

BOX BUTTE COUNTY SCHOOL DISTRICT #07-0010

HEMINGFORD PUBLIC SCHOOLS

BOARD OF EDUCATION MEETING AGENDA

Monday, February 13, 2023

South Campus

The Board of Education of School District 07-0010 will meet on Monday, February 13, 2023 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. Recognition of Student Achievement (Bobcat Excellence)
 - VI.B. Public Participation (Maximum of 30 Minutes Allotted for this Portion of the Meeting)
 - VI.C. Correspondence
 - VI.D. Consent Agenda
 - Approve minutes for January 9, 2023 meeting
 - Approve Treasurer's Report
 - Approve School Activity Fund Report
 - Approve Control Budget
 - VI.E. Payment of Claims
 - VI.F. Discuss, Consider, and Take All Necessary Action Regarding the Approval of the Negotiated Agreement with the Hemingford Education Association for the 2023-2024 Contract Year.
 - VI.G. Discuss, Consider, and Take All Necessary Action Regarding the Resignation of Certificated Staff Member(s)
 - VI.H. Discuss, Consider, and Take All Necessary Action Regarding Second Reading of Proposed Policies 612.01 Through 612.19 (Updated Special Education Policies)
 - VI.I. Discuss, Consider, and Take All Necessary Action Regarding Approval of Certificated Staff Employment
- VII. Discussion/Possible Action Items
 - VII.A. Discussion Regarding the Community Engagement Session on January 31st

- VII.B. Discussion Regarding Draft Board of Education Calendar
- VIII. Student Board Representative Report
- IX. Administration Reports
- X. Superintendent Report
- XI. Policy Review (Policies 0601.00 through 0604.12)
- 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.

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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# 0000349977

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

MEETING NOTICE

**Regular Board Meeting at 5:00 pm on
February 13th 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 5:00 p.m. on Monday the 13th day of February 2023, 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
January 19, 2023 ZNEZ

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

Fax:
E-Mail: khanks@gubn.org

Total Amount \$5.70
Payment Amount \$0.00

Status **Materials**

Amount Due \$5.70 **Tear Sheets** **Proofs** **Affidavits** **Blind Box**

Tax Amount: 0.00 0 0 1

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

Ad Number **Ad Type** **Ad Size** **Color**
0000349977-01 CLS Legal Liner SH 1 X 23 li \$0.00

Production Method
AdBooker (Liner)

Product and Zone **Placement** **Position** **# Inserts**
HLP Ledger C-Legal Ads Meetings and Events 1

Run Schedule Invoice Text: MEETING NOTICE Regular Board Meeting at 5:00 pm on

Run Dates 1/19/2023

TagLine: MEETING NOTICE

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+++++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:

Activity Fund Balance Report - Summary - Exclude Encumbrances
09/2022 - 01/2023

Regular; Beginning Month 09/2022; Processing Month 01/2023; 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	52,081.85	0.00	0.00	0.00	52,081.85
05 704 1010	ATHLETICS / ACTIVITIES	(93,883.60)	48,062.74	18,789.18	0.00	(123,157.16)
05 704 1020	ATHLETIC CLUB / CONCESSION STAND	3,675.28	14,626.37	14,474.12	0.00	3,523.03
05 704 1030	CHEERLEADERS - FUNDRAISING	4,999.72	6,650.93	2,549.94	0.00	898.73
05 704 1035	FOOTBALL FUNDRAISING	32,516.30	17,010.87	218.00	0.00	15,723.43
05 704 1040	VOLLEYBALL - FUNDRAISING	3,058.48	2,156.75	1,052.44	0.00	1,954.17
05 704 1045	WRESTLING FUNDRAISER	1,174.02	1,158.22	4,508.18	0.00	4,523.98
05 704 1050	CC FUNDRAISER	2,353.82	818.51	2,348.48	0.00	3,883.79
05 704 1055	TRACK FUNDRAISING	241.46	0.00	500.00	0.00	741.46
05 704 1056	GIRLS ATH FUNDRAISING	0.00	6,914.00	12,548.00	0.00	5,634.00
05 704 1057	GIRLS ON THE RUN	0.00	0.00	756.94	0.00	756.94
05 704 1999	GRADUATED CLASSES	8,783.66	0.00	0.00	0.00	8,783.66
05 704 2022	CLASS OF 2022	(281.40)	0.00	0.00	0.00	(281.40)
05 704 2023	CLASS OF 2023	2,006.85	1,188.00	0.00	0.00	818.85
05 704 2024	CLASS OF 2024	1,600.31	0.00	541.61	0.00	2,141.92
05 704 2025	CLASS OF 2025	5,462.85	242.84	0.00	0.00	5,220.01
05 704 2026	CLASS OF 2026	405.00	0.00	160.00	0.00	565.00
05 704 2027	CLASS OF 2027	675.00	0.00	367.90	0.00	1,042.90
05 704 2028	CLASS OF 2028	100.00	0.00	70.00	0.00	170.00
05 704 3010	DC TRIP-WORLD STRIDE	15,253.72	4,168.64	10,916.45	0.00	22,001.53
05 704 3020	DRAMATICS	(9,952.91)	2,201.90	680.00	0.00	(11,474.81)
05 704 3030	FFA	40,676.57	23,517.30	11,305.65	0.00	28,464.92
05 704 3035	SHOP MATERIALS	5,921.45	382.34	564.00	0.00	6,103.11
05 704 3040	FCCLA	1,482.35	2,524.06	2,043.00	0.00	1,001.29
05 704 3050	HONOR SOCIETY	(1,649.56)	13.36	449.00	0.00	(1,213.92)
05 704 3060	FOOTBALL FUNDRAISER	0.00	0.00	0.00	0.00	0.00
05 704 3070	MUSIC	4,967.36	629.99	918.27	0.00	5,255.64
05 704 3080	SCHOLARSHIPS	968.00	0.00	1,740.00	0.00	2,708.00
05 704 3090	STUCO - MIDDLE SCHOOL	4,351.94	255.66	0.00	0.00	4,096.28
05 704 3100	STUDENT COUNCIL	3,527.97	332.66	251.00	0.00	3,446.31
05 704 3110	HEALTH PROFESSIONS CLUB	989.17	0.00	0.00	0.00	989.17
05 704 3120	YEARBOOK	18,038.02	6,692.69	640.00	0.00	11,985.33
05 704 3200	SCIENCE	556.07	0.00	350.00	0.00	906.07
05 704 4010	COURTESY FUND	1,811.87	98.75	300.00	0.00	2,013.12
05 704 4020	ELEMENTARY TEACHERS	8,915.40	0.00	0.00	0.00	8,915.40
05 704 4021	ELEM PRINCIPAL FUND	0.00	0.00	516.25	0.00	516.25

Activity Fund Balance Report - Summary - Exclude Encumbrances

09/2022 - 01/2023

Regular; Beginning Month 09/2022; Processing Month 01/2023; 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 4025	HIGH SCHOOL TEACHERS	8,077.81	0.00	0.00	0.00	8,077.81
05 704 4026	HS PRINCIPAL FUND	0.00	13.86	600.00	0.00	586.14
05 704 4040	MISCELLANEOUS / STUDENT STUFF	2,958.32	337.49	113.06	0.00	2,733.89
05 704 4045	BOOKFAIR	5,209.93	1,905.86	1,868.47	0.00	5,172.54
05 704 4050	ART	900.54	178.14	0.00	0.00	722.40
05 704 4060	HOPE SQUAD	227.96	762.10	3,060.87	0.00	2,526.73
05 704 4070	BOBCAT CARES	0.00	0.00	1,250.00	0.00	1,250.00
Fund Total: 05		<u>138,201.58</u>	<u>142,844.03</u>	<u>96,450.81</u>	<u>0.00</u>	<u>91,808.36</u>

HEMINGFORD PUBLIC SCHOOLS

February 13, 2023

GENERAL FUND:

Statement Balance 01-31-2023	\$ 673,131.08
G/F MM Statement Balance 01-31-2023	\$ 601,218.04
- Outstanding Checks	<u>\$ 3,405.58</u>
Balance 01-31-23	\$1,270,943.54

+ February Tax Receipts:	<u>\$ 469,457.41</u>
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Subtotal: General Fund	\$1,740,400.95
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February Bills:	\$ 93,582.23
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February Payroll:	<u>\$ 469,666.28</u>
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-Total February Expenses:	\$ 563,248.51
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Balance General Fund:	<u>\$ 1,177,152.44</u>
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BUILDING FUND:

Checking Balance 01-31-2023	\$ 1,572,046.04
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Liquid Asset Fund	\$ 406,643.11
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2 CD's: 30 month (.15%)- Mat. 10-18-23 (BOW)	\$ 155,418.89
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12 month – (NE Bank)	\$ 154,636.32
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February Tax Receipts:	<u>\$ 20,674.57</u>
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Building Fund Balance 01-31-2023	<u>\$ 2,309,418.93</u>
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Expenditure Report by Function/Object -
Summary

02/10/2023 01:00 PM

Regular; Processing Month 02/2023; Function Number 67 Records Selected; 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
01	GENERAL FUND								
0500	0500	0.00	0.00	(1,000.00)	0.00	1,000.00	0.00	0.00	1,000.00
1100	REGULAR INSTRUCTIONAL PROGRAMS	3,629,800.00	259,401.67	1,583,919.43	43.64	2,045,880.57	0.00	0.00	2,045,880.57
1120	1120	100.00	0.00	60.00	60.00	40.00	0.00	0.00	40.00
1130	1130	6,250.00	668.12	3,165.80	50.65	3,084.20	0.00	0.00	3,084.20
1140	1140	11,000.00	0.00	771.30	7.01	10,228.70	0.00	0.00	10,228.70
1150	VO AG PROGRAM	9,250.00	47.61	3,606.27	38.99	5,643.73	0.00	0.00	5,643.73
1170	1170	2,000.00	0.00	687.90	34.40	1,312.10	0.00	0.00	1,312.10
1180	1180	4,000.00	343.30	2,569.92	64.25	1,430.08	0.00	0.00	1,430.08
1190	EARLY CHILDHOOD ED PROGRAMS	156,600.00	11,660.88	70,388.11	44.95	86,211.89	0.00	0.00	86,211.89
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	928,600.00	66,059.28	380,098.90	40.93	548,501.10	0.00	0.00	548,501.10
1213	1213	1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00	1,000.00
1291	SPED AGES 3-5	0.00	108.29	108.29	0.00	(108.29)	0.00	0.00	(108.29)
2120	GUIDANCE SERVICES	117,700.00	5,807.87	36,058.09	30.64	81,641.91	0.00	0.00	81,641.91
2130	HEALTH SERVICES	91,000.00	6,062.49	37,431.56	41.13	53,568.44	0.00	0.00	53,568.44
2141	PSYCHOLOGICAL SERVICES SPED SCHOOL AGE	37,000.00	1,862.25	9,465.45	25.58	27,534.55	0.00	0.00	27,534.55
2142	PSYCHOLOGICAL SERVICES SPED AGE 3-5	500.00	38.55	38.55	7.71	461.45	0.00	0.00	461.45
2150	SPEECH & AUDIOLOGY SERVICES	1,000.00	134.00	452.25	45.23	547.75	0.00	0.00	547.75
2151	SPEECH & AUDIOLOGY SERV SPED SCHOOL AGE	500.00	0.00	0.00	0.00	500.00	0.00	0.00	500.00
2152	SPEECH & AUDIOLOGY SERV SPED AGE 3-5	250.00	0.00	0.00	0.00	250.00	0.00	0.00	250.00
2161	OT SERVICES SPED SCHOOL AGE	19,100.00	1,963.99	11,665.61	61.08	7,434.39	0.00	0.00	7,434.39
2162	OT SERVICES SPED AGE 3-5	5,000.00	144.53	697.87	13.96	4,302.13	0.00	0.00	4,302.13
2163	OT SERVICES SPED AGE 0-2	12,200.00	378.60	4,266.40	34.97	7,933.60	0.00	0.00	7,933.60
2171	PT SERVICES SPED SCHOOL AGE	22,000.00	2,358.44	9,223.31	41.92	12,776.69	0.00	0.00	12,776.69
2172	PT SERVICES SPED AGE 3-5	5,500.00	254.71	635.00	11.55	4,865.00	0.00	0.00	4,865.00
2173	PT SERVICES SPED AGE 0-2	4,000.00	330.38	3,297.88	82.45	702.12	0.00	0.00	702.12
2180	VISION SERVICES	1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00	1,000.00
2181	VISION SERVICES SPED SCHOOL AGE	5,000.00	2,357.99	4,544.99	90.90	455.01	0.00	0.00	455.01
2190	OTHER PUPIL SUPPORT SERVICES	10,000.00	403.30	7,443.50	74.44	2,556.50	0.00	0.00	2,556.50
2210	IMPROVEMENT OF INSTRUCTION	6,500.00	0.00	19.76	0.30	6,480.24	0.00	0.00	6,480.24
2211	SCHOOL IMPROVEMENT	6,000.00	0.00	1,819.95	30.33	4,180.05	0.00	0.00	4,180.05
2212	INST STAFF CURR DEV	0.00	0.00	123.00	0.00	(123.00)	0.00	0.00	(123.00)
2213	INST STAFF TRAINING	28,500.00	0.00	3,074.33	10.79	25,425.67	0.00	0.00	25,425.67
2220	LIBRARY/MEDIA SERVICES	154,700.00	2,057.78	13,196.98	8.53	141,503.02	0.00	0.00	141,503.02
2224	EDUCATIONAL TELEVISION SERVICES	25,000.00	2,204.59	12,023.89	48.10	12,976.11	0.00	0.00	12,976.11
2230	INSTRUCTION-RELATED TECHNOLOGY	121,500.00	1,159.99	29,975.89	24.67	91,524.11	0.00	0.00	91,524.11
2310	BOARD OF EDUCATION	127,000.00	8,713.22	46,297.35	36.45	80,702.65	0.00	0.00	80,702.65
2320	EXECUTIVE ADMINISTRATION	188,300.00	14,413.67	87,928.97	46.70	100,371.03	0.00	0.00	100,371.03
2330	DISTRICT LEGAL SERVICES	15,000.00	140.00	3,465.00	23.10	11,535.00	0.00	0.00	11,535.00
2410	OFFICE OF PRINCIPAL	385,590.00	33,896.52	200,706.92	52.05	184,883.08	0.00	0.00	184,883.08
2510	GENERAL ADMIN-BUSINESS SERVICE	222,750.00	6,711.87	73,734.05	33.10	149,015.95	0.00	0.00	149,015.95
2610	SUPPORT SERVICES OPERATION OF BUILDING	391,000.00	35,161.36	195,135.75	49.91	195,864.25	0.00	0.00	195,864.25
2620	SUPPORT SERVICES-MAINT OF BUILDING	160,100.00	12,993.79	71,788.32	44.84	88,311.68	0.00	0.00	88,311.68
2630	2630	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2650	VEHICLE OPP, ACQUISITION AND MAINTENANCE	145,000.00	0.00	0.00	0.00	145,000.00	0.00	0.00	145,000.00
2670	SAFETY	30,000.00	0.00	7,648.65	25.50	22,351.35	0.00	0.00	22,351.35
2710	VEHICLE OPP & PURCH REG ED	556,250.00	40,795.29	207,265.18	37.26	348,984.82	0.00	0.00	348,984.82
2711	VEHICLE OPP & PURCH LCC	10,000.00	0.00	5,912.66	59.13	4,087.34	0.00	0.00	4,087.34
2712	VEHICLE OPP & PURCH SCHOOL AGE SPED	1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00	1,000.00
2713	VEHICLE OPP & PURCH AGE 0-5 SPED	1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00	1,000.00
2730	VEHICLE SERV & MAINT REG ED	60,000.00	6,989.96	34,271.87	57.12	25,728.13	0.00	0.00	25,728.13
2732	VEHICLE SERV & MAINT SCHOOL AGE SPED	1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00	1,000.00
2790	OTHER TRANS REG STUDENTS	10,000.00	0.00	0.00	0.00	10,000.00	0.00	0.00	10,000.00

**Expenditure Report by Function/Object -
Summary**

02/10/2023 01:00 PM

Regular; Processing Month 02/2023; Function Number 67 Records Selected; 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
2792	OTHER TRANS SCHOOL AGE SPED	32,100.00	0.00	0.00	0.00	32,100.00	0.00	0.00	32,100.00
3300	COMMUNITY SERVICES	10,000.00	0.00	3,465.83	34.66	6,534.17	0.00	0.00	6,534.17
3512	DISTANCE EDUCATION INCENTIVE PAYMENTS	0.00	9,465.10	47,815.59	0.00	(47,815.59)	0.00	0.00	(47,815.59)
3535	HIGH ABILITY LEARNERS	4,000.00	165.36	1,828.45	45.71	2,171.55	0.00	0.00	2,171.55
6200	TITLE I, PART A ESSA IMP BASIC BY LOCAL	102,600.00	8,695.38	53,055.70	51.71	49,544.30	0.00	0.00	49,544.30
6401	6401	7,000.00	0.00	0.00	0.00	7,000.00	0.00	0.00	7,000.00
6406	IDEA PRESCHOOL(619) BASE ALLOC	48,600.00	284.76	495.81	1.02	48,104.19	0.00	0.00	48,104.19
6410	IDEA ENROLLMENT/POVERTY	110,000.00	0.00	0.00	0.00	110,000.00	0.00	0.00	110,000.00
6990	OTHER FED CATEGORICAL RECEIPTS	0.00	0.00	9,566.92	0.00	(9,566.92)	0.00	0.00	(9,566.92)
6992	REAP	0.00	0.00	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	144,028.00	0.00	89,612.00	62.22	54,416.00	0.00	0.00	54,416.00
6998	ESSER III	275,000.00	3,830.40	179,551.16	65.29	95,448.84	0.00	0.00	95,448.84
8000	TRANSFERS (OUTGOING)	175,000.00	0.00	0.00	0.00	175,000.00	0.00	0.00	175,000.00
9000	NON-PROGRAM EXPENDITURES	0.00	1,670.66	10,023.96	0.00	(10,023.96)	0.00	0.00	(10,023.96)
01	GENERAL FUND	8,634,868.00	549,735.95	3,559,745.27	41.23	5,075,122.73	0.00	0.00	5,075,122.73

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

January 9, 2023
Board of Education Regular Meeting Minutes

A regular meeting of the Board of Education of School District 07-0010 was called to order at 5:03 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.

New board member, Micky Votruba took the Oath of Office. New student board representative, Cody Rathjen took the Oath of Office.

The board conducted annual organization. The superintendent assumed chairmanship of the meeting for the purpose of election of a board president.

Motion by Brett Cullan nominating Justin Ansley for President Seconded by Rick Horstman Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0

Justin Ansley resumed chairmanship of the meeting.

Motion by Blanche Randolph nominating Trish Schumacher for Vice President Seconded by Brett Cullan Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0 Motion carried.

Motion by Trish Schumacher nominating Blanche Randolph for Secretary Seconded by Micki Votruba Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0 Motion carried.

Motion by Rick Horstman to appoint Kristy Hanks as Board Treasurer/Clerk Seconded by Trish Schumacher Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0 Motion carried.

Upon completion of the annual organization of the board, the business portion of the meeting was conducted.

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

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

Motion by Blanche Randolph claims for the month be approved as presented in the amount of \$60,858.11 Seconded by Rick Horstman Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0 Motion carried.

Motion by Micki Votruba to accept re adoption of existing policies, regulations, and handbooks for the governance of the school district Seconded by Blanche Randolph Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0 Motion carried.

Motion by Trish Schumacher approve re adoption of the board code of ethics policy Seconded by Rick Horstman Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0 Motion carried.

Motion by Rick Horstman continue with Nebraska Bank and Hemingford Community Federal Credit Union, and the Nebraska Liquid Asset Fund as Depositories of district funds and to close remaining accounts at Bank of the West upon maturity of current CDs Seconded by Micki Votruba Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0 Motion carried.

Motion by Trish Schumacher to approve Dr. Travis Miller, Superintendent, to serve as board authorized representative and to sign all forms and documents for all matters relating to Local, State and Federal matters when appropriate Seconded by Brett Cullan Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0 Motion carried.

Motion by Brett Cullan to designate Many Hats Law Firm and KSB School Law as representatives of Box Butte County District 10 for legal matters Seconded by Rick Horstman Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0 Motion carried.

Motion by Blanche Randolph Approve Casey Peterson, LTD. (Formerly GLR) as auditors Seconded by Micki Votruba Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0 Motion carried.

Motion by Blanche Randolph to appoint Dr. Travis Miller as the district's Nondiscrimination Compliance Coordinator, and Todd Westover as Title IX Enforcement Officer Seconded by Rick Horstman Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0 Motion carried.

Motion by Micki Votruba accept the proposed mission, vision, and school improvement goals Seconded by Rick Horstman Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0 Motion carried.

Justin Ansley turned over chairmanship of the meeting to Trish Schumacher.

Motion by Justin Ansley to accept the resignation of Mr. Joe Collins, with regret and appreciation for his dedicated service to our school district Seconded by Brett Cullan Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0 Motion carried.

Trish Schumacher turned over chairmanship of the meeting to Justin Ansley.

A Student Board Representative Report was provided by Cody Rathjen. Administrative Reports were provided by Mr. Arneson, Mrs. Curtis, Mrs. Plog, Mr. Westover, and Dr. Miller.

Policy review for the month was conducted for policies 0508.04 through 050801E4. Policies 0508.13 was identified for possible revision, pending feedback from the Nebraska Department of Education.

The board will review policies 0601.00 through 0604.12 for next month.

Meeting was adjourned at 7:03 PM.

The next regular meeting of the Hemingford Board of Education will be held on February 13 at 5:00 PM at South Campus.

Dr. Travis Miller
Superintendent

Blanche Randolph
Board Secretary

02/10/2023 12:50 PM

Posted - All; Batch Description 3 Records Selected

User ID: KAH

Vendor Name	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND
ACTION COMMUNICATIONS INC./DBA C&R ELETRONICS	MAINTENANCE- RADIOS/REPAIR	482.00
Check Number 5563	Total ACTION COMMUNICATIONS INC./DBA C&R ELETRONICS	482.00
ADAMSON AUTOMOTIVE	BUS REPAIR/MAINTENANCE	6,989.96
Check Number 5564	Total ADAMSON AUTOMOTIVE	6,989.96
ALLIANCE GROCERY KART	COOKIES-STRATEGIC COMM MTG	76.93
Check Number 5565	Total ALLIANCE GROCERY KART	76.93
AMAZON	SPED SUPPLIES	86.09
AMAZON	ELEM SUPPLY	25.67
AMAZON	AG ED SUPPLY	127.60
AMAZON	ENVELOPE SEALS	47.97
AMAZON	ID BADGE PUNCH	21.38
AMAZON	ELASTIC BANDS-PE	42.45
Check Number 5550	Total AMAZON	351.16
BLACK HILLS ENERGY	GAS - SCHOOL BUILDING	10,185.07
BLACK HILLS ENERGY	SUPT HOUSE - GAS	144.74
Check Number 5566	Total BLACK HILLS ENERGY	10,329.81
BLOEDORN'S LUMBER CO.	MAINTENANCE SUPPLIES	15.51
Check Number 5567	Total BLOEDORN'S LUMBER CO.	15.51
BUD'S PEST CONTROL	PEST CONTROL	200.00
BUD'S PEST CONTROL	PEST CONTROL	175.00
Check Number 5568	Total BUD'S PEST CONTROL	375.00
BUNNELL, ERIN	1ST SEMESTER MILEAGE	406.11
Check Number 5569	Total BUNNELL, ERIN	406.11
CAPITAL BUSINESS SYSTEMS, INC	COPIER LEASE PAYMENT	936.33
Check Number 5549	Total CAPITAL BUSINESS SYSTEMS, INC	936.33
CHADRON PUBLIC SCHOOLS	OT/PT/SPEECH/RESOURCE	473.04
CHADRON PUBLIC SCHOOLS	OT SERVICE	37.92
Check Number 5570	Total CHADRON PUBLIC SCHOOLS	510.96
CHROMEBOOK PARTS.COM	CHROMEBOOK LCD PANEL	34.99
Check Number 5571	Total CHROMEBOOK PARTS.COM	34.99
CORNHUSKER INTERNATIONAL	BUS REPAIR- STATE ONE ACT TRIP	383.81
Check Number 5550	Total CORNHUSKER INTERNATIONAL	383.81
CORNHUSKERS SQUARE	4 MEALS - ST PRINCIPALS CONF - EA	68.87
Check Number 5550	Total CORNHUSKERS SQUARE	68.87
CRESCENT ELECTRIC SUPPLY CO.	LIGHTS	97.27
CRESCENT ELECTRIC SUPPLY CO.	LIGHTS	97.27
Check Number 5572	Total CRESCENT ELECTRIC SUPPLY CO.	194.54

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User ID: KAH

Vendor Name	Description	Amount
CRICUT	CRICUT SUBSCRIPTION	95.88
Check Number 5550 Total	CRICUT	95.88
CROFTON COMMUNITY SCHOOLS	CLASS C JH ALL STATE BAND	22.00
Check Number 5573 Total	CROFTON COMMUNITY SCHOOLS	22.00
CROSSROADS MUSIC	REEDS	97.12
Check Number 5574 Total	CROSSROADS MUSIC	97.12
CULLIGAN WATER CONDITIONING	SOFT WATER/RENTAL	262.57
CULLIGAN WATER CONDITIONING	SOFT WATER SERVICE	13.90
Check Number 5575 Total	CULLIGAN WATER CONDITIONING	276.47
CURTIS, MISTY	MILEAGE RIMBURSEMENT FOR ACT NOV-JAN	1,776.52
Check Number 5576 Total	CURTIS, MISTY	1,776.52
DARREN'S CARQUEST AUTO PARTS	SHOP SUPPLIES	43.90
DARREN'S CARQUEST AUTO PARTS	MAINTENANCE SUPPLIES	70.35
DARREN'S CARQUEST AUTO PARTS	MAINTENANCE VEHICLE SUPPLIES	103.47
DARREN'S CARQUEST AUTO PARTS	MAINTENANCE VEHICLE SUPPLIES	211.78
Check Number 5577 Total	DARREN'S CARQUEST AUTO PARTS	429.50
DAS STATE ACCOUNTING - CENTRAL FINANCE	PARTICIPATION FEE	238.13
DAS STATE ACCOUNTING - CENTRAL FINANCE	PARTICIPATION FEE	238.13
Check Number 5578 Total	DAS STATE ACCOUNTING - CENTRAL FINANCE	476.26
DAVE'S PHARMACY CENTRAL OFFICE	NURSE MEDS	74.23
Check Number 5579 Total	DAVE'S PHARMACY CENTRAL OFFICE	74.23
DOLLAR TREE	ELEM CLASS SUPPLY	56.70
Check Number 5550 Total	DOLLAR TREE	56.70
EARLY CHILDHOOD TRAINING CENTER	EC RATING SCALE WEBINAR TRAINING	45.00
Check Number 5580 Total	EARLY CHILDHOOD TRAINING CENTER	45.00
ED PUZZLE	MONTHLY ED PUZZLE SUBSCRIPTION	11.50
ED PUZZLE	SPEECH - SUBSCRIPTION	12.50
Check Number 5550 Total	ED PUZZLE	24.00
EDUCATIONAL SERVICE UNIT #13	DL;INTERNET;NEVA;MIPS;COUNSELING	2,220.73
EDUCATIONAL SERVICE UNIT #13	PSYCH;SUPERVIS;COUNSELING;LOWVISION;SPED	2,666.20
Check Number 5582 Total	EDUCATIONAL SERVICE UNIT #13	4,886.93
FARMERS COOP	AG ED SUPPLY	2.99
FARMERS COOP	MAINTENANCE SUPPLY	41.79
Check Number 5583 Total	FARMERS COOP	44.78
FIRE AND ICE MECHANICAL	BOBCAT WALKIN COOLER REPAIR	455.17
FIRE AND ICE MECHANICAL	CLEANED COILS/PILOT ASSEMBLIES	216.61
Check Number 5584 Total	FIRE AND ICE MECHANICAL	671.78
FRITZLER, ERIN	MILEAGE 22-23 1ST SEMESTER	801.58

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Posted - All; Batch Description 3 Records Selected

User ID: KAH

Vendor Name	Description	Amount
Check Number 5585 Total	FRITZLER, ERIN	801.58
FRONTLINE TECHNOLOGIES GROUP LLC	TIMEATTENDANCE/ABSCENCE MGMT TRAINING	1,125.00
Check Number 5586 Total	FRONTLINE TECHNOLOGIES GROUP LLC	1,125.00
FUEL TRIPS- ELAN	ST ONE ACT;ST PRIN;SEAC;WR;GWR	941.79
Check Number 5550 Total	FUEL TRIPS- ELAN	941.79
FURMAN, JENEE	1ST SEMESTER MILEAGE REIMBURSEMENT	520.13
Check Number 5587 Total	FURMAN, JENEE	520.13
GARZA, TRACY	1ST SEMESTER MILEAGE	366.03
Check Number 5588 Total	GARZA, TRACY	366.03
H & H SANITATION	MONTHLY RENTAL ROLL OFF BOX	120.00
Check Number 5589 Total	H & H SANITATION	120.00
HAAS, ROBERT	REIMBURSE EXP FOR BUS TROUBLES	72.70
Check Number 5590 Total	HAAS, ROBERT	72.70
HEMINGFORD CHAMBER OF COMMERCE	2023 CHAMBER DUES	100.00
Check Number 5591 Total	HEMINGFORD CHAMBER OF COMMERCE	100.00
HEMINGFORD CO-OP TELEPHONE CO	TELEPHONE/INTERNET	1,097.74
Check Number 5592 Total	HEMINGFORD CO-OP TELEPHONE CO	1,097.74
HEMINGFORD LEDGER	LEDGER RENEWAL (3)	326.97
Check Number 5593 Total	HEMINGFORD LEDGER	326.97
HEMINGFORD MUNICIPAL UTILITIE	UTILITIES	5,629.99
Check Number 5594 Total	HEMINGFORD MUNICIPAL UTILITIE	5,629.99
IDEAL LINEN AND UNIFORM	CUSTODIAL SUPPLIES	104.86
IDEAL LINEN AND UNIFORM	CUSTODIAL SUPPLIES	104.86
Check Number 5595 Total	IDEAL LINEN AND UNIFORM	209.72
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLIES	1,953.97
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLIES	23.13
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLIES	369.13
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLIES	1,144.09
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLIES	245.54
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLIES	263.28
Check Number 5596 Total	IDEAL/BLUFFS FACILITY SOLUTIONS	3,999.14
INNOVATIVE OFFICE SOLUTIONS, LLC	KIT, 110 VOLT FUSER	136.06
Check Number 5597 Total	INNOVATIVE OFFICE SOLUTIONS, LLC	136.06
JACKS REFRIGERATION SERVICE	HEATING UNIT FIXED	157.50
JACKS REFRIGERATION SERVICE	WEST HEATER REPAIR	134.00
Check Number 5598 Total	JACKS REFRIGERATION SERVICE	291.50
KEATING & ASSOCIATES, INC.	PARTICIPATION FEE	207.50
Check Number 5599 Total	KEATING & ASSOCIATES, INC.	207.50

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User ID: KAH

Vendor Name	Description	Amount
KITTLEMAN, TRAVIS	1ST SEMESTER MILEAGE	1,318.16
Check Number 5600 Total	KITTLEMAN, TRAVIS	1,318.16
KOLLE, LASHAYNE	1ST SEMESTER MILEAGE	395.42
Check Number 5601 Total	KOLLE, LASHAYNE	395.42
KSB School Law PC, LLO	LEGAL SERVICES	140.00
Check Number 5602 Total	KSB School Law PC, LLO	140.00
LANIK, CINDY	HAL DIRT CUPS/CUPCAKES	54.00
Check Number 5603 Total	LANIK, CINDY	54.00
LISA BRIGGS, OT, LLC	OT SERVICE	2,366.25
Check Number 5604 Total	LISA BRIGGS, OT, LLC	2,366.25
MC SIGNS AND DECALS	6 KEYS MADE	15.00
Check Number 5605 Total	MC SIGNS AND DECALS	15.00
MENARDS	AG ED SUPPLY	17.59
Check Number 5550 Total	MENARDS	17.59
MORFORD'S DECORATING CENTER	ADHESIVE	444.92
Check Number 5606 Total	MORFORD'S DECORATING CENTER	444.92
NASB	NASB MEMBERSHIP DUES 23-24	4,330.00
NASB	SUPT EVALUATION FEE	250.00
NASB	POLICY UPDATE SERVICE SUBSC FEE	395.00
Check Number 5607 Total	NASB	4,975.00
NCECBVI	PAYMENT 5 OF 10	4,600.00
NCECBVI	PAYMENT 6 OF 10	4,600.00
Check Number 5608 Total	NCECBVI	9,200.00
NEBRASKA SCHOOL COUNSELOR ASSOCIATION	NEW MEMBERSHIP	40.00
Check Number 5609 Total	NEBRASKA SCHOOL COUNSELOR ASSOCIATION	40.00
NORTH PLATTE TELEGRAPH	ADVERTISING	488.86
Check Number 5610 Total	NORTH PLATTE TELEGRAPH	488.86
NOTEWORTHY PROMOTIONS, INC	CLAVIMOVER	549.00
Check Number 5611 Total	NOTEWORTHY PROMOTIONS, INC	549.00
PHILLIPS F & T, INC.	DIESEL #1	907.64
Check Number 5612 Total	PHILLIPS F & T, INC.	907.64
QUICKCARE MEDICAL SERVICES	BUS PHYSICAL	125.00
Check Number 5613 Total	QUICKCARE MEDICAL SERVICES	125.00
QUILL CORPORATION	COFFEE	177.00
Check Number 5550 Total	QUILL CORPORATION	177.00
RABEN'S MARKET	CUSTODIAL SUPPLIES	29.90

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User ID: KAH

Vendor Name	Description	Amount
RABEN'S MARKET	FCS SUPPLIES	210.44
RABEN'S MARKET	STRATEGIC MTG SUPPLIES	65.95
RABEN'S MARKET	SCIENCE SUPPLIES	54.40
Check Number 5614 Total	RABEN'S MARKET	<u>360.69</u>
RHOADS, ALISHA	1ST SEMESTER MILEAGE	374.05
Check Number 5615 Total	RHOADS, ALISHA	<u>374.05</u>
RICE, KELLEY	STRENGTHS ASSESSMT - BOARD	198.98
Check Number 5616 Total	RICE, KELLEY	<u>198.98</u>
ROBERTS ELECTRIC INC.	ELECTRICAL REPAIR	523.59
Check Number 5617 Total	ROBERTS ELECTRIC INC.	<u>523.59</u>
ROBERTS, ERIN	1ST SEMESTER MILEAGE	336.64
Check Number 5618 Total	ROBERTS, ERIN	<u>336.64</u>
ROBINSON, MARY	ORIENTATION & MOBILITY INSTRUCTION-MK	1,871.99
Check Number 5619 Total	ROBINSON, MARY	<u>1,871.99</u>
ROCKY MOUNTAIN AIR SOLUTIONS	RENTAL	44.62
Check Number 5620 Total	ROCKY MOUNTAIN AIR SOLUTIONS	<u>44.62</u>
ROTH, MIKAELA	1ST SEMESTER MILEAGE	406.11
Check Number 5621 Total	ROTH, MIKAELA	<u>406.11</u>
SOAR PEDIATRIC THERAPY, LLC	PT SERVICES	1,284.13
SOAR PEDIATRIC THERAPY, LLC	PT SERVICES	1,508.51
Check Number 5622 Total	SOAR PEDIATRIC THERAPY, LLC	<u>2,792.64</u>
SORESEN, BETSY	MILEAGE REIMBURSEMT FOR MATHCOUNTS TRANS	78.60
Check Number 5623 Total	SORESEN, BETSY	<u>78.60</u>
SPARQ DATA SOLUTIONS	MEETING SUBSCRIPTION 23-24	2,600.00
Check Number 5624 Total	SPARQ DATA SOLUTIONS	<u>2,600.00</u>
STAR HERALD	HS RENEWAL	472.99
Check Number 5625 Total	STAR HERALD	<u>472.99</u>
START 2 SEW	FCS SUPPLIES-SEWING	132.86
Check Number 5626 Total	START 2 SEW	<u>132.86</u>
TCI	SOCIAL STUDIES CURRICULUM	469.35
TCI	SOCIAL STUDIES CURRICULUM MATERIALS	1,126.05
TCI	SOCIAL STUDIES CURRICULUM MATERIALS	2,235.00
Check Number 5627 Total	TCI	<u>3,830.40</u>
VALOR GENERAL STORE	MAINTENANCE/CUSTODIAL SUPPLIES	130.33
Check Number 5628 Total	VALOR GENERAL STORE	<u>130.33</u>
WALL STREET JOURNAL	SUBSCRIPTION	38.99
Check Number 5550 Total	WALL STREET JOURNAL	<u>38.99</u>

Vendor Name	Description	Amount
WEST NEBRASKA ADMINISTRATORS	ADMINISTRATOR DUES	125.00
Check Number 5629 Total	WEST NEBRASKA ADMINISTRATORS	<u>125.00</u>
WESTCO	FUEL - DEC/JAN	11,419.81
Check Number 5630 Total	WESTCO	<u>11,419.81</u>
WINSOR LEARNING	SONDAY SYSTEMPLANBBOOK/CARDS	551.10
Check Number 5631 Total	WINSOR LEARNING	<u>551.10</u>
Fund Number 01		<u>93,582.23</u>
Checking Account ID 1		<u>93,582.23</u>

02/10/2023 01:11 PM

Posted - All; Fund Number 06; Processing Month 01/2023

User ID: KAH

Vendor Name	Description	Amount
Checking Account ID 6	Fund Number 06	NUTRITION FUND
CASH-WA DISTRIBUTING	FOOD	1,103.90
CASH-WA DISTRIBUTING	FOOD	1,119.18
CASH-WA DISTRIBUTING	FOOD	307.20
Check Number 7042 Total	CASH-WA DISTRIBUTING	<u>2,530.28</u>
FARMERS COOP	KITCHEN SUPPLY	18.98
Check Number 7043 Total	FARMERS COOP	<u>18.98</u>
HILAND DAIRY	FOOD	433.87
HILAND DAIRY	FOOD	302.53
HILAND DAIRY	FOOD	411.31
Check Number 7044 Total	HILAND DAIRY	<u>1,147.71</u>
RABEN'S MARKET	FOOD	68.18
Check Number 7045 Total	RABEN'S MARKET	<u>68.18</u>
US FOODS	FOOD	3,704.74
US FOODS	FOOD	1,177.70
US FOODS	FOOD	61.24
US FOODS	FOOD	1,273.29
US FOODS	FOOD	46.20
Check Number 7046 Total	US FOODS	<u>6,263.17</u>
VALOR GENERAL STORE	KITCHEN SUPPLY	72.57
Check Number 7047 Total	VALOR GENERAL STORE	<u>72.57</u>
Fund Number 06		<u>10,100.89</u>
Checking Account ID 6		<u>10,100.89</u>

02/13/2023 04:16 PM

Posted - All; Batch Description 2023-01 BLDG FUND

User ID: KAH

Vendor Name	Description	Amount
Checking Account ID 8	Fund Number 08 BUILDING FUND	
HEARTLAND ROOFING CONSULTANTS	4TH QTR CONTRACT PYMT	696.20
Check Number 1510 Total	HEARTLAND ROOFING CONSULTANTS	<u>696.20</u>
PROTEX CENTRAL INC.	VAPE DETECTION SYSTEM BILLING#3	2,222.61
Check Number 1509 Total	PROTEX CENTRAL INC.	<u>2,222.61</u>
WOOD CONSTRUCTION	CAFETERIA STORAGE WALL	6,085.71
Check Number 1508 Total	WOOD CONSTRUCTION	<u>6,085.71</u>
Fund Number 08		<u>9,004.52</u>
Checking Account ID 8		<u>9,004.52</u>

*Hemingford Public
Schools*



PROPOSED
*One-Year Negotiated
Agreement
2023-2024*

PREAMBLE

This Agreement is effective the 10th day of August 2023, by and between the Board of Education of the School District of Hemingford #10 in the County of Box Butte, in the State of Nebraska (hereinafter referred to as the "Board" or "District" as the context may require) and Hemingford Education Association (hereinafter referred to as the "Association").

GENERAL PURPOSE

The Board and the Association recognize that the development of a quality educational program for the children attending the public schools of Hemingford is a joint responsibility, which can best be achieved by agreement that all parties work toward common goals. The Board and the Association enter in this agreement with mutual dedication, recognizing that the experience, creativity and judgment of all parties are necessary to reach the educational needs of the community.

ARTICLE I

Recognition

The Board will require the Association to give a list of current members, which will provide evidence that it represents the majority of the members of the bargaining unit. The Board will affirm its judgment in this regard by a motion at any meeting of the Board prior to the commencement of negotiations. The Board will then recognize the Association as the exclusive and sole collective bargaining representative for all teachers employed by the District. Teacher shall mean all certificated teaching personnel employed by the district, but excluding superintendent, elementary and high school principals, and director of instructional services.

ARTICLE II

Teacher Rights

Nothing contained in this Agreement shall be construed to deny any teacher those rights provided under Nebraska law or other applicable laws and regulations. Rights granted to teachers herein shall be deemed in addition to those provided elsewhere.

The Board will not discriminate against any teacher with respect to terms and conditions of employment by reason of membership in the Association and its affiliates, participation in collective negotiations with the Board, or institution of a grievance under the terms of this Agreement.

ARTICLE III

Salaries

A. Salary Schedule

The teacher's salary schedule is attached as Appendix A. The Board of Education will grant teachers all years of prior teaching experience. The Superintendent of Schools shall determine the placement of the teacher on the salary schedule. The Board of Education realizes that certain teaching positions become special cases--either by nature of the training required, or by the laws of supply and demand. When it becomes necessary to secure the services of a qualified teacher, the Board of Education may grant additional compensation, e.g. payment of a signing bonus, or payment of moving expense. The amount of compensation and the type of bonus will be reported to the president of the Association. Additional steps on the salary schedule will not be considered an acceptable deviation.

B. Base Salary

The base salary for the 2023-2024 school year shall be \$37,000.00.

C. Horizontal Movement

An official transcript of college credits will be required for verification of position on the salary schedule. The transcript **must** be filed in the office of the superintendent on or before September 15. No changes in position on the basic salary schedule may be made after this date. Only those hours received after the Bachelor's degree has been conferred can be used to advance to the BA plus 9, BA plus 18, BA plus 27 or BA plus 36 steps. Only those hours received after the Master's degree has been conferred can be used to advance to the MA plus 9 or MA plus 18. All graduate work used for advancement on the salary schedule must be graduate-level courses and must be pre-approved by the superintendent.

Graduate hours for advancement on the salary schedule shall be from an accredited graduate-level institution. Accredited graduate-level institutions are those institutions that have earned accreditation through the Council for the Accreditation of Educator Preparation (CAEP) or the National Council for Accreditation of Teacher Education (NCATE). Other similarly rigorous regional or state accreditations may be permitted at the superintendent's discretion.

Once a master's degree is conferred, movement will be allowed to the Master's column. No restriction on horizontal movement.

\$750 per teacher (maximum of 20 teachers per year) of approved Master's Program tuition per year. (500 level or above)

Individual graduate classes will continue to be approved by the superintendent. In order for teachers to receive compensation for tuition, the following are in order:

- For teachers with a Bachelor of Science degree, a college “Plan of Study” for a Master of Science Degree Program must be on file with the Superintendent.
- For teachers that hold a Master of Science Degree, additional hours towards an additional endorsement would also be accepted.
- A “Plan of Study” is approved by the college or university and the graduate student. A copy is then shared with the Superintendent.

D. Vertical Movement

Teachers shall be placed on the proper vertical steps in accordance with their experience in the district plus credited prior experience. Only one step is allowed during any school year.

E. Specialized Professional Salary Placement

Because of the nature of the position, and the responsibility of the position, teachers who are employed as counselors will receive a salary equal to 110% of their salary placement. This additional salary amount requires either five years of in house experience or other school experience as a counselor and a completed Master’s program to be eligible.

F. Extra Duty Salary

Extra duty pay will be determined for each assignment by a percentage of the teacher’s base salary. The different extra duty assignments with their percentages are listed below. To determine the starting wage or base pay for the assignment, multiply the teacher’s salary base pay by the percentage assigned to each position. In addition to the base salary, experience pay will be given for each year of experience at Hemingford up to ten years. Experience pay will be .5% of the sponsor’s beginning base pay for each year of experience. (See extra duty sheet-each level is different.)

Experience pay can be transferred within the same sport. An assistant coach moving up to head coach will be given one half of their coaching experience for a maximum of three years. Junior high coaching experience cannot be transferred to varsity. Experience does not transfer between different activities or assignments. In those positions which did not include experience pay in previous years, only one year will be allowed regardless of how many years the sponsor has served in those positions.

The Board reserves the right to grant new teachers to the system their experience at other schools up to the limit for each category.

The Board retains the right to add or delete positions and to change sponsors or coaches as recommended by the superintendent of schools.

Categories and Percentages

See Appendix B.

G. Summer In-Service Training

When teachers are requested to attend a summer in-service training, they will be paid at an hourly rate of \$15.00 per hour.

H. Payment of Salary

Salaries will be paid in 12 equal installments on or before the 15th of each month, commencing in September.

I. Teacher Recruitment/Retention Incentives

From time to time, external organizations, agencies, and programs provide incentives/inducements to encourage the participation and retention of professional teachers in certain areas of shortage and/or high demand. The school district may participate and may also act as a flow-through/fiscal agent in such programs to provide retention and recruitment incentives and inducements to teachers in partnership with other organizations/agencies. The parties agree these payments are not subject to additional collective bargaining.

J. Extended Contracts

Extended contracts are paid at the daily rate of 1/185 of the teacher's current salary schedule placement.

K. Dual Credit Courses

The amount of any payments received by the School District from a post-secondary institution due to a teacher teaching a college credit course or dual credit course (for both the School District and the post-secondary institution) shall be added to that teacher's compensation within 60 days after receipt of the payment by the District, subject to state and federal withholding required by law, including without limitation retirement contributions, FICA, FUTA, Medicare, and state or federal unemployment contributions.

L. National Board Certification Annual Stipend

Each teacher who has earned and maintains National Board Certification will receive an additional stipend of \$1,200/year (to be added to the total salary and paid over 12 months).

ARTICLE IV

Insurance

All insurance and benefits are prorated according to a teacher's FTE.

A. Health Insurance

The Board shall provide for health insurance equivalent to the prescribed "tier" level for each certificated faculty member not to exceed a monthly rate of the cost of a family health-Tier/Level 2 (2023-2024 is \$850 Deductible), single dental policy (PPO – 100% A, B, C Coverage-Option 5) offered by EHA. Family dental will be provided for married teachers both employed by District #10. Teachers who do not require health insurance may take a \$620.00 per month 403(b) investment of their choice.

No teacher shall be allowed to decline group health coverage for purposes of receiving a cash-in-lieu payment under this section unless said teacher has filed a signed attestation with the superintendent's office certifying that the teacher and all other individuals for whom the teacher reasonably expects to claim a personal exemption deduction for the taxable years covered by this Agreement have or will have minimum essential coverage during the term of this Agreement. Teachers are not eligible for the opt-out payment if they obtained the outside coverage in the individual market, whether or not obtained through the Health Insurance Marketplace.

The teacher must file an individual disclaimer which certifies that said teacher is covered by an alternate health insurance plan which aligns with the requirements of the preceding paragraph and which absolves both the School District and the Association of responsibility for any future financial ramifications encountered by said teacher as a result of that teacher's decision to decline participation in the District's health plan and any misrepresentations of the District's insurance offer made by the teacher in procuring the outside coverage. Unless all of the foregoing conditions are satisfied no earlier than July 1, 2023, the School District will not honor requests for cash payment under this section.

A teacher who declines the District-provided employee health insurance may elect one of the following options:

Option 1:

A teacher who declines the District-provided employee health insurance will receive a cash-in-lieu of insurance stipend in the amount of \$7,440.00 provided that such teacher has filed a signed attestation with the superintendent's office. The cash-in-lieu of insurance stipend will be paid monthly in the amount of \$620.00 over a twelve month period.

OR

Option 2:

A teacher who declines the District-provided employee health insurance will receive a cash-in-lieu of insurance stipend in the amount of \$620.00 per month provided that such

teacher has filed a signed attestation with the superintendent's office. The cash-in-lieu of insurance stipend will be contributed to a school-sponsored 403(b) plan.

B. Life Insurance

The Board shall provide for a term life insurance policy in the amount of \$25,000 to each certified staff member who is employed .50 FTE or more. The Board will select the insurance carrier.

C. Long Term Disability Insurance

Professional staff of the Hemingford Public School District shall be provided a LTD plan. Certified staff shall purchase long-term disability income protection insurance through a carrier selected by the district. The district shall deduct the insurance premium for each staff member from their monthly salary. The district will add the annual cost of the premium to the staff member's yearly salary.

ARTICLE V

Terms of Employment

A. In House Substituting

Teachers who are asked to substitute for another teacher during their planning period will be paid one eighth of the wage paid for substitute teachers. The rate for substitute teachers shall be set annually by the Board.

B. Wage Dock

When it is necessary to dock wages, dockage will be at the rate of 1/185 of the yearly contract for persons employed on a nine month basis, 1/204 of the yearly contract for persons employed on a ten month basis and at the rate of 1/224 of the yearly contract for persons employed on an eleven month basis.

C. Contract Days

Certified faculty members that teach are contracted for a total of 185 days, including teacher work days. This reflects the addition of 2 additional teacher work days, as requested by the HEA, with no additional compensation.

ARTICLE VI

Other Benefits

A. PTO Leave

PTO for teachers shall be (13) days per year and can be used as either sick or PTO (submitting doctors notes as needed or approval of 5 days in advance by administration.)

Unused PTO days convert to accumulative sick days up to 50 days. Current accumulative days will roll into the new agreement. A teacher may not use sick leave at any time he or she has accrued and unused PTO.

PTO leave may be used for any purpose, provided that the teacher's principal has given permission for the teacher to take the PTO leave. Except for in the case of an emergency or sickness, the teacher shall request permission to take PTO leave from the teacher's principal at least five days prior to taking PTO leave. In the event of an emergency or sickness, the teacher shall request PTO leave as soon as possible. Requests must be made in writing. Except for in the case of an emergency or sickness, no PTO or-leave will be granted for the first day of school or the last day of school. (No more than 10% of the faculty may use their PTO leave at the same time.)

A teacher will not be required to use PTO leave days to attend conferences, seminars, or workshops or to perform other duties requiring the teacher's absence as long as the Administration directed the teacher to attend such conference, seminar, or workshop or perform such duties.

Upon separation from Hemingford Schools, as employee with a minimum of five years of employment with District 10 will be paid for each day of accumulated unused sick days up to 50 days, at a rate of \$60 a day. Employees must submit a letter of resignation and make a request for these funds on or before April 15th of the last year of service to be valid.

Unused PTO days will be transferred to accumulated sick leave at the end of the year. If the teacher has already accumulated fifty (50) sick days, that teacher will receive \$60 per day for each day of the PTO days not used that school year. Any days of unused PTO remaining after the balance of sick days reaches fifty will also be paid out at \$60 per day to be paid no later than August 1st. For example, if a teacher has 45 accumulated sick leave days and 10 unused PTO days at the end of a contract year, 5 PTO days will be converted to sick days and 5 PTO days will be paid out.

B. Professional Leave

Professional leave will be granted by the superintendent or designee.

ARTICLE VII

Certificated Personnel Grievance Policy

- A. See Appendix C

Article VIII

Duration of Agreement

This contract shall be effective as of August 10th, 2023 and shall continue in effect until September 1, 2024. If a new and substitute contract has not been duly entered into prior to September 1, 2024, this contract shall continue in full force and effect until such substitute contract is adopted.

Appendix C

Certificated Staff Grievance Policy

School employees are encouraged to solve difficulties and problems within the school or department in which they are employed. In the event that a difficulty or grievance cannot be settled within the school or department, the employee is encouraged to bring the matter to the attention of the district administrator in charge of certificated personnel.

This grievance procedure serves to secure, at the lowest possible administrative or supervisory level, proper and equitable solutions to grievance, and to guarantee orderly succession of procedures within which solutions may be pursued. School personnel are encouraged to ask their immediate supervisor for assistance on any matters that relate to their duties. It will be incumbent upon all district employees to follow these procedures to settle their grievances.

Within this general framework the following specific purposes are to be served by this grievance procedure:

1. To ensure that a complaint is considered fairly, with all due speed and without prejudice or reprisal to the aggrieved person.
2. To encourage teacher expression regarding conditions that affect him or her professionally.
3. To provide a specific procedure that will facilitate the understanding of district policies that affect teachers.
4. To build confidence in the sincerity and integrity of the procedure as a means to establish the facts upon which a grievance is based and a fair conclusion is reached.

Complaints Grievance Procedure

The district's grievance procedure is the professional channel of appeal which shall be used by professional employees to seek just and productive solutions to employee and policy conflicts. Employees, who are aggrieved by; the actions and decisions of supervisory staff; other employees; or the effects of district policy, shall seek solutions through the following procedures:

STEP #I

1. Informally present and discuss your grievance matter with your immediate supervisor.
2. If the grievance matter is not resolved to your satisfaction, state your grievance in writing to your immediate supervisor.
3. The immediate supervisor shall provide you with a written decision and reasons within three days after receiving your written grievance.

STEP #II

1. If the grievance is not resolved to your satisfaction, appeal your grievance to the principal or next ranking supervisor (follow the chain-of administrative organization) within five days.
2. Present your written grievance statements and accompanying documents to the next succeeding supervisor in charge.
3. The supervisor receiving your written appeal shall arrange a review conference with the employees involved within five days.
4. The receiving supervisor shall provide the involved parties his/her written decision within three days following the review conference.

STEP #III

1. If your grievance remains unresolved to your satisfaction, file a written appeal with the Superintendent of Schools.
2. Provide the Superintendent with all documents from the preceding procedural steps.
3. The Superintendent shall hold a review conference with the parties involved within five days after receipt of a grievance appeal.
4. The Superintendent shall provide his/her written decision and reasons to the involved parties within three days after the review conference.

STEP #IV

1. If your grievance remains unresolved, appeal in writing to the Board of Education by giving notice to the Board President.
2. Provide the Board President with all written documents from the preceding steps of the appeal process.

3. The Board President shall arrange a conference with the board and all involved parties after receiving the written appeal request as soon as practical but no later than the next regular Board meeting.
4. After the conference the Board President shall provide to all parties the written decision of the Board of Education as soon as practical. The decision of the Board of Education shall be final.

STEP #V

When an employee grievance matter concerns employment conditions covered in the current board\teacher representative written negotiated agreement, the employee may appeal a Board decision to the Commission of Industrial Relations.

Any claimant shall be entitled to representation of his/her choice when a grievance claim is appealed through the procedure of the Board of Education.

CONDITIONS AND LIMITATIONS OF GRIEVANCE PROCEDURE

1. A grievance against actions and decisions of an immediate supervisor - Begin procedure at Step #I.
2. A grievance against the actions and decisions of a principal - Begin procedure at Step #II.
3. A grievance against the actions and decisions of Superintendent- Begin at Step #III.
4. A grievance against the actions and decisions of the Board of Education - Begin at Step #III.
5. A grievance against another non-supervisory employee - Begin at Step #II.
6. A grievance resulting from the interpretation of policies in the district's policy manual - Begin at the supervisory step of the individual making the interpretation.
7. A grievance which is created by the correct administration of district policy - Begin at Step #III.

Filing of Complaint

A complainant must file a complaint within 30 days after the event or action which the complaint is based upon.

Misuse of Procedure

Repeated use of the grievance procedure through Step #IV for frivolous and unsupported reasons will result in disciplinary action by the Board of Education. Only the Board of Education shall make this determination.

Employee complaints not channeled through this professional communications procedure will be handled as malicious gossip and petty gripes and may cause the employee to be charged with unprofessional conduct and/or insubordination.

Grievance Procedure Conditions

It is agreed by both parties that these proceedings will be kept as informal and confidential as may be appropriate at any level of this procedure.

Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the aggrieved employee to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at that step.

It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations of the Board until such grievance and any effect thereof shall have been fully determined.

Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum, and every effort should be made to expedite the process.

Staff, who seek to appeal the decision of any supervisor, shall notify the supervisor in writing of their action seeking to appeal the decision or actions.

Name _____ Assigned Building _____

Step #I - Initial Completed Steps

- _____ 1. I have informally discussed my concern with my immediate supervisor on: _____ Date _____.
- _____ 2. My problem was resolved.
- _____ 3. I have stated my problem to my immediate supervisor in writing.
- _____ 4. I have received the written decision and reasons from my immediate supervisor.

STEP #II - Initial Completed Steps

- _____ 1. I seek to appeal the decision and actions of my immediate supervisor as a grievance.
- _____ 2. I have provided my written grievance statement and immediate supervisor's written decision to (Name) _____.
- _____ 3. A Step #II conference was held with the following supervisors and personnel present at the review conference. _____
- _____ 4. I have received the written decision and reasons from (supervisor) _____.

USE THIS SECTION IF ANOTHER SUPERVISOR IS INVOLVED IN THE APPEAL PROCESS - Initial Completed Steps

- _____ 1. I seek to appeal the decision and action of supervisor _____ to supervisor _____.
- _____ 2. I have provided Supervisor _____ with my written grievance and the preceding decisions.
- _____ 3. A review conference was held on (Date) _____ with the following supervisors and personnel present at the conference. _____
- _____ 4. I have received the written decision and reasons of supervisor _____.

STEP #III - Initial Completed Steps

- _____ 1. I seek to appeal the decision and actions of Supervisor _____ to the Superintendent of schools.
- _____ 2. I have provided the superintendent with all written documents from previous appeal steps.
- _____ 3. The superintendent has held a review conference on date: _____ with the following supervisors and personnel present: _____.
- _____ 4. I have reviewed a written copy of the superintendent's decision and reasons.

STEP #IV - Initial Completed Steps

- _____ 1. I seek to appeal the decision and actions of the superintendent of schools to the Board of Education.
- _____ 2. I have provided written documents of each step of the appeal process to the president of the Board of Education.
- _____ 3. The Board of Education granted me an appeal hearing on date: _____.
- _____ 4. I have received a copy of the Board's decision and actions.

STEP #V - Initial Completed Steps

- _____ 1. I seek to appeal the decision of the board of education to the Commission of Industrial Relations.

The aggrieved employee shall initial each item completed in the appeal process and sign at that step they feel the matter was satisfactorily resolved. The supervisor resolving the grievance matter shall keep the appeal form on file.

ARTICLE IX

Document Authorization

In witness whereof the parties hereto caused this contract to be signed by their respective presidents, attested by their respective chief negotiators, and their signatures to be placed here on, all on the days and year first above written.

**HEMINGFORD EDUCATION
ASSOCIATION**

**DISTRICT #10
BOARD OF EDUCATION**

Pam Huddle
President

President

Sue E Benzel
Chief Negotiator

Chief Negotiator

January 24, 2023
Date

Date

GROUP A 10%	GROUP B 8%	GROUP C 6%	GROUP D 5%	GROUP E 4%	GROUP F 3%	GROUP G 2%	GROUP H 1%	GROUP O (Other) Specified Rates
HEAD FOOTBALL	HEAD GOLF	ASSISTANT FOOTBALL (3)	FCCLA	JR HIGH VOLLEYBALL (2)	YEARBOOK	JR CLASS SPONSOR (2)	SENIOR CLASS SPONSOR (2)	CONCESSIONS (\$1,800)
HEAD VOLLEYBALL	HEAD CROSS COUNTRY	ASSISTANT VOLLEYBALL(1)	YOUTUBE BROADCASTING (2)	JR HIGH FOOTBALL(2)	ALL SCHOOL PLAY (2)	HONOR SOCIETY (1)	QUIZ BOWL (1)	HAL ENRICHMENT (\$100)
HEAD GIRLS BASKETBALL	FFA	ASSISTANT GBB		JR HIGH WRESTLING(2)	STUDENT COUNCIL (1)	ASSISTANT SPEECH (1)*	SCIENCE OLYMPIAD (1)	
HEAD BOYS BASKETBALL	HEAD SPEECH	ASSISTANT BBB		JR HIGH GIRLS BASKETBALL (2)	ASSISTANT ONE ACT	HEALTH PROFESSIONS CLUB (1)	IEP PLANNING	
HEAD BOYS WRESTLING	INSTRUMENTAL MUSIC	ASSISTANT WRESTLING		JR HIGH BOYS BASKETBALL (2)		MARCHING BANK ASSISTANT (1)	JR HIGH QUIZ BOWL (1)	
HEAD GIRLS WRESTLING		ASSISTANT TRACK (2)		SIP CHAIRMAN (2)		HOPE SQUAD	HAL SUPERVISION	
HEAD GIRLS TRACK		ASSISTANT CROSS COUNTRY (1)		WORLDSTRIDES DC (1)		HAL	FINE ARTS AND CULTURE CLUB	
HEAD BOYS TRACK		ASSISTANT GOLF**		CHEERLEADING (1)				
				ONE ACT PLAY				
				JR. HIGH TRACK				
				JR. HIGH CROSS COUNTRY				
				ESPORTS				

*ASSISTANT SPEECH IF 10 OR MORE PARTICIPANTS ARE INVOLVED
 **GOLF ASSISTANT IF 10 OR MORE PARTICIPANTS INVOLVED

SUMMER WEIGHT ROOM Minimum Rate Required by Nebraska Revised Statute § 48-1203 NOT TO EXCEED 200 HOURS

ACTIVITIES DIRECTOR 18% OF BASE

BASE PAY YEARS	ACTIVITY DIRECTOR 18%	A 10%	B 8%	C 6%	D 5%	E 4%	F 3%	G 2%	H 1%
\$ 37,000.00	\$ 6,660.00	\$ 3,700.00	\$ 2,960.00	\$ 2,220.00	\$ 1,850.00	\$ 1,480.00	\$ 1,110.00	\$ 740.00	\$ 370.00
0	\$ 6,660.00	\$ 3,885.00	\$ 3,108.00	\$ 2,331.00	\$ 1,942.50	\$ 1,554.00	\$ 1,165.50	\$ 777.00	\$ 388.50
1	\$ 6,993.00	\$ 4,070.00	\$ 3,256.00	\$ 2,442.00	\$ 2,035.00	\$ 1,628.00	\$ 1,221.00	\$ 814.00	\$ 407.00
2	\$ 7,326.00	\$ 4,255.00	\$ 3,404.00	\$ 2,553.00	\$ 2,127.50	\$ 1,702.00	\$ 1,276.50	\$ 851.00	\$ 425.50
3	\$ 7,659.00	\$ 4,440.00	\$ 3,552.00	\$ 2,664.00	\$ 2,220.00	\$ 1,776.00	\$ 1,332.00	\$ 791.80	\$ 444.00
4	\$ 7,992.00	\$ 4,625.00	\$ 3,700.00	\$ 2,775.00	\$ 2,312.50	\$ 1,850.00	\$ 1,387.50	\$ 925.00	\$ 462.50
5	\$ 8,325.00	\$ 4,810.00	\$ 3,848.00	\$ 2,886.00	\$ 2,405.00	\$ 1,924.00	\$ 1,443.00	\$ 962.00	\$ 481.00
6	\$ 8,658.00	\$ 4,995.00	\$ 3,996.00	\$ 2,997.00	\$ 2,497.50	\$ 1,998.00	\$ 1,498.50	\$ 999.00	\$ 499.50
7	\$ 8,991.00	\$ 5,180.00	\$ 4,144.00	\$ 3,108.00	\$ 2,590.00	\$ 2,072.00	\$ 1,554.00	\$ 1,036.00	\$ 518.00
8	\$ 9,324.00	\$ 5,365.00	\$ 4,292.00	\$ 3,219.00	\$ 2,682.50	\$ 2,146.00	\$ 1,609.50	\$ 1,073.00	\$ 536.50
9	\$ 9,657.00	\$ 5,550.00	\$ 4,440.00	\$ 3,330.00	\$ 2,775.00	\$ 2,220.00	\$ 1,665.00	\$ 1,110.00	\$ 555.00
10	\$ 9,990.00	\$ 5,735.00	\$ 4,588.00	\$ 3,450.00	\$ 2,862.50	\$ 2,300.00	\$ 1,740.00	\$ 1,190.00	\$ 595.00
0.009	0.005	0.004	0.0025	0.0015	0.001	0.0005	0.0005	0.0005	0.0005

Stephanie E. Glass
336 Chapin Street
Chadron NE 69337
3084303485
Sglass@gubn.org

Feb 7, 2023

Hemingford School Board

To Mrs. Curtis, Dr. Miller, and Members of the School Board,

Please accept my letter of resignation as the ELA teacher for grade 7, 9, and 11 in Hemingford effective at the end of my contracted time. I have been offered a position for next school year in Chadron. Due to the benefits of greater amounts of time with my son, my positive work history with them in the past, and the reduced cost of travel, I must accept.

Though I am sure that I will love my future post, I still face leaving this position with regret, for I have loved every minute of working with our students and staff here in Hemingford. Additionally, I have appreciated the support offered by the administration in our school.

Hemingford offered me an opportunity to earn the experience needed to complete my education and earn my degree. I cannot say how much I appreciate that opportunity.

Please let me know how I can best work to support an easy transition to a new teacher. I wish you all the best.

With respect and gratitude,

Ms. Stephanie Elizabeth Glass

Hemingford Special Education Policy - 612.01 through 612.19

File: 612.01

FREE APPROPRIATE PUBLIC EDUCATION

The Hemingford Public School district will provide a free appropriate public education to children with disabilities eligible for special education services in accordance with state and Federal regulations. An IEP outlines each student's individual education plan and will be reasonably designed to meet the unique educational needs of the student.

The district ensures that a free appropriate public education is available to all children with disabilities residing in the district through the school year in which the student reaches 21 years of age, including children with disabilities who have been suspended or expelled.

File: 612.02

FULL EDUCATIONAL OPPORTUNITY GOAL

The district has a goal of providing a full educational opportunity to all children with disabilities and a detailed timetable for accomplishing that goal.

File: 612.03

CHILD FIND

The Hemingford Public School district will develop procedures to ensure all children within the district have access to the child find process. The district will provide multiple methods to provide parents, guardians, and community members with information regarding how to refer a child for an evaluation and the identification process. Each school building will have a designated contact person who is knowledgeable about the district procedures, and the district will designate a contact person to oversee the child find process. The child find process will be consistent with Federal and state regulations (34 CFR § 300 111 and 300 131; 92 NAC 51-006 and 92 NAC 51-015 03).

All children with disabilities residing in the district, including children with disabilities who are homeless children or wards of the state and children with disabilities attending non-public schools, regardless of the severity of their disabilities, and who are in need of special education and related services, are identified, located, and evaluated and a practical method is developed and implemented to determine which children with disabilities are currently receiving needed special education and related services.

File: 612.04

EVALUATION

When a child is suspected of having a disability, the Hemingford Public School district will complete a comprehensive initial evaluation within 45 school days or 60 calendar days (whichever comes first) from the date of parental consent to determine eligibility for special education services. All evaluations (both initial evaluations and reevaluations) will be completed by qualified multidisciplinary professionals and will follow Federal and state regulations. The documented results of the evaluation will be provided to parents and included in student files. The district will use a variety of assessment instruments to ensure district teams have access to appropriate measures to complete evaluations. The district and school psychologist will follow publisher guidelines for assessments (professional qualifications, use of materials, interpretations) and will not

use outdated or culturally inappropriate tools. The district and school psychologist will ensure assessment instrument regulations are followed. All evaluation components will be coordinated with the Educational Service Unit and at no expense to the parent.

File: 612.04

ADDITIONAL EVALUATION REQUIREMENTS FOR SLD

The Hemingford Public School district will collect students' reading and math performance data at least one time a year. School teams will make data-based decisions to determine who is in need of general education interventions. Interventions will include evidence-based practices. The student's progress will be monitored in the area of the deficit. School teams will review all collected data, and if it is suspected that a student has a specific learning disability, the student will be referred for an evaluation. The parent has a right to request an evaluation at any time. The district will develop procedures to ensure compliance with all Federal and state regulations concerning evaluations. District special education staff will be trained annually on procedures and district-level policies.

File: 612.042

EVALUATIONS

All evaluations (initial evaluations and reevaluations) will be completed by qualified multidisciplinary professionals and will follow Federal and state regulations. The documented results of the evaluation will be provided to parents and included in student files. The district will coordinate the use of a variety of assessment instruments to ensure district teams have access to appropriate measures to complete evaluations. The district and school psychologist will follow publisher guidelines for assessments (professional qualifications, use of materials, interpretations) and will not use outdated tools. All past evaluations will be reviewed before making decisions regarding current evaluation or reevaluation needs. The district will develop procedures to ensure compliance with all Federal and state regulations concerning evaluations and ensure regulations are followed.

File: 612.043

INDEPENDENT EDUCATION EVALUATIONS

The parent, guardian, or appointed surrogate will be notified of procedural safeguards consistent with Federal and state regulations (34 CFR § 300 502 and 92 NAC 51-006 07) associated with Independent Education Evaluations (IEEs) at the time of evaluation. When a parent, guardian, or appointed surrogate disagrees with the outcomes of an evaluation and requests an IEE, Hemingford Public School district will respond to the request within 10 school days with a decision to move forward with the IEE or initiate a hearing to determine the appropriateness of the evaluation (consistent with 92 NAC 51-006 07D). The parent, guardian, or appointed surrogate will be given written notice of the decision. The district will maintain procedures outlining criteria associated with the evaluation and provide information to the parent upon request. The school team will consider independent evaluations (whether provided at parent or public expense) when making decisions.

File: 612.044

DISABILITY VERIFICATION

A multidisciplinary team will identify whether a child is eligible for special education services after the completion of a comprehensive evaluation based on disability categories identified by state and Federal regulations (34 CFR §300 8; 92 NAC 51-006 04). The district does include the category of developmental delay.

File: 612.045

ELIGIBILITY

Eligibility for services will be determined by a multidisciplinary team based on the results of a comprehensive evaluation. The team is responsible for ruling out if the determinant factor is due to a lack of appropriate instruction in reading or math or due to a lack of English proficiency. The team will prepare a written report documenting all evaluation findings in accordance with state and Federal requirements. The district will develop procedures determining who is responsible for providing the parent with a written report and the documentation of such actions. When a student is not eligible for services, the school multidisciplinary team will determine if general education interventions or strategies are needed.

File: 612.046

CONSENT (EVALUATION AND PLACEMENT)

The Hemingford Public School district staff will provide the parent, guardian, or appointed surrogate (when applicable) with information regarding decisions to evaluate (what they are proposing or rejecting, reasons for decisions, all options considered, why other options were rejected, what information was used to make decisions, and any other relevant information.) Staff will seek written permission for evaluation on the district SRS consent form which will conform to state and Federal requirements consistent with 34 CFR §300.9; and 92 NAC 51-009. Informed consent for special education placement will be obtained on the SRS Initial Placement form before services are initiated. Revocation of consent for evaluation or services must be documented by the parent in writing. Reasonable efforts will be taken to obtain the parent's written signature for revocation of services, including phone, email, and mail requests.

File: 612.05

INDIVIDUALIZED EDUCATION PROGRAM AND FAMILY SERVICES PLAN

The district ensures that an Individualized Education Program (IEP), or an Individualized Family Service Plan (IFSP) is developed, reviewed, and revised for each child with a disability in accordance with 92 NAC 51-007.

Every report of alleged violations of the district's special education policies that fall within the protections of laws against discrimination shall be handled as a joint, concurrent investigation into all allegations and coordinated with the full participation of the Compliance Officer and Title IX Coordinator. If, in the course of an ongoing investigation of these policies, potential issues of sexual harassment or discrimination are identified, the Title IX Coordinator shall be promptly notified. The investigation shall be conducted jointly and concurrently to address the issues of alleged sexual harassment or discrimination as well as the incidents of alleged violations of the special education policies.

File: 612.06

TRANSITION FROM PART C TO PART B

The Hemingford Public School district will create procedures to ensure staff participate in transition planning with early intervention programs to ensure participating children are appropriately evaluated, identified, and have services in place by age 3 consistent with Federal regulations (34 CFR § 1.24, 34 CFR § 300.323) and state law (92 NAC 51-005.03).

File: 612.07

ASSESSMENT PARTICIPATION AND REPORTING

For students with disabilities participating in the regular education assessment, Hemingford Public School district will develop guidelines for the provision of appropriate accommodations on assessments. Students will only be eligible for participation in the alternate assessment if they meet state and Federal regulations. The district will develop guidelines for the participation and accommodations of children with disabilities in alternate assessments.

File: 612.08

PLACEMENT AND LEAST RESTRICTIVE ENVIRONMENT

Teams will develop Individual Education Plans (IEPs), which will include all roles identified by Federal and state rules, within 30 days from the initial eligibility decision and at least annually, consistent with state and Federal rules and regulations. The district will use SRS forms to make sure all required components are considered and included. While a draft may be developed before an IEP meeting, the draft will not be considered the final version and shall be reviewed and revised based on the team, including the parent, input, and consensus. If a parent requests an alternate means of attendance, the team will offer attendance via phone, zoom, or virtual conferences. Procedures for such options will be developed to ensure confidentiality and to obtain proper signatures.

To the maximum extent appropriate, children with disabilities, including children in public or nonpublic schools and approved service agencies, are educated with children who are not disabled. Special classes, separate schooling, or other removal of children with disabilities from the regular educational environment occurs only when the nature or the severity of the disability is such that education in regular classes with the use of supplementary aids and services cannot be achieved satisfactorily.

The district ensures that an Individualized Education Program (IEP), or an Individualized Family Service Plan (IFSP) is developed, reviewed, and revised for each child with a disability in accordance with 92 NAC 51-007.

File: 612.09

CHILDREN IN NONPUBLIC SCHOOLS

Consistent with the number and location of children with disabilities who are enrolled by their parents in nonpublic elementary and secondary schools, provision is made for the participation of those children in special education and related services in accordance with the requirements contained in 92 NAC 51.

File: 612.10

PROCEDURAL SAFEGUARDS

The Hemingford Public School district will implement procedural safeguards outlined in Federal and state regulations (34 CFR § 300.500, 92 NAC 51-009.01). Parents will be given a copy of their procedural safeguards annually or upon initial referral or parental request for evaluation; upon request by a parent; upon receipt by the school district or approved cooperative of the first occurrence of the filing of a complaint under 92 NAC 51-009.11 and the first occurrence of filing a special education due process case under 92 NAC 55; and in accordance with the discipline procedures in 92 NAC 51-016. District procedures will be developed for parent participation in decision-making, parent examination of records, record access, the release of records,

record amendments, confidentiality safeguards, records regarding migratory children with disabilities, retention and destruction of records, insurance process (if applicable), and dispute resolution processes.

File: 612.11

TRANSPORTATION

The Hemingford Public School district will be responsible for coordinating and supplying transportation needs of children with disabilities within the school district consistent with state and Federal regulations (34 CFR § 300.34, 34 CFR § 300.107, and 34 CFR § 300.179; 92 NAC 51-009.07.07C4a, 92 NAC 51-009.003.49.92 NAC 51-009.014) including transportation services needed for children birth to 5-year-old, children who are wards of the state, and parentally placed nonpublic students who require services to access academic, related services, and nonacademic services and activities as determined by the child's IEP team. Except when a parent is transporting only his or her child, the board of education shall require that the driver and vehicle meet the standards required by 92 NAC 91 and 92.

File: 612.12

COMPREHENSIVE SYSTEM OF PERSONNEL DEVELOPMENT

The Hemingford Public School district will implement a comprehensive system of personnel development including the Danielson Effective Educator model. Procedures shall be developed to meet the basic requirements of the comprehensive system.

The district ensures that personnel necessary to carry out IDEA requirements are appropriately and adequately prepared and trained, including that those personnel have the content knowledge and skills to serve children with disabilities.

File: 612.13

CONFIDENTIALITY

The Hemingford Public School district will protect the confidentiality of personally identifiable information in the education records of students with disabilities. The district shall maintain a system of safeguards to protect the confidentiality of student's educational records and personally identifiable information when collecting, retaining, disclosing, and destroying student special education records, in accordance with Board policy, state requirements, and Federal and state law and regulations.

File: 612.16

VERIFICATION

The district has a goal of preventing the inappropriate over-identification of disproportionate representation by race and ethnicity of children as children with disabilities, including children with disabilities with a particular impairment as described in 92 NAC 51-003.10.

"Child with a disability" means a child who has been verified as per 92 NAC 51-006 as a child with autism, a behavior disorder, deaf-blindness, a developmental delay, a hearing impairment including deafness, a mental handicap, multiple impairment, an orthopedic impairment, an other health impairment, a specific learning disability, a speech-language impairment, a traumatic brain injury or a visual impairment including blindness, who because of this impairment needs special education and related services. If, under 92 NAC 51-003.63, it is determined, through an appropriate evaluation under 92 NAC 51-006, that a child has one of the disabilities

identified above, but only needs a related service and not special education, the child is not a child with a disability under this Chapter. If the related service required by the child is considered special education rather than a related service, the child would be determined to be a child with a disability.

File: 612.17

PROHIBITION ON MANDATORY MEDICATION

The Hemingford Public School district, special education personnel, and related services providers are prohibited from requiring parents to obtain a prescription for a child as a condition of attending school, receiving an evaluation, or receiving services.

Nothing in this policy shall be construed to create a prohibition against teachers and other school personnel consulting or sharing classroom-based observations with parents or guardians regarding a student's academic and functional performance, or behavior in the classroom or school, or regarding the need for evaluation for special education or related services.

File: 612.18

SURROGATE PARENTS

When parents are represented in special education policy, the terms "parent, guardian, or appointed surrogate" are considered parents. "Surrogate" is defined as consistent with 34 CFR § 300.519 and 92 NAC 51-009.10.

File: 612.19

DISCIPLINARY ACTIONS AND REMOVALS

The Hemingford Public School district will implement behavioral intervention strategies in a positive and consistent manner to promote appropriate behaviors and improve school climate. Change of placement decisions related to disciplinary removals will be consistent with Federal and state regulations (Section 300.530, 92 NAC 51-009.016). The district will develop procedures to ensure disciplinary procedural safeguards and decision making follows such regulations.

Hemingford Public Schools

Annual Board of Education Calendar

Month	Budget	Curriculum	Personnel	Policy	Board Development	Other
January			<ul style="list-style-type: none"> • Approve Negotiated Agreement with HEA (Upon Mutual Acceptance) • Appoint Superintendent as Authorized Representative for Federal, State, and Local Matters. 	<ul style="list-style-type: none"> • Adopt Board and Superintendent Goals • Review Board Member Code of Ethics • Review/Revise Policies 	<ul style="list-style-type: none"> • Discussion and/or Appointment of Board Committees • NASB Legislative Issues Conference 	<ul style="list-style-type: none"> • Oath of Office • Board Officer Elections • Designate Depository • Designate Legal Firm • Designate Treasurer • Designate Auditor for the District • Review Report Required by State Statute 79-506
February		<ul style="list-style-type: none"> • Review Report on Multicultural Education 	<ul style="list-style-type: none"> • Approve Negotiated Agreement with HEA (Upon Mutual Acceptance) 	<ul style="list-style-type: none"> • Review/Revise Policies 	<ul style="list-style-type: none"> • NASB Presidents' Retreat 	<ul style="list-style-type: none"> • Monitor Proposed Legislation
March	<ul style="list-style-type: none"> • Review State Aid Certification (When Available) 	<ul style="list-style-type: none"> • Curriculum Committee Review of Curriculum Materials Proposed for Adoption (as needed) • Committee on American Civics Meeting 	<ul style="list-style-type: none"> • Establish Salaries for Administrators • Approve Negotiated Agreement with HEA (Upon Mutual Acceptance) 	<ul style="list-style-type: none"> • Adopt Resolution Pertaining to Non-Resident Students • Review/Revise Policies 	<ul style="list-style-type: none"> • NRCSA Spring Conference 	<ul style="list-style-type: none"> • Discuss School Calendar • Monitor Proposed Legislation
April	<ul style="list-style-type: none"> • Review State Aid Certification (When Available) 	<ul style="list-style-type: none"> • Consider Adoption of Curriculum and/or Textbooks for Subsequent Year 		<ul style="list-style-type: none"> • Review/Revise Policies 		<ul style="list-style-type: none"> • Adopt School Calendar • Review Report Required by State Statute 79-506
May	<ul style="list-style-type: none"> • Review State Aid Certification (When Available) 	<ul style="list-style-type: none"> • Review Statewide Assessment Results (Writing) 		<ul style="list-style-type: none"> • Review/Revise Policies 	<ul style="list-style-type: none"> • Attend Graduation Ceremony 	
June		<ul style="list-style-type: none"> • Year End Assessment and Curriculum Review • Review School Improvement Plan • Committee on American Civics Meeting 	<ul style="list-style-type: none"> • Superintendent Evaluation (first year) 	<ul style="list-style-type: none"> • Review Bullying Prevention Policy • Approve Student, Athletic, and Staff Handbooks 	<ul style="list-style-type: none"> • Board Self-Assessment and Goal Planning • NASB School Law Seminar 	
July	<ul style="list-style-type: none"> • Budget Committee Work Session • Review Budget Authority and 	<ul style="list-style-type: none"> • Review Summer School Program Report 		<ul style="list-style-type: none"> • Student Fees Policy 	<ul style="list-style-type: none"> • NASB School Finance Workshop 	<ul style="list-style-type: none"> • Adopt Board Goals

Hemingford Public Schools

Annual Board of Education Calendar

Month	Budget	Curriculum	Personnel	Policy	Board Development	Other
	Allowable Reserve Percentage Certification			<ul style="list-style-type: none"> Parent Involvement Policy 	<ul style="list-style-type: none"> Review NASB Board Awards of Achievement NASB School Law Workshop 	<ul style="list-style-type: none"> Review Report Required by State Statute 79-506
August	<ul style="list-style-type: none"> Review Proposed Budget Review Certifications of District's Assessed Valuation 				<ul style="list-style-type: none"> NASB Area Membership Meeting 	<ul style="list-style-type: none"> Facilities Tour
September	<ul style="list-style-type: none"> Budget Hearing Adopt Budget Tax Request Hearing Approve Tax Request for Fund Levies 	<ul style="list-style-type: none"> Review ACT Results Review School Improvement Plan Review Statewide Assessment Results (Reading, Math, Science) 	<ul style="list-style-type: none"> Consider HEA Request for Recognition as Bargaining Agent (if delivered to Board) 		<ul style="list-style-type: none"> NASA/NASB Labor Relations Conference 	<ul style="list-style-type: none"> Review Statewide Assessment Results (when available)
October	<ul style="list-style-type: none"> Review Fall Enrollment Figures Prepare for Negotiations 		<ul style="list-style-type: none"> Consider HEA Request for Recognition as Bargaining Agent 			<ul style="list-style-type: none"> Review Annual Emergency Safety Plan Review Report Required by State Statute 79-506
November	<ul style="list-style-type: none"> Audit Committee Review of Audit Report 	<ul style="list-style-type: none"> Review District Annual Report 	<ul style="list-style-type: none"> Distribute/Complete Superintendent Evaluation Begin Negotiations 		<ul style="list-style-type: none"> NASB/NASA State Education Conference 	
December	<ul style="list-style-type: none"> Approve Fiscal Year Audit Report (November or December) 	<ul style="list-style-type: none"> Review School Improvement Plan 	<ul style="list-style-type: none"> Approve Negotiated Agreement with HEA (Upon Mutual Acceptance) Superintendent Evaluation)	<ul style="list-style-type: none"> Host Board/Staff Recognition Dinner

Student Board Representative
Board of Education Report
Date:2/13/2023

Submitted by: Cody Rathjen

1. Student Activities

- a. Boys basketball took home the PHC championship.
- b. Basketball Parent's Night was Friday, February 10.
- c. Lady Cats subdistricts is this week.
- d. Speech has officially begun with a few meets already.
- e. Winterfest was a successful week.
- f. High School Track and Field begins in two weeks.
- g. JH PHC was last week, the boys placed second.

2. SAoL (Student Acts of Leadership)

- a. Gattlin Bell shows up for the community meeting, and even when not observed, he still sets an example.
- b. Those still in RSVP are setting an example by not dropping the class just because of the sheer workload, but instead, they are tackling the challenge head-on.
- c. A few girls took initiative to adopt the role of cheerleaders during the JH Boys PHC.

3. Progress on Student Board Member Initiative

- a. Mr. Dean has informed me that the scoreboard is relatively new, but the e-board in front of the school has outdated software. That information puts Project Hemingford High's agenda to updating the e-board.
 - i. If we decide to run a website for the program I have an example:
<https://projecthemingfordh.wixsite.com/project-hemingford-h>
- b. I worked with Mrs. Curtis to get the popcorn buckets designed.

Hemingford Public Schools

Administrative Reports to Board of Education

February 13, 2023

Mr. Arneson

HES Enrollment

PreSchool	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade	Total
19 (0)	23 (0)	24 (0)	36 (0)	26 (0)	32 (0)	38 (0)	23 (0)	221 (0)

Thank You

-

Congratulations

- The Math Counts team competed and finished 3rd. They were only 1.5 points from qualifying for state.

Assessment Update

- We finished NSACS and MAP Growth at the end of January. Pre-ACT materials were ordered and received. We're looking for a date to test all the 9th and 10th graders.

Strategic Plan Updates:

Personnel Effectiveness: Staff Collaboration

- We are making plans to celebrate "Read Across America Week"

Curriculum

- Ordered some additional phonics materials for Mrs. Swanson

School Improvement

- On Thursday, Kristin Kastin is coming from ESU 13 to work with our staff on math curriculum alignment.

Culture/Community Engagement

- We have been working with Mobius to stream our events to Cobalt TV. It's been working well, but it's a little clunky.

Mrs. Curtis

HHS Enrollment

7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade	Total
26 (0)	29 (0)	34 (0)	25 (-1)	22 (0)	34 (0)	170 (-1)

Thank You

Congratulations

- Emily Johnston for auditioning and being accepted into the 2023 Class C All-State Band that will meet in Kearney in March.
- Our Boys BB team for being PAC Champs 6 years in a row!
- HHS FCCLA STAR participants qualified for State!
 - Rylie W- Gold, Gavin B- Gold, Alli M, Cayden P, Brenna S- Silver, Sofie G- Silver, Kamree C- Silver, Emma H and Isabel T- Silver, Josh A- Silver, Madi M- District Officer
- Hemingford brought home the 3rd place trophy from Wednesday's Best of the West Business Competition at CSC!
 - Individual awards: Isabell Gomez - 5th in Accounting, Carlye Kresl - 2nd in Accounting, Aiden Benda - 3rd in Business Calculations & 4th in Personal Finance, Taren Hunter - 1st in Business Calculations, Jaxon Keane - 5th in Economics, Sophie Hruby - 1st in Financial Math, Drew Varner - 1st in Personal Finance
- The welding team is state bound placing 4th at FFA districts with Avery D. placing 1st in gas.
- Madi Meek was selected to perform in the High Plains Honor Band in Chadron.
- Congratulations to our MathCounts competitors for placing 3rd at the Regional MathCounts Competition!
- Speech placed 3d was at WTC yesterday, medalists were
 - Grace Lilley-Gitch & Carlye Kresl in Serious Prose, Arielle Lawrence in Extemp, Taren Hunter in Entertainment, Arielle Lawrence, Grace Lilley-Gitch & Carlye Kresl, Taren Hunter & Josh Aguallo for their OID
-

Strategic Plan Updates:

Personnel Effectiveness: Staff Collaboration

- We are working with staff members to collaborate on what our vision and future needs are for next year's master schedule.
- Interviews are in process for our Social Science position.

Curriculum

- Mr. Redden is researching and looking into possible coding curriculums for our IT college and career focused students. As well as some Code options.

School Improvement

1:1 Take Home Program - JH Computers

- In an effort to help our students better access their school work at home, we are excited to offer the opportunity for our 7th and 8th grade students to be able to check out their school-issued devices to use at home. We look forward to working with families to provide equitable access to technology.
- I would like to thank Mr. Dean and the technology team for their commitment to this initiative.

Culture/Community Engagement

- In an effort to make sure we are communicating student information correctly we are asking parents to fill out the form the way they would like their student(s) parents' names to be listed or announced. The HHS Student Parent Recognition Preference form was included in the January Newsletter.
- We will be featured in the 2022-2023 March issue of the NSAA magazine for their NSAA Member School Spotlight Newsletter.

Mrs. Plog

(Special Education numbers current as of 2/13/23)

Birth-3
3

PreSchool	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade	Total
5	11	9	4 (+1)	3	4	8	3	47 (+1)

7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade	12+ (To age 21)	Total
4	6	5	9 (+1)	5	2	1	32 (+1)

Total Enrollment in PowerSchool - 396 (-1)

Total Special Education Students - 82 (+2)

Special Education Percentage - 20.7%

State Average- 16% (As of 2020-2021, most recent data year available)

- The community Drug Policy Task Force Meeting was held on January 12, 2023, at 5:30 PM, here at South Campus. I felt we had a great turnout representing a variety of community members. The group was divided over whether a Random Drug Testing Policy is a good idea or not for Hemingford Schools. No clear consensus was formed, but we had good discussion. A follow-up task force meeting is scheduled for Monday, March 20, 2023, at 5:30PM.
- Three members of the school board visited with students in Mr. Bailey Branson's Senior American Government classes on Tuesday, January 17 to hear input from the students on the Random Drug Testing of Students Involved in Extra-Curricular Activities. The school board members plan to visit with the Junior students during World History class on Thursday, February 23, 2023. The Drug Policy Committee will have a meeting at 3:00 PM that day to discuss the information we have gathered so far.
- Would you (as a school board) like me to bring a draft policy concerning Random Drug Testing to the March board meeting or wait until the April meeting after we hold the next community Task Force meeting?



Hemingford Public Schools

Mission, Vision, and School Improvement Goals

Mission Statement

Empowering individuals to become Resourceful, Respectful, and Responsible Lifelong Learners.

Vision Statement

Our vision at Hemingford Public Schools is to work with parents and the community to:

- create a safe and healthy learning environment for all,
- provide and promote opportunities for academic success,
- inspire involvement using career interests and strengths, and
- prepare caring, responsible, and successful citizens.

School Improvement Goals

Academic Goal:

All students will demonstrate growth in math on state and/or national assessments by the end of the 2025-2026 school year.

Instructional Goal:

Students and teachers will be engaged in evidence-based instructional strategies to improve learning.

Adopted by the Board of Education on January 9, 2023

Superintendent's Report

February 13, 2022

Mission/Vision/Goals

- We have been working to get the updated Mission/Vision/Goals shared with the community. I have attached a copy of the information as a reference. These have been shared with staff for posting in classrooms, etc. They have also been shared through the Bobcat Bits.
- For the math goal, our staff has identified some important steps that we can begin putting into place right away:
 - Working on documentation and horizontal and vertical alignment of math curriculum with standards and assessment.
 - Providing opportunities for students to compete in Math Counts competitions (Our students placed 3rd in the regional competition in Scottsbluff).

Policy

- I appreciate Mrs. Plog's leadership in developing the proposed special education policies in compliance with recent guidance from the Nebraska Department of Education.
- I am continuing to work on putting together a single file that includes all of the policies in a searchable format.

Budget Planning and Management

- We will be working to update our planning documents regarding certificated staff compensation for the coming year, pending approval of the Negotiated Agreement.
- We are planning to issue contract renewals to staff in March. The earliest we can require these to be returned is March 15th.
- Kristy Hanks and I have been discussing the various contracts in place with vendors. We found an additional agreement based on a conversation at the State Education Conference:
 - We were able to locate a contract for architectural services to replace windows in the elementary school.
 - Here are the additional contracts reviewed:
 - We have a contract with Heartland Roofing Consultants. This contract is set to auto-renew for 5 years in April of 2024 at \$0.07/sq ft for our roofs.
 - We recently reached the end of a 10-year exclusive license agreement with Pepsi. At this time, we do not have plans to renew the agreement.
 - We have a 5-year agreement with Capital Business Solutions that comes due in July of 2024. This agreement has an automatic renewal for an additional year if notice to cancel is not given more than 30 days in advance.
 - We do not have an agreement in place with Ideal Linen. That gives us some flexibility to look at alternatives in the event we would experience significant price changes.

Educational Leadership

- Administrators were trained as hearing officers by Justin Knight. This training provided an in-depth review of the procedural requirements associated with student discipline situations.
- We will be hosting a Rule 10 Compliance Visit on April 14th. I have attached a Rule 10 Compliance Checklist from NDE to share a sense of what will be reviewed during the visit. Our administrative team will be conducting an off-site review/planning session in preparation for the visit.

Organizational and Cultural Leadership

- I appreciate all the hard work of the culture and climate committee preparing for the upcoming staff recognition dinner. We are looking at a rescheduled date of February 24.

Professional Leadership

- We are now operational for participating in the Safe2HelpNE program.
- We will need to begin working to transition from the traditional “safety plan” approach to a “School Emergency Operations Plan” over the next several months. NDE has been providing training on this for a couple of years, and this is the final year of their training/support for schools to make the transition.

Community Relations

- I would like to thank the Village of Hemingford for updating the street lights in front of the schools. Their work with snow removal this winter has also been much appreciated.
- We had approximately 50 people attend the Strategic Plan Community Engagement meeting on January 31st.
- We look forward to partnering with Banisters Leadership Academy to offer weekend programming for our K-6 students. The program will run from 5-9 pm on the 2nd and 4th Friday of each month. The first session will be a “Family Fun Night’ on January 27th.

Board-Superintendent Relations

- I appreciated the productive conversations at the retreat earlier this month.
- I appreciated Justin Ansley attending the NASB Presidents’ Retreat. I also appreciated the invitation to attend and to learn and participate.
- Upcoming Board Development Opportunities:
 - NRCSA is hosting a Legislative Forum on February 16 and the NRCSA Spring Conference on March 23-24.

Strategic Plan (Highlights)

- Reporting order on these Principles is based on the Prioritization Summary:
 - **Guiding Principle III: Student and Staff Well-Being**
 - We continue to look into ways to find cost-effective options to increase our capacity to meet the needs of our students and staff. We were able to expand the amount of time Shanna Rosentrater is here to serve our

students. Shanna is a Licensed Mental Health Professional who works with us through an agreement with ESU#13.

- We are awaiting the survey results to update data from students, staff, board, and parents as part of the strategic plan work.
- **Guiding Principle I: Student-Centered Learning**
 - Mrs. Curtis has been working through the development of the schedule for next school year in coordination with our Rule 10 review planning.
 - We have initiated some conversations with staff at ESU#13 regarding effective procedures for alignment and documentation of curriculum. Kristin Kasten (ESU#13) will work with our math team to begin this work this semester. That work is scheduled to begin this week.
- **Guiding Principle IV: Communication and Engagement –**
 - We continue to promote the use of our school’s app developed/available in the app stores for mobile phones. As part of that process, we are working to get “notifications” features set up and operational.
 - I appreciated the participation and feedback from members of our community during the community engagement session.
- **Guiding Principle II: Personnel Effectiveness**
 - We are working on developing written procedures/guidelines for the recruitment of staff. Please see the attached draft. If there are any colleges/universities that you would like us to target for the recruitment of prospective staff, please send me the names of those institutions.
- **Guiding Principle V: District Resources**
 - We will be making some adjustments to the procurement process this year for staff orders.

Planned Professional Travel

- January 16 or 17 - Planned Off-Site Work with Carl Dietz (Location TBD)
- January 19, 2023 - State Accreditation Committee Meeting in Lincoln
- February 16-18 - Attend State Wrestling in Omaha
- February 22-23 - Accreditation Visit at Potter-Dix
- May 16 - State Accreditation Committee Meeting in Lincoln
- May 19 - Attend State Track in Omaha
- June 6 - Cy Wakeman Leadership Workshop in Kearney
- June 27-28 - Western Nebraska Administrators Summer Retreat - Ogallala
- I plan to attend student activities as my schedule allows.

Board Reminders (from the Contract with the Superintendent)

- **Evaluation.** The Board shall evaluate the Superintendent twice during the Superintendent’s first year of employment and at least once each year thereafter. The first evaluation during the first year of employment and the yearly evaluations after the first year of employment shall occur no later than the regular November meeting. The Superintendent shall: remind the Board members in writing of this provision no later than its regular October meeting; make the Superintendent evaluation an agenda item for the regular November Board meeting during each year of this contract; and provide the

Board members with the written evaluation instrument that is on file with the Nebraska Department of Education.

- **Renewal of Contract.** If a Board representative does not inform the Superintendent in writing on or before the seventh day after the regular December 2022 board meeting (and each December thereafter) of the Board's intention to consider the nonrenewal or amendment of this contract, the contract will automatically renew for a period of one year from and after the expiration date provided in Section 1 of this contract. The Superintendent shall remind the Board in writing of this provision no later than its regular November meeting of each year of this contract and shall make the renewal of the Superintendent's employment contract an agenda item for the regular December board meeting during each year of this contract. At the time of each contract renewal and/or amendment, the Superintendent shall be responsible for taking all necessary steps to ensure that the District has complied with the Superintendent Pay Transparency Act.

Leave Log

- I have used nine days of PTO leave (July 22, 25, 26, 27, 28, 29, September 26 ½, and November 3, 7, 30). I have 16 PTO Days Remaining.

Content Areas (Assessed by Summative Statewide)

Content Area	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
English Language Arts			▶ November	🎯 Aug/Sept	🏠 1 September		SSA Spring			🔄 Spring	🎯 7 Fall							
Mathematics				▶ November	🎯 Aug/Sept	🏠 1 September		SSA Spring			🔄 Spring	🎯 7 Fall						
Science						▶ September	🎯 Aug/Sept	🏠 1 September			SSA Spring		🔄 Spring	🎯 7 Fall				

Content Areas (Not Assessed by Summative Statewide)

Fine Arts			▶ June	🎯 Feb/Mar	🏠 1 March					🔄 Spring	🎯 7 Fall							
Health Education										▶ Spring	🎯 Fall	🏠 1 Fall					🔄 Spring	🎯 7 Fall
Physical Education						▶ Jan	🎯 Aug/Sept	🏠 1 September				🔄 Spring	🎯 7 Fall					
Social Studies	▶ September	🎯 December		🏠 September				🔄 Fall	🎯 7 Fall									
World Languages								▶ Fall	🎯 Fall	🏠 1 Fall						🔄 Spring	🎯 7 Fall	

Career Education Content Areas *Effective 2020 CTE Standards revision moving to same cycle timeline.

Ag, Food, & Natural Resources						▶ December	🎯 Fall	🏠 1 August		🔄 December	🎯 Fall	🏠 1 August					🎯 5 Fall	
Business, Mktng & Management							▶ December	🎯 Fall	🏠 1 August	🔄 December	🎯 Fall	🏠 1 August					🎯 5 Fall	
Communication & Info Systems						▶ December	🎯 Fall	🏠 1 August		🔄 December	🎯 Fall	🏠 1 August					🎯 5 Fall	
Health Sciences										▶ December	🎯 Fall	🏠 1 August					🎯 5 Fall	
Human Services & Education						▶ December	🎯 Fall	🏠 1 August		🔄 December	🎯 Fall	🏠 1 August					🎯 5 Fall	
Skilled & Technical Sciences							▶ December	🎯 Fall	🏠 1 August	🔄 December	🎯 Fall	🏠 1 August					🎯 5 Fall	

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