

BOX BUTTE COUNTY SCHOOL DISTRICT #07-0010

HEMINGFORD PUBLIC SCHOOLS

BOARD OF EDUCATION MEETING AGENDA

Monday, December 9, 2019

High School Library

The Board of Education of School District 07-0010 will meet on Monday, December 9, 2019 in the High School Library as duly advertised in the Hemingford Ledger.

- I. Routine Business
 - A. Call Meeting to Order at 5:27 by President Ansley
 - B. ROLL CALL
 - C. Excuse Absent Board Member(s)
- II. Approval of Agenda
- III. Regular Meeting Agenda
 - A. Public Participation (MAXIMUM OF 30 MINUTES ALLOTTED FOR THIS PORTION)
 - B. Correspondence
 - C. Consent Agenda
 - Approve minutes for November 11, 2019 meeting
 - Approve Treasurer's Report
 - Approve School Activity Fund Report
 - Approve Receipts Summary Report
 - D. Payment of Claims
 - E. Delete Policy 406.03-Certificated Employees Individual Contracts
 - F. Policy 408.06R1--Certificated Employee Early Retirement Guidelines
 - G. 2020-2021 Negotiated Agreement
- IV. Discussion/Possible Action Items
 - A. Election Information
 - B. Annual Report
- V. Administration Reports
- VI. Superintendent Report
- VII. Report from Board Committee
- VIII. VIIA. Policy Review
 - 0412.02 to 0415.50
- IX. Items For Next Board Meeting

- X. Adjournment
- XI. Science Standards
- XII. Science Standards

BOX BUTTE COUNTY SCHOOL DISTRICT 07-0010
HEMINGFORD PUBLIC SCHOOLS
HEMINGFORD, NEBRASKA
November 11, 2019

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

Members Present: Ansley, Cullan, Horstman, Randolph, Schumacher, Turek

Absent:

Visitors: Mikayla Gaessling

Motion by Randolph to approve the Agenda as presented. Second by Turek. Roll Call: Ansley-Aye; Cullan-Aye; Horstman-Aye; Randolph-Aye; Schumacher-Aye; Turek-Aye—6-0-0—Motion carried

No public comment.

There was no correspondence.

Motion by Cullan to approve the Consent Agenda. Second by Turek. Roll Call: Ansley-Aye; Cullan-Aye; Horstman-Aye; Randolph-Aye; Schumacher-Aye; Turek-Aye—6-0-0—Motion carried

Motion by Turek to approve claims in the amount of \$98,340.73. Second by Cullan. Roll Call: Ansley-Aye; Cullan-Aye; Horstman-Aye; Randolph-Aye; Schumacher-Aye; Turek-Aye—6-0-0—Motion carried

Motion by Randolph to accept the 2018-2019 Audit as presented by Gardner, Loutzenhiser and Ryan, PC. Second by Schumacher. Roll Call: Ansley-Aye; Cullan-Aye; Horstman-Aye; Randolph-Aye; Schumacher-Aye; Turek-Aye—6-0-0—Motion carried

Jim Gardner was present to present the Fiscal year 2019 Audit. There was a lot of extra time with the misc. accounts and the system coding. Going forward the segregation of duties will be strengthened. We did overspend in the lunch account and if that were to look like it is going to happen, we need to have an amended budget hearing. Mr. Gardner went over the additional funds and any details that can be reviewed by the District. He discussed the new account coding with the State requirements. We have a strong cash balance in the General Fund. The Financial Report matches the Audit submitted to the State. He also went over the various funds and the balances in and out of the funds. Additional adjustments were made for this year with the new State requirements. The District will continue to strive to eliminate paying Sales Tax Charges.

Motion by Cullan to approve the funding of the Early Retirement Incentive Program for following applicant: Randy Hiemstra starting with the 2020-2021 school year. Second by Cullan. Roll Call: Ansley-Aye; Cullan-Aye; Horstman-Aye; Randolph-Aye; Schumacher-Aye; Turek-Aye—6-0-0—Motion carried

Motion by Cullan – with regrets – to accept the resignation of Randy Hiemstra effective at the end of the 2019-2020 school year. Second by Randolph. Roll Call: Ansley-Aye; Cullan-Aye; Horstman-Aye; Randolph-Aye; Schumacher-Aye; Turek-Aye—6-0-0—Motion carried

Motion by Randolph to approve the addition of a SPED position beginning with the 2020-2021 school year. Second by Horstman. Roll Call: Ansley-Aye; Cullan-Aye; Horstman-Aye; Randolph-Aye; Schumacher-Aye; Turek-Aye—6-0-0—Motion carried

Motion by Schumacher to approve the district to provide \$30 in Chamber Bucks to the district staff and subs that have served at least 10 days. Second by Randolph. Roll Call: Ansley-Aye; Cullan-Aye; Horstman-Aye; Randolph-Aye; Schumacher-Aye; Turek-Aye—6-0-0—Motion carried

Administrative Reports:

Mrs. Plog--Update from Tri-State Law Conference - Mrs. Plog reported that this the best conference she attends ever year. It involves NE, KS and Iowa and has SpEd directors, teachers, parents and advocates along with attorneys and SRO's.

Mr. Arneson--Elementary Music Concert is December 3. Mrs. Shaver is enjoying her time teaching music.

Mr. Kluver

WTC Speech will be hosted here November 26th, 2019.

- ASVAB results show we have a lot of students that have mechanical and shop skills and abilities. Shows our need to improve our shop program to be more than just Ag.
- Working with WNCC and CSC to add a dual credit career education class for next school year. We currently have Welding and Accounting. Mrs. Neefe would teach the course and we are looking at a nutrition class that would satisfy a general course requirement at most colleges.
- Mrs. Hucke will be our head advisor for the HOPE squad and two staff members have volunteered to be lead advisors: Mr. Maddox and Mrs. Kluver. They will be receiving training in the next few months as we move forward with this program. It is student driven so once the program is up and going it will be in their hands and be able to go to the staff advisors when they need additional help or have questions.

Mr. Isom shared information on the NASB Conference 11/21-22. Randolph and Isom will be attending. December through February board meeting will be held at 5 PM. The board retreat will be held January 15 or 16th.

Negotiations committee met with HEA on 10/22/2019. Discussion on array, items in negotiated agreement for discussion. The committee met on 11/11/2019 to continue the process of coming to a settlement.

Polices reviewed were 0408.05 through 0412.02.

408.06 R1 – The wording needs to change in the salary placement for both certified and the superintendent. With the current wording of the policy, there could be a chance we have someone come in that could utilize the program without being here that long. After discussion, wording will be added that to be considered for the program, an eligible person must have worked in the district at least 10 years. A sentence referencing the date of the program will be eliminated.

Motion by Turek to enter into executive session for the superintendent evaluation at 8:51 PM. Roll Call: Ansley-Aye; Cullan-Aye; Horstman-Aye; Randolph-Aye; Schumacher-Aye; Turek-Aye—6-0-0—Motion carried

Motion by Horstman to reconvene to regular meeting at 9:26 PM. Second by Schumacher. Roll Call: Ansley-Aye; Cullan-Aye; Horstman-Aye; Randolph-Aye; Schumacher-Aye; Turek-Aye—6-0-0—Motion carried

The meeting was adjourned at 9:32 PM by President Ansley.

Mary Curtis
Board Clerk

Blanche Randolph
Board Secretary

The next board meeting is scheduled for Monday, December 9, 2019 at 5:00 PM at Hemingford High School.

SELECTED Data

Current Cash Balance Report

Date: 11/01/19 thru 11/30/19

Arranged by:
Group ID and Activity Number

Activity Number and Name	Beginning Cash	Receipts	Disbursements	Adjustments	Cash Balance
A ATHLETICS					
1010 Athletics	43,802.68	2,961.05	3,367.38	0.00	43,396.35
1020 Athletic Club / Concession Stand	18,192.79	1,361.00	1,222.98	0.00	18,330.81
1030 Cheerleaders	407.71	0.00	45.00	0.00	362.71
1040 Volleyball	-5,356.28	0.00	0.00	5,356.28	0.00
1050 CC Fundraiser	0.00	278.40	0.00	0.00	278.40
A ATHLETICS Totals:	57,046.90	4,600.45	4,635.36	5,356.28	62,368.27
B CLUBS AND ORGANIZATIONS					
3010 DC Trip-World Stride	14,651.30	3,240.00	0.00	0.00	17,891.30
3020 Dramatics	-1,261.73	0.00	456.43	0.00	-1,718.16
3030 FFA	15,092.81	0.00	918.23	0.00	14,174.58
3040 FCCLA	2,487.65	0.00	832.25	0.00	1,655.40
3050 Honor Society	-543.55	310.00	0.00	0.00	-233.55
3060 FB Concessions Stand	0.00	0.00	0.00	0.00	0.00
3070 Music	7,961.91	0.00	1,566.05	0.00	6,395.86
3080 Scholarships	0.00	0.00	0.00	0.00	0.00
3090 StuCo - Middle School	4,351.94	0.00	0.00	0.00	4,351.94
3100 Student Council	1,940.20	0.00	0.00	0.00	1,940.20
3110 Health Professions Club	989.17	0.00	0.00	0.00	989.17
3120 Yearbook	18,384.43	400.00	0.00	0.00	18,784.43
3200 Science	470.00	0.00	0.00	0.00	470.00
B CLUBS AND ORGANIZATIONS Totals:	64,524.13	3,950.00	3,772.96	0.00	64,701.17
C MISCELLANEOUS					
4010 Courtesy Fund	1,109.91	0.00	133.71	0.00	976.20
4020 Elementary Teachers	11,000.59	0.00	-125.58	0.00	11,126.17
4025 High School Teachers	9,203.83	20.00	500.00	0.00	8,723.83
4040 Miscellaneous / Student Stuff	1,192.68	1.40	0.00	0.00	1,194.08
4045 Bookfair	1,679.88	0.00	0.00	0.00	1,679.88
4050 Art	626.90	0.00	0.00	0.00	626.90
C MISCELLANEOUS Totals:	24,813.79	21.40	508.13	0.00	24,327.06
D CLASSES					
2019 Class of 2019 - (Graduated)	0.00	0.00	0.00	0.00	0.00
2020 Class of 2020 - Seniors	5,458.88	0.00	356.00	0.00	5,102.88
2021 Class of 2021 - Juniors	4,241.75	0.00	0.00	0.00	4,241.75
2022 Class of 2022 - Sophomores	4,299.23	0.00	0.00	0.00	4,299.23
2023 Class of 2023 - Freshman	2,130.28	0.00	0.00	0.00	2,130.28
2024 Class of 2024 - 8th Grade	787.00	0.00	0.00	0.00	787.00
2025 Class of 2025 -- 7th Grade	339.00	0.00	0.00	0.00	339.00
D CLASSES Totals:	17,256.14	0.00	356.00	0.00	16,900.14
Report Totals:	163,640.96	8,571.85	9,272.45	5,356.28	168,296.64

**Financial Report
Hemingford Public Schools
December 9th, 2019**

General Fund 11-15-2019	\$ 1,035,149.40
Misc – Nov	\$8,852.13
Interest on Deposits – Nov	\$438.10
State Aid	<u>\$92,061.00</u>
	\$101,351.23

Balance General Fund 11-15-2019	\$1,136,500.63
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Tax Receipts – Dec 2019 (Dawes Unavailable)	\$76,178.46
Bills –Dec 2019	\$71,031.52
Payroll – Dec 2019	<u>\$458,812.74</u>
Total Expense – Dec 2019	\$ 529,844.26

Total Available Funds 12-09-2019	\$ 682,834.83
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Building Fund Balance 11-15-2019	\$ 1,251,071.09
Interest on Deposits – Nov 2019	\$935.53

Balance Building Fund 11-15-2019	\$1,252,006.62
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Tax Receipts – Dec 2019 (Dawes Unavailable)	\$7,098.22
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Balance Building Fund 12-09-2019	\$1,259,104.84
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CD's \$420,864.62

18 Month CD \$120,000 – Interest to Date \$203.42 – Balance \$120,203.42
24 Month CD \$150,000 – Interest to Date \$330.60 – Balance \$150,330.60
30 Month CD \$150,000 – Interest to Date \$330.60 – Balance \$150,330.60
(Statements for CD's are received annually or when they mature)

Revenue Journal (Reprint)

Fiscal Year: 2020

Entry Line	Date Account	Received From	Receipt Description	Accrue	Description	Bank ID/Account	Receivable	Received
Journal: 64 12/02/2019 Revenue Journal								
Entry 1	11/20/2019 01-1-01100-000	BBC Treasurer	DD Local District Taxes		Local Taxes	A 300001880	Comm 1st 0.00	58,564.16
Entry 1	11/20/2019 01-1-01100-000	Dawes Treasurer	DD Local District Taxes		Local Taxes	A 300001880	Comm 1st 0.00	8,547.03
Entry 1	11/20/2019 01-1-01100-000	Sheridan Treasurer	DD Local District Taxes		Local Taxes	A 300001880	Comm 1st 0.00	709.50
Entry 1	11/20/2019 01-1-02110-000	BBC Treasurer	DD County Fines & License Fees		Fines & Licenses	A 300001880	Comm 1st 0.00	1,170.42
Entry 1	11/20/2019 01-1-03110-000	St of NE	DD State Aid To Districts		State Aid	A 300001880	Comm 1st 0.00	92,061.00
Entry 1	11/20/2019 01-1-04708-000	St of NE	DD MIPS-Medicaid Public Schools		MIPS	A 300001880	Comm 1st 0.00	2,770.55
Entry 1	11/20/2019 01-1-04709-000	St of NE	DD NEBMAC/Medicaid Admin.		NEBMAC	A 300001880	Comm 1st 0.00	1,654.54
Entry 1	11/20/2019 01-1-09000-000	Haas/Schekall	9098/16215 Non-Program Receipts		BX/BS	A 300001880	Comm 1st 0.00	2,691.17
Entry 1	11/20/2019 01-1-09000-000	NCSA	15123 Non-Program Receipts		Refund	A 300001880	Comm 1st 0.00	545.00
Entry 1	11/20/2019 01-1-09000-000	Dietze Music	24428 Non-Program Receipts		Refund	A 300001880	Comm 1st 0.00	20.45
Entry 1	11/20/2019 01-1-01510-000	BOW	DD Interest On Investments		Interest	A 300001880	Comm 1st 0.00	438.10
Totals for Journal 64							0.00	169,171.92

Bank Account Totals			
A	300001880	Comm 1st State Bank	169,171.92

Fund Summary		Receivable	Received
01	GENERAL FUND	0.00	169,171.92

Bills for December 2019

Vendor			For		Amount
Adamson Automotive			Bus maintenance		\$ 8,168.86
B&C Steel			Voag Supplies		\$ 761.20
Black Hills Energy			Natural Gas		\$ 3,420.33
BlickArt			Art Supplies		\$ 335.79
Bloedorn Lumber			Supplies		\$ 495.57
Buds Pest Control			Bug Prevention		\$ 100.00
Colorado Calico Co			Library Magazines		\$ 154.80
CCS Presentation Systems			RedZone TV Supplies		\$ 186.42
CDI Technologies			Computer Supplies		\$ 1,102.50
Chadron Public Schools			SpEd Services		\$ 693.70
Comfort Inn			Para Travel		\$ 96.00
Crescent Electric			Lighting Supplies		\$ 1,363.52
Culligan Water			Softwater Maintenance		\$ 174.17
Dales Tire and Retreading			Tires -- White Bus		\$ 726.00
Darrens Carquest			Supplies		\$ 280.61
DAS State Accounting			Internet Fee		\$ 229.32
Daves Pharmacy			Flu Shots		\$ 160.65
ESU 13			SpEd Services		\$ 12,808.39
Elan Visa			Supplies/Travel		\$ 7,135.77
Farmers Coop			Supplies		\$ 412.16
Gallery Collection			Christmas Cards		\$ 615.61
GreatAmerica Financial Services			Copier Lease		\$ 940.00
Hemingford Chamber			Chamber Bucks		\$ 3,500.00
Hemingford Telephone			Telephone Service		\$ 1,005.65
Hemingford Ledger			Subscription		\$ 313.70
Hemingford Utilities			Utility Service		\$ 7,080.90
HillTop Electric			Maintenance		\$ 420.07
Huss Auto Repair			Vehicle Maintenance		\$ 42.00
Ideal Linen			Custodian Supplies		\$ 2,163.96
Imprest -- Trnsfr from General Fu			Supplies/Travel		\$ 1,495.13
Jacks Refrigeration			Maintenance		\$ 1,435.29
Keating and Associates			125 Plan Fee		\$ 140.00
Kimball Midwest			Supplies		\$ 464.02
K-Log			Custodian Supplies		\$ 770.25
Marbow Music			Instrument Repairs		\$ 174.50
NCECBVI			SpEd Services		\$ 4,444.44
NE ASCD			Dues		\$ 40.00
Panhandle Sales and Services			keys/locks		\$ 90.00
Paradise			Car Wash		\$ 30.00
Phillips F&T			Fuel		\$ 21.98
Powerschool			Fee		\$ 1,290.00
Quill			Supplies		\$ 447.19
Rabens			Supplies		\$ 463.48
Rocky Mountain Air			Voag Supplies		\$ 233.89
School Board Support Services			Salary Research		\$ 1,800.00
Soar Pediatric			SpEd Services		\$ 1,294.06

Bills for December 2019

Twenty First Century		Maintenance Supplies	\$	981.32
USPS		Stamps	\$	165.00
Verizon		Cell Phones	\$	257.61
Wayfair		Lockers	\$	639.94
Westbrook Audio		Sound Systems	\$	559.63
Westco		Fuel	\$	7,000.00
WPCI		Health Exam	\$	75.00
Total			\$	71,031.52

CERTIFICATED EMPLOYEE EARLY RETIREMENT GUIDELINES

A. QUALIFICATIONS

1. Eligible Employee: The Employee must have been employed by the district for ten (10) years to be eligible to participate and a person must be employed by the School District as of the date of acceptance of the person's application in the position of a fully certified employee covered by the negotiated agreement between the Hemingford Public School District and the Hemingford Education Association and paid pursuant to the salary schedule incorporated into said agreement in effect for the employee's last school year of employment (hereinafter referred to as "Teacher" or "Eligible Employee"), or must be employed as a Superintendent or Principal under individual contracts (hereinafter referred to as an "Administrator" or "Eligible Employee").
2. Full Time Equivalency: Eligible Employees, both full-time and part-time, may participate in the Early Retirement Incentive Program ("ERIP") provided that the part-time employees' benefits under such plan shall be prorated based on their FTE (full-time equivalency), said FTE to be determined based on the employee's actual scheduled salary as of November 1 of the employee's last school year of employment. Part-time employees who are on a leave of absence in part and work part-time as of November 1 of the employee's last school year of employment shall be eligible to participate in this ERIP to the extent of their on-duty FTE. Employees who are on a leave of absence in total as of November 1 of any school year shall not be eligible to participate in this ERIP.
3. Criteria for Eligibility: To be eligible to participate in the ERIP, an Employee must meet the following criteria to wit: a. Period of Eligibility: To be eligible for participation in this ERIP, the Employee must meet the requirement for the period of eligibility, hereinafter referred to as a "window." The window shall open on September 1 of the school year when the Employee reaches fifty-five (55) years of age and will close on the fifth August 31 thereafter. The Employee may apply for participation in this ERIP and retire during any of the five (5) school years in the window. A school year is September 1 to August 31.

4.

B. WINDOW OF ELIGIBILITY LIMITATIONS

The Board reserves the right to alter the window of eligibility for the superintendent in order to retain his/her services for that unique position. At the January 11, 2016 Board of Education Meeting, the board set the Superintendent's Five-year Window of eligibility to begin at age 60 by contract.

1. Teachers: To be eligible for participation in this ERIP, a Teacher shall have a Reviewed _____ Revised _____

- placement as of November 1 of the Teacher's last school year of employment on the salary schedule as set forth in the Collective Bargaining Agreement between the School District and the Hemingford Education Association for such year (hereinafter referred to as the "Teacher's Salary Schedule") on the following columns and steps. For the purpose of this placement no more than four years out of the district experience can be utilized: BA+36, Step "11", "12", and "13"; MA, Steps "11", "12", "13" and "14"; MA+9, Steps "11", "12", "13", "14", "15", "16" and "17"; MA+18, Steps "11", "12", "13", "14", "15", "16" and "17".
2. Administrators: To be eligible for participation in this ERIP, the Administrator (Superintendent and Principals shall have: A salary that exceeds the MA + 18, Step 17 on the district certificated faculty Salary Schedule. In addition, the Administrator must be able to meet the same placement requirements on the Teacher's salary schedule as Teachers according to degree preparation and length of service. For the purpose of this placement requirement, no more than four years out of District experience may be utilized.
 4. Notice of Salary Schedule Placement: On or before December 1 of each school year thereafter, the School District shall provide all Teachers of the School District verification of their salary schedule placement in the Hemingford Public School District and all Administrators of their total salary for such school year.
 5. Acceptance or Rejection of Applications: The Board of Education of the School District, in its sole and absolute discretion, reserves the right to accept or reject any or all applications based on financial exigencies, availability of funds, budget, expenses, revenue, and other school finance issues.
 6. Criteria for Selection: The number of Eligible Teachers who may apply for membership in this ERIP in any one fiscal year shall not exceed two (2) Eligible Teachers AND two eligible administrators. If there are more than two (2) applicants for participation in the ERIP, the selection of the Eligible Employee(s) allowed to participate in the ERIP shall be based upon the following criteria in descending order:
 - a. Highest salary: For Teachers: The individual(s) with the highest salary on the Teacher's salary schedule will be given preference for participation in the ERIP. For administration, preference will also be given to the highest salary.
 - b. Length of Service: If there still remains a tie, the individual(s) with the greatest years of service to the school district will be given preference for participation in the ERIP.
 - c. Date of Application: If there still remains a tie, the individual(s) with the date of application first in time will be given preference for participation in the ERIP. Applications will be date stamped by the Superintendent's office.

- d. Tiebreaker: If two (2) or more individuals tie on criteria "a, b, or c, the names of those persons who are tied shall be placed in a container and names will be drawn from the container for each opening in the ERIP.

C. ENROLLMENT REQUIREMENTS:

1. Resignation: Eligible Employee participants in the program shall resign their positions with the School District effective at the close of the Employee's last school year of employment, ending any actual or existing continuing contract rights in consideration for the benefits outlined in paragraph "D" below.
2. Notice of Plan and Future Employment: The Superintendent or Superintendent's designee shall notify all Eligible Employees of the School District of the adoption of this Early Retirement Incentive Policy (ERIP) and the attendant ERIP Application and Agreement on or before December 1 of each school year. A copy of said ERIP Application and Agreement as it now exists or as it may be from time to time amended may be obtained from the school office of each school in the district. If the Eligible Employee participating in this program is re-employed by the School District, as an Eligible Employee, within three (3) years of the Eligible Employee's last date of employment with the School District, said Eligible Employee shall relinquish all rights under this program to monies yet to be received under this plan for any portion of said three year period that has not elapsed on a per diem pro rata basis as of the date said Eligible Employee is re-employed; provided, however, this provision shall not apply to a participant substitute teaching for the district on a per diem basis.
3. Application and Agreement: Any Eligible Employee who attains the eligibility requirements shall be eligible to participate in the ERIP. Each qualified Eligible Employee who wishes to participate must submit an Application and Agreement form properly executed on or before March 1 of the last school year of employment. An Application and Agreement may be withdrawn by the employee at any time within seven (7) days following the date when it was received by the Superintendent's office. The Superintendent or his designee shall review the employee's record to determine eligibility. FAILURE TO SUBMIT THE APPLICATION OR AGREEMENT WITHIN THE TIME FRAME SPECIFIED THEREIN SHALL RESULT IN THE REJECTION OF SUCH APPLICATION OR AGREEMENT.
4. Terminated Employee's Ineligibility: A Certified Employee who has received written notice of possible termination for reasons other than reduction in force or who has received written notice of possible cancellation shall NOT be eligible and may NOT participate in this program, UNLESS after a hearing before the Board of Education it is determined that said Certified Employee's contract shall not be cancelled or terminated or the decision of the Board of Education to terminate or cancel is

subsequently set aside. An Eligible Employee who has received written notice of possible termination for reason of a reduction in force shall be eligible and may participate in this program if, but only if, said Eligible Employee expressly waives all rights to which he or she may be entitled under the reduction in force law.

D. BENEFITS

1. Calculation of Benefits: An Eligible Employee requesting to receive the ERIP shall receive the following benefit:
 - a. Teachers: A Teacher shall receive a benefit equal to seventy five percent (75%) of the Teacher's actual scheduled salary earned by the Teacher during the Teacher's last school year of employment. Teachers who have been employed by the school district for twenty or more consecutive years shall be given a benefit equal to eighty (80%) percent of the Teacher's scheduled salary earned by the Teacher during the Teacher's last school year of employment. Teachers who have been employed by the school district for thirty or more consecutive years shall be given a benefit equal to eighty five (85%) percent of the Teacher's scheduled salary earned by the Teacher during the Teacher's last school year of employment. Scheduled salary refers to salary paid from the salary schedule and excludes salary paid for extra responsibility, extended contract and fringe benefits.
 - b. Administrators: An Administrator shall receive a benefit equal to seventy five percent (75%) of the Administrator's contracted salary earned by the Administrator during the Administrator's last school year of employment. Contracted salary refers to the amount contracted for salary only and shall not include any fringe benefits, in lieu of funds, or extra duty payments.
2. Payment: The sums to be paid pursuant to paragraph D.1. shall be payable in three (3) equal installments, the first to be paid on the first September 15 immediately following the Eligible Employee's last day of employment, the second payment to be made on the second September 15 immediately following the Eligible Employee's last day of employment, and the third payment to be made on the third September 15 immediately following the Eligible Employee's last day of employment.
3. Source of Funds: The School District shall pay the entire cost of the plan.
4. Administration: This Plan shall be administered by the Board of Education by and through the administration of the School District.
5. Beneficiary Designation: In order for the application to be considered complete, a beneficiary must be designated. Upon the death of the participant employee before all benefits are paid, the beneficiary shall receive benefits pursuant to the terms of this ERIP.
6. Income Tax Consequences: Early Retirement Incentive pay has been determined to be taxable income for state and federal income tax purposes and will be treated

as such. It will be reported as a taxable retirement payment. Any required state or federal withholdings will be subtracted from each payment to the retiree.

7. COBRA Rights: Pursuant to COBRA, a retired employee will have the opportunity to continue participation in the School District's group health insurance plan for at least eighteen (18) months following retirement upon payment by the employee of the monthly insurance premiums.

E. TIME FOR CONSIDERATION OF APPLICATION AND AGREEMENT, AND WAIVER AND RELEASE OF CLAIMS:

1. Time to Consider Application and Agreement: An employee who elects to participate in the Hemingford Public School District Temporary Early Retirement Incentive Program shall be given at least forty-five (45) days within which to consider the ERIP Application and Agreement. That ERIP Application and Agreement shall alert the Employee that the Hemingford Public School District Temporary Early Retirement Incentive Program is totally voluntary in nature.
2. Waiver and Release of Claims: The ERIP Application and Agreement shall also include a specific Waiver and Release of Claims of the participant's rights under the Age Discrimination and Employment Act (ADEA), 29 U.S.C. §§ 621-634 and the Act Prohibiting Unjust Discrimination in Employment Because of Age, Neb. Rev. Stat. § 48-1001, et seq., the Employee Retirement Income Security Act of 1974 (ERISA), 29 U.S.C. § 1001, et seq., and all other state and federal constitutions, statutes and regulations that relate to the validity of the ERIP and allow the employee to revoke the Release or Waiver at any time within seven (7) days after signing the contract and advise the employee to consult with an attorney before signing the Application and Agreement.

THE SPECIFIC TERMS OF THE WAIVER AND RELEASE OF CLAIMS SHALL BE AS FOLLOWS:

WAIVER AND RELEASE OF CLAIMS: By entering into this Agreement, the Eligible Employee hereby releases, waives, acquits, and forever discharges the School District, all past, present, and future members of the Board of Education of such School District in their official and individual capacities, the Administrators, and all other officers, agents, and employees of the School District in their official and individual capacities, from any and all claims, however characterized, whether for damages, costs, expenses, compensation, penalties, wages, benefits, reinstatement, attorneys' fees, or attorneys' fees under 42 U.S.C. § 1988 or the like, which Eligible Employee may now have or which may accrue in the future with respect to, arising out of, or in relation to the Eligible Employee's employment with the School District including, but not limited to, claims or rights under the Age Discrimination in Employment Act (ADEA) and the Older Workers Benefit Protection Act (OWBPA), 29 U.S.C. §§ 621-634, the Employee Retirement

Income Security Act of 1974 (ERISA), 29 U.S.C. § 1001, et seq., and the Act Prohibiting Unjust Discrimination in Employment on the Basis of Age, Neb. Rev. Stat. § 48-1001, et seq., Title IX and under Title VII of the Civil Rights Act of 1964, time amended, the Civil Rights Act of 1866 and 1871, as amended from time to time.

Claims or rights under 42 U.S.C. §1981, through and including 42 U.S.C. § 1988, the Americans with Disabilities Act, Section 504 of the Rehabilitation Act, the Family Medical Leave Act of 1993, all claims or rights relating to discrimination on the basis of race, ethnic background, color, religion, sex, age, disability, handicap, marital status or national origin before the state or federal EEOC or NEOC, or any other agency or department or the state or federal courts under any state or federal constitution, law, rule, or regulation, all claims or rights relating to libel, slander, breach of confidentiality or privacy, or any claims or rights of whatsoever nature arising under any other state, federal, or local constitution, statute, regulation, or ordinance arising out of the Eligible Employee's employment with the School District, this Application and Agreement, the ERIP, or the Eligible Employee's resignation from such employment. The Eligible Employee further covenants not to sue and hereby agrees not to institute any proceedings against and agrees to indemnify and hold harmless the School District or any other persons named herein in their official or individual capacities based on any matter relating to the Eligible Employee's employment at the School District, this Application and Agreement, the ERIP, or the Eligible Employee's resignation. This waiver, release, covenant not to sue, and indemnification agreement is given in exchange for consideration in addition to that which the Eligible Employee is already entitled to pursuant to law. The Eligible Employee acknowledges that the Eligible Employee has been advised by this Application and Agreement and in writing to consult with an attorney before entering into the ERIP or signing this Application and Agreement. The Eligible Employee further acknowledges that the Eligible Employee has had sufficient time to decide whether or not to execute this ERIP Application and Agreement, including sufficient time to consider the Waiver and Release of Claims and all other matters contained herein.

F. TERM OF PROGRAM:

The Hemingford Public School District's ERIP shall be offered only to Eligible Employees as defined herein, and those who timely submit an ERIP Application and Agreement. This ERIP program and policy and all benefits provided herein may be repealed at any time by the Board of Education in its sole and absolute discretion.

Hemingford Public Schools



A TEACHER
OPENS MINDS
AND TOUCHES
HEARTS 



lifesjourneytoperfection.blogspot.com

*One Year Negotiated
Agreement
2020-2021*

PREAMBLE

This Agreement is effective the 15th day of August 2020, by and between the Board of Education of the School District of Hemingford #10 in the County of Box Butte, in the State of Nebraska (hereinafter referred to as the "Board" or "District" as the context may require) and Hemingford Education Association (hereinafter referred to as the "Association").

GENERAL PURPOSE

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

ARTICLE I

Recognition

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

ARTICLE II

Teacher Rights

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

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

ARTICLE III

Salaries

A. Salary Schedule

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

B. Base Salary

The base salary for the 2020-2021 school year shall be \$35,400.00

C. Horizontal Movement

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

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

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

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

D. Vertical Movement

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

E. Specialized Professional Salary Placement

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

F. Extra Duty Salary

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

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

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

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

Categories and Percentages

See Appendix B.

G. Summer In-Service Training

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

H. Payment of Salary

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

ARTICLE IV

Insurance

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

A. Health Insurance

The Board shall provide for health insurance at the prescribed "tier" level for each certificated faculty member not to exceed a monthly rate of the cost of a family health, single dental policy, lowest deductible offered by EHA. Family dental will be provided for married teachers both employed by District #10. Teachers who do not require health insurance may take a \$620.00 per month 403(b) investment of their choice.

B. Life Insurance

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

C. Disability Insurance

The Board shall administer a group long-term disability program for participation by certified staff members. The cost of administering the program will be the responsibility of the Board. The certified staff member shall pay the cost of the disability insurance. Rates may be bid on an annual basis to insure the employee has the best rate and plan available. Payment for the insurance will be by payroll deduction. All teachers under this agreement must participate in the plan.

ARTICLE V

Terms of Employment

A. In House Substituting

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

B. Wage Dock

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

contract for persons employed on a ten month basis and at the rate of 1/224 of the yearly contract for persons employed on an eleven month basis.

C. Contract Days

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

ARTICLE VI

Other Benefits

A. PTO Leave

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

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

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

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

Upon separation from Hemingford Schools, as employee with a minimum of five years of employment with District 10 will be paid for each day of accumulated unused sick days up to 50 days, at a rate of \$40 a day. Employees must submit a letter of resignation and make a request for these funds on or before April 15th of the last year of service to be valid.

B. Professional Leave

Professional leave will be granted by the superintendent or designee.

ARTICLE VII

Certificated Personnel Grievance Policy

- A. See Appendix C

Article VIII

Duration of Agreement

This contract shall be effective as of August 15th, 2020 and shall continue in effect until September 1, 2021. If a new and substitute contract has not been duly entered into prior to September 1, 2020, this contract shall continue in full force and effect until such substitute contract is adopted.

Appendix C

Certificated Staff Grievance Policy

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

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

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

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

Complaints Grievance Procedure

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

STEP #I

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

STEP #II

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

STEP #III

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

STEP #IV

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

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

STEP #V

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

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

CONDITIONS AND LIMITATIONS OF GRIEVANCE PROCEDURE

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

Filing of Complaint

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

Misuse of Procedure

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

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

Grievance Procedure Conditions

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

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

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

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

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

Name _____ Assigned Building _____

Step #I - Initial Completed Steps

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

STEP #II - Initial Completed Steps

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

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

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

STEP #III - Initial Completed Steps

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

STEP #IV - Initial Completed Steps

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

STEP #V - Initial Completed Steps

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

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

Hemingford School District #10 Extra Duty Chart 2020-2021

Appendix B

<p style="text-align: center;">Group A 10%</p> <p>Head Coaches Head Football Head Volleyball Head Girls Basketball Head Boys Basketball Head Wrestling Head Girl's Track Head Boy's Track</p>	<p style="text-align: center;">Group B 8%</p> <p>Head Coaches Head Golf Head Cross Country FFA Speech Coach Instrumental Music</p>	<p style="text-align: center;">Group C 6%</p> <p>Ass't Coaches Football (3) Volleyball (1) Girl's Basketball (2)** Boy's Basketball (2)** Wrestling (1) Assistant Track (2) Cross Country (1)</p>	<p style="text-align: center;">Group D 5%</p> <p>Coaches FCCLA (1)</p>
<p style="text-align: center;">Group E 4%</p> <p>JH Coaching JH Volleyball (2) JH Football (2) JH Wrestling (2) JH Girl's Basketball (2) JH Boy's Basketball (2) SIP Chairman (2) WorldStrides DC (1) One Act Play (1) All School Play (1) Cheerleading (1)</p>	<p style="text-align: center;">Group F 3%</p> <p>Sponsors Yearbook (1) Ass't All School Play (1) Ass't One Act (1) Student Council (1)</p>	<p style="text-align: center;">Group G 2%</p> <p>Sponsors Jr. Class Sponsor (2) Honor Society (1) Ass't Speech (1)* Health Prof Club (1) Marching Band Ass't (1)</p>	<p style="text-align: center;">Group H 1%</p> <p>Sponsors Sr. Class Sponsor (2) Quiz Bowl (1) Science Olympiads (1) I.E.P. Planning JH Quiz Bowl (1)</p>

Weight room 200 hours maximum pay for summer supervision at \$5.50 per hour.

***When the speech numbers are ten (10) or more.**

****As needed**

Teacher Base Pay =										\$35,400
Years	Act Dir 18%	A 10%	B 8%	C 6%	D 5%	E 4%	F 3%	G 2%	H 1%	
0	6,372.00	3,540.00	2,832.00	2,124.00	1,770.00	1,416.00	1,062.00	708.00	354.00	
1	6,690.60	3,717.00	2,973.60	2,230.20	1,858.50	1,486.80	1,115.10	743.40	371.70	
2	7,009.20	3,894.00	3,115.20	2,336.40	1,947.00	1,557.60	1,168.20	778.80	389.40	
3	7,327.80	4,071.00	3,256.80	2,442.60	2,035.50	1,628.40	1,221.30	814.20	407.10	
4	7,646.40	4,248.00	3,398.40	2,548.80	2,124.00	1,699.20	1,274.40	849.60	424.80	
5	7,965.00	4,425.00	3,540.00	2,655.00	2,212.50	1,770.00	1,327.50	885.00	442.50	
6	8,283.60	4,602.00	3,681.60	2,761.20	2,301.00	1,840.80	1,380.60	920.40	460.20	
7	8,602.20	4,779.00	3,823.20	2,867.40	2,389.50	1,911.60	1,433.70	955.80	477.90	
8	8,920.80	4,956.00	3,964.80	2,973.60	2,478.00	1,982.40	1,486.80	991.20	495.60	
9	9,239.40	5,133.00	4,106.40	3,079.80	2,566.50	2,053.20	1,539.90	1,026.60	513.30	
10	9,558.00	5,310.00	4,248.00	3,186.00	2,655.00	2,124.00	1,593.00	1,062.00	531.00	
5%	0.0090	0.0050	0.0040	0.0030	0.0025	0.0020	0.0015	0.0010	0.0005	

**Salary Schedule Steps
2019-2020**

Salary Schedule

\$35,400 BASE

4.5 across x 4.5 Down

STEP	A BA	B BA+9	C BA+18	D BA+27	E BA+36	F MA	G MA+9	H MA+18
1	1.0000 35,400	1.0450 36,993	1.0900 38,586	1.1350 40,179	1.1800 41,772	1.2250 43,365	1.2700 44,958	1.3150 46,551
2	1.0450 36,993	1.0900 38,586	1.1350 40,179	1.1800 41,772	1.2250 43,365	1.2700 44,958	1.3150 46,551	1.3600 48,144
3	1.0900 38,586	1.1350 40,179	1.1800 41,772	1.2250 43,365	1.2700 44,958	1.3150 46,551	1.3600 48,144	1.4050 49,737
4	1.1350 40,179	1.1800 41,772	1.2250 43,365	1.2700 44,958	1.3150 46,551	1.3600 48,144	1.4050 49,737	1.4500 51,330
5	1.1800 41,772	1.2250 43,365	1.2700 44,958	1.3150 46,551	1.3600 48,144	1.4050 49,737	1.4500 51,330	1.4950 52,923
6		1.2700 44,958	1.3150 46,551	1.3600 48,144	1.4050 49,737	1.4500 51,330	1.4950 52,923	1.5400 54,516
7		1.3150 46,551	1.3600 48,144	1.4050 49,737	1.4500 51,330	1.4950 52,923	1.5400 54,516	1.5850 56,109
8			1.4050 49,737	1.4500 51,330	1.4950 52,923	1.5400 54,516	1.5850 56,109	1.6300 57,702
9				1.4950 52,923	1.5400 54,516	1.5850 56,109	1.6300 57,702	1.6750 59,295
10					1.5850 56,109	1.6300 57,702	1.6750 59,295	1.7200 60,888
11					1.6300 57,702	1.6750 59,295	1.7200 60,888	1.7650 62,481
12					1.6750 59,295	1.7200 60,888	1.7650 62,481	1.8100 64,074
13					1.7200 60,888	1.7650 62,481	1.8100 64,074	1.8550 65,667
14						1.8100 64,074	1.8550 65,667	1.9000 67,260
15							1.9000 67,260	1.9450 68,853
16								1.9900 70,446
17								2.0350 72,039

ARTICLE IX

Document Authorization

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

**HEMINGFORD EDUCATION
ASSOCIATION**

**DISTRICT #10
BOARD OF EDUCATION**

President

President

Chief Negotiator

Chief Negotiator

Date

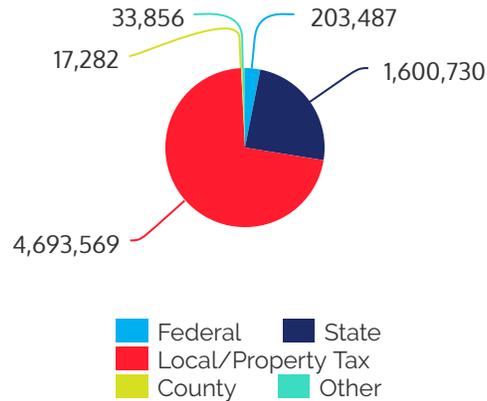
Date

Hemingford Public Schools

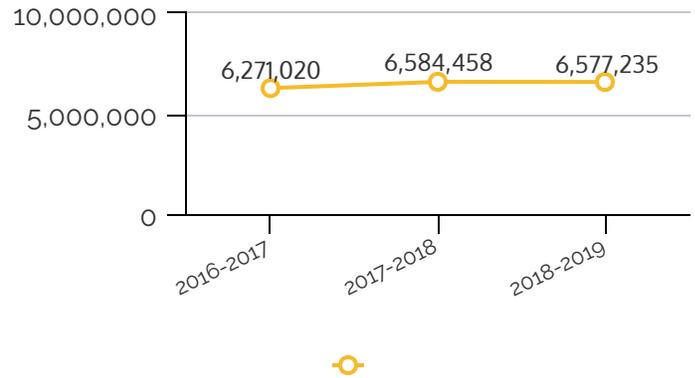
2018-2019 Annual Report

This Annual Report is intended to provide a "snapshot" of information for district patrons. Some of the information is based upon the 2018-2019 and some on the 2019-2020 school year. We encourage you to visit our schools and to take an active role in the education of Hemingford Students. This report is produced by the Superintendent. All comments and questions concerning this report should be directed to the superintendent at 308-487-3328. Thank you.

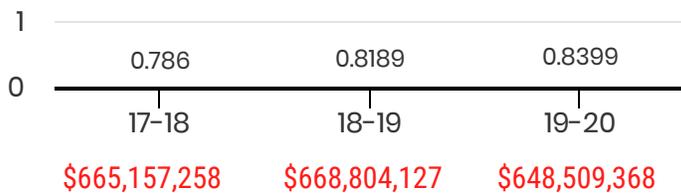
School Finance Receipts Summary of the 2018-2019 audit



Total General Fund Disbursements



Mill Levy and Valuation



Property Tax Request and State Aid



2018-2019 Certified Staff

Average Teacher Salary

Hemingford \$56,256
State \$54,601

Average Years Experience

Hemingford 14.90
State 14.01

Teaching Staff with Masters Degree/Higher

Hemingford 52.50%
State 55.99%

Transportation Facts and Figures



Our Mission

Empowering individuals to be respectful, resourceful and responsible lifelong learners.

Student Population Characteristics

Enrolled in Special Education

HEM: 14.89% State: 15.48%

Mobility Rate

HEM: 3.25% State: 4.32%

Eligible for Free/Reduced Meals

HEM: 39.64% State: 45.21%

PK - 12 Enrollment 2018-2019 Fall Membership

PK-26
K-40
1st-38
2nd-27
3rd-30
4th-31
5th-41
6th-31
7th-27
8th-39
9th-21
10th-33
11th-37
12-28
Total=449

Student Population

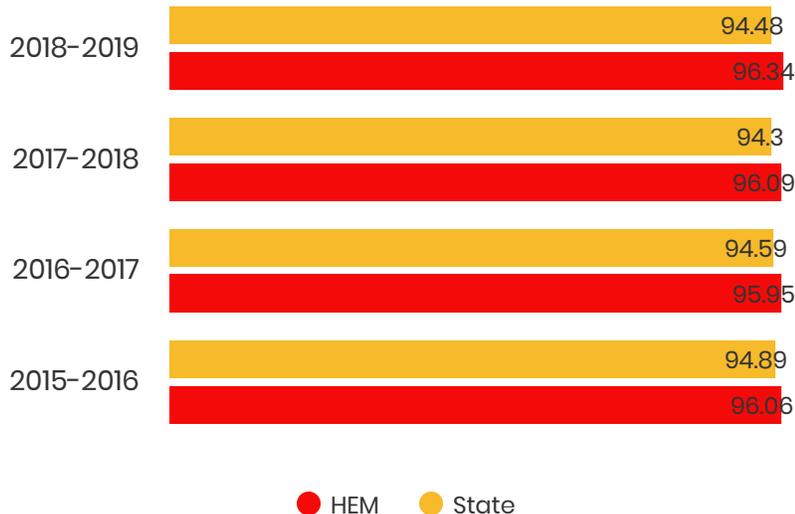
2018-2019 = 449

2017-2018 = 427

2016-2017 = 418

2015-2016 = 406

PK-12 Daily Attendance Data



District Geography.

District 10 is made up of land that sits in three counties-Box Butte, Sheridan and Dawes. There are 1,177 square miles.

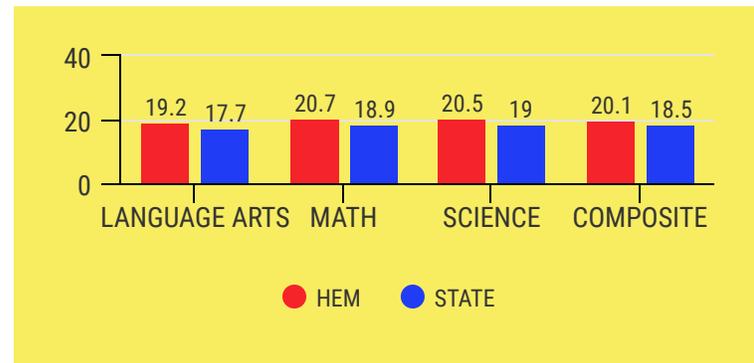
School Board

District 10 is governed by a six member board. Each board member serves four year terms. Present board members-Justin Ansley, Brett Cullan, Rick Horstman, Blanch Randolph, Trish Schumacher and Troy Turek. Mary Curtis serves as board clerk/treasurer.

ACT INFORMATION-This information reflects the graduating class for the year.

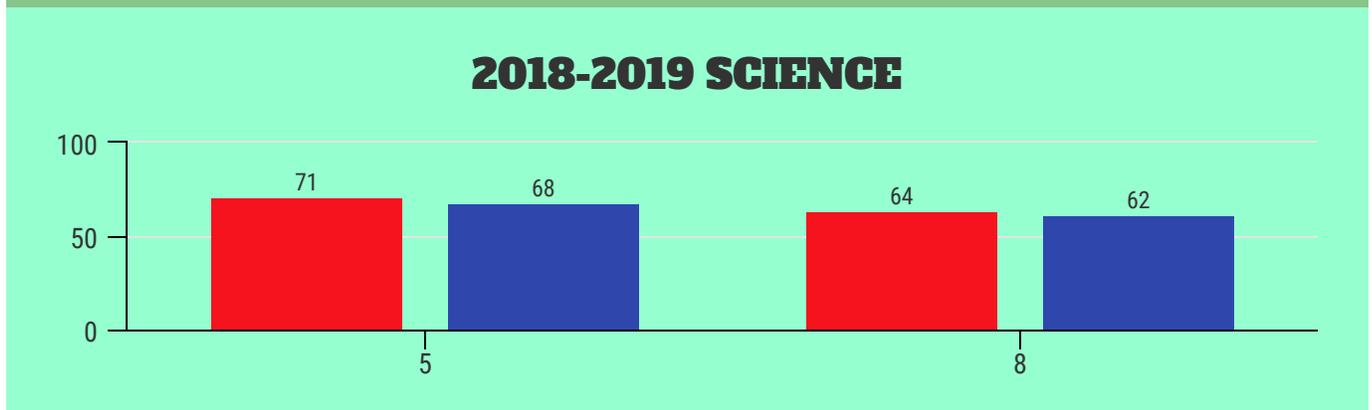
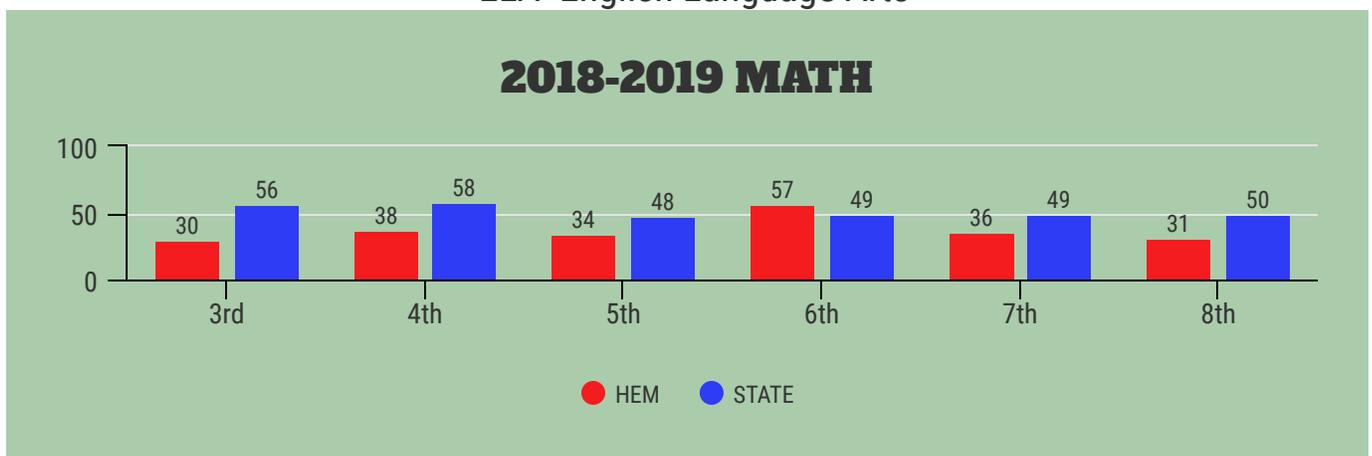


For the third year, 2018-2019 school year saw the entire junior class taking the ACT for the junior [state assessment](#).



NSCAS State Testing--The graph below shows the combined percentage of students on track and at benchmark.

*ELA=English Language Arts



MTSS Update: Teachers are focusing on Reading interventions and using data to pinpoint where our students are struggling. The data will help us single in on areas of weakness. We get the data from different testing sources and the work the students do in class.

Danielson Teaching Framework: We have been working with the teachers on introducing them to the different domains and indicators on which they'll be evaluated.

Math Materials: The Elementary teachers are working hard on selected new math materials for the next school year. We are hoping to have a selection to be approved at the February Board Meeting.

Social Studies Standards: The state board recently approved new [Social Studies standards](#) for the state. Time Magazine did an article on them, <https://time.com/5713359/nebraska-social-studies-standards/>