

MINUTES OF BOARD OF EDUCATION  
South Platte School District #95  
Regular Board Meeting October 10, 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. Notice of the meeting was published in the Keith County News and available at the office.

The meeting was adjourned at 8:30 PM.

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 Duane Duncan seconded by Tim Van Zee to approve the consent agenda as presented: A. Confirmation of the minutes of the: last regular meeting, the budget hearing and the tax hearing to set the budget. B. Financial Reports C. Treasurer's Report D. Claims: General Fund. Motion carried.

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

CLAIMS: Aliens and Strangers Music, 65.98; Amazon Capital Services, Inc, 1,006.21; Big Springs Truck and Travel, 1,802.38; Black Hills Energy, 1,222.62; Brost, Nicholas, 341.25; Brule Community Improvement, 20.00; Card Service Center, 1,775.54; Carlson Electric, 333.26; Cash-Wa Dist., 87.75; Century Link, 648.58; Cheleen, Andrea, 28.02; Cranmore Fire Protection LLC, 392.00; DeCoste, Denise, 46.18; Eakes Office Solutions, 1,047.02; Ecolab, 62.96; Einspahr, Gladys, 129.85; EReflect Inc, 410.30; Essink Repair Inc. ERI Metal Works, 789.82; Essink, Ryan, 85.00; Estrada, April, 21.67, ESU 16, 12,818.05; Hampton Inn - Kearney, 161.01; HealthEquity - Wage Works, Inc., 316.00; Hot Lunch Account, 341.00; Hot Lunch, 1,365.45; Ideal Linen Supply, 373.99; Jenny Reichman Photography, 66.00; JWPepper, 199.23; Keith Co. News, 412.16; KSB School Law, 562.50; McGraw-Hill LLC, 340.00; Menards, 346.58; Mid-American Research, 794.74; NPPD (Nebraska Public Power District), 4,500.00; NPPD MLBRY Acct, 64.28; NPPD Plum 2 Acct, 47.37; Office Service, Inc., 837.97; Performance Health Supply, 2,361.66; Plummer Insurance, Inc., 77,964.00; Ray's Cement Works, 1,231.00; Richards, Shane, 60.40; Rudy's GTO, 37.99; S & W Auto Supply, 43.38; Sherman, Carol, 12.70; SP Benefit Fund, 810.00; Spady, Candace, 66.27; Stanley, Robert, 170.00; Teacher Created Resources, 277.32; TigerChef.com, 2,213.67; Verizon Wireless, 295.99; Village Of Big Springs, 729.15; Walmart Business, 370.11; Wiest Hardware, 1,386.85; Wilson Mowing, 930.00; AFLAC-10MO, 191.88; AFLAC, 1,244.12; HSASPECK-Bailey Speck, 219.81; Colonial Life, 200.96; EFTPS, 43,828.56, Health Equity - HSA, 313.28; Horace Mann Insurance Company, 72.29; Horace Mann Life Ins. Co., 175.00; HSA JACOBS, 313.08; Jenna Hill H S A, 196.64; BCBSNE 55,403.77; SITNE, 6,422.56; NPERS, 36,455.84; Principal Life Insurance Co. 1,498.49; SPFLEX, 2,993.86; Vision Care Direct, 495.22.

Mrs. Stanley and Mrs. Welsh presented information from the NASB meeting that they attended. Mr. Spencer gave an update on the buses.

Mr. Nick Brost gave the principal's report. Homecoming week was successful. Parent/Teacher conferences were attended by 70% of the JH/HS parents. Future Events: SP is hosting the District Play One-Act December 3 and the Christmas Concert date is tentatively set for Dec 8 at

6pm. Thank you to Mrs. Cheleen and the MAC Student Advisory students who attended the meeting in Sidney and to the Booster Club, Student Council, Student Advisory Committee, and the Cheerleaders for their work during homecoming. Congrats to the August Students of the month: Emalee Armstrong, Jayla Paulsen, Madisen Adams, Josie Schneider, Brenna Isenbart, and Avery Hayward and the September Students of the Month: Audrey Moorhead, Jacob Lofton, Oscar Ornelas, Quinten Koenen, Bradyn Miller, Haily Koenen. Nate Neuhaus, the Supervisor of Officials, from NSAA gave a presentation entitled " Respect The Ref, Sportsmanship and Respecting the Officials".

Mr. David Spencer gave the superintendent's report. Student and staff safety drills have been conducted with improvements each time. Fire safety week events and learning trips for students to the pumpkin patches are planned. The keyless entry system is operational and the kitchen door will be replaced. Planning for the Red Ribbon week is underway with the Student Advisory Committee.

The board held a discussion about the current student and activity handbook and the usage of cell phone and electronic device useage which included existing guidelines and expectations. They reviewed other districts' handbooks and guidances and policies. The discussion was for further research.

Motion by Tim Van Zee seconded by Amy Stanley to approve the 2022-2023 Negotiations Addendum. Motion carried.

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

Review the minutes.

Motion by Adam Hayward seconded by Patricia Welsh to adjourn the meeting. Motion carried.

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

Tim Van Zee, Secretary

## MINUTES OF BOARD OF EDUCATION

South Platte School District #95

Regular Board Meeting September 19, 2022 7:20 PM

---

The Regular Board Meeting of the board was called to order at 7:28 PM by Chairman Darrel Armstrong with board members: **Present:** Darrel Armstrong, Duane Duncan, Amy Stanley, Tim Van Zee, Patricia Welsh, **Absent:** Adam Hayward. Hayward is excused. Also present were Superintendent David Spencer, Principal Nick Brost and Business Manager Lisa Wilson. Notice of the meeting was published in the Keith County News and available at the office.

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: removing checking account fund 6: A. Confirmation of the last regular meeting minutes B. Financial Reports C. Treasurer's Report D. Claims: General Fund E. Claims: Building/Bond/Depreciation Fund (if any). Motion carried.

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

CLAIMS: Academic Therapy Publications, 133.00; Air Delights, 91.87; Aliens and Strangers Music, 927.38; Agile Sports, Inc. dba Hudl, 3,546.00; Amazon Capital Services, Inc, 8,755.09; Apple Computer, Inc, 3,966.00; Apptegy, Inc, 4,900.00; Black Hills Energy, 1,365.77; Blick Art Materials, 1,248.71; Card Service Center, 1,500.61; Carlson Electric, 3,640.54; Cash-Wa Dist., 362.75; Cdw Government, Inc, 6,873.92; Center for Health, 135.00; Century Link, 643.10; CI Shirts, 1,426.00; CNA Surety, 193.50; Colglazier Clinic, 100.00; Decker Inc. School Fix, 396.55; DeVries, Laura, 41.50; Eakes Office Solutions, 5,100.15; Ecolab, 62.96; Einspahr, Gladys, 111.25; Employers, 14,256.00; eSpecial Needs, LLC, 1,365.85; Essink, Ryan, 398.75; Estrada, April, 18.99; ESU 16, 25.00; Frank Paxton Lumber Company, LLC, 7,767.22; Gallentine, Ashley, 53.96; Garden Co High School, 200.00; Goddard, Melisa, 211.93; HealthEquity, 158.00; Hinton's Lock & Alarm, 26,871.86; Hot Lunch Account, 221.00; Hot Lunch, 666.45; Houghton Mifflin Harcourt Publishing Co., 5,619.10; Huff, Kacey, 667.33; Huskers Illustrated, 64.95; Ideal Linen Supply, 373.99; Jacobs, Beth, 118.88; Johnson, Courtney, 9.86; Jostens, 2,810.35; JWPepper, 423.93; Keith Co. News, 71.06; Lakeshore Learning, 873.80; Lampo Group, LLC, The, 849.76; Matheson Tri-Gas, Inc., 115.80; McGraw-Hill LLC, 66.57; Mead Lumber, 150.44; Moby Max, 1,119.00; NASB (Nebraska Association Of School Boards), 224.00; Nebraska Association for Curriculum, Assessment and Instruction, 25.00; Nebraska Council School Administrators, 335.00; Nebraska Safety and Fire Equipment, 360.00; Nebraska Safety Center, 250.00; NPPD (Nebraska Public Power District), 4,748.31; NPPD MLBRY Acct, 64.28; NPPD Plum 2 Acct, 47.37; NSASSP Region V, 60.00; Office Service, Inc., 530.05; Perkins County Health Service, 130.00; PowerSchool Group LLC, 6,918.33; Renaissance Learning, Inc., 2,098.25; Rudy's GTO, 24.00; Sandhills Natural Water, 1,056.00; Scherbarth, Stephanie, 218.97; Sinclair Oil Corp., 500.00; Snell Services, Inc., 7,658.98; SP Benefit Fund, 575.00; Spady, Candace, 101.58; Talacko Safety Solutions, 1,200.00; Taylor, Ted, 28.75; Time Management System (TMS), 195.00; TimeClock Plus, 535.23; United Cultures, Inc., 135.00; University of NE-Kearney, 2,000.00; Valley Medical Clinic, 130.63; Verizon Wireless, 305.19; Village Of Big Springs, 586.05; Vlasin, Patricia, 400.00; Walmart Business, 342.18; Wiest Hardware, 1,223.38; Wilson Mowing, 1,315.00.

Education opportunities were discussed.

Mr. Nick Brost gave the principal's report. He met with ESU16 to improve learning and education systems for students and staff. He coordinated with the booster club, cheer team, student advisory committee, administration and STUCO for the Homecoming week schedule. There was discussion about student progress education testing. He gave special recognition to all of the officials, staff, students, and community volunteers that help to make our athletic events and concession stands run smoothly. He provided updated on MAC conference events, upcoming contests and meetings.

Mr. David Spencer gave the superintendent's report. During the first few weeks, the staff and students worked on safety drills. The fire extinguisher inspection and fire safety systems checks are complete. The first set of testing and some learning trips for the first quarter are completed. The keyless entry system, the new AED on the charter bus, and the new stage curtains are installed and operational. There was discussion about ESSER, Title funds and safety projects. Congrats to all NE State Fair participants.

Mrs. Moorhead addressed the board to share information about the high school secretary and various bookkeeper duties.

Motion by Amy Stanley seconded by Duane Duncan to accept the Sandhills Physical Therapy Athletic Trainer Agreement. Motion carried.

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

Motion by Patricia Welsh seconded by Tim Van Zee to recognize SPEA as the official bargaining unit for the 2027-28 and 2028-29 contract years. Motion carried.

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

Motion by Tim Van Zee seconded by Amy Stanley to approve the budget as presented. Motion carried.

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

**RESOLUTION SETTING THE PROPERTY TAX REQUEST  
2022-23 TAX REQUEST RESOLUTION  
RESOLUTION NO. 09192022**

WHEREAS, Nebraska Revised Statute 77-1632 and 77-1633 provides that the Governing Body of the South Platte Public School passes by a majority vote a resolution or ordinance setting the tax request; and

WHEREAS, a special public hearing was held as required by law to hear and consider comments concerning the property tax request;

NOW, THEREFORE, The Governing Body of South Platte Public School resolves that:

1. The 2022-2023 property tax request be set at:

\* General Fund: \$2,971,324.00

\* Bond Fund: \$421,132.00

- \* Special Building Fund: \$46,792.00
- \* Qualified Capital Purpose: \$ .00
- \* Undertaking Fund:

2. The total assessed value of property differs from last year's total assessed value by 5.36 percent.
3. The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property would be 0.721352 per \$100 of assessed value.
4. South Platte Public School proposes to adopt a property tax request that will cause its tax rate to be 0.735 per \$100 of assessed value.
5. Based on the proposed property tax request and changes in other revenue, the total operating budget of South Platte Public School will increase (or decrease) last year's budget by 8.29 percent.
6. A copy of this resolution will be certified and forwarded to the County Clerk on or before October 15, 2022.

Motion by Amy Stanley seconded by Duane Duncan to approve resolution 091922. Motion carried.

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

Review the minutes.

Motion by Tim Van Zee seconded by Patricia Welsh to go into executive session to discuss personnel - negotiations at 9:02 PM. Motion carried.

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

Motion by Amy Stanley seconded by Duane Duncan to return to regular session at 9:24 PM. Motion carried.

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

Motion by Patricia Welsh seconded by Amy Stanley to adjourn the meeting. Motion carried.

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

The meeting was adjourned at 9:25 PM.

Tim Van Zee, Secretary

MINUTES OF BOARD OF EDUCATION  
South Platte School District #95  
2022-2023 Budget Hearing September 19, 2022 7:00 PM

---

The 2022-2023 Budget Hearing of the board was called to order at 7:00 PM by Chairman Darrel Armstrong with board members: **Present:** Darrel Armstrong, Duane Duncan, Amy Stanley, Tim Van Zee, Patricia Welsh, **Absent:** Adam Hayward. Hayward excused. Also present were Superintendent David Spencer, Principal Nick Brost and Business Manager Lisa Wilson. Notice of the meeting was published in the Keith County News and available at the office.

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.

Budget was reviewed and discussed.

Review the minutes.

Motion by Duane Duncan seconded by Tim Van Zee to adjourn the meeting at 7:24 PM. Motion carried.

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

The meeting was adjourned at 7:24 PM.

Tim Van Zee, Secretary

MINUTES OF BOARD OF EDUCATION

South Platte School District #95

Special Hearing to Set Final Tax Request September 19, 2022 7:00 PM

---

The Special Hearing to Set Final Tax Request of the board was called to order at 7:24 PM by Chairman Darrel Armstrong with board members: **Present:** Darrel Armstrong, Duane Duncan, Amy Stanley, Tim Van Zee, Patricia Welsh, **Absent:** Adam Hayward. Hayward was excused. Also present were Superintendent David Spencer, Principal Nick Brost and Business Manager Lisa Wilson. Notice of the meeting was published in the Keith County News and available at the office.

The budget was discussed.

Review the minutes.

Motion by Tim Van Zee seconded by Patricia Welsh to adjourn the meeting. Motion carried.  
Adam Hayward: Absent, Darrel Armstrong: yes, Amy Stanley: yes, Patricia Welsh: yes, Tim Van Zee: yes, Duane Duncan: yes

The meeting was adjourned at 7:27 PM.

Tim Van Zee, Secretary

RESOLUTION SETTING THE PROPERTY TAX REQUEST

RESOLUTION NO. 09192022

WHEREAS, Nebraska Revised Statute 77-1632 and 77-1633 provides that the Governing Body of South Platte Public School passes by a majority vote a resolution or ordinance setting the tax request; and

WHEREAS, a special public hearing was held as required by law to hear and consider comments concerning the property tax request;

NOW, THEREFORE, the Governing Body of South Platte Public School resolves that:

1. The 2022-2023 property tax request be set at:

General Fund:	\$	2,971,324.00
Bond Fund:	\$	421,132.00
Special Building Fund:	\$	46,792.00
Qualified Capital Purpose	\$	-
Undertaking Fund:		

2. The total assessed value of property differs from last year's total assessed value by 5.36 percent.

3. The tax rate which would levy the same amount of property taxes as last year, when multiplied by the new total assessed value of property would be 0.721352 per \$100 of assessed value.

4. South Platte Public School proposes to adopt a property tax request that will cause its tax rate to be 0.735 per \$100 of assessed value.

5. Based on the proposed property tax request and changes in other revenue, the total operating budget of South Platte Public School will increase (or decrease) last year's budget by 8.29 percent.

6. A copy of this resolution be certified and forwarded to the County Clerk on or before October 15, 2022.

Motion by Stanley, seconded by Duncan to adopt Resolution #09192022.

Voting yes were:

Voting no were:

Van Zee  
Welsh  
Duncan  
Armstrong  
Stanley

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

Dated this 19 day of September, 2022

Tim Van Zee

Secretary Dist. #95

**Activity Fund Balance Report - Summary - Include Encumbrances**  
09/2022 - 09/2022  
Regular; Beginning Month 09/2022; Processing Month 09/2022; Accounts to Include Accounts with Activity; Active Chart  
of Account Number True; Fund Number 05

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 1000	ATHLETICS	53,834.04	3,033.81	2,232.00	0.00	0.00	0.00	53,032.23
05 704 1010	CHEERLEADERS	1,062.65	1,358.03	410.00	0.00	0.00	0.00	114.62
05 704 1030	JH ATHLETIC FUND - MEMORIAL MONEY	480.00	0.00	3,050.00	0.00	0.00	0.00	3,530.00
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	182.00	110.00	0.00	0.00	0.00	777.67
05 704 3025	GOLF TEAM	371.42	0.00	0.00	0.00	0.00	0.00	371.42
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	354.61	0.00	0.00	0.00	0.00	0.00	354.61
05 704 3037	GIRLS BASKETBALL TEAM	126.13	0.00	0.00	0.00	0.00	0.00	126.13
05 704 3040	SPEECH	866.91	0.00	0.00	0.00	0.00	0.00	866.91
05 704 3045	FOOTBALL TEAM	5,711.46	0.00	0.00	0.00	0.00	0.00	5,711.46
05 704 3047	VOLLEYBALL TEAM	374.65	0.00	670.00	0.00	0.00	0.00	1,044.65
05 704 3050	FFA	22,735.81	325.00	2,320.00	0.00	0.00	0.00	24,730.81
05 704 3060	TRACK	1,383.97	0.00	0.00	0.00	0.00	0.00	1,383.97
05 704 3065	UNIFIED BOWLING	2,330.45	0.00	0.00	0.00	0.00	0.00	2,330.45
05 704 3060	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-JUNIORS	2,601.30	729.50	2,268.50	0.00	0.00	0.00	4,140.30
05 704 4070	CLASS OF 2027-8TH GRADE	338.25	0.00	0.00	0.00	0.00	0.00	338.25
05 704 4075	CLASS OF 2026- FRESHMEN	338.25	0.00	0.00	0.00	0.00	0.00	338.25
05 704 4081	CLASS OF 2023 - SENIORS	1,909.92	710.50	0.00	0.00	0.00	0.00	1,199.42
05 704 4090	CLASS OF 2026-SOPHOMORES	1,857.32	0.00	0.00	0.00	0.00	0.00	1,857.32
05 704 5010	MUSIC	1,310.36	0.00	0.00	0.00	0.00	0.00	1,310.36
05 704 5030	STUCO	528.76	371.83	548.75	0.00	0.00	0.00	705.68
05 704 5035	AG STUDIES	706.07	0.00	0.00	0.00	0.00	0.00	706.07
05 704 5040	IND ART	10,822.15	0.00	0.00	0.00	0.00	0.00	10,822.15
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	4,095.07	0.00	140.00	0.00	0.00	0.00	4,235.07
05 704 5080	LIFESKILLS	2,449.15	0.00	0.00	0.00	0.00	0.00	2,449.15
05 704 5090	FITNESS CENTER	2,970.34	125.00	120.00	0.00	0.00	0.00	2,965.34
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	12,868.80	608.00	0.00	0.00	0.00	0.00	12,260.80
05 704 8000	BANK CHARGES/INTEREST	294.19	0.00	12.23	0.00	0.00	0.00	306.42
05 704 8050	SCHOLARSHIPS	(1,000.00)	0.00	0.00	0.00	0.00	0.00	(1,000.00)
Fund Total: 05		144,292.68	7,443.67	11,881.48	0.00	0.00	0.00	148,730.49

Batch Description: ACTIVITY FUND RECON 9.2022 Processing Month: 09/2022  
Checking Account: 5 STUDENT ACTIVITY CHECKING

<u>Check/Reference Number</u>	<u>Description</u>	<u>Date</u>	<u>Amount</u>
	Statement Balance	09/30/2022	155,068.80

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
8478	GRANT JONES	02/08/2022	174.00
8592	MIDWEST ELITE BB	05/19/2022	100.00
8623	ERIC CARTER	08/31/2022	135.00
8625	ARLAN PAXTON	08/31/2022	135.00
8626	MITCH WILLIAMS	08/31/2022	135.00
8637	DISTRICT IX	09/07/2022	150.00
8645	MITCH SANCHEZ	09/16/2022	150.00
8650	HOMESTEAD PUMPKIN PATCH	09/19/2022	343.00
8651	OUR LAVENDER COMPANY	09/19/2022	265.00
8652	MAYWOOD HS	09/23/2022	10.00
8653	BELIEVE PRODUCTIONS INC	09/23/2022	729.50
8654	JAKE DAUM	09/27/2022	143.00
8655	ANDREW BOHAC	09/27/2022	143.00
8656	KEVIN THOMAS	09/27/2022	143.00
8657	RANDY BOHAC	09/27/2022	143.00
8658	CLINT SERRES	09/27/2022	143.00
8659	BAYARD HIGH SCHOOL	09/27/2022	50.00
8660	BRIDGEPORT HIGH SCHOOL	09/30/2022	60.00
8661	VARSITY SPIRIT FASHIONS	09/30/2022	632.65
8662	TEAM LEADER	09/30/2022	725.38
8663	Playscripts Inc.	09/30/2022	464.45
8664	WHITETAIL SCREEN PRINTING	09/30/2022	710.50
8665	Vintage Barn Door Blooms	09/30/2022	208.00
9666	PEPSI COLA OF WESTERN NEBRASKA	09/30/2022	163.83
		Total:	<u>6,338.31</u>

<u>Statement Balance</u>	<u>Outstanding Total</u>	<u>Balance on Books</u>	<u>Cash Account Balance</u>	<u>Difference</u>
155,068.80	(6,338.31)	148,730.49	148,730.49	0.00

Cleared Automatic Payment Total:  
 Cleared Checks Total: 6,037.53  
 Cleared Direct Deposit Total:  
 Cleared Void Total:  
 Cleared Cash Receipt Total: 11,881.48  
 Cleared Manual Journal Entries Total:  
 Cleared Sales Journal Total:

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
8613	07/26/2022	X			HEFFNER	RYAN HEFFNER	300.00
8618	08/25/2022	X			DUNDYCOHS	DUNDY COUNTY HIGH SCHOOL	70.00
8619	08/31/2022	X			BRYANK	BRYAN KOTSCHWAR	85.09
8620	08/31/2022	X			NPCATHOLIC	NP CATHOLIC SCHOOLS	80.00
8621	08/31/2022	X			NICIAKEY	NICI AKEY	75.00
8622	08/31/2022	X			ANNIESHALL	ANNIE SHALLA	155.00
8624	08/31/2022	X			KINSLEY	HANK KINSLEY	135.00
8627	08/31/2022	X			LANCMOO	LANCE MOORE	135.00
8628	08/31/2022	X			STEPHSSTUD	STEPH'S STUDIO	1.95
8629	08/31/2022	X			WALSWORTH	Walsworth	1,261.75
8630	08/31/2022	X			PEPSI	PEPSI COLA OF WESTERN NEBRASKA	83.91
8631	08/31/2022	X			LOUS	Lou's Sporting Goods	1,047.80
8632	08/31/2022	X			SOUTHPLATT	SOUTH PLATTE SCHOOLS	336.79
8633	08/31/2022	X			CHAMPTEAM	CHAMPION TEAMWEAR	203.88
8634	09/07/2022	X			CHASECOHS	CHASE COUNTY HIGH SCHOOL	35.00
8635	09/07/2022	X			SOUTHPLATT	SOUTH PLATTE SCHOOLS	35.00
8636	09/07/2022	X			VANHORN	PATSY VANHORN	125.00
8638	09/09/2022	X			EWELLEDUC	EWELL EDUCATION	175.00
8639	09/09/2022	X			NPHS	NORTH PLATTE HIGH SCHOOL	150.00
8640	09/09/2022	X			5STARCUSTO	5 STAR CUSTOM DESIGN	147.00
8641	09/09/2022	X			LOUS	Lou's Sporting Goods	499.36
8642	09/16/2022	X			NICIAKEY	NICI AKEY	75.00
8643	09/16/2022	X			ANNIESHALL	ANNIE SHALLA	155.00
8644	09/16/2022	X			JRMAROSTIC	JR MAROSTICA	150.00
8646	09/16/2022	X			RICKRAFFEL	RICK RAFFELSON	220.00
8647	09/16/2022	X			FOSTEJOEL	Joel Foster	50.00
8648	09/16/2022	X			MAYWOODHS	MAYWOOD HS	100.00
8649	09/16/2022	X			CHINTALA	TREVOR CHINTALA	150.00
Check Type Total: Check					Count: 28	Void Total: 0.00	Total without Voids: 6,037.53
Checking Account Total: 5					Count: 28	Void Total: 0.00	Total without Voids: 6,037.53
Grand Total:					Count: 28	Void Total: 0.00	Total without Voids: 6,037.53

Receipt Number	Received From ID/Name	Receipt Date	Description	Receipt Key	Amount
		09/01/2022	ACTIVITY PASSES	561	150.00
		09/06/2022	HOME FB/ACT. PASS	562	678.00
		09/09/2022	VB/FFA/VENDING/ACT. PASSES	563	3,357.75
		09/09/2022	FITNESS CENTER/ACT. PASS	564	100.00
		09/26/2022	FITNESS/YEARBOOK/GATE	565	594.00
		09/26/2022	JR. CLASS FUNDRAISER	566	2,268.50
		09/30/2022	ACT PASS/VENDING MACHINE	567	171.00
		09/30/2022	ACT. PASS/CHEER/FITNESS	568	415.00
		09/30/2022	JERSEY AUCTION	569	3,590.00
		09/30/2022	SEPTEMBER 2022 INTEREST	570	12.23
		09/27/2022	LUNCH DEPOSIT - DEP ERROR	571	545.00
Report Total:					11,881.48

**South Platte Schools Treasurer's Report**  
**September Expenses 2022 - Meeting Oct 10, 2022**

<b>Name of Account</b>	<b>Sep-21</b>	<b>Sep-22</b>	<b>Aug-22</b>
<b>General Fund(ABT)</b>			
Beginning Balance	\$904,800.88	\$2,371,458.51	\$2,484,408.52
Interest on Checking	\$59.60	\$202.59	\$136.50
Garden Co. Taxes	\$1,507.27	\$1,204.65	\$0.00
Perkins Co. Taxes	\$45,260.64	\$45,202.19	\$1,778.23
Keith County Taxes	\$443,376.31	\$463,899.37	\$10,421.16
Deuel County Taxes	\$253,805.39	\$247,560.06	\$28,827.10
Co. Fines/Licenses			
Local License Fees			
Lunch Reimbursement	\$5,471.74	\$8,053.70	\$3,101.85
Pro Rata Motor Vehicles			
Spec. Ed Payment			
Tuition Reimbursement	\$475.00		
Title 1 Reimbursement			\$8,593.00
Title IV			\$10,000.00
State Apportionment			
STATE AID	\$44,440.40	\$63,772.00	
Distance Learning		\$8,614.80	
NASB Medicaid Consortium			
State of Ne-High Ability Learners			
Insurance Claim Receipts			
Medicaid Receipts			
Other State Receipts			
Sale of Junk	\$45.00		139.00
High Ability			
Misc. Receipts	\$1,198.80	\$336.79	\$758.96
Total Receipts	\$795,640.15	\$838,846.15	\$63,755.80
Total Disbursements	\$501,949.87	\$409,734.35	\$316,634.59
<b>General Fund End. Balance (ABT)</b>	<b>\$1,198,491.16</b>	<b>\$2,800,570.31</b>	<b>\$2,371,458.51</b>
<b>Building Fund ( ABT) 493</b>	<b>\$230,488.34</b>	<b>\$478,683.20</b>	<b>\$344,821.58</b>
<b>Depreciation Fund (ABT) 458</b>	<b>\$278,914.39</b>	<b>\$279,559.78</b>	<b>\$279,426.69</b>
<b>Bond Account (ABT) 549</b>	<b>\$832,711.28</b>	<b>\$356,258.37</b>	<b>\$277,042.46</b>
<b>Employee Flex Spending (ABT)</b>	<b>\$5,421.03</b>	<b>\$5,777.62</b>	<b>\$6,486.26</b>
<b>Savings Account (CFB)</b>	<b>\$213,431.89</b>	<b>\$214,758.98</b>	<b>\$214,729.50</b>
<b>CD # 2357</b>	<b>\$250,000.00</b>	<b>\$250,000.00</b>	<b>\$250,000.00</b>
<b>Unemployment Svgs (CFB)</b>	<b>\$29,697.81</b>	<b>\$29,744.71</b>	<b>\$29,738.36</b>
<b>Employee Benefit (CFB)</b>	<b>\$5,496.39</b>	<b>\$6,499.04</b>	<b>\$6,733.48</b>
<b>Activity Fund (CFB)</b>	<b>\$164,490.06</b>	<b>\$148,730.49</b>	<b>\$144,292.68</b>
<b>Lunch Fund (CFB)</b>	<b>\$74,606.32</b>	<b>\$58,746.77</b>	<b>\$81,948.32</b>
<b>Total Funds All Accounts</b>	<b>\$3,283,748.67</b>	<b>\$4,629,329.27</b>	<b>\$4,006,677.84</b>
<b>Fund Distrubution - CFB</b>	<b>\$737,722.47</b>	<b>\$708,479.99</b>	<b>\$727,442.34</b>
<b>AB&amp;T</b>	<b>\$2,540,605.17</b>	<b>\$3,915,071.66</b>	<b>\$3,272,749.24</b>
<b>General Fund Expenditures for September 2022</b>			
General Fund Checks	\$122,823.21		
Net Payroll (DD/Cks/Liab)	\$299,524.96		
Subtotal:	\$422,348.17		
Less: Hot Lunch Payroll	\$12,613.82		
Net General Fund Expenses	\$409,734.35		

**Checking Account ID: 1**

**Check Type: Automatic Payment**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount	
9136699	10/10/2022				AMAZCAPITA	Amazon Capital Services, Inc	1,006.21	
9136700	10/10/2022				BHENERGY	Black Hills Energy	1,222.62	
9136701	10/10/2022				CARDSERV	Card Service Center	1,775.54	
9136702	10/10/2022				NPPD	NPPD (Nebraska Public Power District)	4,500.00	
9136703	10/10/2022				NPPDMLBRY	NPPD MLBRY Acct	64.28	
9136704	10/10/2022				NPPDPLUM2	NPPD Plum 2 Acct	47.37	
9136705	10/10/2022				WALMART	Walmart Business	370.11	
Check Type Total: Automatic Payment							Void Total: 0.00	Total without Voids: 8,986.13

**Checking Account ID: 1**

**Check Type: Check**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount	
137458	10/10/2022				ALIEN	Aliens and Strangers Music	65.98	
137459	10/10/2022				BSTT	Big Springs Truck and Travel	1,802.38	
137460	10/10/2022				BRULCOMM	Brule Community Improvement	20.00	
137461	10/10/2022				CARLSON	Carlson Electric	333.26	
137462	10/10/2022				CASHWA	Cash-Wa Dist.	87.75	
137463	10/10/2022				CENTLINK	Century Link	648.58	
137464	10/10/2022				CRANMORE	Lonnie Cranmore, Member	392.00	
137465	10/10/2022				EAKESOFFIC	Eakes Office Solutions	1,047.02	
137466	10/10/2022				ECOLAB	Ecolab	62.96	
137467	10/10/2022				ERIMETALS	Essink Repair Inc. ERI Metal Works	789.82	
137468	10/10/2022				ESU16	ESU 16	12,818.05	
137469	10/10/2022				HOTLUNCH	Hot Lunch	1,365.45	
137470	10/10/2022				HOTLUN	Hot Lunch Account	341.00	
137471	10/10/2022				IDEAL	Ideal Linen Supply	373.99	
137472	10/10/2022				JENNYREICH	JENNY REICHMAN PHOTOGRAPHY	66.00	
137473	10/10/2022				JWPEPPER	JWPepper	199.23	
137474	10/10/2022				KCN	Keith Co. News	412.16	
137475	10/10/2022				KSB	KSB School Law	562.50	
137476	10/10/2022				MENARDSNP	MENARDS	346.58	
137477	10/10/2022				MARC	Mid-American Research	794.74	
137478	10/10/2022				OFFICE	Office Service, Inc.	837.97	
137479	10/10/2022				RAYSCEMEN	Ray's Cement Works	1,231.00	
137480	10/10/2022				RUDYS	Rudy's GTO	37.99	
137481	10/10/2022				SW	S & W Auto Supply	43.38	
137482	10/10/2022				BENEFIT	SP Benefit Fund	810.00	
137483	10/10/2022				TEACHERCR	Teacher Created Resources	277.32	
137484	10/10/2022				TIGERCHEF	TigerChef.com	2,213.67	
137485	10/10/2022				VERIZON	Verizon Wireless	295.99	
137486	10/10/2022				VILLAGEBS	Village Of Big Springs	729.15	
137487	10/10/2022				WIEST	Wiest Hardware	1,386.85	
137488	10/10/2022				WILSONMOWI	Wilson Mowing	930.00	
Check Type Total: Check							Void Total: 0.00	Total without Voids: 31,322.77

**Checking Account ID: 1**

**Check Type: Direct Deposit**

Check Number	Check Date	Cleared	Void	Void Date	Entity ID	Entity Name	Amount
860	10/10/2022				HEALTHQFL	HealthEquity - Wage Works, Inc.	316.00
861	10/10/2022				STANROBE	Robert Stanley	170.00
862	10/10/2022				BROSTNICK	Nicholas Brost	341.25
863	10/10/2022				CHELANDR	Andrea Cheleen	28.02
864	10/10/2022				DECODENI	Denise DeCoste	46.18
865	10/10/2022				EINSGLAD	Gladys Einspahr	129.85
866	10/10/2022				EREFLECT	EReflect Inc	410.30
867	10/10/2022				ESSIRYAN	Ryan Essink	85.00
868	10/10/2022				ESTRAPRI	April Estrada	21.67
869	10/10/2022				HAMPTONKEA	Hampton Inn - Kearney	161.01
870	10/10/2022				MCGRAW	McGraw-Hill LLC	340.00
871	10/10/2022				MEDCO	Performance Health Supply	2,361.66
872	10/10/2022				PLUMMERINS	Plummer Insurance, Inc.	77,964.00

**Checking Account ID: 1**

**Check Type: Direct Deposit**

<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>
873	10/10/2022				RICHSHAN	Shane Richards	60.40
874	10/10/2022				SHERCARO	Carol Sherman	12.70
875	10/10/2022				SPADCAND	Candace Spady	66.27
Check Type Total:		Direct Deposit			Void Total:	0.00	Total without Voids: 82,514.31
Checking Account Total:		1			Void Total:	0.00	Total without Voids: 122,823.21
Grand Total:					Void Total:	0.00	Total without Voids: 122,823.21

**Check Register by Type**

Unposted; Batch Description 2210 October (Sept Hrs); Payee Type Deduction

**Payee Type: Deduction      Check Type: Automatic Payment      Checking Account ID: 1**

<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>Check Amount</u>		
9136689	10/14/2022				AFLAC	AFLAC	1,244.12		
9136690	10/14/2022				AFLACMO	AFLAC-10MO Account	191.88		
9136691	10/14/2022				COLONIAL	Colonial Life	200.96		
9136692	10/14/2022				EFTPS	Electronic Federal Tax Payment System	43,828.56		
9136693	10/14/2022				2HMAUTO	Horace Mann Insurance Company	72.29		
9136694	10/14/2022				HORACE	Horace Mann Life Ins. Co.	175.00		
9136695	10/14/2022				SITNE	Nebraska Department of Revenue	6,422.56		
9136696	10/14/2022				RET	Nebraska School Retirement Syst (NPERS)	36,455.84		
9136697	10/14/2022				PRINCIPAL	Principal Life Insurance Co.	1,498.49		
9136698	10/14/2022				VISIONCAR	Vision Care Direct	495.22		
Checking Account ID: 1						Void Total:	0.00	Total without Voids:	90,584.92
Check Type Total: Automatic Payment						Void Total:	0.00	Total without Voids:	90,584.92

**Payee Type: Deduction      Check Type: Check      Checking Account ID: 1**

<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>Check Amount</u>		
137455	10/14/2022				HSASPECK	Bailey Speck-HSA	219.81		
137456	10/14/2022				HSAHILL	Jenna Hill H S A	196.64		
137457	10/14/2022				BCBS	NE Blue Cross Blue Shield	55,403.77		
Checking Account ID: 1						Void Total:	0.00	Total without Voids:	55,820.22
Check Type Total: Check						Void Total:	0.00	Total without Voids:	55,820.22

**Payee Type: Deduction      Check Type: Direct Deposit      Checking Account ID: 1**

<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>Check Amount</u>		
857	10/14/2022				HEALTH EQUI	Health Equity - HSA	313.28		
858	10/14/2022				HSAJACOBX	HSA JACOBS	313.08		
859	10/14/2022				SPFLEX	South Platte Flexible Spending	2,993.86		
Checking Account ID: 1						Void Total:	0.00	Total without Voids:	3,620.22
Check Type Total: Direct Deposit						Void Total:	0.00	Total without Voids:	3,620.22
Payee Type Total: Deduction						Void Total:	0.00	Total without Voids:	150,025.36
Grand Total:						Void Total:	0.00	Total without Voids:	150,025.36

From Activity Handbook.

### **CELL PHONES & ELECTRONIC DEVICES**

The use of cell phones and other electronic devices capable of taking pictures are prohibited in all locker rooms and dressing areas. Students found with a cell phone on in these areas will have the phone removed from them and the phone will stay with the coach or athletic director until such time as the parent of the student comes to collect it. The school reserves the right to check the electronic devices content for inappropriate contents. Other cell phone and electronic device use will be determined by the individual coach/sponsor.

From Student Handbook.

### **CELL PHONES**

All students need to be responsible users of technology. The school firmly believes in protecting instructional time in classrooms; therefore, cell phones should not be seen, heard, or used during the instructional time allotted for each of the eight periods throughout the day. This applies to anywhere on campus, including classrooms, hallways, restrooms, main office, media center, etc. during any scheduled instructional period. Students may have a need to use their phones throughout the day, thus students are permitted to use phones before and after school, during their scheduled lunch and during passing periods.

To maintain the expected learning environment in the classroom, students who violate the cell phone policy will be subject to disciplinary actions.

The administration supports teachers' discretion as to when the problem has reached a level warranting intervention.

The following consequences can be utilized to solve the problem:

1. Parent contact
2. Checking in cell phone
3. Confiscation of cell phone until parent/guardian picks-up
4. Detentions
5. After hours as a part of being a responsible user of technology, students should not use their phones to bully, intimidate, or harass. Violators will be subject to disciplinary actions according to policies on bullying and harassment.

## 2022-2023 Negotiations Addendum

The South Platte Board of Education asked for 2022-23 negotiations to be reopened for discussion. On August 18, 2022, the SPEA negotiating team, met with the board's negotiating team to discuss the following items:

1. PTO. This would replace Article III -Sick Leave Policy #1, 2, 3, 4, 5  
Also Article IV- Sick Leave Bank, first sentence would be replaced.
2. Extra Duty added to schedule.
  - a. Head Wrestling would follow % of FB,VB, Track already on the schedule.
  - b. Head Wrestling (inexp) would follow % of FB,VB,Track already on the schedule.
  - c. Asst. Wrestling would follow % of FB,VB,Track already on the schedule.
  - d. JH Wrestling 2.5%
  - e. JH Cross Country 2.5%
  - f. Distance Learning Teacher 10% per period

## ARTICLE XII DOCUMENT AUTHORIZATION



## PREAMBLE

This agreement is made and entered into on December 13, 2021 by and between the Board of Education of School District #95 of South Platte Schools in the County of Deuel, in the State of Nebraska, (hereinafter referred to as the "Board") and the South Platte Education Association (hereinafter referred to as the "Association") for the school year 2022-2023.

## ARTICLE I

### Collective Bargaining Unit

The Board recognizes the Association as the exclusive and sole collective negotiating representative for all certificated teachers employed by the district, excluding administration, so long as the association continues to represent a majority of the teachers.

## ARTICLE II

### Association Rights

#### (a) Use of Facilities

The Board and the Association agree that the South Platte Education Association may use the facilities of District #95 free of charge, for the purpose of conducting business concerning the South Platte Education Association.

The Board and the Association agree that the South Platte Education Association may use the supplies, within a reasonable amount, for the purpose of transacting the Association's business. (Examples: paper, duplication machines, mailboxes, telephone, with the charges to be paid by the Association, bulletin boards in lounge, and the daily school bulletin for announcements.)

## ARTICLE III

### South Platte PTO

1. At the beginning of each school year each Certified full-time, or prorated part-time FTE, certified employee, shall be credited with 13 days of paid time off. Any unused PTO at the end of the year will transfer to a personal sick leave bank cumulative to 40 days.
2. PTO days may be pre-planned for anytime during the year.
3. At the beginning of each school year, probationary teachers may contribute one(1) PTO day to a common sick leave bank to be administered by the teacher association.
4. The Personal Sick leave bank can only be used for medical reasons/appointments of an employee, spouse, children, step-children, parents, grandparents, aunts, uncles, sisters and brothers. Personal sick leave may also be used for bereavement leave. PTO days must be used completely before using days from the personal sick leave bank.

5. Once staff members have accumulated 40 days of sick leave, they will be compensated for their unused PTO at the end of the school year at ½ the daily sub rate.
6. Staff members/estate will be compensated for their unused sick leave when they leave/retire or an untimely death from South Platte Schools and have served South Platte for more than 10 years. Compensation will only consist of the number of days that the employee has saved in their personal sick bank, up to 40 days, and at the rate of the current substitute rate.
7. 10 Pandemic Leave Days
  - a. 10 days Pandemic Leave if a teacher is required to quarantine due to close contact or positive pandemic disease test (per the current health DHM).
  - b. These days are only to be used ONCE per teacher per school year
  - c. These days are not taken from the teacher's current sick days OR the SPEA sick bank.
  - d. Days past the 10 Pandemic Leave Days will be taken from the teacher's personal sick days.
  - e. If a federal or state reimbursement program is applicable, it will take precedence over South Platte's Pandemic Leave Days.

#### ARTICLE IV

##### Sick Leave Bank

At the beginning of each school year each teacher may contribute one (1) PTO day to a common sick leave bank to be administered by the Association. Tenured teachers can voluntarily contribute one day if the Sick Bank needs to be replenished. Contributing teachers who have exhausted ¾ of their own accumulated sick days may make withdrawals, as determined by the Association, from the common bank, provided that there are sufficient days available in the bank.

- A. The sick leave bank will begin during the 1997-1998 school year.
- B. Probationary teachers could draw twice the number of days put in.
  - 1<sup>st</sup> year-2
  - 2<sup>nd</sup> year-4
  - 3<sup>rd</sup> year-6

Teachers who have donated at least four days to the sick leave bank become eligible to withdraw from the bank above the number of days allotted to probationary teachers who have donated days to the bank as stated in item B. Teachers who choose not to donate to the bank are not eligible to use any sick leave bank days.

The amount of withdrawal by any tenured teacher in any given year will not exceed one-half (1/2) of the accumulated days in the sick bank for the year.

- C. These sick leave bank days would be available to a teacher upon written request to the superintendent, president of the local association and a doctor's affidavit.
- D. The concept of the sick leave bank exists to assist the individual suffering a prolonged illness or injury shall always remain the primary guiding concept in all activities related to the administration or the utilization of the program.
- E. The days of sick leave granted from the sick leave bank are intended solely for the illness of the certified staff person or their immediate family. (Immediate family as defined in the sick leave policy of the negotiated agreement.)
- F. Maternity leave is excluded from the provisions of the sick leave bank plan.
- G. At the end of the school term, as defined in the employee's contract, total days remaining in the Sick Leave Bank will be carried over to the next year, but not greater than 102 days.
- H. The Sick Leave Bank will be maintained, controlled and recorded by the teacher's association and reported to the superintendent upon request.
- I. Failure on the part of the Teacher's Association to adequately maintain clear and concise records of this Sick Leave Policy will cause such policy to become null and void.
- J. If such policy becomes null and void, then donated days will be dispersed equally to the teachers contributing.
- K. Sufficient days will be removed from the Sick Leave Bank to allow for the additional days by probationary and tenured teachers to become full members of the bank.
- L. Any remaining sick days of a teacher who has withdrawn days from the Sick Bank at the end of the same school year will be required to donate those days back to the Sick Bank. They will then start the new school year with the number of sick days allowed in the negotiated agreement. If a teacher retires at the end of the school year that they use Sick Bank days, those days would be returned to the Sick Bank not paid out to the teacher.

#### ARTICLE V

##### Health and Accident Insurance

The Board agrees to provide Health and Accident Insurance for the teachers for 2022-2023 covered by this Agreement by means of the payment of monthly premiums as issued by the Nebraska Blue Cross-Blue Shield and as so covered by the Blue Preferred \$1,050 Deductible or the \$3,800 deductible HSA-Eligible (Dual Choice Option) for the teachers of Deuel County #95. That said coverage shall be as follows:

1. Full dollar amount of the premiums for a single policy for the contract year 2022-2023 for teachers who so desire the coverage of a Single Coverage Policy, including single dental coverage. "PPO –100% Coverage A, 75% Coverage B, 50% Coverage C."
2. Full dollar amount for Employee-Spouse, Employee-Children or Family Coverage Policy for the contract year 2022-2023 for teachers who so desire the coverage of Employee-Spouse, Employee-Children, or a Family Policy, including dental coverage for the subscriber only. Dental insurance for the rest of the family may be purchased by the teachers who desire this coverage. "PPO –100% Coverage A, 75% Coverage B, 50% Coverage C."

3. If the district employs spouses, who are eligible to enroll in the district's health insurance, the district will either provide single insurance to both employees or one employee-spouse or one employee-family plan.
4. The first \$550 of the annual \$1,050 deductible will be paid by the district. Single, Employee-Spouse, Employee-Children, or Family policies may receive \$550 towards deductible. To receive this benefit, the BCBS Explanation of Benefits (EOB) showing deductible amounts dated January 1 to December 31 must be turned in no later than 90 days after December 31<sup>st</sup> ending date.
5. In addition, where both husband and wife are employed by the district, the Board shall provide family dental coverage, "PPO –100% Coverage A, 75% Coverage B, 50% Coverage C."

## ARTICLE VI

### Professional Leave

The Board and the Association agree that the Professional Leave Policy for teachers covered by this Agreement shall be set forth below:

1. That three (3) school calendar days be granted for Professional Leave per contract year.
2. That request for Professional Leave be made at least seventy-two (72) hours in advance and be approved by the building administrator.
3. That days taken as Professional Leave be to improve instruction of the teacher by observing excellent teacher and /or observing new methods and techniques.
4. That Professional Leave is not accumulative, but shall be administered per each contract year.
5. That any days used at the administration request will not count as professional days against the three available to the teacher as listed in Article VII Section 1.
6. Professional leave is not to be granted immediately prior to, nor immediately following vacation periods unless prior permission is granted by administration.

## ARTICLE VII

### Disability Insurance

The Board agrees to provide Disability Insurance for the teachers covered by this agreement. This plan shall guarantee after a thirty (30) day waiting period, sixty-six and two-thirds percent (66 2/3%) of the current year's gross salary and Blue Cross/Blue Shield premium. The district will add the monthly cost of the premium to each staff member's salary each month. The district shall then deduct the insurance premium plus taxes from each staff member's salary each month.

## ARTICLE VIII

### Salary Schedule

The Board and the Association agree that the Salary Schedule for the teachers covered by this Agreement for the 2022-2023 year shall be set forth below and in Appendix 1:

1. That the base salary for determining the annual contract amount be \$36,700 for the contract year 2022-2023.
2. That the Vertical Index for the Salary Schedule shall be five (5) percent of the initial base salary for each vertical step so listed on the existing Salary Schedule.
3. That a Horizontal Index Increment of one and one-third percent of the initial base salary be given as further adjustment of and to a teacher's salary for each additional three (3) hours of satisfactory completion of graduate work in assigned teaching field provided that minimum requirements for teaching that subject have been met previously. This shall be prior to said teacher's achieving placement on the next immediate horizontal step so listed on the existing Salary Schedule.
4. New teachers into the district can be granted earned past teaching experience up to thirteen (13) years that puts them on Step 12.
5. For teachers placed MA plus 18 on the salary schedule, those classes that are required to be taken by the district will be compensated for, in an amount equal to the tuition cost of the class. This amount will be paid to the teacher on completion of the class.

## ARTICLE IX

### Teacher Assignments

The Board and the Association agree that the Teacher Assignments for the 2022-2023 contract year be set forth as follows:

1. That said teacher shall be informed of his/her probable teaching duties and class assignments no later than July 1<sup>st</sup> preceding next contract year. After July 1, if teaching duties or assignments must be altered, the teacher must be notified immediately of change and reasons for the changes.
2. There shall be a total of 184 days for the 2022-2023 calendar year, this shall include up to 180 teaching days and four (4) in-service days.

## ARTICLE X

### Extra Duty Pay

The Board and the Association agree that the Extra Duty Pay Schedule for the teachers covered by this Agreement shall be as set forth below:

1. That payments for extra duties and/or extracurricular activity assignments be as listed on the Extra Duty Schedule for the 2022-2023 contact year. (See Appendix 2)
2. That a teacher be paid \$10.00 each time he/she uses a planning period to cover/supervise another teacher's class.

## ARTICLE XI

### Grievance or Complaint Policy

The Board and the Association agree that the Grievance and or Complaint Policy for the teachers covered by this Agreement shall be as set forth below:

**GRIEVANCE:** A grievance shall mean a written allegation by an employee holding a valid Nebraska teaching certificate of violation/violations of any of the terms or conditions of an employment agreement, individual or collective, between the school district and its certificated employees.

**COMPLAINT:** A Complaint shall mean any dispute relating to all matters not constituting terms or conditions of employment under an employment agreement, individual or collective, between the school district and its certificated employees.

- PURPOSE:**
1. To provide for unobstructed communications with respect to alleged grievances.
  2. To reduce potential areas of conflict between teachers and the school district.
  3. To encourage teachers to articulate their concerns about conditions which affect them.
  4. To lead to improved morale among the teachers.

#### PROCEDURE FOR GRIEVANCE OR COMPLAINT

##### DEFINITIONS:

1. Grievant shall mean the person/persons, employed by the school district in a teaching capacity and holding a valid Nebraska teaching certificate that allege a grievance. Any such individual or group of such individuals or the local education association may be a grievant. However, all non-certificated employees and all employees holding an administrative endorsement and employed in an administrative capacity shall not be eligible to use this grievance procedure.
2. Interested party shall mean the person or persons alleging a grievance, or any person who might be required to take action, or against who action might be taken, in order to resolve the grievance.
3. Formal Procedure shall mean those steps of this grievance procedure that deal with grievances only. All decisions rendered through the use of the formal procedures shall be in writing, setting forth the decision/decisions and the reason/reasons therefore. All grievances presented in formal procedures shall be in writing.
4. Informal procedure shall mean those steps of this grievance procedure dealing with grievances and complaints. No decisions rendered in informal procedures shall be required to be in writing.

##### PROCEDURE:

###### Level I: Informal Procedure

- A. If a certificated employee believes he/she has a grievance or a complaint he/she shall first discuss the matter with his/her principal orally, in an effort to resolve the problem informally.
- B. The Principal shall render his/her decision within three (3) working days after the informal discussion.
- C. If the employee is not satisfied with the decision of the principal he/she shall have the right to have an association representative assist him/her in further informal efforts to resolve the problem, but the employee may represent himself/herself or he/she may select another person to represent him/her.

## Level II Formal Procedure

- A
1. If the grievance is not resolved through the informal procedure, if the employee chooses to pursue the matter further, he/she must submit his/her alleged grievance, in writing, to his/her principal. The written grievance shall specify the specific management action or inaction being grieved, the contract article or articles and sections or paragraphs thereof alleged to have been violated, and the specific remedy sought.
  2. If the written grievance is not filed within twenty (20) working days after the employee knew, or should have known, of the act of condition on which the grievance is based, and then the grievance shall be deemed waived.
  3. The person to whom the alleged grievance has been submitted for decision must, within ten (10) working days, render his/her decision and reasons therefore, in writing, to the grievant.
- B
1. If the grievant is not satisfied with the disposition of his/her alleged grievance under Level II, A, then he/she should appeal in writing to the Superintendent of Schools within five (5) working days of receipt of the Level II, A, decision. Within five (5) working days after the receipt of the written appeal, the Superintendent shall meet with the grievant.
  2. An elected and/or designated representative of the local education association may be invited to attend, by either the grievant or the Superintendent, and may participate in any meeting of the Superintendent and the grievant, but such association representatives shall not attend unless invited by one of the parties to such meeting, or unless the association is the grievant.
  3. The Superintendent shall, within five (5) working days after the meeting with the grievant, render his/her decisions and the reasons therefore, in writing, to the grievant.
- C.
1. If the grievant is not satisfied with the Level II, B, disposition of the alleged grievance, the grievant shall file a written appeal and a request for a hearing before the Board of Education within three (3) working days after the receipt of the Level II, B, decision.
  2. At the next regularly scheduled board meeting, the board shall consider such appeal and render a written decision and the reasons therefore within ten (10) working days of such meeting.
  3. At such hearing, the grievant shall be allowed to present his/her alleged grievance, personally, of by his/her representative/representatives legal or organizational. Both the Board and the grievant shall be allowed to call witnesses and present evidence applicable in the courts shall not apply in the board meeting.
  4. A full record (tape recording recommended) of such board hearing shall be kept and made available to the parties involved upon written request.
  5. The board hearing and decision shall constitute the final and binding step in the grievance procedure.

Miscellaneous:

1. It shall be understood and agreed by all parties involved in the resolution of a grievance/grievances through the use of this grievance procedure, that no reprisals of any kind, implied or intended shall be brought against the person/persons involved in resolving a grievance/grievances.
2. The grievant reserves the right to withdraw his/her grievance at any and all levels of the grievance procedure.

ARTICLE XII DOCUMENT AUTHORIZATION

Board of Education  
Negotiating Committee  
School District #95

We do hereby affix our signatures this 13<sup>th</sup> day of December, 2021.

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

South Platte Education Association  
Negotiating Committee

We do hereby affix our signatures this 13<sup>th</sup> day of October, 2021.

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

2022-2023 Negotiations Addendum

The South Platte Board of Education asked for 2022-23 negotiations to be reopened for discussion. On August 18, 2022, the SPEA negotiating team, met with the board's negotiating team to discuss the following items, to be effective September 1, 2022.

1. PTO. This would replace Article III -Sick Leave Policy #1, 2, 3, 4, 5  
Article IV- Sick Leave Bank, the first sentence would be replaced.  
Article VI Personal Leave removed.
2. Extra Duty added to schedule.
  - a. Head Wrestling would follow % of FB,VB, Track already on the schedule.
  - b. Head Wrestling (inexp) would follow % of FB,VB,Track already on the schedule.
  - c. Asst. Wrestling would follow % of FB,VB,Track already on the schedule.
  - d. JH Wrestling 2.5%
  - e. JH Cross Country 2.5%
  - f. Distance Learning Teacher 10% per period

ARTICLE XII DOCUMENT AUTHORIZATION

Board of Education  
Negotiating Committee  
School District #95

We do hereby affix our signatures this 10<sup>th</sup> day of October, 2022.

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

South Platte Education Association  
Negotiating Committee

We do hereby affix our signatures this 10<sup>th</sup> day of October, 2022.

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_