

Board of Education Regular Meeting  
Monday, March 13, 2017 7:30 PM  
Conference Room at the Southern Valley  
Schools Junior/Senior High School Building,  
Oxford, Nebraska  
43739 Hwy 89  
Oxford, NE 68967

1. OPENING
  - 1.1. Call Meeting to Order
  - 1.2. Roll Call
  - 1.3. Excuse Absent Board Members
  - 1.4. Acknowledge Posted Open Meeting Act
2. REVIEW THE AGENDA
  - 2.1. Publication of Notice Verification
  - 2.2. Notes Regarding Agenda/Additions
  - 2.3. Approval of Agenda
  - 2.4. Approval of Prior Minutes
3. RECOGNITION OF VISITORS
  - 3.1. Public Comment
    - 3.1.1. PLC Molly and Larry
4. BUSINESS ITEMS
  - 4.1. Approval of Bills
  - 4.2. Treasure's Report
  - 4.3. Committee Reports
    - 4.3.1. Transportation Report

4.4. Principal's Report

4.5. AD Report

5. ACTION ITEMS

5.1. Second Reading of Early Retirement Policy

5.2. School Calendar

5.3. Summer School

5.4. Drivers Ed

5.5. Contract Dani Schultz Preschool

5.6. Contract Ali Bower Fourth Grade

5.7. Contract Morgan Huxoll Kindergarten

5.8. High School Principal Contract

5.9. Elementary Principal Contract

5.10. Superintendent Contract

6. INFORMATIONAL ITEMS

6.1. NRCSA Spring Conf

6.2. Board/District Goals

7. EXECUTIVE SESSION

8. MOTION TO ADJOURN

Board of Education Regular Meeting  
February 13<sup>th</sup>, 2017 7:30 PM  
Conference Room at the Southern Valley Schools Junior/Senior High School Building, Oxford,  
Nebraska

The regular meeting of the Southern Valley Board of Education was called to order by President Bob Bergquist at 7:32pm. The roll was called and the following members were present: David Witte, Ryan Hunt, Bob Bergquist, Todd Brown, Steve Hunt, and Craig Baily. Members absent: None. Others present: Superintendent Darren Tobey, Elementary Principal Mark Grove, Secondary Principal Brendan Calahan, and Activities Director Jeff Ellis.

The Board of Education makes available a current copy of the Open Meetings Act accessible to members of the public. The Open Meetings Act is also posted in the conference room. Publication of Meeting Notice was posted per Southern Valley Board of Education Policy.

Time was allowed for public comment.

Mrs. Thalheim presented the board with the opportunity to take students on a Science Trip. She gave information as to timelines and cost to her students as well as some fundraising ideas that student would participate in to generate the funds needed to cover the cost of the trip.

Motion to approve agenda passed with a motion by Ryan Hunt and a second by Craig Baily.

Craig Baily	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

January 2017 minutes approved as submitted.

Motion to approve receipts and payment of expenditures submitted by the administration passed with a motion by Ryan Hunt and a second by Todd Brown.

Craig Baily	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

Motion to approve the first reading of the Early Retirement Policy passed with a motion by Ryan Hunt and a second by Dave Witte.

Craig Baily	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

Motion to approve Southern Valley to host preschool for the 2017-18 school year passed with a motion by Ryan Hunt and a second by Craig Baily.

Craig Baily	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

Motion to approve the SVEA as the bargaining agent for the 2018-19 school year passed with a motion by Dave Witte and a second by Todd Brown.

Craig Baily	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

Motion to approve the resignation of Karen Schoen at the end of the 2016-17 school year passed with a motion by Ryan Hunt and a second by Steve Hunt.

Craig Baily	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

Motion to approve the resignation of Larry Guy at the end of the 2016-17 school year passed with a motion by Dave Witte and a second by Ryan Hunt.

Craig Baily	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

Motion to approve the bleacher repair quote failed with a motion by Ryan Hunt and a second by Todd Brown.

Craig Baily	No
Bob Bergquist	Yes
Todd Brown	No
Steve Hunt	No
Ryan Hunt	No
Dave Witte	No

Motion to go into executive session at 9:08pm, to discuss Superintendent Evaluation, necessary for the protection of public interest or for the prevention of needless inquiry to the reputation of an individual, in the compliance of the law, passed with a motion by Ryan Hunt and a second by Craig Baily.

Craig Baily	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

Board came out of executive session at 10:20pm.

Meeting adjourned at 10:21pm.

The next regular meeting is scheduled for March 13<sup>th</sup>, 2017 at 7:30pm.

Dated this 20<sup>th</sup> day of February 2017.

FURNAS COUNTY SCHOOL DISTRICT #540

A/K/A SOUTHERN VALLEY SCHOOLS

BY: Bob Bergquist, PRESIDENT

ATTEST: Lindin Quinn, Recording Secretary

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
Ag Valley Coop	162780 2/25	Bus Gas	2,864.61
Total Ag Valley Coop			<u>2,864.61</u>
Alma Auto Parts	39978	Credit- Parts Return	(4.14)
Alma Auto Parts	40245	Bus Maintenance	897.92
Total Alma Auto Parts			<u>893.78</u>
Apple Computer, Inc.	4425009303	Computer Supplies	79.00
Apple Computer, Inc.	4427761923	Computer Supplies	26.00
Apple Computer, Inc.	4429350513	Computer Supplies	58.00
Total Apple Computer, Inc.			<u>163.00</u>
Aramark Uniform Services	001900467762	Custodial Supplies	125.10
Aramark Uniform Services	001900500912	Custodial Supplies	125.10
Aramark Uniform Services	001900533924	Custodial Supplies	154.31
Aramark Uniform Services	1900533924	Custodial Supplies	154.31
Aramark Uniform Services	1900552563	Custodial Supplies	154.31
Total Aramark Uniform Services			<u>713.13</u>
Beaver City Municipal Plant	401001 2/17	IA Project	259.46
Beaver City Municipal Plant	421000 2/17	Bus Barn	146.17
Total Beaver City Municipal Plant			<u>405.63</u>
Black Hills Energy	9223 2/17	IA Project	41.86
Total Black Hills Energy			<u>41.86</u>
Cindy Reeves	3/9/17	FCS Supplies	186.85
Total Cindy Reeves			<u>186.85</u>
Cobra Midwest	080469	Custodial Supplies	468.15
Cobra Midwest	080474	Custodial Supplies	900.00
Total Cobra Midwest			<u>1,368.15</u>
Computer Hardware	113026	Computer Supplies	199.00
Computer Hardware	113064	Computer Supplies	75.00
Computer Hardware	113068	Computer Supplies	740.00
Computer Hardware	113071	Computer Supplies	740.00
Total Computer Hardware			<u>1,754.00</u>
Cool Tech Commercial Refrigeration	8255	Custodial Supplies	293.80
Total Cool Tech Commercial Refrigeration			<u>293.80</u>
Cornhusker International Trucks Inc	136109	Bus Maintenance	133.96
Total Cornhusker International Trucks Inc			<u>133.96</u>
Cycle Therapy	2/28/17	Counseling Services	2,940.00
Total Cycle Therapy			<u>2,940.00</u>
Dish Network	2/20	Dish Network	224.75
Total Dish Network			<u>224.75</u>
Esu #10	191695	Workshop Registration	135.00

Vendor Name	Invoice Number	Description	Amount
Total Esu #10			<u>135.00</u>
Esu #11	11248- Tech	Tech Consult	367.50
Esu #11	11261	Inservice	53.88
Esu #11	2nd QTR	2nd QTR Invoice	111,659.38
Total Esu #11			<u>112,080.76</u>
Esu #9	W13677	Workshop Registration- Roskop	199.00
Total Esu #9			<u>199.00</u>
Harlan County Journal	37562	Legal Notice	5.00
Total Harlan County Journal			<u>5.00</u>
Hillyard/Sioux Falls	700269815	Custodial Supplies	257.68
Total Hillyard/Sioux Falls			<u>257.68</u>
Holmes Plumbing & Heating	3036 2/28	Custodial Supplies	90.68
Total Holmes Plumbing & Heating			<u>90.68</u>
Inspire Rehabilitation	331/332	SPED Services	521.14
Total Inspire Rehabilitation			<u>521.14</u>
J & J Repair	5542	Bus Maintenance	283.42
J & J Repair	5543	Bus Maintenance	285.00
J & J Repair	5548	Bus Maintenance	208.88
J & J Repair	5571	Bus Maintenance	48.58
J & J Repair	5575	Bus Maintenance	48.58
J & J Repair	5583	Bus Maintenance	48.58
J & J Repair	5584	Bus Maintenance	48.58
J & J Repair	5586	Bus Maintenance	95.00
Total J & J Repair			<u>1,066.62</u>
J W Pepper & Son Inc.	03512467	Teaching Supplies- Stalder	238.95
Total J W Pepper & Son Inc.			<u>238.95</u>
JAMES REED	3/13/17	Reimbursement- Tech Supplies	145.51
Total JAMES REED			<u>145.51</u>
Jeff Spaulding	3/13/17	Reimbursement	467.00
Total Jeff Spaulding			<u>467.00</u>
JENNIFER SCHUTZ,OTR/L	FEB 2017	SPED Services	4,522.95
Total JENNIFER SCHUTZ,OTR/L			<u>4,522.95</u>
Johnstone Supply	6047987	Custodial Supplies	63.24
Johnstone Supply	6048722	Custodial Supplies	94.63
Total Johnstone Supply			<u>157.87</u>
Jostens	19488153	General Supplies	27.95
Jostens	19583871	General Supplies	15.31
Total Jostens			<u>43.26</u>
Kelley's Super Market Inc	2222 3/1	SPED and Custodial	588.36

Vendor Name	Invoice Number	Description	Amount
Kelley's Super Market Inc	22221 2/1	FCS Supplies	317.03
Total Kelley's Super Market Inc			<u>905.39</u>
KSB School Law	2278	Legal Counsel	56.00
Total KSB School Law			<u>56.00</u>
LaRue Coffee	27003020035	General Supplies	289.03
Total LaRue Coffee			<u>289.03</u>
Lawson Products, Inc.	9304726940	Custodial Supplies	189.02
Total Lawson Products, Inc.			<u>189.02</u>
Leighton Schmidt	3/13/17	Reimbursement- Mileage & Bus Maintenance	629.88
Total Leighton Schmidt			<u>629.88</u>
Library Store, Inc., The	251465	Library Supplies	122.03
Total Library Store, Inc., The			<u>122.03</u>
Loup Valley Lighting Inc.	17-11714	Custodial Supplies	192.09
Total Loup Valley Lighting Inc.			<u>192.09</u>
Marathon Systems	10255B	Custodial Supplies	233.05
Total Marathon Systems			<u>233.05</u>
Mark Grove	3/13/17	Reimbursement- Principal Expense	44.00
Total Mark Grove			<u>44.00</u>
Menards	25715	Custodial Supplies	39.94
Menards	26994	IA Supplies	55.08
Menards	27697	IA Supplies	176.39
Menards	28027	IA Supplies	38.98
Total Menards			<u>310.39</u>
Midamerican Research Chemical	05-98918	Custodial Supplies	598.54
Midamerican Research Chemical	0600650	Custodial Supplies	303.31
Total Midamerican Research Chemical			<u>901.85</u>
NASB	41779	Conference Registration	85.00
NASB	Board Retreat	Board Retreat	647.30
Total NASB			<u>732.30</u>
NCSA	48276	Conference Regisitration	65.00
Total NCSA			<u>65.00</u>
Nearpod Inc	2016-17	Computer Software	2,600.00
Total Nearpod Inc			<u>2,600.00</u>
Nebraska.Gov	2017 Subscription	2017 Subscription	50.00
Total Nebraska.Gov			<u>50.00</u>
Nebraska/Central Equipment, Inc	0157038-IN	Bus Maintenance	146.85
Total Nebraska/Central Equipment, Inc			<u>146.85</u>

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Vendor Name	Invoice Number	Description	Amount
NETA	478718	Conference Registration- Fausch	214.00
NETA	748740	Conference Registration- Papenhausen	139.00
NETA	758778	Conference Registration- Wright	39.00
Total NETA			<u>392.00</u>
Newcomb Diesel	6414	Bus Maintenance	85.00
Total Newcomb Diesel			<u>85.00</u>
NMC Exchange LLC	CUI353762	Bus Maintenance	182.88
Total NMC Exchange LLC			<u>182.88</u>
Omaha World-Herald	13288	Advertising- Elem	375.00
Total Omaha World-Herald			<u>375.00</u>
Oxford Utilities	7704 2/28	Trash Haul	660.00
Total Oxford Utilities			<u>660.00</u>
Pitney Bowes	Postage	Postage	500.00
Total Pitney Bowes			<u>500.00</u>
Reliable Pest Control	21861	Pest Control	125.00
Total Reliable Pest Control			<u>125.00</u>
Rockin P Feed & Supply	997	Custodial Supplies	11.99
Total Rockin P Feed & Supply			<u>11.99</u>
School Specialty Inc	208117893466	Teaching Supplies- Papenhausen	97.99
Total School Specialty Inc			<u>97.99</u>
Sinclair Oil Corporation	737.5058	Bus Gas	2,599.95
Total Sinclair Oil Corporation			<u>2,599.95</u>
Softchoice Corporation	4452150	Computer Software	29.31
Total Softchoice Corporation			<u>29.31</u>
Southwest Ne Physical Therapy	02439	SPED Services	350.00
Total Southwest Ne Physical Therapy			<u>350.00</u>
SPARQ DATA SOLUTIONS	850	2017 Subscription	1,500.00
Total SPARQ DATA SOLUTIONS			<u>1,500.00</u>
Stamford Service LLC	2/28/17	Bus Gas	394.00
Total Stamford Service LLC			<u>394.00</u>
Staples Advantage	3331666508	Teaching Supplies- Papenhausen	152.02
Total Staples Advantage			<u>152.02</u>
Stoneware Inc	00056042	2017 Subscription	479.00
Total Stoneware Inc			<u>479.00</u>
Sv Depreciation Fund	March 2017	March Transfer	12,500.00
Total Sv Depreciation Fund			<u>12,500.00</u>

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Vendor Name	Invoice Number	Description	Amount
Sysco Lincoln	161174975	Custodial Supplies	612.80
Total Sysco Lincoln			<u>612.80</u>
Truck Center Companies	372946H	Bus Maintenance	253.44
Truck Center Companies	374031H	Bus Maintenance	21.36
Total Truck Center Companies			<u>274.80</u>
Twin Valleys Public Power	56459 3/2	Electricity	15,240.25
Total Twin Valleys Public Power			<u>15,240.25</u>
TwoPturf, LLC	MARCH 2017	Grounds Upkeep	2,216.25
Total TwoPturf, LLC			<u>2,216.25</u>
Verizon Wireless	9780419136	Cell Phone	1,061.91
Total Verizon Wireless			<u>1,061.91</u>
Village of Stamford	0-1-5	Water	443.00
Total Village of Stamford			<u>443.00</u>
Wex Bank	48858788	Bus Gas	342.32
Total Wex Bank			<u>342.32</u>
WHITE AUTO GLASS	5982-23290	Bus Maintenance	256.42
Total WHITE AUTO GLASS			<u>256.42</u>
Woodward's Disposal Service, Inc.	203574	Shredding	35.00
Total Woodward's Disposal Service, Inc.			<u>35.00</u>
Fund Number 01			<u>180,298.71</u>
Checking Account ID 1			<u>180,298.71</u>

**SOUTHERN VALLEY SCHOOL Financial Report- February 2017**

<b>ACCOUNT NAME</b>	<b>CASH BALANCE</b>	<b>BEGIN. CD BAL.</b>	<b>DEPOSIT</b>	<b>INTEREST</b>	<b>TRANSFER</b>	<b>EXPENSE</b>	<b>Current Balances</b>	<b>February 2016 Balances</b>
<i>Bond Fund Checking</i>	\$ 163,453.80		\$ 74,686.25	\$ 27.53		\$ -	\$ 238,167.58	\$ 184,488.85
<i>Bond LAF</i>	\$ 175,290.50			\$ 41.04			\$ 175,331.54	\$ 175,046.93
<b>Bond Total</b>							<b>\$ 413,499.12</b>	<b>\$ 359,535.78</b>
<i>Depreciation Checking</i>	\$ 154,980.97		\$ -		\$12,500.00	\$ -	<b>\$ 167,480.97</b>	\$ 91,630.79
<i>General Special</i>		\$ 193,300.85		\$ 88.97	\$0.00	\$ -	\$193,389.82	\$ 940,347.46
<i>General Checking</i>	\$ 1,630,487.85		\$ 418,177.46	\$ 284.06	\$0.00	\$ 608,587.93	\$ 1,440,361.44	\$ 456,302.06
<b>General Total</b>							<b>\$1,633,751.26</b>	<b>\$ 1,396,649.52</b>
<i>General Clearing Checking</i>	\$ 8,052.53		\$ 122,138.34	\$ 5.68		\$ 60,916.40	<b>\$ 69,280.15</b>	\$ 9,795.63
<i>Sinking/BLDG Fund Checking</i>	\$ 542,361.88		\$ 15,808.06	\$ 104.63		\$ 367.50	<b>\$ 557,907.07</b>	\$ 352,027.11
<i>QCPUF</i>	\$ 27,709.21		\$ 5,959.76	\$ -		\$ -	<b>\$ 33,668.97</b>	\$ -
							<b>\$ 2,875,587.54</b>	<b>\$ 2,209,638.83</b>

**Transportation/Depreciation Fund  
4-Year Plan (Updated 1-2-17)  
Total Depreciation Balance 11/14/16: \$138,580**

**Year #1 (2016-17 School Year)**

150,000 budgeted for 16-17 depreciation fund deposits

\*Add 50,000 after 8/2017 from fuel expense over budget

- Purchase a new Route Bus (\$79,550)
  - Replace the 01' route bus
- Sell old vehicles (bus/van) Purple Wave \$3,900
- Charter Bus Payment \$10,000 --Total Balance of \$129,000
- Route Bus Lease Payment \$50,259 --Total Balance of \$50,259

**Total Projected Depreciation Balance 8/2017: \$294,980 with fuel expense added**

**Year #2 (2017-18 School Year)**

150,000 budgeted depreciation fund deposits

\*Add 50,000 after 8/2018 from fuel expense over budget

- Purchase a new Route Bus (\$80,000)
- Charter Bus Payment \$10,000 (August 1)
- Route Bus Lease Payment \$50,259 (Nov 1) Total Balance of \$0 (LAST PAYMENT)
- Sell old vehicles (bus/van) Purple Wave
  - If things look good starting 8/2018 we will deposit extra \$50,000 (gas budget)

**Total Projected Deposits: \$200,000**

**Total Projected Expenses: \$140,259**

**Total Projected Depreciation Balance 8/2018: \$354,721 with fuel expense added**

**Year #3 (2019-20 School Year)**

150,000 depreciation fund deposits

\*Add 50,000 after 8/2019 from fuel expense over budget

- Purchase a new Route Bus (80,000)
- Purchase 2 Chevy Vans (\$40,000)
- Charter Bus Payment \$10,000 (August 1)
- Sell old vehicles (bus/van) Purple Wave

**Total Projected Deposits: \$200,000**

**Total Projected Expenses: \$130,000**

**Total Projected Depreciation Balance 8/2018: \$424,721 with fuel expense added**

**Year #4 (2020-21 School Year)**

150,000 depreciation fund deposits

\*Add 50,000 after 8/2020 from fuel expense over budget

- Purchase a new Route Bus (80,000)
  - Replace the 06' route bus
- Purchase 2 Chevy Vans (\$40,000)
- Purchase new Suburban (\$60,000)
- Charter Bus Payment \$10,000 (August 1)
- Sell old vehicles (bus/van) Purple Wave

**Total Projected Deposits: \$200,000**

**Total Projected Expenses: \$190,000**

**Total Projected Depreciation Balance 8/2018: \$434,721 with fuel expenses added**

## **EARLY RETIREMENT INCENTIVE PROGRAM POLICY**

### **A. PURPOSE**

The Early Retirement Incentive Program (Program) is intended to benefit qualified certificated employees who are considering retirement. The Program's objectives include, but are not limited to, the following:

1. Offering financial incentives which will assist long-term employees who are considering retirement;
2. Reducing costs to the school district by replacing maximum salaried employees with lesser salaried employees; and
3. Providing a balance of employee experience.

### **B. QUALIFICATIONS**

**1. Certificated Employee.** To participate in the Program, a person must be a teacher or administrator certificated by the Nebraska Department of Education, and employed by the School District in a capacity which requires such certification.

**2. Full-Time Equivalency.** Certificated employees who are employed 1.0 full-time equivalency (FTE) in an employment position that requires a certificate from the Nebraska Department of Education may participate in the Program, provided that the part-time employee's benefits under such a plan shall be pro-rated based on their FTE as of December 1<sup>st</sup> of the employee's final contract year.

**3. Minimum Age and Years of Service.** To be eligible for this Program, a certificated employee must: (a) be 55 years of age on or before August 31<sup>st</sup> after the school year of application (i.e. August 31, 2016 of the 2015-16 school year) (b) have completed 10 total years of continuous, credited service in the employment of the School District, and (c) meet any other criteria established by the board of education at the regular November meeting (such as department or building eligibility). Credited service shall be defined as continuous employment with the school district as a 1.0 FTE certificated employee through the employee's last year of service in an employment position that requires a certificate from the Nebraska Department of Education. Board-approved leave for military service, for a sabbatical or for a leave of absence, or any leave required to be granted according to law, shall not be included as credited years of service. In determining years of credited service with the district for the purpose of meeting the eligibility requirement of 10 total years of service, less than full-time employment would reduce the employee's full-time equivalent employment for a

school year. For example, an employee employed on a half-time (.5 FTE) basis would be credited with half a year (.5) of full-time equivalent employment.

### **C. ENROLLMENT REQUIREMENTS**

**1. Resignation.** Participants in the Program will resign their positions with the school district effective at the close of the school year in consideration for the benefits outlined in Section D below.

**2. Application.** An employee must submit a signed Application and Agreement form to the board of education on or before February 1st of the employee's last intended school year of employment. The superintendent shall review the employee's record to determine whether the employee is eligible for the Program. The Board will notify the applicant on or before February Board of Education meeting of its action on his or her application.

**3. Employee's Ineligibility.** An employee who has received written notice of possible contract termination or cancellation shall not be eligible to participate in this Program unless (1) the notice of termination or cancellation is withdrawn by the administration or (2), after a hearing before the board of education, the board determines that said employee's employment should not be canceled or terminated.

### **D. BENEFITS**

**1. Calculation of Benefits:** The benefit to be paid under this Program shall be \$15,000.00.

**2. Payment of Benefit.** The benefit shall be paid to the teacher in two (2) equal payments. The first payment shall be made in September of the calendar year of the teacher's resignation, and the second payment will be made the following January.

**3. Limitation on Payment.** The board of education shall, in its sole and unfettered discretion, determine whether to budget and fund any Early Retirement Incentive Program payments in a particular year, and shall determine the total amount of such payments, if any, that will be made available for such payments.

**4. Source of Funds.** The school district shall pay the entire cost of the plan.

**5. Administration.** This Program shall be administered by the board of education by and through the administration of the school district.

**6. Beneficiary Designation.** In order for the application to be considered complete, a beneficiary must be designated.

**7. Income Tax Consequences.** Payments pursuant to this plan have been determined to be taxable income for state and federal income tax purposes, and will be treated as such. The school district will withhold such sums as are required by law, and payments will be reported as a taxable income.

**8. COBRA Rights.** A separating employee will have the opportunity to continue health insurance benefits as may be permitted by the provisions of the Comprehensive Omnibus Budget Reconciliation Act or other applicable law. The employee shall be responsible for any payments required to participate in the COBRA program.

## **E. ADMINISTRATION**

**Application and Waiver.** An employee who elects to participate in the Program, and the school district (through its board of education), shall execute the Application and Agreement, Exhibit "A" attached hereto. That Application and Agreement shall inform the employee that the Voluntary Separation Program is totally voluntary in nature and provides each employee at least 45 days to consider the ramifications of participation in the Program before making a decision. An employee may waive the 45 day consideration period. The Application and Agreement shall also include a specific Waiver and Release of Claims of the participants' rights under the Age Discrimination and Employment Act (ADEA), 29 USC § 621-63 and the Act Prohibiting Unjust Discrimination in Employment Because of Age, NEB. REV. STAT. § 48-1001 *et seq.*, the Employee Separation Income Security Act of 1974 (ERISA), 29 USC § 1001 *et seq.*, and all other state and federal constitutions, statutes and regulations that relate to the validity of the Program, and allows the employee to revoke the Release or Waiver at any time within seven (7) days after both the employee and the Board have signed the contract, and advises the employee to consult with an attorney before signing the Application and Agreement.

An employee who submits an application to participate in the Program may withdraw the application within 7 days after it is approved by both parties, but not afterward without the written consent of the board of education. Each application will be reviewed on an individual basis. The board shall, in its sole discretion, determine the number of applications to be approved in any given year. If the

Board receives more applications for voluntary separation than it approves, the Board shall approve the applications as follows:

- a. The Board will approve the application of the employee whose salary is higher, as determined by the employee's placement on the salary schedule index (excluding all unit pay).
- b. If the salaries of those involved are exactly the same, the Board will approve the application of the employee who first signed and returned his or her employment contract for the then current contract year.
- c. If the salaries and signing dates of those involved are exactly the same, the Board will approve the application of the employee which was submitted earlier.

An employee's application to participate in the Program is in itself not a resignation of a contract with the School District. However, the Board's approval of an employee's application will be considered the approval of the employee's voluntary resignation and termination of the employee's continuing contract. If the Board does not approve an employee's application, the employee's contract will continue in effect, and the employee will remain an employee by the School District unless he or she otherwise resigns or his or her contract is terminated for just cause.

#### **F. TERM OF PROGRAM**

This policy shall be reviewed at the board's discretion and its availability terminated at any time at the Board's sole discretion. The Board will generally determine no later than its regular November meeting the number of early retirement applications that will be accepted in the then current school year and any other eligibility limitations or requirements (such as building or department requirements). This Program shall be offered only to eligible employees as defined herein, who satisfy the Program requirements prior to the applicable deadline, and who submit an ERIP Application and Agreement prior to the applicable deadline.

#### **G. LIMITATIONS OF APPLICATIONS**

The Board reserves the right to limit the number of voluntary separation applications granted during any single school year if the number of requests results in separation payments that exceed budget constraints and/or if multiple requests from employees within a single department could, in the opinion of the school administration, result in the excessive loss of continuity of instruction and effectiveness of that department. If multiple employees from the same

department submit requests in the same school year, the priority of applicants granted will be determined in accordance with paragraph E.

Approved \_\_\_\_\_  
Reviewed \_\_\_\_\_  
Revised \_\_\_\_\_

Aug 10- Teacher Workday  
 Aug 11- Teacher Workday  
 Aug 14- Teacher Workday  
 Aug 15- First Day of School  
 (Friday Dismissal Schedule)

AUGUST '17						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

SEPTEMBER '17						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Sept 4- Labor Day  
 (No School)  
 Sept 13- PT Conf (2:30-7:30)  
 (2:00 Dismissal)  
 Sept 22- Teacher Workday  
 (No School)

Oct 2- In-Service at ESU 11  
 (No School)  
 Oct 13- End of 1<sup>st</sup> Quarter (41)  
 Oct 16- Start of 2<sup>nd</sup> Quarter  
 Oct 27- Fall Break  
 (No School)

OCTOBER '17						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

NOVEMBER '17						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Nov 22- 12:30 Dismissal  
 Teacher In-Service  
 Nov 23-24- Thanksgiving Break  
 (No School)

Dec 8- SV WR Invite  
 (No School)  
 Dec 15- 12:30 Dismissal  
 Teacher In-Service  
 Dec 22- End of 2<sup>nd</sup> Quarter (46)  
 (Friday Dismissal)  
 Dec 23-27- NSAA Moratorium  
 First Semester- 87 Total Days

DECEMBER '17						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

JANUARY '18						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

Jan 8- Teacher Workday  
 (No School)  
 Jan 9- School Resumes

Feb 7- PT Conf (2:30-7:30)  
 (2:00 Dismissal)  
 Feb 16- Spring Break  
 (No School)  
 Feb 23- 12:30 Dismissal  
 (Teacher In-Service)

FEBRUARY '18						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

MARCH '18						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Mar 2- Spring Break  
 (No School)  
 Mar 9- Spring Break  
 (No School)  
 Mar 16- End of 3<sup>rd</sup> Quarter (46)  
 Mar 19- Start of 4<sup>th</sup> Quarter  
 Mar 30- Easter Break  
 (No School)

April 2- Easter Break  
 (No School)  
 April 13- Teacher Workday  
 (No School)

APRIL '18						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

MAY '18						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

May 5- Graduation 4:00  
 May 7- SV JH Invite  
 (2:30 Dismissal)  
 May 16- Last Day of School  
 May 16- End of 4<sup>th</sup> Quarter (40)  
 May 17-18 Teacher Workday  
 Second Semester- 86 Total Days

Southern Valley Schools  
Superintendent Amendment Contract  
Darren Tobey

**2017-18 Contract**

Salary- \$123,895.20

BCBS- \$19,500.00

LTD- \$120.00

Total- \$143,515.20



## Spring Conference

### The 2017 NRCSA Spring Conference

The 2017 NRCSA Spring Conference will be held on March 23 & 24, 2017 at the Kearney Holiday Inn and Convention Center. For more information regarding the Spring Conference please contact Jeff Bundy at (402) 202-6028 or via e-mail at [jbundy@nrcsa.net](mailto:jbundy@nrcsa.net).



### Registration Forms

#### Member Registration

Member Registration Forms for the 2017 NRCSA Spring Conference are available through the links below. To register simply complete the form and submit it to NRCSA. NRCSA will submit invoices for payment of registration fees if payment is not included with the registration form.

[2017 NRCSA Spring Conference Member Registration Form \(MS Word version\)](#)

[2017 NRCSA Spring Conference Member Registration Form \(On-line version\)](#)

#### EXHIBITORS DO NOT USE THESE FORMS

#### Exhibitor Registration

Exhibit registration fees for the Spring Conference are \$410.00 per space and there are a total of 70 spaces available. Space consists of an 8-foot covered table and chairs, access to electrical power, if requested, and free wireless internet access.

There are twelve (12) sponsorships available that include access to premium exhibit spaces. These sponsorships range in price (from \$1000 to \$12000 per space) and include more advertising and meals in addition to a premium exhibit space.

Registrations can be changed or canceled through Tuesday, March 21, 2017. Exhibitors will be responsible for all registration fees.

Exhibitor registration is closed, all spaces have been sold.

#### Exhibitor Directory

NRCSA encourages your support of our Business Affiliates.

[2017 NRCSA Exhibitor Directory](#)

### Keynote Speakers



#### March 23, 2017 Thursday Morning Keynote

##### Rob Bell

Rob Bell began teaching his Customer Service and Communication Techniques early in his career as a Director for Dick's Supermarkets, Inc. Drawing on 25 years of experience in Leadership Roles, he has been able to bring a clear and FUN to improve Customer Service and gain Leadership Skills.

Before becoming Dick's Supermarkets' go-to-guy for Training and Remarkable Customer Service, Rob was a Manager for a large trucking company, an auditor, and an accounting instructor at the University of Nebraska.

Rob now tours the country teaching the principles that have helped hundreds of companies and individuals succeed with their strategies.

Rob's warmth and humor shine through in each presentation, allowing participants to gain insight into numerous aspects of business and bring that insight into action.

Rob's presentations are high-energy and feature real-life anecdotes that are as fun as they are meaningful. Participants leave with techniques they need to meet and exceed goals and expectations.

#### March 23, 2017 Thursday Noon Keynote



**Dr. Matthew Blomstedt - Commissioner of Education**

Dr. Matthew Blomstedt was named Commissioner of Education by the State Board of Education

Dr. Blomstedt served as the Executive Director of the Nebraska Educational Service Unit Coor served as the first full-time Executive Director of the Nebraska Rural Community Schools Assoc the Nebraska Legislature, and has worked in a variety of policy research roles over the past 16 Leadership and Higher Education from the University of Nebraska-Lincoln as well as a Master's

Dr. Blomstedt is a native Nebraskan whose career has focused on local, regional and statewide education finance and organization, assessment and accountability, professional development, distance learning opportunities across the state.

His address is a welcome opportunity to hear the latest happening with the State Board of Education and the Department of



**March 24, 2017 Friday Keynote**

**DeMoine Adams**

DeMoine Adams is not only a motivational speaker, but an artist who inspires others to be great was a three-year starting Blackshirt Defensive End for the Nebraska Cornhuskers who led the t DeMoine played an instrumental role in helping the Huskers win a Big 12 conference champion Bowl in 2002.

Off the field, DeMoine received Academic All-American honors, First-Team Academic All-Big 12 Berringer Citizenship team award recipient over the course of three years, the 2002 Lifter of the Athletes (FCA) Nebraska Athlete of the Year.

DeMoine is originally from Pine Bluff, Arkansas and has accelerated much of his life as an athlete, both collegiately and profi received his Bachelor's Degree in Political Science with minors in English, History, Communications, Ethnic Studies and Afri Educational Psychology. DeMoine is currently pursuing his Doctorate degree at the University of Nebraska-Lincoln and his re

**Concurrent Sessions**

**All You Wanted to Know about Implementing a Preschool, but Were Afraid to Ask**

This presentation is designed to address how to start and run a preschool in your school district. Research regarding the im general concepts will be shared along with specific requirements relating to facilities/play area, staff certification requirement assessment and much more! **Presented by Jessica Moore; Educational Service Unit # 9**

**Blended and Virtual Learning with E Days**

Bancroft-Rosalie School is a Nebraska BlendEd Pilot school. In this session, staff from the district will present the implement being used, high school and elementary examples, programs and devices being utilized, and how integration of Technology levels. **Presented by Dr. Jon Cerny & Joy Nolting; Bancroft-Rosalie Community Schools**

**Board Member Roles, Responsibilities, and Relationships**

A School Board has many roles and countless responsibilities. This session will walk through these obligations and responsi relationships with its Superintendent, teachers and classified staff. **Presented by Rex Schultze & Justin Knight; Perry Lav**

**Early Childhood – A Pressing State Policy Concern**

While Nebraska's schools demonstrate excellence in preparing students for the challenges of college and career, a growing on the wrong side of the achievement gap. As more children enter the K-12 system unprepared to take advantage of what is resources to address these problems. Should early childhood care and education be a priority for the state? In this session help them understand the importance of the early years and to move the statewide early childhood policy agenda forward. **P**

**Educators Health Plan Alliance Update**

This session will discuss the 2017/18 EHA Health Insurance plan, the presenters will discuss the rates for active as well as e modifications as well as any required ACA compliance updates. **Presented by Kent Trelford-Thompson & Greg Long; Bl**

**Exercise, Wellness & the Brain: If you Want True Change, Change the Culture**

This session will share data related to aerobic exercise and the positive impact it has on student behavior, learning and men programs that help increase employee engagement and improve employee satisfaction. Specific, holistic ideas will be share a healthy work environment for staff. EVERYBODY WINS! **Presented by Dr. Kraig Lofquist & Travis Miller; Educational I**

**The Impact of Mandating the ACT Elsewhere**

Beginning April 19, 2017, all Nebraska juniors will take the ACT exam instead of a NeSA exam. In other states that have ma this session, Deb Selby of John Baylor Prep will show the rest of the story -- she'll share the data showing how scores rise o ACT is that it provides a great opportunity for some students, particularly lower-income students, to take a meaningful test th answer all your questions about score trends after implementing 100% testing, and provide strategies to maximize its benefi **Baylor Test Prep**

**Investing In Early Intervention Earns Major Lifetime Benefits**

This session will discuss Early Intervention services and the impact they can have in your district. Quality Early Intervention school entry. Your school's Early Intervention program can enhance the development of infants and toddlers with disabilities, educational costs by providing quality evidence-based services. The first years of a child's life are a particularly sensitive per childhood and beyond. Significant evidence demonstrates that the cost of an Early Intervention program is an investment for children but also in reduced long-term societal costs. Who are your school's Early Intervention providers? Are they providing pays to find out. It pays to invest now. **Presented by Cindy Hankey & Sue Borcher; Nebraska Dept. of Education & Joh**

**Is That (Unlawful) Discrimination?**

This session will address accommodations that may be required for employees, students, and for patrons. Employees, including federal laws and regulations. The same is true for students, and even patrons on your campus may enjoy similar protection issues regarding potential claims of discrimination. The session will also include a review of pitfalls and things to consider before disciplining a student. **Presented by Josh Schauer & Derek Aldridge; Perry Law Firm**

#### **It's Not Too Late – Personnel Decisions in 2016-17**

Questions often arise toward the end of the school year about personnel – what is allowed, what is legal, what is the best way to have handled hundreds of personnel issues in their careers. In this session, they will give an overview of the law and best practices. **Presented by Kelley Baker; Perry Law Firm**

#### **Legal Update for Rural Schools**

This session will cover legal updates, at both the state and federal level, including developments in federal law and regulatory Bills, and NDE and other agency rules. **Presented by Josh Schauer & Justin Knight; Perry Law Firm**

#### **Legislative Update - NRCSA**

In this session current Legislative activities will be discussed along with NRCSA's work within the Legislative process. NRCSA's efforts to bring your thoughts and questions. **Presented by Dr. Jon Habben, Executive Director, NRCSA**

#### **Litigation 101: The District Has Been Sued—Now What?**

This presentation will conduct a brief overview of the litigation process from summons to final disposition. Next, we will discuss what to do after you receive notice that a lawsuit has been filed, including engaging legal counsel, preserving potential evidence, and preparing for frequently asked questions about mechanisms of alternative dispute resolution, such as arbitration and mediation. **Presented by Rich Katt; NDE**

#### **Meetings & Records: Transparency and Accountability in a Digital World**

This presentation will open with an overview of Nebraska's laws governing open meetings and public records, before diving into the use of technology in school board and school district operations. **Presented by Nick Lesiak; Koley Jessen Law Firm**

#### **Nebraska's New Work-based Learning Program**

This session will present the new Work-based Learning Program recently unveiled by the Nebraska Career Education. This program provides new opportunities for students to explore internships and other requirements will be highlighted to avoid any issues in implementing this program. **Presented by Rich Katt; NDE**

#### **Negotiations**

Now that negotiations for 2017-18 are over for most school districts, it is time to begin thinking about negotiations for 2018-19. This session will discuss trends in topics and techniques and will recommend changes for boards to consider and negotiate. **Presented by Rich Katt; NDE**

#### **NRCSA Services**

Attention Board Members: NRCSA has some exciting new services for rural community Boards and we invite you to this session. Planning Services -- a two-evening event to help Boards with goal-setting and long-range planning. The focus is on developing Relevant, Time-bound, Evaluate-able, and Revisable) and planning implementation strategies to actually achieve those goals. Then, NRCSA Consultants will outline the work its fourth year, NRCSA's service has helped Boards hire quality Superintendents in 17 districts. Our proven, Board-controlled members in selecting a Superintendent who truly fits your rural community school district. Don't miss this session on NRCSA Services. **Presented by Alan Harms, Jim Havelka, Cindy Huff, & Robin Stevens; NRCSA Consultants**

#### **NRCSA Closing the Achievement Gap - Math**

In this session schools will share the session on best practices for math. They will share their story of how the district narrowed the gap between regular education students and free/reduced lunch students (i.e. process, what data did you track, what curriculum or program they used). **Presented by Dan Potter-Dix Public Schools**

#### **NRCSA Closing the Achievement Gap - Reading**

In this session Loomis Public Schools and Crawford Public Schools will share some of the strategies and processes used to discuss how their districts were successful in narrowing the gap between regular education students and free/reduced lunch students. **Presented by Dan Potter-Dix Public Schools**

#### **NRCSA Closing the Achievement Gap - Science**

In this session Maywood Public Schools and Thedford Public Schools will share the session on best practices for science. This session will discuss how their districts were successful in narrowing the gap between regular education students and free/reduced lunch students (i.e. process, what data did you track, what curriculum or program they used). **Presented by Jim York, Andrea Hoopman, Jason Brown, & Kim Stengel; Thedford Public Schools & Maywood Public Schools**

#### **NREA Voices from the Field**

This session will highlight rural spotlights of success from our rural communities to our national work. Dr. Pratt is in his first year. NREA office are now located at the University of Tennessee Chattanooga. **Presented by Dr. Allen Pratt; Executive Director, NREA**

#### **NSAA Activities: The Other Half of Education**

High school activities provide a stage upon which high school students can perform, compete, and develop. There are ever-increasing participation opportunities for students. This session will delve into some of those changes. This will also be an opportunity to discuss relations initiatives, and student engagement efforts. High school activities are indeed the other half of education! **Presented by Rich Katt; NDE**

#### **On a Quest for Success on Aquestt?**

ESU15, has created a clearly defined roadmap to success in what we call the R.E.A.L. Essential Frameworks. This session will discuss success on Aquestt.

Teachers within ESU15 can now have common Essential Learnings that ALL students master, common pre/post assessment system provides teachers, administration, and students: historical information, transparency, and accountability in what is being "time saving" work for our districts in identifying Essential Learnings (K-12 Aligned), make learning visible, prepare for NeSA a free resource that can be reproduced at an individual district or ESU. Come learn more about this process and our Professions. **Presented by Kelly Erickson & Joel Bednar; Educational Service Unit 15**

#### **Online Speech Therapy – Currently Being Used in Nebraska Schools**

How does Online Speech Therapy Work? Is this an approved method of delivery? Does it really work? Which Schools are using Occupational Therapy? Counseling? Join our presentation, and we will show you how schools in Nebraska and nationwide

*NRCSA Scholarship Announcements  
Gary Fisher Fine Arts Scholarship Announcements  
Pusch Foundation Announcements*

9:00 AM - 9:15 AM Introduction and remarks by NREA Executive Director Allen Pratt

9:10 AM – 10:10 AM **Keynote Address:** Rob Bell

10:25 AM—11:15 AM Cindy Moss & Exhibitor Time

11:20 AM—12:10 PM Thursday Morning Select-a-Sessions

12:10 PM Lunch General Session—Loper Hall

**Presiding:** Greg Sjuts, NRCSA Past President, Supt, Humphrey Public Schools

12:35 PM – 12:55 PM **Keynote Address:** Dr. Matthew Blomstedt

1:00 PM – 1:40 PM **Scholarships and Awards:**

*Gary Fisher Outstanding Music Teacher  
Outstanding Elementary Teacher  
Outstanding Secondary Teacher  
Outstanding ESU Staff Member  
NRCSA Closing the Achievement Gap Awards*

1:45 PM – 2:10 PM General Members Meeting & Exhibitor Time

2:20 PM—3:10 PM Thursday Afternoon Select-a-Sessions

3:10 PM—3:30 PM Refreshment Break & Exhibitor Time—Ballroom

3:35 PM—4:25 PM Thursday Afternoon Select-a-Sessions

4:30 PM NRCSA Closing the Gap Research Team – F

5:00 PM Fellowship Meeting – E

6:00 PM Chuckwagon Buffet—Loper Hall

7:00 PM Hospitality Rooms

**Friday, March 24, 2017**

7:15 AM Attendee Registration—Pre-Function Area  
Coffee and Rolls—Pre-Function Area

8:00 AM—8:50 AM Friday Select-a-Session I

9:00 AM—9:50 AM Friday Select-a-Session II

10:00 AM—10:45 AM Brunch Buffet—Loper Hall

10:20 AM Closing Session—Loper Hall

**Presiding:** Dr. Jon Cerny, NRCSA President-Elect, Supt, Bancroft-Rosalie Community Schools

11:00 AM – 11:45 AM **Scholarships and Awards:**

*Outstanding Principal  
Outstanding Board Member  
Outstanding Superintendent*

11:50- AM – 12:45 PM **Keynote Address:** Demoine Adams

12:50 PM Thank Yous, Prizes, & Drawings

**Back to top**

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# Southern Valley Public Schools

2017 Board/District Goals

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## Board of Education

Bob Bergquist, President  
Ryan Hunt

Craig Bailey  
Steve Hunt

Todd Brown  
Dave Witte

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## SUPERINTENDENT Darren Tobey

Mark Grove  
Elementary Principal

Brendan Calahan  
7-12 Principal

Jeff Ellis  
Activities Director

Southern Valley mission statement

The mission of the Southern Valley School District is to create a positive atmosphere in which all students, through a well-rounded curriculum based on high educational standards, are provided an opportunity for continuing success.

## Southern Valley Belief Statements

- Each individual student should have an opportunity for an education (appropriate for his/her individual needs and interests through a variety of curricular offerings).
- This “excellence” has a different meaning for different students based on uniqueness of individuals.
- Students should receive their education in a safe environment that is conducive to learning.
- A major part of the educational experience should lead towards a healthy self-worth of students.
- Education is a shared responsibility between the school, the parents, the community, and the student.
- A level of mutual respect should be maintained between all individuals who share a role in the learning process.
- Communication is a crucial element of successful education.
- Learning is a lifelong process.
- Learning should lead to the development of responsible individuals who are problem solvers and who are contributing members of our society.

### Southern Valley - Challenges

- Budget/Tax Asking (4)
- Alternative Resources
- Core Curriculum
  - Accountability
  - Test scores (3)
  - Vested students – culture (3)
  - Life lessons
  - Student apathy
- Enrollment (declining)

- Staffing (cuts)
- Instructional continuity
- PLC - implementation
- District culture/climate
- Building maintenance – short/long term facilities plan in place

#### Southern Valley Growth Opportunities

- Identify and hire quality staff
  - Instructional
  - Classified
  - Extra-curricular
- Research, study, and implement quality instruction (time-contract)
- First impressions (facilities)
- Facilities/transportation
- Preschool
- Culture/climate
- Community support
- Engaging community and business leaders
- Housing

#### Academic Instruction

- Sustain PLC
  - Allows staff to collaborate with peers
- Review and update district curriculum
  - Align K-12 curriculum to state standards
  - Develop Scope and Sequence
  - Develop Pacing Guides

- Identify, adopt, and implement a district instructional model
- Preschool
  - Research and study a Preschool structure to meet the needs of Southern Valley School District
- Review and update district curriculum

#### District Budget Planning

- Engage stakeholders to update and inform when major decisions are made regarding the expenditure and/or investment of district resources
- Identify and pursue available grant money
- Advertising
- Pursue ESU funding to district resources
- Develop and present a professional development plan to support budget and calendar planning
- Study, research, and consider low interest loans when appropriate and/or needed
- Continue to assess and refinance district bonds to benefit the financial demand on patrons

#### District Culture

- Address and sustain the accountability of staff
- Perform job duties
- Build in PLC daily to engage peers
- Engage parents/patrons through advisory committees
- Engage students personalizing safety and secure

#### District Instruction and Learning Goals

Objective: Progress instruction and learning to support rigorous and effective curriculum.

**Strategy 1:**

**Grow and sustain the District Professional Learning Communities (PLC).**

<b>Performance Indicators</b>	<b>Responsible</b>	<b>Timeline</b>	<b>Progress/Success</b>
1. Develop and adopt a school calendar to support time for staff to participate and engage in PLC.  Developed: January 31, 2017	Board, Superintendent, and Administrators		
2. Identify opportunities to grow the Southern Valley PLC Program to enhance learning opportunities and to allow staff to collaborate with their peers.  Developed: January 31, 2017	Superintendent and Administrators		
3. Maintain purposeful professional development to support the development of the staff.  Developed: January 31, 2017	Superintendent and Administrators		

**Strategy 2:**

**Maintain rigorous and effective curriculum to support instruction and student learning success.**

Developed: January 31, 2017

<b>Performance Indicators</b>	<b>Responsible</b>	<b>Timeline</b>	<b>Progress/Success</b>
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<p>1. Establish a Curriculum Review Cycle policy to support budget planning and effective curriculum review, update, and adoption.</p> <p style="text-align: right;">Developed: January 31, 2017</p>			
<p>2. Align the K-12 curriculum to the Nebraska State Standards.</p> <p style="text-align: right;">Developed: January 31, 2017</p>			
<p>3. Develop curriculum Scope and Sequence Guidelines to ensure staff is providing applicable instruction and curriculum too support student learning.</p> <p style="text-align: right;">Developed: January 31, 2017</p>			
<p>4. Develop and sustain Instructional Pacing Guides to support instruction and progress of learning to ensure student success.</p> <p style="text-align: right;">Developed: January 31, 2017</p>			
<p>5. Identify, adopt, and implement a district instructional model to support staff and the success of student learning.</p> <p style="text-align: right;">Developed: January 31, 2017</p>			

**Strategy 3:**

**Provide early childhood learning opportunities.**

Developed: January 31, 2017

Performance Indicator	Responsible	Timeline	Progress/Success
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<p>1. Study and define the qualities and priorities necessary to implement a quality Preschool program to meet the needs of the Southern Valley School District.</p> <p style="text-align: right;">Developed: January 31, 2017</p>			
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District Culture

Objective: Progress the district culture through growth of the engagement of students, staff, and community.

**Strategy 1:**

**Identify opportunities to engage parents and patrons to enrich communications.**

Performance Indicators	Responsible	Timeline	Progress/Success
<p>1. Define and organize Parent Advisory Committees to initiate administrative conversations with parents for the purpose of informing and engaging to support communications.</p> <p style="text-align: right;">Developed: January 31, 2017</p>	<p style="text-align: center;">Board, Superintendent, and Administrators</p>		

**Strategy 2:**

**Strengthen the district operating principles to affirm accountability and to enrich district culture.**

Performance Indicators	Responsible	Timeline	Progress/Success
------------------------	-------------	----------	------------------

1. Define and implement standards of operations to ensure staff accountability to enhance and grow district culture. Developed: January 31, 2017			
2. Hold staff accountable to the defined job duties as defined and assigned by administration. Developed: January 31, 2017			

District Budget Planning

Objective: Plan, manage, and pursue resources to provide fiscal accountability and a quality education for all students.

**Strategy 1:** Identify and pursue alternative resources and funding opportunities to support the budget.  
Developed: January 31, 2017

Performance Indicators:	Responsible	Timeline	Progress/Success
1. Pursue excess ESU funding to offset district needs and expenses related to instruction and learning. Developed: January 31, 2017			

2. Identify and pursue grant funding to enhance curriculum, instruction, and learning. Developed: January 31, 2017			
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<p>3. Study, research, and consider low interest loans when appropriate and/or needed to support the district budget. Developed: January 31, 2017</p>			
<p>4. Continue to assess opportunities to refinance district bonds to benefit the financial demand on patrons. Developed: January 31, 2017</p>			

**Strategy 2:**

**Identify and pursue alternative resources to support the budget.**

Developed: January 31, 2017

<b>Performance Indicators:</b>	<b>Responsible</b>	<b>Timeline</b>	<b>Progress/Success</b>
<p>1. Engage stakeholders to update and inform when major decisions are made regarding the expenditure and/or investment of district resources. Developed: January 31, 2017</p>			