

Board of Education Regular Meeting
Monday, February 11, 2019 12:00 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. Pledge of Allegiance

1.3. Roll Call

1.4. Excuse Absent Board Members

1.5. 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

4. BUSINESS ITEMS

4.1. Approval of Bills

4.2. Treasurer's Report

4.3. Committee Reports

4.4. PK-6 Principal's Report

4.5. 7-12 Principal's Report

4.6. AD Report

4.7. Superintendent's Report

5. ACTION ITEMS

5.1. Spraying Contract

5.2. McKinney Vento Policy 5014

5.3. Automatic Door Lock Bids

5.4. Master Teacher Contract for 2019-2020

5.5. New Drug and Alcohol Policy

5.6. 2019-2020 School Calendar

5.7. Pay increases for Admin, Salaried, and hourly employees.

6. INFORMATIONAL ITEMS

7. EXECUTIVE SESSION

8. MOTION TO ADJOURN

Board of Education Meeting
January 14th, 2019 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: Ryan Hunt, Bob Bergquist, Todd Brown, Dave Witte, Steve Hunt and Stacy Shafer. Members absent: None. Others present: Superintendent Bryce Jorgenson, Elementary Principal Mark Grove and Activities Director Brandon Marquez.

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. Notice of the meeting was given in advance by posting in accordance with the Board of Education approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. Availability of the agenda was communicated in the posted notice and a current copy of the agenda was maintained as stated in the posted notice.

All members and public recited the Pledge of Allegiance.

Time was allowed for public comment. No public comment.

Motion to keep all Board of Education Officers the same for 2019 passed with a motion by Ryan Hunt and a second by Todd Brown

2019 SV Board of Education Officers are as follows:

President: Bob Bergquist
Vice President: Ryan Hunt
Secretary: Todd Brown
Treasurer: David Witte

Stacy Shafer	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	No

2019 SV Board of Education Committee Appointments are as follows:

Americanism: Todd Brown and Steve Hunt
Facilities: Todd Brown, Ryan Hunt and Stacy Shafer
Financial: Stacy Shafer, Dave Witte and Bob Bergquist
Transportation: Ryan Hunt, David Witte and Todd Brown
Technology: Ryan Hunt, Bob Bergquist and Stacy Shafer
Sick Leave: Bob Bergquist
Negotiations: Ryan Hunt, Bob Bergquist and Steve Hunt
Ed Witte Trust: Todd Brown

Motion to approve agenda passed with a motion by Ryan Hunt and a second by Todd Brown.

Stacy Shafer	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

December 2018 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 Steve Hunt.

Stacy Shafer	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

The Financial Report and Budget Comparison Reports were reviewed along with current account balances and projected revenue.

Elementary Principal Mark Grove updated the board on the following: Elementary Geography Bee January 24th, Teacher Inservice with individuals from the ESU to prepare for School Improvement Review, Amy Russell was hired as the new Para educator for PreK and we now have two student teachers.

Activities Director Brandon Marquez updated the board on the New Tardy Policy. Students were all made aware of the changes at a student assembly. Updates and changes to the Alcohol and Drug Policy were discussed and input from the board was requested by the administration. This will continue to be discussed with final policy to possibly begin in May 2019. Southern Valley will be hosting D-18 District Basketball. The Southern Valley website has been updated. Remind App that Southern Valley uses could see service interruption for Verizon customers. Everyone needs to make sure and download the app to ensure they still get all updates on all school related activities, cancellations, and changes. Stamford softball field updates were discussed. Quotes for laser grading, underground sprinklers, grass/turf and other updates were discussed. Mr. Marquez informed the board that they are hoping on getting sponsorships to help with the cost. He also added that these projects need to be scheduled to ensure that the project is completed in a timely manner. Also discussed were changes to the 2019-20 softball schedule.

Superintendent Bryce Jorgenson discussed the upcoming HWY 46 construction project. Also discussed was the upcoming Silent Auction Fundraiser for the SV Activities accounts. Mr. Jorgen stated that the goal with this fundraiser was to eliminate the constant fundraisers that different activities and student groups have during the year. This silent Auction will take place on February 1st during the Alma vs. SV basketball games. He has mailed letters requesting donations and will be sending three groups of students to local businesses to collect donations on Wednesday, January 16th. Mr. Jorgenson informed the board that the new pickup was delivered and was used to clean up snow. January 30th the school will be having a Safety Visit. Also, the Annual Report will be mailed in February.

Bids for the 2019 grounds upkeep and spraying from Two P Turf and Grant Jorgensen were again discussed. Discussion to continue at February meeting.

Price quotes from C.E.I. in Hastings for new access control system in the amount of \$47,985 and new security cameras in the amount of \$18,699 and \$10,736 were discussed as well as the details of the quotes. Discussion to continue at February meeting.

Motion to approve the resignation of Cindy Reeves at the end of the 2018-19 contract year passed with a motion by Ryan Hunt and a second by Todd Brown.

Stacy Shafer	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

Motion to approve the board being committed to making improvements to the Stamford softball passed with a motion by Steve Hunt and a second by Ryan Hunt.

Stacy Shafer	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

Motion to approve offering a School Psychologist contract to Emily McDonald for the 2019-20 school year with a base salary of \$60,000 with an extra \$6,521 for 20 extra contract days passed with a motion by Ryan Hunt and a second by Todd Brown.

Stacy Shafer	Yes
Bob Bergquist	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Dave Witte	Yes

Informational Items: Next SV Board of Education meeting will be held February 11th, 2019 at 12:00.

Motion to go into executive session at 9:48pm, to discuss Teacher Negotiation, 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 Steve Hunt.

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

Meeting adjourned at 10:21pm.

The next regular meeting is scheduled for February 11th, 2019 at 12:00pm.

Dated this 17th day of January 2019.

FURNAS COUNTY SCHOOL DISTRICT #540
A/K/A SOUTHERN VALLEY SCHOOLS
BY: Bob Bergquist, PRESIDENT

ATTEST: Lindin Quinn, Recording Secretary

02/11/2019 10:46 AM

User ID: LLQ

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
Ag Valley Coop	162780 1/25	Bus Gas	2,004.13
Total Ag Valley Coop			2,004.13
Alere Toxcology	2049715-IN	Drug Testing Supplies	1,489.00
Total Alere Toxcology			1,489.00
Alma Auto Parts	65940	Bus Maintenance	4.60
Total Alma Auto Parts			4.60
Amazon Capital Services	1J61-7R6W-9GXH	HS Teaching Supplies- JS	82.67
Amazon Capital Services	1RD6-HM4D-QL6H	HS Teaching Supplies- JS	56.47
Amazon Capital Services	1RVX-K4QY-XR93	HS Teaching Supplies- JS	240.00
Total Amazon Capital Services			379.14
American Time & Signal Co.	811773	Custodial Supplies	416.02
Total American Time & Signal Co.			416.02
Bamford, Inc.	18139	Fire Sprinkler Repair	405.00
Total Bamford, Inc.			405.00
Beaver City Municipal Plant	421000 1/18	Electricity- Bus Barn	24.71
Total Beaver City Municipal Plant			24.71
Becker Brothers Feed	6655	Custodial Supplies	306.25
Total Becker Brothers Feed			306.25
Cobra Midwest	080735	Custodial Supplies	496.76
Cobra Midwest	080739	Custodial Supplies	112.64
Total Cobra Midwest			609.40
Computer Hardware	124066	Computer Hardware	599.00
Total Computer Hardware			599.00
Cycle Therapy	JANUARY 2019	Counseling Services	2,940.00
Total Cycle Therapy			2,940.00
Decker Equipment	281698A	Custodial Supplies	66.63
Total Decker Equipment			66.63
Dish Network	8255707082064465-	Dish Network	245.86
Total Dish Network			245.86
Electrical Engineering & Equipment	6326412-00	Custodial Supplies	82.44
Electrical Engineering & Equipment	6327509-00	Custodial Supplies	2.87
Electrical Engineering & Equipment	6327509-01	Custodial Supplies	13.62
Electrical Engineering & Equipment	6339482-00	Custodial Supplies	164.88
Total Electrical Engineering & Equipment			263.81
Family Medical Specialties	5760150	Bus Driver Physical- T Brown 1/4/19	149.00
Total Family Medical Specialties			149.00
Frontier Communications	2222 1/31/19	Telephone	466.66

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Vendor Name	Invoice Number	Description	Amount
Frontier Communications	9966 1/31/19	Telephone	202.56
Total Frontier Communications			669.22
Graphic Edge	1295113	Supt Expense	141.93
Graphic Edge	1297103	Supt Expense	54.74
Total Graphic Edge			196.67
Harlan County Health System	Vacha 11/5/18	Bus Driver Physical- Vacha 11/5/18	75.00
Total Harlan County Health System			75.00
Harlan County Journal	29000 1/31/19	Legal Notice	33.00
Harlan County Journal	Subscription2019	HS and Elem Subscription Renewal	81.00
Total Harlan County Journal			114.00
Harris School Solutions	MN00114956	Census Software 2019	708.75
Total Harris School Solutions			708.75
HireRight Solutions Inc.	P0825399	Bus Driver Screening Subscription	250.00
Total HireRight Solutions Inc.			250.00
Holmes Plumbing & Heating	205770	Custodial Supplies	86.05
Total Holmes Plumbing & Heating			86.05
Hometown Leasing	FEB 2019	Copier Lease Pymt- FEB 2019	3,354.16
Total Hometown Leasing			3,354.16
IDEAL Linen Supply	S0893962	Custodial Supplies	1,240.72
IDEAL Linen Supply	S0893964	Custodial Supplies	572.83
Total IDEAL Linen Supply			1,813.55
Interstate All Battery Center	1905899010403	Bus Maintenance	144.00
Total Interstate All Battery Center			144.00
J & J Repair	6347	Bus Maintenance	237.50
J & J Repair	6348	Bus Maintenance	80.00
Total J & J Repair			317.50
J D Lumber	177596	Custodial Supplies	20.16
Total J D Lumber			20.16
J W Pepper & Son Inc.	03598403	HS Teaching Supplies- Z Nathan	288.75
Total J W Pepper & Son Inc.			288.75
JENNIFER SCHUTZ,OTR/L	JANUARY 2019	SPED Services- Occupational Therapy	4,792.59
Total JENNIFER SCHUTZ,OTR/L			4,792.59
Johnson Plastics Plus	2546468	HS Teaching Supplies- Spaulding	517.16
Total Johnson Plastics Plus			517.16
Jorgenson, Rebecca	Reimbursement- Art	Reimbursement- Art Supplies	35.28
Total Jorgenson, Rebecca			35.28
KS State Bank	2019 Bobcat Payment	2019 Bobcat Lease Payment	4,000.00

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Vendor Name	Invoice Number	Description	Amount
Total KS State Bank			4,000.00
Landmark Implement Inc	290104	Bus Maintenance	293.82
Total Landmark Implement Inc			293.82
LaRue Coffee	2700-345759	General Supplies	145.57
Total LaRue Coffee			145.57
Leighton Schmidt	Reimbursement	Reimbursement- Cell Phone	105.01
Total Leighton Schmidt			105.01
Linden, Jeff	Reimbursement	Cell Phone Reimbursement	120.24
Total Linden, Jeff			120.24
Loup Valley Lighting Inc.	18-13247	Custodial Supplies	863.83
Loup Valley Lighting Inc.	19-13284	Custodial Supplies	169.88
Total Loup Valley Lighting Inc.			1,033.71
M & J Signs	3623	Light Repairs- Parking Lot	2,526.30
Total M & J Signs			2,526.30
Mark Grove	Mileage	Mileage	107.00
Total Mark Grove			107.00
MCI	08683584723 1/19	Long Distance Service	144.50
Total MCI			144.50
Mendtronix	5511551	Computer Supplies- HS	272.00
Total Mendtronix			272.00
Midamerican Research Chemical	0656547-IN	Custodial Supplies	299.49
Midamerican Research Chemical	0656839-IN	Custodial Supplies	1,533.74
Total Midamerican Research Chemical			1,833.23
Mohawk USA	4669	1:1 Expense- Student Laptop Bags	4,519.73
Total Mohawk USA			4,519.73
NASB ALICAP	2018-19 Premium	2018-19 Premium	84,174.00
Total NASB ALICAP			84,174.00
NCS Pearson	11953985	Secondary SPED Teaching Supplies	10.50
NCS Pearson	11980887	HS SPED Teaching Supplies	32.25
Total NCS Pearson			42.75
NCSA	58242	Conference Registration- Jorgenson	115.00
Total NCSA			115.00
Nebraska Safety & Fire Equipment, Inc.	90781	Fire Alarm Inspection	534.00
Total Nebraska Safety & Fire Equipment, Inc.			534.00
Nebraska Safety Center	57-6464BUS	Bus Driver Course	200.00
Total Nebraska Safety Center			200.00

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Vendor Name	Invoice Number	Description	Amount
Nebraska/Central Equipment, Inc	0159745-IN	Bus Maintenance	140.55
Total Nebraska/Central Equipment, Inc			140.55
NETA	767744	NETA Conference Registration- Linden	275.00
NETA	772002	NETA Conference Registration- Fausch	149.00
Total NETA			424.00
NRCSA	2019 LegislativeConf	2019 Legislative Forum- Jorgenson	80.00
Total NRCSA			80.00
One Call Concepts, Inc.	9010663	Line Locate	0.77
Total One Call Concepts, Inc.			0.77
Oxford Utilities	7704 1/31	Trash Haul	660.35
Oxford Utilities	7914 1/18	Electricity- Bus Barn	50.44
Total Oxford Utilities			710.79
Phelps County Rehabilitation Services	504	SPED Services- PT- Elementary	136.37
Total Phelps County Rehabilitation Services			136.37
Platte Valley Communications	111800184	Bus Maintenance	3,348.95
Total Platte Valley Communications			3,348.95
PSAT/NMSQT	381913977A	Secondary Gifted- Testing Materials	92.00
Total PSAT/NMSQT			92.00
Quality Resource Group	1676154	General Supplies- Checks	477.72
Total Quality Resource Group			477.72
Quill Corporation	398775	Custodial Supplies	71.99
Quill Corporation	4586189	General Supplies	204.71
Quill Corporation	4618159	General Supplies	43.99
Quill Corporation	4645425	General Supplies	23.99
Total Quill Corporation			344.68
Reliable Pest Control	26823	Pest Control	125.00
Total Reliable Pest Control			125.00
S & W Auto Parts	3515 1/28/19	Bus Maintenance	73.75
Total S & W Auto Parts			73.75
School Outfitters	INV13043219	1:1 Expense- K Headphones	291.82
Total School Outfitters			291.82
Sinclair Oil Corporation	7375058 2/22/19	Bus Gas	1,991.16
Total Sinclair Oil Corporation			1,991.16
SPARQ DATA SOLUTIONS	2019 Renewal	2019 eMeetings Renewal	1,500.00
Total SPARQ DATA SOLUTIONS			1,500.00
Stamford Service LLC	1/31/19	Bus Gas	535.79
Total Stamford Service LLC			535.79

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Vendor Name	Invoice Number	Description	Amount
Stoneware Inc	2019 Renewal	2019 Subscription Renewal	479.00
Total Stoneware Inc			479.00
Striv, Inc.	2303	Website Services and Developement	2,690.00
Total Striv, Inc.			2,690.00
Supplyworks	471683532	Custodial Supplies	42.90
Total Supplyworks			42.90
Tom Dinsdale Chevrolet-Cadillac-GMC-BMW	319149-1	Bus Maintenance	63.31
Total Tom Dinsdale Chevrolet-Cadillac-GMC-BMW			63.31
Trane Company	5626146	Custodial Supplies	339.53
Total Trane Company			339.53
Truck Center Companies	861921A	Bus Maintenance	191.90
Total Truck Center Companies			191.90
Twin Valleys Public Power	02/04/2019	Electricity	19,023.33
Total Twin Valleys Public Power			19,023.33
University of Nebraska- Lincoln	Education Fair	Spring Education Fair Registration	90.00
Total University of Nebraska- Lincoln			90.00
Verizon Wireless	9822317312	Verizon	40.01
Total Verizon Wireless			40.01
Village of Stamford	0-1-5 1/7/19	Water	293.00
Total Village of Stamford			293.00
Waggoner Insurance Agency	Treasurer Bond 2019	2019 Treasurer Bond	100.00
Total Waggoner Insurance Agency			100.00
Woodward's Disposal Service, Inc.	NO8841-2471	Shredding/Disposal	35.00
Total Woodward's Disposal Service, Inc.			35.00
Yanda's Music And Pro Audio	384552	HS Teaching Supplies- Z Nathan	65.00
Total Yanda's Music And Pro Audio			65.00
Fund Number 01			157,178.58
Checking Account ID 1			157,178.58

Expenditure Report by Function/Object -
Summary

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Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
01	GENERAL FUND								
1100	REGULAR INSTRUCTIONAL PROGRAMS	3,525,500.00	234,443.80	1,193,180.05	33.89	2,332,319.95	1,525.00	0.00	2,330,794.95
1160	PROVERTY PROGRAMS	282,000.00	25,456.82	130,517.24	46.28	151,482.76	0.00	0.00	151,482.76
1190	EARLY CHILDHOOD ED PROGRAMS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1200	SPECIAL EDUCATION INSTRUCTIONAL PROGRAMS	3,000.00	77.98	2,558.74	85.29	441.26	0.00	0.00	441.26
1212	1212	20,000.00	0.00	6,888.24	34.44	13,111.76	0.00	0.00	13,111.76
1214	1214	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1216	1216	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
1219	1219	0.00	38,086.96	210,308.78	0.00	(210,308.78)	0.00	0.00	(210,308.78)
1232	1232	0.00	0.00	2,327.52	0.00	(2,327.52)	0.00	0.00	(2,327.52)
1291	SPED PROGRAM EXPENSE- 3-5	1,000.00	0.00	3,290.00	329.00	(2,290.00)	0.00	0.00	(2,290.00)
1300	SUMMER SCHOOL	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2120	GUIDANCE SERVICES	143,000.00	10,281.18	53,076.79	37.12	89,923.21	0.00	0.00	89,923.21
2130	HEALTH SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
2141	SPED PSYCHOLOGICAL SERVICES	45,000.00	0.00	17,453.71	38.79	27,546.29	0.00	0.00	27,546.29
2151	SPED SPEECH THERAPY	90,000.00	0.00	30,009.10	33.34	59,990.90	0.00	0.00	59,990.90
2152	SPED SPEECH THERAPY- 3-5	5,000.00	0.00	1,324.72	26.49	3,675.28	0.00	0.00	3,675.28
2153	SPED SPEECH THERAPY- BIRTH-2	5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00	5,000.00
2161	OCCUPATIONAL THERAPY- SPED SCHOOL AGE	0.00	2,045.47	17,103.33	0.00	(17,103.33)	0.00	0.00	(17,103.33)
2162	OCCUPATIONAL THERAPY- SPED 3-5	0.00	510.22	4,028.04	0.00	(4,028.04)	0.00	0.00	(4,028.04)
2163	OCCUPATIONAL THERAPY- SPED BIRTH-2	0.00	268.12	1,257.74	0.00	(1,257.74)	0.00	0.00	(1,257.74)
2171	PHYSICAL THERAPY- SPED SCHOOL AGE	0.00	933.98	2,003.76	0.00	(2,003.76)	0.00	0.00	(2,003.76)
2172	PHYSICAL THERAPY- SPED 3-5	0.00	0.00	212.11	0.00	(212.11)	0.00	0.00	(212.11)
2173	PHYSICAL THERAPY- SPED BIRTH- 2	0.00	0.00	67.42	0.00	(67.42)	0.00	0.00	(67.42)
2190	OTHER PUPIL SUPPORT SERVICES	255,000.00	16,678.95	86,826.87	34.05	168,173.13	0.00	0.00	168,173.13
2220	LIBRARY MEDIA SERVICES	34,300.00	1,836.32	12,211.67	35.60	22,088.33	0.00	0.00	22,088.33
2230	INSTRUCTION RELATED TECHNOLOGY	20,000.00	2,520.41	38,536.82	192.68	(18,536.82)	0.00	0.00	(18,536.82)
2310	BOARD OF EDUCATION	0.00	6,464.08	45,238.17	0.00	(45,238.17)	0.00	0.00	(45,238.17)
2320	EXECUTIVE ADMINISTRATION	0.00	14,643.92	72,773.33	0.00	(72,773.33)	0.00	0.00	(72,773.33)
2410	OFFICE OF THE PRINCIPAL	0.00	35,860.70	187,520.82	0.00	(187,520.82)	0.00	0.00	(187,520.82)
2510	GENERAL ADMIN-BUSINESS SERVICE	0.00	6,264.06	33,158.35	0.00	(33,158.35)	0.00	0.00	(33,158.35)
2610	OPERATION OF BUILDINGS	0.00	51,846.46	234,671.72	0.00	(234,671.72)	0.00	0.00	(234,671.72)
2620	MAINTENANCE OF BUILDINGS	0.00	8,115.77	21,082.49	0.00	(21,082.49)	0.00	0.00	(21,082.49)
2630	UPKEEP OF GROUNDS	0.00	0.00	14,260.00	0.00	(14,260.00)	0.00	0.00	(14,260.00)
2710	REGULAR PUPIL TRANSPORTATION	0.00	29,498.96	149,708.93	0.00	(149,708.93)	0.00	0.00	(149,708.93)
2712	SCHOOL AGE SPEC ED TRANSPORT	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3535	HAL	0.00	2,090.00	2,090.00	0.00	(2,090.00)	0.00	0.00	(2,090.00)
6200	TITLE I, PART A NCLB IMPROV THE ACADEM	0.00	13,540.77	67,703.84	0.00	(67,703.84)	0.00	0.00	(67,703.84)
6404	IDEA PART B(611) BASE ALLOC BIRTH TO 4	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6406	IDEA PRESCHOOL(619) BASE ALLOC	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6410	IDEA ENROLLMENT/POVERTY	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6411	IDEA PART B EARLY INTERVENING SERVICES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6992	REAP	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8000	TRANSFERS (OUTGOING)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9000	NON-PROGRAM EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01	GENFRAI FUND	4,428,800.00	501,464.93	2,641,390.30	59.68	1,787,409.70	1,525.00	0.00	1,785,884.70

Expenditure Report by Function/Object -
Summary

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User ID: LLQ

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
05	ACTIVITY FUND								
2190	OTHER PUPIL SUPPORT SERVICES	0.00	23,184.50	156,582.58	0.00	(156,582.58)	0.00	0.00	(156,582.58)
05	ACTIVITY FUND	0.00	23,184.50	156,582.58	0.00	(156,582.58)	0.00	0.00	(156,582.58)

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Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
06	NUTRITION FUND								
3100	FOOD SERVICE OPERATIONS	291,359.00	21,296.72	154,760.15	53.12	136,598.85	0.00	0.00	136,598.85
8000	TRANSFERS (OUTGOING)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
06	NUTRITION FUND	291,359.00	21,296.72	154,760.15	53.12	136,598.85	0.00	0.00	136,598.85

Expenditure Report by Function/Object -
Summary

02/11/2019 11:16 AM

User ID: LLQ

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
Grand Total:	4,720,159.00	545,946.15	2,952,733.03	62.59	1,767,425.97	1,525.00	0.00	1,765,900.97

SOUTHERN VALLEY SCHOOL Financial Report- February 2019 Meeting								
ACCOUNT NAME	CASH BALANCE	BEGIN. CD BAL.	DEPOSIT	INTEREST	TRANSFER	EXPENSE	Current Balances	2018 Balances
Bond Fund Checking	\$ 34,354.47		\$ 125,009.08				\$ 159,363.55	\$ 117,556.82
Bond LAF	\$ 178,699.47			\$ 310.53			\$ 179,010.00	\$ 179,042.60
Bond Total							\$ 338,373.55	\$ 296,599.42
Depreciation Checking	\$ 87,123.44			\$ 55.50			\$ 87,178.94	\$ 114,505.39
General Special		\$ 193,039.73		\$ 158.17	\$ 0.00	\$ -	\$ 193,197.90	\$ 194,560.26
General Checking	\$ 1,605,922.74		\$ 1,977,826.89	\$ 2,558.04	\$ 0.00	\$ 591,488.15	\$ 2,994,819.52	\$ 2,212,431.18
General Total							\$3,188,017.42	\$ 2,406,991.44
General Clearing Checking	\$ 61,647.11		\$ 58,311.84	\$ 22.70		\$ 61,448.17	\$ 58,533.48	\$ 178,937.49
Sinking/BLDG Fund Checking	\$ 549,665.99		\$ 53,756.40	\$ 306.36			\$ 603,728.75	\$ 577,502.62
QCPUF	\$ 98,403.87		\$ 31,954.95	\$ 64.68			\$ 130,423.50	\$ 119,430.33
							\$ 4,275,832.14	\$ 3,574,536.36

Jan. 19 Elementary Principal's Report

Past

Spelling Bee - Katherine Eakin, Braxtynn Lans, Isaac Hamilton, and Nate Grilli will represent the Elem on Feb. 13, in Cambridge at 1:00 pm. Nate was our champion.

P/T Conferences - 95% turn out

Spring Pictures were on the 7th.

Upcoming

Spelling Bee - Feb 13th in Cambridge beginning at 1:00

School Improvement Visitation - Feb. 26th - All Day

Dumplings with Dads - Feb 27th 7:30-8:20 a.m.

February 11, 2019

- The new tardy policy has been implemented and is off to a good start. It is a positive change that holds the students accountable for their attendance.
- Started Formal evaluations for all teachers for the 2nd Semester and have seen a lot of great things being implemented in the classroom that involve movement. My favorite one right now is the Cookie Mining in Intro to AG. Where students were given a set amount of money and they had to invest it to buy tools and cookies. The cookies were Chocolate Chip and the chips were the coal they mine and make a return. When teachers use active teaching methods students can create and apply what they have learned in the classroom. We are very excited to see how teachers have grown.
- Quiz Bowl teams started competing the High school team when 3-3 at the Arapahoe Tournament and were one win away from making the finals. The Jr. High Team placed 4th out of 8 teams in Bertrand and posted a 3-2 overall record.
- Quiz bowl is a head to head competition between two teams answering questions from all areas of knowledge, including history, literature, science, fine arts, current events, pop culture, etc. The teams are comprised of six competitors, each with their own buzzer. There are two types of questions, a toss-up question, and a bonus question. The toss-up question is for anyone to answer but they cannot collaborate with their team, the first person to press the buzzer locks out all other competitors and has to answer the question. If the answer is incorrect, the reader rereads the question for the other team and they get a chance to buzz in an answer. If a team gets the toss-up correct their team gets a bonus question and may collaborate to discuss the answer with their teammates. A round consists of 12 questions.
- This year our high school quiz bowl team has participated in 4 quiz bowls. The only notable results are finishing 3rd at Bertrand, and 4th at Cambridge.

January AD Report

- Recognize SV Wrestling Team for a great season and wish Chet Fisher, Shawn Anderson, James Hargett and coaches good luck at State Wrestling this week.
- Update on C2-11 Girls Districts and D1-10 Girls Districts Schedules
- Update on Speech....OID Performing very well (Eric Ellis, Savannah Ellis, Brooke Jorgenson, Ashlyn Brown, Maggie Lammers) also Kara Krejdl & Ashlyn Brown placed in Improv Duet. Many others recognized but did not place in areas such as poetry, improve, and OID. RPAC on Wednesday...
- Hosting District & RPAC Track this year have judges and timing system already locked down.
- Touch Screen and Record board update.

Board Meeting Notes
February 11, 2019

1. Teacher/Principal/Classified online evaluation. Teach Point.
2. Adopt a teaching model in April
 - a. Allows to use it and APL at the same time.
 - b. Need to train teachers, both on model and evaluation instrument
3. Going to Phoenix
 - a. Leaving Monday and returning Thursday.
 - b. If I decide we should continue, I will be planning a trip to Minneapolis with the remaining teachers who have not received training. It will be 20-30 teachers as well as all of the administrators.
4. Friday when I return
 - a. Brandon and I will be going to Chadron State College
 - i. Teacher recruitment
 - ii. March 11, Jeff and I will be going to UNK
 - iii. March 12, Mark and I will be going to UNL
5. Would like to have a special meeting to spend time on summer projects before the March meeting
6. Auction went well. Just under \$17,000 when all done. We will consider moving it to online next year.

**SOUTHERN VALLEY SCHOOLS
MASTER CONTRACT - PROFESSIONAL STAFF
2019-2020**

These rules and regulations agreed upon by the Furnas County School District # 540 Board of Education, a/k/a: Southern Valley Board of Education, (hereinafter referred to as the "Board") and the Furnas County School District # 540 Education Association, a/k/a: Southern Valley Education Association, (hereinafter referred to as the "Association") shall continue in full force until amended and/or altered by a new agreement. All agreements heretofore agreed upon by both parties are hereby superseded by this agreement.

ARTICLE I

RECOGNITION

The Board recognizes the Association as the official negotiating representative for all certificated personnel, excluding the Superintendent and Principals, for the purposes of collective bargaining with respect to wages, hours, and other terms and conditions of employment.

ARTICLE II

PROCEDURES

Section 1. GROUND RULES

Negotiating shall be conducted within the following rules:

- (a) The Board of Education's position shall be one of counter-proposing.
- (b) All agreements on individual items reached at the negotiations table are tentative until the entire master contract is signed by both parties.
- (c) Caucuses may be called by the chairperson of either party. The time allotted shall be agreed upon by both parties.
- (d) Local media shall be allowed to attend negotiations sessions excluding caucuses.
- (e) All releases of information to the media must bear the signature of the chairpersons from both the Board and the Teachers Organization (SVEA).
- (f) Each negotiations team shall consist of three members.
- (g) The Board shall have a maximum of two weeks in which to respond to proposals presented by the Association.
- (h) Any or all of the adopted ground rules may be temporarily suspended by mutual agreement of both parties.

Section 2. IMPASSE

- (a) The provisions of Nebraska State Law, Section 48-801 et. seq., shall be followed in an attempt to resolve an impasse should such occur. The Board and the Association will each pay fees and expenses for their fact-finding representative and the fees and expenses for the third member of the fact-finding group shall be borne equally by the two parties.

(b) The Board recognizes and accepts its legal and moral obligation to honor the negotiated agreement during the effective term of each agreement. In addition, however, it is the Board's unequivocal position to retain the right to determine all other terms and conditions of employment which have not been agreed to through professional negotiations or which are declared by the Board to be the sole prerogative of management to impose.

ARTICLE III

AGREEMENT

Section 1. BASE SALARY

(a) Base Salary will be \$34,850.00 with a 4X5 schedule for 2019-2020. (See attachment.) All teachers shall be placed on the proper horizontal and vertical step as determined by degrees, graduate hours, and years of experience. Years of experience in other districts will be as determined by Board policy.

(b) Coaching salaries for head coaches and assistant coaches shall be determined according to the attached schedule. (See attachment.)

(c) Junior High coaching salaries shall be determined according to the attached schedule. (See attachment.)

(d) Activity sponsorship position salaries shall be determined according to the attached schedule. (See attachment.)

(e) Ticket-takers, score-keepers, and clock-operators shall be paid \$15.00 per event/evening. Not to include the Southern Valley Wrestling Invitational.

(f) A newly hired certificated staff member may receive one half (1/2) of their first (1st) month's contracted salary on September 1st of the year contracted. The second half (1/2) shall be paid September 20th. All other certificated staff shall be paid in 12 installments.

(g) Any teacher who is teaching a dual credit course will receive \$200 per class they teach. The remaining money received from a college or university for the class will be pooled in a fund to be used as scholarship money for the students who choose to take the class.

Section 2. INSURANCE

(A.) HEALTH INSURANCE

The Board of Education will provide health insurance comparable in coverage to the previous year's carrier. Dual Health Insurance option is available to staff.

(B.) LONG TERM DISABILITY

The Board will pay \$10.00 per month, per certificated employee for the purpose of purchasing LTD.

Section 3. LEAVE

(a) PROFESSIONAL LEAVE (2-3 Days Allowed)

The Professional leave category is provided to allow for attendance at professional meetings which deal directly with the educational program in Southern Valley Schools. Meetings staff members are asked to attend by the administration do not require the use of leave time. One day of Professional Leave may be used in the area of extra duty assignments. Two days are provided for Professional Leave each year and one day may be carried over to the next year. Professional Leave requests must have administrative approval and may not accumulate beyond three days.

(b) PERSONAL LEAVE (4 days allowed)

The Personal Leave category is provided to allow professional staff members to attend to transactions of a personal nature that can not reasonably be handled outside of the regular school day. One personal day requires no administrative approval, and all others require administrative approval. A staff member may use up to two (2) additional personal days, assessed the current sub rate per day to cover the related cost of a sub. Staff members will not be reimbursed if these additional days go unused. If a staff member uses more than the 4 + 2 days, the employee will reimburse the school at the rate of 1/184th of their teaching salary. Personal days may be sold back to the district at the sub rate per day.

(c) BEREAVEMENT (2 Days Allowed)

Bereavement Leave will be based on an "Honor System". Persons planning to use Bereavement Leave should notify the Administration as soon as possible. The Board of Education has retained the option of revoking the "Honor System" at anytime it is deemed to be unsuccessful.

(d) APPROVAL

All requests for leave are subject to administrative approval **except for one Personal Day.**

Section 4. SICK LEAVE/ADDITIONAL PERSONAL DAY

(a) REGULAR SICK LEAVE

Professional staff shall be allowed eight (8) days sick leave per year accumulative to a maximum of forty-five (45) days. That certified staff member may also be reimbursed for up to seven (7) sick days they would lose over the maximum amount of 45 at an

amount of \$40/day. Teachers who have taught ten (10) or more years in the Southern Valley School District shall receive severance pay upon their ceasing employment with the Southern Valley School District. Such pay shall be for each day of accumulated sick leave (maximum of 45 days) at a rate of (1/4) of teacher's daily earnings. The daily earnings will be based on the amount of the teacher's last contract year. In the event of the teacher's death, and the ten (10) year requirements have been met, the teacher's beneficiary shall receive compensation.

(b) SICK LEAVE CONTRIBUTION

Sick leave contribution is a method where by certificated staff members with unused sick leave may contribute to staff members that have exhausted their regular sick leave. The staff member in need may apply for up to five (5) days of contributed sick leave per year. Applications shall be made after the absence has occurred and the days must be applied to absences already incurred.

Procedures for applying:

1. The staff member must submit a written request to the building Principal and explain why the additional leave is needed.
2. The building Principal will present the request to an oversight committee, with the sole authority to approve or disapprove the request. The committee will consist of the building Principal(s) (Ex: Request is made by a teacher of special classes), the SVEA Association representative from each building, the SVEA President and a member of the School Board.
3. If a 2/3 majority of the committee votes to accept the request, the building principals will notify all staff members of the need for contributions of unused sick leave. Staff members who wish to contribute will complete a form that will allow them to contribute one sick day to the applicant. The forms will be returned to the building Principal. The names of contributors will be kept anonymous to the applicant.
4. The building Principal will submit the forms to the Superintendent for his information.

Section 5. GRIEVANCE PROCEDURE

(a) Definition - A grievance is any claim by the association, or a teacher that there has been a violation, misinterpretation, or misapplication of the terms of this agreement. A grievance will be considered abandoned if not pursued within the time limits set out in the procedure.

(b) Purpose - The purpose of the procedure set forth herein is to resolve differences concerning conditions of employment covered by the Master Contract.

(c) Level I - The parties acknowledge that it is usually most desirable for an employee and his

supervisor to resolve problems through free and informal communications. However, should such informal process fail to satisfy the teacher and/or the association, the teacher and/or association may present grievance in writing to the supervisor who will arrange a meeting with the association within five (5) calendar days of the receipt of the written grievance. The supervisor must provide a written reply to the aggrieved teacher and the association within five (5) calendar days of the meeting. A grievance may be submitted no later than ten (10) calendar days from the date of the individual or Association awareness or when they should have been aware of the event leading to the grievance.

(d) Level II - If the grievance is not resolved in Level I, the association shall refer the grievance to the Superintendent within five (5) calendar days of the written reply of Level I. He shall arrange a meeting with the association within five (5) calendar days of his receipt of the appeal.

(e) Level III - If the grievance is not resolved in Level II, or the Level II time limit expires without the issuance of the Superintendent's written reply, the association will arrange for a meeting between the association's representatives and the Board. This meeting will take place at the discretion of the committee but not later than fourteen (14) days after receipt of a written request from the association to bring the grievance to Level III. Upon conclusion of the hearings, the Board will provide the association their written decision within five (5) calendar days.

(f) Level IV - Within twenty five (25) school days after receiving the written appeal, the Board of Education or a committee there from, shall meet with the aggrieved person and with the representatives of the Professional and Board committee for the purpose of resolving the grievance. The decision of the Board of Education shall be rendered in writing within five school days.

(g) Level V - Impasse Resolution

(1) If the Professional and Board committee, through the local association chooses not to accept the decision of the Board of Education, the Board and the Association shall be considered at impasse and the grievance may be submitted to fact-finding provided the written request of the Association is made within thirty (30) school days after the completion of Level II - Step Four.

(2) The selection of a fact-finder may be made by obtaining a mutually acceptable person. If a fact-finder cannot be agreed upon within ten (10) days after submission to fact-finding, a panel shall be selected. In either event, the time allocation of thirty (30) days for the fact-finder(s) to report its findings shall be followed.

(3) The decision of the fact-finder(s) shall conclude consideration of the grievance under these procedures.

(4) The cost of fact-finding shall be shared equally by both parties.

(h) Miscellaneous

(1) Group Grievance - If, in the judgment of the Association, a grievance affects a group or

class of teachers, the Association may submit such grievance in writing to the Superintendent directly and the processing of such grievance shall begin at Level II. The Association may process such a grievance through all levels of the grievance procedure even though the aggrieved person does not wish to do so.

(2) Forms - Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents shall be prepared jointly by the Superintendent and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.

(3) Grievance File - All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

Section 6. LENGTH OF WORK YEAR

The length of the work year shall be 184 working days.

Section 7. MANAGEMENT RIGHTS

(a) Subject only to the limitations contained in this agreement, the Board retains the exclusive right to manage its business including (but not limited to) the right to determine the methods and means by which its operations are to be carried on, to hire, assign, and direct the staff and to conduct its operations in an effective manner.

(b) As the legislative body charged with the operation of the Southern Valley Schools, it is acknowledged that the Board has the final responsibility of establishing the educational policies of Southern Valley Schools.

Both the Board and the Association agree this contract constitutes a complete agreement on all matters and if other proposals have been made or considered, they have been withdrawn in consideration of this contract.

**SOUTHERN VALLEY SCHOOLS
BOARD OF EDUCATION**

**SOUTHERN VALLEY EDUCATION
ASSOCIATION**

BY: _____

BY: _____

DATE: _____

DATE: _____

Students in school-sponsored and/or extracurricular activities may not engage in the following conduct: Possession, use, distribution, or being at parties in the presence of alcohol, illicit drugs, tobacco, or controlled substances, or any lookalike or imitations thereof, without parental supervision, or being under the influence of alcohol, illicit drugs, tobacco, or controlled substances, or any lookalike or imitations thereof. "Lookalike or imitations" means substances such as K2 and products like electronic cigarettes, vapor pens, etc. (Note: the term "under the influence" for school purposes has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol on the breath or person of a student; also, it includes being impaired by reason of the use or abuse of any substance for the purpose of inducing a condition of intoxication, stupefaction, depression, giddiness, paralysis, inebriation, excitement, or irrational behavior, or in any manner changing, distorting, or disturbing the auditory, visual, mental, or nervous processes). This policy will take affect for a student entering the first day of school in 7th grade and last 365 days a year until the last Activity/Athletic event day of the student's senior year.

1st Offense

- 45 School Day Suspension from all Activities/Athletics from the date of discovery which can be reduced to 40 school days if the student self-reports.
- 4 hours of community service at Southern Valley School District
- 365 Day Suspension from all dances & royalty at Southern Valley School District

2nd Offense

- 90 School Day Suspension from all Activities/Athletics from the date of discovery which can be reduced to 85 school days if the student self-reports
- Student must get a Drug/Alcohol Evaluation by a certified professional and provide documentation of that to the school. If treatment is recommended it must be started before the student can return to participation
- 12 hours of community service at Southern Valley School District
- 365 Day Suspension from all dances & royalty at Southern Valley School District

3rd Offense

- 365 day suspension from all Activities/Athletics from the date of discovery
- Student must get a Drug/Alcohol Evaluation by a certified professional and provide documentation of that to the school. If treatment is recommended it must be completed or in the process of completion before the student can return to participation.
- 20 Hours of community service at Southern Valley School District
- 365 Day Suspension from all dances and royalty at Southern Valley School District.

4th Offense

- Lifetime ban of participating in Activities/Athletics at Southern Valley School District
- Lifetime ban from all dances and royalty at Southern Valley School District

****If the suspension is not completed or the offense occurs in the summer the suspension will carry over to the next school year*****

Southern Valley Schools 2019-2020

Aug 12- Teacher Workday/Inservice

Aug 13- Teacher Workday/Inservice

Aug 14- Teacher Workday/Inservice

Aug 15- First Day of School
(Friday Dismissal Schedule)

AUGUST '19						
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 '19

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 2- Labor Day
(No School)

Sept 18- PT Conf (2:30-7:30)
(12:30 Dismissal)

Oct 7- In-Service at ESU 11
(No School)

Oct 17- End of 1st Quarter (43)

Oct 18- Fall Break

Oct 21- Start of 2nd Quarter

OCTOBER '19						
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 '19

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 8 – Teacher In-service

Nov 27- 12:30 Dismissal

Nov 28-29- Thanksgiving Break
(No School)

Dec 13- SV WR Invite
(No School)

Dec 20- End of 2nd Quarter (46)
(Friday Dismissal)

Dec 22-26- NSAA Moratorium
First Semester- 89 Total Days

DECEMBER '19						
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				

JANUARY '20

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 6- Teacher Workday/Inservice
(No School)

Jan 7- School Resumes

Feb 13- PT Conf (2:30-7:30)
(12:30 Dismissal)

Feb 14- Spring Break

Feb 21- Spring Break
(No School)

FEBRUARY '20						
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

MARCH '20

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 6- Spring Break
(No School)

Mar 12- End of 3rd Quarter (45)

Mar 13- Spring Break
(No School)

Mar 16- Start of 4th Quarter

April 10- Easter Break
(No School)

April 13- Easter Break
(No School)

APRIL '20						
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 '20

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 2- Graduation 1:00

May 11- SV JH Invite
(2:30 Dismissal)

May 19- Last Day of School

May 19- End of 4th Quarter (43)

May 20- Teacher Workday

Second Semester- 88 Total Days

#SVNATION

The teachers received \$200 on their base, which is an increase of .5%. Most teachers, unless maxed out, receive an additional 4%. So for most younger teachers, they will receive a 4.5% increase.

I recommend, that all salaried employees, (Admin, Lindin, Greg, Leighton, and Jared) receive a 2.5% increase.

I recommend that all hourly people receive a 2.5% increase in their hourly rate as well.

This would be for the 2019-2020 school year.

School District	Supt Salary 18-19	Supt Salary 19-20	Years Experience	Elem Principal	Years Experience	HS Principal	Years Experience
Southern Valley	\$125,000.00		7	\$103,000.00	11	\$85,000.00	1
Alma	\$143,143.00		15	N/A	N/A	\$92,000.00	1
Arapahoe	\$111,000.00		3	N/A	N/A	\$101,280.00	30
Axtell	\$127,200.00		5	N/A	N/A	\$90,000.00	1
Bridgeport	\$160,780.00		10	\$91,800.00	6	\$91,000.00	2
Cambridge	\$128,000.00		10	N/A	N/A	\$100,600.00	6
Centura	\$130,000.00		1	\$93,109.00	11	\$92,694.00	8
Perkins County Schools	\$135,000.00		4	\$82,193.00	8	\$103,372.00	10
Ravenna	\$130,246.00		10	\$93,000.00	4	\$98,650.00	3
Average	\$132,263.22		7.222222222	\$92,620.40	8	\$94,955.11	6.888888889