

Board of Education Regular Meeting
Monday, October 10, 2022 8:00 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. CONSENT AGENDA

2.1. Publication of Notice Verification

2.2. Notes Regarding Agenda/Additions

2.3. Approval of Agenda

2.4. Approval of Prior Minutes

2.5. Committee Reports

2.6. Financial/Expenditure Reports

3. RECOGNITION OF VISITORS

3.1. Public Comment

4. DISCUSSION ITEMS

4.1. PK-6 Principal's Report

4.2. 7-12 Principal's Report

4.3. AD Report

4.4. Superintendent's Report

4.5. New School Funding Bill

5. BUSINESS ITEMS

5.1. Approval of Claims

5.1.1. General Fund Checks for Approval

5.1.2. Nutrition Fund Checks for Approval

5.1.3. Activity Fund Checks for Approval

5.1.4. Building Fund Checks for Approval

5.1.5. Bond Fund Checks for Approval

5.1.6. QCPUF Checks for Approval

5.2. Heating Tubes for Bus Barn

5.3. Early Retirement Incentive program

5.4. Concussion Protocol Administrative Guideline

5.5. Secretary and Custodian Pay Schedules

5.6. Executive Session (negotiations)

5.7. Transfer to Athletic Fund

6. NEXT MEETING

7. MOTION TO ADJOURN

Board of Education Meeting
September 12, 2022 at 7:30 PM
Conference Room at the Southern Valley Schools Junior/Senior High School Building,
Oxford, Nebraska

The 2022-2023 Budget Hearing opened at 7:35 pm. Discussion was held regarding the reasoning for the amounts on the budget. The general operating expenses will be higher for the year with all costs being up. Budget Hearing closed at 7:42 pm.

The 2022-2023 Hearing for Tax Request opened at 7:42 pm. Discussion was held on property valuations being up in surrounding counties. Hearing to set the final tax request closed at 7:49 pm.

The regular meeting of the Southern Valley Board of Education was called to order by President Ryan Hunt at 7:49 pm. The roll was called and the following members were present: Craig Baily, Todd Brown, Steve Hunt, Mike Stalder and Mike Taylor. Others present: Superintendent, Bryce Jorgenson, Secondary Principal, Josh Lanik, Elementary Principal, Mark Grove and Activities Director, Ashley Blickenstaff.

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.

Discussion was held regarding the August 8th meeting minutes. The minutes state that there was to be transfers from the General Fund to the Activities and Depreciation Funds and the Board only voted to proceed with the transfer to the Activities Fund and not the Depreciation Fund. The transfer that was done at the bank will be corrected. Motion to approve the consent agenda with a correction to the August 8th meeting minutes regarding the transfer to the Depreciation Fund passed with a motion by Mike Taylor and a second by Mike Stalder.

Craig Baily	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Mike Taylor	Yes
Mike Stalder	Yes

Time was allowed for public comment. No public comment.

Elementary Principal, Mark Grove was excited to report that the elementary has 220 students enrolled in grades PreK-6th grades. It has been quite a few years since there has been over 200 students. The elementary students have been doing their NSCAS, MAP's and Dibels Testing and will have reports for parents at Parent Teacher Conferences September 14th. The elementary library will also be having the Book Fair the week of September 12th-16th.

Secondary Principal, Josh Lanik reported that there has been nine new students enroll since the August meeting for a total of 153 in grades 7-12. The high school students have also been doing their NSCAS/NWEA testing. The results of these tests are used to see where the students need to be using their Tutorial time. Next week will be homecoming week with the theme being USA and Tom Tudor who was a guard at the Tomb of the Unknown Soldier will be giving a presentation on September 21st. Mr. Lanik mentioned that if students are on the ICU/Missing Assignments list, he will be calling or emailing home to notify the parents/guardians. The building principals will begin monitoring teachers this week and doing evaluation next week.

Activities Director, Ashley Blickenstaff reported that all four of the fall sports teams are underway with busy schedules. With the low volleyball numbers, there will be a limited number of JV sets/games and may not be participating in the tournaments. As well as athletics, the activities such as Mock Trial, One Act, FFA and FPS have all begun their fall activities as well. There was discussion on why students are no longer allowed to follow the bus to the town that they live in if they are going through to a game. Some of the suggestions were that the students were not following the rules as they were intended; if most of the students get off in a particular town on the way home, it leaves the others to clean up the bus; riding together creates team unity; if the bus is stopping in town, it's that much more time that the students that did not get off in town have to wait before they are back to the school and can get home.

Superintendent, Bryce Jorgenson reported that the bus barn and weight room projects are complete. The playground equipment is set up but waiting on the fence and rubber to be finished which may not be until the first of October. There is a NASB meeting for school board members on September 21st in Kearney and the State Convention will be in Omaha again in November. The car and suburban have been repaired from the hail damage and the van will be next.

A motion to approve the bills of the General Fund, Activity Fund, Nutrition Fund, Depreciation Fund and QCPUF provided by the administration passed with a motion by Mike Taylor and a second by Todd Brown.

Craig Baily	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Mike Taylor	Yes
Mike Stalder	Yes

A motion to approve the proposed 2022-2023 Budget passed with a motion by Steve Hunt and a second by Craig Baily.

Craig Baily	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Mike Taylor	Yes
Mike Stalder	Yes

A motion to approve the proposed 2022-2023 Tax Request with the General Fund having a tax rate of 0.7798, Bond Fund rate of 0.0588, Building Fund rate of 0.0288 and QCPUF rate of 0.0160 passed with a motion by Craig Baily and a second by Steve Hunt.

Craig Baily	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes
Mike Taylor	Yes
Mike Stalder	Yes

Discussion was held on purchasing a few more cameras from CEI Security and Sound to be placed in the library, on the playground and in the bus barn at a rate of \$8,568 for materials and installation. This is the same company that the other cameras in and around the building are from. A motion to approve purchasing additional cameras passed with a motion from Todd Brown and a second by Mike Stalder.

Craig Baily	Yes
Todd Brown	Yes
Steve Hunt	Yes
Ryan Hunt	Yes

Mike Taylor Yes
Mike Stalder Yes

Discussion was held on updating the pay scales for Administrative Assistants and Custodial/Maintenance Staff to resemble the new Paraprofessional pay scale for more uniform pay rates. There was time spent looking at other school rates to make sure we are comparable. A motion to approve the new pay scale failed with a motion by Todd Brown and no second. A motion to table the pay scale discussion until a future meeting passed with a motion by Steve Hunt and a second by Craig Baily.

Craig Baily Yes
Todd Brown Yes
Steve Hunt Yes
Ryan Hunt Yes
Mike Taylor Yes
Mike Stalder Yes

A motion to approve the following signers and removal of Stacey Shafer at South Central State Bank for the following accounts:
General Fund-Ryan Hunt, Todd Brown, Steve Hunt, Craig Baily, Mike Taylor, Mike Stalder, Bryce Jorgenson and Dana Gesick
Nutrition Fund-Ryan Hunt, Todd Brown, Steve Hunt, Craig Baily, Mike Taylor, Mike Stalder, Bryce Jorgenson and Dana Gesick
Activity Fund-Ryan Hunt, Todd Brown, Steve Hunt, Craig Baily, Mike Taylor, Mike Stalder, Bryce Jorgenson and Dana Gesick
QCPUF Fund-Ryan Hunt, Todd Brown, Steve Hunt, Craig Baily, Mike Taylor, Mike Stalder, Bryce Jorgenson and Dana Gesick
Cafeteria 125-Ryan Hunt, Todd Brown, Steve Hunt, Craig Baily, Mike Taylor, Mike Stalder, Bryce Jorgenson and Dana Gesick
Depreciation Fund-Ryan Hunt, Todd Brown, Steve Hunt, Craig Baily, Mike Taylor, Mike Stalder, Bryce Jorgenson and Dana Gesick
General Clearing-Ryan Hunt, Todd Brown, Steve Hunt, Craig Baily, Mike Taylor, Mike Stalder, Bryce Jorgenson and Dana Gesick
General Special- Ryan Hunt, Todd Brown, Steve Hunt, Craig Baily, Mike Taylor, Mike Stalder, Bryce Jorgenson and Dana Gesick
Sinking Fund-Ryan Hunt, Todd Brown, Steve Hunt, Craig Baily, Mike Taylor, Mike Stalder, Bryce Jorgenson and Dana Gesick.
Bond Fund-Ryan Hunt, Todd Brown, Steve Hunt, Craig Baily, Mike Taylor, Mike Stalder, Bryce Jorgenson and Dana Gesick passed with a motion by Steve Hunt and a second by Mike Stalder.

Craig Baily Yes
Todd Brown Yes
Steve Hunt Yes
Ryan Hunt Yes
Mike Taylor Yes
Mike Stalder Yes

A motion to approve access and signers at South Central State Bank for the Cash Management system for Bryce Jorgenson and Dana Gesick passed with a motion by Steve Hunt and a second by Mike Stalder.

Craig Baily Yes
Todd Brown Yes
Steve Hunt Yes
Ryan Hunt Yes
Mike Taylor Yes
Mike Stalder Yes

A motion to approve the addition of Dana Gesick and the removal of Stacey Shafer from the SV Memorial Scholarship savings account and CD's at Banner Capital Bank passed with a motion by Steve Hunt and a second by Mike Stalder.

Craig Baily Yes
Todd Brown Yes
Steve Hunt Yes
Ryan Hunt Yes
Mike Taylor Yes
Mike Stalder Yes

The next regular meeting is scheduled for October 10th, 2022 at 8:00 pm.

Meeting adjourned at 9:03 pm with a motion by Mike Taylor and a second by Craig Baily.

Dated this 14th day of September, 2022.

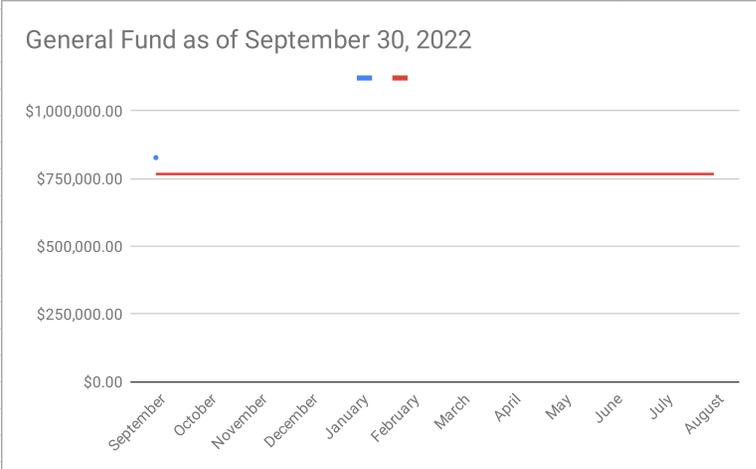
FURNAS COUNTY SCHOOL DISTRICT #540

A/K/A SOUTHERN VALLEY SCHOOLS

BY: Ryan Hunt, PRESIDENT

ATTEST: Stacey Shafer, Recording Secretary

	Monthly Spent	Monthly Budget	Amount Remaining
September	\$827,077.29	\$766,604.00	-\$60,473.29
October		\$766,604.00	\$766,604.00
November		\$766,604.00	\$766,604.00
December		\$766,604.00	\$766,604.00
January		\$766,604.00	\$766,604.00
February		\$766,604.00	\$766,604.00
March		\$766,604.00	\$766,604.00
April		\$766,604.00	\$766,604.00
May		\$766,604.00	\$766,604.00
June		\$766,604.00	\$766,604.00
July		\$766,604.00	\$766,604.00
August		\$766,604.00	\$766,604.00
Total	\$827,077.29	\$9,199,248.00	\$8,372,170.71

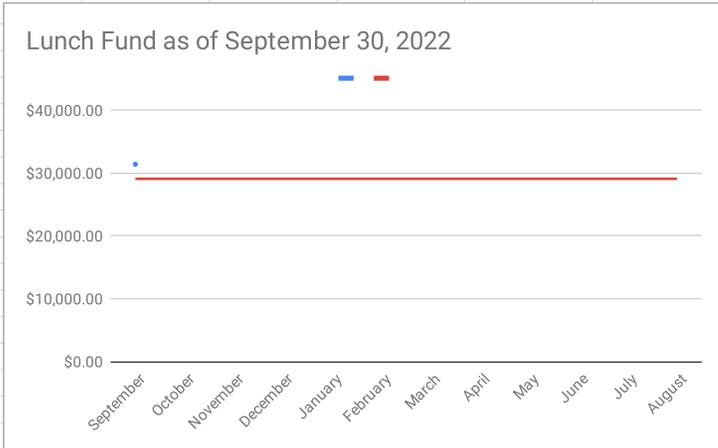


	Budget	Revenue	Difference
September			\$0.00
October			\$0.00
November			\$0.00
December			\$0.00
January			\$0.00
February			
March			
April			
May			
June			
July			
August			

Totals	\$827,077.29	\$9,199,248.00	\$8,372,170.71
% Totals	8.99%		91.01%

September	8.33%
October	16.67%
November	25.00%
December	33.33%
January	41.67%
February	50.00%
March	58.33%
April	66.67%
May	75.00%
June	83.33%
July	91.67%
August	100.00%

	Monthly Spent	Monthly Budget	Amount Remaining
September	\$31,404.80	\$29,083.00	-\$2,321.80
October		\$29,083.00	\$29,083.00
November		\$29,083.00	\$29,083.00
December		\$29,083.00	\$29,083.00
January		\$29,083.00	\$29,083.00
February		\$29,083.00	\$29,083.00
March		\$29,083.00	\$29,083.00
April		\$29,083.00	\$29,083.00
May		\$29,083.00	\$29,083.00
June		\$29,083.00	\$29,083.00
July		\$29,083.00	\$29,083.00
August		\$29,083.00	\$29,083.00



	Budget	Revenue	Difference
September			\$0.00
October			\$0.00
November			\$0.00
December			\$0.00
January			\$0.00
February			
March			
April			
May			
June			
July			
August			

Totals	\$31,404.80	\$349,007.00	\$288,508.20
% Totals	9.00%	100.00%	82.67%
September		8.33%	
October		16.67%	
November		25.00%	
December		33.33%	
January		41.67%	
February		50.00%	
March		58.33%	
April		66.67%	
May		75.00%	
June		83.33%	
July		91.67%	
August		100.00%	

October Board Meeting

Enrollment went down 1.

Past Events

P/T Conf had over 95% attendance rate.

Book Fair did very well.

Congratulations to the following students for representing SV Elementary Student Council:
Haisley McQuiston, Houston Hunt, Wyatt Rice, Lauren Quinn,
Cohen Wright, Lillian Whitney, Beckett Ehrke, and Maggie Rawson.

Congratulations to the new SV Elementary Quiz Bowl Team. Maggie Rawson, Cohen Wright, Hadleigh Wasenius, Kyson Bose, Hazel Bantam , Max Lanik , Hunter Lans, Wyatt Rice. They got 2nd place at the Holdrege Invite.

The OVFD did fire safety with the students(Pre-K - 2). They also gave rides firetruck rides. Thank them for their service and for taking the time to do this.

Upcoming Events

Oct. 11	Ribbon Cutting for the new playground
Oct. 12	Teacher In-Service - 2-hour late start 1,2, 4, and 5th going to the Pumpkin Patch
Oct. 13	End of First Quarter
Oct. 14	No School- Fall Break
Oct. 19	SV Elementary Quiz Bowl Invitational
Oct. 20	Report cards and last year NSCAS results from last year will be sent home
Oct. 31	Halloween Party

7-12 Principal Board Report
October, 2022

- NSCAS/NWEA Testing
- Edgenuity & Sustained Silent Reading (SSR)
- Homecoming Week
- Parent Teacher Conferences
- Teacher Evaluations have begun
- Career/College Fair in Cambridge (Oct 5)
- Apply 2 College Day for Seniors (Sep 28)

Superintendent Report
Board Meeting
October 10, 2022

1. Evacuation Drill
2. Play Ground
3. Annual Board Convention
4. Negotiations
5. Blue Cross Blue Shield
6. COOP Agreement

Board Report - Board

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 2	Fund Number 02	DEPRECIATION FUND	
Push Pedal Pull	344601 Depr	weights	27,352.00
Total Push Pedal Pull			<hr/> 27,352.00
Fund Number 02			<hr/> 27,352.00
Checking Account ID 2			<hr/> 27,352.00

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
Ag Valley Coop	162780 09252022	Fuel	5,610.85
Total Ag Valley Coop			5,610.85
Amazon Capital Services	1DTT-VHQT-4RMT	nurse supplies	50.31
Amazon Capital Services	1KHH-7LHV-93JF	books	21.97
Amazon Capital Services	1MXN-MH71-N9WP	books	27.96
Amazon Capital Services	1QPH-9HKG-7F97	sports net elementary	27.95
Amazon Capital Services	1V7P-MKLG-CCVK	supplies	208.87
Amazon Capital Services	1XKK-WCWF-GXLM	woods tool	44.99
Amazon Capital Services	Amazon09262022	supplies	1.55
Total Amazon Capital Services			383.60
Apple Computer, Inc.	AJ33147442	computer	1,249.00
Total Apple Computer, Inc.			1,249.00
Bamford, Inc.	21546	maintenance fire sprinklers	400.00
Total Bamford, Inc.			400.00
Beaver City Municipal Plant	421000 09192022	utility	12.47
Total Beaver City Municipal Plant			12.47
Becker Brothers Feed	12825	water softener	84.50
Total Becker Brothers Feed			84.50
Bluffs Sanitary Supply	455831	paper supplies	1,427.91
Total Bluffs Sanitary Supply			1,427.91
Boarders Inn & Suites	F217676	SUI Training-Dana G	323.00
Total Boarders Inn & Suites			323.00
Builders	1459901	labor floor prep/instal	562.00
Total Builders			562.00
Carolina Biological Supply Company	51909487 RI	supplies	95.44
Total Carolina Biological Supply Company			95.44
Choral Tracks, LLC	26379	music teaching supplies	28.00
Total Choral Tracks, LLC			28.00
Coach Masters, Inc.	2872	Bus repairs	2,837.36
Total Coach Masters, Inc.			2,837.36
Cobra Midwest	1228	can liners	674.88
Total Cobra Midwest			674.88
Comdata Corporation	XE887 10012022	fuel	571.68
Total Comdata Corporation			571.68
Computer Hardware	149522	repairs	525.00
Computer Hardware	149526	repairs	525.00
Computer Hardware	149793	repairs	525.00
Computer Hardware	149794	repairs	525.00

Vendor Name	Invoice Number	Description	Amount
Computer Hardware	149803	repairs	525.00
Computer Hardware	149921	computer supplies	50.00
Total Computer Hardware			<u>2,675.00</u>
Computers Etc.	92131	cables/calculators	57.18
Total Computers Etc.			<u>57.18</u>
Cornhusker International Trucks- Lincoln	3380200	supplies	42.18
Cornhusker International Trucks- Lincoln	3380225	supplies	263.31
Total Cornhusker International Trucks- Lincoln			<u>305.49</u>
Cornhusker Intl Trucks, Inc.	3379795	bus maintenance supplies	73.28
Total Cornhusker Intl Trucks, Inc.			<u>73.28</u>
Crisis Prevention Institute, Inc	CUS0309740	training	4,249.00
Total Crisis Prevention Institute, Inc			<u>4,249.00</u>
Decker Equipment	494333A	SPED supplies	2,799.49
Total Decker Equipment			<u>2,799.49</u>
Dish Network	4465 09202022	dish	216.36
Total Dish Network			<u>216.36</u>
Eakes Office Products Gi	8565677-1	copier repair	35.00
Total Eakes Office Products Gi			<u>35.00</u>
Esu #11	4213	Overdrive subscription	214.27
Total Esu #11			<u>214.27</u>
Felzien, Jen	Felzien 09/30/2022	mileage	245.00
Total Felzien, Jen			<u>245.00</u>
Frontier Communications	2222-082595-2 090722	phone	466.87
Frontier Communications	9966-072802-2 090722	phone	207.79
Total Frontier Communications			<u>674.66</u>
General Glass Company, Inc.	10032022	window glass	46.00
Total General Glass Company, Inc.			<u>46.00</u>
Grafton & Associates	4220-05	workshop	10.00
Total Grafton & Associates			<u>10.00</u>
Harlan County Journal	2900 08312022	meeting notice/minutes	14.82
Total Harlan County Journal			<u>14.82</u>
HireRight Solutions Inc.	P1126893	background screening	233.10
Total HireRight Solutions Inc.			<u>233.10</u>
Home Depot Pro	7063396595	Custodial supplies	23.05
Home Depot Pro	706900149	Custodial supplies	25.90
Home Depot Pro	707634341	Custodial supplies	25.90
Total Home Depot Pro			<u>74.85</u>

Vendor Name	Invoice Number	Description	Amount
HomeTown Leasing	09302022	Copier lease	3,354.16
Total HomeTown Leasing			<u>3,354.16</u>
Huerta, Jason	Huerta 10032022	reimburse teaching supplies	21.20
Total Huerta, Jason			<u>21.20</u>
Husker Hardware LLC	839	Custodial Supplies	697.70
Total Husker Hardware LLC			<u>697.70</u>
Innovative Office Solutions, LLC	CIN109393	General supplies	260.21
Innovative Office Solutions, LLC	IN3924964	general supplies	21.42
Innovative Office Solutions, LLC	IN3948398	general supplies	69.30
Total Innovative Office Solutions, LLC			<u>350.93</u>
Inspire Rehabilitation	INV-05220	PT	451.95
Total Inspire Rehabilitation			<u>451.95</u>
J W Pepper & Son Inc.	364465239	supplies	4.50
Total J W Pepper & Son Inc.			<u>4.50</u>
Jeff Lange Counseling LLC	1 10/08/2022	Counseling Services	2,748.78
Total Jeff Lange Counseling LLC			<u>2,748.78</u>
JENNIFER SCHUTZ,OTR/L	956375 09302022	OT	3,271.48
Total JENNIFER SCHUTZ,OTR/L			<u>3,271.48</u>
Kelley's Super Market Inc	2221 09142022	fcs teaching supplies	132.71
Kelley's Super Market Inc	2222 10012022	General supplies	101.70
Total Kelley's Super Market Inc			<u>234.41</u>
Lord's Inc.	128282	washer repair	186.95
Total Lord's Inc.			<u>186.95</u>
MCI	4723 09162022	telephone	137.34
Total MCI			<u>137.34</u>
Menards	41285	supplies	111.70
Menards	41292	supplies	49.99
Menards	41311	supplies	79.67
Menards	8524	Custodial supplies	144.56
Total Menards			<u>385.92</u>
Mid-States Automation & Control, Inc.	72-1775	repairs	542.00
Total Mid-States Automation & Control, Inc.			<u>542.00</u>
Midamerican Research Chemical	0771858-IN	custodial supplies	587.60
Total Midamerican Research Chemical			<u>587.60</u>
NASB	INV-11141-N5X8H5	Jorgenson Conference	364.00
NASB	INV-11142-H0K6K4	Board Conference 2022	2,184.00
Total NASB			<u>2,548.00</u>
Nash, Tonya	Nash 08312022	August Mileage Reimbursement	64.50

Vendor Name	Invoice Number	Description	Amount
Nash, Tonya	Nash 092022	mileage reimbursement	75.25
Total Nash, Tonya			<u>139.75</u>
NCSA	2022-23	Jorgenson renewal 2022-23	335.00
Total NCSA			<u>335.00</u>
Omaha World-Herald	1369655 09222022	newspaper subscription	111.65
Total Omaha World-Herald			<u>111.65</u>
One Call Concepts, Inc.	2090701	locate fee	2.78
Total One Call Concepts, Inc.			<u>2.78</u>
One Source	4321-20220930	background checks	135.00
Total One Source			<u>135.00</u>
Oxford Utilities	7704 09302022	utility	661.35
Oxford Utilities	7914 09202022	bus barn	34.66
Total Oxford Utilities			<u>696.01</u>
Pitney Bowes, Inc.	1021533341	Postage meter	198.00
Total Pitney Bowes, Inc.			<u>198.00</u>
Pitney Bowes	4369 09232022	postage	38.59
Total Pitney Bowes			<u>38.59</u>
Platte Valley Communications	072200038	radio maintenance	567.28
Total Platte Valley Communications			<u>567.28</u>
Reliable Pest Control	38244	pest control	190.00
Total Reliable Pest Control			<u>190.00</u>
S & W Auto Parts	092822	min svc charge	10.00
S & W Auto Parts	371-739943	auto supplies	22.97
S & W Auto Parts	371-740576	supplies	59.45
S & W Auto Parts	371-740774	supplies	23.96
S & W Auto Parts	371-740921	supplies	12.42
S & W Auto Parts	371-740926	supplies	25.49
S & W Auto Parts	371-740948	supplies	63.96
S & W Auto Parts	371-741122	supplies	15.98
S & W Auto Parts	371-741157	supplies	95.88
S & W Auto Parts	371-741173	supplies	47.97
S & W Auto Parts	371-741178	supplies	5.99
S & W Auto Parts	371-741268	supplies	63.96
Total S & W Auto Parts			<u>448.03</u>
S&S Worldwide	IN101071764	teaching supplies	23.58
Total S&S Worldwide			<u>23.58</u>
Schmidt, Leighton	Schmidt 09072022	August bill	80.20
Schmidt, Leighton	Schmidt 09202022	CDL renewal	65.00
Schmidt, Leighton	Schmidt 10042022	September bill	80.13
Total Schmidt, Leighton			<u>225.33</u>

Vendor Name	Invoice Number	Description	Amount
Sinclair Oil Corporation	737 5058 09/28/2022	fuel	4,401.44
Total Sinclair Oil Corporation			4,401.44
Software Unlimited, Inc	2022090-02	subscription add on	577.00
Total Software Unlimited, Inc			577.00
SPORTS SAFE Testing Service	12240	Aug Screening	588.00
Total SPORTS SAFE Testing Service			588.00
TAESE/USU	TriSt_44	Tri-State Conference - Jorgenson	250.00
TAESE/USU	TriSt_69	Tri State Conference - Emily McDonald	250.00
Total TAESE/USU			500.00
Teacher Synergy LLC	206537432	teaching supplies	23.49
Total Teacher Synergy LLC			23.49
Twin Valley Automotive LLC	1658	bus repair	1,455.88
Twin Valley Automotive LLC	1664	vehicle maintenance	745.96
Total Twin Valley Automotive LLC			2,201.84
Twin Valleys Public Power	729 10/06/2022	utilities	14,200.77
Total Twin Valleys Public Power			14,200.77
TwoPturf, LLC	3885	Turf Care Program	2,270.42
Total TwoPturf, LLC			2,270.42
U.S. Bank	2836 09062022	cc charges	76.60
U.S. Bank	2836 10062022	cc charges	2,778.22
Total U.S. Bank			2,854.82
Valley Voice	30185	notices	391.33
Valley Voice	36957	legal notice	264.00
Total Valley Voice			655.33
Verizon Wireless	9915907427	phone	80.02
Total Verizon Wireless			80.02
VVS Inc	3600:4629021	General supplies	278.20
Total VVS Inc			278.20
Wells Fargo Card Services	0867 09/22/2022	cc charges device license	12.36
Wells Fargo Card Services	0875 09222022	cc charges	909.57
Total Wells Fargo Card Services			921.93
Woodward's Disposal Service, Inc.	NO9087-2879	shredder	40.00
Total Woodward's Disposal Service, Inc.			40.00
Yanda's Music And Pro Audio	609705	teaching supplies	16.18
Yanda's Music And Pro Audio	611888	teaching supplies	100.05
Yanda's Music And Pro Audio	613476	teaching supplies	8.99
Total Yanda's Music And Pro Audio			125.22
Fund Number 01			74,536.59

Board Report - Board

Invoice Number

Description

Amount

Checking Account ID 1

74,536.59

Board Report - Board

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 6	Fund Number 06	NUTRITION FUND	
Cash-wa Distributing	13508990	food/supplies	2,163.05
Cash-wa Distributing	13517819	food	2,457.45
Cash-wa Distributing	13524277	food	59.80
Cash-wa Distributing	135258224	supplies/food	2,376.22
Cash-wa Distributing	13534860	food	2,242.62
Total Cash-wa Distributing			<u>9,299.14</u>
Hogeland's Market	228 10/01/2022	food/supplies	51.17
Total Hogeland's Market			<u>51.17</u>
Kelley's Super Market Inc	22222 10012022	food	36.42
Total Kelley's Super Market Inc			<u>36.42</u>
SV General	IN3904983 08192022	reimburse to general food/supplies	285.88
Total SV General			<u>285.88</u>
US Foods	3999630	supplies/food	1,507.48
US Foods	4176240	food	1,511.72
US Foods	4350070	supplies/food	1,283.94
US Foods	45218227	supplies/food	2,616.79
Total US Foods			<u>6,919.93</u>
Fund Number 06			<u>16,592.54</u>
Checking Account ID 6			<u>16,592.54</u>

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 5	Fund Number 05	ACTIVITY FUND	
24 Hour Tees	004088	VB tees	309.00
24 Hour Tees	004133	elementary quiz bowl tees	244.00
Total 24 Hour Tees			<u>553.00</u>
Ag Valley Coop	16278509252022	concessions	144.45
Total Ag Valley Coop			<u>144.45</u>
Alma Public Schools	XC 09062022	XC Fees	77.00
Total Alma Public Schools			<u>77.00</u>
Arapahoe-Holbrook Public School	XC 09152022	XC Fees	90.00
Total Arapahoe-Holbrook Public School			<u>90.00</u>
Bailey, Beau	Bailey FB09232022CG	FB 09232022 Chain Gang	25.00
Total Bailey, Beau			<u>25.00</u>
Balcom, Diane	Balcom 09272022	VB Official 09272022	150.00
Total Balcom, Diane			<u>150.00</u>
Ballou, Brad	Ballou FB 09282022	FB Official 09282022	80.00
Ballou, Brad	BALLOU10032022	FB Official 10032022	180.00
Total Ballou, Brad			<u>260.00</u>
Borden, Brian	Borden 10062022	VB Official 10062022	300.00
Total Borden, Brian			<u>300.00</u>
Bose, Kristyn	Bose Kristyn 091022	VB Books x 3	60.00
Bose, Kristyn	Bose09232022	FB V Clock 09232022	30.00
Bose, Kristyn	BoseKristyn 091722	VB Books x 2	40.00
Total Bose, Kristyn			<u>130.00</u>
Bose, Montey	Bose FB 09232022 CG	FB 09232022 CG	25.00
Total Bose, Montey			<u>25.00</u>
Brown, Trevor	BrownT FB0922022CG	FB 09232022 Chain Gang	25.00
Total Brown, Trevor			<u>25.00</u>
BSN Sports LLC	918261235	Tees VB	315.44
Total BSN Sports LLC			<u>315.44</u>
Burgeson, Colton	BurgesonC 09232022CG	FB 09232022 Chain Gang	25.00
Total Burgeson, Colton			<u>25.00</u>
Burgeson, Dalton	BurgesonD FB92322CG	FB 09232022 Chain Gang	25.00
Total Burgeson, Dalton			<u>25.00</u>
Cambridge Public Schools	XC 09022022	XC Fees	180.00
Total Cambridge Public Schools			<u>180.00</u>
Cash-wa Distributing	13508725	concessions supplies	1,367.89

Vendor Name	Invoice Number	Description	Amount
Cash-wa Distributing	13518175	concessions supplies	604.95
Cash-wa Distributing	13526557	concessions supplies	913.07
Cash-wa Distributing	13535788	concessions supplies	294.18
Total Cash-wa Distributing			3,180.09
Centricity	137743-1	FCCLA TEE	18.59
Total Centricity			18.59
Cozad Public School	SB09102022	Cozad SB Tournament	100.00
Total Cozad Public School			100.00
Ellis, Zane	Ellis, Z FB 09282022	FB Official 09282022	80.00
Total Ellis, Zane			80.00
Elm Creek Public School	Elm Creek 11082022	Elm Creek One Act Festival	100.00
Elm Creek Public School	VB09012022	VB Invite	100.00
Total Elm Creek Public School			200.00
FCCLA District 11	FCCLA09282022	District Leadership Fee	40.00
Total FCCLA District 11			40.00
Franklin High School	XC 09202022	XC Fee	80.00
Total Franklin High School			80.00
Freeman, Dustin	Freeman 10062022	FB Official 10062022	350.00
Total Freeman, Dustin			350.00
Georgia's D'jing	Georgia 09232022	HoCo 22 DJ	250.00
Total Georgia's D'jing			250.00
Gothenburg High School	SB 10032022	SB entry fee	85.00
Total Gothenburg High School			85.00
Grafton & Associates	10012022	State/national dues	1,062.00
Total Grafton & Associates			1,062.00
hex and the hive, The	17	XC Tshirts	120.00
hex and the hive, The	22	FFA Tshirts	884.00
Total hex and the hive, The			1,004.00
Holdrege Public School	QB10062022	Quiz Bowl	50.00
Total Holdrege Public School			50.00
Image Tech & Printing	9614	Fall Sports Order	2,715.00
Total Image Tech & Printing			2,715.00
ImPACT Applications Inc	20223937	1 Yr Subscription	462.00
Total ImPACT Applications Inc			462.00
Kelley's Super Market Inc	2222 10012022 Act	SB meal supplies	62.35
Kelley's Super Market Inc	22227 10012022	FFA	98.76
Total Kelley's Super Market Inc			161.11

Vendor Name	Invoice Number	Description	Amount
Lexington High School	XC 09062022	XC Fee	140.00
Total Lexington High School			140.00
Linner's Pumpkin Patch	10/07/2022	1st-5th pumpkin patch	666.00
Total Linner's Pumpkin Patch			666.00
Loos, Richard	Loos SB 09272022	SB Official 09272022	238.00
Total Loos, Richard			238.00
Maaske, Darren	Maaske FB 10062022	FB Official 10062022	350.00
Total Maaske, Darren			350.00
Mayo, Jerilyn	Mayo VB09152022	VB Lines 09/15/2022	90.00
Total Mayo, Jerilyn			90.00
Medicine Valley High School	XC 08252022	XC Fees 08252022	45.00
Total Medicine Valley High School			45.00
Moritz, Todd	Moritz SB 09272022	SB Official 09272022	238.00
Total Moritz, Todd			238.00
Nebraska FFA Asociation	823	State Fair	25.00
Total Nebraska FFA Asociation			25.00
Oxford Locker	60069	sb meal	211.43
Total Oxford Locker			211.43
Paulsen, John	Paulsen 10032022	FB Official 10032022	180.00
Total Paulsen, John			180.00
Pepsi Cola Bottling Co	20904506	concessions	381.00
Pepsi Cola Bottling Co	23885456	supplies	315.22
Pepsi Cola Bottling Co	25800306	concessions supplies	651.40
Total Pepsi Cola Bottling Co			1,347.62
Polston, Terry	Polston 10032022	FB Official 10032022	180.00
Polston, Terry	Polston FB 09282022	JH FB Official 09282022	80.00
Total Polston, Terry			260.00
Push Pedal Pull	344601	weights	15,000.00
Total Push Pedal Pull			15,000.00
Republican Valley Animal Center PC	09302022 FFA	FFA Exp	120.16
Total Republican Valley Animal Center PC			120.16
rSchoolToday	80215	activity scheduler/training	540.00
Total rSchoolToday			540.00
Scholastic Book Fairs-8	W5154270BF	Book Fair	2,251.48
Total Scholastic Book Fairs-8			2,251.48
Silver Lake High School	JHVB10012022	Silver Lake JH VB Tourney	50.00
Silver Lake High School	V*JHVB10012022	Silver Lake JH VB Tourney	(50.00)

Board Report - Board

Vendor Name	Invoice Number	Description	Amount
Silver Lake High School	VB 10012022	Silver Lake JH VB Tournament	50.00
Total Silver Lake High School			50.00
Stalder, Heather	Stalder 08302022	VB JV/V CLOCK 08302022	35.00
Stalder, Heather	Stalder 09012022	VB JV/V Clock 09012022	35.00
Stalder, Heather	Stalder 09022022	FB Golf Cart 09022022	15.00
Stalder, Heather	Stalder 09152022	VB x 2 clock 09152022	40.00
Stalder, Heather	Stalder 09272022	VB JV/V CLOCK 09272022	35.00
Total Stalder, Heather			160.00
SV General	14JJ-MRHF-11HM	reimburse to General for 1st aid kit	94.78
SV General	1FNT-7V1P-GFF1	reimburse athletic medical supplies	86.47
Total SV General			181.25
Tiny Eagles Learning Center	Tiny Eagles 09192022	Concessions purchase	239.68
Total Tiny Eagles Learning Center			239.68
U.S. Bank	2836 09062022 ACT	CC CHARGES	64.19
U.S. Bank	2836 10062022 Act	cc charges	3,989.00
Total U.S. Bank			4,053.19
Upper Niobrara White NRD	09212022 FFA	registration range judging	35.00
Total Upper Niobrara White NRD			35.00
Varsity Spirit Fashions	84500600	uniform	90.45
Total Varsity Spirit Fashions			90.45
Wells Fargo Card Services	0909 09222022 Act	cc charges	390.74
Total Wells Fargo Card Services			390.74
Fund Number 05			39,065.68
Checking Account ID 5			39,065.68

Board Report - Board

Vendor Name	Invoice Number	Description	Amount
Checking Account ID 8	Fund Number 08	BUILDING FUND	
Banner Capital Bank	Leasing 11/15/2022	Leasing Facilities Interest	7,666.67
Total Banner Capital Bank			<hr/> 7,666.67
General Fund Clearing Account	150392	concrete/Mark Bishop	3,403.16
Total General Fund Clearing Account			<hr/> 3,403.16
Fund Number 08			<hr/> 11,069.83
Checking Account ID 8			<hr/> 11,069.83



Day & Night Services, LLC
 605 Nebraska Ave.
 P.O. Box 357
 Arapahoe, NE 68922
 962-7710



Customer Bid Proposal

Client: Southern Valley School
 Attn: Greg Huerta
 43739 Hwy 89
 Oxford, NE 68967

Date: 10/3/2022

Address:

Phone: 308-920-0142

Email: greg.huerta@sveagles.org

We hereby submit the following bid for your consideration:

Install 2 – 30’ Ambi-Rad, 100,000btu LP tube heater’s Model# ES-100, all necessary gas line and thermostats. Provide all equipment, material and labor to make job complete.

Total Bid Price: \$8,664.50

Note: This proposal may be withdrawn by Day & Night Services, LLC if not accepted and signed by customer within 10 days.

Customer Acceptance

The above prices, specifications and conditions are satisfactory and are hereby accepted. Day & Night Services, LLC is authorized to do the work as specified. Payment must be made as outlined below.

Signature: _____

Date: _____

Payment by customer to be made as follows

Cash Check Credit Card * All credit card purchases over \$1,000.00 will be charged a 3.5% convenience fee.

60% down to begin job

\$5,198.70 due at time of signing bid, remaining balance due upon completion of job

All materials used are guaranteed as specified. All work to be completed in a professional manner according to standard practices. Any alteration or deviation from the above specifications which involves extra costs will be executed only written order and will become an extra charge over and above the estimate. All agreements are contingent upon accidents or delays beyond our control. Owner to carry fire, tornado and other necessary insurance. Our workers are fully covered by Workmen’s Compensation Insurance.

Day & Night Services, LLC Authorized Signature: J.R. Wernsman

Your Single Source Service Provider |



Council Bluffs / Omaha | Sioux City | Kearney | Sturgis | Lincoln | Denver

October 10, 2022

QUOTE NUMBER: Q2205378

MATT HODGSON

Rasmussen Mechanical Services
7200 Gibbon Road
Gibbon, NE 68840

GREG HUERTA

SOUTHERN VALLEY PUBLIC SCHOOLS
43739 HWY 89
OXFORD, Nebraska
68967

Proposal

Subject: Bus Barn Radiant Tube heat

Greg Huerta,

Rasmussen Mechanical Services is pleased to quote the following scope of work during normal working conditions unless specified otherwise in the scope below.

Inclusions:

- 2 - 100,000 BTU Propane heads
- 2 - 30' reflector packages
- 2 - Exhaust vents ran trough side wall or roof
- 2 - Fresh Air inlets
- Chain Kits
- Low Voltage Thermostats
- Gas Piping
- Labor

Exclusions:

- Electrical supplied by others

Clarifications:

Date of Acceptance

QUOTE NUMBER: Q2205378

Date of Acceptance

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 1st 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 31st 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 December 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 amount of benefits is based on the following year's insurance rates. The \$2,500 deductible retiree insurance rate for an employee, rounded to the nearest \$100 x 2 will be the rate.

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 October 10, 2022

EARLY RETIREMENT INCENTIVE PROGRAM APPLICATION AND AGREEMENT

This Agreement is made this _____ day of _____, between Southern Valley Public Schools, **Southern Valley School District** and _____.

RECITALS

1. The School District has established an Early Retirement Incentive Program (hereinafter referred to as the "Program") for the purpose of rewarding eligible certificated employees who are considering early separation or retirement in their employment plans;
2. Teacher desires to participate voluntarily in the Program;
3. Teacher has a full-time equivalency of 1.0 for the current school year;
4. Teacher has completed at least 10 consecutive years of credited service in the employment of the School District; and
5. Teacher is now 55 years of age or will be prior to August 31st after the school year of application (i.e. August 31, 2021 of the 2020-21 school year).

TERMS OF AGREEMENT

The parties, in consideration of the mutual covenants and stipulations set forth above, hereby agree as follows:

1. **INCORPORATION OF BOARD POLICY:** This Agreement is made pursuant to the Early Retirement Incentive Program Policy of the Board of Education. The provisions of that policy existing at the time this Agreement is signed are incorporated by this reference and made a part of this Agreement.

2. **TEACHER RESIGNATION:** Subject only to the Board of Education's approval of the Teacher's application to participate in the Program, the Teacher voluntarily, unconditionally, and irrevocably (1) resigns his/her teaching position with the School District effective at the end of the current school year; (2) waives any and all further notice or action by the Board of Education to terminate the Teacher's continuing contract; and (3) waives any and all rights the Teacher may have under NEB. REV. STAT. 79-824 to 842, as those statutes now exist or as they may be amended. The Teacher further authorizes the Board of Education to

advertise for and contract with a replacement certificated employee for the Teacher's position for the next school year. Approval of this Agreement by the Board of Education shall constitute an acceptance of the Teacher's resignation. The Teacher agrees that he/she may not be eligible for part-time or full-time employment at the School District if the Board approves Teacher's application to participate in the Program. While the School District may decide to employ the Teacher in some capacity after retirement (i.e. substitute teacher), the teacher agrees that the School District has no obligation to rehire the Teacher in any capacity at the School District. NOTE: Returning to work anywhere that participates in the Nebraska Public Employees' Retirement System (NPERS) within 180 days of your retirement may impact your ability to receive payments through NPERS. Please contact NPERS for further information.

3. **BENEFITS:** In consideration for the Teacher's resignation set forth in paragraph 2 above, the Teacher shall receive the following benefits:

- (a) **TOTAL AMOUNT OF BENEFITS:** The Teacher shall be paid the sum of \$15,000.
- (b) **PAYMENT OF BENEFITS:** The benefits to be paid to the Teacher shall be paid in two equal installments of \$7,500 each. The School District shall pay the first installment in September of the calendar year in which the Teacher resigns, and shall pay an installment in January of the following calendar years.

5. **BENEFICIARY DESIGNATION:** In the event of the Teacher's death after the effective date of resignation, any sum of money otherwise due to the Teacher under the terms of this Agreement will be paid to the following designated beneficiary pursuant to the provisions of this Agreement.

Beneficiary: _____

Address: _____

Social Security Number: _____

6. **TAX CONSEQUENCES:** Payments provided for under the Program have been determined to be taxable income for state and federal income tax purposes, will be treated as such, and will be reported as taxable retirement pay. The social security percentage and any other required state and federal withholdings will be subtracted from each payment to the participant in the Program.

7. **TEACHER'S VOLUNTARY ACT.** The Teacher acknowledges that he/she has had forty five (45) or more days to consider the ramifications of participation in the Program or hereby waives the same; that his/her participation

in the Program is voluntary; and that he/she was not coerced in any manner to participate in the Program. The Teacher acknowledges having been advised in writing by this Agreement to consult an attorney regarding his/her participation in the Program and execution of this Agreement.

8. WAIVER AND RELEASE OF CLAIMS: In consideration of the promises and payments specified in this Agreement, Teacher releases the School District and its officers, board members, administrators, employees, agents, representatives, successors, and assigns from all claims, demands, and actions, past or present, known or unknown, arising out of and/or related in any way, either directly or indirectly, to his or her employment with the School District, the termination of his or her employment, and/or any actions or occurrences taking place up to and including the date of execution of this Agreement, including but not limited to claims or rights under the Nebraska Wage Payment and Collection Act, Title VII of the Civil Rights Act of 1964, as amended, the Age Discrimination in Employment Act, the Civil Rights Act of 1866 and 1871, or any other Civil Rights Acts as amended, claims or rights under 42 U.S.C. § 1981, through and including 42 U.S.C. § 1988, the Americans with Disabilities Act, § 504 of the Rehabilitation Act, the Family Medical Leave Act of 1993, the Nebraska Act Prohibiting Unjust Discrimination Because of Age, all claims or rights relating to discrimination on the basis of age, race, color, religion, sex, disability, handicap, or national origin before the federal Equal Employment Opportunity Commission, the Nebraska Equal Opportunity Commission, and any state or federal court under any state or federal constitution, law, rule, or regulation, or claims or rights of whatever nature arising under any other state, federal, or local constitution, executive order, statute, regulation, or ordinance arising from his or her employment or contractual relations with the School District or his or her resignation of employment. Teacher represents that no claims have now been filed against the School District. Teacher acknowledges that nothing in this agreement prohibits Employee from filing a Complaint with the Equal Employment Opportunity Commission or any other similar state agency, the Occupational Safety and Health Administration, the Secretary of Labor or otherwise participating in matters pending before those agencies. However, in the event Teacher files such a charge or complaint, he or she shall be entitled to no relief, no reinstatement, no remuneration, no damages, no back pay, no front pay and no compensation whatsoever from the School District as a result of such charge or complaint, since Teacher has released and extinguished any right to such relief under this agreement. Teacher also releases all contract, tort, and common law claims, and claims for attorney's fees, costs and expenses. Teacher covenants not to institute any complaints or proceedings against the School District or any of the above-mentioned persons in the future with respect to any of the claims, demands, causes of action, or rights hereby released.

The Teacher understands and acknowledges that, by giving up claims against the School District, he/she also gives up any claims that he/she may have against its predecessors, successors, subsidiaries, and affiliates, and any and all

officers, directors, employees, and agents of the School District arising out of any actions, conduct, decisions, behavior, omissions, or events occurring up to the date hereof. Such waiver and release of claims does not cover rights or claims arising after the date of the execution of this contract. This Waiver and Release is given in exchange for consideration in addition to what the Teacher is already entitled to receive from the School District. The Teacher acknowledges having been advised in writing to consult with an attorney before signing this Voluntary Early Retirement Incentive Program Agreement. The Teacher further acknowledges having had sufficient time to decide whether or not to execute this Agreement, including the Waiver and Release of Claims.

9. **REVOCATION AND CANCELLATION OF AGREEMENT:** The Teacher may revoke this Agreement for a period of seven (7) days following its execution. In order to revoke the Agreement, the Teacher must submit a written statement to the Superintendent indicating that he/she is exercising his/her right to cancel the Agreement. This Agreement shall not become effective or enforceable until the revocation period has expired.

[The Next Page is the Signature Page]

Dated: _____

Teacher

STATE OF NEBRASKA)
) ss.
_____ COUNTY)

Before me, a notary public duly qualified in and for _____ County, personally came _____, known to me to be the identical person who signed the foregoing instrument, and acknowledged the execution thereof to be his/her voluntary act and deed.

Witness my hand and notarial seal this ____ day of _____, 20__.

Notary Public

Dated: _____

President, _____ Public Schools
Board of Education

ATTEST: _____
Secretary, _____ Public Schools
Board of Education

STATE OF NEBRASKA)
) ss.
_____ COUNTY)

Before me, a notary public duly qualified in and for _____ County, personally came _____, known to me to be the identical person who signed the foregoing instrument and acknowledged the execution thereof to be his voluntary act and deed as President of the _____ Public Schools Board of Education, and further acknowledged that having the authority to bind said school district to the terms contained in this instrument and that his/her signature of the same is the voluntary act and deed of the Board of Education of the School District.

Witness my hand and notarial seal this ____ day of _____, 20__.

Notary Public

Southern Valley Schools Concussion Protocol

1. Training

All athletic coaches will complete the NSAA training on how to recognize the symptoms of a concussion or brain injury and how to seek proper medical treatment for a concussion or brain injury.

2. Education

Concussion and brain injury information will be provided on an yearly basis to students and the students' parents or guardians prior to such students initiating practice or competition. The information provided to students and the students' parents or guardians shall include, but need not be limited to:

- a. the signs and symptoms of a concussion;
- b. the risks posed by sustaining a concussion, and
- c. the actions a student should take in response to sustaining a concussion, including the notification of his or her coaches and certified athletic trainer.

3. Response to Concussions

See attachment #1. (Head Injury Flow Chart)

Return-to-Play. A student who has been removed from a practice or game as a result of being reasonably suspected of having sustained a concussion or brain injury shall not be permitted to participate in any school-supervised team athletic activities involving physical exertion including, but not limited to, practices or games until the student: (i) has been evaluated by a licensed health care professional, (ii) has received written and signed clearance to resume participation in athletic activities from the licensed health care professional trained in concussion management and (iii) has submitted the written and signed NSAA clearance form (attachment #2) to resume participation in athletic activities.

Parent Notification. If a student is reasonably suspected after observation of having sustained a concussion or brain injury and is removed from an athletic activity per the preceding paragraph, the parent or guardian of the student shall be notified by the coach, trainer or athletic director of the date and approximate time of the injury suffered by the student, the signs and symptoms of a concussion or brain injury that were observed and any actions taken to treat the student.

Return to Learn. The athletic trainer or licensed health care provider shall develop a return to learn protocol for students who have sustained a concussion. The return to learn protocol shall recognize that students who have sustained a concussion and returned to school may need informal or formal accommodations, modifications of curriculum and monitoring by medical or academic staff until the student is fully recovered. This information will be provided to teachers of the student.

4. Responsibilities

Responsibility of Coaches.

Coaches shall comply with this policy and apply their safety and injury prevention training. A coach who fails to do so is subject to disciplinary action including, but not limited to, termination of employment.

Students and Parents.

It is recognized that coaches cannot be aware of every incident in which a student has symptoms of a possible concussion brain injury. As such, students and their parents have a responsibility to honestly report symptoms of a possible concussion or brain injury to the student's coaches on a timely basis whether or not such injury happened during a school activity or an activity or incident outside of school.

Licensed Healthcare Personnel

The signature of an individual who represents that he or she is a licensed healthcare professional on a written clearance to resume participation that is provided to the school shall be deemed to be conclusive and reliable evidence that the individual who signed the clearance is a licensed healthcare professional. The school is not required to determine or verify the individual's qualifications.

NSAA CONCUSSION CLEARANCE FORM



A FACT SHEET FOR PARENTS AND STUDENTS**HEADS UP: Concussion in High School Sports

The information below was taken from the Nebraska Legislative Bill LB260-The Concussion Awareness Act

1. A student who participates on a school athletic team shall be removed from a practice or game when he or she is reasonably suspected of having sustained a concussion or brain injury in such practice or game after observation by a coach or a licensed health care professional who is professionally affiliated with or contracted by the school.
2. Such student shall not be permitted to participate in any school supervised team athletic activities involving physical exertion, including, but not limited to, practices or games, until the student (a) has been evaluated by a licensed health care professional, (b) has received written and signed clearance to resume participation in athletic activities from the licensed health care professional, and (c) has submitted the written and signed clearance to resume participation in athletic activities to the school accompanied by written permission to resume participation from the student's parent or guardian.
3. Licensed health care professional means a physician or licensed practitioner under the direct supervision of a physician, a certified athletic trainer, a neuropsychologist, or some other qualified individual who (a) is registered, licensed, certified, or otherwise statutorily recognized by the State of Nebraska to provide health care services and (b) is trained in the evaluation and management of traumatic brain injuries among a pediatric population.

What is a concussion?

A concussion is a brain injury. Concussions are caused by a bump, blow, or jolt to the head or body. Even a "ding," "getting your bell rung," or what seems to be a mild bump or blow to the head can be serious.

What parents/guardians should do if they think their child has a concussion?

1. OBEY THE NEW LAW—The Concussion Awareness Act
 - a. Keep your child out of participation until she/he is cleared to return by a licensed healthcare provider.
 - b. Seek medical attention right away.
2. Teach your child that it's not smart to play with a concussion.
3. Report ANY concussion to your child's school and ALL of your child's coaches including club and school sports.

What are the signs and symptoms of a concussion?

You cannot see a concussion. Signs and symptoms of concussion can show up right after the injury or may not appear or be noticed until days after the injury. If your child reports one or more symptoms of concussion listed below, or if you notice the symptoms yourself, keep your child out of play and seek medical attention right away.

STUDENTS:

If you think you have a concussion:

- **Tell your coaches & parents** – Never ignore a bump or blow to the head, even if you feel fine. Also, tell your coach if you think one of your teammates might have a concussion.
- **Get a medical check-up** – A physician or other licensed health care provider can tell you if you have a concussion, and when it is OK to return to play.
- **Give yourself time to heal** – If you have a concussion, your brain needs time to heal. While your brain is healing, you are much more likely to have another concussion. It is important to rest and not return to play until you get the OK from your health care professional.

Information on concussions provided by the Centers for Disease Control and Prevention. For more information visit: www.cdc.gov/Concussion

By signing below, the following individuals acknowledge that the student-athlete can resume participation in athletic activities.

LICENCED HEALTH CARE PROFESSIONAL SIGNATURE DATE

LICENCED HEALTH CARE PROFESSIONAL PRINTED NAME

STUDENT'S SIGNATURE

STUDENT'S PRINTED NAME

PARENT'S/GUARDIAN'S SIGNATURE DATE

STUDENT'S GRADE STUDENT'S SCHOOL

	a	b	c	d						
	Elementary Office Assistant	Secondary Office Assistant	Custodian	Maintenance /custodian						
1	\$12.00	\$14.00	\$14.75	\$16.00						
2	\$12.36	\$14.42	\$15.19	\$16.48						
3	\$12.73	\$14.85	\$15.65	\$16.97						
4	\$13.11	\$15.30	\$16.12	\$17.48						
5	\$13.51	\$15.76	\$16.60	\$18.01						
6	\$13.91	\$16.23	\$17.10	\$18.55						
7	\$14.33	\$16.72	\$17.61	\$19.10	Administration will determine where to place on scale based on experience in the field or related field.					
8	\$14.76	\$17.22	\$18.14	\$19.68						
9	\$15.20	\$17.73	\$18.68	\$20.27						
10	\$15.66	\$18.27	\$19.25	\$20.88						
11	\$16.13	\$18.81	\$19.82	\$21.50						
12	\$16.61	\$19.38	\$20.42	\$22.15						
13	\$17.11	\$19.96	\$21.03	\$22.81						
14	\$17.62	\$20.56	\$21.66	\$23.50						
15	\$18.15	\$21.18	\$22.31	\$24.20						
16	\$18.70	\$21.81	\$22.98	\$24.93						
17	\$19.26	\$22.47	\$23.67	\$25.68						
18	\$19.83	\$23.14	\$24.38	\$26.45						
	Pam	Margaret	Josh	Becky	Kevin	JayDee				
Current Pay	\$29,130.00	\$24,000.00	\$40,953.60	\$51,969.60	\$48,168.00	\$40,867.20	\$235,088.40			
Using new scale	\$34,710.00	\$29,745.00	\$41,580.00	\$52,660.80	\$49,269.60	\$52,660.80	\$260,626.20			
						Difference	\$25,537.80			