

REGULAR MONTHLY MEETING OF THE BOARD OF EDUCATION - AGENDA

Alma Public Schools

Monday, January 15, 2024

- A. Call to Order and announce location of Open Meetings Act Poster
 - A.1. Verification of Receipt of Notice, which was published in the Harlan County Journal
 - A.2. Roll of Board Members - Excuse absent board members
 - A.3. Approval of Consent Agenda
 - A.3.a. Minutes from Previous Meetings
 - A.3.b. General Financial Report
 - A.3.c. Activity Financial Report
 - A.4. Review monthly bills submitted
- B. Request to address the Board
- C. Action Items - Discuss, consider, and take all necessary action
 - C.1. **for Reorganization of the School Board (Policy #8130 – Conflict of Interest Policies: #8260, #8261, #8270:**
 - 1. Election of Officers: President, Vice-President, Treasurer.
 - 2. Appointment of Jessica Miller as Board Secretary.
 - C.2. **to appoint Board members to committees as per Board Policy # 8151 (included in the Packet) – Humpert Scholarship Advisory Committee.**
 - C.3. **to adopt all board policies and regulations.**
 - C.4. **to review short- and long-term projects and strategic planning.**
 - C.5. **to review Transportation issues.**
 - C.6. **to settle teachers' negotiation for the 2024-2025 school year.**
- D. Principal's Report

- E. **Superintendent's Report:** Board Reorganization @ January Meeting, School Board Members Incumbents filing Deadline is February 15th, Office Job (MF), Hot Topics for Board Members - ESU #11 KSB – Wednesday, January 31st @ 5:30, Legislative News, School Calendar, coaching.
- F. Next Regular Meeting
- G. Adjourn

THE BOARD OF EDUCATION OF THE ALMA SCHOOL DISTRICT NO. 2 WILL DISCUSS, CONSIDER, OR TAKE ACTION ON ALL ISSUES MENTIONED IN THIS AGENDA.

MINUTES OF THE REGULAR MONTHLY MEETING OF THE BOARD OF
EDUCATION OF ALMA PUBLIC SCHOOLS

A meeting of the Alma Public Schools Board of Education was convened in open and public session on Monday, December 11, 2023, at 7:00 PM in The Library at Alma Public Schools 515 Jewell Street Alma, NE 68920. The roll was called and the following Board members were present or absent: **Present:** Allen Brugh, Randy Heckenlively, Kate Hopkins, Nick Simonson, Mike Stemper, Samantha Stuhmer.

Notice of the meeting was given in advance by publication and/or posted in accordance with the Board approved method for giving notice of meetings. Notice of this meeting and hearing were given in advance to all members of the Board of Education. The Secretary of the Board maintains a list of the news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and a current copy of the agenda was maintained as stated in the publicized notice. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

A motion was made by Nick Simonson and seconded by Kate Hopkins to approve consent agenda items which include November meeting minutes, General Financial Report, and the Activity Financial Report. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Mike Stemper: Yea, Samantha Stuhmer: Yea

A motion was made by Samantha Stuhmer and seconded by Randy Heckenlively to approve the receipts, expenditures, and payment of claims from the General Fund for \$542,575.43, Building Fund \$241,230.28, QCPU Fund \$100,000.00, Activity Fund \$15,118.40 and from Lunch Fund \$23,282.86. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Mike Stemper: Yea, Samantha Stuhmer: Yea

A motion was made by Mike Stemper and seconded by Nick Simonson to accept, with regret, the resignation of Mrs. Melanie (Mel) Fischer (37 years) as secretary/records clerk upon the completion of her contract in June, 2024. Thank you, Mel for everything you have done for Alma Public Schools over the past 37 years. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Mike Stemper: Yea, Samantha Stuhmer: Yea

Teacher's negotiations for 2024-2025 were discussed and will be discussed further at the next meeting. No action was taken at this time.

A motion was made by Randy Heckenlively and seconded by Kate Hopkins to approve the renewal of the Superintendent and Principal's contracts for another year. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Mike Stemper: Yea, Samantha Stuhmer: Yea

Mr. Davis recapped the school board convention that was held in December and discussed upcoming meetings. He also informed the board of some potential changes to our current insurance policy and nutrition plan.

Next regular scheduled meeting will be January 8, 2024.

Meeting adjourned at 8:26pm

DATED Monday, December 11, 2023

HARLAN COUNTY SCHOOL DISTRICT #2,

a/k/a ALMA PUBLIC SCHOOLS

President, Allen Brugh

Secretary, Jessica Miller

<u>General/Money Market/Trans Accts</u>	Receipts	Disburse	Total	1
12/01/2023 General			\$262.65	
12/01/2023 Money Market			\$294,182.35	
12/01/2023 Transaction			\$17,953.44	
Franklin County Treasurer				
Furnas County Treasurer				
Harlan County Treasurer	\$34,039.32			
BCBS self-pay	\$1,659.60			
State Aid	\$137,082.00			
MAC JJA2023	\$2,031.93			
REAP	\$40,662.00			
SPED SA FFR	\$72,821.00			
BSN-refund on acct	\$564.00			
Transfer from Bldg	\$150,000.00			
interest earned - Transaction Acct	\$9.50			
interest earned - MMA	\$137.36			
interest earned - Gen Fund	\$46.78			
December receipts	\$439,053.49		\$751,451.93	
cks cleared/reimb made in December		\$546,649.76	\$204,802.17	
outstanding checks			\$204,802.17	
<u>Certificates of Deposit</u>			\$426,607.06	
Balance 12/31/2023			\$631,409.23	
<u>Bldg/Sinking Fund</u>				8
12/01/2023 Building Fd			\$213,570.12	
Franklin County Treasurer				
Furnas County Treasurer				
Harlan County Treasurer	\$1,774.89			
interest earned	\$57.10			
December receipts	\$1,831.99			
December expenses		\$167,226.45		
Balance 12/31/2023			\$48,175.66	
outstanding checks			\$48,175.66	
<u>QCPU Fund</u>				9
12/01/2023 QCPU Fd			\$14,830.84	
Harlan County Treasurer	\$9.45			
interest earned	\$9.45			
December receipts	\$18.90			
December expenses				

December 2023

Balance 12/31/2023			\$14,849.74	
<hr/>				
<u>Depreciation Fund</u>				2
12/01/2023 Depreciation Fd			\$26,919.64	
interest earned	\$17.15			
Balance 12/31/2023			\$26,936.79	
<hr/>				
<u>Lunch Fund</u>				6
12/01/2023 Lunch Fd			\$118,718.77	
December receipts	\$19,552.63			
cks cleared in December		\$29,107.44		
outstanding checks/deposits		\$9.80		
Balance 12/31/2023			\$109,154.16	
<hr/>				
<u>Activity Fund</u>				5
12/01/2023 Activity			\$228,966.31	
December receipts	\$40,445.66			
December expenses		\$38,554.76	\$230,857.21	
outstanding checks/deposits		\$3,855.76		
Balance 12/31/2023			\$227,001.45	

Fund: ACTIVITY FUND

	Beainnina Balance	Debits	Credits	Endina Balance
Fund Balance				
05 704 0100	ART	3,737.78	0.00	3,737.78
05 704 0110	COMPUTERS	16,351.37	0.00	16,351.37
05 704 0113	eSports Club	740.57	53.52	687.05
05 704 0120	MISCELLANEOUS	1,561.13	0.00	1,720.58
05 704 0130	MUSIC SUPPLIES	(1,337.97)	45.09	(908.06)
05 704 0131	ELEMENTARY CHOIR	136.56	83.94	52.62
05 704 0133	DISTRICT MUSIC	1,116.41	0.00	1,116.41
05 704 0134	BAND PROJECTS	120.00	0.00	120.00
05 704 0135	CASH BOXES	(2,500.00)	0.00	(2,500.00)
05 704 0140	COURTESY FUND	2,670.06	0.00	2,670.06
05 704 0141	WOW	670.17	0.00	670.17
05 704 0142	CIRCLE OF FRIENDS	498.58	0.00	498.58
05 704 0143	Concession Money/ Donations	(1,061.83)	0.00	(1,061.83)
05 704 0144	RESOURCE	928.02	0.00	928.02
05 704 0145	LUEDKE MEMORIAL	1,742.41	0.00	1,742.41
05 704 0160	INDUSTRIAL ARTS	2,181.98	0.00	2,181.98
05 704 0161	FFA SCHOLARSHIP	28,501.10	3,500.00	28,974.64
05 704 0165	FUTURE FARMS OF AMERICA	49,023.97	21,807.53	50,721.44
05 704 0170	STUDENT COUNCIL	4,059.39	3,190.12	4,538.26
05 704 0223	CLASS OF 2023	2,216.41	0.00	2,216.41
05 704 0224	CLASS OF 2024	5,904.81	0.00	5,904.81
05 704 0225	CLASS OF 2025	5,286.23	0.00	5,286.23
05 704 0226	CLASS OF 2026	6,744.53	0.00	6,744.53
05 704 0227	CLASS OF 2027	2,687.00	63.90	2,633.60
05 704 0240	PLATE FUND	251.19	0.00	251.19
05 704 0251	PICTURES/ANNUAL/YEARBOOK	5,282.82	1,271.48	6,263.59
05 704 0260	HOME EC/CONS ED	1,314.84	0.00	1,314.84
05 704 0265	COOKIE SALES	4,306.91	59.50	5,196.41
05 704 0270	BOOK/SOFTWARE ORDERS	7,304.48	0.00	7,304.48
05 704 0271	GENERAL MILLS BOX TOPS	3,922.11	150.00	3,792.11
05 704 0280	FIELD TRIPS	442.51	0.00	442.51
05 704 0281	WASHINGTON DC TRIP	0.00	0.00	413.52
05 704 0300	ALL ACTIVITIES (entrv fees. etc)	7,243.32	3,948.63	6,864.69
05 704 0301	FOOTBALL	2,174.77	0.00	2,174.77
05 704 0302	VOLLEYBALL	5,862.31	0.00	5,862.31
05 704 0303	BOYS BASKETBALL	1,368.23	242.00	1,188.23
05 704 0304	GIRLS BASKETBALL	4,027.75	153.60	3,874.15
05 704 0305	CROSS COUNTRY	1,394.17	568.76	923.91
05 704 0306	TRACK	1,371.91	0.00	1,371.91
05 704 0307	WRESTLING	1,100.13	0.00	1,100.13
05 704 0308	GOLF	(115.70)	0.00	(115.70)
05 704 0400	CHEERLEADERS	5,935.60	250.00	5,685.60
05 704 0500	moved	(19.13)	0.00	(19.13)
05 704 0550	VENDING MACH/NHS	2,801.65	615.11	2,759.54
05 704 0600	QUIZ BOWL	892.42	50.00	842.42
05 704 0940	moved	(39.07)	0.00	(39.07)
05 704 0950	SCHOLARSHIP FUND	1,811.50	0.00	1,811.50
05 704 0970	WEIGHT ROOM	6,707.52	0.00	6,707.52
05 704 0971	DEPOSITS WEIGHT ROOM USE	1,748.95	0.00	1,798.95
05 704 0985	PROJECTOR ADVERTISING	20,005.00	0.00	20,005.00
05 704 0990	SPEECH	(3,197.86)	0.00	(3,197.86)
05 704 0991	DRAMA	5,172.82	306.03	4,866.79
05 704 0992	PK-4	1,770.50	0.00	2,525.08

Fund:

Beainnina Balance	Debits	Credits	Endina Balance
<u>222,820.33</u>	<u>36,359.21</u>	<u>40,535.33</u>	<u>226,996.45</u>
222,820.33	36,359.21	40,535.33	226,996.45

Dec 23 Activity Fund Invoice Listing - Summary

<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Description</u>	<u>Invoice Amount</u>
ARAPAHOE PUBLIC SCHOOL	19824	12/11 FRESH/SOPHM BBALL ENTRY FEE	50.00
ARAPAHOE PUBLIC SCHOOL	19831	12/11 JV GBB Toum Entry Fee	32.00
B.H. HESEMANN SHOP	19804	11/7 FFA Welding Supplies	966.16
BANTAM, MIKE	19849	12/21 JV G/BBB v. Med Valley Ref	90.00
BELIEVE Kids	19843	Class of 2027 Fundraiser Payment	63.90
Brownell, Mattie	19835	12/12 JV BBall v. Southwest Ref	100.00
BUSCHOW, ALEX	19841	12/15 Wrest Quad Ref	275.00
CAMBRIDGE PUBLIC SCHOOL	19822	11/21 JH WREST ENTRY FEE	50.00
CAMBRIDGE PUBLIC SCHOOL	19829	12/16 Wrest Tournament Entry Fee	125.00
CASH-WA DISTRIBUTING	19826	NOV 23 Concession Charges	233.60
CHESTERMAN CO	19825	APS NOV. CHARGES	2,832.00
Christensen, Weston	19808	FFA Scholarship	250.00
Dieter, Sage	19806	FFA Scholarship	250.00
EDUCATIONAL SERVICE UNIT #11	19827	One Act Poster	22.45
Elsen, Brock	19838	12/12 V. GBB BBB v. Southwest Ref	135.00
EMAL, COLBY	19850	12/21 V G/BBB v. Med Valley Ref	135.00
FIRST STATE BANK	01005	Chargeback/ Issac McCurdy Closed Account	102.00
FRANKLIN PUBLIC SCHOOL	19812	12/6 Entry Fees for Elem & Middle School	50.00
Garetson, James	19815	12/5 JV BBall v. Elm Creek Ref	100.00
GILLESPIE, CHAD	19837	12/12 V. GBB BBB v. Southwest Ref	135.00
HAMEL, TYLER	19846	12/21 JV G/BBB v. Med Valley Ref	90.00
HOGELANDS MARKET	19830	APS Nov 23 Activity Fund Charges	435.84
JOHNSON FRUIT LLC	19844	FFA Fruit Sale Payment	8,454.45
Johnson, Tessa	19810	FFA Scholarship	1,000.00
KENSINGTON LOCKER	19805	FFA Meat Supplies f/ Fundraiser	8,436.25
KOUPAL, KEITH	19836	12/12 V. GBB BBB v. Southwest Ref	135.00
Kraci, Marty	19852	12/21 V G/BBB v. Med Valley Ref	135.00
Kreutzer, Sarah	19811	FFA Scholarship	500.00
KUBIK, TAYLOR	19818	12/5 G/BBBall v. ElmCreek Ref	135.00
KUBIK, TAYLOR	19847	12/21 JV G/BBB v. Med Valley Ref	90.00
MAIN STREET PIZZA	19853	APS Girls BBall Supper	153.60
MOONLIGHT EMBROIDERY & SCREENPRINT	19839	BBBall Clothing and 1 Sweatshirt f/ Stud	242.00
MOONLIGHT EMBROIDERY & SCREENPRINT	19854	XC Clothing Payment	404.00
NATIONAL FFA ORGANIZATION	19845	FFA Clothing	918.00
NE COACHES ASSOCIATION	19821	Cheerleader Competition Entry Fee 2 Cat.	250.00
PARROT THEATER	19842	Elementary Movie Days Payment	150.00
PHILLIPSBURG HS USD 325	19802	12/2 G BBall Toum Entry Fee	60.00
Rader, Jackson	19834	12/12 JV BBall v. Southwest Ref	100.00
Samuelson, Jacob	19851	12/21 V G/BBB v. Med Valley Ref	135.00
Schemper, Sabrina	19807	FFA Scholarship	500.00
SCHROEDER, MASON	19817	12/5 G/BBBall v. ElmCreek Ref	135.00
Seyler, Delaney	19809	FFA Scholarship	1,000.00
SHIFFLET, CHASE	19840	12/15 Wrest Quad Ref	275.00
SOUTHERN VALLEY SCHOOL	19823	ONE ACT CONTEST PAYMENT	103.75
Stambaugh, Ethan	19816	12/5 JV BBall v. Elm Creek Ref	100.00
US BANK	19803	10-20/11-20 Activity Fund CC Charges	2,925.35
VACURA, THOMAS (TJ)	19814	12/5 JH/JVBBall v.Southwest/ElmCreek Ref	180.00
VACURA, THOMAS (TJ)	19833	12/12 JV BBall v. Southwest Ref	90.00
VOLK, MATT	19813	12/5 JH/JVBBall v.Southwest/ElmCreek Ref	180.00
VOLK, MATT	19832	12/12 JV BBall v. Southwest Ref	90.00
WALNUT RANGE FARMS	19828	FFA Meat Sale Supplies	2,599.10
WATSON, ISAAC	19819	12/5 G/BBBall v. ElmCreek Ref	135.00
WATSON, ISAAC	19848	12/21 JV G/BBB v. Med Valley Ref	90.00
YANDAS MUSIC	19820	Music Instrument Reeds	45.09
			36,269.54

January 2024 General Fund

33055 ALMA MUNICIPAL GOLF COURSE	High school team membership	1,175.00
33056 AMAX Contracting, Inc	ceiling tile	125.44
33087 CHS	fuel charges	1,511.72
33088 City of Alma	Utilities	6,484.20
33057 DANA F COLE & CO.	Admin services for Nov	95.00
33058 DAS STATE ACCTING	Nov 2023 central finance	1,311.94
33059 DECKER INC SCHOOL FIX	Horseshoe table for Pre-K	918.34
33060 ECOLAB PEST ELIM DIVISION	Pest control	91.00
33061 ESU#11	HAL, AI detection	2,624.25
33062 ESU #9	November vision services	62.50
33063 FIRST STATE BANK	ACH monthly fee	35.00
33064 Hansen International Truck, Inc	Repair engine-running hot	121.80
33065 HARLAN COUNTY JOURNAL	Dec minutes&claims, meeting notice	109.17
33089 Heartland Refrigeration	Cleaned ice machine-repair	849.00
33066 HOGELANDS MARKET	Kdgtm supplies, life skills & FCS supplies	57.21
33067 HOLDREGE SOFT WATER	2 salt bags	21.00
33068 Home Depot Supply	60" dust frame, custodial supplies, lever	2,848.87
33069 HOMETOWN LEASING	Copier lease	2,655.62
33070 J.W. PEPPER & SON, INC	Music	209.39
33071 JAYMAR Business Forms, Inc.	2023 Tax forms	208.09
33072 JOSTENS, INC	Heritage metals	376.08
33073 KAUK KONSTRUCTION	Snow removal 11/25/23	120.00
33074 MAIN STREET VARIETY	battery for elementary classroom	3.99
33075 MATHESON TRI-GAS	High grade AWS	77.83
33090 Menards	Shelving, batteries	185.24
33076 NPPD	electricity	4,342.27
33077 NE SAFETY CENTER	Level I course charge	50.00
33078 NE State Fire Marshal Agency	Annual Inspection	120.00
33091 Pinpoint	Internet & phone	550.07
33079 PROTEX CENTRAL INC	changed out broken pull station	280.80
33092 Rasmussen's	Service call-repair on actuator	724.28
33080 Rudy's Gas Tire and Oil	Antifreeze, Oil, shop supplies	475.30
33081 SPARQ DATA SOLUTIONS	Sparq meeting subscriptions	4,316.00
33082 TRUSTWORTHY	caulking, batteries, plumbing rings	45.65
33083 U.S.CELLULAR	Custodial cell	71.31
33084 UPTOWN ALLEY, LLC	Bowling	3,140.00
33085 WAGGONER INSURANCE	EMC Insurance-4th quarter billing	29,289.25
Wex Bank-Pump & Pantry	fuel charges	2,261.12
33086 YANDAS MUSIC	Calvinova, trumpet repairs	355.00
Fund Number		68,298.73
	Payroll & benefits	457,877.04
		526,175.77

Checking Account ID	NUTRITION FUND	
2307 Aramark	Laundry Services	249.08
2308 CASH-WA DISTRIBUTING	Food Services	1,011.06
2309 Hiland Dairy Foods	Dairy Products	1,065.96
2310 HOBART, INC	Dishwasher Parts, Labor, and Freight	531.61
2311 HOGELANDS MARKET	Food Services	508.43
2312 SYSCO LINCOLN	Dec 2023 Charges Lunch	2,350.67
2313 US Foods, Inc.	Dec 2023 Charges- Lunch	3,974.13
Fund Number		<u>9,690.94</u>
	Payroll & benefits	10,954.39
Checking Account ID		<u>20,645.33</u>

Internal Board Policies - OrganizationAnnual Organizational Meeting

- A. An organizational meeting of the Alma School District Board of Education shall be held on or before the third Monday of January of each year for the purposes of seating any new members and electing officers.

The following are procedures for election of officers and other business to take place at the annual organizational meeting of the Board:

1. After new Board members are sworn in, the Board will elect from its members a President, Vice President, Secretary and Treasurer, and if it is determined by the Board of Education to be needed an ex officio secretary and treasurer and those elected will assume office at the organizational meeting.

Upon call for nominations for each office by the Chair, nominations shall be made by written or oral ballot. Voting will be by oral or written ballot on all members nominated and repeated until a majority is achieved for a nominee. If no member receives a majority of votes after _____ ballots or _____ hours, the Board member who was the President of the Board during the immediately preceding term shall continue as President. In the event that the previous Board President is no longer a Board member, then the Vice President from the immediately preceding term shall become the President. In the event that both the prior President and Vice President are no longer members of the Board, then the longest tenured Board member shall serve as President. The vote may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes of the meeting.

2. The President shall assume the chair immediately upon the President's election.
3. The motions for the officer elections should read: Move that _____ be elected as _____ (name of office) to serve a term of one year, or until the person's successor is elected and qualified.

- B. The order of business for meeting should be as follows:

1. Call to Order and Roll Call
2. Oath of office for most recently elected
3. Elections
 - a. President

- b. Vice President
 - c. Treasurer
 - d. Secretary
4. Approval of committees, positions, and designations
 - a. Consider, discuss and take action to elect Recording Secretary of the BOE
 - b. Consider, discuss and take action to select Legal counsel
 - c. Consider, discuss and take action to elect Committees as determined by the BOE
 - d. Consider, discuss and take action to select Depository bank(s)
 - e. Consider, discuss and take action to select District newspaper(s) of record
 5. Approval of current Board policies and regulations
 6. Designate date for the annual review of BOE policies
 7. Dissemination to each Board member of conflict of interest statutes
 8. Adjournment

Date of Adoption: [July 10, 2023]

Internal Board Policies - Board MembersConflict of Interest/Contracts

It shall be the policy of Alma Public Schools that any contract whether oral or written, formal or informal, which is entered into by the school district and in which a member of the Board of Education is directly or indirectly interested, is voidable unless certain reporting, disclosure and abstention requirements are met. The school district is authorized to enter into a contract in which a member of the Board of Education is directly or indirectly interested so long as:

1. The Board member makes a declaration on the record regarding the nature of his/her interest prior to official consideration of the contract.
2. The affected Board member does not participate in consideration or discussion of the contract.
3. The Board member does not vote on the granting of the contract except that if the number of members of the Board declaring an interest in the contract would prevent the Board with all members present from securing a quorum in the issue, then all members may vote on the matter.
4. The Board member does not in any way participate in the inspection, operation, administration or performance under the contract on the part of the district.

It shall further be the policy of Alma Public Schools that the above provisions apply not only to formal contracts but also to open accounts.

Legal Reference: 49-14,103.01

Date of Adoption: _____, 2005

Internal Board PoliciesConflict of Interest - Employment of Immediate Family Member

1. A member of the Board of Education or an administrator or other employee with supervisory responsibilities may employ or recommend or supervise the employment of an immediate family member if:

- (A) He or she does not abuse his or her official positions as such "abuse" is defined at paragraph 5 below;
- (B) He or she makes a full disclosure on the record to the Board of Education and a written disclosure to the Superintendent and/or Secretary of the Board; and,
- (C) The Board of Education approves the employment or supervisory position.

2. No immediate family member of a Board of Education or an administrator or other employee with supervisory responsibilities shall be employed by the School District:

- (A) Without first having made a reasonable solicitation and consideration of applications for such employment.
- (B) Who is not qualified for and able to perform the duties of the position.
- (C) For any unreasonable high salary.
- (D) Who is not required to perform the duties of the position.

3. Neither the Board of Education nor an administrator or other employee with supervisory responsibilities shall terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.

4. This policy shall not apply to an immediate family member of a member of the Board of Education or an administrator or other employee with supervisory responsibilities who was previously employed in a position with the School District prior to the election or appointment of the Board member or employee. Prior to or as soon as reasonably possible after the official date a Board member takes office or an employee assumes his or her responsibilities, such Board member, administrator or other employee with supervisory responsibilities shall make a full disclosure of any immediate family member employed in a position subject to this policy.

5. Abuse of an official position includes, but is not limited to, employing an immediate family member:

- (A) Who is not qualified for and able to perform the duties of the position;
- (B) For any unreasonably high salary; or,
- (C) Who is not required to perform the duties of the position.

6. A member of the Board of Education may not be employed to teach in the Alma Public Schools. Nor shall a member of the Board of Education cast a vote in favor of the election of any employee when the Board member is related by blood or marriage to such employee.

Legal Reference: Neb. Rev. Stat. §79-818; §79-544; §49-1499.04 and §49-1499.05.

Article 8

INTERNAL BOARD POLICIES

Policy No. 8261

Date of Adoption: _____, 2005

Internal Board PoliciesConflict of Interest—Other Than Contracts or Employment

1. Members of the Board of Education of this School District shall abstain from voting on matters on which they may have a conflict of interest. Any Board member who would be required to take any action or make any decision in the discharge of his or her duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

- (A) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and,
- (B) Deliver a copy of the statement to the Secretary of the Board of Education, who shall enter the statement into the public records of the School District.

The Board member shall take such action as the Commission shall advise or prescribe to remove himself or herself from influence over the action or decision in the matter.

2. The provisions of paragraph 1 above shall not prevent a Board member from making or participating in the making of a School District-related decision to the extent that the individual's participation is legally required for the action or decision to be made. In such event, the Board member shall report the occurrence to the Commission.

3. Except as defined in Nebraska statute and this policy, conflict of interest of a Board member shall not prevent a Board member from serving on the Board or restrict the hiring or purchasing practices of this School District.

4. The Superintendent, or the Superintendent's designee, shall provide:
- (A) Each Board member with copies of state statutes of Nebraska pertaining to conflicts of interest at the organizational meeting of the Board of Education held at the regular School Board meeting in January of each year. In addition, any newly appointed or elected Board member shall be provided such statutes.
 - (B) When possible, provide each Board member with a list of financial matters on the agenda to come before the Board of Education at the next regular meeting in sufficient detail to allow the Board member to identify potential conflicts of interest and report and receive advice from the Commission.

5. For purposes of this policy, immediate family member shall be defined as a child residing in the Board member's household, a Board member's spouse or an individual claimed by that Board member or the Board member's spouse as a dependent for federal income tax purposes.

Legal Reference: Neb. Rev. Stat. § 49-1425; § 49-14,101; § 49-14,102; § 49-14,103; § 49-14,103.01; § 49-14,103.02; § 49-14,103.03; § 49-14,103.04; § 49-14,103.05; § 49-14,103.06; § 79-818; § 79-544 and § 49-1499.

Date of Adoption: July 11, 2016

Internal Board Policies - OrganizationAnnual Organizational Meeting

- A. An organizational meeting of the Alma School District Board of Education shall be held on or before the third Monday of January of each year for the purposes of seating any new members and electing officers.

The following are procedures for election of officers and other business to take place at the annual organizational meeting of the Board:

1. After new Board members are sworn in, the Board will elect from its members a President, Vice President, Secretary and Treasurer, and if it is determined by the Board of Education to be needed an ex officio secretary and treasurer and those elected will assume office at the organizational meeting.

Upon call for nominations for each office by the Chair, nominations shall be made by written or oral ballot. Voting will be by oral or written ballot on all members nominated and repeated until a majority is achieved for a nominee. If no member receives a majority of votes after _____ ballots or _____ hours, the Board member who was the President of the Board during the immediately preceding term shall continue as President. In the event that the previous Board President is no longer a Board member, then the Vice President from the immediately preceding term shall become the President. In the event that both the prior President and Vice President are no longer members of the Board, then the longest tenured Board member shall serve as President. The vote may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes of the meeting.

2. The President shall assume the chair immediately upon the President's election.
3. The motions for the officer elections should read: Move that _____ be elected as _____ (name of office) to serve a term of one year, or until the person's successor is elected and qualified.

- B. The order of business for meeting should be as follows:

1. Call to Order and Roll Call
2. Oath of office for most recently elected
3. Elections
 - a. President

- b. Vice President
 - c. Treasurer
 - d. Secretary
4. Approval of committees, positions, and designations
 - a. Consider, discuss and take action to elect Recording Secretary of the BOE
 - b. Consider, discuss and take action to select Legal counsel
 - c. Consider, discuss and take action to elect Committees as determined by the BOE
 - d. Consider, discuss and take action to select Depository bank(s)
 - e. Consider, discuss and take action to select District newspaper(s) of record
 5. Approval of current Board policies and regulations
 6. Designate date for the annual review of BOE policies
 7. Dissemination to each Board member of conflict of interest statutes
 8. Adjournment

Date of Adoption: [July 10, 2023]

Alma Public Schools
Future Project Lists – January 2024
Revised 1-4-24

Building Projects:

Future Projects:

- Replace the Southwest Roof section and Practice Gym.
- Add additional elementary classroom space on the southwest corner of the school. (We are short at least one classroom – Elementary classes are split 1-6)
- Number windows and doors around the building for security plan. (In progress)
- Renovation of Gyms: main gym floor re-sand and eventually replace.
- Replace Carpeting – (Library)
- Cover wood floors in science rooms with tile or laminate flooring.
- Replace outside doors – Practice gym doors are the ones in the worst shape.
- Build a more secure entrance for safety concerns –
- Build a handicap accessible Gym
- Build a new weight room with an outside entrance for the public.
- Window panels, high school bottom floor (2nd floor already done)
- Replace Windows – 1990 addition needs replaced – elementary, library, band rooms. (High School, Gym, Kindergarten and new 1st grade room done)
- Replace and/or add cabinets in the elementary classrooms.
- Upgrade Bathrooms (high school handicap accessibility-we have blue prints for this project)
- Add room for a preschool at the main building.
- Bleachers on Stage.

Projects in the works:

- Replace Lighting – Being replaced as needed –project will continue.

Past Projects Completed:

- Created a Prekindergarten Program and Remodeled an offsite building for the program (September 2023)
- Add a key fob entry system to the Ag building front door. (December 2022)
- Replacement of video cameras – (We have replaced all of the analog cameras – December 2022)
- Replace tile – Kindergarten room (Summer 2022)
- Upgrade Jr. High Locker rooms with epoxy floor, shower walls. (Summer 2022)
- Preschool Building (Coming Summer of 2023)
- Electronic/video screen advertising board. (Fall of 2021)
- Replace the High School roof- (Late Summer 2021)
- Older bathroom fixtures replaced in the high school bathrooms - Summer 2020
- Replaced Carpet in the commons – Summer 2020
- New score clocks in main gym (main gym old clocks move to practice gym), padding along the entire wall both end of main gym and eventually the practice gym, add buzzer lights to the backboards. – Fall 2020
- Kitchen stove and oven replaced – Fall 2020
- Remodel the elementary music room - Divide the room into a couple of offices and an elementary classroom. – Completed summer 2018.
- Replace Outside Doors, add handicap accessibility to doors – automatic doors- Front door & West door Completed – Fall 2018)- (North East Gym replaced)- Commons Doors replaced summer 2019
- Buzz-in system for east door & west lobby door – Completed January 2018
- Build Ag/FFA building – Completed Fall, Summer 2017 (Will be paid off 2025)
- Remodel present shop for High School Band, Choir, Elementary Music, and hallway – Completed Fall, 2017
- Remodel present band, choir room and elementary music room for classroom space – Completed Fall 2017
- Tile – Art Room
- Finish tile / carpet in office
- Completed: Replaced Windows – High School Gym, Kindergarten, West Entrance Summer 2008

- Replaced Library roof - Fall 2019
- Intercom and Bell System replaced – 2022

HVAC – Air quality - Water:

Future Projects:

- Finish HVAC project (Add 4 pipe system to existing HVAC in High School) (Improve HVAC in Office).
- Add more ceiling fans above the bleachers in the gym
- Office HVAC needs updated – this would be part of a front entrance renovation.

Projects in the works:

- HVAC project (Add AC & Air Quality System to Multipurpose Room, Locker Rooms) (Almost Completed)

Past Projects Completed:

- 2008 HVAC project paid off June 2019
- Hot water heater – south mechanical room – Summer 2019.

Outside Projects:

Future Projects:

- Add onto the bus barn (Awning/building for the big bus)
- Recover the garage by the green house with metal
- Put a garage door on the east-north side of the bus barn.
- Pave driveway / handicap parking at football field
- Update the playground equipment

Projects in the works:

- Storage Shed @ the practice field – partial completed needs finished.
- Parking lot expansion, Pave school parking lot. Property purchased on east side – will need to develop the lot.
- Develop more parking on east side of the school – partial completed.
- Replace cement in bad spots on school property – partial completed

Past Projects Completed:

- Replace football field lights with brighter and more efficient lights – (Completed Spring 2021)
- Track surface – recover existing track – Completed Fall of 2018
- Electronic Sign - [Done](#)
- Replace football scoreboard - [Done](#)

Transportation: 2023 Executive Coach Bus - 1998 – Prevost; 2008 Chevy Collins – 120,200; Two - 2011 Blue Birds Bus A -125,941, Bus B -142,098 (Spare); 2014 International 97,805; 2018 International, 54,283; 2020 Blue Bird, 44,967; 2011 -Suburban – 139,017; 2013 – Suburban – 98,089; 2012-Chevy Express Van – 103,881; 2018 – Chevy Express Van – 67,501; 2008 – Chevy Uplander- 108,343; 2009 – Chevy Pick-up – 215,010; Mileage report June 2021.

Future Projects:

- Purchase another Suburban &/or Van:
- Purchase a 53-passenger bus
- Purchase a 14-passenger non CDL mini-bus.
- Fix Old Coach Bus (In progress)

Projects in the works: (Budgeted \$120,000)

Past Projects Completed:

- Purchase a different coach bus. (Fall 2022)
- Purchased a new Drivers Ed car – (March 2022) – (Still having Issues with the car)
- Purchased a 2018 Chevy Express van – Fall 2018
- 2019 International Bus replaced 2017 International
- Purchased 2020 Blue Bird Bus – 2019

Others:

Increase recycling throughout the school

Expand on-line / college classes – (We add classes to meet students' interest)

Creating an Alma Public School Foundation. (Work with the Harlan County Foundation)

Past Other Projects Completed:

Preschool (Work with Under the Umbrella preschool to create a Nebraska Department of Education certified preschool.)