

MINUTES OF BOARD OF EDUCATION

South Platte School District #95

Regular Board Meeting March 21, 2022 7:00 PM

The Regular Board Meeting of the board was called to order at 7:00 PM by Chairman Darrel Armstrong with board members: **Present:** Darrel Armstrong, Duane Duncan, Adam Hayward, Amy Stanley, Tim Van Zee, Patricia Welsh. Also present were Superintendent David Spencer, Principal Nick Brost and Business Manager Lisa Wilson.
{{Discussion: Agenda Item Discussion}}

Motion by Amy Stanley seconded by Duane Duncan to accept the consent agenda. Motion carried.
Patricia Welsh: yes, Tim Van Zee: yes, Amy Stanley: yes, Darrel Armstrong: yes, Duane Duncan: yes, Adam Hayward: yes

Motion by Adam Hayward seconded by Tim Van Zee to adjourn the meeting. Motion carried.
Adam Hayward: yes, Patricia Welsh: yes, Amy Stanley: yes, Tim Van Zee: yes, Duane Duncan: yes, Darrel Armstrong: yes
The meeting was adjourned at 10:06 PM.

Tim Van Zee, Secretary

MINUTES OF BOARD OF EDUCATION

South Platte School District #95

Regular Board Meeting February 14, 2022 7:00 PM

The Regular Board Meeting of the board was called to order at 7:05 PM by Chairman Darrel Armstrong with board members: **Present:** Darrel Armstrong, Duane Duncan, Amy Stanley, Tim Van Zee, Patricia Welsh, **Absent:** Adam Hayward. Also present were Superintendent David Spencer and Principal Nick Brost.

Board member Adam Hayward was sick and excused by Chairman Armstrong.

The Pledge of Allegiance was recited and Chairman Armstrong made note of the Open Meetings Act poster that is on display in the meeting room.

Motion by Tim Van Zee seconded by Duane Duncan to approve the consent agenda as presented. Motion carried.
Adam Hayward: Absent, Darrel Armstrong: yes, Patricia Welsh: yes, Duane Duncan: yes, Tim Van Zee: yes, Amy Stanley: yes

CLAIMS: 21st Century Equipment, LLC 18,683.84; 4N6 Fanatics.com LLC 150.00; Aliens and Strangers Music 309.00; Amazon Credit Plan 842.88; Apple Computer, Inc. 79.00; Big Springs Truck and Travel 3,749.13; Bio Corporation 37.40; Black Hills Energy 3,014.21; Brost, Nicholas 357.56; Brule Activity Center 2,500.00; Card Service Center 1,104.29; Carlson Electric 1,032.95; Cash-Wa Dist. Com 1,010.42; Century Link 624.06; Chappell Super Foods 84.16; Community First Bank 40.00; Decker Equipment 96.79; DV8 and Cre8 LLC 17.00; Eakes Office Solutions 1,119.14; Ecolab 62.96; Environmental Marketing Services, LLC 9,505.00; ESU 16 13,515.90; Follett School Solutions, Inc. 756.73; Frenchman Valley Coop 216.94; Goddard, Melisa 48.34; HealthEquity 158.00; Hometown Leasing 994.98; Hot Lunch Account 301.00; Hot Lunch 1,333.75; Ideal Linen Supply 413.37; J. W. Pepper & Son Inc. 59.98; Johnson, Courtney 286.73; Keith Co. News 200.87; KSB School Law 292.50; Matheson Tri-Gas, Inc. 162.40; Mid-American Research 466.77; Miller, Cameron 400.00; Nebraska Safety and Fire Equipment 395.00; Nebraska Safety Center 225.00; Norris FFA 600.00; NPPD 3,448.18; NPPD MULBERRY ACCOUNT 64.28; NPPD Plum2 47.37; Office Service, Inc. 23.55; Ray's Cement Works 500.00; S & W Auto Supply 47.57; Snell Services, Inc. 1,417.50; SP Benefit Fund 1,300.00; Teacher Created Resources 31.94; Time Management System (TMS) 500.00; USPS 700.90; US Postmaster-Big Springs 53.00; Verizon Wireless 258.26; Village Of Big Springs 552.30; Walmart Business 431.96; Wiest Hardware 51.83, NPERS \$34,667.53; EFTPS 17,311.77; NE Dept of Rev 5,700.11; BCBS 49,273.16; Vison Care Direct 454.90; Colonial Life 193.50; SP Flex 2,544.46; Lisa Hixon HSA 503.49; Horace Mann 175.00; Horace Mann 44.42; AFLAC 1,440.17

The board discussed an upcoming school board training on March 23rd.

The principal's report was given by Mr. Nick Brost. Ms. Cramer and Keith Hockley attended the MAC Band Clinic. SP hosted the Deuel Co Spelling Bee; congrats to Jared Scherbarth, Champion. A special thank you to Mrs. Spady for her help during the NHS induction and the Spelling Bee. We implemented the DEAR program (Drop Everything And Read). During this time, juniors work on ACT prep. Congrats to the GBB 2nd Place MAC, JH Girls 2nd Place MAC, several speech members placed at the Gering invite and congrats to the JH and NHS inductees. Plans are underway for the Penny Carnival on March 18 and Spring break is March 7-11.

The superintendent's report was given by Mr. David Spencer. We discussed the safety protocols during the past teacher-in-service. Elementary classes have taken and will take several field trips in the next few weeks. Mr. Spencer attended the ESU 16 meeting and hosted the Honor Roll dinner. A name correction for a 2003 deed issued to the Brule Fire Department was discussed.

Motion by Amy Stanley seconded by Patricia Welsh to accept ESU #16 contract as presented. Motion carried.
Adam Hayward: Absent, Duane Duncan: yes, Patricia Welsh: yes, Tim Van Zee: yes, Darrel Armstrong: yes, Amy Stanley: yes

Motion by Tim Van Zee seconded by Amy Stanley to accept McConnell Psychological Solutions Contract as presented. Motion carried. Adam Hayward: Absent, Patricia Welsh: yes, Amy Stanley: yes, Tim Van Zee: yes, Darrel Armstrong: yes, Duane Duncan: yes

Motion by Tim Van Zee seconded by Duane Duncan to accept 2022-23 Superintendent Contract. Motion carried.
Adam Hayward: Absent, Amy Stanley: yes, Duane Duncan: yes, Patricia Welsh: yes, Darrel Armstrong: yes, Tim Van Zee: yes

Motion by Amy Stanley seconded by Tim Van Zee to accept bid from Midwest Floor Specialists for gym floor refinish service. Motion carried. Adam Hayward: Absent, Duane Duncan: yes, Tim Van Zee: yes, Amy Stanley: yes, Darrel Armstrong: yes, Patricia Welsh: yes

Reviewed and discussed the option enrollment resolution.

Motion by Amy Stanley seconded by Duane Duncan to accept entry door bid by Midwest Door and Hardware. Motion carried.

Adam Hayward: Absent, Tim Van Zee: yes, Patricia Welsh: yes, Darrel Armstrong: yes, Amy Stanley: yes, Duane Duncan: yes

Motion by Duane Duncan seconded by Tim Van Zee to accept entry door security bid by Hinton's Lock & Alarm. Motion carried.

Adam Hayward: Absent, Tim Van Zee: yes, Duane Duncan: yes, Darrel Armstrong: yes, Patricia Welsh: yes, Amy Stanley: yes

Review the minutes.

Motion by Duane Duncan seconded by Amy Stanley to go into executive session to discuss personnel. Motion carried.

Adam Hayward: Absent, Duane Duncan: yes, Patricia Welsh: yes, Tim Van Zee: yes, Darrel Armstrong: yes, Amy Stanley: yes

Motion by Patricia Welsh seconded by Amy Stanley to return to regular session. Motion carried.

Adam Hayward: Absent, Amy Stanley: yes, Tim Van Zee: yes, Patricia Welsh: yes, Duane Duncan: yes, Darrel Armstrong: yes

Motion by Amy Stanley seconded by Duane Duncan to adjourn the meeting at 9:55 PM. Motion carried.

Adam Hayward: Absent, Tim Van Zee: yes, Darrel Armstrong: yes, Patricia Welsh: yes, Duane Duncan: yes, Amy Stanley: yes

The meeting was adjourned at 9:54 PM.

Tim Van Zee, Secretary

MINUTES OF BOARD OF EDUCATION

South Platte School District #95

Regular Board Meeting March 21, 2022 7:00 PM

The Regular Board Meeting of the board was called to order at 7:00 PM by Chairman Darrel Armstrong with board members: **Present:** Darrel Armstrong, Duane Duncan, Adam Hayward, Amy Stanley, Tim Van Zee, Patricia Welsh. Also present were Superintendent David Spencer, Principal Nick Brost and Business Manager Lisa Wilson.

The Pledge of Allegiance was recited and Chairman Armstrong made note of the Open Meetings Act poster that is on display in the meeting room.

CLAIMS: Aliens and Strangers Music 21.00; All Star Auto Glass 29.95; Amazon Credit Plan 1,461.13; Baileigh Industrial Holdings LLC 2,144.00; Big Springs Truck and Travel 676.93; Black Hills Energy 3,485.83; Brost, Nicholas 548.15; Brown, Robert 64.53; Capital One Trade Credit 889.89; Card Service Center 2,815.20; Carlson, Alyson 114.94; Cash-Wa Dist. 523.01; Cdw Government, Inc 4,200.00; Century Link 639.42; Chappell Super Foods 73.56; Doncheske, Dustie 20.86; Dylan's Flooring 225.00; Eakes Office Solutions 10,575.06; Ecolab 125.92; Engineered Controls, Inc. 3,500.00; ESU 16 13,540.90; Foster, Debra 130.00; Goddard, Melisa 38.58; HealthEquity 158.00; Hometown Leasing 994.98; Hot Lunch Account 275.00; Hot Lunch 1,225.85; Ideal Linen Supply 169.00; Johnson, Courtney 550.00; Jostens 223.08; Keith Co. News 74.19; Know Your Golf Rules 119.40; Kotschwar, Bryan 412.47; KSB School Law 65.00; Matheson Tri-Gas, Inc. 163.69; McGraw-Hill LLC 1,409.79; Mid-American Research 707.14; Midwest Door and Hardware 936.00; Moorhead, Denise 550.00; NASB (Nebraska Association Of School Boards) 3,120.00; NPPD (Nebraska Public Power District) 3,019.72; NPPD MLBRY Acct 64.28; NPPD Plum 2 Acct 47.37; Office Service, Inc. 40.97; Oriental Trading Co. 705.55; R Lawn LLC 9,709.52; Ray's Cement Works 200.00; Richards, Shane 43.90; Rockler 4,049.99; Rudy's GTO 20.00; Sandhills Physical Therapy 3,000.00; Scherbarth, Stephanie 198.56; Sinclair Oil Corp. 3,852.79; Snell Services, Inc. 557.51; SP Benefit Fund 687.74; Uline 1,073.93; United States Postal Service 700.90; US Postmaster-Big Springs 313.00; Verizon Wireless 260.35; Village Of Big Springs 629.25; Walmart Business 200.10; Wiest Hardware 1,074.63; Wolf Auto Center Ogallala 488.88 AFLAC 1,440.17; Colonial Life 193.50; EFTPS 39,548.77; Horace Mann 44.42; Horace Mann 175.00; NE Depart Revenue 5,702.31; NPERS (Nebraska School Retirement System) 34,826.12; Vision Care Direct 454.90; Lisa Hixon HSA 503.49; NEBCBS 49,273.16; SP Flex Spending 2,544.46

Motion by Amy Stanley seconded by Duane Duncan to accept the consent agenda. Motion carried.
Patricia Welsh: yes, Tim Van Zee: yes, Amy Stanley: yes, Darrel Armstrong: yes, Duane Duncan: yes, Adam Hayward: yes

The building and grounds committee reported on the updates of the gym floor and entry door projects. The transportation committee gave vehicle maintenance updates.

The principal's report was given by Mr. Nick Brost. The student of the Quarter is Rylee Estrada. Congrats on the successful completion of the basketball season. There were two school records set by Maddi Cheleen for 3 pointers in a season and Ethan Reichman set career points, career 3pts and 3pts in a season. MAC All conference selections: Girls 1st Team- Lauryn Stanley, Maddi Cheleen, 2nd Team-Haily Koenen, Honorable Mention-Avery Hayward, Boys -1st Team - Ethan Reichman, Honorable Mention-Jate Sauls, State Speech, Paola Lopez - 6th Place-Poetry. Congrats - Quiz Bowl 2nd Place MAC Finish. The Science Olympiad Team and FFA teams had several strong places in recent competitions.

The superintendent's report was given by Mr. David Spencer. Dr. Seuss day was celebrated in elementary school. The elementary P/T conferences were well attended. The Penny Carnival was successful. A huge thanks go to the staff, donors and community that made it a success. The Senior Art students attended the VanGogh Immersive Experience Exhibit at the Denver Art Museum. The 6th Grade hosted the Wax Museum. The Scholastic Book Fair was a success; thank you to Mrs. Devries for all her hard work and the community support.

A discussion was held about the 2000 series policies which were set aside until adopted.

Mr. Dale Fornander from Prince Empson insurance agency addressed the board.

A discussion was held about the school calendar.

Cameron Miller presented information about wrestling to the board. A discussion was held about Mr. Miller's presentation; the board asked to move wrestling to April's agenda.

A discussion was held about the stage curtain. The board tabled this item until the April meeting to see if more bids can be obtained.

Review the minutes.

Motion by Adam Hayward seconded by Tim Van Zee to adjourn the meeting. Motion carried.

Adam Hayward: yes, Patricia Welsh: yes, Amy Stanley: yes, Tim Van Zee: yes, Duane Duncan: yes, Darrel Armstrong: yes

The meeting was adjourned at 10:06 PM.

Tim Van Zee, Secretary

Fund: 05 STUDENT ACTIVITY FUND

Chart of Account Number	Chart of Account Description	Beginning Balance	Expenses	Revenues	Outstanding AP	Outstanding PO	Balance Change	Balance
05 704	FUND BALANCE	(220.00)	0.00	0.00	0.00	0.00	0.00	(220.00)
05 704 1000	ATHLETICS	61,905.84	2,520.31	3,349.00	0.00	0.00	0.00	62,734.53
05 704 1010	CHEERLEADERS	390.30	74.00	0.00	0.00	0.00	0.00	316.30
05 704 1030	JH ATHLETIC FUND - MEMORIAL MONEY	480.00	0.00	0.00	0.00	0.00	0.00	480.00
05 704 3010	ART CLUB	243.84	0.00	0.00	0.00	0.00	0.00	243.84
05 704 3020	CROSS COUNTRY	849.67	0.00	0.00	0.00	0.00	0.00	849.67
05 704 3025	GOLF TEAM	526.42	0.00	0.00	0.00	0.00	0.00	526.42
05 704 3030	JR. HIGH BASKETBALL	53.63	0.00	0.00	0.00	0.00	0.00	53.63
05 704 3035	BOYS BASKETBALL TEAM	76.97	132.50	909.56	0.00	0.00	0.00	854.03
05 704 3037	GIRLS BASKETBALL TEAM	394.13	203.00	185.00	0.00	0.00	0.00	376.13
05 704 3040	SPEECH	733.60	0.00	573.31	0.00	0.00	0.00	1,306.91
05 704 3045	FOOTBALL TEAM	7,827.14	0.00	0.00	0.00	0.00	0.00	7,827.14
05 704 3047	VOLLEYBALL TEAM	1,829.69	0.00	532.78	0.00	0.00	0.00	2,362.47
05 704 3050	FFA	28,204.28	581.46	0.00	0.00	0.00	0.00	27,622.82
05 704 3055	BOOK CLUB	0.00	0.00	0.00	0.00	0.00	0.00	0.00
05 704 3056	SPANISH CLUB	0.00	0.00	0.00	0.00	0.00	0.00	0.00
05 704 3060	TRACK	1,489.08	0.00	0.00	0.00	0.00	0.00	1,489.08
05 704 3065	UNIFIED BOWLING	2,330.45	0.00	0.00	0.00	0.00	0.00	2,330.45
05 704 3080	FBLA	1,155.00	0.00	0.00	0.00	0.00	0.00	1,155.00
05 704 3090	QUIZ BOWL	365.67	0.00	0.00	0.00	0.00	0.00	365.67
05 704 4020	CLASS OF 2020	233.58	0.00	0.00	0.00	0.00	0.00	233.58
05 704 4040	CLASS OF 2024-SOPHOMORES	1,619.60	0.00	1,110.50	0.00	0.00	0.00	2,730.10
05 704 4060	CLASS OF 2022-SENIORS	2,751.01	0.00	0.00	0.00	0.00	0.00	2,751.01
05 704 4065	CLASS OF 2021	0.00	0.00	0.00	0.00	0.00	0.00	0.00
05 704 4070	CLASS OF 2027-7TH GRADE	338.25	0.00	0.00	0.00	0.00	0.00	338.25
05 704 4075	CLASS OF 2026- 8TH GRADE	338.25	0.00	0.00	0.00	0.00	0.00	338.25
05 704 4081	CLASS OF 2023 - JUNIORS	2,949.80	326.14	555.75	0.00	0.00	0.00	3,179.41
05 704 4090	CLASS OF 2025-FRESHMEN	482.96	0.00	1,540.07	0.00	0.00	0.00	2,023.03
05 704 5010	MUSIC	1,310.36	0.00	0.00	0.00	0.00	0.00	1,310.36
05 704 5030	STUCCO	678.62	52.20	281.90	0.00	0.00	0.00	856.32
05 704 5035	AG STUDIES	642.15	0.00	0.00	0.00	0.00	0.00	642.15
05 704 5040	IND ART	8,275.82	0.00	193.76	0.00	0.00	0.00	8,469.58
05 704 5045	ONE ACT	4,214.38	0.00	0.00	0.00	0.00	0.00	4,214.38
05 704 5050	YEARBOOK	4,691.82	0.00	0.00	0.00	0.00	0.00	4,691.82
05 704 5080	LIFESKILLS	2,445.14	0.00	367.90	0.00	0.00	0.00	2,813.04
05 704 5090	FITNESS CENTER	2,138.05	0.00	300.00	0.00	0.00	0.00	2,438.05
05 704 6030	RECYCLE PROGRAM	5,454.88	0.00	0.00	0.00	0.00	0.00	5,454.88
05 704 6040	SPECIAL PROJECTS	8,082.85	124.00	0.00	0.00	0.00	0.00	7,958.85
05 704 8000	BANK CHARGES/INTEREST	236.17	0.00	6.14	0.00	0.00	0.00	242.31
Fund Total: 05		155,519.40	4,013.61	9,855.67	0.00	0.00	0.00	161,381.46

Batch Description: ACTIVITY FUND 2.2021
Checking Account: 5

Processing Month: 02/2022

STUDENT ACTIVITY CHECKING

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
	Statement Balance	02/01/2022	163,768.79

Outstanding Checks

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
8189	MEGAN JERABEK	02/28/2021	150.00
8247	HOMESTEAD PUMPKIN PATCH	04/13/2021	132.00
8415	MELODY LANES	11/23/2021	250.00
8474	GRANT JONES	01/26/2022	184.00
8478	GRANT JONES	02/08/2022	174.00
8483	HIPPODROME ARTS CENTER	02/08/2022	124.00
8493	MIKE NAMUTH	02/15/2022	80.00
8496	RYAN SMITH	02/15/2022	123.00
8497	RICK RAFFELSON	02/15/2022	110.00
8498	HERSHEY HIGH SCHOOL	02/15/2022	25.00
8501	POTTER-DIX SCHOOL	02/23/2022	55.00
8502	GIBBON HIGH SCHOOL	02/23/2022	67.50
8503	CAMERON MILLER	02/23/2022	515.46
8504	Anderson's	02/23/2022	241.37
8505	POTTER-DIX SCHOOL	02/24/2022	100.00
8506	GIBBON HIGH SCHOOL	02/24/2022	10.00
8507	NATIONAL FFA	02/28/2022	66.00
	Total:		<u>2,407.33</u>

<u>Statement Balance</u>	<u>Outstanding Total</u>	<u>Balance on Books</u>	<u>Cash Account Balance</u>	<u>Difference</u>
163,768.79	(2,407.33)	161,361.46	161,361.46	0.00

Cleared Automatic Payment Total:
 Cleared Checks Total: 5,099.48
 Cleared Direct Deposit Total:
 Cleared Void Total:
 Cleared Cash Receipt Total: 9,855.67
 Cleared Manual Journal Entries Total:
 Cleared Sales Journal Total:

Receipt Number	Received From ID/Name	Receipt Date	Description	Receipt Key	Amount
		02/09/2022	BBB GATE - MAYWOOD HAYES CENTER	244	241.00
		02/09/2022	FITNESS CENTER/CONCESSIONS	245	3,806.29
		02/11/2022	VENDING MACHINE	246	231.90
		02/15/2022	ROUND 1 SUBS GBB	247	396.00
		02/15/2022	GBB FLOWERS/FITNESS CENTER	248	235.00
		02/16/2022	GBB SUBS- DAY 2	249	1,009.00
		02/18/2022	GBB SUBS FINALS	250	782.00
		02/24/2022	FITNESS CENTER / LIVESTREAM FEE	251	125.00
		02/23/2022	FRESHMAN FUNDRAISER	252	1,000.22
		02/21/2022	GBB SUBS/FITNESS CENTER	253	135.00
		02/21/2022	STS/BB/SUBS	254	365.62
		02/25/2022	LIVESTREAM/GOODWILL/CONCESS IONS	255	412.00
		02/28/2022	SOPH FUNDRAISER/MEALS ON WHEELS BBB	256	1,110.50
		02/28/2022	FEBRUARY 2022 INT.	257	6.14
Report Total:					9,855.67

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
8468	01/25/2022	X			PEPSI	PEPSI COLA OF WESTERN NEBRASKA	98.50
8470	01/25/2022	X			AWARDSUNLI	AWARDS UNLIMITED	489.20
8471	01/25/2022	X			5STARCUSTO	5 STAR CUSTOM DESIGN	46.50
8472	01/26/2022	X			CODYLEE	CODY LEE	184.00
8473	01/26/2022	X			TURNER	BRENT TURNER	184.00
8475	01/31/2022	X			CHILDRENSM	CHILDREN'S MUSEUM	95.00
8476	01/31/2022	X			MAC	MINUTEMAN ACTIVITIES CONFERENCE	250.00
8477	01/31/2022	X			NATLFFA	NATIONAL FFA ORGANIZATION	1,430.00
8479	02/08/2022	X			TURNER	BRENT TURNER	174.00
8480	02/08/2022	X			LEECODY	CODY LEE	174.00
8481	02/08/2022	X			HOUSER	DOUG HOUSER	105.00
8482	02/08/2022	X			NELSON	ARIC NELSON	105.00
8484	02/08/2022	X			VINTBARN	VINTAGE BARN DOOR BLOOMS	517.50
8485	02/08/2022	X			MISKOSPOR	MISKO SPORTS	79.99
8486	02/14/2022	X			KEYS	TERRY KEYS	85.00
8487	02/14/2022	X			FERGUSON	MATTHEW FERGUSON	85.00
8488	02/14/2022	X			CHRISTEN	ADAM CHRISTEN	85.00
8489	02/14/2022	X			JAYEHLER	JAY EHLER	120.00
8490	02/14/2022	X			EHLER	BROCK EHLER	180.00
8491	02/14/2022	X			BALTHAZOR	JAMEY BALTHAZOR	180.00
8492	02/15/2022	X			JAYDICKINS	JAY DICKINSON	80.00
8494	02/15/2022	X			JERRSM	JERRY SMITH	80.00
8495	02/15/2022	X			JAYDICKINS	JAY DICKINSON	123.00
8499	02/15/2022	X			PEPSI	PEPSI COLA OF WESTERN NEBRASKA	52.20
8500	02/15/2022	X			SCHESTEP	Stephanie Scherbarth	96.59
Check Type Total: Check		Count: 25		Void Total: 0.00	Total without Voids:		5,099.48
Checking Account Total: 5		Count: 25		Void Total: 0.00	Total without Voids:		5,099.48
Grand Total:		Count: 25		Void Total: 0.00	Total without Voids:		5,099.48

**South Platte Schools Treasurer's Report
February Expenses 2022 - Meeting March 21, 2022**

Name of Account	Feb-21	Feb-22	Jan-22
General Fund(ABT)			
Beginning Balance	\$650,470.47	\$1,258,836.22	\$875,465.19
Interest on Checking	\$23.47	\$45.06	\$38.37
Garden Co. Taxes	\$560.13	\$2,817.50	\$1,233.65
Perkins Co. Taxes	\$19,105.73	\$30,378.41	\$34,041.28
Keith County Taxes	\$169,804.10	\$144,360.46	\$288,717.56
Deuel County Taxes	\$44,970.81	\$97,696.81	\$180,610.82
Co. Fines/Licenses	\$673.95		
Local License Fees			\$10.00
Lunch Reimbursement	\$14,429.75	\$12,095.88	\$7,507.86
Pro Rata Motor Vehicles			
Spec. Ed Payment	\$18,379.00	\$18,176.00	
Tuition Reimbursement			
Title 1 Reimbursement			
Title IV			
State Apportionment	\$22,861.03	\$19,447.82	
STATE AID	\$38,652.85	\$40,219.00	\$63,319.00
Distance Learning			
NASB Medicaid Consortium			
State of Ne-High Ability Learners			
Insurance Claim Receipts			
Medicaid Receipts			
Other State Receipts			
ESU Receipts		\$90.00	
Sale of Junk			\$4,601.00
High Ability			
Misc. Receipts	\$976.06	\$2,497.08	\$4,757.75
Total Receipts	\$330,436.88	\$367,824.02	\$584,837.29
Total Disbursements	\$430,661.05	\$339,994.43	\$201,466.26
General Fund End. Balance (ABT)	\$550,246.30	\$1,286,665.81	\$1,258,836.22
Building Fund (ABT) 493	\$188,279.81	\$243,849.98	\$240,067.53
Depreciation Fund (ABT) 458	\$209,729.26	\$279,086.47	\$279,054.52
Bond Account (ABT) 549	\$530,527.65	\$223,778.41	\$189,959.57
Employee Flex Spending (ABT)	\$3,491.30	\$2,516.98	\$1,856.08
Savings Account (CFB)	\$212,562.38	\$214,142.54	\$214,116.26
CD # 2357	\$250,000.00	\$250,000.00	\$250,000.00
Unemployment Svgs (CFB)	\$29,674.98	\$29,713.79	\$29,710.83
Employee Benefit (CFB)	\$6,003.18	\$6,618.33	\$6,005.83
Activity Fund (CFB)	\$183,062.63	\$161,361.46	\$155,519.40
Lunch Fund (CFB)	\$119,085.72	\$11,060.57	\$30,024.12
Total Funds All Accounts	\$2,282,663.21	\$2,708,794.34	\$2,655,150.36
Fund Distrubution - CFB	\$800,388.89	\$672,896.69	\$685,376.44
AB&T	\$1,482,274.32	\$2,035,897.65	\$1,969,773.92
General Fund Expenditures for February 2022			
General Fund Checks	\$220,976.23		
Net Payroll (DD/Cks/Liab)	\$128,858.10		
Subtotal:	\$349,834.33		
Less: Hot Lunch Payroll	\$9,839.90		
Net General Fund Expenses	\$339,994.43		

03/17/2022 4:21 PM

Posted; Fund Number From AP Invoice 01; Journal Code CD; Processing Month 03/2022

User ID: LAW

Checking Account ID: 1

Check Type: Automatic Payment

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
9136583	03/21/2022				BHENERGY	Black Hills Energy	3,485.83
9136584	03/21/2022				NORTHCAPIT	Northern Tool Blue Tarp	889.89
9136585	03/21/2022				CARDSERV	Card Service Center	2,815.20
9136586	03/21/2022				NPPD	NPPD (Nebraska Public Power District)	3,019.72
9136587	03/21/2022				NPPDMLBRY	NPPD MLBRY Acct	64.28
9136588	03/21/2022				NPPDPLUM2	NPPD Plum 2 Acct	47.37
Check Type Total:		Automatic Payment		Void Total:		0.00	Total without Voids: 10,322.29

Checking Account ID: 1

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
137061	03/21/2022				ALIEN	Aliens and Strangers Music	21.00
137062	03/21/2022				ALLSTAR	All Star Auto Glass	29.95
137063	03/21/2022				AMAZCRED	Amazon Credit Plan	1,461.13
137064	03/21/2022				BAILEIGHIN	Baileigh Industrial Holdings LLC	2,144.00
137065	03/21/2022				BSTT	Big Springs Truck and Travel	676.93
137066	03/21/2022				BROSTNICK	Nicholas Brost	548.15
137067	03/21/2022				BROWROBE	Robert Brown	64.53
137068	03/21/2022				CARLALYS	Alyson Carlson	114.94
137069	03/21/2022				CASHWA	Cash-Wa Dist.	523.01
137070	03/21/2022				CDWGOVT	Cdw Government, Inc	4,200.00
137071	03/21/2022				CENTLINK	Century Link	639.42
137072	03/21/2022				CHAPFOOD	Chappell Super Foods	73.56
137073	03/21/2022				DONCDUST	Dustie Doncheske	20.86
137074	03/21/2022				DYLANSFLOO	Dylan's Flooring	225.00
137075	03/21/2022				EAKESOFFIC	Eakes Office Solutions	10,575.06
137076	03/21/2022				ECOLAB	Ecolab	125.92
137077	03/21/2022				ENGINEERED	Engineered Controls, Inc.	3,500.00
137078	03/21/2022				ESU16	ESU 16	13,540.90
137079	03/21/2022				FOSTDEBR	Debra Foster	130.00
137080	03/21/2022				GODDMELI	Melisa Goddard	38.58
137081	03/21/2022		X	03/17/2022	HAPPYJACKS	Happy Jacks BBQ	687.74
137082	03/21/2022				WAGEWORKS	HealthEquity	158.00
137083	03/21/2022				HOMETOWN	Hometown Leasing	994.98
137084	03/21/2022				HOTLUNCH	Hot Lunch	1,225.85
137085	03/21/2022				HOTLUN	Hot Lunch Account	275.00
137086	03/21/2022				IDEAL	Ideal Linen Supply	169.00
137087	03/21/2022				JOHNCOUR	Courtney Johnson	550.00
137088	03/21/2022				JOSTENS	Jostens	223.08
137089	03/21/2022				KCN	Keith Co. News	74.19
137090	03/21/2022				KNOWYOURGO	Know Your Golf Rules	119.40
137091	03/21/2022				KOTSBRYA	Bryan Kotschwar	412.47
137092	03/21/2022				KSB	KSB School Law	65.00
137093	03/21/2022				MATHESON	Matheson Tri-Gas, Inc.	163.69
137094	03/21/2022				MCGRAW	McGraw-Hill LLC	1,409.79
137095	03/21/2022				MARC	Mid-American Research	707.14
137096	03/21/2022				MIDWESTDOO	Midwest Door and Hardware	936.00
137097	03/21/2022				MOORDENI	Denise Moorhead	550.00
137098	03/21/2022				NASB	NASB (Nebraska Association Of School Boards)	3,120.00
137099	03/21/2022				OFFICE	Office Service, Inc.	40.97
137100	03/21/2022				ORIENTAL	Oriental Trading Co.	705.55
137101	03/21/2022				RLAWN	R Lawn LLC	9,709.52
137102	03/21/2022				RAYSCEMEN	Ray's Cement Works	200.00
137103	03/21/2022				RICHSHAN	Shane Richards	43.90
137104	03/21/2022				ROCKLER	Rockler	4,049.99
137105	03/21/2022				RUDYS	Rudy's GTO	20.00
137106	03/21/2022				SANDHILLS	Sandhills Physical Therapy	3,000.00
137107	03/21/2022				SCHESTEP	Stephanie Scherbarth	198.56
137108	03/21/2022				SINCLAIR	Sinclair Oil Corp.	3,852.79
137109	03/21/2022				SNELL	Snell Services, Inc.	557.51

Checking Account ID: 1

Check Type: Check

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
137110	03/21/2022				BENEFIT	SP Benefit Fund	687.74
137111	03/21/2022				ULINE	Uline	1,073.93
137112	03/21/2022				USPOSTAL	United States Postal Service	700.90
137113	03/21/2022				USPOBS	US Postmaster-Big Springs	313.00
137114	03/21/2022				VERIZON	Verizon Wireless	260.35
137115	03/21/2022				VILLAGEBS	Village Of Big Springs	629.25
137116	03/21/2022				WALMART	Walmart Business	200.10
137117	03/21/2022				WIEST	Wiest Hardware	1,074.63
137118	03/21/2022				WOLF	Wolf Auto Center Ogallala	488.88
Check Type Total:		Check			Void Total:	687.74	Total without Voids: 77,614.10
Checking Account Total:		1			Void Total:	687.74	Total without Voids: 87,936.39
Grand Total:					Void Total:	687.74	Total without Voids: 87,936.39

Claims Payroll 133,039.84
 Total Claims \$ 220,976.23

Check Register by Checking Account

Posted; Journal Code PR; Payee Type Deduction; Payroll Type Extra, Pay Off
Contracts, Regular, Void; Processing Month 03/2022

Checking Account ID: 1

Check Type: Automatic Payment

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
9136575	03/15/2022				AFLAC	AFLAC	1,440.17
9136576	03/15/2022				COLONIAL	Colonial Life	193.50
9136577	03/15/2022				EFTPS	Electronic Federal Tax Payment System	39,163.50
9136578	03/15/2022				2HMAUTO	Horace Mann Insurance Company	44.42
9136579	03/15/2022				HORACE	Horace Mann Life Ins. Co.	175.00
9136580	03/15/2022				SITNE	Nebraska Department of Revenue	5,655.30
9136581	03/15/2022				RET	Nebraska School Retirement Syst (NPERS)	34,315.78
9136582	03/15/2022				VISIONCAR	Vision Care Direct	430.40
Check Type Total:		Automatic Payment		Void Total:		0.00	Total without Voids: 81,418.07

Checking Account ID: 1

Check Type: Check

<u>Check Number</u>	<u>Check Date</u>	<u>Cleared</u>	<u>Void</u>	<u>Void Date</u>	<u>Entity ID</u>	<u>Entity Name</u>	<u>Amount</u>
137058	03/15/2022				HIXONHSA	Lisa Hixon H S A	503.49
137059	03/15/2022				BCBS	NE Blue Cross Blue Shield	48,573.82
137060	03/15/2022				SPFLEX	South Platte Flexible Spending	2,544.46
Check Type Total:		Check		Void Total:		0.00	Total without Voids: 51,621.77
Checking Account Total:		1		Void Total:		0.00	Total without Voids: 133,039.84
Grand Total:				Void Total:		0.00	Total without Voids: 133,039.84

Payroll Claims

	<u>PIK/Gross</u>	<u>Amount</u>	<u>Expense/ Employer</u>	<u>Adjustment Amount</u>	<u>Check Total</u>	<u>Payee ID</u>	<u>Payee Name</u>	
ADD								
10 Sub ES SPED Para			673.79					
100 Sub HS Teach			1,920.00					
101 Sub ES Teach			1,560.00					
102 Sub HS SPED Teach			120.00					
103 Sub ES SPED Teach			240.00					
105 Sub ES Clerical			100.62					
11 Clerical Supt			3,493.84					
111 Sub Half Day ES Teach			140.00					
12 Clerical HS			2,517.45					
13 Clerical ES			2,260.20					
14 Driver VAN - hourly			70.20					
16 Para SPED ES			5,370.84					
17 Para SPED HS			3,145.61					
19 Sub Kitchen			198.57					
200 Sick			474.00					
201 PTO			331.00					
207 Comp Time			560.00					
21 Equip Maint			1,102.44					
211 Sub Title I Full Teach			120.00					
5 Driver ACTIVITY Bus			1,674.20					
605 Driver Bus Lodgepole 1 way			850.00					
6 Driver Ogallala Bus Route 2 way			1,612.50					
7 Custodian			2,713.79					
8 Kitchen			6,294.99					
9 SUB HS SPEDPARA			295.49					
909 9th Hour			120.00					
ADMISSIONS TICKETS/Admissions			204.00					
CLOCK Scorekeeping/Clock			528.00					
OT OVER TIME PAY			1,309.94					
REFEREE Referee			900.00					
TC In House Teacher Coverage- Planning Perio			117.80					
			41,019.27					
CONTRACT								
C01 CONTRACT 1			134,036.14					
C02 CONTRACT 2			4,275.16					
CELLREIM Cell Reimbursement			210.00					
COACH1 COACHING 1			3,547.40					
COACH2 COACHING 2			180.50					
SPONSOR1 SPONSOR 1			60.16					
			142,309.36					
DEDUCTION								
125DENTAL Section 125 Den	1,176.16		856.66		2,032.82		BCBS NE Blue Cross Blue Shield	
125ICU Section 125 Int	71.11				71.11		AFLAC AFLAC	A
125VISION Section 125 Vis	430.40				430.40		VISIONCAR Vision Care Direct	A
ACCDNT AFLAC ACCIDENT	523.15				523.15		AFLAC AFLAC	A
AFLACLIFE AFLAC-Life	59.60				59.60		AFLAC AFLAC	A
AFLCANC Aflac Cancer -	594.30				594.30		AFLAC AFLAC	A
AFLDENT Section 125 AFL	162.11				162.11		AFLAC AFLAC	A
AFLDISAB Aflac Disabilit	29.90				29.90		AFLAC AFLAC	A
CLCANC Cancer Colonial	193.50				193.50		COLONIAL Colonial Life	A
FLEX Flex Spending	2,544.46				2,544.46		SPFLEX South Platte Flexible Spending	
HEALTH Health Ins			46,541.00		46,541.00		BCBS NE Blue Cross Blue Shield	
HMAUTO Horace Mann Aut	44.42				44.42		2HMAUTO Horace Mann Insurance Company	A
HSA HSA	208.33		295.16		503.49		HIXONHSA Lisa Hixon H S A	
TSAHM Horace Mann	175.00				175.00		HORACE Horace Mann Life Ins. Co.	A
	6,212.44		47,692.82	0.00	53,905.26			
RET DEDUCTION								
RET RETIREMENT	173,785.83	12,651.59	12,778.13	114.13	25,543.85		RET Nebraska School Retirement Syst	A

Payroll Register - Totals Combined

Posted; Payroll Type Extra, Pay Off Contracts, Regular, Void; Processing Month 03/2022

	<u>PIK/Gross</u>	<u>Amount</u>	<u>Expense/ Employer</u>	<u>Adjustment Amount</u>	<u>Check Total</u>	<u>Payee ID</u>	<u>Payee Name</u>	
RET2 RETIREMENT INCR	173,785.83	4,344.65	4,388.08	39.20	8,771.93	RET	(NPERS) Nebraska School Retirement Syst (NPERS)	A
		16,996.24	17,166.21	153.33	34,315.78			
TAX								
FIT FIT	160,043.87	12,049.60			12,049.60	EFTPS	Electronic Federal Tax Payment System	A
FUTA FUTA	182,822.10							
MEDICARE MEDICARE	177,215.11	2,569.61	2,569.61		5,139.22	EFTPS	Electronic Federal Tax Payment System	A
SITNE SIT NE	160,043.87	5,655.30			5,655.30	SITNE	Nebraska Department of Revenue	A
SOCSEC SOC SEC	177,215.11	10,987.34	10,987.34		21,974.68	EFTPS	Electronic Federal Tax Payment System	A
SUTANE SUTA NE	183,118.63							
WCNE WORK COMP NE	183,118.63							
		31,261.85	13,556.95	0.00	44,818.80			
						* Net Pay:	128,858.10	
						Cash Total:	261,897.94	
Non - FIT Taxable Deductions		23,074.76						
Non - SIT Taxable Deductions		23,074.76						
Non - SOC SEC Taxable Deductions		5,903.52						
Non - MEDICARE Taxable Deductions		5,903.52						
Direct Deposits		125,483.49						
Automatic Payments		81,418.07						
Adds + Contracts + Deduction Adds		183,328.63						

BOE Meeting 3-21-22

~ Dr. Seuss Day

~ Book Fair/ PT Conferences

~ NSCAS, MAPs and other Testing

~ Penny Carnival

~ Science Olympiad

~ Senior Denver Art Trip to Denver

~Option Enrollment Students

~Esser Funds

~ Set me Free Project

~ Upcoming event

*5th-6th grade to Rural Ameritown in Wray, Colorado

*7-12 Healthy Relationships Seminar by Carol Sherman from SCIP in Ogallala

* 5-12 Digital Citizenship by Karen Haase , KSB School Law

2000 Series Policies

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2015	Student Member of School Board
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2001 Role of the Board of Education

The board of education (board) is charged by the Legislature with the duty of providing public elementary and secondary education to the citizens of the district. The Legislature has also created the State Board of Education and the State Department of Education, and has delegated certain regulatory and advisory functions to them. The board is responsible to these agencies as specified by law.

The board's primary duties are: (1) to establish a mission, goals, and policies; (2) to establish and maintain school facilities; (3) to select a superintendent; (4) to adopt a fiscally responsible budget; and (5) to evaluate programs.

1. Establishment of Mission, Goals and Policies

The board shall concern itself with broad questions of mission, goals and policy, rather than administrative details. The application of policies is an administrative task to be performed by the superintendent of schools and his or her administrative staff, who shall be held responsible for the effective administration and supervision of the entire school district.

2. Establishment and Maintenance of School Facilities and Other Resources

The board is the legal agency through which the community works to provide the physical facilities, curriculum, instructional supplies and staff to enable the district's mission and objectives to be carried out. The board will establish and maintain school facilities necessary to educate the students of the district.

3. Selection of the Superintendent of Schools

The board will employ a superintendent of schools as the chief executive to whom it will delegate the administration of the school program. As the chief administrator for the board, the superintendent will implement board policies and supervise the day-to-day operation of the school system. The superintendent will keep the board informed of the implementation of the plans and policies, and will recommend changes to policies as necessary. The superintendent will furnish educational leadership to the board, the school staff, and the community.

4. Fiscally Responsible Budget

The board will annually adopt a fiscally responsible budget that will permit the district to accomplish its goals and objectives. The management of the financial program and the development of the proposed budget for the district is delegated to the superintendent.

The board will work for adequate and dependable financial support of the public schools, promotion of effective and efficient organization, and administration of the district.

5. Evaluation of Program

The board will evaluate, or cause to be evaluated, the progress and results of the educational program on a continuous basis. In making these evaluations, the board will seek and give appropriate weight to the superintendent's analysis and recommendations.

Adopted on: _____

Revised on: _____

Reviewed on: _____

2002
Organization of the Board, Board Officers, Check Signing, and Committees

1. Membership, Term and Election

- a. The Board of Education shall be comprised of six members who will be elected at large.
- b. Those who wish to serve on the board shall file, be elected, and serve terms of office on the board according to law.

2. Internal Organization and Officers

a. President

- i. At the regular January meeting, the board shall elect from among its members a president who shall serve in that capacity for one year.
- ii. The president shall preside at all board meetings, and shall perform such other duties as may be prescribed by law or by action of the board.

b. Vice President

- i. At the regular January meeting, the board shall elect from among its members a vice president who shall serve in that capacity for one year.
- ii. The vice president shall preside in the absence of the president, and shall perform such other duties as are assigned by the board.

c. Secretary

- i. At the regular January meeting, the board shall elect a secretary who need not be a member of the board. The secretary shall serve in that capacity for one year. If the secretary is a member of the board, an assistant secretary may be named and his or her duties and compensation set by the board.

- ii. The secretary shall see that an accurate record of the proceedings of the board is kept, that a copy of the proceedings is provided to each board member and to the superintendent, and that a concise summary of each month's meeting is published along with a list of all approved claims. The secretary shall perform such other duties as are prescribed by law and assigned by the board.

d. Treasurer

- i. At the regular January meeting, the board shall elect, employ, or appoint a treasurer who need not be a member of the board if permitted by law. The treasurer shall serve in that capacity for one year, unless the board designates a longer term for the treasurer.
- ii. The treasurer may be designated to sign checks and certain other documents. The treasurer is the custodian of the monies of the district.
- iii. The treasurer shall give bond or equivalent insurance coverage payable to the district as prescribed by law with the cost of the bond being paid by the district.
- iv. The treasurer shall issue no warrant of payment of claim against the district until such claim has been duly authorized.

3. Signing and Authorizing Checks, Warrants, and other Instruments.

- a. Unless otherwise delegated by the board, the president, secretary and treasurer of the board shall sign checks, warrants, and other instruments of the district.
- b. The board may delegate another person to sign and validate any checks, warrants, and other instruments. Facsimile signatures of board members may be used.
- c. The board delegates that the vice president, secretary and treasurer may sign any warrant in the absence of the president.

4. Board Officer Voting and Tie Breakers

- a. The vote to elect board officers may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.
- b. In the event any officer cannot be elected by a majority after 10 votes; no votes occur after ten motions fail for lack of a "second,"; or no member volunteers to serve as an officer for a particular position, the tie will be broken by the applicable method:
 - i. If the board is split between two members, the officer will be determined by coin flip. The winning member will be the officer for the upcoming year unless the position changes by action of the board.
 - ii. If the board is split between more than two members who wish to serve as the officer, any member wanting to serve as the officer will put his or her name into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.
 - iii. If no member is willing to serve as an officer for a position which is required to be a member of the board, all non-officers' names will be put into a drawing. The name drawn out will be the officer for the upcoming year unless the position changes by action of the board.

5. Committees

- a. The board shall authorize such special committees as it deems necessary. The board president shall appoint members to the committee, and designate its function, tasks it is to perform, and a completion date for its work.
- b. On or before the beginning of each calendar year, the board shall appoint three members to form a Committee on American Civics. The committee's duties shall be those prescribed by Nebraska statutes, which include:
 - i. Hold no fewer than two public meetings annually, at least one when public testimony is accepted;

- ii. Keep minutes of each meeting showing the time and place of the meeting, which members were present or absent, and the substance and details of all matters discussed;
- iii. Examine and ensure that the social studies curriculum used in the district is aligned with the social studies standards adopted pursuant to section 79-760.01 and teaches foundational knowledge in civics, history, economics, financial literacy, and geography;
- iv. Review and approve the social studies curriculum to ensure that it stresses the services of the men and women who played a crucial role in the achievement of national independence, establishment of our constitutional government, and preservation of the union and includes the incorporation of multicultural education as set forth in sections 79-719 to 79-723 in order to instill a pride and respect for the nation's institutions and not be merely a recital of events and dates;
- v. Ensure that any curriculum recommended or approved by the committee on American civics is made readily accessible to the public and contains a reference to this section;
- vi. Ensure that the district develops and utilizes formative, interim, and summative assessments to measure student mastery of the social studies standards adopted pursuant to section 79-760.01;
- vii. Ensure that the social studies curriculum in the district incorporates one or more of the following for each student:
 - 1. Administration of a written test that is identical to the entire civics portion of the naturalization test used by United States Citizenship and Immigration Services prior to the completion of eighth grade and again prior to the completion of twelfth grade with the individual score from each test for each student made available to a parent or guardian of such student; or
 - 2. Attendance or participation between the commencement of eighth grade and completion of twelfth grade in a meeting of a public body as defined by section 84-1409 followed by the completion of a

project or paper in which each student demonstrates or discusses the personal learning experience of such student related to such attendance or participation; or

3. Completion of a project or paper and a class presentation between the commencement of eighth grade and the completion of twelfth grade on a person or persons or an event commemorated by a holiday listed in section 79-724(6) or on a topic related to such person or persons or event;

viii. Take all such other steps as will assure the carrying out of the provisions of this section and provide a report to the school board regarding the committee's findings and recommendations.

6. Vacancies

a. A vacancy on the board of education shall exist when any one of the following occurs:

i. A member submits his or her formal resignation from the board.

ii. A member removes himself or herself from the district or is absent from the district for a continuous period of sixty days.

iii. A member misses more than two consecutive regular board meetings unless excused by a majority of the remaining members.

iv. Such other reasons as are set forth in Nebraska statutes.

b. The board shall make note the vacancy in its minutes and shall give notice of the date the vacancy occurred, the office vacated, and the length of the unexpired term to (1) the election commissioner or county clerk, and (2) the public by published notice in a newspaper of general circulation in the district.

c. Vacancies shall be filled in the manner set forth in Nebraska statutes.

Adopted on: _____

Revised on: _____

Reviewed on: _____

2003
Development and Education of Board Members

1. New Board Member Orientation
 - a. All new board members are strongly encouraged to attend new board member training and workshops.
 - b. Sitting board members and the superintendent will assist each new member-elect to understand the board's functions, policies, and procedures before he or she takes office.

2. Ongoing Development and Education
 - a. Board members provide the most effective service to the district when they are continuously updated on educational and legal issues. Attendance at meetings directly or indirectly related to education or school matters is encouraged for the value they have to the school system and the professional growth of board members.
 - b. Board members are encouraged to engage in continuing education such as:
 - i. Participation in local, regional and state conferences and workshops such as meetings of the Nebraska Association of School Boards, the Nebraska Rural Community Schools Association, and the Nebraska Council of School Administrators.
 - ii. Participation in legislative sessions and related activities.
 - iii. Participation in national conventions such as the National School Boards Association and/or the American Association of School Administrators on a rotating basis among the members.
 - iv. Examination of other school facilities and their programs.

The superintendent shall notify board members of all relevant conferences and workshops, other local and regional meetings, and/or in-service activities.

Board members should refer to Policy 2007 for information on reimbursement for attendance at continuing education and training.

Adopted on: _____
Revised on: _____
Reviewed on: _____

**2004
Oath of Office**

No board member is required to take an oath of office pursuant to Nebraska law. However, new board members may voluntarily take the following oath before entering into their official duties:

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

Board members may affirm the oath orally or in writing. Copies of written oaths will be retained as official records of the school district in the main administrative office and such other places as may be required by law. Board members who give the oath orally will be noted in the minutes.

Adopted on: _____

Revised on: _____

Reviewed on: _____

2005 Conflict of Interest

Any member of the board of education who meets the conditions set forth in this policy shall be deemed to have a business or financial conflict of interest.

1. Definitions. For purposes of this policy:

a. Business with which a board member is associated shall include the following:

- (1) A business in which the board member or a member of his or her immediate family is a partner, a limited liability company, or serves as a director or an officer.
- (2) A business in which the board member or a member of his or her immediate family is a stockholder in a closed corporation with stock worth one thousand dollars or more, or the board member or his or her immediate family owns more than a five percent equity interest or is a stockholder of publicly traded stock worth more than ten thousand dollars or more at fair market value, or which represents more than ten percent equity interest. This shall not apply to publicly traded stock under a trading account if the board member reports the name and address of the company and stockbroker.

b. A business association shall be defined to include an individual as a partner, limited liability company member, director or officer, or a business in which the individual or member of the immediate family is a stockholder.

c. Immediate family member or member of the immediate family shall mean a child residing in an individual's household, a spouse of an individual, or an individual claimed by that individual or that individual's spouse as a dependent for federal income tax purposes.

2. Contracts with the School District.

a. No board member or member of his or her immediate family shall enter into a contract valued at two thousand dollars or more, in

- any one year, with this school district unless the contract is awarded through an open and public process that (1) includes prior public notice and (2) allows the public to inspect during the school district's regular office hours the proposals considered and the contract awarded. Board members who enter into employment contracts with the school district must also comply with the board's policy on the employment of board members.
- b. The existence of any conflict of interest in any contract in which the board member has an interest and in which the school district is a party, or the failure to make public the board member's interest known, may render a contract null and void.
 - c. The prohibition of a conflict of interest or requirement for the board member to make public notice shall apply when the board member, or his or her parent, spouse, or child has a business association with the business involved in the contract or will receive a payment, fee, or commission as a result of the contract.
 - d. The prohibition in this section does not apply if the contract is an agenda item approved at a board meeting and the board member:
 - (1) Makes a declaration on the record to the school board regarding the nature and extent of his or her interest prior to official consideration of the contract;
 - (2) Does not vote on the matters of granting the contract, making payments pursuant to the contract, or accepting performance of work under the contract, or similar matters relating to the contract, except that if the number of members of the school board declaring an interest in the contract would prevent the board with all members present from securing a quorum on the issue, then all members may vote on the matters; and
 - (3) Does not act for the school board as to inspection or performance under the contract in which he or she has an interest.

3. Contracts with Board Member's Immediate Family.

- a. If a person in a board member's immediate family is an employee of this school district, the board member may vote on all issues of a contract which are generally applicable to:
 - (1) All district employees.
 - (2) All employees within a specific classification but which does not single out the member of his or her immediate family.

4. Employing Members of the Immediate Family.

- a. A board member may recommend for employment or supervise the employment of an immediate family member if:
 - (1) The board member does not abuse his or her position.
 - (2) Abuse of official position shall include, but not be limited to, employing an immediate family member:
 - (i) who is not qualified for and able to perform the duties of the position;
 - (ii) for any unreasonably high salary;
 - (iii) who is not required to perform the duties of the position.
 - (3) The board makes a reasonable solicitation and consideration of applications for employment.
 - (4) The board member makes a full disclosure on the record to the governing body of the school district and to the secretary of the board. If the secretary of the board of education would be the individual filing the disclosure statement, the statement shall be filed with the president of the board of education.
 - (5) The board approves the employment or supervisory position.

b. The board has not terminated the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.

5. Gifts, Loans, Contributions, Rewards, or Promises of Future Employment

a. No board member shall offer or give to the following persons anything of value, including a gift, loan, contribution, reward, or promise of future employment, based upon an agreement that a vote, official action, or judgment would be influenced thereby:

(1) a public official, public employee, or candidate.

(2) a member of the immediate family of an individual listed in Subparagraph 'a' above.

(3) a business with which an individual listed in Subparagraph (1) or (2) above is associated.

b. No board member shall solicit or accept anything of value, including a gift, loan, contribution, reward, or promise of future employment based on an agreement that the vote, official action, or judgment of the board member would thereby be influenced.

c. A board member shall not use or authorize the use of his or her public office or any confidential information received through the holding of a public office to obtain financial gain, other than compensation provided by law, for himself or herself, a member of his or her immediate family, or a business with which he or she is associated.

d. A board member shall not use personnel, resources, property, or funds under his or her official care and control other than in accordance with prescribed constitutional, statutory, and regulatory procedures or use such items, other than compensation provided by law, for personal financial gain.

6. Conflict of Interest Relating to Campaigning or Political Issues

a. Except as provided below, the board shall not authorize the use of personnel, property, resources, or funds under its jurisdiction for the purpose of campaigning for or against the nomination or

election of a candidate or the qualification, passage, or defeat of a ballot question.

- b. This does not prohibit the board from making school district facilities available to a person for campaign purposes if the identity of the candidate or the support for or opposition to the ballot question is not a factor in making the facilities available or a factor in determining the cost or conditions for use.
- c. This does not prohibit the board from discussing and voting upon a resolution supporting or opposing a ballot question.
- d. This does not prohibit the board, while legally seated as a body, from responding to specific inquiries by the press or the public as to the board's opinion regarding a ballot question or from providing information in response to a request for information.
 - (1) The board may designate one or more members of its body, or one or more of its school administrators, to speak on behalf of the board on specific occasions such as public meetings or legislative hearings.
 - (2) Any member of the board may present his or her personal opinion regarding a ballot question or respond to a request for information related to a ballot question; but in so doing, the person should clearly state that the information being presented is his or her personal opinion and is not to be considered as the official position or opinion of the board. However, this shall not be done during a time that the individual is engaged in his or her official duties.

7. Conflict of Interest Statement

- a. Any board member who would be required to take any action or make any decision in the discharge of his or her official 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:

- (1) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict;
 - (2) Deliver a copy of the statement to the school board secretary who shall enter the statement onto the school district's public records; and
 - (3) Abstain from participating or voting on the matter in which he or she has a conflict of interest.
- b. If the board member would like a formal opinion from the NADC as to whether there is an actual conflict of interest, he/she shall deliver a copy of the statement to the NADC.

8. Recordkeeping

- a. The board secretary shall maintain a separate record of the following information for every contract entered into by the school board in which a board member has an interest and for which disclosure was made pursuant to section 2d of this policy:
 - (1) The names of the contracting parties.
 - (2) The nature of the interest of the board member in question.
 - (3) The date that the contract was approved.
 - (4) The amount of the contract.
 - (5) The basic terms of the contract.
 - b. The information supplied relative to the contract shall be provided no later than ten (10) days after the contract has been signed by both parties. The ledger kept by the board secretary shall be available for public inspection during normal working hours of the office in which it is kept.
9. Conflict. To the extent that there is a conflict between this policy and the Nebraska Political Accountability and Disclosure Act ("Act"), the Act shall control.

Adopted on: _____

Revised on: _____

Reviewed on: _____

2006 Complaint Procedure

Grievances and complaints which arise from parent/guardians or patrons of the district should be initiated in the following manner:

1. All grievances concerning discrimination shall be filed with the South Platte School Superintendent, 610 Plum St. Big Springs, NE 69127 or 308-889-3622.
2. _____
3. All other grievances.
 - a. The complainant must identify the organization, group or person(s).
 - b. The staff member shall be contacted to communicate the nature of the complaint.
 - c. The complaint should be as detailed and specific as is practical.
 - d. The complainant shall request a meeting with the involved staff members for clarification, discussion and resolution. The meeting will be held at the school at a time that is mutually convenient to all parties.
 - e. If prior steps have been unsuccessful either party may involve the appropriate administrator for discussion and resolution by requesting a meeting with all involved parties or separate meetings that will involve all parties.
 - f. Should the matter concerned not be resolved to the satisfaction of all parties, they may appeal in writing to the Superintendent of Schools within thirty days.
 - g. If the initiating party is not satisfied with the response of the Superintendent, said party may address a written appeal to the Board of Education through the Secretary of the Board.

Anonymous communication shall not be considered by the Board of Education.

It shall be understood by all parties involved in the complaint procedure that no reprisals of any kind, applied or intended, shall be brought against the person or persons involved in the resolution of the grievance.

Adopted on: _____

Revised on: _____

Reviewed on: _____

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Deleted: Good communication helps to resolve many misunderstandings and disagreements. This complaint procedure applies to board members, patrons, students and school staff, unless the staff member is subject to a different grievance procedure pursuant to policy or contract. Individuals who have a complaint should discuss their concerns with appropriate school personnel in an effort to resolve problems. When such efforts do not resolve matters satisfactorily, including matters involving discrimination or harassment on the basis of race, color, national origin, sex, marital status, disability, or age, a complainant should follow the procedures set forth below. Students and employees who believe they have been subjected to sex harassment in violation of Title IX should refer to the board's policy titled "Title IX."[¶]

A preponderance of the evidence will be required to discipline a party accused of misconduct. This means that the investigator must conclude that it is more likely than not that misconduct occurred.[¶]

Complaint and Appeal Process.[¶]

[¶] The first step is for the complainant to speak directly to the person(s) with whom the complainant has a concern. For example, a parent who is unhappy with a classroom teacher should initially discuss the matter with the teacher. However, the complainant should skip the first step if complainant believes speaking directly to the person would subject complainant to discrimination or harassment.[¶]

[¶] The second step is for the complainant to speak to the building principal, Title IX/504 coordinator, superintendent of schools, or president of the board of education, as set forth below.[¶]

[¶] Complaints about the operation, decisions, or personnel within a building should be submitted to the principal of the building.[¶]

[¶] Complaints about the operations of the school district or a building principal should be submitted in writing to the superintendent of schools.[¶]

[¶] Complaints about the superintendent of schools should be submitted in writing to the president of the board of education.[¶]

[¶] Complaints involving discrimination or harassment on the basis of race, color, national origin, sex, gender, marital status, disability, or age may also be submitted, at any time during the complaint procedure to the School District's Title IX/504 coordinator. Complaints involving discrimination or harassment may also be submitted at any time to the Office for Civil Rights, U.S. Department of Education: by email at OCR.KansasCity@ed.gov; by telephone at (816) 268-0550; or by fax at (816) 268-0599.[¶]

2007

Reimbursement and Miscellaneous Expenditures

1. Board members, employees, and volunteers of the school district are expected to maintain and enhance their effectiveness by being well-informed on issues affecting education. They are encouraged to attend education workshops, conferences, training programs, official functions, hearings, and meetings sponsored by the school district or state and national educational organizations which are helpful to them in performing their duties or which are in the best interests of the school district.
2. This board hereby gives prior approval for board members to attend meetings described in the preceding paragraph. Upon approval by the board president, or the superintendent or designee when the board president is unavailable, such board members may attend authorized meetings without further action or approval by the board, and shall be paid or reimbursed for registration costs, tuition costs, fees or charges, travel expenses, and costs of meals and lodging as permitted by law.
 - a. The superintendent or the superintendent's designee may authorize employees and volunteers to attend meetings described in the first paragraph and may authorize the payment of such registration costs, tuition costs, fees, charges, travel expenses, costs of meals, and/or costs of lodging as he or she deems appropriate and as permitted by law.
 - b. Expenses for attendance at any of the above activities shall be paid by the school district as allowed by law. The Board shall pay or reimburse attendees for expenses that are actually, necessarily, and reasonably incurred in attending educational seminars, conventions, and workshops; conferences; training programs; official school functions, hearings or meetings, provided that such reimbursement is permitted by law.
 - c. The board authorizes the expenditure of funds for non-alcoholic beverages for individuals attending public meetings of the board and non-alcoholic beverages and meals for individuals while performing or immediately after performing relief, assistance, or support activities in emergency situations, and for any volunteers during or

immediately following their participation in any activity approved by the board.

- d. It is in the best interest of this school district to recognize service by board members, employees, and volunteers. The board authorizes the president, superintendent or the superintendent's designee to determine when and to whom plaques, certificates of achievement, flowers or other items of value should be granted, provided that no such plaque, certificate, flowers or other item of value shall cost more than \$100.00.
- e. Funds may be spent for one recognition dinner each year for elected and appointed officials, employees or volunteers of the school district. The maximum cost per person for such a dinner shall not exceed \$50.00.

Adopted on: _____

Revised on: _____

Reviewed on: _____

2008 Meetings

The formation of policy is public business and will be conducted openly in accordance with the Nebraska Open Meetings Act.

1. Types of Meetings

- a. The board shall hold its regular meetings on or before the third Monday of each month.
- b. Special and emergency meetings may be called as provided by law.
- c. The board may schedule work sessions and retreats in order to provide board members and administrators with the opportunity to plan, research, and engage in discussion.

2. Notice

The board shall give reasonable advance publicized notice of the time and place of each of its meetings, which generally will be 48 hours or more in advance of the meeting. Such notice shall be transmitted to all members of the board and to the public. Notice of regular and special meetings shall be published in a newspaper of general circulation within the district and, if available, on the newspaper's website.. Newspapers of general circulation in the district include, but are not necessarily limited to, the Keith County News, Ogallala, Nebraska. Such notice shall contain a statement that the agenda shall be readily available for public inspection at the administration office of the school during the normal business hours. In addition, the superintendent is authorized, but not required, to publish the notice of any meeting on the school district's website, posting in three prominent places within the school district, or by any other appropriate method designated by the board.

When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes of the meeting, and any formal action taken in such meeting shall pertain only to the emergency. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public no later than the end of the next regular business day.

3. Weather Delays

In the event of inclement weather which makes it dangerous or unreasonable for board members or members of the public to attend a meeting for which notice has already been given, such meeting may be postponed by the board president. The board will communicate the delay to members of the public by posting it on the district's website and by following the same communication protocol that the district follows when student attendance at school is called off due to inclement weather. When possible, the board president and superintendent will attempt to communicate the information to local media members and business owners to assist in notifying the public of the delay. Notice of the date, time, and location of the postponed meeting will be advertised as required in the "Notice" section above.

4. Minutes

- a. The board shall keep minutes of all meetings showing the time, place, members present and absent, the method(s) and date(s) of the meeting notice, and the substance of all matters discussed.
- b. Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the board in open session, and the record shall state how each member voted, or if the member was absent or not voting.
- c. The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public record and may be published on the school district's website.

Adopted on: _____

Revised on: _____

Reviewed on: _____

2009
Public Participation at Board Meetings

The board of education shall conduct its meetings in accordance with the Nebraska Open Meetings Act.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall make available at the meeting, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed in open session of the meeting.

The board is not required to allow citizens to speak at each meeting, but it will provide the opportunity for public participation at least four times per year. The board may make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board shall not require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. However, the board may require members of the public desiring to address the board to identify themselves.

Adopted on: _____

Revised on: _____

Reviewed on: _____

2010
Preparation for Board Meetings

The superintendent will create the agenda and board packet in consultation with the board president. The materials will be sent or delivered to each board member in advance of the meeting. Members of the public have no entitlement to place an item on the board's agenda, but may address the board during the next meeting at which the board receives public comment.

Adopted on: _____

Revised on: _____

Reviewed on: _____

2011
Membership in Organizations

The board may hold membership in organizations approved by the board.

Adopted on: _____

Revised on: _____

Reviewed on: _____

2012
Board Code of Ethics

The board recognizes that collectively and individually, all members of the board must adhere to an accepted code of ethics in order to improve public education. Board members must conduct themselves professionally and in a manner fitting of their position.

Each board member shall:

1. Attend all regularly scheduled board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings;
2. Endeavor to make policy decisions only after full discussion at publicly held board meetings;
3. Render all decisions based on the available facts and his or her independent judgment, and refuse to surrender that judgment to individuals or special interest groups;
4. Encourage the free expression of opinion by all board members, and seek systematic communication between the board and students, staff and all elements of the community;
5. Work with other board members to establish effective board policies and to delegate authority to the superintendent to administer the school district;
6. Communicate expressions of public reaction to the board policies and school program to other board members and the superintendent;
7. Learn about current educational issues by individual study and through participation in seminars and programs, such as those sponsored by the state and national school board associations;
8. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff;
9. Avoid being placed in a position of conflict of interest, and refrain from using the board member's position on the board for personal or political gain;

10. Refrain from discussing the confidential business of the board in any setting except a board meeting;
11. Refrain from micro-managing the affairs of the school district;
12. Recognize the superintendent as the executive officer of the board;
13. Work constructively and collegially with the other members of the board, students, staff and patrons.
14. Refer complaints to the superintendent or building principal, as appropriate;
15. Always be mindful of his/her fiduciary obligation to the school district, including duties of loyalty and care, by placing the interests of the district above the board member's personal interests.
16. Remember that a board member's first and greatest concern must be the educational welfare of the students attending this district's schools.

Adopted on: _____

Revised on: _____

Reviewed on: _____

2013
Violation of Board Ethics

The board of education is responsible for enforcing the code of ethics of its members. If any member of the board commits a serious or repeated violation of the code, the board may take any of the following steps:

1. The board president may confer with the board member who has violated the code of ethics in order to:
 - a. Identify the provision of the code that the member has violated;
 - b. Propose how the member can remedy the violation;
 - c. If the board member who violated the code is the board president, the vice president is empowered to confer with the president about the violation.
2. The board may discuss the violation as an agenda item at a meeting to confront the offending board member. However, the board will not enter closed session to hold the discussion of the ethics violation unless the Open Meetings Act authorizes a closed session.
3. The board may vote to publicly censure any board member who commits a serious or repeated violation of the code. The board will pass a censure motion to inform the community that an individual member of the board is not fulfilling the responsibilities for which he or she was elected.

Adopted on: _____

Revised on: _____

Reviewed on: _____

2014
Relationship with District Legal Counsel

The board will engage legal counsel to assist it and the administration in dealing with legal issues. When the district faces circumstances in which legal counsel may be needed between board meetings, the board president or superintendent may engage legal counsel on the board's behalf.

The superintendent and the board president shall have the authority to contact the school's legal counsel on behalf of the district. The superintendent may give other members of the administration permission to contact the district's legal counsel on an as-needed basis. Individual board members other than the president may not contact the district's legal counsel on behalf of the board without the approval of the board president or a majority of the board.

Any board member who contacts the district's legal counsel without board approval may be personally responsible for any legal fees incurred as a result of the unapproved contact.

The superintendent will, to the extent permitted by law, keep the board informed of matters in which the district's legal counsel is involved.

Adopted on: _____
Revised on: _____
Reviewed on: _____

2015
STUDENT MEMBER OF SCHOOL BOARD

In order to provide the School Board with a greater insight into student activities, programs, and needs; and to encourage student involvement in school district governance activities the board may allow one nonvoting student member(s) on the Board of Education. The role of student member is advisory. The board shall decide whether to have a student member at its regular May board meeting or at such other meeting determined by the board.

Selection and Term of Student Member

The student member shall be the student body or student council president, the senior class representative, or a representative elected from and by the entire student body, as designated by the voting members of the School Board.

The term of office will be one school year, beginning on September 1 and ending on June 1.

Student members will not participate in executive or closed sessions.

Guidelines

Student members may not introduce motions.

Student members are expected to attend all public meetings of the Board and can be appointed to committees of the Board at the discretion of the president.

The president of the board, in consultation with the Superintendent of Schools, has the right to bar the participation of a student member at the board's discretion. The decision of the board president is final and is not subject to review.

Adopted on: _____

Revised on: _____

Reviewed on: _____

2017
Indemnification and Liability Insurance

In addition to circumstances where it is obligated to provide indemnity or procure insurance, the school board has broad authority to purchase insurance or otherwise indemnify school board members, officers, employees, or agents of the school district. The school board will purchase liability insurance and provide indemnification at its discretion and review its current coverages and indemnification obligations when it deems appropriate.

In the event the school district's current insurance, indemnification agreements, contract obligations, or other promises to indemnify do not cover a situation which the school board can agree to cover, the school board may authorize indemnification. The school board may elect to indemnify any board member, officer, agent, or employee if he or she is a party or is threatened to be made a party in any pending or completed suit, proceeding, or any other action, whether criminal, civil, administrative, or investigative, if the individual is involved because of current or past service on the board, employment, or agency relationship with the school district. However, the indemnification and defense will only be considered if such person acted in good faith and in a manner he or she reasonably believed to be in the best interests or not opposed to the best interests of the school district, including in a criminal proceeding if he or she had no reasonable cause to believe the conduct was unlawful.

In circumstances involving employees, the board delegates to the Superintendent the authority to provide the indemnification to the extent the Superintendent is authorized to procure legal services, as long as the indemnification is otherwise consistent with the authority granted under the law.

Adopted on: _____
Revised on: _____
Reviewed on: _____

Agenda Item

Review, consider, and take all necessary action to designate law firm(s) who are authorized to provide the school district with legal counsel.

Motion

I move that the board designate the firm of KSB School Law as the attorneys authorized to provide the school district with legal counsel.

NEBRASKA ACCOUNTABILITY AND DISCLOSURE COMMISSION 11 th Floor, State Capitol P.O. Box 95086 Lincoln, NE 68509 (402) 471-2522	POTENTIAL CONFLICT OF INTEREST STATEMENT	POSTMARK DATE	
		MICROFILM NUMBER	
BEFORE COMPLETING THIS FORM READ THE FILING REQUIREMENTS ON PAGE 3		OFFICE USE ONLY	
NADC FORM C-2A (Village, City, School Officials Except Omaha and Lincoln Officials)			

- An official of a village or city holding elective office or an official of a school district holding elective office must file this form if he or she has a potential conflict of interest.
- **Officials of the cities of Lincoln and Omaha** holding elective office with a potential conflict of interest **should not use this form.** Use Form C-2.
- This form should be filed with the person who normally keeps records for the school district, city or village. **There is no requirement to file this form with the Nebraska Accountability and Disclosure Commission.**
- Persons who fail to disclose a potential conflict of interest or who otherwise do not comply with the law are subject to penalties.

ITEM 1	NAME, ADDRESS AND TELEPHONE NUMBER
---------------	---

Name _____ Telephone No. _____
Last First Middle

Address _____
STREET ADDRESS OR RURAL ROUTE City STATE ZIP CODE

ITEM 2	TITLE, AGENCY (City, Village, School), ADDRESS AND PHONE
---------------	---

Your Title _____ Agency _____

Agency Address _____

Agency Phone _____

ITEM 3	DESCRIBE POTENTIAL CONFLICT OF INTEREST IN DETAIL (Use Item 6 Continuation, if necessary)
---------------	--

Date action is to be taken or decision is to be made: _____

Description of Potential Conflict:

ITEM 4 PERSONS WHO MAY RECEIVE FINANCIAL BENEFIT OR DETRIMENT

You

Member of your Immediate Family: _____
NAME

Business With Which You
 Are Associated (See Definitions) _____
NAME OF BUSINESS

ITEM 5 NATURE OF FINANCIAL BENEFIT OR DETRIMENT

ITEM 6 CONTINUATION

(SIGNATURE)

(DATE)

General Information - Filing Requirements

I. What is a Potential Conflict of Interest? - A public official has a potential conflict of interest if he or she is faced with taking an official action or making an official decision which may result in a financial benefit or a financial detriment to the public official; a member of his or her immediate family; or a business with which he or she is associated. The financial effect of the action or decision must be distinguishable from the financial effect on the general public or a broad segment of it.

II. Who Must File:

- A. An official of a city or village holding elective office who has a potential conflict of interest. An official of the cities of Lincoln or Omaha holding elective office who has a potential conflict of interest should not file this form, but instead should use Form C-2.
- B. An official of a school district holding elective office who has a potential conflict of interest.
- C. An elective office is a public office normally filled by an election. A person appointed to fill a vacancy in a public office normally filled by election holds an elective office.

III. When and Where to File:

- A. This form should be filed as soon as the person holding elective office is aware that he or she may have a potential conflict of interest and prior to the time that the action is to be taken or the decision made.

- B. This form should be filed with the person who normally keeps records for the governing body of the official holding elective office. For example, the person who keeps records for a city or village may be the city clerk or village clerk. **This form does not need to be filed with the Commission.**
- C. The person filing the form should abstain from participating in or voting on the matter in which he or she has a potential conflict of interest. However, if the person wants an opinion from the Commission as to whether he or she has an actual conflict of interest requiring abstention or non-participation, he or she may send a copy of the form to the Commission along with request for an opinion.

Disclosure of Contractual Interests by Local Officers. If you are a local elected official disclosing an interest in a contract or an open account in which a local governing body on which you serve is a party, use NADC Form C-3, Contractual Interest Statement.

Disclosure of the Employment of Immediate Family Members. If you are disclosing the employment of an immediate family member, use NADC Form C-4, Employment of Immediate Family Members Disclosure Statement.

Definitions

Immediate family shall mean a child residing in your household, your spouse or an individual claimed by you or your spouse as a dependent for federal income tax purposes.

Business shall mean any corporation, partnership, limited liability company, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint-stock company, receivership, trust, activity, or entity. NOTE: The definition includes for profit and non-profit entities.

Business with which you are associated shall mean a business: (1) of which you are the sole proprietor; (2) or in which you are a partner, director, or officer; (3) or in which you or a member of your immediate family is a stockholder of closed corporation stock worth \$1,000 or more at fair market value or which represents more than a 5 percent equity interest, or is a stockholder of publicly traded stock worth \$10,000 or more at fair market value or which represents more than a 10 percent equity interest.

Elective office shall mean a public office filled by an election, except for federal offices. A person who is appointed to fill a vacancy in a public office which is ordinarily elective holds an elective office.

Person means a business, individual, proprietorship, firm partnership, joint venture, syndicate, business trust, labor organization, company, corporation, association, committee, or any other organization or group of persons acting jointly.

Statutory Authority: Section 49-1499.03 Revised Statutes of Nebraska.

NEBRASKA
 ACCOUNTABILITY AND
 DISCLOSURE COMMISSION
 11th Floor, State Capitol
 P.O. Box 95086
 Lincoln, NE 68509
 (402) 471-2522

CONTRACTUAL INTEREST STATEMENT

NADC FORM C-3

POSTMARK
 DATE

MICROFILM
 NUMBER

OFFICE USE ONLY

BEFORE COMPLETING THIS FORM
 READ THE FILING REQUIREMENTS
 ON PAGE 3

- A local officer with an interest in any contract to which his or her governing body or anyone for its benefit is a party must disclose the interest on the record of the governing body responsible for approving the contract, or in writing by filing this form.
- File with the person charged with keeping records for the governing body involved in the contract **prior** to official consideration of the contract.
- Persons who fail to disclose their interests or otherwise do not comply with the law are subject to penalties.

ITEM 1 YOUR NAME ADDRESS AND PHONE NUMBER

Name _____ Telephone No. _____
Last First Middle

Address _____
STREET ADDRESS OR RURAL ROUTE City STATE ZIP CODE

ITEM 2 OFFICE OR POSITION, ADDRESS, PHONE, TERM OF OFFICE

Office or Position: _____ Term: _____

Name of City, County, District, Village, etc: _____

Address _____ Phone _____

ITEM 3 CONTRACT IN WHICH YOU HAVE AN INTEREST

A. Names of Contracting Parties: _____

B. Body Which Will Consider the Contract: _____

C. Date Set for Consideration: _____

D. Subject Matter and Basic Terms: _____

ITEM 4

NATURE AND EXTENT OF YOUR INTEREST IN THE CONTRACT AND AMOUNT OF CONTRACT (Use ITEM 5, CONTINUATION, if necessary)

ITEM 5

CONTINUATION

(Signature)

(Date)

General Information - Filing Requirements

I. Who Must File:

A local officer with an interest in a contract to which his or her governing body or anyone for its benefit is a party must disclose the interest on the record of the body responsible for approving the contract, or in writing by filing this form.

II When to File:

An officer must declare his or her interest in a contract and the nature and extent of the interest **prior** to official consideration of the contract. The information concerning the contract listed in ITEM 3 of this form must be provided to the person in charge of keeping records of the governing body within 10 days after the contract is signed by both parties.

III. Where to File:

File with the person charged with keeping records for the governing body involved in the contract. For example, members of a County Board of Commissioners file with the County Clerk.

Disclosure of Potential Conflict of Interest by State Executive Branch Officials, Employees, and Others required to file Statements of Financial Interest. If you are disclosing a potential conflict of interest under section 49-1499 of the Accountability Act, use NADC Form C-2, Potential Conflict of Interest Statement.

Disclosure of the Employment of Immediate Family Members. If you are disclosing the employment of an immediate family member, use NADC Form C-4, Employment of Immediate Family Members Disclosure Statement.

Officer means a member of the board of directors of a natural resources district, a member of any board or commission of any county, school district, city or village which spends and administers its own funds, who is dealing with a contract made by such board or commission, and any elected county, school district, educational service unit, city, or village official, and a member of any board of directors or trustees of a district hospital as provided by the Nebraska Local hospital District Act or a county hospital as provided by sections 23-343 to 23-343.19. Officer shall **not** mean volunteer firefighters or ambulance drivers with respect to their duties as firefighters or ambulance drivers.

Governing Body means the board of directors of a natural resources district, the board of supervisors or the board of commissioners of any county, a school district board, the board of an educational service unit, the city council of a city, the village board of a village, the board of directors or trustees of a district hospital as provided by the Nebraska Local Hospital District Act, sections 23-343.20 to 23-343.47, or a county hospital as provided by sections 23-343 to 23-343.19, or any board or commission of any county, school district, city or village which spends and administers its own funds.

An officer has an **interest** in a contract when the officer or his or her spouse, parent, or child: (a) has a business association as defined in sections 49-1408 and 49-14,103.01(5) with the business involved in the contract, or (b) will receive a direct pecuniary fee or commission as a result of the contract. An officer interested in a contract with his or her governing body may not: (1) vote on the matter of granting the contract, or (2) act for the governing body as to inspection or performance under the contract.

An **open account** established for the benefit of any governing body with a business in which an officer has an interest is considered a contract subject to disclosure requirements.

For purposes of contractual interest conflicts, as covered by section 49-14,103.01, ownership of less than five percent of the outstanding shares of a corporation shall not constitute an interest subject to disclosure.

Receiving deposits, cashing checks, and buying and selling warrants and bonds of indebtedness of a governing body by a financial institution is **not** considered a contract.

Any governing body as defined below may prohibit officers from having an interest in contracts over a specific dollar amount. A governing body may also exempt from disclosure requirements contracts for one hundred dollars or less in which an officer of the body has an interest.

Definitions

Business means any corporation, partnership, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint stock company, receivership, trust, activity or entity.

Business with which you are associated means a business: (1) in which you are a partner, director or officer; or (2) in which you or a member of your immediate family is a stockholder of closed corporation stock worth \$1,000 or more at fair market value or which represents more than a 5 percent equity interest, or is a stockholder of publicly traded stock worth \$10,000 or more at fair market value or which represents more than a 10 percent equity interest.

For purposes of contractual interest conflicts, as covered by section 49-14,103.01, ownership of less than five percent of the outstanding shares of a corporation shall not constitute an interest subject to disclosure.

Statutory Authority: Section 49-14,103.01 R.S. Supp., 1987, and sections 49-14,103.02 to 49-14,103.07 R.S. Supp., 1986.

NEBRASKA
 ACCOUNTABILITY AND
 DISCLOSURE COMMISSION
 11th Floor, State Capitol
 P.O. Box 95086
 Lincoln, NE 68509
 (402) 471-2522

**EMPLOYMENT OF
 IMMEDIATE FAMILY
 MEMBERS
 DISCLOSURE
 STATEMENT**

NADC FORM C-4

POSTMARK
 DATE

MICROFILM
 NUMBER

OFFICE USE ONLY

BEFORE COMPLETING THIS FORM
 READ THE FILING REQUIREMENTS
 ON PAGE 3

- Local public officials and employees employing, recommending employment, or supervising the employment of an immediate family member must disclose the employment either in writing or on the record to the governing body employing the immediate family member. **This form should not be used by state officials or employees.**
- File this form or other written disclosure with the person in charge of keeping records for the governing body employing the immediate family member.
- Persons who fail to disclose the employment of immediate family members or who otherwise do not comply with the law are subject to penalties.

ITEM 1 NAME, ADDRESS AND TELEPHONE NUMBER OF PUBLIC OFFICIAL OR PUBLIC EMPLOYEE

Name _____ Telephone No. _____
Last First Middle
 Address _____
STREET ADDRESS OR RURAL ROUTE City STATE ZIP CODE

ITEM 2 OFFICE OR POSITION, ADDRESS, TELEPHONE, TERM OF OFFICE

Office or Position: _____ Term: _____
 Identify City, County or District: _____
 Address: _____ Telephone _____

ITEM 3 MEMBER OF YOUR IMMEDIATE FAMILY WHOM YOU INTEND TO EMPLOY, RECOMMEND FOR EMPLOYMENT, OR SUPERVISE (Use ITEM 5 CONTINUATION, if necessary)

A. Name _____ Relationship _____
 Position _____ Employer _____
(IDENTIFY CITY, COUNTY, OR DISTRICT)
 B. Name _____ Relationship _____
 Position _____ Employer _____
(IDENTIFY CITY, COUNTY OR DISTRICT)
 C. Name _____ Relationship _____
 Position _____ Employer _____
(IDENTIFY CITY, COUNTY OR DISTRICT)

ITEM 4 | FOR NEWLY ELECTED OR APPOINTED PUBLIC OFFICIALS AND EMPLOYEES

List members of your immediate family who were employed before your election or appointment and who are now employed or supervised by you.

A. Name _____ Relationship _____

Position _____ Employer _____
(IDENTIFY CITY, COUNTY OR DISTRICT)

Date Hired _____

B. Name _____ Relationship _____

Position _____ Employer _____
(IDENTIFY CITY, COUNTY OR DISTRICT)

Date Hired _____

(Use ITEM 5, CONTINUATION, if necessary)

ITEM 5 | CONTINUATION

(Signature)

(Date)

General Information - Filing Requirements

A public official or public employee of a political subdivision may employ, recommend the employment of, or supervise the employment of an immediate family member if:

- 1) he or she does not abuse his or her official position; and
- 2) makes a written disclosure with the person in charge of keeping records for the governing body or a disclosure on the record to the governing body; and
- 3) he or she has first made a reasonable solicitation and consideration of applications for such employment:

NOTE: Examples of abuse of one's position could include, but are not limited to, (1) providing an unreasonably high salary, (2) not requiring the employee to actually perform the duties of his or her position, (3) terminating another employee to make a position available for an immediate family member, (4) hiring an immediate family member who is not qualified to hold the position.

I. Who Must File:

- A. Public officials and employees of political subdivisions employing, recommending employment, or supervising the employment of an immediate family member must make a disclosure to the person in charge of keeping records for the governing body of the entity. Where applicable the disclosure may be made on the record to the governing body of the entity in lieu of a written disclosure.
- B. Public officials and employees who currently employ or supervise an immediate family member(s) employed prior to the election or appointment of the public official or public employee.

II. When to File:

- A. Public officials and employees must file prior to employing, recommending employment, or supervising the employment of an immediate family member.

- B. Newly elected or appointed public officials or employees shall file prior to or as soon as reasonably possible after the official date of taking office.

III. Where to File:

This form or other written disclosure should be filed with the person in charge of keeping records for the governing body of the entity served. (i.e., officials and employees of public power districts file with the district office; county officials and employees file with the county clerk; city or village officials or employees file with the city or village clerk; officials and employees of natural resource districts file with the office of the district manager; school district officials and employees file with the district superintendent or secretary of the school board. **Disclosure need not be made to the Nebraska Accountability and Disclosure Commission.**

Disclosure of Contractual Interests by Local Officers.

If you are disclosing an interest in a contract to which a local governing body on which you serve is a party, use NADC Form C-3, Contractual Interest Statement.

Disclosure of Potential Conflict of Interest by Officials, Employees, and Others Required to file Statements of Financial Interests.

If you are disclosing a potential conflict of interest use NADC Form C-2, or NADC Form C-2A Potential Conflict of Interest Statement.

NOTE: This form should not be used by State officials or State employees. See §49-1499.07 of the Nebraska Revised Statutes or contact the Commission.

Definitions

Governing body means the village board of a village, the city council of a city, the board of commissioners or board of supervisors of a county, the board of directors of a public power district, or any body with the ultimate power to determine the entity's policies and control its activities.

Immediate Family Member means a child residing in an individual's household, a spouse of an individual, or an individual claimed by the public official or employee or his or her spouse as a dependent for federal income tax purposes.

Statutory Authority: Section 49-1499.04 Revised Statutes of Nebraska.

OATH OF OFFICE

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

Board Member Signature

Printed Name

Date

PUBLIC PARTICIPATION

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started:** When you have been recognized, please stand and state your name.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.

Cameron Miller
2037 Highway 30
Big Springs, NE 69122

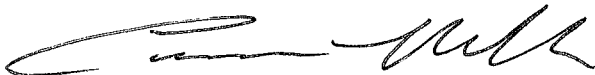
March 21, 2022

South Platte School Board
610 Plum Street
Big Springs, NE 69122

Dear Members of the South Platte School Board:

I (Cameron Miller) am planning to present a proposal to you and your fellow school board members at the board meeting on Monday, March 21st. I plan to propose the implementation of a Jr. High and High School Wrestling program at South Platte. I know there are many business items your board must navigate through each meeting, so I will keep my presentation as brief as possible. To do this I have provided this packet beforehand or you may read through it after I present. I have provided a compilation of answers to possible questions that you may have about starting a new program like wrestling. Wrestling would be an optional winter sport for students during the basketball season as cross country and golf are options in the fall and spring for students. As with any new programs or changes in a school's culture there are normally apprehensions that arise. I will assure the board that adding this new program will provide additional opportunities not only for the students, but also for the school. There are many schools that have wrestling in our area, and some have similar enrollment numbers. With that being the case, I believe our enrollment increases may provide enough numbers to consider wrestling as an optional winter sport at South Platte. I also know there are students who have indicated their interest in wrestling as an option. As with any new program there are always unknown factors, and it is hard to predict the popularity among student athletes. I do know that I would be a very large advocate of the sport and am extremely passionate about coaching wrestling. You will see on pages 11--15 in this packet of my prior dedication to the sport throughout my lifetime. I ask that you please consider trusting me in this process, as you will not find another coach as motivated as I am to take on this challenge. This packet is not perfect, and I am sure you will have more questions. Regardless, I will do my best to answer the questions you may have. I have enclosed a list of proposals on the next page along with an index of questions you may have. On the following pages I have the response to questions, along with supporting charts, budgets, and additional information.

Thank you for your consideration.



Cameron Miller

School Board Proposals
March 21, 2022 South Platte School Board Meeting
By: Cameron Miller

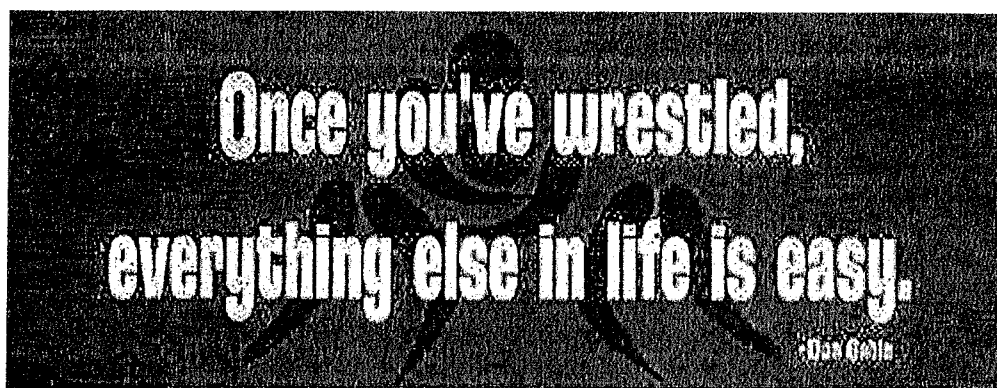
1. Implement wrestling as a NSAA sanctioned winter sport at South Platte.
2. Implement a Jr. High wrestling season at South Platte.
3. Hiring (Cameron Miller) as head High School and Jr. High wrestling coach.
4. Consider hiring an assistant High School and or Jr. High wrestling coach if needed.
5. Developing a wrestling coaches salary comparable to that of other coaching positions at South Platte.
6. Providing funds to purchase the equipment and supplies required to have a wrestling program.
7. Supplying a budgeted amount to maintain a program including: transportation, facilities, yearly supplies, and coaches salary.
8. Providing a location to hold practice or to host future wrestling events.

Index of Possible Questions with Answers

1. What would the sport of wrestling contribute to our students? (Page 1)
2. Why would we want to add a wrestling program? (Page 2)
3. Who can wrestle? (Page 2)
4. Are boys and girls separate? (Page 2)
5. What about Girls Wrestling? (Page 3)
6. Do we have enrollment numbers to have a wrestling program? (Page 3)
7. What are the Numbers, Averages, and Trends? (Page 4)
 - o Chart A: Projected Boy Enrollment Numbers Chart (Page 4)
 - o Chart B: Possible District Teams and Enrollment Numbers Chart (Page 5)
8. Would a wrestling program take away numbers from the basketball program? (Page 6)
9. When does the high school season start and how long does it last? (Page 6)
10. What does a typical wrestling season schedule look like? (Page 7)
11. Would we want to have Jr. High Wrestling? (Page 7)
12. When does the Jr. High Season begin, and how long does it last? (Page 8)
13. How much will it cost for equipment, gear, mats, etc? (Page 9)
 - o Chart C: Projected Wrestling Program Budget (Page 9)
14. Are there grants available? (Page 10)
15. Where would we have practices and how long would they last? (Page 10)
16. Who would coach and how many coaches would we need? (Page 10)
17. What type of transportation would we need? (Page 10)
18. What would be a typical budgeted amount per year for a wrestling program? (Page 10)
19. When would we need to know a decision by? (Page 10)
20. What experience/credentials do I have to offer to start a wrestling program? (Page 11)
21. Why do I want to coach wrestling?--Pictures (Pages 12-15)
 - o "Why Kids Should Wrestle" and "Why Wrestlers Make The Best Employees" (Page 16+)

1. What would the sport of wrestling contribute to our students?

- Anyone and everyone can participate and compete. It is an individual sport with team scoring, similar to track. There are varsity spots per weight class during team duals, however most tournaments allow both varsity and non varsity wrestlers to compete.
- Wrestling provides individual accountability, perseverance, mental toughness, strength, and overall athletic fundamentals that increase performance in other sports as well.
- **Wrestling teaches life lessons that some other sports may not.** Wrestling is one of the most physically and mentally demanding of all high school sports. It's a hard sport to ever fully master, and it relies on the individual to succeed or fail. There are no excuses in wrestling, no one to blame, no drama, no coaches favorites, etc. Success rises and falls on how much work the individual wants to put in. It teaches you how to live life. Life can get hard sometimes, and we'll never master it. However, if a person can learn to fight through when things get hard, and if they are accountable for their own actions, they will succeed more and fail less. As Dan Gable -Olympic Wrestling Champion and retired 21 year NCAA coach for the University of Iowa once said. ***"Once you've wrestled, everything else in life is easy."***
- Please feel free to read through "Why Kids Should Wrestle" and "Why Wrestlers Make The Best Employees" at the end of this packet.



2. Why would we want to add a wrestling program?

- **Interest Survey Results**
- Wrestling gives another option for our students to participate in an activity during the winter season.
- South Platte's student numbers are trending upward, especially for the boys. Providing additional extracurricular opportunities will aid in supporting these increases, whereas students can become involved, and actually get a chance to compete.
- Overall an alternate winter sport will have the same benefits as having dual sports as we currently have in the fall and spring.
For example: Fall (Cross Country or Football) Spring (Track or Golf).
- There is a strong possibility we would bring in students from surrounding schools if we had a wrestling program.
- We have an individual (myself) willing to start the program and coach it. Most schools struggle at keeping coaches and finding new ones for all sports. I want to coach wrestling, I have the experience, I enjoy the challenges, and I want to use my strengths to help make the students of this school winners for life.

3. Who can wrestle?

- Any eligible boy or female in grades 9-12th for high school or 7-8th for Jr. High.

4. Are boys and girls separate?

- Yes, they are to be separate. Ideally, boys would have their teams and girls should have theirs.
- Boy and Girl teams are similar to Basketball, where they should probably have different practices, coaches, and schedules. However there are other options that some schools have implemented to merge the practices and meets together.
- Historically, boys wrestling has been around for a long time, however recently in the last two years the NSAA has sanctioned a division for Girls.
- Currently there are four Nebraska State classifications for boys A, B, C, and D.
- Girls however are all in one state classification due to a smaller number of participants.

5. What about Girls Wrestling?

- I am here to start a wrestling program, which statistically has more boys participating.
- If there is an interest for girls wrestling in the future, I would be willing to promote the program, share resources, and develop the same opportunities for them as well. I would require a female coach present at all practices, and they would be in charge of the girls program.
- I have coached many female youth wrestlers preschool through 8th grade over the last decade or so. Some of these girls have gone on to wrestle successfully in high school while others have used the skills they attained to excel at other sports.
- I will admit I used to be a little hesitant on girls wrestling ten years ago, but have come to realize the benefits it may have for girls as well.

6. Do we have enrollment numbers to have a wrestling program?

- I will focus on boy numbers for this scenario
- For boys wrestling we would be Class D.
- There were 86 Class D Nebraska schools that competed in wrestling during the 2021-2022 year.
- The top cut off for class D appeared to be around the three year boy count of 48. Bayard was at the top with a count of 49 and Banner County was on the bottom with a 13.
- Currently we have a 3 year boy count of 29, which would put us around that 55th mark for numbers in class D.

7. What are the Numbers, Averages, and Trends?

- The following is the research I did back in 2018/2019 and again in 2021/22.
- There are 60% of our Boys that participate in sports rather it be Fall or Winter.
- In 2021-2022 there were 35 boys enrolled in 9-12th grade.
- 2021 Fall Sports: 63% participation rate.
- 20 Boys in Football (57%) 2 Boys in Cross Country (6%)
- 2021/22 Winter Sports: 60% participation rate with 21 Boys in Basketball
- According to **Chart A** below: If we stay with the same enrollment we will have over 40 boys by the 2024 school year. Who's to say that number doesn't increase.
- According to the following **Chart B** which are the possible wrestling teams within our Class D District. There is an average of 19% participation per boy enrollment numbers for wrestling in our expected district. On a side note girls wrestling had a 6% state wide participation rate per female enrollment.

Chart A

Projected Boy Enrollment Numbers Chart

Yearly Projection	Fresh (Boys)	Soph (Boys)	Jr (Boys)	Sr (Boys)	3-Year Enrollment	Total Boys	Winter Sports (60%)	Wrestlers (19%)	Basketball Players	Non Participants
2022-23	7	13	8	8	29	36	22	7	15	14
2023-24	11	7	13	8	28	39	23	7	16	16
2024-25	12	11	7	13	31	43	26	8	18	17
2025-26	13	12	11	7	30	43	26	8	18	17
2026-27	9	13	12	11	36	45	27	9	18	18

By the year 2024 there could be 26 or more boys out for winter sports if the 60% participation rate stays the same. I believe if there is only one activity (basketball) we will see our participation drop, because in reality some students will have very limited JV time, and most likely will get lost in the everyday shuffle of practice. (They will likely quit or not go out the following year).

In the 2024 -25 example there would be an estimated participation rate of around 18 boys out for basketball and 8 boys out for wrestling. In addition this doesn't take into account the other 17 non participants. It's possible that we might be able to pull some kids into an activity if there were additional options..

Chart B Possible District Teams and Enrollment Numbers Chart

Place	Class D District Teams	3 yr Enrollment	Wrestling Participants	Participation Rate
1	Sutherland	45	14	31%
2	Mullen	24	14	58%
3	Hitchcock County	41	8	20%
4	Perkins County	39	9	23%
5	Bayard	49	7	14%
6	North Platte St. Pats	37	8	22%
7	Kimball	38	5	13%
8	Morrill	39	6	15%
9	Wauneta-Palisade	29	5	17%
10	Bridgeport	46	5	11%
11	Crawford	15	2	13%
12	Garden County	33	7	21%
13	Hemingford	37	4	11%
14	Leyton	33	3	9%
15	Hay Springs	23	6	26%
16	Hyannis	27	3	11%
17	Banner County	13	2	15%
18	Dundy County -Stratton	38	5	13%
19	Medicine Valley	26	5	19%
20	Sioux County	15	3	20%
21	Minatare	23	1	4%
22	Paxton	20	4	20%
			AVERAGE	19%

The bolded school names are those that currently have the same or less enrollment numbers than our 29 boy count for the 2022-23 season.

8. Would a wrestling program take away numbers from the basketball program?

- In theory it would take away some players, but it wouldn't be any different than Cross Country and Football or Track and Golf. In fact, does any activity really "take away" from any other activity? We really can't dictate which one is more valuable than the other, as that is for the students to decide. It is about providing those opportunities so that they can find their niche. Also if my estimates are correct 15-18 players on the basketball team is more than ample.
- We are not all made to be basketball players, no more than we are all wrestlers. It isn't any different than our music program, speech, FFA, or one act. It's not for everyone, but it can provide a meaningful experience to many of our students.

9. When does the high school season start and how long does it last?

- I have listed below the NSAA schedule dates for the 2021-22 Wrestling Season.

2021-2022 Nebraska High School Wrestling Season

The wrestling season started on the first day of practice, which was November 15, 2021, and ended with the Individual State Championship on February 19th, 2022.

First Day of Alpha Tests.....	November 8, 2021
Start of Practice.....	November 15, 2021
NSAA Deadline for submitting schedules.....	November 18, 2021
Date of First Contest.....	December 2, 2021
December Moratorium	December 22-26, 2021
Growth Allowance for Wrestlers...	
...with a completed descent plan.....	December 25, 2021
Deadline to Establish Minimum Wrestling Weight.....	February 5, 2022
Dual State Championship.....	February 5, 2022
District Entries Due.....	February 7, 2022
District Tournaments.....	February 11-12, 2022
Individual State Championship.....	February 17-19, 2022

10. What does a typical wrestling season schedule look like?

- o I have provided Leyton Public Schools High School 2021/2022 Schedule Below:

Activity:	Wrestling			Season: 2021-2022	
Day	Date	Type	Location	Time	
Sat	12/4/2021	Invitational	Mullen	9:30 AM	
Sat	12/11/2021	Invitational	Gordon	9:30 AM	
Sat	12/18/2021	Invitational	Sutherland	9:30am (CT)	
Sat	1/8/2021	Invitational	Garden County	9:00 AM	
Sat	1/15/2022	Invitational	Chase County		
Fri	1/21/2022	Invitational	Hemingford		
Sat	1/29/2022	Invitational	Mitchell		
Thu	2/3/2022	Conference (SPVA/WTC/MAC)	Bridgeport	9:00 AM	
Fri-Sat	2/11-2/12/2022 District Meet				
Thu-Sat	2/17-2/19/2022 State		CHI Health Center - Omaha		

11. Would we want to have Jr. High Wrestling?

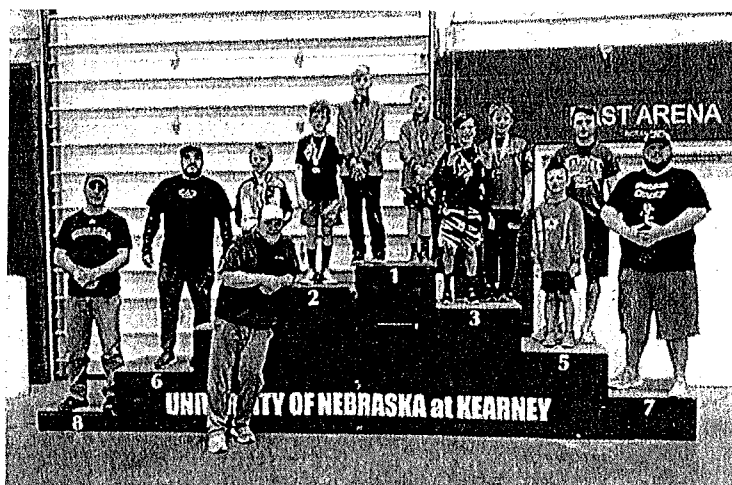
- o It would be ideal to have some type of season or atleast a block of time to introduce the sport. This could be during their PE class last period like all the other Jr. High sports, or it could take place after school if that was feasible.
- o The bottom line is that Wrestling helps build athletes both mentally and physically. Rather it's your sport or not, it helps kids learn to move correctly, build confidence, and react quicker to situations. **Proper movement, confidence, and quick thinkers will make good players on any team.**
- o Incidentally, Jr. High wrestling is a very short season for most area schools that falls in between the end of Jr. High Football and Basketball.
- o In addition, Mr. Kotschwar and Mr. Bartels have coached Jr. High for years, and have done an excellent job. Who will be willing to fill their shoes when they retire? I would be willing to help to do it. However, I would really like to work with them before they depart, so I can gain some insight from their experience.

12. When does the Jr. High Season begin, and how long does it last?

- The season lasts roughly five weeks.
- In the fall of 2021, Perkins County Jr. High started practice **October 19th** and went to 6 events. Their last practice was November 23rd and the last meet was November 24th.
- South Platte's last Jr. High Football & Volleyball Game: October 13, 2021
- Jr. High Basketball: First practice October 19th ??
- First JH Basketball Game: December 7th, 2021
- High School Football last regular season game: October 22, 2021
- **High School Football Playoffs would overlap Jr. High Wrestling Season.**



2022 Way Out West Youth Duals- Ogallala Youth



2021 Perkins County Youth Wrestlers-State Qualifiers

13. How much will it cost for equipment, gear, mats, etc?

- In the Projected Wrestling Program Budget below I have an estimated year #1 cost of \$19,522. I think we can do it cheaper if we can find a way to get a practice mat at a lower price, or find some type of grant to help offset these costs. I placed an additional cost of \$500 for anything that I may have overlooked. I also calculated the miles we would travel if we had the same schedule as Leyton did in 2021-22. I have also provided an estimated yearly cost of \$8262 after year one as I minused out the mat, singlets and headgear.
- All of my figures are relatively accurate estimates, however some are at inflated values to make sure I wasn't asking for too little, and actually needing more funds.

Chart C: Projected Wrestling Program Budget

	Units	Low Cost	High Cost	Average Cost	Total Average Price
Wrestling Mat (Year 1)	1	\$6,500.00	\$13,500.00	\$10,000.00	\$10,000.00
Singlets (Year 1)	12	\$60.00	\$75.00	\$67.50	\$810.00
Headgear (Year)	12	30	\$45.00	\$37.50	\$450.00
Cleaning Supplies/ Mat Tape	1	\$200.00	\$500.00	\$350.00	\$350.00
Estimated Additional Costs	1			\$500.00	\$500.00
	Miles	M.P.G	Gallons	Cost Per Gallon	
Transportation Costs	2418	12	201.5	\$4.00	\$806.00
<i>\$36700 Base Salary</i>		10%	11%	10.50%	
Head Coach	1	\$3,670.00	\$4,037.00	\$3,853.50	\$3,853.50
<i>\$36700 Base Salary</i>		7%	8%	7.5%	
Assistant Coach	1	\$2,569.00	\$2,936.00	\$2,752.50	\$2,752.50
Estimated Total Year #1:					\$19,522.00
Estimated Yearly Cost					\$8,262.00
					Plus Coaches Salary Step Increase

14. Are there grants available?

- I would be willing to visit with Buckley Trust to see if they would be willing to help upon board approval of the program.

15. Where would we have practices and how long would they last?

- The old weight room would be adequate, and right now it is just a storage room of random supplies.
- Brule activity center may also be an option.
- Practices would be a normal 2 hours after school for high school, and Jr High could be held last period during PE.

16. Who would coach and how many coaches would we need?

- I would most definitely want to coach, however I would possibly need some help.
- I wouldn't need more than one assistant coach, depending on participation.
- I have a network of people around the area who have a desire to help with a wrestling program, so finding assistants or even volunteers will not be an issue.

17. What type of transportation would we need?

- Depending on our numbers we would probably get by with suburbans.
- More than likely at first we would only have one event per week, and they are normally on Saturdays. This also benefits students in the fact that they will not miss as much school as they would in other sports and activities.

18. What would be a typical budgeted amount per year for a wrestling program?

- According to my estimations in the provided Wrestling Program Budget our yearly cost after year one would be \$8262, however it could be more or less depending on varying situations. I would assume we would also have an account at the school like other groups, so fundraising and other events would help us purchase additional items going forward.

19. When would we need to know a decision by?

- I would say the earlier the better, as there would be a great deal of work to be done beforehand. In addition it may take time to get all of the gear and supplies ordered and shipped.

20. What experience/credentials do I have to offer to start a wrestling program?

- I have been involved in the sport of wrestling either as a competitor, or as a coach since I was 5 years old, and I am currently 44.
- During my youth wrestling era at ages from 5-15, I wrestled all three wrestling formats including: freestyle, greco roman, and folkstyle. In that time I earned Nebraska state medals both in freestyle and greco-roman. In addition to just competing, I was also able to become a USA Freestyle wrestling referee at the age of 12. Normally, I worked at the tournaments, got paid, and was still able to compete. My biggest accomplishment during my youth days was being a 2 time Nebraska Freestyle state champion and a 2 time Greco-Roman State Champion. I wrestled Folkstyle in Jr. High and High School and got beat repeatedly my Freshman year. Upon getting knocked down about a hundred pegs, especially after my youth career, I hit bottom, and I certainly did not like it there. It was that moment of unrest that helped "toughen me up for life". I learned, I got better, I worked harder, I started listening to my coach, and by the next year I was District Champion. I went on to be a 3 time State qualifier and a state medal winner my senior year at Garden County High School in 1996. There isn't a day that goes by that I am not thankful for what my coaches did for me, as they built a mentality within me that has helped me battle through life.

Coaching Experience

- Coaches Assistant: (1995-1996) Assisted at Garden County with Jr. High Wrestling, when I was a Junior and Senior in high school.
- Coaches Assistant: Preschool -8th grade: (1995-1996) Deuel County Attack Club in Chappell, NE
- Head Coach at Hyannis High School during the 2002-03 season. I have always regretted leaving behind what I had started at Hyannis, as I had to make a decision to either stay there or come back home and begin taking over the family farming operation.
- Assistant Coach: Preschool- 8th grade youth wrestling clubs
 - i. Garden County Youth Wrestling Club (2012-2014)
 - ii. Ogallala Youth Wrestling Club (2014-2017)
 - iii. Perkins County Youth Wrestling Club (2021)
- Head Coach: Ogallala Youth Wrestling (2017-Present)

Regardless of my past experience, I still have many things to learn about the sport, especially coaching at the high school varsity level. However, as you can tell, I have a great passion for the sport, and I am more than willing to do whatever it takes to make this a successful program.

21. Why do I want to coach wrestling?

- I do it for the kids and the life changing results of the sport.
- When they win, I win.
- When they succeed in life , I succeed.
- It's really that simple.



2022-Ogallala Youth Tournament (390 Participants)

Tournaments bring in large amounts of revenue to clubs and for the school.



2019 National Wrestling Duals—Ogallala Youth Wrestling



119 wins
3rd/4th Grade Division
2022 AAU Winter National Champion
2022 AAU Nebraska State Champion
2021 USA Nebraska State Champion
Ogallala Youth Wrestler



2021 Nebraska High School Wrestling State Tournament
Ogallala High School
Boys High School-State Champion
Boys High School-State Runner-Up
Girls High School-State Champion

Past Ogallala Youth Wrestlers



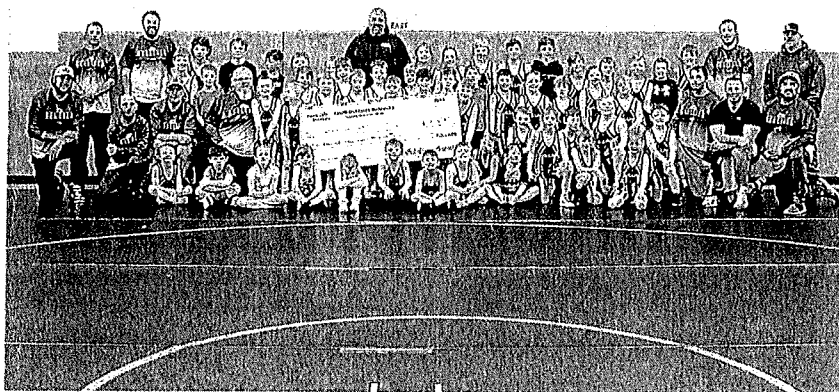
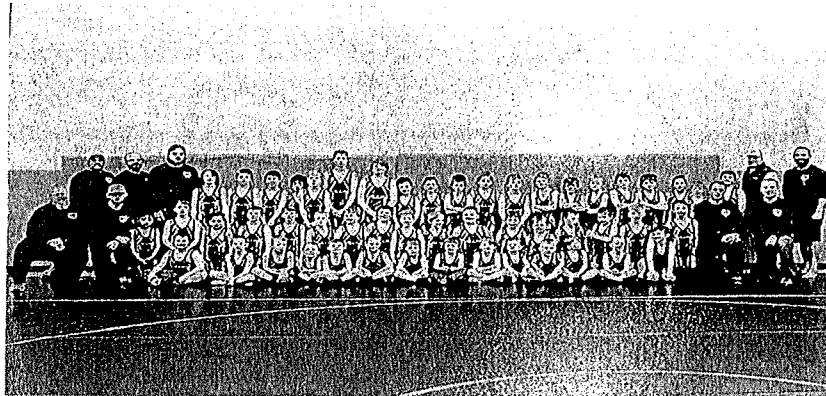
**2021 Legends Summer Camp
Ogallala Youth Wrestler
Trained by Olympic Hopeful Mark Hall**

Wrestling Builds Athletes: Boy or Girl



**Holyoke Dragons
2022 Colorado 2A Girls Basketball State Champions
2 Varsity Starters (Ogallala Youth Wrestlers)**

Many years, many miles, and hundreds of kids.
It's always been worth the results.





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Why Kids Should Wrestle

Search ...

In 20+ years of coaching, I have seen kids grow up through the sport, become adults and reap the rewards of what they've learned through experiencing the greatest and oldest sport on earth.

Popular

There are several incredible benefits of wrestling, not only that can positively affect children but also as they grow into an adult. In fact, Forbes Magazine even wrote an article about why wrestlers make the best employees.

Recent Posts

Below are just a few reasons why kids should wrestle:

- 1. **Anyone can do it** – You are grouped by age and weight, so it doesn't matter if you are small, short, tall or big. Every size and shape has a style that can be successful.



- 2. **Everyone gets to participate** – Unlike team sports like football and lacrosse, there is no riding the bench. No politics or favorites. Every wrestler has a chance to participate and compete.

- 3. **They learn valuable life lessons:**
 - 1. **Personal accountability** – When you win, it's because you did it. No one else takes credit; no one else to blame.
 - 2. **Don't give up when things get hard** – Now days on-demand technology has conditioned kids to turn off their games if they die or change the channel if they don't like a show. Wrestling puts you in situations where you have to dig in and fight to reap the

- > Coaching Short Takes
- > COVID-19 Update 5-27-20 + Small Practices start back
- > COVID-19 Update 5-10-20 + Phased Opening Plan
- > COVID-19 Update + New Option for Training Starts Apr 1st
- > New Schedule and Training Programs

rewards. It's all you in a wrestling match and there's an incredible feeling of getting your hand raised when winning a hard fought match.

3. **How to handle adversity** – In every match someone will win and someone will lose. Losing in a team sport is disappointing but it's different when it's only you. In wrestling, you learn how to lose gracefully and more importantly, how to quickly put it behind you and work hard to improve for the next match. You approach defeat as part of the learning process.
4. **How to perform** – Any given tournament, a wrestler may have 2-5 matches or even more depending on the format. They can easily get 50+ matches in a season. They have to mentally prepare for a match, learn how to stay calm under pressure, and deal with the feelings of anxiousness and nervousness over and over again. This repetition makes it second nature and prepares them for life. They know how to approach a speech or a big meeting or an interview because they've learned how to step up when it's their time to perform.
5. **Persistence** – Some kids find success early, but many will lose more than they win early on. In fact, many of the greatest wrestlers started out losing their first few seasons. It can take a couple of years, if not more, before it finally clicks. But when it does, it's one of the greatest moments to observe. The lights come on, their confidence starts growing and they start beating opponents who they've lost to several times. This is when they truly become a wrestler.
4. **Real confidence is built** – Confidence is built through accomplishing hard things. Praise is fine, but only lasts for so long. When you master a skill, score with a move you've been practicing or win a match over a tough opponent, it's because of the work *you* put in.
5. **Incredible conditioning** – Wrestling uses every part of your body and is one of the toughest sports to train and compete in. Kids build core strength and great cardio. You will be in shape.
6. **Great for other sports** – Many get into wrestling because they are football players or in other sports and they want to improve their skills. Wrestling improves body awareness, balance, coordination and the ability to control someone else.
7. **Energy outlet** -Kids have a ton of energy and they need a way to channel it. Wrestling practices and matches are non-stop with no down time.
8. **Competitiveness** – If you are competitive by nature, you will love wrestling. Competing and winning against another individual is fun and a great sense of accomplishment.
9. **Fun** – It's fun to win, it's fun to compete and it's fun learning and executing new moves. And while it's an individual sport, there's also a special bond that wrestlers have.

Jul 31, 2012, 04:04am EDT

Why Wrestlers Make the Best Employees



Steve Cooper Contributor

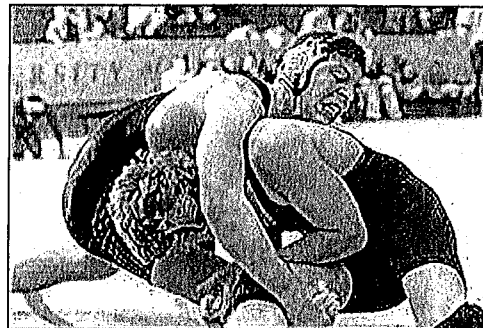
Entrepreneurs

I share my love for business through my business about love.

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This article is more than 9 years old.

"More enduringly than any other sport, wrestling teaches self-control and pride. Some have wrestled without great skill—none have wrestled without pride." ~ Dan Gable



Two wrestlers fight for a takedown. Within that takedown are many lessons that can translate into... [+]

Today's workforce is extremely competitive. When comparing resumes it's easy to get lost in all the bullet points of software literacy and past responsibilities. If you really want to separate two seemingly qualified employees, bring them in for an interview and ask a simple question, "Have you ever participated in sports at an elite level?"

"Current research indicates that individuals who have competed in elite level athletics, i.e., collegiate, international, or professional level competition possess higher levels of emotional intelligence than their non-athlete counterparts," says Richard Mendelson, I.O. psychologist and founder of Dynamic IO Consultants, a consulting firm specializing in human capital management and other services.

In 1996, Dr. William Brad McGonagle, associate vice president for administration at Texas A&M University wrote his dissertation studying how former athletes transfer the skill set they developed through athletics to the workplace. He found that an employee with prior athletic experience was able to transfer the lessons of being a team player and also noticed strengths in accomplishment-based skills, discipline, and communication.

In 2002, professors Daniel Gould and Kristen Dieffenbach published a study in the *Journal of Applied Sport Psychology* which noted that Olympic champions display higher levels of specific attributes directly linked to success, in particular emotional intelligence. Their research showed that these elite athletes displayed high levels of stress management, interpersonal skills, and self regard.

The conclusion of all this research could be seen during the 1972 Olympic Games in Munich, Germany, when American wrestler, Dan Gable, won the gold medal without giving up a single point! This is perhaps one of the greatest Olympic performances of all time. And while this level of performance would be hard to duplicate on any stage, can you imagine this same type of focus and determination on display in your office?

While I acknowledge that nearly all athletes at an elite level have a tremendous amount of drive, wrestlers in particular seem to operate at a higher level of fortitude. Not that my athletic history is anything to write about, but I wrestled in college and have been surrounded by amazing athletes of all sports. I've known Olympians, world champions, college champions and everything in between. The one constant observation is that wrestlers have a capacity to push themselves harder than most and display an unrivaled mental toughness—that and a deep desire to eat.

Socrates once said, "I swear it upon Zeus an outstanding runner cannot be the equal of an average wrestler."

Wise words considering being fleet of foot is how a wrestler starts his day. In the business arena, being fast or strong doesn't necessarily rank as a top priority in our service economy. So why should you care?

"Wrestling, in particular, is thought to require more individual commitment than most other sports due to the nature of the training and competing itself. The logical inference, then, is that with other sports, an athlete can go to practice or a game, and then go home to relax. Wrestlers, due to the weight class requirements, have to maintain their focus and drive around the clock for years at a time," says Mendelson, a former college wrestler.

"In addition, wrestling is an individual sport and the athlete experiences both failure and success as an individual. As a result, the wrestler endures more physical, emotional, and psychological stress, both positive and negative, than an athlete in another sport."

I can tell you that the biggest lesson I learned during my wrestling career was humility. Even the great Dan Gable lost a match. Over the years I learned that getting knocked down was just part of the process to work even harder and to improve. I now encourage the success of others because I enjoy the challenge of meeting those higher expectations. Even during the all-night programming sessions to launch new features on Hitched, it has never felt difficult since I know 100 of those nights will never be as hard as a single wrestling practice.

The competitive spirit in other athletes might argue that they too exude these same qualities at the same level. They might be right, which is why the question you should pose during an interview is asking about their entire athletic background. Saying that, when the bullet points begin to once again merge as you stare down two athletes, I recommend you go with the wrestler.

"Once you've wrestled, everything else in life is easy." ~ Dan Gable