

BOX BUTTE COUNTY SCHOOL DISTRICT #07-0010

HEMINGFORD PUBLIC SCHOOLS

BOARD OF EDUCATION MEETING AGENDA

Monday, April 17, 2023

South Campus

The Board of Education of School District 07-0010 will meet on Monday, April 17, 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 March 13, 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 First Reading of Proposed Revised Policy 0204.01 (Regular Board Meetings) and Proposed new Policy 0506.11 (Drug Testing for Students Participating in Extra-Curricular Activities Policy)
 - 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 Approval of Certificated Staff Employment
 - VI.I. Discuss, Consider, and Take All Necessary Action Regarding Proposed Amendment to Contract with the Superintendent
- VII. Discussion/Possible Action Items
- VIII. Student Board Representative Report
- IX. Administration Reports

- X. Superintendent Report
- XI. Policy Review (Policies 0607.03 through 0611.08)
- XII. Items For Next Board Meeting
- XIII. Adjournment

Welcome to the Hemingford Public Schools Board of Education Meeting.

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

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

TALKING POINTS FOR BOARD MEETING

3 MINUTES PER INDIVIDUAL/30 MINUTES ON TOPIC

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

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

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

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

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

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

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

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



Order Confirmation

Order# 0000359284

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 7:00 pm on
April 17th at South Campus**

Notice is hereby given that a regular meeting of the Board of Education of the School District of Hemingford, in the Counties of Box Butte, Dawes, and Sheridan in the State of Nebraska, A/K/A School District #10 of Box Butte County, Nebraska, will be held at 7:00 p.m. on Monday the 17th day of April 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 68948.

Published in the Hemingford Ledger
Hemingford, NE
March 16, 2023 ZNEZ

Sales Rep **Accnt Rep** **Ordered By**
SSH_Open dbaker 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:**

<u>Ad Number</u>	<u>Ad Type</u>	<u>Ad Size</u>	<u>Color</u>
0000359284-01	CLS Legal Liner SH	1 X 23 li	\$0.00

Production Method
AdBooker (Liner)

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

Run Schedule Invoice Text: MEETING NOTICE Regular Board Meeting at 7:00 pm on

Run Dates 3/16/2023

TagLine: MEETING NOTICE

Hemingford Public Schools

Annual Board of Education Calendar

Month	Budget	Curriculum	Personnel	Policy	Board Development	Other
January 5:00 PM			<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 5:00 PM		<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 5:00 PM	<ul style="list-style-type: none"> • Review State Aid Certification (When Available) • Establish Technology Budget for Following Year 	<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 7:00 PM	<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 7:00 PM	<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 7:00 PM		<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 	

Hemingford Public Schools

Annual Board of Education Calendar

Month	Budget	Curriculum	Personnel	Policy	Board Development	Other
July 7:00 PM	<ul style="list-style-type: none"> Budget Committee Work Session Review Budget Authority and Allowable Reserve Percentage Certification 	<ul style="list-style-type: none"> Review Summer School Program Report 		<ul style="list-style-type: none"> Student Fees Policy Parent Involvement Policy 	<ul style="list-style-type: none"> NASB School Finance Workshop Review NASB Board Awards of Achievement NASB School Law Workshop 	<ul style="list-style-type: none"> Adopt Board Goals Review Report Required by State Statute 79-506
August 7:00 PM	<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 7:00 PM	<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 7:00 PM	<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 5:00 PM	<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 5:00 PM	<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

Revised February 2023

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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 - 04/2023

Regular; Beginning Month 09/2022; Processing Month 04/2023; 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)	70,166.93	21,898.71	0.00	(142,151.82)
05 704 1020	ATHLETIC CLUB / CONCESSION STAND	3,675.28	19,953.78	19,346.43	0.00	3,067.93
05 704 1030	CHEERLEADERS - FUNDRAISING	4,999.72	8,211.93	4,444.94	0.00	1,232.73
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	3,258.17	5,408.18	0.00	3,324.03
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	500.00	500.00	0.00	241.46
05 704 1056	GIRLS ATH FUNDRAISING	0.00	7,904.08	12,548.00	0.00	4,643.92
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	1,361.00	0.00	0.00	645.85
05 704 2024	CLASS OF 2024	1,600.31	0.00	691.61	0.00	2,291.92
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	36,373.64	22,743.80	0.00	1,623.88
05 704 3020	DRAMATICS	(9,952.91)	2,201.90	3,645.00	0.00	(8,509.81)
05 704 3030	FFA	40,676.57	28,848.65	11,305.65	0.00	23,133.57
05 704 3035	SHOP MATERIALS	5,921.45	524.30	564.00	0.00	5,961.15
05 704 3040	FCCLA	1,482.35	3,084.56	2,043.00	0.00	440.79
05 704 3050	HONOR SOCIETY	(1,649.56)	508.36	1,225.00	0.00	(932.92)
05 704 3060	FOOTBALL FUNDRAISER	0.00	0.00	0.00	0.00	0.00
05 704 3070	MUSIC	4,967.36	1,047.80	1,334.27	0.00	5,253.83
05 704 3080	SCHOLARSHIPS	968.00	0.00	1,888.00	0.00	2,856.00
05 704 3090	STUCO - MIDDLE SCHOOL	4,351.94	356.80	667.14	0.00	4,662.28
05 704 3100	STUDENT COUNCIL	3,527.97	395.60	288.00	0.00	3,420.37
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	158.75	300.00	0.00	1,953.12
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 - 04/2023

Regular; Beginning Month 09/2022; Processing Month 04/2023; Accounts to Include Accounts with Activity; Fund Number 05

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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	1,640.00	0.00	1,626.14
05 704 4040	MISCELLANEOUS / STUDENT STUFF	2,958.32	386.41	113.06	0.00	2,684.97
05 704 4045	BOOKFAIR	5,209.93	1,905.86	3,692.14	0.00	6,996.21
05 704 4050	ART	900.54	434.67	1,708.50	0.00	2,174.37
05 704 4060	HOPE SQUAD	227.96	825.88	3,458.98	0.00	2,861.06
05 704 4070	BOBCAT CARES	0.00	200.00	1,250.00	0.00	1,050.00
Fund Total: 05		<u>138,201.58</u>	<u>215,544.59</u>	<u>129,184.42</u>	<u>0.00</u>	<u>51,841.41</u>

Expenditure Report by Function/Object -
Summary

04/13/2023 08:11 AM

Regular; Processing Month 04/2023; Function Number 66 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	0.00	0.00	(1,000.00)	0.00	1,000.00	0.00	0.00	1,000.00
1100	3,629,800.00	263,893.91	2,129,721.47	58.67	1,500,078.53	0.00	0.00	1,500,078.53
1120	100.00	0.00	60.00	60.00	40.00	0.00	0.00	40.00
1130	6,250.00	596.00	3,970.03	63.52	2,279.97	0.00	0.00	2,279.97
1140	11,000.00	0.00	771.30	7.01	10,228.70	0.00	0.00	10,228.70
1150	9,250.00	408.07	4,866.50	52.61	4,383.50	0.00	0.00	4,383.50
1170	2,000.00	308.97	1,031.86	51.59	968.14	0.00	0.00	968.14
1180	4,000.00	610.69	3,706.37	92.66	293.63	0.00	0.00	293.63
1190	156,600.00	11,615.88	93,619.87	59.78	62,980.13	0.00	0.00	62,980.13
1200	928,600.00	63,126.89	503,441.15	54.22	425,158.85	0.00	0.00	425,158.85
1213	1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00	1,000.00
1291	0.00	157.80	266.09	0.00	(266.09)	0.00	0.00	(266.09)
2120	117,700.00	6,084.66	48,795.30	41.46	68,904.70	0.00	0.00	68,904.70
2130	91,000.00	6,588.11	50,100.51	55.06	40,899.49	0.00	0.00	40,899.49
2141	37,000.00	2,935.35	14,618.40	39.51	22,381.60	0.00	0.00	22,381.60
2142	500.00	0.00	38.55	7.71	461.45	0.00	0.00	461.45
2150	1,000.00	201.00	653.25	65.33	346.75	0.00	0.00	346.75
2151	500.00	0.00	0.00	0.00	500.00	0.00	0.00	500.00
2152	250.00	0.00	0.00	0.00	250.00	0.00	0.00	250.00
2161	19,100.00	2,153.29	15,806.55	82.76	3,293.45	0.00	0.00	3,293.45
2162	5,000.00	137.42	835.29	16.71	4,164.71	0.00	0.00	4,164.71
2163	12,200.00	189.30	4,834.30	39.63	7,365.70	0.00	0.00	7,365.70
2171	22,000.00	1,011.47	10,234.78	46.52	11,765.22	0.00	0.00	11,765.22
2172	5,500.00	207.51	842.51	15.32	4,657.49	0.00	0.00	4,657.49
2173	4,000.00	184.13	3,482.01	87.05	517.99	0.00	0.00	517.99
2180	1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00	1,000.00
2181	5,000.00	1,816.02	7,321.51	146.43	(2,321.51)	0.00	0.00	(2,321.51)
2190	10,000.00	333.30	8,145.10	81.45	1,854.90	0.00	0.00	1,854.90
2210	6,500.00	0.00	769.76	11.84	5,730.24	0.00	0.00	5,730.24
2211	6,000.00	0.00	2,219.95	37.00	3,780.05	0.00	0.00	3,780.05
2212	0.00	0.00	123.00	0.00	(123.00)	0.00	0.00	(123.00)
2213	28,500.00	760.00	5,734.33	20.12	22,765.67	0.00	0.00	22,765.67
2220	154,700.00	2,052.24	17,562.27	11.35	137,137.73	0.00	0.00	137,137.73
2224	25,000.00	1,966.46	15,956.81	63.83	9,043.19	0.00	0.00	9,043.19
2230	121,500.00	3,939.60	38,816.99	31.95	82,683.01	0.00	0.00	82,683.01
2240	0.00	2,338.00	2,338.00	0.00	(2,338.00)	0.00	0.00	(2,338.00)
2310	127,000.00	693.27	52,532.01	41.36	74,467.99	0.00	0.00	74,467.99
2320	188,300.00	14,179.68	117,014.31	62.14	71,285.69	0.00	0.00	71,285.69
2330	15,000.00	835.00	5,112.50	34.08	9,887.50	0.00	0.00	9,887.50
2410	385,590.00	34,337.17	266,894.85	69.22	118,695.15	0.00	0.00	118,695.15
2510	222,750.00	7,336.28	87,944.93	39.48	134,805.07	0.00	0.00	134,805.07
2610	391,000.00	29,580.38	255,190.31	65.63	135,809.69	0.00	1,415.78	134,393.91
2620	160,100.00	11,214.81	98,792.36	61.71	61,307.64	0.00	0.00	61,307.64
2650	145,000.00	0.00	0.00	0.00	145,000.00	0.00	0.00	145,000.00
2670	30,000.00	9,057.00	22,187.53	75.12	7,812.47	0.00	348.50	7,463.97
2710	556,250.00	96,544.68	333,043.63	59.87	223,206.37	0.00	0.00	223,206.37
2711	10,000.00	0.00	5,912.66	59.13	4,087.34	0.00	0.00	4,087.34
2712	1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00	1,000.00
2713	1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00	1,000.00
2730	60,000.00	124.96	51,668.95	86.11	8,331.05	0.00	0.00	8,331.05
2732	1,000.00	0.00	0.00	0.00	1,000.00	0.00	0.00	1,000.00
2790	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

04/13/2023 08:11 AM

Regular; Processing Month 04/2023; Function Number 66 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	9,548.40	66,739.29	0.00	(66,739.29)	0.00	0.00	(66,739.29)
3535 HIGH ABILITY LEARNERS	4,000.00	1,395.76	4,122.39	103.06	(122.39)	0.00	0.00	(122.39)
6200 TITLE I, PART A ESSA IMP BASIC BY LOCAL	102,600.00	8,695.38	70,446.46	68.66	32,153.54	0.00	0.00	32,153.54
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	1,065.33	2.19	47,534.67	0.00	0.00	47,534.67
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	7,399.00	7,743.95	0.00	(7,743.95)	0.00	0.00	(7,743.95)
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	0.00	182,283.80	66.29	92,716.20	0.00	0.00	92,716.20
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	13,365.28	0.00	(13,365.28)	0.00	0.00	(13,365.28)
01 GENERAL FUND	8,634,868.00	606,513.26	4,734,389.10	54.85	3,900,478.90	0.00	1,764.28	3,898,714.62

HEMINGFORD PUBLIC SCHOOLS

April 17, 2023

GENERAL FUND:

Statement Balance 03-31-2023	\$ 576,287.79
G/F MM Statement Balance 03-31-2023	\$ 803,732.13
- Outstanding Checks	<u>\$ 3,964.07</u>
Balance 03-31-23	\$1,376,055.85

+ April Tax Receipts:	<u>\$ 462,798.40</u>
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Subtotal: General Fund	\$1,838,854.25
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April Bills:	\$ 145,921.50
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April Payroll:	<u>\$ 476,241.27</u>
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-Total April Expenses:	\$ 622,162.77
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Balance General Fund:	<u>\$ 1,216,691.48</u>
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BUILDING FUND:

Checking Balance 03-31-2023	\$ 1,607,318.80
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Liquid Asset Fund	\$ 410,901.94
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2 CD's: 30 month (.15%)- Mat. 10-18-23 (BOW)	\$ 155,477.18
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12 month – (NE Bank)	\$ 155,448.60
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April Tax Receipts:	<u>\$ 20,043.24</u>
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Building Fund Balance 03-31-2023	<u>\$ 2,349,189.76</u>
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BOX BUTTE COUNTY SCHOOL DISTRICT 07-0010
HEMINGFORD PUBLIC SCHOOLS
HEMINGFORD, NEBRASKA

March 13, 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 5:02 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.

Justin Ansley: Present, Brett Cullan: Present, Rick Horstman: Present, Blanche Randolph: Present, Trish Schumacher: Present, Micki Votruba: Present.

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

The Board recognized the following students: State wrestling qualifiers: Creel Weber, Drew Varner, and Theron Miller. Students who recently earned CNA certifications, qualifying them for employment as CNAs in the medical field: Teagan Burney, Avery Davies, Isabell Gomez, Maria Jacobs, Luke Loudon, Jaidyn Preiss, Ava Trickler, Kambree Walker.

During the public participation portion of the meeting, Mrs. Dena Paris addressed the board.

Motion by Blanche Randolph to approve the Consent Agenda 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 claims for March be approved as presented in the amount of \$92,642.99 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 Motion to approve technology budget as presented (\$150,000) 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 the employment of Mrs. Bridget Raben as English Language Arts teacher for the 2023-2024 school term 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 Approve administrative salary schedules as presented for principals and instructional services director (special education director) Seconded by Trish Schumacher Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0 Motion carried.

Motion by Micki Votruba Approve change order to planned installation of a two-way interactive learning system (Zoom Room) in the South Campus meeting room in the amount of \$8,094 Seconded by Justin Ansley Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0 Motion carried.

Motion by Blanche Randolph Motion to adopt the school calendar Draft A as presented Seconded by Justin Ansley Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0 Motion carried.

Motion by Trish Schumacher Approve proposals from Dale Wood Construction, Inc. to use IDEA funds to bring modular classrooms to ADA compliance (ramps and bathrooms) 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 Blanche Randolph approve the second reading of policies 612.01 through 612.19 Seconded by Micki Votruba Roll Call: Ansley: Aye, Cullan: Aye, Horstman: Aye, Randolph: Aye, Schumacher: Aye, Votruba: Aye 6-0-0 Motion carried.

The board discussed the compensation of the superintendent. The negotiations committee of the board recommended an increase in compensation of \$3,000 for the 2023-2024 school term. The superintendent will prepare and post the necessary documentation for compliance with the Superintendent Pay Transparency Act prior to the board's consideration at the April board meeting.

The board reviewed and discussed draft proposed job descriptions for school district personnel. These are currently in the process of development. Any suggestions for improvement of the documents can be submitted to the superintendent.

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 0604.14 through 0607.02.

The board will review policies 0607.03 through 0611.08 for next month.

Meeting was adjourned at 6:49 PM.

The next regular meeting of the Hemingford Board of Education will be held on April 17 at 7:00 PM at South Campus.

Dr. Travis Miller
Superintendent

Blanche Randolph
Board Secretary

04/13/2023 07:53 AM

Posted - All; Batch Description 3 Records Selected

User ID: KAH

Vendor Name	Description	Amount
Checking Account ID 1	Fund Number 01 GENERAL FUND	
21ST CENTURY EQUIPMENT	TWO LATCH KITS	313.05
Check Number 5724 Total	21ST CENTURY EQUIPMENT	<u>313.05</u>
ACT	PRE ACT 8/9 SCORING	544.00
ACT	PRE ACT SCORING	384.00
Check Number 5725 Total	ACT	<u>928.00</u>
ACTION COMMUNICATIONS INC./DBA C&R ELETRONICS	CHARGER	50.50
Check Number 5726 Total	ACTION COMMUNICATIONS INC./DBA C&R ELETRONICS	<u>50.50</u>
AMAZON	CUSTODIAL;CLASSROOM;TECH;DIST SUPPLIES	1,139.44
AMAZON	AG ED SUPPLIES;REPAIRS	510.78
Check Number 5711 Total	AMAZON	<u>1,650.22</u>
AMERICINN	AUTISM STATE CONF LODGING	214.20
Check Number 5727 Total	AMERICINN	<u>214.20</u>
BLACK HILLS ENERGY	GAS - SCHOOL BUILDING	5,958.19
BLACK HILLS ENERGY	GAS-SUPT HOUSE	124.55
Check Number 5728 Total	BLACK HILLS ENERGY	<u>6,082.74</u>
BLOEDORN'S LUMBER CO.	LANDSCAPE ADHESIVE	28.47
Check Number 5729 Total	BLOEDORN'S LUMBER CO.	<u>28.47</u>
BRAINPOP LLC	2023-24 SUBSCRIPTION	2,812.00
Check Number 5730 Total	BRAINPOP LLC	<u>2,812.00</u>
BRIDGEPORT PUBLIC SCHOOLS	ACT PREP - CHAD CARGILL	1,410.00
Check Number 5731 Total	BRIDGEPORT PUBLIC SCHOOLS	<u>1,410.00</u>
BUD'S PEST CONTROL	PEST CONTROL	215.00
Check Number 5732 Total	BUD'S PEST CONTROL	<u>215.00</u>
CAPITAL BUSINESS SYSTEMS, INC	COPIER LEASE PYMT	977.76
Check Number 5733 Total	CAPITAL BUSINESS SYSTEMS, INC	<u>977.76</u>
CHADRON MOTOR CO INC. OFF ROAD	RELAY, SOLID STATE, 9A	82.50
CHADRON MOTOR CO INC. OFF ROAD	MAINTENANCE REPAIR SUPPLIES	31.57
Check Number 5734 Total	CHADRON MOTOR CO INC. OFF ROAD	<u>114.07</u>
CHADRON PUBLIC SCHOOLS	OT/PT/SPEECH/RESOURCE	463.56
CHADRON PUBLIC SCHOOLS	OT/PT/SPEECH/RESOURCE	203.34
Check Number 5735 Total	CHADRON PUBLIC SCHOOLS	<u>666.90</u>
CODECADEMY	SUBSCRIPTION-BUSINESS CLASS	34.99
Check Number 5711 Total	CODECADEMY	<u>34.99</u>
CSC CONFERENCING OFFICE	HAL - HPS CLLEGE VISIT/LUNCH	318.65
Check Number 5736 Total	CSC CONFERENCING OFFICE	<u>318.65</u>
CULLIGAN WATER CONDITIONING	RENTAL/SERVICE	232.62

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Posted - All; Batch Description 3 Records Selected

User ID: KAH

Vendor Name	Description	Amount
CULLIGAN WATER CONDITIONING	WATER SERVICE	13.90
Check Number 5737 Total	CULLIGAN WATER CONDITIONING	<u>246.52</u>
CURTIS, MISTY	NDE CONFERENCE MILEAGE REIMB	754.56
Check Number 5738 Total	CURTIS, MISTY	<u>754.56</u>
CUSTOMINK, LLC	HAL TSHIRTS	306.80
Check Number 5711 Total	CUSTOMINK, LLC	<u>306.80</u>
DARREN'S CARQUEST AUTO PARTS	MAINTENANCE SUPPLY	41.67
DARREN'S CARQUEST AUTO PARTS	MAINTENANCE SUPPLY	11.24
DARREN'S CARQUEST AUTO PARTS	BULB AND SPRING	3.39
DARREN'S CARQUEST AUTO PARTS	HEATER HOSE	15.96
DARREN'S CARQUEST AUTO PARTS	ICE MELT	179.50
DARREN'S CARQUEST AUTO PARTS	MAINTENANCE SUPPLY	57.00
Check Number 5739 Total	DARREN'S CARQUEST AUTO PARTS	<u>308.76</u>
DAS STATE ACCOUNTING - CENTRAL FINANCE	PARTICIPATION FEE - MARCH	238.13
Check Number 5740 Total	DAS STATE ACCOUNTING - CENTRAL FINANCE	<u>238.13</u>
ED PUZZLE	SUBSCRIPTION	12.50
ED PUZZLE	SUBSCRIPTION	11.50
Check Number 5711 Total	ED PUZZLE	<u>24.00</u>
EDUCATIONAL SERVICE UNIT #10	SCIENCE OLYMPIAD REG FEE	40.00
Check Number 5741 Total	EDUCATIONAL SERVICE UNIT #10	<u>40.00</u>
EDUCATIONAL SERVICE UNIT #13	DL;INTERNET;NEVA;PBDS;CONF;WRITING	3,227.53
EDUCATIONAL SERVICE UNIT #13	PSYCHASSESS;COUNSEL;VISION;SPED;SUPERVI	5,219.93
Check Number 5742 Total	EDUCATIONAL SERVICE UNIT #13	<u>8,447.46</u>
ETSY.COM	PATTERNS FOR FCS CLASS	11.83
Check Number 5711 Total	ETSY.COM	<u>11.83</u>
FUEL TRIPS- ELAN	FUEL FOR TRIPS-NASES;FCCLA;DIST/ST WR	806.53
Check Number 5711 Total	FUEL TRIPS- ELAN	<u>806.53</u>
H & H SANITATION	MONTHLY RENTAL ROLL OFF BOX	120.00
Check Number 5743 Total	H & H SANITATION	<u>120.00</u>
HEGGERTY	Reading Intervention Curriculum	1,055.16
Check Number 5744 Total	HEGGERTY	<u>1,055.16</u>
HEMINGFORD CHAMBER OF COMMERCE	BAND ON BUTTE SPONSORSHIP	50.00
Check Number 5745 Total	HEMINGFORD CHAMBER OF COMMERCE	<u>50.00</u>
HEMINGFORD CO-OP TELEPHONE CO	TELEPHONE/INTERNET SERVICE	1,184.94
Check Number 5746 Total	HEMINGFORD CO-OP TELEPHONE CO	<u>1,184.94</u>
HEMINGFORD MUNICIPAL UTILITIE	UTILITIES	6,321.41
Check Number 5747 Total	HEMINGFORD MUNICIPAL UTILITIE	<u>6,321.41</u>
HOBBY LOBBY	MATERIAL FOR FCS CLASS	144.22

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User ID: KAH

Vendor Name	Description	Amount
Check Number 5711 Total	HOBBY LOBBY	144.22
HOLIDAY INN EXPRESS-OGALLALA	BOARD PRESIDENTS RETREAT	196.00
Check Number 5711 Total	HOLIDAY INN EXPRESS-OGALLALA	196.00
HOLIDAY INN KEARNEY	SCIENCE OLYMPIAD LODGING	649.75
HOLIDAY INN KEARNEY	WOMEN IN LEADERSHIP CONF LODGING	144.14
Check Number 5748 Total	HOLIDAY INN KEARNEY	793.89
HUSS AUTO REPAIR	WIPERS/FLUID- BECKYS CAR	34.13
HUSS AUTO REPAIR	BECKY'S CAR - SERVICE	90.83
Check Number 5749 Total	HUSS AUTO REPAIR	124.96
IDEAL LINEN AND UNIFORM	CUSTODIAL RENTAL	104.86
IDEAL LINEN AND UNIFORM	CUSTODIAL SUPPLY	90.71
Check Number 5750 Total	IDEAL LINEN AND UNIFORM	195.57
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLIES	634.89
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLY	8.39
IDEAL/BLUFFS FACILITY SOLUTIONS	HIGH SPEED FLOOR PADS	41.02
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLY	56.25
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLIES	1,639.29
IDEAL/BLUFFS FACILITY SOLUTIONS	CUSTODIAL SUPPLIES	208.28
Check Number 5751 Total	IDEAL/BLUFFS FACILITY SOLUTIONS	2,588.12
INNOVATIVE OFFICE SOLUTIONS, LLC	TONER	149.84
Check Number 5752 Total	INNOVATIVE OFFICE SOLUTIONS, LLC	149.84
JOSTEN'S INC.	MINIATURE DIPLOMAS	207.95
Check Number 5753 Total	JOSTEN'S INC.	207.95
KOLLE, LASHAYNE	MILEAGE REIMBURSEMENT	106.40
Check Number 5754 Total	KOLLE, LASHAYNE	106.40
KSB School Law PC, LLO	LEGAL SERVICES	835.00
Check Number 5755 Total	KSB School Law PC, LLO	835.00
LAQUINTA INN & SUITES KEARNEY	STATE JH BAND LODGING	596.00
Check Number 5756 Total	LAQUINTA INN & SUITES KEARNEY	596.00
LINCOLN MARRIOT CORNHUSKER	NASES PARKING	31.25
Check Number 5711 Total	LINCOLN MARRIOT CORNHUSKER	31.25
LISA BRIGGS, OT, LLC	OT SERVICE/MILEAGE	2,366.25
Check Number 5757 Total	LISA BRIGGS, OT, LLC	2,366.25
MOBIUS COMMUNICATIONS CO	TWO CAMERAS INSTALLED AT FB FIELD	4,358.00
MOBIUS COMMUNICATIONS CO	2ND QTR CAMERA MAINTENANCE	600.00
Check Number 5758 Total	MOBIUS COMMUNICATIONS CO	4,958.00
NATIONAL BOARD OF PROFESSIONAL TEACHING STANDARDS	PHYSICS PROFESSIONAL DEVELOPMENT	1,900.00
Check Number 5711 Total	NATIONAL BOARD OF PROFESSIONAL TEACHING STANDARDS	1,900.00

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User ID: KAH

Vendor Name	Description	Amount
NCECBVI	PAYMENT 8 OF 10	4,600.00
Check Number 5759 Total NCECBVI		<u>4,600.00</u>
NCS PEARSON INC.	QUICKBOOKS-BUSINESS CLASS	308.97
Check Number 5760 Total NCS PEARSON INC.		<u>308.97</u>
NE AGRICULTURAL EDUCATORS ASSOC (NAEA)	23-24 RENEWAL OF PROFESSIONAL FEES	235.00
Check Number 5761 Total NE AGRICULTURAL EDUCATORS ASSOC (NAEA)		<u>235.00</u>
NE COUNCIL OF SCHOOL ADMINISTRATORS	2023 WOMEN IN LEADERSHIP CONFERNECE	150.00
Check Number 5762 Total NE COUNCIL OF SCHOOL ADMINISTRATORS		<u>150.00</u>
NE SAFETY CENTER	LEVEL 2 PUPIL TRANS COURSE-PG	125.00
Check Number 5763 Total NE SAFETY CENTER		<u>125.00</u>
NEBRASKA DEPT OF REVENUE	TRANSACTION FEE	1.16
NEBRASKA DEPT OF REVENUE	W3N BAL DUE	40.00
Check Number 5711 Total NEBRASKA DEPT OF REVENUE		<u>41.16</u>
NOODLES AND COMPANY	NASES CONFERENCE	18.48
Check Number 5711 Total NOODLES AND COMPANY		<u>18.48</u>
PROJECTOR PEOPLE	PROJECTORS	3,374.00
PROJECTOR PEOPLE	PROJECTOR	4,025.00
Check Number 5764 Total PROJECTOR PEOPLE		<u>7,399.00</u>
PROTEX CENTRAL INC.	REMOTE ALARM MONITORING	720.00
PROTEX CENTRAL INC.	ANNUAL FEE ALARM MONITORING	540.00
Check Number 5765 Total PROTEX CENTRAL INC.		<u>1,260.00</u>
RABEN'S MARKET	FCS COOKING SUPPLIES	484.36
RABEN'S MARKET	CLASSROOM SUPPLIES	107.45
Check Number 5766 Total RABEN'S MARKET		<u>591.81</u>
RASMUSSEN MECHANICAL SERVICES, INC.	AIR FILTERS	443.89
RASMUSSEN MECHANICAL SERVICES, INC.	UNIT VENTILATOR REPAIR	214.00
Check Number 5767 Total RASMUSSEN MECHANICAL SERVICES, INC.		<u>657.89</u>
RHOADS, ALISHA	MILEAGE REIMBURSEMENT	106.40
Check Number 5768 Total RHOADS, ALISHA		<u>106.40</u>
ROBERTS, ERIN	MILEAGE REIMBURSEMENT	112.00
Check Number 5769 Total ROBERTS, ERIN		<u>112.00</u>
ROCKY MOUNTAIN AIR SOLUTIONS	AG ED GAS RENTAL	41.56
Check Number 5770 Total ROCKY MOUNTAIN AIR SOLUTIONS		<u>41.56</u>
ROES FARMS TRUCKING LLC	ROCK FROM HOT SPRINGS	1,770.00
Check Number 5771 Total ROES FARMS TRUCKING LLC		<u>1,770.00</u>
ROTH, MIKAELA	MILEAGE REIMBURSEMENT	112.00
ROTH, MIKAELA	MONTHLY MILEAGE REIMBURSEMENT	89.60

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User ID: KAH

Vendor Name	Description	Amount
Check Number 5772 Total	ROTH, MIKAELA	201.60
SAMS CLUB	WOMEN'S RESTROOM SUPPLIES	92.58
Check Number 5711 Total	SAMS CLUB	92.58
SCREENCASTIFY	UNLIMITED SUBSCRIPTION	24.00
Check Number 5711 Total	SCREENCASTIFY	24.00
SIMON	SAND	682.48
Check Number 5773 Total	SIMON	682.48
SOAR PEDIATRIC THERAPY, LLC	P/T SERVICES	1,208.77
Check Number 5774 Total	SOAR PEDIATRIC THERAPY, LLC	1,208.77
START 2 SEW	SEWING SUPPLIES	126.33
Check Number 5775 Total	START 2 SEW	126.33
TALACKO SAFETY SOLUTIONS	BLEEDING CONTROL KITS	2,839.00
Check Number 5776 Total	TALACKO SAFETY SOLUTIONS	2,839.00
TEAM CHEVROLET	NEW SUBURBAN #1- VIN -330724	63,904.00
Check Number 5712 Total	TEAM CHEVROLET	63,904.00
TREASURED GROUNDS	COUNSELOR APPRECIATION	44.92
Check Number 5711 Total	TREASURED GROUNDS	44.92
TUREK, TROY	BOARD MEMBER MILEAGE REIMBURSEMT	112.56
Check Number 5777 Total	TUREK, TROY	112.56
U.S. POSTAL SERVICE	HEARTLAND ROOFING CERT. LETTER POSTAGE	7.74
U.S. POSTAL SERVICE	ART MAGNETS POSTAGE	45.60
U.S. POSTAL SERVICE	AG ARTWORK POSTAGE	3.18
Check Number 5711 Total	U.S. POSTAL SERVICE	56.52
VALOR GENERAL STORE	VO AG SUPPLY	13.98
VALOR GENERAL STORE	CUSTODIAL SUPPLIES	34.75
VALOR GENERAL STORE	SWIFFER KIT/PADS - BUS	94.59
VALOR GENERAL STORE	COPPER FITTING	5.98
VALOR GENERAL STORE	AG ED SUPPLIES	117.53
Check Number 5778 Total	VALOR GENERAL STORE	266.83
VENNGAGE	CREDIT-SUBSCRIPTION CANCELLATION	(99.00)
Check Number 5711 Total	VENNGAGE	(99.00)
VILLAGE PIZZA	BOARD RETREAT LUNCH	62.60
Check Number 5711 Total	VILLAGE PIZZA	62.60
WALL STREET JOURNAL	MONTHLY SUBSCRIPTION	38.99
Check Number 5711 Total	WALL STREET JOURNAL	38.99
WESTCO	FUEL	6,817.34
Check Number 5779 Total	WESTCO	6,817.34

Vendor Name	Description	Amount
WESTERN NE NEWSPAPERS	ADVERTISEMENTS	322.76
Check Number 5780 Total WESTERN NE NEWSPAPERS		<u>322.76</u>
WNCC	CNA SPRING SEMESTER BOOKS	599.85
Check Number 5781 Total WNCC		<u>599.85</u>
WRIGHT, RYLIE	REIMB FOR TUITION DUAL CREDIT ENGLISH	276.00
Check Number 5782 Total WRIGHT, RYLIE		<u>276.00</u>
Fund Number 01		<u>145,921.50</u>
Checking Account ID 1		<u>145,921.50</u>

Vendor Name	Description	Amount
Checking Account ID 6	Fund Number 06	NUTRITION FUND
CASH-WA DISTRIBUTING	FOOD	612.59
CASH-WA DISTRIBUTING	FOOD	1,103.33
CASH-WA DISTRIBUTING	FOOD	1,425.04
CASH-WA DISTRIBUTING	FOOD	(37.88)
Check Number 7057 Total	CASH-WA DISTRIBUTING	<u>3,103.08</u>
HILAND DAIRY	MILK	2,353.92
Check Number 7058 Total	HILAND DAIRY	<u>2,353.92</u>
NE FOOD DISTRIBUTION PROGRAM	FOOD-COMMODITIES	70.20
Check Number 7059 Total	NE FOOD DISTRIBUTION PROGRAM	<u>70.20</u>
RABEN'S MARKET	FOOD	113.80
Check Number 7060 Total	RABEN'S MARKET	<u>113.80</u>
SYSCO DENVER	FOOD	264.27
SYSCO DENVER	FOOD	907.13
Check Number 7061 Total	SYSCO DENVER	<u>1,171.40</u>
US FOODS	FOOD	2,933.03
US FOODS	FOOD	1,282.04
Check Number 7062 Total	US FOODS	<u>4,215.07</u>
Fund Number 06		<u>11,027.47</u>
Checking Account ID 6		<u>11,027.47</u>

DRAFT REVISION - 204.01 - REGULAR BOARD MEETINGS

The regular meeting shall be held on the ~~second~~ first Monday ~~after the second Tuesday~~ of each month, ~~except for the regular September meeting, which will be held on the third Monday of that month~~, unless circumstances beyond the board's control requires the meeting to be set on another date - but at no time later than the third Monday of the month. The board shall set the meeting for the next month at the preceding board meeting.

Regular meetings in the months of November, December, January, February, and March shall start at 5:00 p.m., and in the months of April, May, June, July, August, September, and October shall start at 7:00 p.m. unless other circumstances require a different starting time. The public notice shall include the meeting date, time, and location of the meeting.

All meetings of the board shall be held at the location designated in the notice of said meeting. If circumstances dictate meeting in a different location than designated in the notice, it shall be the responsibility of the superintendent to take the appropriate steps to inform board members and the public. Meetings of the board may be held outside the school district boundaries when deemed necessary by the board.

The board shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

All actions taken by the board shall occur in open session by a roll call vote of the board with a record of the voting kept for the minutes. The voting requirements may be met by using an electronic voting device which allows the vote of each board member to be readily seen by the public.

Legal Reference: Neb. Statute 79-554
 79-560
 79-561
 84-1412

Cross Reference: 203.01 Board Organizational Meeting

Approved:
Reviewed:
Revised:

Proposed Policy 0506.11 - Random Drug and Alcohol Testing of Students Involved in Extracurricular Activities and Competitions



**Hemingford Public Schools
Random Drug Testing of Students
Involved in Extracurricular Activities and Competitions**

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

1. Purpose of Random Drug Testing

- a.** The purpose of this policy is to promote the health and safety of our students who participate in extracurricular activities or competitions and to deter the use of alcohol, illicit drugs, and tobacco among them.
- b.** The school district has recognized that observed and suspected drug, alcohol, and tobacco/nicotine use and abuse have increased among the student population, including students participating in extracurricular activities or competitions.
- c.** The school district seeks to provide safe, substance-free schools.
- d.** The school district seeks to deter the use of illegal and prohibited drugs, alcohol, and tobacco/nicotine among students.
- e.** The school district recognizes that students who use illegal and prohibited substances pose a threat to the health and safety of themselves, other students, teachers, administrators, and other persons.
- f.** The school district believes that the drug, alcohol, and tobacco/nicotine problem among the student body needs to be addressed. A large number of students who participate in extracurricular activities and competitions do not use drugs, alcohol, and tobacco/nicotine. The

school district wishes to give those students an ongoing reason to say, "No," when presented with a chance to use.

2. **Notice.** Each student who participates or seeks to participate in extracurricular activities or competitions shall be given a copy of this policy. This policy may also be included in the student handbook.
3. **Drug Testing Coordinator.** The Drug Testing Coordinator shall be the Activities Director or his or her designee unless otherwise indicated.
4. **Extracurricular Activities.** This policy applies to all students who participate in extracurricular activities or competitions in our school district, which includes but is not necessarily limited to the following:

Instrumental/Vocal Music	Health Council/Health Professions
National Honor Society	One Act Play
Three Act Play/Dinner Theater	Speech
HS Quiz Bowl	JH Quiz Bowl
Student Council	Yearbook
Cheerleading	e-Sports
Mathcounts	Science Olympiad
HAL	Hope Squad
FFA	FCCLA
Football	Volleyball
Cross Country	Wrestling
Basketball	Track
Golf	Art and Culture Club
School Sponsored Dances	

5. **Students Who Are Required to Submit to Drug Testing**

- a. **Grades.** All students in grades 7-12 who participate in any extracurricular activity or competition are part of the pool subject to random drug testing.
- b. **Consent.** A student and his or her parent(s)/guardian(s) must sign a consent form at the beginning of the school year, or upon entry to the school district to participate in any extracurricular activity or competition. The consent form is attached to this policy.
 - i. If consent is not signed at the beginning of the school year, the student can sign consent at the beginning of 2nd semester (or upon entry to the district.) For a student to be eligible for any extracurricular activity or competition, consent must be signed before the activity start date and/or before the first practice.
- c. **Selection Pool Eligibility.** Students shall remain in the selection

pool for an entire calendar year (365 days) from the date the consent form is received.

d. Withdrawal. Students who have a consent form on file remain eligible for random drug testing from the date the consent form is received by the school district and throughout the remainder of the school year or until the student files a Withdrawal of Student From Activity form signed by the student and his or her parent(s)/guardian(s). Upon withdrawal, the student shall not be eligible to participate in any activity that is subject to drug testing for the remainder of the school year, unless consent is signed at the beginning of 2nd semester in which case the student again returns to the pool for the remainder of the school year.

6. Drugs. Students participating in extracurricular activities or competitions are prohibited from using, possessing, distributing, manufacturing, or having drugs, alcohol, and tobacco/nicotine present in their system. For purposes of this policy, "drugs" means:

- a. Any substance considered illegal by the Uniform Controlled Substances Act, Neb. Rev. Stat. § 28-401 *et seq.*
- b. Any substance which is controlled by the Food and Drug Administration unless prescribed to the student by any licensed medical practitioner authorized to prescribe controlled substances or other prescription drugs;
- c. Alcohol for any student under the age of 21. Alcohol shall have the meaning as provided in Neb. Rev. Stat. § 48-1902(1);
- d. Any tobacco or other substance which introduces nicotine and other tobacco-related substances into the body, including alternative nicotine products, vapor products, or electronic nicotine delivery systems ingested in any way, such as by use of an e-cig, vape pen, or Juul.

7. Testing Procedures

- a. **Student Selection.** All students who participate in extracurricular activities or competitions and submit a consent form will be included in a master list and will be subject to random drug screening. The master list shall be submitted to the company employed by the district to conduct the testing.
- b. **Reasonable Suspicion Testing.** In addition to random drug testing, a student is subject to drug testing at any time when the Drug Testing Coordinator determines there is individualized reasonable suspicion based upon articulable facts to believe that the student has used a

- drug. The Drug Testing Coordinator will notify the student and take the necessary steps to schedule a test as soon as practicable.
- c. **Parental Request.** Students who do not participate in extracurricular activities or competitions may be added to the random drug screening master list upon parental request at the beginning of the school year.
 - d. **Type of Test.** The school district reserves the right to utilize breath, saliva, hair, urinalysis, or any other reliably recognized testing procedure. Urine and oral fluid samples which screen positive will be confirmed by the company selected by the district. Positive saliva or breath alcohol tests will be confirmed by EBT (Evidential Breath Tester). Other testing methods will be confirmed via industry-recognized processes and equipment.
 - e. **Collection Site.** The Drug Testing Coordinator will designate the collection site at which students will provide specimens. The collection site may be off the premises of the school district.
 - f. **Collection Procedures.** The school board will select a Drug Program Administrator (DPA) Company. The DPA shall randomly select the students subject to drug testing from the master list on a monthly basis.
 - i. The DPA will make selections based on up to 3 students monthly.
 - ii. The DPA will maintain and follow generally accepted industry standards for collecting, maintaining, shipping, and accessing all specimens. The DPA will seek to obtain the sample in a manner designed to ensure accurate testing protocols while minimizing intrusion into a student's privacy.
 - iii. The DPA and the school district will provide a copy of the collection procedures upon request.
 - g. **Drugs.** Students may be randomly tested for any drugs, including but not limited to nicotine, alcohol, amphetamines, marijuana or cannabinoids, cocaine, methadone, methaqualone, propoxyphene, hallucinogens, opiates, phencyclidine, synthetic opiates and PCP, steroids, barbiturates, benzodiazepines, alcohol, and any prescription drug that was obtained without proper authorization.
 - h. **Results.** The DPA shall notify the school nurse, the Drug Testing Coordinator, and/or the high school principal of any non-negative test after the initial screening. The school representative shall notify the

student's parents. The DPA will use a secure method to transmit all positive test results to the DPA's Medical Review Officer (MRO). The MRO will be certified by an MRO accreditation body. The MRO will be responsible for reviewing test results and determining whether the use of a substance identified by the sample analysis is from illicit use or legitimate medical use. Testing results may take up to 2 weeks. Before making a final decision, the school representative shall contact the student and his or her parent(s)/guardian(s) to discuss the final result either face-to-face or over the telephone. If the MRO determines the test results are negative, no further action shall be taken against the student. The MRO will report the results of verified positives to the DPA, who shall then notify the School Nurse, Drug Testing Coordinator, and/or High School Principal of the positive test result. The Drug Testing Coordinator shall notify the student and his or her parent(s)/guardian(s) and any staff members responsible for implementing the consequences of this policy.

- i. **Request for a Retest.** A split specimen will be collected for all testing methods except alcohol testing. A positive alcohol test will be confirmed with an EBT device. A student's parent(s)/guardian(s) may request that the split specimen be tested at a second nationally certified laboratory from a list provided by the MRO. The request for the test must be submitted in writing to the MRO (with a copy sent to the Drug Testing Coordinator) within 72 hours of being notified of the final testing result. The student and his or her parent(s)/guardian(s) must pay the associated costs for an additional test in advance. The costs will be reimbursed if the result of the split sample test is negative. The student will remain subject to the consequences of this policy during the retesting procedure.

8. Consequences for Testing Positive. The purpose of this policy is not to punish students, but to help them make healthy choices. Whenever the test results indicate a positive test, the Drug Testing Coordinator shall schedule a confidential meeting with the student, parent/guardian, sponsor/coach, and other members of the school's administration as appropriate. At the meeting, the Drug Testing Coordinator shall explain the drug testing procedures and the policy of the district. (All offenses are cumulative for the current school year.) The consequences shall be as follows:

a. First Offense

- i. Parent/Guardian's will be notified.
- ii. The student will receive closed campus lunch for a minimum of 3

school days. Lunch privileges will return upon the completion of an accountability project presented to a designated school representative.

- iii. The student shall be provided with a list of drug counseling resources available in the panhandle.
- iv. The student may automatically be included in the next round of drug testing. If a student tests negative, they will be returned to the random drug testing pool.

b. Second Offense

- i. Parent/Guardian's will be notified.
- ii. The student will receive closed campus lunch for a minimum of 5 school days. Lunch privileges will return upon the completion of an accountability project presented to a designated school representative.
- iii. The student shall be provided with a list of drug counseling resources available in the panhandle.
- iv. The student may automatically be included in the next three rounds of drug testing. If a student tests negative, they will be returned to the random drug testing pool.

c. Third Offense

- i. The student shall miss 30 calendar days of extracurricular activities or competitions at the performance level (if in season). Students shall be required to attend/participate in practice but may not travel with a team.
- ii. The student will be required to complete a drug education course provided by the school.
- iii. Extracurricular activities or competitions will resume upon the completion of the 30 day suspension and successful completion of the drug education course.
- iv. The student shall be provided with a list of drug counseling resources available in the panhandle.
- v. The student may automatically be included in the next three rounds of drug testing. If a student tests negative, they will be returned to the random drug testing pool.

d. Additional Offenses

- i. For any additional offenses, a specialized plan will be implemented based on the individual student's needs as deemed necessary by the school. Plans may include but are not limited to referrals to outside agencies, law enforcement, Panhandle Public Health Department, etc.
- ii. Consequences for additional offenses may not be less than the third offense consequences.

9. Refusal to Test

A student who refuses to submit to a drug test authorized under this policy, or fails or refuses to comply with any other provision of this policy, shall not be eligible to participate in any extracurricular activities or competitions covered under this policy including all meetings, practices, performances, and competitions for the remainder of the school year.

10. Tampering

Tampering is the use of any agent or technique which is designed to avoid detection of a drug and/or compromise the integrity of a drug test and is prohibited. This includes providing false urine samples (for example, urine substitution), contaminating the urine sample with chemicals or chemical products, the use of diuretics to dilute urine samples, and the use of masking. If the School Nurse determines that a student tampered with a drug test, the student shall be deemed to have submitted a positive test.

The use of any such agent or technique shall be treated as a positive test for drugs prohibited by this Policy and shall be subject to the penalties outlined in Section 8 of this Policy.

11. Maintenance of Records

All results of drug testing shall be confidential. Procedures for maintaining confidentiality will be developed by the school district and the testing organization. The Drug Testing records of positive tests will be housed in a secure location. This information will not be available to anyone other than appropriate school personnel and parents. This information will be destroyed upon the student's graduation or one year after the student's class graduates. Under no circumstances will this information become a part of the

student's permanent file, nor will it be sent to another school when the student moves to another district or transfers to another school. The school district will not share drug test results with any non-school personnel or authorized contractor except as authorized by the student's parents in writing.

12. Appeal

The school district will rely solely upon the opinion of the MRO to determine whether the positive test result was the result of the consumption of a drug. There shall be no appeal of the test result to any school administrator or the board of education.

13. Severability

If any portion of this policy is deemed to be contrary to the law of the state of Nebraska or the United States by judicial decision or an act of Congress, then only such portion or provision directly deemed to be unconstitutional shall be stricken, and the remainder of the policy shall remain in full force.



Hemingford Public Schools Consent To Perform Random Drug Testing

Student Name _____ **Grade** _____

As a student and parent:

- We understand and agree that participation in extracurricular activities or competitions is a privilege that may be withdrawn for violations of the Random Drug Testing of Students Involved in Extracurricular Activities Policy.
- We have read the Random Drug Testing Policy and understand the responsibilities and consequences as an activity participant if the student violates the policy.
- We understand that when students participate in any extracurricular activity or competition, they will be subjected to random drug testing, and if they refuse, will not be allowed to practice or participate in any extracurricular activity or competition. We have read this consent statement and agree to its terms.
- We understand this is binding while a student is enrolled in Hemingford School District.

Consent To Perform Drug Testing

- We hereby consent to allow the student named on this form to undergo drug testing for the presence of drugs, alcohol, and tobacco/nicotine in accordance with the Random Drug Testing Program adopted by the Board of Education.
- We understand that any samples will be sent only to a qualified laboratory for actual testing. We hereby give our consent to the medical vendor selected by the school board, their Medical Review Office (MRO), laboratory, doctors, employees, or agents, together with any clinic, hospital, or laboratory designated by the selected medical vendor to perform testing for the detection of drugs and to release the results of those tests as provided in the policy.
- We understand these results will be forwarded to school district officials and will also be made available to us. We agree to sign any necessary releases if requested to do so.
- We understand that consent according to this Consent to Perform Random Drug Testing will be effective for all extracurricular activities or competitions in which this student might participate during the current school year.
- We hereby release the Hemingford Board of Education and its employees from any legal responsibility or liability for the release of such information and records, according to the policy.

Student Signature _____ Date _____

Parent/Guardian Signature _____ Date _____



**Hemingford Public Schools
Revoking Consent for Random Drug Testing and
Withdrawal Of Student From Extracurricular Activities and Competitions**

I understand that by signing this form I am rescinding my permission for random drug, alcohol, and tobacco/nicotine screening and no longer wish to participate in any extracurricular activity or competition.

I further understand that I am forfeiting my privilege to participate in athletics and/or extracurricular activities or competitions for the remainder of this school year.

I hereby rescind my consent to the administration of the drug screening and forfeit all participation in extracurricular activities or competitions for the remainder of the school year.

Student's Printed Name: _____

Signature: _____

Date: _____

Parent/Guardian's Printed Name: _____

Signature: _____

Date: _____

Beth Dahl

309 Laramie Ave
Hemingford, NE 69348
(308)629-7427
dahlea77@gmail.com

March 30, 2023

Administration Team,

This letter is to serve as my formal resignation from my position as the 7-9 Math Teacher as well as all extra duties at Hemingford Public Schools. I have enjoyed my time here as a paraeducator, coach, and teacher. I appreciate the opportunities that I have been given here.

Thank you.

Sincerely,

A handwritten signature in blue ink, appearing to read "Beth Dahl", with a large, stylized flourish at the end.

Beth Dahl

**AMENDMENT TO
SUPERINTENDENT’S CONTRACT OF EMPLOYMENT
HEMINGFORD PUBLIC SCHOOLS**

This Amendment is made by and between the **Board of Education of Hemingford Public Schools**, legally known as **Box Butte County School District 07-0010**, and referred to as “the Board” and “the School District” respectively, and **Travis Miller**, referred to herein as “the Superintendent.”

The parties entered into a Superintendent’s Contract of Employment (“Contract”) on April 25, 2022. The parties agree to amend the Contract as follows:

The term “\$145,000” in Section 3 is replaced with “\$148,000”.

All other terms and conditions of the Superintendent Contract of Employment shall remain in full force and effect.

Travis Miller
Superintendent

Justin Ansley
School Board President

Executed on _____, 2023

Executed on _____, 2023

SUPERINTENDENT'S CONTRACT OF EMPLOYMENT HEMINGFORD PUBLIC SCHOOLS

THIS CONTRACT is made by and between the **Board of Education of Hemingford Public Schools**, legally known as **Box Butte County School District 07-0010-000**, and referred to as "the Board" and "the District" respectively, and **Travis Miller** referred to herein as "the Superintendent". In accordance with its action taken and recorded in the minutes of a duly advertised board meeting, the Board agrees to employ the Superintendent, and the Superintendent agrees to accept such employment, subject to the terms and conditions set forth herein.

Section 1. Term of Contract. The Superintendent shall be employed for a period of 1 year beginning on July 1, 2022, and expiring on June 30, 2023. References to "contract year" shall mean the period from July 1st through June 30th and shall consist of all days except Saturdays and Sundays and any holiday or leave days listed in Section 11.

Section 2. 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.

Section 3. Salary. The Superintendent's salary for the contract year shall be \$145,000 which shall be paid in 12 equal monthly installments beginning in the month of August 2022. The Board shall not reduce the Superintendent's salary during the term of the contract, but may increase it and/or the benefits during the term of this contract, as an amendment to the contract, without the amendment constituting a new contract, requiring a hearing, or extending the term of this contract.

Section 4. Deductions. This contract shall conform to the statutes and regulations governing deductions from compensation and shall be subject to the School Employees Retirement Act. The Superintendent authorizes the District to deduct or withhold from each and every period of

pay any amounts necessary to offset any damages caused by the Superintendent or the value of property or money entrusted to the Superintendent or owed by the Superintendent to the District during the course of or as a result of the Superintendent's employment, if such property or money have not properly been returned to the District. The District shall withhold other deductions as the Superintendent and Board may agree.

Section 5. Professional Status. The Superintendent affirms that the Superintendent is not under contract with any other board of education covering any part or all of the term provided in this contract. Throughout the contract term, the Superintendent will hold a valid and appropriate certificate to act as a superintendent of schools in the State of Nebraska which the Superintendent will register and maintain on file in the District's central administrative office. This contract shall not be valid and the Board will not compensate the Superintendent for any service performed prior to the date that the Superintendent registers the certificate. The Superintendent represents that: (1) all information provided in connection with the Superintendent's application for employment with the District was true and accurate at the time of application, and if there is or has been a material change in such information, the Superintendent will advise the Board immediately; (2) the Superintendent has never been convicted of or plead no contest to a felony as defined in Title 92, Chapter 21, Sections 003.11 and 003.13 of the Nebraska Administrative Code ("Rule 21"), or any offense involving moral turpitude, abuse, neglect, or sexual misconduct, as defined in Title 92, Chapter 21, Sections 003.12 and 003.13 of the Nebraska Administrative Code; and (3) the Superintendent has not had any professional licenses or certificates suspended or revoked.

Section 6. Superintendent's Duties. The Superintendent's duties shall be as prescribed by statute and by Board policies, rules, regulations and directives. The Superintendent agrees to devote the Superintendent's time, skill, labor and attention to all required duties throughout the contract term. The Superintendent shall be subject to the direction and control of the Board at all times and shall perform such administrative duties as the Board assigns. By agreement with the Board, the Superintendent may undertake consultative work, speaking engagements, writing, teaching, lecturing, or other professional duties and obligations as long as they do not interfere with carrying out the Superintendent's duties and obligations to the District.

Section 7. Board-Superintendent Relationship. The Board shall be primarily responsible for formulating and adopting policy. The Superintendent shall be the chief administrative officer for the District and shall be responsible for implementing Board policy. The Superintendent shall organize the administrative and supervisory staff, and select, place, and transfer personnel with the concurrence of the Board. The Superintendent is

responsible for administering the instruction of students and the business affairs of the District. The Board members agree, individually and collectively, to promptly refer all criticisms, complaints, and suggestions called to their attention to the Superintendent for action, study and/or recommendation, as appropriate.

Section 8. Cancellation or Mid-Term Amendment. The Board may cancel or amend this contract during its term for any of the following reasons: (a) the cancellation, termination, revocation, or suspension of the Superintendent's certificate (Nebraska Administrative and Supervisory Certificate, or the Nebraska Professional Administrative and Supervisory Certificate) by the State Board of Education; (b) any of the reasons set forth in this contract; (c) the breach of any of the material provisions of this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) conduct involving moral turpitude; (i) physical or mental incapacity; (j) immorality; (k) conviction of a felony; (l) any conduct that substantially interferes with the Superintendent's continued performance of the Superintendent's duties; (m) any arrest, criminal charge, or criminal conviction of Superintendent or the failure to report the same; (n) any filing against the Superintendent under NEB. REV. STAT. § 43-247 or any other provision of the Nebraska Juvenile Code for child abuse and/or neglect or the failure to report the same; (o) knowingly falsifying District records or documents; (p) misrepresentation of fact to the District and its personnel in the conduct of its official business; (q) the use or possession of illegal drugs or controlled substances except as prescribed by a physician; or (r) being under the influence of illegal drugs, controlled substances, or alcohol while on school grounds, at school events, or in a vehicle owned, leased or contracted by the District except as prescribed by a physician. The procedures for cancellation or amendment shall be in accordance with state statutes. The parties agree that the Superintendent's failure to comply with the obligations in the Renewal of Contract or Evaluation provisions of this contract shall constitute a material breach of this contract.

Section 9. Disability. If the Superintendent is unable to perform any of the Superintendent's duties by reason of illness, accident or other disability beyond the Superintendent's control, and the disability continues for a period of more than sixty (60) days, or if the disability is permanent, irreparable, or of such a nature as to make performance of the Superintendent's duties impossible, the Board may initiate action to cancel this contract, whereupon the respective rights, duties and obligations of the parties hereunder shall terminate, with the exception of any benefits to be paid to the Superintendent under any insurance coverage furnished by the District.

Section 10. Transportation. The Board shall provide the Superintendent with transportation. If a school vehicle is not available for use, the Board shall reimburse the Superintendent for mileage required in the performance of official duties at the then-current IRS rate.

Section 11. Fringe Benefits. The Board shall provide the Superintendent with the following fringe benefits:

- a. Disability Insurance.** The Superintendent shall purchase long-term disability insurance from the District's carrier at the Superintendent's own expense.
- b. Paid Time Off (PTO).** The Superintendent shall have twenty-five (25) PTO days for the initial contract year which the Superintendent may use at times the Superintendent chooses so long as the absence does not interfere with the proper performance of the Superintendent's duties. PTO leave may be used for any purpose.

The Superintendent can accumulate up to 50 PTO days. After the Superintendent has accumulated 50 PTO days, at the beginning of the school year, the Board shall give the Superintendent the lesser of: (a) twenty-five (25) additional PTO days; or (b) the number of PTO days necessary to restore the accumulated total to fifty (50) days. The Superintendent shall develop a system for recording use of PTO days and shall keep such records current and on file in the District's central office. The Superintendent shall keep complete and accurate records of all PTO days and shall provide the Board of Education with a report of accumulated PTO days at least quarterly and upon request.

The Superintendent will not be required to use PTO leave days to attend conferences, seminars, or workshops or to perform other duties requiring the Superintendent's absence from the School District as long as the Superintendent's attendance at the conference, seminar or workshop is for the benefit of the School District. The Board may require the Superintendent to use PTO days and shall compensate the Superintendent for unused PTO days upon the conclusion of employment at a rate of **\$100.00** per day.

- c. Professional Development.** The Superintendent is expected to continue and seek professional development and to participate in relevant learning experiences. With the

approval of the Board, the Superintendent may attend appropriate professional meetings at the local, state, and regional level; and the Board will pay for valid expenses of attendance. If the Superintendent attends a national convention and does not return following the initial year of employment as Superintendent, the Superintendent agrees to repay the District in full for national convention expenses paid by the District.

- d. Professional Dues.** The District will pay the annual dues for the Superintendent's membership in the following organizations: American Association of School Administrators (AASA), International Academy of Educational Leaders (IAEL), Horace Mann League (HML), Nebraska Council of School Administrators (NCSA), and Western Nebraska Administrators (WNA), and Nebraska Schoolmasters.
- e. Cell Phone.** The Superintendent shall be required to purchase and maintain a cellular phone so that the Superintendent can be reached at all times for work-related emergencies or while away from school grounds during the work day. The District will reimburse the Superintendent up to a maximum of \$100.00 per month for the actual cost of a cellular phone service plan.
- f. Expense Reimbursement.** The Board shall pay or reimburse the Superintendent for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that (1) such payment or expense is authorized by the Local Government Miscellaneous Expenditures Act (NEB. REV. STAT. § 13-2201 *et seq.*) or some other provision of law, and (2) the Superintendent shall secure the prior approval of the Board before incurring any such expense when the anticipated aggregate expense of any single event is \$1,000 or more. The Board requires the Superintendent to inform the Board at each school board meeting of the Superintendent's travel schedule, if any, for the upcoming month. If the travel is unexpected or unplanned and the Superintendent does not have the ability to inform the Board prior to the travel, the Superintendent shall inform the Board President of the travel.
- g. Holidays and Non-Work Days.** The Superintendent shall receive the following paid holidays: New Year's Day, Memorial

day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day. All days on the District's school year calendar which are designated as non-work days for teachers shall also be non-work days for the Superintendent. Summer break is excluded from this provision. The Superintendent may be required to perform duties on holidays and non-work days.

h. Optional Benefits. The Superintendent may participate in the District's optional employee benefit plans such as AFLAC consistent with the terms of that plan. Any contributions will be directed by the Superintendent. The Board does not contribute toward the Superintendent's participation in any plan.

i. Housing. The Board shall provide the Superintendent housing in the District-owned home. The utilities will be paid by the District.

Section 12. Residence/Domicile in District. The Superintendent shall establish domicile and principal residence within the boundaries of the District as they exist before the expiration of the first 6 months from the first duty day under the terms of this contract; and, the Superintendent shall maintain domicile and residence within the boundaries of the District during the term of this contract, or any renewal, amendment, or continuation thereof, except as otherwise provided herein. It is the purpose of this paragraph to require the Superintendent to, live and maintain domicile and principal place of residence in the District to encourage the Superintendent: (1) to be highly motivated and deeply committed to the District's educational system; (2) to speak to and vote on ballot issues affecting the District as a legal voter of the District; (3) to be involved in school and community activities bringing the Superintendent in contact with parents and community leaders and be committed to the future of the District and its schools; (4) to be accessible to parents and students, and allow parents and students to become personally acquainted with the Superintendent; and, (5) to gain sympathy and understanding for the cultural basis of the community, and the social, economic, and environmental problems of the children of the school community and are thus less likely to be considered isolated from the community in which the Superintendent is the educational leader.

Section 13. No Penalty for Release or Resignation. There shall not be a penalty for the release or resignation of the Superintendent from this contract; provided no resignation shall become effective until the expiration of the contract unless it is accepted by the Board, and the Board shall fix the date at which the resignation shall take effect.

Section 14. Compensation Upon Termination. Upon lawful termination of this contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of months or fraction thereof to the date of such termination bears to the 12 months in the annual salary period in which termination occurs. The Superintendent shall refund any portion of the salary paid but not earned prior to the date of termination of this contract.

Section 15. 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.

Section 16. Legal Actions. The Board will support the Superintendent if there is a legal dispute caused by carrying out the Superintendent's duties properly. If a legal action, including a professional practice complaint, is threatened or filed against the Superintendent as a result of the Superintendent's performance of duties or position as the Superintendent of the District, the Board will provide the Superintendent with a legal defense to the maximum extent permitted by law so long as the Superintendent acted in good faith and in a manner which the Superintendent reasonably believed to be in or not opposed to the best interests of the District and, with respect to any criminal action or proceeding, had no reasonable cause to believe that the Superintendent's conduct was unlawful.

Section 17. Physical or Mental Examination. The Superintendent agrees that, at the request of the Board, the Superintendent will have a comprehensive physical and/or mental examination performed by one or more licensed physicians or psychologists of the Board's choosing during the term of this contract. In deference to the requirements of state and federal law, the physician's report to the Board must address whether the Superintendent is able to perform the "essential functions" of the position.

Section 18. Disciplinary Action. The parties agree that the Board president may place the Superintendent on paid leave by delivering written notice of the same when the Board president determines it is in the best interests of the District to do so. The paid leave shall continue unless and

until a majority of the Board determines otherwise at a duly convened meeting. The Board may suspend the Superintendent without pay for a period not to exceed thirty (30) working days. Prior to suspending the Superintendent without pay, the Board president or secretary shall deliver a written notice to the Superintendent advising the Superintendent of the alleged reasons for the proposed action and provided the opportunity to present the Superintendent's version of the facts. Within seven calendar days after receipt of such notice, the Superintendent may make a written request to the secretary of the school board for a due process hearing under section 79-832. If such a request is not delivered within such time, the action of the Board shall become final.

Section 19. Governing Laws. The parties shall be governed by all applicable state and federal laws, rules, and regulations in performance of their respective duties and obligations under this contact.

Section 20. Amendments to be in Writing. This contract may be modified or amended only by a writing duly authorized and executed by the Superintendent and the Board.

Section 21. Severability. If any portion of this contract is declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforcement of the remaining provisions of this contract.

IN WITNESS WHEREOF, the parties have executed this contract on the dates indicated below.

Executed by the Board this 14 day of MARCH, 2022.

Justin Ansley
President, Board of Education

Blanche A. Randolph
Secretary, Board of Education

Executed by the Superintendent this 25th day of April, 2022.

[Signature]
Superintendent

Superintendent Pay Transparency Notice—Proposed Contract (Dr. Travis Miller)

Notice is hereby given that Hemoingford Public Schools has approval of a proposed superintendent employment contract/contract amendment on its agenda for the board meeting to be held on April 17, 2023 at 7:00 pm at the South Campus Meeting Room in Hemingford, Nebraska.

After the 2022/23 school year, how many years remain on the contract:
(Column F must be completed if additional years remain on contract.)

0

The estimated costs to the district for the 2022/23 year and future years are listed below:

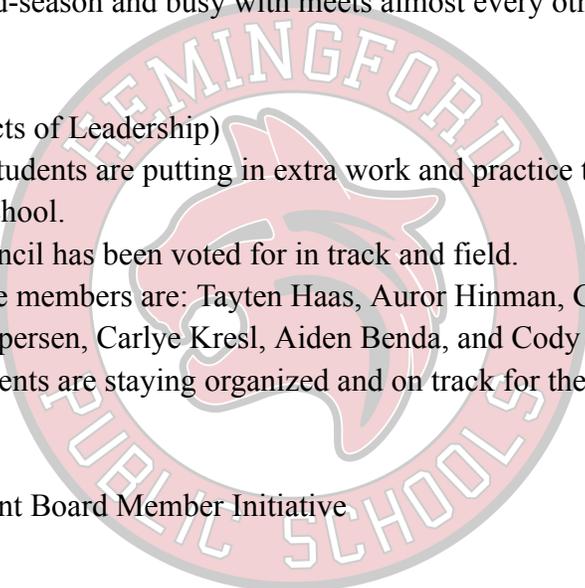
	2023/24 Base Pay, Additional Compensation & Benefits	Future Base Pay, Additional Compensation & Benefits per Contract	TOTAL CONTRACT COST
Base Pay for the Total FTE	\$ 148,000.00		\$ 148,000.00
Compensation for activities outside of the regular salary:			
• <i>Extended contracts / Activities outside of regular salary</i>			\$ -
• <i>Bonus/Incentive/Performance Pay</i>			\$ -
• <i>Stipends</i>			\$ -
• <i>All other costs not mentioned above</i>			\$ -
Benefits and Payroll Costs Paid by district:			
• <i>Insurances (Health, Dental, Life, Long Term Disability)</i>			\$ -
• <i>Cafeteria Plan Stipend</i>			\$ -
• <i>Cash in lieu of insurance</i>			\$ -
• <i>Employee's share of retirement, deferred compensation, FICA and Medicare if paid by the district</i>			\$ -
• <i>District's share of retirement, FICA and Medicare</i>	\$ 28,249.00		\$ 28,249.00
• <i>IRS value of housing allowance</i>			\$ -
• <i>IRS value of vehicle allowance</i>			\$ -
• <i>Additional leave days</i>			\$ -
• <i>Annuities</i>			\$ -
• <i>Service credit purchase</i>			\$ -
• <i>Association / Membership dues</i>	\$ 1,235.00		\$ 1,235.00
• <i>Cell Phone/Internet reimbursement</i>	\$ 1,200.00		\$ 1,200.00
• <i>Relocation reimbursement</i>			\$ -
• <i>Travel allowance/reimbursement</i>			\$ -
• <i>Mileage Allowance</i>			\$ -
• <i>Educational tuition assistance</i>			\$ -
• <i>All other benefit costs not mentioned above</i>			\$ -
Totals:	\$ 178,684.00	\$ -	\$ 178,684.00

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

Submitted by: Cody Rathjen

1. Student Activities
 - a. High School and JH track and field are mid-season.
 - b. State Science Olympiad occurred over the weekend.
 - c. Golf is mid-season and busy with meets almost every other day

 2. SAoL (Student Acts of Leadership)
 - a. More JH students are putting in extra work and practice time by practicing with the high school.
 - b. Unity Council has been voted for in track and field.
 - i. The members are: Tayten Haas, Auror Hinman, Gavin Bell, Kyra Jespersen, Carlye Kresl, Aiden Benda, and Cody Rathjen
 - c. Many students are staying organized and on track for these final few weeks.

 3. Progress on Student Board Member Initiative
 - a.
- 
- The logo for Hemmingford Public Schools is a circular seal. It features a central red maple leaf. The words "HEMINGFORD" are written in a semi-circle at the top, and "PUBLIC SCHOOLS" is written in a semi-circle at the bottom, both in a light red or pink color. The seal is semi-transparent and overlaid on the text.

Hemingford Public Schools

Administrative Reports to Board of Education

April 17, 2023

Mr. Arneson

HES Enrollment

PreSchool	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade	Total
18 (0)	23 (0)	23 (-1)	36 (0)	26 (0)	31 (0)	38 (0)	23 (0)	218 (-1)

Thank You

-

Congratulations

- To the Kindergarten students who completed their egg drop on Wednesday.

Assessment Update

- ACT was taken by Juniors on April 12.

Strategic Plan Updates:

We had our Rule 10 audit on Friday, April 14. There were just a few items to correct:

- On daily classroom schedules, science, Art, health and other subjects must be specifically listed. We were missing some here and there. (The subjects are being taught, but they weren't written down)

Personnel Effectiveness: Staff Collaboration

-

Curriculum

- Working on reordering supplies for our subscription based curriculum.

School Improvement

- The staff participated in "Stop the Bleed" training and we provided buckets and bleed kits for each classroom.

Culture/Community Engagement

- We'll stream graduation again like we have in the past. It'll be on our Youtube channel.

Mrs. Curtis

HHS Enrollment

7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade	Total
27 (0)	29 (0)	34 (0)	25 (0)	22 (0)	34 (0)	171 (0)

Thank You

- To the Sophomore class and sponsors for providing a special experience fundraiser for families in our community. The Easter Egg Hunt was well received and the students did an excellent job of hiding the eggs.

Congratulations

- Congratulations to our Science Olympiad team: Carlye Kresl and Lillian Hasenauer-Brown earned 5th place in disease detectives. Dax Powell & Drew Varner won the Scrambler event. They recently competed that the State competition.
- Hunter Wyland signed his commitment for Track at Hastings College.
- Creel Weber signed his commitment to Wrestle at Hastings College.
- The FFA program for another successful Oyster Feed and Labor Auction.
- JH Boys track team for being the WTC Track Champions.
- FFA and FCCLA members and sponsors for their success at their State competitions.
- Mrs. Wood and the RSVP class. We have several students earning enough Scholarships to cover the cost of college and then some.

Strategic Plan Updates:

Personnel Effectiveness: Staff Collaboration

- HPS staff took the Stop the Bleed Training.
- ESU 13 will be paying for 40 panhandle teachers to become certified in the Science of Reading through the LETRS training. This is a 2 year commitment that will greatly benefit our students. At this time 3 Elementary staff members have registered through the ESU, we are hoping they are selected for this opportunity.

Curriculum

- All student schedule requests should be submitted by the end of this week. I am working on entering schedule requests into the PowerSchool system. Once that is complete we will build the master schedule.
- At this time we have 5 schools including Hemingford that will be utilizing our Spanish course offerings through DL.

- We are looking to add some reading intervention support for students in grades 9-12. Currently, we offer reading interventions for students in grades 7-8.
- I created a [Course Catalog](#) to highlight course offerings. It was shared with students in grades 9-12 prior to scheduling.
- All course codes in PowerSchool have been updated to match the NDE course codes and endorsement reporting areas.
- At this time all Senior students are on track to graduate.

School Improvement

- We had our Rule 10 Audit. Hemingford met expectations in all areas. Some minor changes were made to the master schedule including:
 - Updated the wording of English to ELA/Reading to indicate “reading” specifically in grades 7-8.
 - Updated RWT to ReadWT to also indicate specific “reading” classes.
 - Update the 7th grade Business 7 rotation class to Careers 7 for the 2023/2024 school year.

Culture/Community Engagement

- April worked hard to collect information from all seniors and submitted the information to the newspaper for the Senior Spotlight.
- Mrs. Wood has been working diligently with the seniors and their parents to work out all of the details for graduation.
- Summer School will be held from June 5-9 and June 12-16, 2023. Letters will be going out this week.

Upcoming Events

- April 18th: 7th & 8th Grade English NSCAS Testing
- April 19th: District Music Contest
- April 22nd: Prom
- April 26th: 7th & 8th Grade Math NSCAS Testing
- April 28th @ 1:00 pm Big Gym: UNK Wind Ensemble Performance (open to the public)
- May 1st: HHS Athletic Banquet
- May 2nd: Seniors' Last Day
- May 4th @ 10:00 am Big Gym: Honors Day (open to the public)
- May 6th @ 2:00 pm Big Gym: Graduation

Mrs. Plog

(Special Education numbers current as of 4/14/23)

Birth-3
3

Preschool	Kindergarten	1st Grade	2nd Grade	3rd Grade	4th Grade	5th Grade	6th Grade	Total
6 (+1)	10	8	5 (+1)	2	5	9 (+1)	3	48 (+3)

7th Grade	8th Grade	9th Grade	10th Grade	11th Grade	12th Grade	12+ (To age 21)	Total
6 (+2)	6	5	10 (+1)	5	2	1	35 (+3)

Total Enrollment in PowerSchool - 396 (+1)

Total Special Education Students - 86 (+6)

Special Education Percentage - 21.7%

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

- Preschool Graduation will be held on Monday, May 15, 2023, at 6:30 PM, in the High School Gym.
- Shari McClure, preschool teacher, and Shawn Phillips, preschool paraprofessional had an NDE Rule 11 on-site observation of our program on Wednesday, March 15, 2023. On Friday, April 14, we had our District Summary Meeting to review the observation results. We did well in all areas, with the reviewer telling Mrs. McClure that she is going to follow up with her at a later date, because we scored higher than most preschools in the math area, and she wants to gather more information on how we run our preschool to share with other programs.
- We ordered new intervention materials for our special education teachers for Phonemic Awareness. With this purchase, we will add phonemic awareness instruction to our preschool program.
- Thank you for all your time and consideration this school year of our Random Drug Testing Policy for Students involved in Extracurricular Activities and our Drug Education system at Hemingford. I truly appreciate it!

Superintendent's Report

April 17, 2023

Mission/Vision/Goals

- School improvement committees are scheduled to meet as part of our in-service training on May 24th. We will need to continue to refine the action plans for math and instructional practices (engagement) goals, along with continuing to make improvements to our MTSS system.

Policy

- We continue to follow the developments in the Legislature. I anticipate we may see a lot of "Christmas Tree" bills as we move toward the end of the session.
- I appreciate Mrs. Plog's leadership in working to engage the community in conversations surrounding the prevention of drug use by our students.
- We provided several of our policies to NDE as part of the Rule 10 Audit. Initial conversations indicated that our policies are aligned with the requirements outlined in Rule 10.

Budget Planning and Management

- We have asked our staff to make some adjustments to the requisitioning process. We are hoping to decrease excess supplies on hand to ease our storage challenges, along with trying to increase our cash position to finish out the school year.
- We are awaiting an additional review of our draft job descriptions from legal counsel.
- We are planning on the bathroom and ramp project in the modular classrooms to begin the first week of June.
- We have received reimbursement of \$158,885 in ESSER III reimbursement (Motorcoach). We have submitted additional requests to NDE for reimbursement for ESSER III expenditures in the amount of \$217,826.
- We are awaiting the processing of a request for updating of contact information and approval of our UEI and DUNS (Federal Grand Funds Numbers) so we can begin the process of claiming reimbursement of REAP/SRSA expenditures from the federal government.

Educational Leadership

- On Friday, April 14th, we hosted Mr. Todd Wolverton, with the Nebraska Department of Education for a Rule 10 Compliance Audit. I appreciate the hard work of our team in providing the various required documents to demonstrate continued compliance with Rule 10 (Accreditation). The initial indication is that the visit went well. We anticipate a report back with any findings in the near future.

Organizational and Cultural Leadership

- We have notified elementary teachers that we are willing to consider transfers to the high school under the leeway provided to small schools in Rule 10 (to allow elementary teachers to teach classes and the secondary level).

- We may need to revise our current advertisement to fill a vacancy to encourage applications from teachers who would be teaching out of their endorsed area, out of level, or who earn certification through alternative pathways (rather than the traditional process). (Current Recruitment Process is attached)

Professional Leadership

- I am exploring options for an updated system of evaluation for classified personnel. I am planning to bring some proposed evaluation forms for the board's consideration in the near future.
- I had the opportunity to share our experiences regarding the current 3-part (through-year) NSCAS growth model being implemented so far this year.

Community Relations

- I have appreciated all of the work being done by the parents who are working to provide students with a fun and safe post-prom party.
- I also appreciated the involvement of the community in supporting the spring play and the FFA labor auction.

Board-Superintendent Relations

- I appreciated the opportunity to visit some schools and attend the NRCSA Conference. Thank you to Blanche Randolph and Trish Schumacher for taking the time away from home and work to attend the conference.

Strategic Plan (Highlights)

- Reporting order on these Principles is based on the Prioritization Summary:
 - **Guiding Principle III: Student and Staff Well-Being**
 - We conducted Stop the Bleed training in connection with Regional West. Nurse Sam's efforts to schedule this training are appreciated.
 - 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 and her team have been working hard to expand the offerings available within the schedule to provide compliance with Rule 10 and to increase student engagement and preparedness.
 - We will need to be looking into choosing some assessments for progress monitoring as we move forward in developing a more robust MTSS System. I would anticipate staff will be bringing a proposed plan for assessments to the board in the near future.
 - **Guiding Principle IV: Communication and Engagement**
 - We have been using the "notifications" features within the school's app. I haven't received a lot of feedback, but have had some grandparents indicate they have been able to stay informed through those notifications, even though they don't have a Remind account.
 - I appreciate Mr. Arneson's leadership in putting together the Annual Report. If you have ideas about how we can continue to make this report helpful to the community, please let us know.

- **Guiding Principal II: Personnel Effectiveness**
 - I am grateful for the help from members of our team in getting the word out about openings in our school. The team effort has helped with recruiting staff. We will need continued help in this effort.
 - We will be participating in the training of some principals' designees for days when principals need to be out of the buildings. That training is scheduled for May 25th.
- **Guiding Principal V: District Resources**
 - Kristy Hanks has completed the work to get the WebLink system operational. She is providing training for some early implementation with a small group of staff, and the system seems to be working well.
 - The building committee has toured a couple of buildings as part of the process of thinking through facilities needs and approaches being utilized in other school districts.

Planned Professional Travel

- April 20-21 - Nebraska Association of School Business Officials Convention (Lincoln)
- May 16 - State Accreditation Committee Meeting (Lincoln)
- May 19 - Attend State Track (Omaha)
- June 6 - Cy Wakeman Leadership Workshop (Kearney)
- June 27-28 - Western Nebraska Administrators Summer Retreat (Ogallala)
- July 17-18 - NDE Budget Workshop (North Platte)
- 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 eleven days of PTO leave (July 22, 25, 26, 27, 28, 29, September 26 ½, November 3, 7, 30, March 8, and March 16). I have 14 PTO Days Remaining in the contract year ending June 30th. I am planning to take a PTO day on April 26th, and will likely take some additional PTO the 2nd week in May.

Hemingford Public Schools
Teacher Recruitment Process
Revised March 30, 2023

Post internally through email

- Send an email to all staff: staff@gubn.org

Create a Position Opening in Unified Talent (PowerSchool)

- Create Position in Unified Talent (PowerSchool)
<https://hemingfordschools.tedk12.com/sso/Account/Login?ReturnUrl=%2F%3Fpid%3D2%26productId%3D>

Post on the Hemingford Public Schools Website

- Eric Arneson: earneson@gubn.org or Travis Miller
- Post Ad/Link on Twitter, Facebook, and Instagram through Class Intercom

Email Nebraska Workforce Development

- ndol.scottsbluffwfd@nebraska.gov

Advertise in the newspapers

- Hemingford Ledger/Star Herald Duncan.Baker@starherald.com
- Omaha World-Herald (**only when deemed necessary and cost-effective**)

Post on the Nebraska Department of Education’s “Teach in Nebraska Site”

- <http://www.nebraskaeducationjobs.com/>

Notify colleges/universities of the opening via Handshake

- <https://app.joinhandshake.com/emp>
(Currently have 50 colleges and Universities in our “connections” on Handshake)

Links to Sample Vacancy Notices

[English Language Arts Teacher](#)

[Social Science Teacher](#)

[Math Teacher](#)