determined to be at capacity for option enrollment purposes shall not be available for non-public school students. The middle school principal and counselor shall also establish capacity limits for particular courses each semester. Students will not be permitted to enroll in courses beyond the established capacity limits.

Integrated Courses. Students must meet prerequisite requirements to be enrolled in a course by appropriate credits earned through an accredited program. The principal may on a discretionary basis allow prerequisite requirements to be satisfied where the student provides reasonable indications that the academic criteria have been met, such as results from achievement tests or other indications of adequate preparation.

Educationally Appropriate Programs and Courses. Students will not be allowed to enroll in programs or courses which the school administration determine to not be educationally appropriate for the student. Determination of whether a program or course is educationally appropriate will be made based on the standards the District uses for making academic placement decisions.

Essential versus Non-Essential Elective Courses. Non-public school students are not permitted to enroll in essential courses. Essential courses are those which are required to be offered by the student's private, denominational, parochial or home school. For non-public school students attending an approved school, essential courses are: language arts, social studies, science, mathematics, vocational education, foreign language, visual and performing arts, and personal health and physical fitness. For non-public school students attending an exempt school, essential courses consist of a sequential program of instruction designed to lead to basic skills in the language arts, mathematics, science,

social studies, and health. A non-public school student will not be precluded by this provision from enrolling in non-essential elective courses.

D. Non-Public School Student Policies

General Standard. Non-public school students who are enrolled part-time are to be subject to the same standards as full-time enrolled students except where appropriate to reflect their part-time status.

Building assignment. Students must enroll in the attendance center that serves the student's residence, provided that the administration reserves the authority to make a different attendance center assignment. A student may request assignment to an attendance center other than that of the student's residence under the intra-district transfer procedures.

No Partial Part-Time Enrollment. Students must apply for enrollment and attend the entire school year for which enrollment is made or, for high school courses, for the full length of the course. Once enrolled, part-time students will be required to participate in all activities, programs, and tests related to the program or course for which the student is enrolled, including as applicable State or District wide assessments, as full-time students.

Student Conduct Policies. Students enrolled on a part-time basis shall be required to follow all school policies that apply to other students at any time the part-time student is present on school grounds or at a schoolsponsored activity or athletic event. This includes the District's student conduct policies. Students enrolled on a part-time basis shall be subject to discipline, including suspension or expulsion, for violation of student conduct rules.

Attendance. Students enrolled on a part-time basis are not exempt from the compulsory attendance laws or from the District's attendance policies. Students who engage in excessive absenteeism as defined in Board policy are to be reported under the truancy laws.

Presence on School Grounds. Students enrolled on a part-time basis are to be present on school grounds during the school day only at the times required for their attendance in the program or course in which they are enrolled. Exceptions may be made in the discretion of the principal or the principal's designee. Students must sign in and out of the school by following the building level procedure. Students are responsible for being aware of any changes in the school schedule during inclement weather or for other reasons.

Transportation. Students enrolled on a part-time basis are not entitled to transportation or transportation reimbursement. Full-time students will be given first consideration for parking on the high school campus.

Academic Honors. Students enrolled on a part-time basis will not be eligible to graduate or receive a diploma from the District or receive academic honors (for example, class

rank and honor roll) except to the extent the student meets all requirements of the District's policies for such, including attainment of minimum credits and semesters of attendance.

Extracurricular Activities. Students enrolled on a part-time basis may be permitted in the discretion of the principal and athletic director to participate in extracurricular activities. Participation in activities that are subject to the bylaws of the Nebraska School Activities Association (NSAA) will be limited to those students who meet the NSAA bylaws.

Cross Reference:

502 Student Admissions
504 Student Rights and Responsibilities
505 Student Discipline
506 Student Activities
508 Student Health and Well-Being
611 Academic Achievement

DUAL ENROLLMENT

~~The parent, guardian, or custodian of a student receiving competent private instruction may also enroll the student in the school district. The student shall be considered under dual enrollment. The parent, guardian, or custodian requesting dual enrollment for the student should notify the superintendent on a form provided by the school district. On the form, they shall indicate the academic courses and extracurricular activities in which the student is interested in participating.~~

~~The policies and administrative rules of the school district shall apply to the dual enrollment students in the same manner as the other students enrolled the school district. These policies and administrative rules shall include, but not be limited to, athletic eligibility requirements, rules governing student conduct, academic eligibility requirements, and payment of the fees required for participation.~~

~~It shall be the responsibility of the superintendent to develop administrative regulations as needed regarding deadlines, specific courses or activities approved, restrictions of classroom space, maximum or minimum course number limitations and other procedures for this policy.~~

Approved _____ Reviewed _____ Revised _____

DISTRICT AND SCHOOL (COMBINED) TITLE I PARENT AND FAMILY ENGAGEMENT POLICY

Hemingford Public Schools intends to follow the Title I Parent and Family Engagement Policy guidelines in accordance with federal law, Section 1116(a -f) ESSA, (Every Student Succeeds Act) of 2015.

In General

The written District parent and family engagement policy has been developed jointly with, updated periodically and distributed to parents and family members of participating children and the local community in an understandable and uniform format. This policy agreed on by such parents describes the means for carrying out the requirements as listed below.

- Parents and family members of all students are welcomed and encouraged to become involved with their child's school and education; this includes parents and family members that have limited English proficiency, limited literacy, are economically disadvantaged, have disabilities, racial or ethnic minority background or are migratory children. Information related to school and parent programs, meetings, school reports and other activities are sent to the parents of participating children in a format, and to the extent practicable, in a language the parents can understand.
 - Hemingford Open House/Back to School Night
 - 7th grade and New Student orientation
 - Annual Title I Parent Meeting
 - Parent-Teacher Conferences
- Parents are involved in the planning, review, evaluation, and improvement of the Title I program, Parent and Family Engagement Policy and the School-Parent Compact at an annual parent meeting scheduled at a convenient time. This would include the planning and implementation of effective parent and family involvement activities.
- Conduct, with meaningful parent and family involvement, an annual evaluation of the content and effectiveness of the Parent and Family Engagement Policy. Use the evaluation findings to design evidence-based strategies for more effective parental involvement, and to revise the Parent and Family Engagement Policy.
- Opportunities are provided for parents and family members to participate in decisions related to the education of their child/children. The school and local educational agency shall provide other reasonable support for parental involvement activities.
 - Parent and Community Surveys
 - Annual Title I parent meeting
 - Development of the School Improvement Plan
 - School Advisory Meetings

- Parents of participating children will be provided timely information about programs under this part, a description and explanation of the curriculum in use, the forms of academic assessment used to measure student progress and the achievement levels of the challenging State academic standards. The school will provide assistance, opportunities, and/or materials and training to help parents work with their children to improve their children's academic achievement in a format, and when feasible, in a language the parents and family members can understand.
 - Student handbook
 - Parent-Teacher Conferences
 - Standardized Tests results
 - Progress reports & report cards
- Educate teachers, specialized instructional support personnel, principals, and other school leaders, with the assistance of parents, in the value and utility of contributions of parents, how to reach out to, communicate with and work with parents as equal partners.
- Coordinate and integrate parental involvement programs and activities with other Federal, State and Local programs, including preschool programs that encourage and support parents in more fully participating in the education of their children.

~~PARENTAL AND FAMILY INVOLVEMENT IN THE SCHOOLS~~

~~It is the policy of the district to provide full access to the parent and family members of any student of the district to review textbooks, tests, curriculum and instructional materials, records of a student of any such parent, unless otherwise prohibited by law, and to any surveys of students done by the school district. Summary information regarding the district's curriculum, testing, and surveys will be provided at the beginning of each school year. Requests for access to specific instructional materials should be addressed to the teacher or building principal.~~

~~Requests by parents and family members to attend and monitor courses, assemblies, counseling sessions and other instructional activities shall also be made to the building principal or teacher. While requests to monitor are usually granted, if the request is denied, reasons for the denial will be provided.~~

~~It is the policy of the district to provide as consistent an experience as possible in all classroom instruction, testing, surveys, and other school experiences. It is the policy of the district not to excuse students from classroom instruction, testing, and other school experiences unless an objection is submitted to the building principal or teacher outlining the specific experience, the basis for the objection and a proposed solution for dealing with the objection that would be satisfactory to the parent and family members.~~

~~The request for the student to be excused will be reviewed by the building principal and a decision provided to the parents and family members. While verbal objections and~~

~~decisions are valid, written follow-up to verbal communications is required from the parent and family members, and the principal. If a student is excused from the requested activity no penalty will be assessed but an agreed upon alternative activity must be performed to the satisfaction of the teacher and principal.~~

~~It is the policy of the district to use testing methods and testing instruments that are in keeping with district goals and academic improvement. The district shall use the standardized tests that are required by the state of Nebraska, but may also use other complementary assessments along with the state's tests in order that the district's students are more than adequately prepared. It is the policy of the district to notify parents and family members of any standardized testing that may be scheduled within the school district.~~

~~It is the policy of the district to notify parents and family members of any survey which may be scheduled and to conduct student surveys judiciously, with full consideration of the fact that parents and family members may find items of the survey objectionable.~~

~~The following activities will also be included in the district's plan for parental and family involvement:~~

- ~~1. The district will involve parents and family members in the development of the~~

~~Approved _____ Reviewed _____ Revised _____~~

- ~~Title I plan, the process for school review of the plan and the process for improvement;~~
- ~~2. The district will provide the coordination, technical assistance and other support necessary to assist participating schools in planning and implementing effective parental and family involvement activities to improve student academic achievement and school performance;~~
- ~~3. The district will build the schools' and parents' and family members' capacity for strong parental and family involvement;~~
- ~~4. The district will coordinate and integrate parental and family involvement strategies under Title I with other programs such as Head Start, Reading First, etc.;~~
- ~~5. The district will conduct with the involvement of parents and family members, an annual evaluation of the content and effectiveness of the parental and family involvement policy in improving the academic quality of the school served including identifying barriers to greater participation by parents and family members in Title I activities (with particular attention to parents and families who have low income, Limited English Proficient (LEP), minorities, disabilities and low literacy) and use the findings of the evaluation to design strategies for more effective parental and family involvement and to revise, as necessary, the parental and family involvement policies; and~~
- ~~6. The district will involve parents and family members in Title I activities.~~

~~The parent and family members or guardian of a student may have access to that student's records during normal business hours of the district according to Policy 507.01 Student Records Access.~~

This policy is adopted following a public hearing to receive public comments and suggestions.

Legal Reference: Neb. Statute 79-530 to 533
 No Child Left Behind, Title I, Sec. 1118, P.L. 107-110
 Every Student Succeeds Act

Cross Reference: 507.01 Student Records Access
 606.03 Objection to Instructional Materials
 610.02 Test or Assessment Administration
 611.01 Student Progress Reports
 611.04 Parent Conferences
 1002. District Annual Report
 1005.01 Public Complaints

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2022 STATE EDUCATION CONFERENCE
NOVEMBER 16-18
CHI HEALTH CENTER - DOWNTOWN OMAHA

WORKING TOGETHER WINS

IGNITING TEAM SPIRIT



CO-SPONSORED BY THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS AND
THE NEBRASKA ASSOCIATION OF SCHOOL ADMINISTRATORS



REGISTRATION & RESERVATIONS

REGISTRATION FOR THE 2022 STATE EDUCATION CONFERENCE WILL OPEN THURSDAY, **SEPTEMBER 30, 2022**

To register, go to www.NASBOnline.org

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



Registration fees for the conference are as follows:

REGISTER SEPTEMBER 30 THROUGH NOVEMBER 5
PRE-CONFERENCE REGISTRATION

\$300
\$70

REGISTER NOVEMBER 6 THROUGH ON SITE
CANCELLATION FEE (PRIOR TO 11/5)
(No refunds after the registration deadline)

\$350
\$125

HOTEL RESERVATIONS

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

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

Once your conference registration is complete, you will receive an email with your NASB Registration code and a Conference Hotel reservation link. The code will not be activated until Monday, October 11, 2021

SUBMIT YOUR CONFERENCE HOTEL ROOM REQUEST MONDAY, OCTOBER 11, 2021.

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

Hilton Omaha - 1001 Cass Street
\$151 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL OCTOBER 23, OR UNTIL FULL

Omaha Marriott Downtown - 222 North 10th Street
\$164 per night
ROOM REQUESTS WILL BE ACCEPTED UNTIL NOVEMBER 5, OR UNTIL FULL

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



SCHEDULE AT A GLANCE / PRE-CONFERENCE SESSIONS

WEDNESDAY, NOVEMBER 16

PRE-CONFERENCE SESSIONS
1:00 TO 4:00 PM

EXHIBITOR RECEPTION
4:00 TO 5:30 PM

THURSDAY, NOVEMBER 17

BOARD MEMBER/MENTOR
COLLABORATION
7:15 TO 8:15 AM

OPENING KEYNOTE SPEAKER
8:30 TO 9:45 AM

A - BREAKOUT SESSIONS
10:00 TO 11:00 AM

B - BREAKOUT SESSIONS
11:30 AM TO 12:30 PM

THURSDAY LUNCHEON KEYNOTE
SPEAKER
12:45 TO 2:00 PM

C - BREAKOUT SESSIONS
2:15 TO 3:15 PM

D - BREAKOUT SESSIONS
3:30 TO 4:30 PM

FRIDAY, NOVEMBER 18

CLASSROOM SHOWCASE
7:30 TO 11:30 AM

NASB DELEGATE ASSEMBLY
8:00 TO 9:30 AM

NASA MEMBERSHIP MEETING
8:00 TO 9:30 AM

E - BREAKOUT SESSIONS
9:15 TO 10:15 AM

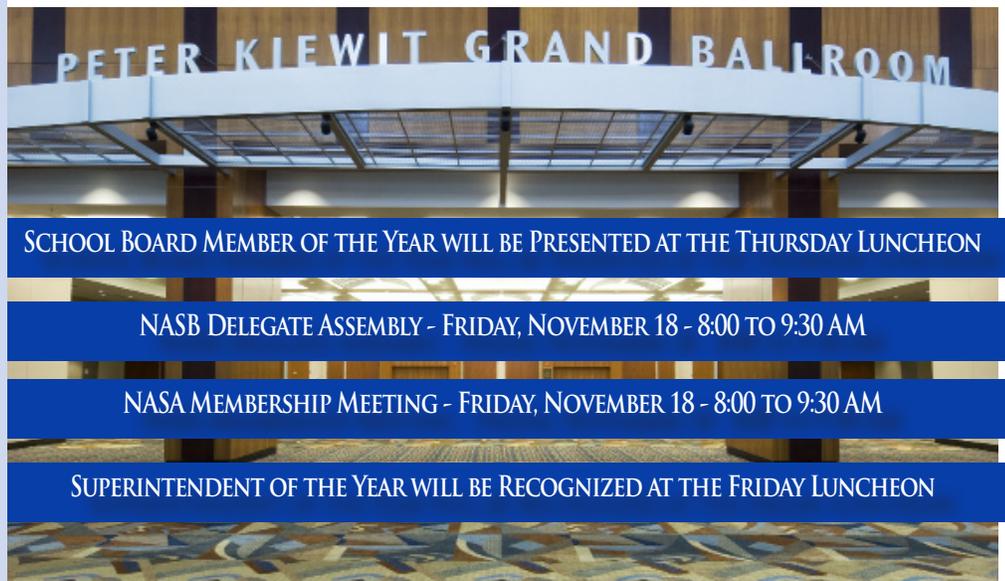
F - BREAKOUT SESSIONS
10:30 TO 11:30 AM

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

PRE-CONFERENCE SESSIONS WEDNESDAY, NOVEMBER 16 - 1:00 TO 4:00 PM

S
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PRESENTERS:

T
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PRESENTERS:



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

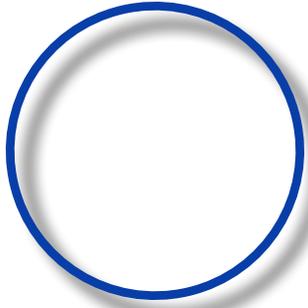
NASB DELEGATE ASSEMBLY - FRIDAY, NOVEMBER 18 - 8:00 TO 9:30 AM

NASA MEMBERSHIP MEETING - FRIDAY, NOVEMBER 18 - 8:00 TO 9:30 AM

SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE FRIDAY LUNCHEON

TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

KEYNOTE SPEAKERS



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THURSDAY MORNING OPENING SPEAKER - 8:30 TO 9:45 AM

STATE OF THE ASSOCIATIONS ADDRESS
NASB & NCSA LEADERSHIP

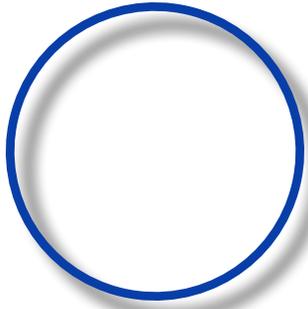
THURSDAY LUNCHEON SPEAKERS - 12:45 TO 2:00 PM

A

T
A

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

A



WORKING TOGETHER WINS - IGNITING TEAM SPIRIT

BREAKOUT SESSIONS & TRACKS

 BOARDSMANSHIP	 LEGISLATIVE & ADVOCACY
 CAREER & COLLEGE READINESS	 MANAGEMENT/ADMINISTRATION
 COMMUNICATION	 NEW BOARD MEMBER
 COMMUNITY ENGAGEMENT	 SCHOOL SAFETY
 CURRICULUM	 STUDENTS
 FACILITIES	 TECHNOLOGY
 FINANCE	 WELLNESS
 LEGAL & POLICY	

A

A - BREAKOUT SESSIONS THURSDAY, NOVEMBER 17 - 10:00 TO 11:00 AM

A1 STATE OF THE UNICAMERAL

O

PRESENTERS: Colby Coash - NASB; Mike Dulaney - NCSA

A2 WE EVALUATE TO RETAIN STAFF...HOW?

ESU 7 has developed a system of growth that includes a strong growth component for EVERY staff member from custodian to administration and the board. The process begins with recruiting new personnel moves through mentoring, evaluation, personalized professional development plans, and agency reflection. This session will provide you with a sampling of ESU 7's process using Charlotte Danielson's framework. You will be exposed to the tools ESU 7 uses, as well as the training, and the process involved for certificated, professional, classified and support staff.

PRESENTERS: Larianne Polk & Marci Ostmeyer - ESU 7

A3 POLICY - CHAIN OF COMMAND, GRIEVANCE/COMPLAINT PROCEDURE

P

PRESENTERS:

A4 TRANSPARENT STRATEGIC PLANNING IN WESTSIDE

Participants will learn how one district, Westside Community Schools, went about a year-long strategic planning process by doing a majority of the work with its own staff and talents. After organizing focus groups with more than 140 stakeholders, developing a one-page logic model, determining metrics to measure each of its goals, and developing a district scorecard for the community, the district launched its new initiative in the fall of 2021. Leaders from Westside will share a step-by-step process and artifacts that your district could use as a resource when working on your own strategic plan.

PRESENTERS: Mike Lucas, Mark Weichel & School Board Members - Westside Community Schools

A5 NIL FOR K-12

A

PRESENTERS: Perry Law Firm

TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

THURSDAY BREAKOUT SESSIONS

A6 SENIOR SEMINAR

How many times have you heard, "If they only taught that in school!" Exeter-Milligan Public School has taken that to heart and created the Senior Seminar class. Topics within this required class include: Laundry/Identification of Stains/Stain removal- Sewing on buttons; comparison shopping; time management; simple car care and repairs; financial literacy; cover letters and resumes; leadership qualities. Guest speakers are also utilized to share concepts including purchasing a car, lease agreements, and insurance.

PRESENTERS: Paul Sheffield, Denice Kovanda, Jordan Marr & Mary Lou Vossler - Exeter-Milligan Public Schools

A7 THERAPY DOGS IN SCHOOL

The session will discuss the benefits of therapy dogs and Johnson-Brock's experiences with a dog in school. We will also discuss the process that the dog and owner must do in order to have a dog in the school.

PRESENTERS: Jeff Koehler & Ashton Bohling - Johnson Brock Public Schools

A8 INNOVATING AS A COMMUNITY FOR EARLY CHILDHOOD EDUCATION - GOTHENBURG

Gothenburg is working as a community to solve the early childhood education crisis. Their assessment, planning, and proposed solutions included their school district, community leaders, and private child care providers at every step. They are working toward innovative solutions that involve interlocal agreements with each of these parties, as well. First Five Nebraska will host a panel comprised of the Board President of the Gothenburg Early Childhood Learning Coalition, Superintendent of Gothenburg Public Schools, and a private child care provider to learn more about the work being done in their community.

PRESENTERS: Adam Feser, Colten Venteicher, Allison Jonas & Casey Madsen - First Five Nebraska

A9 A FOUNDATION IN SEL WILL HELP KIDS EXCEL

The first five minutes of the day are the most important five minutes at Crete Intermediate! During this time, students spend just a moment filling out a Google form, choosing from a set of five emojis that illustrate how they are feeling that morning. The steps taken after the form is complete sets students up for success throughout the day. In this session, you will learn how the staff at Crete Intermediate intentionally plans to address the needs of their students both socially and emotionally.

PRESENTERS: Lisa Fye & Shannon Cole - Crete Public Schools

THURSDAY BREAKOUT SESSIONS

B

B - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 17 - 11:30 AM TO 12:30 PM

B1 NSAA

A

PRESENTER:

B2 FUTURE'S SO BRIGHT- YOU GOTTA WEAR SHADES / WE AREN'T MESSING AROUND UNPS-PROVIDING A PROGRESSIVE RESPONSE TO NATURAL SCIENCE INSTRUCTION, FOOD SOVEREIGNTY AND CAREER DEVELOPMENT

The UNPS Against the Current Career Academy is a progressive and modern approach to secondary education. This beautiful new 36,000 square foot addition offers six distinct career pathways including Nursing, Construction, Automotive, Early Childhood, Culinary and Entrepreneurial. The academy will provide all students with a dynamic Learning environment with access to quality individualized instruction and hands-on career experiences to prepare them for life opportunities after high school with the support and integration of the cultural community.

or

The UNPS Against the Current Career Academy is a progressive and modern approach to secondary education. This beautiful new addition offers six distinct career pathways including Nursing, Construction, Automotive, Early Childhood, Culinary and Entrepreneurial. The academy will provide all students with a dynamic Learning environment with access to quality individualized instruction and hands-on career experiences to prepare them for life opportunities after high school with the support and integration of the cultural community.

PRESENTERS: Ricardo Ariza, Brenda Murphy, Delberta Frazier, Kari Bappe & Jon Pickinpaugh - Umo ho Nation Public Schools

B3 DRAWINGS AND CONTRACTS AND FUNDING, OH MY! CONSTRUCTION ISSUES UNIQUE TO SCHOOL PROJECTS

Whether you are planning a new school building or just doing regular maintenance projects, your district likely has a project being planned or on the horizon. Many board members and administrators are surprised by unique legal requirements that make school construction projects very different than typical projects. Steve Williams and Coady Pruett will highlight the important aspects of school construction projects so that you can develop a solid plan, including engaging a design professional, project delivery systems, construction contracts, bidding requirements, and more.

PRESENTERS: Steve Williams & Coady Pruett - KSB School Law

B4 INTRODUCTION TO THE ROLE AND RESPONSIBILITIES OF A SCHOOL BOARD MEMBER - FREQUENTLY ASKED QUESTIONS

Congratulations, you have been elected to the school board! You believe you know what the job responsibilities are, but there is a chance you don't know what you don't know! This session will focus on best practice related to the role and responsibilities of the board and superintendent, board meeting protocols, policy, evaluation, communication with stakeholders, district goals, and more.

PRESENTER: Marcia Herring - NASB

B5 FIRST AMENDMENT FOR BOARD MEMBERS / BOARD MEMBER FREE SPEECH: WHAT CAN BE SAID OR DONE AT BOARD MEETINGS

This session will analyze and illustrate how the First Amendment applies to public schools, with an emphasis on how board members need to be mindful of their constitutional obligations to students, staff, and the community.

PRESENTER: Justin Knight - Perry Law Firm

TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

THURSDAY BREAKOUT SESSIONS

B6 YOUR DISTRICT AND YOUR ESU...WHAT'S IN IT FOR US?

So, how do you know what ESU offers your district? How do you know what your school participates in? What if there are services you want, but are not currently offered? How often does the ESU collaborate with our district? Does every school district receive the same services we do? What's the role of the ESU? Come hear how ESU 7 is (1) using district data to determine the services, (2) customizing services to each district to meet their unique needs, (3) documenting services delivered to district educators, (4) calculating the value added as a result of services provided.

PRESENTERS: Tami Clay, Larianne Polk & Marci Ostmeyer - ESU 7

B7 STRATEGIC COMMUNICATIONS AND ENGAGEMENT - FINDING AND SHARING YOUR MESSAGES, YOUR MISSION AND ACHIEVEMENTS DURING A TIME OF UNCERTAINTY.

Hear how Grand Island Public Schools, a district of 10,000 students, engages stakeholders at every level, especially during times of uncertainty. GIPS includes student, staff, family and community engagement to build trust and foster positive relationships in support of students and school community. Hear the process of determining strategic communications priorities and pivoting when needed; a process that is led by board members and superintendent as well as a dynamic communications team. Leave this session with tools that you can use in districts of any size to foster community collaboration and empowerment.

PRESENTERS: Jennifer Worthington, Lisa Albers, Carlos Bárcenas, Tawana Grover & Mitchell Roush - Grand Island Public Schools

B8 EKCO PROJECT - EXPOSING KIDS TO CAREER OPPORTUNITIES

Students often struggle with the answer to the question, "What do I want to be when I grow up?" This project helps provide schools with creative ways to get students in grades K-12 exploring their career opportunities. There are several components to our program: equipment available through a check-out system (like a library book), commercial equipment that rotates on a quarterly basis, staff to help teachers and students utilize the equipment, curriculum strategies, assistance with existing equipment, grant writing and much more. Want to do more with careers? This may give you some ideas of where to begin.

PRESENTERS: Annette Weise & Matt Dworak - Tri County Public Schools

B9 ACCESS TO OVERALL WELL-BEING

ESU 2 Team ACCESS (All Children Celebrated Educated Safe & Successful) is a program to support students, families, and districts by expanding services and programs that aim to address overall well-being. Team Access was created as a single entry point for our school districts to access our social support services. Our goal is to work together behind the scenes, to make it easier for schools to navigate our many social support programs. The presentation will review how ESU 2 Team ACCESS staff help coordinate services, provide educator training, and support through small group instruction or mental health counseling.

PRESENTERS: Taira Masek, Megan Reese, Johannah Boden-Tracy & Beth Kabes - ESU 2

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

THURSDAY, NOVEMBER 17 - 12:45 TO 2:00 PM

PREVIOUS WINNERS INCLUDE:

2021 - STEVE KOCH, HERSHEY

2020 - MARIAN HOLSTEIN, WINNEBAGO

2019 - VALERIE FISHER, PAPILLON-LA VISTA

2018 - KATHY DANEK, LINCOLN

2017 - BONNIE HINKLE, GRAND ISLAND

2016 - TERRI HAYNES, CHADRON

2015 - LINDA RICHARDS, RALSTON

2014 - BRAD KRIVOHLAVEK, NORFOLK

2013 - PATTY BENTZINGER, NORRIS

2012 - KATHY BARTEK, FALLS CITY

2011 - JULIE AGARD, KEARNEY

2010 - KIM FASSE, ELKHORN

2009 - RON PEARSON, ESU #3

2008 - SANDRA JENSEN, OMAHA

2007 - JOHN HANSEN, BELLEVUE

2006 - FRED TAFOYA, PAPILLON-LA VISTA

2005 - WAYNE ERICKSON, WISNER-PILGER

2004 - ANN MACTIER, OMAHA

WORKING TOGETHER WINS - IGNITING TEAM SPIRIT

THURSDAY BREAKOUT SESSIONS



C - BREAKOUT SESSIONS THURSDAY, NOVEMBER 17 - 2:15 TO 3:15 PM

C1 STUDENT VOICES

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

C2 ALTERNATIVE PROJECT FINANCING - FEMA GYM/STORM SHELTER

Central City Public Schools is currently building a gymnasium/Storm Shelter with \$4 million in Federal FEMA funds. Their story will be presented in this session.

PRESENTERS: Jeff Jensen - Central City Public Schools, Genesis Contracting, CMBA Architects

C3 THE ABC'S OF LGBTQIA+: GENDER IDENTITY, SEXUAL ORIENTATION, AND WHAT IT MEANS FOR YOUR SCHOOL

Let's have an honest, level-headed, and practical conversation about this topic. What's changed in the law, and what hasn't? What does that mean for school policies, facilities, and activities?

PRESENTERS: Bobby Truhe & Jordan Johnson - KSB School Law

C4 ACCOUNTABILITY IS NOT JUST FOR SUPERINTENDENTS, ARE YOU ASSESSING THE ACCOUNTABILITY OF THE BOARD?

The most important role of a school board is hiring and evaluating the superintendent. Equally important is the board self-assessment to ensure the leadership team is striving to develop and maintain a healthy and positive working relationship. This session will equip you with quality evaluation and board self-assessment tools, tips for administering the evaluation and board self-assessment, and you will hear from a board that has adopted protocols to support an effective process.

PRESENTERS: Marcia Herring & Katie Coble - NASB

C5 PREVENTING OPEN MIC NIGHT DURING PUBLIC COMMENT

Public comment can be very useful for board members who value community input. However, some individuals can abuse the public comment. In this session, the Perry Law Firm will address ways that boards should consider establishing public comment rules and regulations. This session will also examine real-world examples of public comment conundrums, such as disruptive patrons, patrons who want to discuss staff or student issues, and patrons who want to turn a board meeting into a political stunt.

PRESENTER: Justin Knight - Perry Law Firm

C6 IMPACTFUL ENGAGEMENT: BRINGING THE BOE, DISTRICT, & COMMUNITY TOGETHER TO CREATE MEANINGFUL CHANGE.

Meaningful engagement from all stakeholders is highly desired but rarely achieved. The Crete Public Schools Board of Education, in partnership with their superintendent and community, has implemented a systematic process to engage all stakeholders in the change process. In this session, you will learn from the board secretary and superintendent how they have successfully gained and utilized the time, talents, and treasures of the community, staff, and students to design student-centered initiatives, including early childhood education and grading and reporting practices with buy-in from all stakeholders.

PRESENTERS: Josh McDowell & Julie Kozisek - Crete Public Schools

C7 THE NEBRASKA WAY...STORIES FROM EVERY CORNER OF THE STATE

Why do Nebraska schools rank high nationally? Why are Nebraska students sought after by employers everywhere? In this session we discuss the "Nebraska Way" while sharing incredible stories from our schools from all across Nebraska.

THURSDAY BREAKOUT SESSIONS

Nebraska Council of School Administrators (NCSA) Ambassador Program advocates for public education and promotes all the great things happening in schools every day. In the past six years, we have gathered hundreds of stories that can be found on <https://www.nebraska-advantage.org/>. These stories are examples of the student first, Nebraska way.

PRESENTERS: Cinde Wendell, Keith Rohwer, Tyler Dahlgren & Kyle McGowan - NCSA

C8 INTENTIONAL CULTURE & CLIMATE THE OG WAY! OGALLALA PUBLIC SCHOOL'S UNIQUE APPROACH TO CREATING A CULTURE OF CONFIDENCE!

This session is all about the unique approach Ogallala Public Schools uses to create a true Culture of Confidence in their staff, students and community. Culture happens no matter if you want it to or not, so who is driving your culture? At Ogallala Public Schools, a new language was created that had everyone in on the "culture game". This session promises to make you think and reflect on your own district's culture and the direction you could head if it is not where you want it to be yet!

PRESENTER: Gene Russel - Ogallala Public Schools

C9 ESU BOARD MEMBER UPDATE

Attend this session to hear representatives of the ESUCC, NDE, nad NASB review events of the past year and provide a preview to upcoming educational changes and programs of interest to ESUs across the state.

PRESENTERS:



D - BREAKOUT SESSIONS THURSDAY, NOVEMBER 17 - 3:30 TO 4:30 PM

D1 FROM CRADLE TO CAREER

A small school's impact on developing the entire student from "Cradle to Career". Cedar Bluffs School removes barriers and creates opportunities for all students PK-12. Cradle to Career starts with an onsite daycare, free preschool and ends with free college classes and career opportunities. It offers free youth sports programs, free after school programs, community events and free transportation during the evening; giving students the opportunity to participate in extracurricular activities. Cedar Bluffs Public School was a Magna Award Winner for removing barriers, recognized in the Spring of 2022.

PRESENTERS: Harlan Ptomey, Kate Chrisman, Ben Hansen & Tina Headid - Cedar Bluffs Public Schools

D2 EHA HEALTH AND DENTAL PLAN UPDATES

Come learn more about the EHA Health and Dental plan. This will also be a time to ask questions and share ideas on what you would like to see from the plan.

PRESENTERS: Cortney Ray, Brett Young & Greg Long - EHA

D3 DUELING PIANOS, SCHOOL LAW STYLE

You've got the requests; they've got the keys. Jim and Karen will have some pre-planned topics to cover, and then they'll open it up for requests! From personnel issues to the First Amendment, anything goes. Bring your questions and requests, and Karen and Jim will keep it 100 (or at least PG-13).

PRESENTERS: Karen Haase - KSB School Law, Jim Gessford - Perry Law Firm

THURSDAY BREAKOUT SESSIONS

D4 THE POTENTIAL OF AFTERSCHOOL PROGRAMS

Discover how Cardinal Community Learning Centers (CCLC), the K-12 afterschool program for Crete Public Schools, excels in unlocking untapped potential of students and staff. Mr. Joel Bramhall, Director of CCLC, will discuss the following topics: student motivation, staff recruitment, community networks, brand recognition, public relations, stakeholder feedback, mechanisms for support and accountability, and nurturing the hidden talents of students and staff.

PRESENTER: Joel Bramhall - Crete Public Schools

D5 RECENT STUDENT ISSUES FOR SCHOOLS / STUDENTS TODAY - FURRIES AND MORE

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PRESENTERS: Perry Law Firm

D6 WALL-TO-WALL CAREER ACADEMIES FROM THE PERSPECTIVE OF A NATIONAL MODEL HIGH SCHOOL

Plattsmouth High School Wall-to-Wall Career Academies began in 2016 after many years of visioning and planning by PHS students, staff, and stakeholders. Our academies are led by student academy core leaders (ACL), the business advisory committee with many community members, and our district and PHS staff. Come and learn about our journey to being a National Model High School and how wall-to-wall career academies differ from pocket academies. We are confident that you will take away many ideas for discussion about how career academies might benefit the students in your school district.

PRESENTER: Richard Hasty - Plattsmouth Community Schools

D7 "SO YOU WANTED TO FIND A SUPERINTENDENT?" WHY MORE PEOPLE DON'T WANT TO BE SCHOOL DISTRICT SUPERINTENDENTS AND WHAT CAN WE DO ABOUT IT.

The school district superintendent remains one of the most fundamentally important and influential leadership roles in Nebraska schools and communities. In recent years, the myriad stress-inducing demands of the vocation and a polarizing environment where everything seems to be controversy-laden have deterred many from pursuing the superintendency. This session will focus on small, actionable steps Board members and Superintendents can take to live better and lead more effectively, with tips on: Handling Conflict: managing the unavoidable Priorities: maintaining focus Trust: our most valuable commodity Unplug: rethinking our relationship w/ technology & social media

PRESENTERS: John Skretta - ESU 6, Joel Ruybalid - Blue Hill Community Schools

FRIDAY BREAKOUT SESSIONS



CLASSROOM SHOWCASE
FRIDAY, NOVEMBER 18 - 7:30 TO 11:30 AM



NASB DELEGATE ASSEMBLY
FRIDAY, NOVEMBER 18 - 8:00 TO 9:30 AM



NASA MEMBERSHIP MEETING
FRIDAY, NOVEMBER 18 - 8:00 TO 9:30 AM



E - BREAKOUT SESSIONS
FRIDAY, NOVEMBER 18 - 9:15 TO 10:15 AM

E1 THE POWER OF PARTNERSHIPS: HOW A STRONG SCHOOL FOUNDATION AND LEVERAGE BUSINESS PARTNERSHIPS AND ENHANCE COMMUNITY ENGAGEMENT / THE PERFECT PAIR: MAINTAINING STRONG RELATIONSHIPS BETWEEN YOU SCHOOL FOUNDATION AND DISTRICT

A strong school foundation can enhance your district's power to partner through high impact community engagement and business partnerships. Whether it be convening conversations, collaborating with community partners, or being a conduit of resources, school foundations can help district grow through meaningful collective impact work. Learn more in this session about creative ways to maximize your school foundation and grow together through the power of partnerships. This workshop will be led by leaders with the Nebraska Association of Public School Foundations - current president, Jennifer Sibal, will be the point of contact.

Or

There is a power in a strong district and foundation relationship; key to that strength is establishing the relationship with the superintendent. Consistency in foundation relationships is key to keeping your foundation strong. This session will explore ways to codify practices, define responsibilities, and set long-term expectations for the foundation and district relationships. All education foundation proposals' speakers will be curated by the Nebraska Association of Public School Foundations - point of contact is current NAPSFP President, Jennifer Sibal.

PRESENTER: Jennifer Sibal - NAPSFP

FRIDAY BREAKOUT SESSIONS

E2 CYBERSECURITY: TOP TIPS FOR BOARD MEMBERS & SCHOOL DISTRICTS

What you don't know can hurt you! Come to this session and learn basic, critical steps to protect yourself and your institutions from the dangers posed by phishers, hackers, and website attackers! The recent exponential leap in cyberattacks and ransomware attempts on schools combined with drastically increased expectations from insurers for education entities to even qualify for coverage has brought this issue to the forefront. Learn from a technology expert who speaks in plain English why it's critical to implement things like dual factor authentication, deploy offsite backups, and train ALL employees to be vigilant.

PRESENTERS: Jamen Hall & John Skretta - ESU 6

E3 HOT TOPICS IN SCHOOL LAW

Here we go again, on our own! Come back to this annual staple for the hottest topics and trickiest issues in school law.

PRESENTERS: Bobby Truhe & Steve Williams - KSB School Law

E4 USING EXPANDED LEARNING OPPORTUNITIES TO RE-ENGAGE YOUTH AND ACCELERATE LEARNING

In this presentation, participants will learn about the impact of high quality afterschool and summer learning programs have on youth participants. We will also share a new multi-year collaboratin between Beyond School Bells and the Nebraska Department of Education to utilize ESSER III funding to initiate new and expand existing afterschool and summer programs that can serve as models for other districts across the state.

PRESENTER: Jeff Cole - Beyond School Bells

E5 OPEN MEETINGS AND PUBLIC RECORDS: WHAT THE ATTORNEY GENERAL HAS SAID

S

PRESENTERS: Perry Law Firm

E6 STEM COMMUNITY CONNECTIONS - ENSURE QUALITY AND ACCESS TO STEM EDUCATION IN BUILDING VIBRANT COMMUNITY.

This presentation will highlight a unique model developed in partnership with the Omaha STEM Ecosystem and AIM Institute, and sponsored by Cox Business, to ensure equity and access in education for all students no matter their personal life experiences. It will also highlight how business/industry, education, non-profits, science centers and museums can be creative in developing a tool that facilitates career exploration and creating accessible STEM opportunities for all. The STEM Community Platform (SCP) will help ensure a talented, thriving and equitable workforce for generations to come. This very interactive session encourages questions and potential partnerships.

PRESENTERS: Mike Flesch, Neal Grandgenett, Julie Minton, Elizabeth Mulkerrin, Julie Sigmon & Tony Veland - Omaha STEM Ecosystem

E7 APPROACHING COMPLIANCE WITH AN OPEN MIND: RULE 10 TREND DATA

The Accreditation Section at the NDE is responsible for monitoring compliance with Rule 10: Regulations and Procedures for the Accreditation of Schools. Participants will understand Annual Assurance Statement reporting and how Accreditation collaborates with school administrators to correct unmet regulations. Time will also be spent discussing trend data from the past three years and specific regulations that allow for flexibility.

PRESENTERS: Micki Charf & Brad Dirksen - Nebraska Department of Education

E8 ESU'S BUILDING RELATIONSHIPS WITH MEMBER DISTRICT SCHOOL BOARDS

This session is designed specifically for ESU Board members, it will describe one Service Unit's efforts to build relationships with it's member districts school board members. Topics will including: visits to school board meetings, regional board member workshops and networking, and board StrengthFinder development work sessions.

PRESENTER: Drew Harris - ESU 9

TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

FRIDAY BREAKOUT SESSIONS



F - BREAKOUT SESSIONS FRIDAY, NOVEMBER 18 - 10:30 TO 11:30 AM

F1 A LISTENING SESSION WITH MEMBERS OF THE STATE BOARD OF EDUCATION

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

PRESENTERS: Ryan Foor, Patsy Koch Johns & Robin Stevens - Nebraska Department of Education

F2 USING THE INTERLOCAL AGREEMENT ACT FOR BUILDING INFRASTRUCTURE

This session will focus on using the Interlocal Agreement Act to create a separate agency to help in a schools infrastructure/construction needs.

PRESENTERS: Jason Alexander - Beatrice Public Schools, Brandon Lavaley - Wahoo Public Schools, Brenda McNiff - ESU 5

F3 PAIN IN THE APP, V. 8.0

Whether it's your first conference or you've attended the prior 7 renditions of this presentation, Karen Haase and Sara Hento will cover everything board members and administrators need to know about technology, social media, and how those things impact schools.

PRESENTERS: Karen Haase & Sara Hento - KSB School Law

F4 LEADING FOR EQUITY: PRIORITIZING AN EQUITABLE LEARNING ENVIRONMENT FOR STUDENTS

School boards identify priorities for supporting student success through their strategic plan. This session shares the collaboration between Ralston Public Schools and Educational Service Unit #3 and their journey to ensure an equitable learning environment for students. This includes the year-1 steps taken to establish common language and understanding, create an effective Equity Dashboard, engage stakeholders in data to begin deepening conversations and progress monitor efforts and change initiatives, and identify next steps in this collaborative process. This session highlights the importance of collectively slowing down, understanding the district's unique context and needs, and clarifying purpose and direction.

PRESENTERS: Scott Blum & Cecilia Wilkin - ESU 3

F5 NEGOTIATIONS FOR BOARD MEMBERS

This session will discuss both the basics of negotiations and recent trends in negotiations across the State.

PRESENTER: Justin Knight - Perry Law Firm

F6 THE SCIENCE OF HOPE

In this interactive session, participants will learn to define "hope" and identify specific ways that schools can teach, nurture, and measure hope benefitting both students and school staff. Research shows that students with high levels of hope demonstrate significantly higher levels of achievement compared to peers with lower hope. They also have higher rates of admission to, as well as retention in college. Additionally, research clearly shows that hope has the power to mitigate the negative impacts of toxic stress. Session attendees will learn that hope is not a wish or a feeling, but indeed a proven teachable science.

PRESENTERS: Kraig Lofquist & Scott Butler - Educational Service Unit Coordinating Council

FRIDAY BREAKOUT SESSIONS

F7 ACCOUNTABILITY THROUGH PURPOSEFUL AND POSITIVE STAKEHOLDER ENGAGEMENT

The research is clear. Community and parent engagement fosters good will, brings in new partners and resources, and will positively impact support of students, expanded learning opportunities, and facility upkeep and expansion. Staff engagement builds rapport and improves student attendance and graduation rates. But how do you know what your staff, students, parents, and community are thinking, what they expect of the school district, and what they support? This session will address the importance of engaging stakeholders, what questions to ask, and how best to engage. You will also hear from the a school district that recently engaged stakeholders in the discussion of long-term goals for the school district.

PRESENTERS: Marcia Herring, Kari Stephens & Caden Frank - NASB

SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE FRIDAY LUNCHEON FRIDAY, NOVEMBER 18 - 11:45 AM TO 1:15 PM PREVIOUS WINNERS INCLUDE:

2023 - MARK LENIHAN - WAYNE

2022 - TERRY HAACK – BENNINGTON

2021 - JIM SUTFIN, MILLARD

2020 - MARK ADLER, RALSTON

2019 - MIKE TEAHON, GOTHENBURG

2018 - JOHN SKRETTA, NORRIS

2017 - CAROLINE WINCHESTER, CHADRON

2016 - JAY BELLAR, BATTLE CREEK

2015 - BRIAN MAHER, KEARNEY

2014 - STEVE BAKER, ELKHORN

2013 - KEVIN RILEY, GRETNA

2012 - BILL MOWINKEL, GRAND ISLAND NW

2011 - MIKE CUNNING, HERSHEY

2010 - KEITH LUTZ, MILLARD

2009 - STEVE RECTOR, SOUTH SIOUX CITY

2008 - LARRY RAMAEKERS, AURORA

2007 - ROGER BREED, ELKHORN

2006 - RICHARD EISENHAUER, LEXINGTON

2005 - ROY BAKER, NORRIS

2004 - DAN ERNST, WAVERLY

2003 - RANDY NELSON, NORFOLK

2002 - PHILIP SCHOO, LINCOLN

2001 - KEITH ROHWER, NEBRASKA CITY

2000 - STEVE, JOEL, BEATRICE

1999 - KENNETH ANDERSON, HASTINGS

1998 - KEN BIRD, WESTSIDE

1997 - RICK BLACK, CONESTOGA

1996 - GARY HAMMACK, KEARNEY

1995 - MARTIN PETERSEN, ALLIANCE

1994 - VANDLE PHILLIPS, SOUTH SIOUX CITY

1993 - FRED BELLUM, COLUMBUS

1992 - GLENN LARSEN, ADAMS CENTRAL

1991 - NORBERT SCHUERMAN, OMAHA

1990 - DOUG CHRISTENSEN, NORTH PLATTE

1989 - DONALD STROH, MILLARD

REGISTERING FOR THE CONFERENCE

REGISTRATION FOR THE 2022 STATE EDUCATION CONFERENCE WILL OPEN THURSDAY, SEPTEMBER 30, 2021

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

AS YOU REGISTER, BE SURE TO MAKE PLANS TO ATTEND THE EXHIBITOR RECEPTION FROM 4:00 TO 5:30 PM ON WEDNESDAY, NOVEMBER 17.

IF YOU HAVE SPECIAL DIETARY NEEDS DUE TO A MEDICAL CONDITION, CONTACT MAKENZIE BARRY AT 800-422-4572 TO ARRANGE ALTERNATIVE MENUS.

TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG



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

RETURN SERVICE REQUESTED

2022 STATE EDUCATION CONFERENCE
NOVEMBER 16-18
CHI HEALTH CENTER - DOWNTOWN OMAHA

A photograph of five young boys in blue baseball uniforms sitting on a metal bench, looking out over a baseball field through a chain-link fence. The scene is captured from behind the boys, emphasizing their shared experience.

WORKING
TOGETHER
WINS



CO-SPONSORED BY THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS AND
THE NEBRASKA ASSOCIATION OF SCHOOL ADMINISTRATORS



POLICY NO. 5088 - RANDOM ILLEGAL DRUG, ALCOHOL AND NICOTINE TESTING PROGRAM

Drug/Alcohol/Nicotine Use Prohibited

Bayard Public Schools students who participate in the school-sponsored extracurricular activities listed below shall not use alcohol, nicotine, or illegal drugs.

Purposes of the Policy

1. To promote the safety and health of students participating in school-sponsored extracurricular activities.
2. To discourage alcohol, nicotine, and illegal drug use and provide students a reason to refute peer pressure to use alcohol, nicotine, and illegal drugs.
3. To encourage students who have used alcohol, nicotine, and/or illegal drugs to seek and receive the appropriate interventions, education, and treatment.

Random Drug Testing

All students in grades 7 through 12 who participate in the school-sponsored extracurricular activities listed below must participate in the District's Random Drug Testing Program, as spelled out in this policy. In addition, students in grades 7 through 12 who do not participate in the extracurricular activities listed below may choose to opt into the District's Random Drug Testing Program with the written constant of their parents or guardians.

Applicable School-Sponsored Extra-Curricular Activities

In addition to those students who opt into the District's Random Drug Testing Program, this policy applies to students who participate in the following school-sponsored extracurricular activities (referred to "Applicable Activities"):

Student Council, National Honor Society, Quiz Bowl, One Act, Speech, Destination Imagination, Football, Volleyball, Cross Country, Cheerleading, Wrestling, Girls Basketball, Boys Basketball, Track, Girls Golf and Boys Golf.

Consent Forms/Duration

Prior to participating in an Applicable Activity, a student and his or her parent or guardian must have consented in writing, on a form provided by the District, to the District's Random Drug Testing Program and provided the form to the District. The consent form shall remain effective unless and until the student or his or her parent or guardian withdraws the consent in writing to the District. If a student and his or her parent or guardian have not consented to the District's Random Drug Testing Program, then the student is ineligible to participate in any Applicable Activity. If a student or his or her parent or guardian withdraws his or her previous written consent, then the student is ineligible to participate in any Applicable Activity for at least the remainder of the then-current school year and must provide a new written consent before the student once again becomes eligible to participate in any Applicable Activity. School Administration may request an updated consent form from a student and parent or guardian at any time, but no less frequently than at least once for each school year and upon any amendment to this Policy.

Random Drug Testing Procedure

Use of Drug Program Administer/Medical Review Officer: The District shall contract with a qualified drug program administrator ("DPA") and medical review officer ("MRO") to administer and review the random drug tests. The DPA and MRO shall abide by all applicable laws and best practices related to testing, transporting and preserving specimens, confirming tests, and confidentiality.

Drugs Tested For: Alcohol, nicotine, and any substance, the use of which is considered illegal under Nebraska law, may be tested for, as determined by the DPA and/or MRO from time to time, provided that the determination of which drugs will be tested for in a particular test shall not be made between the time a student is identified for a test and the test of that student.

Random Nature of Tests: The Superintendent, in conjunction with the Activities Director, shall determine from time to time the frequency of tests and the number of students to be tested. All students who consent to be tested will be entered into a testing pool, but identified by number only. From the testing pool, the DPA will determine who will be tested.

Sample Collection: Samples will be collected as directed by the DPA on the same day the student is selected for testing. Breath, saliva, or urine samples may be required. If a urine sample

is required, the student shall provide the sample in a private bathroom or stall, alone, with the door closed.

Determining Results: The DPA, in conjunction with the MRO, will determine if the drug test has a positive result which identifies the use of alcohol, nicotine, or illegal drugs.

Communicating Results: The MRO shall convey all positive test results to the parent or guardian of the student and allow the student or his or her parent or guardian to discuss the result with the MRO. All positive results shall also be conveyed to the Activities Director.

Positive Tests/Consequences

The following consequences of a positive result shall apply:

For the first offense the student shall not be allowed to participate in, but must still practice for the activity with the team or group, and shall not attend any school sponsored activity for fourteen (14) calendar days from the date of written notification and must complete a minimum of eight (8) hours of professional drug education and counseling. (The education course and or counseling will be the parents' or student's expense).

The eight (8) hours of professional education/counseling must be completed before the student can again begin participation in the activities program.

A second violation of these rules and regulations during any one year period, will result in the student being ineligible to compete in or participate in or attend any extracurricular activity for the 12 month period beginning on the date of the first offense.

Failure or refusal to participate in the actions described above after a positive test will make the student ineligible for all Applicable Activities for one calendar year.

Positive results will not lead to any academic consequences or disciplinary actions, except as specified above. The results of alcohol, nicotine, and drug tests administered under this policy shall be (1) disclosed only to school staff members, coaches, and activity sponsors who need to know the information to carry out their duties and/or the consequences set forth in this policy; and (2) kept in a separate file and not become a part of the student's academic or discipline records.

The results of alcohol, nicotine, or drug tests will not be disclosed to law enforcement or other juvenile or criminal enforcement authorities except as required by a judicial order, lawfully issued subpoena, or other legal process, provided that to the extent allowed by law, upon receipt of any judicial order, subpoena, or other legal process, the District shall make a reasonable effort to notify the student and parent or guardian in advance of compliance so that they may seek protective action.

Refusal to Submit to a Drug, Nicotine or Alcohol Test

If a student (either by himself or herself or by his or her parent or guardian) refuses to submit to a drug, nicotine, or alcohol test for which the student is selected, then at the student's and his or her parent's or guardian's option, the refusal may be treated as (1) the withdrawal of consent to

test and the student shall be ineligible to participate in any Applicable Activity for at least the remainder of the then-current school year and must provide a new written consent before once again becoming eligible to participate in any Applicable Activity or (2) a positive test result for which the provisions pertaining to positive test results shall apply (without any right to appeal).

Tampering with Samples

If a student tampers with any drug, alcohol, or nicotine test or sample, the student will be subject to discipline as determined appropriate by School Administration, which could include, without limitation, ineligibility from any Applicable Activity for up to a year.

Appeal Procedures.

Within five calendar days after a positive test result, the student may make an appeal in writing to the Superintendent. Filing an appeal with the Superintendent will stay any consequences as a result of the positive test until the Superintendent rules on the appeal. If the appeal involves the validity of the test result, then the Superintendent will consult with the DPA and MRO prior to ruling on the appeal. The Superintendent's ruling on the appeal will be final.

Policy Not Limiting

This policy shall not limit any other District policy, rule, or procedure regarding student discipline and/or student drug alcohol, and nicotine use.

Adopted: 1-14-19

Revised: 9-14-20

Reviewed: 7-13-20

**MANDATORY DRUG TESTING POLICY FOR STUDENTS INVOLVED IN
EXTRACURRICULAR ACTIVITIES OR STUDENTS THAT HAVE VOLUNTARILY
BEEN PLACED IN THE POOL AT THE REQUEST OF THEIR PARENT/GUARDIAN -
Senior High School**

Section 1: Mission Statement

The Board of Education for Alliance Public Schools values students' participation in extracurricular activities. Such students, as role models for other students, are key to our goal to provide the best possible educational program for our students. To achieve our goal and to maximize the skills and talents of our students, it is important that each student understands the dangers of drug and alcohol use and refrain from the use of illegal drugs. This policy statement should qualify our position on student drug and alcohol use.

Participation in extracurricular activities is a privilege that can be taken away for failure to comply with this policy. The purposes of this policy are as follows:

- A. To provide for the health and safety of all students;
- B. To undermine the effects of negative peer pressure by providing legitimate reasons for students to refuse the use of illegal drugs and/or alcohol;
- C. To identify students who use illegal drugs and/or alcohol; and
- D. To encourage students who use illegal drugs and/or alcohol to participate in appropriate treatment programs.

Section 2: Definitions and Positions

The following definitions and explanations of positions shall apply to this policy.

Drugs: Any substance considered illegal by Nebraska Statute, i.e., Uniform Controlled Substances Act, Section 28-401 et seq., or which is controlled by the Food and Drug Administration unless prescribed to the Participant by any licensed medical practitioner authorized to prescribe controlled substances. For purposes of this policy, drugs shall include the illegal use of alcohol.

Drug Program Administrator: The Board of Education shall select a nationally certified Drug Program Administrator (DPA) for the purpose of determining, through random selection, the Participants to be tested under this policy. Each Participant in extracurricular activities shall be identified by an alphanumeric coding system and become part of the pool from which Participants are selected for random drug testing. The DPA, by use of a certified laboratory, shall also gather, test, and process samples that test non-negative and positive, report positive test results to the Medical Review Officer and Drug Program Coordinator, and maintain privacy with

respect to test results and related matters, all in accordance with this policy and administrative guidelines approved by the Board of Education.

Drug Program Coordinator: The Board of Education shall select a Drug Program Coordinator (DPC) who shall coordinate the implementation and administration of this Policy. The DPC's duties shall be as set forth in this Policy and shall include the following:

- To establish a designee(s) and necessary assistants to perform the duties of the DPC in his/her absence
- To maintain the list of Participants who comprise the testing pool;
- To receive, review and maintain consent forms.
- To verify Participants' eligibility for extracurricular activities.
- To determine which drugs shall be screened.
- To assist in the development of administrative guidelines governing the gathering and testing of samples.
- To receive, record, and report positive test results from the DPA; and,
- To enforce the consequences of positive test results.

Extracurricular Activities: Any school-sponsored, interscholastic extracurricular activity or club sponsored by Alliance High School, which shall include, but not necessarily be limited to the following:

A-Club	Football	Speech/Debate
Academic Decathlon	Golf	Student Council
Art Club	Jazz Band	Tennis
Basketball	Musicals	Track
Cheerleading	National Honor Society	Unified Bowling
Cross Country	One Act Plays	Unified Track
E-gaming	Prostart	Volleyball
FBLA	School-Sponsored Dance(s)	Wrestling
FCCLA	Skills USA	Hope Squad
FFA	Softball	

For purposes of this Policy, extracurricular activities shall not include activities that are not school-sponsored or interscholastic in nature. Band, Show Choir, and yearbook staff are not included under this policy as students receive a grade for these activities.

Medical Review Officer: The school will utilize a Medical Review Officer (MRO) to review all laboratory-reported positive tests. The role of the MRO is critical to protecting the interest of the students. The MRO serves a pivotal role in determining whether the use of a substance identified

by the sample analysis is from illicit use or legitimate medical use. The MRO shall contact the Participant's parent or legal guardian for relevant information in making this determination. The MRO shall report positive test results, and/or warranted health and safety issues to the Participant, the Participant's parent or legal guardian, and to the DPC. The MRO shall be certified by an MRO accreditation body.

Negative Test Result: A test result that does not show the presence of drugs or alcohol.

Non-Negative Test Result: The result of a test, performed by the specimen collector at a collection site on a sample collected pursuant to this policy, indicates the presence of drugs or alcohol.

Positive Test Result: The result of a test, performed by the DPA at a certified laboratory on a split sample collected pursuant to this policy, confirms a non-negative test result.

Participant(s): Any student who participates in any school-sponsored, interscholastic extracurricular activity, and any student who volunteers to participate in the random drug testing program. Participant(s) include student support staff for extracurricular activities such as student managers, student trainers, and other students who assist with the activity. Any student that has voluntarily been placed in the pool at the request of their parent/guardian shall also be considered a participant. All Participants shall become part of the random drug testing pool by signing the attached Consent (Form 1) and returning it to the DPC. A participant shall remain in the selection pool for an entire year (365 days) from the date the consent form is signed and returned to the DPC. A participant may be subject to testing at any time during the 365-day period. Any student who tests positive will continue to be tested through the summer months (Page 7, Section 5. F.1). Students who quit or are cut from an activity prior to being selected for random testing may request that their name be dropped from the testing list.

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 DPA. If a urine sample is required, all students providing samples will do so alone in an individual bathroom or stall with the door closed.

Specimen Collector: An independent contractor who is hired by the Board of Education and/or the DPA to collect urine and/or saliva samples at a collection site, perform a preliminary test of such samples, destroy samples that test negative, and ship samples that test non-negative to the lab for confirmation testing as set forth in this policy.

Volunteer: Any student who is not participating in an extracurricular activity, but who voluntarily decides to participate in the random drug testing program by signing and returning the Consent (Form 1) to the DPC. A Volunteer is considered to be a Participant under this policy.

Section 3: Prohibited Acts

The following acts are prohibited by this policy.

A. Drug Use/Possession. All Participants are prohibited from using, possessing, distributing, manufacturing, or having drugs, illegal controlled substances, improperly used medications, or any mind/mood-altering or intoxicating substances present in their system.

B. Alcohol Use/Possession. All Participants are prohibited from possessing or using alcohol.

C. After School Hours Conduct. All Participants are prohibited from using drugs, alcohol, or any other prohibited substances before and after school hours. This policy prohibits all illegal drug use, during and away from extracurricular activities.

Section 4: Authorization to Conduct Random Drug Testing, Procedures & Protocols

The Board of Education for Alliance Public Schools hereby authorizes random, unannounced drug testing of all Participants. The Board shall approve and adopt Administrative Guidelines, in conformity with this policy and the following provisions, that govern procedures for gathering and testing samples and verifying and reporting results.

A. Scope of Tests. The drug screen tests for one or more illegal drugs and/or alcohol. The DPC 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.

Substances that Participants may be randomly tested for are the following: alcohol, amphetamines, cannabinoids, cocaine, nicotine, opiates, synthetic opiates, and PCP, and other substances, such as but not limited to, steroids, barbiturates, and benzodiazepines, without advance notice, as part of tests authorized by the Board for safety purposes. The collection of samples and the testing shall be coordinated by and between the DPA and the DPC.

B. Consent. Students who wish to participate in any extracurricular activity and the students that have voluntarily been placed in the pool at the request of their parent/guardian shall consent in writing to drug testing pursuant to the district's drug testing program. Written consent shall be on Form 1 attached to this policy. No student shall be allowed to participate in any extracurricular activity until Form 1 has been signed and returned to the DPC.

C. Random Drug Testing Pool. Each Participant shall be included in the random drug testing pool. A Participant shall remain in the pool for an entire year (365 days) from the date the Consent is returned to the DPC. A Participant may be subject to testing at any time during the 365-day period. The list of Participants in the random drug testing pool shall be kept current by the DPC and furnished to the DPA upon the receipt of signed consent forms, and as Participants are allowed to leave the program and pool.

D. Withdrawal From Random Testing Pool. A Participant who wishes to withdraw from the random drug testing pool shall do so by submitting a written withdrawal (Form 2) to the DPC, signed by the Participant and the Participant's parent or legal guardian. Withdrawing from the pool must occur prior to being selected for testing in order to avoid being tested. Before any such student may return to participate in any extracurricular activities, he/she must be reinstated to the testing pool by submitting a signed Consent (Form 1) and providing, at the student's cost, a negative drug test result to the DPC.

E. Selection Process. The DPA shall develop and implement a random process to select Participants for testing. In order to make the process most effective, the DPC shall have the discretion to vary the frequency of testing and the number of Participants to be selected. If a Participant is absent on the day he or she is selected for testing, an alternate Participant shall be selected, in sequential order, from an alternate list provided by the DPA. The absent Participant shall submit a sample for testing on the next testing day.

F. Samples. The Specimen Collector is authorized and directed to collect urine and/or saliva samples from Participants who have been selected pursuant to the random process. Samples shall be collected, as directed by the DPA, on the same day the Participant is randomly selected.

G. Collection Sites. The DPC and DPA shall designate collection site(s) at Alliance High School where Participants shall provide samples for drug testing. Participants who have been selected for random drug testing shall report to the designated collection site.

H. Collection and Testing Procedures. The DPA shall develop and maintain written procedures, to be approved and adopted by the Board of Education, for collecting, shipping, testing, preserving, and accessing all samples. The Board of Education and/or the DPA shall contract with a Specimen Collector to collect and conduct preliminary tests on samples, and it shall ensure that the Specimen Collector is certified and follows the procedures approved by the Board and/or the DPA.

- 1. Collection.** The Certified Specimen Collectors shall utilize a standard Custody and Control Form, and a tamper-proof sealing system, identifying numbers, labels, and sealed shipping containers shall be used for sample transportation. Collection sites shall maintain instructions and training emphasizing the responsibility of the Specimen

Collector to protect the integrity of the samples and maintain a proper collection procedure. All Participants providing urine samples shall do so alone, in an individual bathroom or stall with the door closed, under the supervision of a same-sex monitor.

2. **Testing.** At the testing site, the Specimen Collector shall perform a preliminary test to determine the presence of drugs or alcohol. Once the collector begins to perform the test, the participant is required to complete the testing procedure as prescribed by the DPA policy. The testing process begins when a participant enters the designated drug testing area and the collector begins completing the necessary form(s). If the preliminary test produces a negative test result, the sample shall be destroyed. If the preliminary test produces a non-negative test result, then the Specimen Collector shall split and deliver the samples to the laboratory for further testing. At the laboratory, one of the split samples shall be tested. If the laboratory test produces a negative test result, then both split samples shall be destroyed. If the laboratory test produces a positive test result, the DPA shall submit, by a secure method, all positive test results to the MRO. The MRO shall review and verify all positive results. Prior to making a final decision, the MRO shall notify the Participant and his or her parent or legal guardian of the positive test results and afford them an opportunity to discuss the results, either face-to-face or by telephone. If the MRO makes a final determination that a test result is positive, the MRO shall promptly inform the DPC of which Participant(s) tested positive.

I. Request for Retest. If the MRO finally determines that a Participant's sample has produced a positive test result, the Participant may request in writing that one of the split samples be retested at a second, nationally certified laboratory, selected from a list of qualified laboratories provided by the MRO. Participants are required to pay the cost of the additional test in advance. However, the cost shall be reimbursed if the result of the split sample test is negative. The written request for a retest must be submitted by the Participant to the DPC on Form 3 within 72 hours of the Participant being notified of the final positive test result.

J. AMS Continued Testing: Students entering AHS from AMS will continue under the 365-day drug testing period and are subject to continued testing until the 365-day time period is complete.

Section 5: Positive Results

Whenever a Participant's test is positive for the presence of illegal drugs, the DPC shall meet with the Participant and the custodial parent or legal guardian and notify them of the positive test result and impose the following consequences:

A. First Positive Test: 1. The Participant shall miss five (5) days of scheduled practice from all extracurricular activities (may still attend practices; alternate activity may be planned for the participant per the coach's discretion). 2. The Participant shall also be suspended from publicly performing in all extracurricular activities for 14 calendar days (beginning the first week of contests/competitions; Moratorium excluded from 14-day suspension). The participant is not

allowed to travel with the team/group during this 14-day suspension. If all extracurricular activities end before the suspension is served, the suspension will carry over to the next extracurricular activity so the Participant completes the required number of days. 3. Written proof of alcohol/drug use assessment by a drug counselor is required. 4. A district-administered negative test must be provided before the student may return to the activity.

B. Second Positive Test: 1. The Participant shall miss ten (10) days of practice from all extracurricular activities (may still attend practices; alternate activity may be planned for the participant per the coach's discretion). 2. The Participant shall also be suspended from publicly performing for 30 calendar days (beginning the first week of contests/competition; Moratorium excluded from 30-day suspension). The participant is not allowed to travel with the team/group during this 30-day suspension. If the end of the activity precedes the end of the 30 days, the remaining days will carry over to the next activity so that the student completes the required days. 3. An additional four (4) sessions of DPC-approved drug counseling must be successfully completed before the Participant may petition the DPA and DPC to resume participation in extracurricular activities. 4. A district-administered negative test must be provided before the student may return to the activity. 5. Follow-up drug testing for the next 12 months will begin upon notification of the second positive test, or end upon graduation from AHS.

C. Third Positive Test (within two consecutive years): 1. Suspension of the privilege to participate in practice and extracurricular activities for one year from the date of the third positive test meeting, or end upon graduation from AHS. If a first or second offense penalty has not been completed, the penalties must be served consecutively. 2. An additional eight (8) sessions of DPC-approved drug counseling must be successfully completed before the Participant may petition the DPA and DPC to resume participation in extracurricular activities. 3. A district-administered negative test must be provided before the student may return to the activity. 4. Follow-up drug testing will continue for 12 months from the date of the meeting.

D. Fourth Positive Test (during the High School career of a student): 1. The Participant shall be permanently suspended from all practices and all extracurricular activities at AHS. 2. The Participant will be removed from monthly test requirements. 3. The Participant may petition the DPC for reinstatement after 365 calendar days and the successful completion of an off-site rehabilitation program of no less than 28 days to be pre-approved by the DPC.

E. Fifth Positive Test During High School Career: The Participant shall be permanently suspended from extracurricular activities and may not be reinstated to the random drug testing program or pool.

F. Additional Terms and Conditions of Suspensions.

The following terms and conditions shall apply to and govern all suspensions imposed by the DPC, regardless of whether the suspensions are for a First, Second, Third, or Fourth Positive Test.

1. After the DPC-Participant-Parent meeting, follow-up drug testing, a minimum of once a month, shall begin and continue for the next 12 months or until the Participant's graduation from high school, whichever event occurs first. The DPC shall contact the Participant during the summer to establish a location and time for sample collection. Testing during the summer will provide another reason for a Participant to refrain from the illegal use of drugs.
2. If counseling is required, written proof of successful completion of the counseling sessions with a certified/licensed counselor is required. Adherence to follow-up drug assistance programs recommended by the counselor is strongly encouraged.
3. A negative drug test must be provided to the DPC before a suspended Participant may return to participate in extracurricular activities.
4. The cost of the additional testing, counseling sessions, and rehabilitation programs imposed by Section V of this policy shall be the responsibility of the Participant.
5. If a student is randomly selected and tests non-negative while awaiting the results of a previous non-negative test, the consequences may be adjusted if the administration deems it appropriate for the well-being of the student.

G. Refusal to Submit to Drug Use Test.

A Participant who refuses to submit to a drug test authorized under this policy, or fails or refuses to comply with any other provision of this policy, shall not be eligible to participate in any extracurricular activities including all meetings, practices, performances, and competitions for a period of 365 days. A Participant shall be given written notice, immediately, of the consequences of the refusal and an opportunity to retract the refusal. Within fifteen (15) minutes of being advised of the consequences, a Participant must retract the refusal in writing and immediately submit to the random drug test, or the refusal will become final. During the fifteen (15) minute period, the Participant shall attempt to contact a parent or legal guardian to discuss the consequences of refusal. Written notice of the consequences of refusal and the Participant's written retraction shall be recorded on Form 4 by the Specimen Collector. The DPC shall follow up by making contact with the participant's parent or legal guardian to ensure that they are informed of the refusal to test by the participant.

H. Appeal.

A Participant who has been determined by the DPC to be in violation of this policy shall have the right to appeal the decision to the Superintendent or his/her designee(s). Such request for a review must be submitted to the Superintendent in writing within five (5) calendar days of notice of the positive test. A Participant requesting a review shall remain eligible to participate in any extracurricular activities until the review is completed. The Superintendent or his/her designee(s) shall then determine whether the original finding was justified. No further review of the Superintendent's decision shall be provided, and his/her decision shall be conclusive in all respects. Any necessary interpretation or application of this policy shall be in the sole and exclusive judgment and discretion of the Superintendent which shall be final and non-appealable

Section 6: Non-Punitive Nature of Random Drug Testing

No Participant shall be penalized academically for testing positive for drugs. The results of drug tests pursuant to this policy shall not be documented in any Participant's academic records. Information regarding the results of drug tests shall not be disclosed to criminal or juvenile authorities absent legal compulsion by a valid and binding subpoena or other legal processes, which the school district shall not solicit. In the event of service of any such subpoena or legal process, the Participant and the Participant's custodial parent or legal guardian shall be notified as soon as possible by the District.

All records pertaining to Alliance Public School's random drug testing program shall be kept separate from other school and student records. The record-keeping and results of all testing and consequences of positive tests shall be held in the strictest confidence. These records shall be accessible only to the DPC. Records pertaining to a particular Participant shall be destroyed upon his or her graduation from Alliance High School, or one year after his or her class graduation, whichever event occurs first.

Section 7: Other Board Policies Governing Drug Testing

Under a separate School Board Policy, any student at Alliance High School may be required, at any time, to submit to a test for illegal or performance-enhancing drugs, or the metabolites thereof when an administrator, teacher, coach, or sponsor has reasonable suspicion of illegal or performance-enhancing drug use by that particular student. Tests that are conducted based upon reasonable suspicion of illegal drug use are not governed by the Alliance Public School's random drug testing policy, and the penalties are different from the consequences imposed under this policy.

Section 8: Severability

Should any sentence, clause, provision, or paragraph of this entire policy be deemed unlawful or unconstitutional, it is intended that, insofar as may be practicable, the remaining portions of this policy shall remain in full force and effect.

Adopted:

Alliance Public Schools
Alliance, Nebraska



**Student Board Representative
Board of Education Report**

Date: 09/12/2022

Submitted by: Arielle Lawrence

1. Student Activities

- a. Homecoming is on the road to happening. We have a STUCO meeting tomorrow at 7:30 AM to discuss how we want to decorate, what our theme is, and dress up days for the week.
- b. Cross Country is on the road tomorrow to Bridgeport for their meet at 4:00 PM. We want to wish them the best of luck for their meet in Alliance this weekend too.
- c. Hemingford Varsity volleyball looks to be gaining more wins this season as we host our invite against Hay Springs, Mitchell JV, Morrill, Minatare, and Sioux County.
- d. Our Varsity football team, on Friday, is going to play Bridgeport at home and the cheerleaders are doing a performance with the posterity of the cheerleading program.

2. Other Pertinent Student Information/Feedback from Students

- a. Students are concerned about homecoming this year due to school picture day being on the same day as our Olympic day would be. It is under consideration to possibly push homecoming back a week.
- b. Students are excited to have a voice in their school with the board program, and they are excited to become a part of the program throughout the years to come.
- c. Students are concerned about the communication between teachers and coaches about practices, assignments, and getting work made up. They would like to start a better, more convenient way to communicate with staff.
- d. I talked with several students about bringing up the idea of updating our banners, signs, and other things around the school to show the growth of our athletics and other extracurricular activities.

3. Progress on Student Board Member Initiative

- a. Dr. Miller, Mrs. Frost, Mrs. Bila, and I are attempting to put together a leadership, kindness, and sportsmanship program for the school. This will entail a slogan that starts with “Happiness starts with you.” The “H” in this slogan will be our Hemingford H on many t-shirts. This will be on shirts for the sports and decals that can be put onto cars or anything.
- b. This program will be Hemingford’s Happiness Program that will set off a sense of belonging amongst teammates, staff, and students within the school. Funding is on the road to being a fundraiser among myself and my other colleagues at different events.
- c. I have spoken to one of the FFA members, Avery Davies, to get in contact with the fair board regarding outdoor seating and bringing the picnic tables that they use during fair over to the outdoor section of the high school for lunch.
- d. The Student Board Representative Program is now in full swing and I, along with many of my peers, are excited to see what all the initiatives are and can become with the help of our school board.



**BOX BUTTE COUNTY SCHOOL DISTRICT #10
STUDENT REPRESENTATIVE OATH OF OFFICE**

I, Arielle Lawrence, do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Nebraska against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely and without mental reservation or for purpose of evasion; and that I will faithfully and impartially perform the duties of the office of the Student Representative to the Hemingford School District Board of Education according to law and to the best of my ability. And I do further swear that I do not advocate, nor am I a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence; and that during such time as I am in this position I will not advocate nor become a member of any political party or organization that advocates the overthrow of the government of the United States or of this state by force or violence. So help me, God.

Printed Name: Arielle Lawrence

Signature: Arielle Lawrence

Date: 09 / 12 / 2022

Hemingford Public Schools

Administrative Reports to Board of Education

September 12, 2022

Mr. Arneson

HES Enrollment

PreSchool	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade	Total
17 (0)	22 (0)	24 (0)	37 (0)	26 (0)	32 (-1)	38 (1)	24 (0)	220 (0)

3rd through 8th graders will be taking the NSCAS Growth test through the end of the month. Kindergarten through 2nd grade will be taking MAP Growth as part of the requirements for the NebraksREADs act.

Mrs. Curtis

HHS Enrollment

7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade	Total
26	29 (+1)	34 (+1)	27 (+2)	22	34 (+1)	172 (+5)

Thank You

- Mrs. Hucke for bring pizza and dessert for our HOPE Squad meeting.
- Mr. Miles for getting the senior banners hung up in the gym.

Strategic Plan Update

- The 7-9 Math classes will be using consumable workbooks to help with note taking and learning support.
- Mrs. Gilkerson was trained as a Hope Squad Advisor and will be working with students to get the program moving forward with identifying class representatives.
- Members of the School Improvement Team/MTSS Team, Misty Curtis, Eric Arneson, Sam Gilkerson, Gina Jespersen, and Pete Gomez will be attending the NeMTSS conference in October.
- We are working on getting a couple “GUBN Event in Progress” signs to display during events so community members know when there are events that are open to the public such as game days, concerts, play performances, etc.

Policy/Procedures

- Staff have completed the following trainings:
 - Seizure

- Suicide Prevention
- Safe Driver
- Bloodborne Pathogens
- Concussion (relevant staff)
- Nan Gould, Box Butte County Emergency Management Coordinator, toured our building. We will be updating our Tornado Drill Safety locations and procedures. Mr. Arneson is working to update maps that will be located in each classroom.
- We are in the planning stages of getting reflective vinyl room numbers on all exterior windows.

Culture/Community

- During our PD time in August staff members discussed the MAP/NSCAS testing schedule and vision.
- Mr. Gomez led a discussion on updating the mission and vision. Valuable conversations and ideas were discussed. We will be compiling updated versions and gathering feedback in the future.
- The staff have shared they are enjoying the atmosphere in the building and notice a positive difference in the culture of the school.

Mrs. Plog

Birth-3
3

PreSchool	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade	Total
3	9	8	5	2	4	8	3	42

7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade	12+ (To age 21)	Total
4	4	6	9	5	2	1	31

Total Enrollment in PowerSchool - 398

Total Special Education Students - 76

Special Education Percentage- 19%

State Average- 16%

Disability Verifications

1. Specific learning disability (SLD) - 30

The specific learning disability category covers a specific group of learning challenges. These conditions affect a child's ability to read, write, listen, speak, reason, or do math. SLD is the most common category under IDEA.

2. Other health impairment (OHI) - 7

The other health impairment category covers conditions that limit a child's strength, energy, or alertness. One example is ADHD, which impacts attention and executive function.

3. Autism spectrum disorder (AU) - 3

Autism is a developmental disability. It involves a wide range of symptoms, but it mainly affects a child's social and communication skills. It can also impact behavior.

4. Emotional disturbance (ED) - 1

Various mental health issues can fall under the "emotional disturbance" category. They may include anxiety disorder, schizophrenia, bipolar disorder, obsessive-compulsive disorder, and depression.

5. Speech language impairment (SLI) - 19

This category covers difficulties with speech or language. Examples are trouble pronouncing words or making sounds with the voice. It also covers language problems that make it hard for kids to understand words or express themselves.

6. Visual impairment (VI) - 0

A child who has eyesight problems is considered to have a visual impairment. This category includes both partial sight and blindness. If eyewear can correct a vision problem, then it doesn't qualify.

7. Developmental Delay (DD) - 10

A developmental delay refers to a child who has not gained the developmental skills expected compared to others of the same age. Delays may occur in the areas of motor function, speech and language, cognitive, play, and social skills. This category may only be used for children birth through the school year in which the child reaches age eight. This category may not be used for students age 9 and older.

8. Hearing impairment (HI) - 0

The term "hearing impairment" refers to a hearing loss not covered by the definition of deafness. This type of loss can change over time. Being hard of hearing is not the same thing as having trouble with auditory or language processing.

9. Deaf-blindness (DB) - 1

Kids with a diagnosis of deaf-blindness have both hearing and vision loss. Their communication and other needs are so unique that programs for just the deaf or blind can't meet them.

10. Orthopedic impairment (OI) - 1

An orthopedic impairment is when kids lack function or ability in their bodies. An example is cerebral palsy.

11. Intellectual disability (ID) - 3

Kids with this type of disability have below-average intellectual ability. They may also have poor communication, self-care, and social skills. Down syndrome is one example of a condition that involves an intellectual disability.

12. Traumatic brain injury (TBI) - 0

This is a brain injury caused by an accident or some kind of physical force.

13. Multiple disabilities (MULTI) - 1

A child with multiple disabilities has more than one condition covered by IDEA. Having multiple issues creates educational needs that can't be met in a program designed for any one disability.

Superintendent's Report

September 12, 2022

Mission/Vision/Goals

- Staff revisited our mission and vision statements during our August Friday afternoon inservice. Consensus of the group was that the mission statement remains relevant. We had received feedback during strategic planning last spring that our vision statement was too long. Staff determined to continue working on possible proposed revisions of our vision statement. Mr. Gomez is commended for leading much of the conversation around school improvement and revisiting the mission/vision statements.

Policy

- We have submitted a copy of the updated superintendent evaluation form to NDE, along with the relevant policies and minutes of the September meeting. (We are required to have copies of certificated staff evaluation procedures on file with NDE)
- I appreciate Mrs. Plog's interest in having the board consider whether a random drug testing policy is something that would be helpful in our community.

Budget Planning and Management

- I have appreciated Kristy Hanks' hard work getting work agreements/renewals updated. August and September are extra busy in the business manager's office with closing out the fiscal year, planning for the next year, and updating all of the staff members on pay scales, etc.
- We were able to file a claim for \$51,710 in ESSER I reimbursement. That was approved and sent by NDE.
- We have requested \$52,172 of ESSER II and 133,583 in ESSER III fund reimbursements. Those requests are pending review. We are in communication with NDE regarding amending these grants to request reimbursement for the activities transportation equipment that was recently acquired. There is a possibility we will have an item on the agenda for the upcoming special meeting to approve additional payment with ESSER Funds.

Educational Leadership

- We have some ongoing work to do regarding shared understanding of teaching and evaluation framework.

Organizational and Cultural Leadership

- During this part of the school year students and staff are starting to become more acquainted with one another. This leads to both new challenges and new opportunities as the "newness" of the year begins to fade and school starts to feel more like "work" to our students.

Professional Leadership

- We have digitally published and distributed links to the various handbooks. I have appreciated the efforts of our team in getting those put together and the information our to our team.

Community Relations

- I have appreciated the dedicated and professional conduct of our area law enforcement (Box Butte Country Sheriff's Office and Nebraska State Patrol). They have provided quality communication with our school. Their collaboration in working with us is greatly appreciated.
- I was approached by the Hemingford Community Foundation about some possible opportunities to partner. They are interested in the possibility of helping us elevate our safety profile (possible during Fire Prevention Week).
- Nurse Sam will be working to convene the school Wellness Committee in the near future. She is looking into so parent involvement. If you know someone who would be interested, please feel free to send me their names.

Board-Superintendent Relations

- I enjoyed the opportunity to attend the NASB Area Membership Meeting. I would like to congratulate board members of the following recognitions from the Nebraska Association of School Boards: Trish Schumacher- Level V, Blanche Randolph- Level IV and Justin Ansley- Level IV

Strategic Planning

- Thank you for your consideration of adding the 8 to Great program to the curriculum. This helps in the areas of Student Centered Learning and Student Well-Being.
- During our upcoming Friday inservice, I will be visiting with our staff to learn more about our assessments and how they support our work with Multi-Tiered Systems of Support (MTSS). I anticipate we may consider making some adjustments as we think through our systems and supporting quality learning for every student.

Planned Professional Travel

- October 5-6 - Labor Relations Conference in Lincoln
- November 14-17 - State Education Conference in Omaha
- January 23-24 - NCSA Legislative Committee Meeting in Lincoln
- February 22-23 - Accreditation Visit at Potter-Dix
- I plan to attend student activities as my schedule allows.

Leave Log

- I used six days of PTO leave in July (July 22, 25, 26, 27, 28, and 29). I appreciate the opportunity to fulfill a family commitment during that time. I have 19 PTO Days Remaining.