

REGULAR MONTHLY MEETING OF THE BOARD OF EDUCATION - AGENDA

Alma Public Schools

Monday, January 10, 2022

- A. Call to Order and announce location of Open Meetings Act Poster
 - A.1. Verification of Receipt of Notice, which was published in the Harlan County Journal
 - A.2. Roll of Board Members - Excuse absent board members
 - A.3. Approval of Consent Agenda
 - A.3.a. Minutes from Previous Meetings
 - A.3.b. General Financial Report
 - A.3.c. Activity Financial Report
 - A.4. Review monthly bills submitted
- B. Request to address the Board
- C. Action Items - Discuss, consider, and take all necessary action
 - C.1. Reorganization of the School Board (Policy #8130):
 - C.2. to possibly decide whether or not to move forward with a feasibility study of future building and/or new addition projects
 - C.3. appoint Board members to committees as per Board Policy # 8151 (included in the Packet) – Humpert Scholarship Advisory Committee.
 - C.4. to adopt all board policies and regulations.
 - C.5. to Lynse Schmidt's resignation as the school's psychologist
 - C.6. to review and decide on whether to continue with a full-time school psychologist or go back to a part-time position by contracting with ESU 11.
 - C.7. to review and discuss whether to hire a part-time Speech Language Pathologist technician.
 - C.8. to review short- and long-term projects and strategic planning.

C.9. Discuss, Consider, and take all necessary action to approve the Federal Disaster Mitigation Resolution for the Quad Counties Multi-Jurisdictional Hazard Mitigation Plan.

D. Principal's Report

E. Superintendent's Report: Legislative Updates; Monday, February 9th – Mental Health Topics in ED for Board Members at JB's Sports Bar in Holdrege at 5:30 PM - KSB School law will be presenting; NRCSA Legislative Issues Conference @ Lincoln January 30-3; Incumbents need to File by February 18th (Brett, Randy, Nick). Driver Education Vehicle; Correct Meeting minutes; State required graduation requirement change beginning with the current sophmores. (Financial Literacy).

F. Next Regular Meeting

G. Adjourn

THE BOARD OF EDUCATION OF THE ALMA SCHOOL DISTRICT NO. 2 WILL DISCUSS, CONSIDER, OR TAKE ACTION ON ALL ISSUES MENTIONED IN THIS AGENDA.

**MINUTES OF THE REGULAR DECEMBER 2021
MEETING OF THE BOARD OF EDUCATION
OF ALMA PUBLIC SCHOOLS**

The regular meeting of the Alma Public Schools Board of Education was convened in open and public session on Monday, December 13, 2021, at 7:00 PM in the Library at Alma Public Schools. The roll was called and the following Board members were present: Allen Brugh, Brett Hammond, Randy Heckenlively, Kate Hopkins, Nick Simonson, and Samantha Stuhmer.

Notice of the meeting was given in advance by publication and/or posted in accordance with the board approved method for giving notice of meetings. Availability of the agenda was communicated in the publicized notice and a current copy of the agenda was maintained as stated in the publicized notice. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

A motion was made by Nick Simonson and seconded by Randy Heckenlively to approve the consent agenda, which includes: minutes from the November meeting, the General and Activity Financial reports. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea. Passed.

A motion was made by Samantha Stuhmer and seconded by Brett Hammond to approve receipts, expenditures, and payment of claims from the General fund for \$494,655.53; Lunch Fund for \$20,103.84; and Activity fund for \$11,096.03. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea. Passed.

No one was present who wished to address the board.

A motion was made by Nick Simonson and seconded by Kate Hopkins to approve the new mission statement as presented by Principal Brandyberry, representing the School Improvement Committee. "ALMA: Providing quality educational opportunities to Adapt, Learn, Motivate, & Achieve." After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea. Passed.

A motion was made by Nick Simonson and seconded by Samantha Stuhmer to approve the 2020-2021 audit as prepared and presented by Bentley & Kisker, PC. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea. Passed.

A motion was made by Nick Simonson and seconded by Randy Heckenlively to enter into an agreement with KPE for professional engineering service for a new chiller and make up air unit. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea. Passed.

A motion was made by Nick Simonson and seconded by Kate Hopkins to purchase the Boardworks program as an interactive K-12 resource to enhance teaching and learning. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Nay, Brett Hammond: Nay, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea. Passed. 4 - Yea and 2 - Nay.

A motion was made by Nick Simonson and seconded by Samantha Stuhmer to approve extending Principal Brandyberry's contract with the terms of the contract to be negotiated at a later date. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yae, Nick Simonson: Yea, Samantha Stuhmer: Yea. Passed.

A motion was made by Brett Hammond and seconded by Randy Heckenlively to approve extending Superintendent Davis' contract (2-year rollover) through 2023-2024 with terms of the contract to be negotiated at a later date. After discussion and on roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yea, Nick Simonson: Yea, Samantha Stuhmer: Yea. Passed.

A motion was made by Nick Simonson and seconded by Randy Heckenlively at 8:07 PM to go into Executive Session to discuss possible legal action which could impact the school. On roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yae, Nick Simonson: Yea, Samantha Stuhmer: Yea. Passed.

A motion was made by Nick Simonson and seconded by Randy Heckenlively to end the Executive Session and reconvene the regular meeting at 8:27 PM. On roll call vote the Board voted as follows: Allen Brugh: Yea, Brett Hammond: Yea, Randy Heckenlively: Yea, Kate Hopkins: Yae, Nick Simonson: Yea, Samantha Stuhmer: Yea. Passed.

Superintendent Davis reported on the School Board Convention. We will reorganize the school board (elect and appoint officers and committee members) at the regular January 2022 school board meeting. Board members who are up for re-election are: Nick Simonson, Brett Hammond, and Randy Heckenlively. President Brugh reminded us that Superintendent Davis received his 20 year service award from NASA.

The meeting was adjourned at 8:37 PM.

The next regular meeting will be Monday, January 10, 2022.

Board President

Board Secretary

<u>General/Money Market/Trans Accts</u>	Receipts	Disburse	Total
12/01/2021 General			\$3,068.80
12/01/2021 Money Market			\$390,851.20
12/01/2021 Transaction			\$1,586.60
Furnas County Treasurer	\$357.39		
Harlan County Treasurer	\$99,786.03		
BCBS self-pay (2)	\$2,631.95		
St of NE	\$14,550.48		
St of NE	\$43,315.00		
Nov 2021 State Aid	\$145,537.00		
interest earned - Transaction Acct	\$1.04		
interest earned - MMA	\$21.35		
interest earned - Gen Fund	\$5.50		
TOTAL RECEIPTS	\$306,205.74		\$701,712.34
cks cleared in December		\$425,195.02	\$276,517.32
outstanding checks		\$76,122.81	\$200,394.51
<u>Certificates of Deposit</u>			\$423,463.70
Balance 12/31/2021			\$623,858.21
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Bldg/Sinking Fund			
Balance 12/01/2021			\$303,594.96
Harlan County Treasurer	\$2,507.25		
interest earned	\$25.84		
Total Receipts	\$2,533.09		
loan payment auto-deduct		\$1,743.45	
Balance 12/31/2021			\$304,384.60
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QCPU Fund			
Balance 12/01/2021			\$198,929.54
Harlan County Treasurer	\$837.76		
interest earned	\$25.43		
Total Receipts	\$863.19		
Balance 12/31/2021			\$199,792.73
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Depreciation Fund			
Balance 12/01/2021			\$139,723.63
interest earned	\$11.86		
Balance 12/31/2021			\$139,735.49
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Lunch Fund			
Balance 12/01/2021			\$62,384.38
Total Receipts	\$25,586.16		
cks cleared in December		\$17,935.10	\$70,035.44
outstanding checks		\$2,213.22	

Balance 12/31/2021			\$67,822.22
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Activity Fund

Balance 12/01/2021			\$199,281.61
Receipts posted at bank	\$16,007.63		
cks cleared at bank December		\$14,121.01	\$201,168.23
outstanding checks		\$5,850.85	
Balance 12/31/2021			\$195,317.38

Trial Balance Report

12/2021 - #

Regular; Beginning Month 12/2021; Processing Month 12/2021; Account Type 7; Fund
 Number 05

Fund: 05 ACTIVITY FUND

		Beginning Balance	Debits
Fund Balance			
05 704 0100	ART	3,230.98	0.00
05 704 0101	elementary students fund balance	248.40	0.00
05 704 0110	COMPUTERS	20,239.01	0.00
05 704 0111	COMPUTER SALES	(1,464.75)	0.00
05 704 0113	eSports Club	50.02	0.00
05 704 0120	MISCELLANEOUS	77.04	0.00
05 704 0130	MUSIC SUPPLIES	(647.94)	0.00
05 704 0131	ELEMENTARY CHOIR	89.07	0.00
05 704 0133	DISTRICT MUSIC	1,116.41	0.00
05 704 0134	BAND PROJECTS	120.00	0.00
05 704 0135	CASH BOXES	(1,000.00)	0.00
05 704 0140	COURTESY FUND	3,633.73	0.00
05 704 0141	WOW	670.17	0.00
05 704 0142	CIRCLE OF FRIENDS	578.43	0.00
05 704 0143	CHRISTMAS DONATION	412.68	1,749.00
05 704 0144	RESOURCE	928.02	0.00
05 704 0145	LUEDKE MEMORIAL	2,841.73	0.00
05 704 0160	INDUSTRIAL ARTS	1,478.37	0.00
05 704 0161	FFA SCHOLARSHIP	14,342.43	0.00
05 704 0165	FUTURE FARMS OF AMERICA	54,884.50	8,808.49
05 704 0170	STUDENT COUNCIL	7,020.63	1,972.23
05 704 0180	FACULTY-STAFF	421.88	0.00
05 704 0190	DISTANCE LEARNING COURSES	18.00	0.00
05 704 0205	CLASS OF 2005	1,937.50	0.00
05 704 0218	CLASS OF 2018	243.89	0.00
05 704 0219	CLASS OF 2019	119.35	0.00
05 704 0221	CLASS OF 2021	1,014.95	0.00
05 704 0222	CLASS OF 2022	4,816.39	451.68
05 704 0223	CLASS OF 2023	3,612.65	0.00
05 704 0224	CLASS OF 2024	4,162.64	0.00
05 704 0240	PLATE FUND	251.19	0.00
05 704 0250	ANNUAL/YEARBOOK	1,889.11	0.00
05 704 0251	PICTURES	9,648.07	0.00
05 704 0260	HOME EC/CONS ED	1,991.14	0.00
05 704 0265	COOKIE SALES	2,626.78	195.97
05 704 0270	BOOK/SOFTWARE ORDERS	6,436.23	0.00
05 704 0271	GENERAL MILLS BOX TOPS	5,020.71	0.00
05 704 0280	FIELD TRIPS	368.25	0.00
05 704 0300	ATHLETICS	7,040.00	3,105.67
05 704 0301	FOOTBALL	1,297.76	844.09
05 704 0302	VOLLEYBALL	4,671.28	0.00
05 704 0303	BOYS BASKETBALL	968.13	205.50
05 704 0304	GIRLS BASKETBALL	5,098.71	0.00
05 704 0305	CROSS COUNTRY	752.89	0.00
05 704 0306	TRACK	974.82	0.00
05 704 0307	WRESTLING	341.38	0.00
05 704 0400	CHEERLEADERS	2,667.21	0.00
05 704 0500	NAT'L HONOR SOCIETY	475.80	0.00
05 704 0550	MILK MACHINE	3,907.95	179.00
05 704 0600	QUIZ BOWL	1,159.32	50.00
05 704 0940	SCHOOL CLIMATE COMMITTEE	323.60	0.00
05 704 0950	SCHOLARSHIP FUND	1,211.50	0.00
05 704 0970	WEIGHT ROOM	5,094.50	0.00
05 704 0971	DEPOSITS WEIGHT ROOM USE	852.75	0.00
05 704 0980	MATH/SCIENCE CLUB	2,745.00	0.00
05 704 0990	SPEECH	(625.00)	0.00
05 704 0991	DRAMA	4,242.03	0.00
Total:	Fund Balance	196,627.29	17,561.63
Total:	05	196,627.29	17,561.63

Credits	Ending Balance
0.00	3,230.98
0.00	248.40
0.00	20,239.01
0.00	(1,464.75)
0.00	50.02
17.23	94.27
495.65	(152.29)
0.00	89.07
0.00	1,116.41
0.00	120.00
0.00	(1,000.00)
0.00	3,633.73
0.00	670.17
0.00	578.43
0.00	(1,336.32)
0.00	928.02
0.00	2,841.73
37.50	1,515.87
0.00	14,342.43
3,069.50	49,145.51
2,428.00	7,476.40
0.00	421.88
0.00	18.00
0.00	1,937.50
0.00	243.89
0.00	119.35
0.00	1,014.95
94.00	4,458.71
0.00	3,612.65
0.00	4,162.64
0.00	251.19
0.00	1,889.11
332.50	9,980.57
0.00	1,991.14
1,788.76	4,219.57
0.00	6,436.23
0.00	5,020.71
0.00	368.25
2,013.75	5,948.08
0.00	453.67
0.00	4,671.28
0.00	762.63
0.00	5,098.71
76.83	829.72
0.00	974.82
0.00	341.38
2,734.00	5,401.21
0.00	475.80
234.00	3,962.95
0.00	1,109.32
0.00	323.60
0.00	1,211.50
0.00	5,094.50
50.00	902.75
2,150.00	4,895.00
0.00	(625.00)
730.00	4,972.03
<u>16,251.72</u>	<u>195,317.38</u>
16,251.72	195,317.38

Lunch Fund January 2022

Ck #	Entity Name	Description	Amount
2058	ARAMARK	laundry service	\$ 60.66
2059	CASH-WA DISTRIBUTING	foods	\$ 396.11
2060	DFA Dairy Brands Corporate, LLC	dairy foods	\$ 709.83
2061	HOGELANDS MARKET	Dec charges	\$ 549.84
2062	MENARDS STORE #3200	sneeze guard materials	\$ 225.43
2063	SYSCO LINCOLN	foods	\$ 2,239.80
2064	US Foods, Inc.	foods	\$ 1,412.01
		sub-total	<u>\$ 7,496.86</u>
		payroll	<u>\$ 6,912.28</u>
		TOTAL	<u><u>\$ 14,409.14</u></u>

Activity Fund Checks December 2021

<u>Ck #</u>	<u>Entity Name</u>		<u>Amount</u>
18799	NORMAN SCHONEMAN	jv bb Bertrand	65.00
18800	Gene Samuelson	jv bb Bertrand	65.00
18801	Darren Maaske	jv bb Bertrand	65.00
18802	AARON MARTIN	v bb Bertrand	125.00
18803	Donald Miller	v bb Bertrand	125.00
18805	Thomas Miller	v bb Bertrand	125.00
18806	MOONLIGHT EMBROIDERY & SCREENPRINT	b bb warmups	205.50
18807	SOUTHERN VALLEY SCHOOL	v wresting entry	85.00
18808	Lawrence-Nelson Public School	8 man fball dues	75.00
18809	MISKO SPORTS	fball shirts	630.00
18810	Volunteer Collectibles	fball awards	139.09
18811	Seth Beauchamp	jv bb Elm Creek	75.00
18812	Dawson Bertrand	jv bb Elm Creek	75.00
18813	NATHAN BELL	jv bb Elm Creek	65.00
18814	NORMAN SCHONEMAN	v bb Elm Creek	125.00
18815	DALE BLUM	v bb Elm Creek	125.00
18816	GREG SITORIUS	v bb Elm Creek	125.00
18817	FRANKLIN PUBLIC SCHOOL	elem & jr hi Quiz Bowl	50.00
18818	SOUTHWEST SCHOOL	dist one-act	102.00
18819	ARAPAHOE PUBLIC SCHOOL	q bb f/s tourn	50.00
18820	WALNUT RANGE FARMS	FFA meat sales	2,356.90
18821	Wilson Flooring	FFA upright freezer	899.00
18822	CASH-WA DISTRIBUTING	concessions, vending machine	801.04
18823	CHESTERMAN CO	concessions	299.00
18824	Seth Beauchamp	jv bb Southwest	75.00
18825	ROBIN HINRICHS	v bb Southwest	125.00
18826	KEITH KOUPAL	v bb Southwest	125.00
18827	Patrick O'Neill	v bb Southwest	125.00
18828	HOGELANDS MARKET	concessions, hospitality, cookie sales	763.03
18829	CAMBRIDGE PUBLIC SCHOOL	v wrestling entry	100.00
18830	CASH-WA DISTRIBUTING	concessions, vending machine	936.22
18831	CHASE SHIFFLET	wrestling officiating	275.00
18832	ALEX BUSCHOW	wrestling officiating	275.00
18833	TYLER HAMEL	jv bb Med Valley	65.00
18834	ISAAC WATSON	jv bb Med Valley	65.00
18837	COLBY EMAL	v bb Med Valley	125.00
18838	CHAD GILLESPIE	v bb Med Valley	125.00
18839	Jacob Samuelson	v bb Med Valley	125.00
18840	COUNTRY MEATS	FFA meat sales	356.00
18841	WILD ROOTS GREENHOUSE & MARKET LLC	greenhouse supplies	5,055.76
18842	THE STATION	Christmas staff/faculty	<u>1,749.00</u>
			17,317.54

General Fund January 2022 Checks

Ck #	Entity Name	Description	Amount
1771	Blue Cross and Blue Shield of Nebraska	self-pay	\$2,737.70
104	US Bank	auto deduct Dec, Jan	\$7,505.66
31566	ALMA MUNICIPAL GOLF COURSE	golf team membership	\$1,000.00
31567	ALMA SCHOOL LUNCH FUND	Dec Fri mtgs	\$12.20
31568	AREA SERVICES	urinal & sink drain	\$325.00
31569	CITY OF ALMA	water, sewer, gas, trash	\$6,004.85
31570	DANA F COLE & CO.	monthly caf plan admin	\$70.00
31571	DAS STATE ACCTING - CENTRAL FINANCE	Dept Admin Svcs-2 mos	\$518.98
31572	EAKES OFFICE PRODUCTS	doc mgmt	\$315.00
31573	ECOLAB PEST ELIM DIVISION	pest control	\$84.26
31574	EDUCATIONAL SERVICE UNIT #11	HAL 1st Semester	\$2,335.50
31575	EDUCATIONAL SERVICE UNIT 10	deaf ed svcs	\$348.33
31576	FRONTIER	land lines	\$1,151.44
31577	HARLAN COUNTY HEALTH SYSTEM	bus driver phys + random tests	\$411.00
31578	HOGELANDS MARKET	Dec chgs	\$74.35
31579	HOLDREGE ELECTRIC	wiring upgrade in gym	\$1,190.51
31580	The Home Depot Pro	custodial supplies	\$1,807.87
31581	INSPIRE REHABILITATION, LLC	OT November 2021	\$2,223.32
31582	JAYMAR Business Forms, Inc.	W2s, 1099s	\$139.76
31583	JOSTENS, INC	17 Heritage Medals	\$307.38
31584	LANDMARK IMPLEMENT INC	11 BlueBird won't start	\$368.50
31585	LOU'S SPORTING GOODS	wrestling mat cart	\$483.66
31586	MADISON NATIONAL LIFE	prepaid retiree life	\$11.60
31587	MATHESON TRI-GAS, INC.	welding gases	\$46.58
31588	MENARDS STORE #3200	44" LED	\$24.99
31589	NCS PEARSON, INC.	speech tests	\$175.00
31590	NE ASSN OF SCHOOL BOARDS	NE Education Laws	\$71.00
31591	NEBRASKA PUBLIC POWER DISTRICT	electricity	\$3,942.04
31592	PERRY GUTHERY, HAASE & GESSFORD	stay away letter	\$99.00
31593	PRAIRIE HILL LANDFILL - CITY OF HOLDREGE	land-fill fees	\$5.00
31594	PROTEX CENTRAL INC	annual inspection program	\$904.00
31595	RASMUSSEN MECHANICAL SERVICES	remove pop tart wrapper	\$465.25
31596	S & W AUTO PARTS, INC	fluids, lamp, filter	\$74.34
31597	SPARQ DATA SOLUTIONS, INC	Sparq \$2600, NorthStar \$1560	\$4,160.00
31598	SPORT SAFE Testing Service, Inc.	13+1 substance abuse panel	\$420.00
31599	STRIV, INC.	Canon Camcorder (replace)	\$2,029.00
31600	Titan Machinery Inc	BlueBird, Int'l, Bluebird	\$7,921.96
31601	TRUSTWORTHY HARDWARE	batteries	\$2.99
31602	U.S.CELLULAR	Bruce's cell phone	\$163.64
31603	US BANK	FB finals Johnson, McCook Frecks	\$140.76
31604	WAGGONER INSURANCE AGENCY	4th Qtr billing	\$20,253.75
77306057	Bosselmann Pump & Pantry	Dec fuel purchased	\$1,637.07
		sub-total	<u>\$71,963.24</u>
	payroll	payroll	\$402,606.97
	TOTAL		\$474,570.21

Internal Board Policies - OrganizationAnnual Organizational Meeting

- A. An organizational meeting of the Alma School District Board of Education shall be held on or before the third Monday of January of each year for the purposes of seating any new members and electing officers.

The following are procedures for election of officers and other business to take place at the annual organizational meeting of the Board:

1. After new Board members are sworn in, the Board will elect from its members a President, Vice President, Secretary and Treasurer, and ex officio secretary and treasurer, if it is determined by the Board of Education that same are needed, all of whom will assume office at the organizational meeting.
 2. Upon call for nominations for each office by the Chair, nominations shall be made by written or oral ballot. Voting will be by oral or written ballot on all members nominated and repeated until a majority is achieved for a nominee. If the tie is not broken after five ballots, the Chair will determine the winner by the flip of a coin, followed by a vote ratifying such selection.
 3. The President shall assume the chair immediately upon the President's election.
- B. The order of business for the remainder of the meeting shall be as follows:
1. The election of a Vice President by the same method as used for the election of the President.
 2. The election of a Secretary and Treasurer.
 3. The adoption of an order of business to guide the preparation of future agenda and conduct of meetings.
 4. Review of existing temporary committees or special appointments involving Board members.
 5. Approval of current Board policies and regulations.
 6. Dissemination to each Board member of conflict of interest statutes.

Date of Adoption: _____, 2005

Internal Board PoliciesConflict of Interest - Employment of Immediate Family Member

1. A member of the Board of Education or an administrator or other employee with supervisory responsibilities may employ or recommend or supervise the employment of an immediate family member if:

- (A) He or she does not abuse his or her official positions as such "abuse" is defined at paragraph 5 below;
- (B) He or she makes a full disclosure on the record to the Board of Education and a written disclosure to the Superintendent and/or Secretary of the Board; and,
- (C) The Board of Education approves the employment or supervisory position.

2. No immediate family member of a Board of Education or an administrator or other employee with supervisory responsibilities shall be employed by the School District:

- (A) Without first having made a reasonable solicitation and consideration of applications for such employment.
- (B) Who is not qualified for and able to perform the duties of the position.
- (C) For any unreasonable high salary.
- (D) Who is not required to perform the duties of the position.

3. Neither the Board of Education nor an administrator or other employee with supervisory responsibilities shall terminate the employment of another employee so as to make funds or a position available for the purpose of hiring an immediate family member.

4. This policy shall not apply to an immediate family member of a member of the Board of Education or an administrator or other employee with supervisory responsibilities who was previously employed in a position with the School District prior to the election or appointment of the Board member or employee. Prior to or as soon as reasonably possible after the official date a Board member takes office or an employee assumes his or her responsibilities, such Board member, administrator or other employee with supervisory responsibilities shall make a full disclosure of any immediate family member employed in a position subject to this policy.

5. Abuse of an official position includes, but is not limited to, employing an immediate family member:

- (A) Who is not qualified for and able to perform the duties of the position;
- (B) For any unreasonably high salary; or,
- (C) Who is not required to perform the duties of the position.

6. A member of the Board of Education may not be employed to teach in the Alma Public Schools. Nor shall a member of the Board of Education cast a vote in favor of the election of any employee when the Board member is related by blood or marriage to such employee.

Legal Reference: Neb. Rev. Stat. §79-818; §79-544; §49-1499.04 and §49-1499.05.

Date of Adoption: _____, 2005

Internal Board PoliciesConflict of Interest—Other Than Contracts or Employment

1. Members of the Board of Education of this School District shall abstain from voting on matters on which they may have a conflict of interest. Any Board member who would be required to take any action or make any decision in the discharge of his or her duties that may cause financial benefit or detriment to him or her, a member of his or her immediate family, or a business with which he or she is associated, which is distinguishable from the effects of such action on the public generally or a broad segment of the public, shall take the following actions as soon as he or she is aware of such potential conflict or should reasonably be aware of such potential conflict, whichever is sooner:

- (A) Prepare a written statement describing the matter requiring action or decision and the nature of the potential conflict; and,
- (B) Deliver a copy of the statement to the Secretary of the Board of Education, who shall enter the statement into the public records of the School District.

The Board member shall take such action as the Commission shall advise or prescribe to remove himself or herself from influence over the action or decision in the matter.

2. The provisions of paragraph 1 above shall not prevent a Board member from making or participating in the making of a School District-related decision to the extent that the individual's participation is legally required for the action or decision to be made. In such event, the Board member shall report the occurrence to the Commission.

3. Except as defined in Nebraska statute and this policy, conflict of interest of a Board member shall not prevent a Board member from serving on the Board or restrict the hiring or purchasing practices of this School District.

4. The Superintendent, or the Superintendent's designee, shall provide:
- (A) Each Board member with copies of state statutes of Nebraska pertaining to conflicts of interest at the organizational meeting of the Board of Education held at the regular School Board meeting in January of each year. In addition, any newly appointed or elected Board member shall be provided such statutes.
 - (B) When possible, provide each Board member with a list of financial matters on the agenda to come before the Board of Education at the next regular meeting in sufficient detail to allow the Board member to identify potential conflicts of interest and report and receive advice from the Commission.

5. For purposes of this policy, immediate family member shall be defined as a child residing in the Board member's household, a Board member's spouse or an individual claimed by that Board member or the Board member's spouse as a dependent for federal income tax purposes.

Legal Reference: Neb. Rev. Stat. § 49-1425; § 49-14,101; § 49-14,102; § 49-14,103; § 49-14,103.01; § 49-14,103.02; § 49-14,103.03; § 49-14,103.04; § 49-14,103.05; § 49-14,103.06; § 79-818; § 79-544 and § 49-1499.

Date of Adoption: July 11, 2016

Internal Board Policies - OrganizationStanding Committees

It shall be the policy of Alma Public Schools that the following will be the standing committees of the Board of Education:

1. Negotiations Committee
2. Committee on American Civics
3. Transportation/Facilities
4. Budget Committee
5. Policy Committee
6. Administration Review Committee

It shall further be the policy of Alma Public Schools that the Superintendent shall appoint the members of the above committees.

Legal Reference: Neb. Rev. Stat. § 79-724
Neb. Rev. Stat. § 79-520

Date of Adoption: [June 10, 2019]

Internal Board Policies

Standing Committee on Negotiations

It shall be the policy of Alma Public Schools that the Negotiations Committee shall consist of three members appointed by the Superintendent.

The Negotiations Committee will represent the full Board of Education in negotiations with recognized labor organizations. The full Board of Education may also include selected administrators on the negotiations team. The Board of Education reserves the right to appoint a chief spokesperson who is not a member of the Board to represent the Board in negotiations.

After negotiations are completed, the negotiations committee will make a recommendation to the full Board of Education on the salary schedule and benefits under consideration.

Date of Adoption: _____, 2005

Internal Board Policies - OrganizationStanding Committee on American Civics

It shall be the policy of Alma Public Schools that the Committee on American Civics shall consist of three members appointed by the Board President or the superintendent. The Committee shall meet at least twice per year. One of the responsibilities of this committee will be to examine recommended social studies textbooks and report findings based on this examination to other members of the Board of Education. The Committee shall take all other steps to ensure compliance with Nebraska law.

It shall further be the policy of Alma Public Schools that the Committee on American Civics shall review all major proposals prepared by the superintendent of schools and instructional staff for adoption of new textbooks, development of new instructional programs, revision of existing instructional programs, modification of established graduation requirements, and other related matters. After the review is completed, the Committee on Curriculum and Americanism will make a recommendation to the full Board of Education about approval or adoption of the matter under consideration.

Legal Reference: Neb. Rev. Stat. § 79-724
Neb. Rev. Stat. § 79-520
LB 399 (2019)
Date of Adoption: [June 10, 2019]

Internal Board Policies - OrganizationAnnual Organizational Meeting

- A. An organizational meeting of the Alma School District Board of Education shall be held on or before the third Monday of January of each year for the purposes of seating any new members and electing officers.

The following are procedures for election of officers and other business to take place at the annual organizational meeting of the Board:

1. After new Board members are sworn in, the Board will elect from its members a President, Vice President, Secretary and Treasurer, and ex officio secretary and treasurer, if it is determined by the Board of Education that same are needed, all of whom will assume office at the organizational meeting.
 2. Upon call for nominations for each office by the Chair, nominations shall be made by written or oral ballot. Voting will be by oral or written ballot on all members nominated and repeated until a majority is achieved for a nominee. If the tie is not broken after five ballots, the Chair will determine the winner by the flip of a coin, followed by a vote ratifying such selection.
 3. The President shall assume the chair immediately upon the President's election.
- B. The order of business for the remainder of the meeting shall be as follows:
1. The election of a Vice President by the same method as used for the election of the President.
 2. The election of a Secretary and Treasurer.
 3. The adoption of an order of business to guide the preparation of future agenda and conduct of meetings.
 4. Review of existing temporary committees or special appointments involving Board members.
 5. Approval of current Board policies and regulations.
 6. Dissemination to each Board member of conflict of interest statutes.

Date of Adoption: _____, 2005

January 3, 2022

Mr. Davis, Mrs. Brandyberry, and School Board of Education,

This letter is to inform Alma Public Schools that I am resigning from my position as the Alma Public Schools school psychologist after completion of my contract at the end 2021-2022 school year. For the past 9 years, it has been an honor and privilege to serve Alma Public Schools.

I have made the personal decision to work as a school psychologist for telepractice companies. This will allow me to work contract hours from home. This work schedule will allow me to spend more time with my husband and children. At this time, this is what is best for my family. This was a difficult decision. Alma Public Schools faculty has been there for me during some of the darkest moments of my life. I have built some lifelong friendships. For this, I will be forever grateful and appreciative.

Sincerely,

A handwritten signature in blue ink that reads "Lynse Schmidt". The signature is written in a cursive style with a large initial "L".

Lynse Schmidt Ed.S.

School Psychologist (Applicant Pool)

2021-22 School Psych

Job Title: School Psychologist - Applicant Pool

If you are interested in a position for the current school year or the upcoming 2021-22 school year, please complete this application to be considered. We use pool postings throughout the entire calendar year to interview and hire school psychologists. We do not post by specific building openings.

Location: TBD

Reports To: Building Principals

Work Schedule/FLSA Status: As per negotiated agreement / Exempt

Salary Schedule: Commensurate with experience and education / number of days worked.

Position Purpose: The School Psychologist will support students, teachers, staff, and parents in a variety of ways and in multiple settings to help students succeed. The psychologist will provide assessments and interpret assessment findings; collaborate and communicate with other building supports such as counselors and school social workers to meet the needs of students and staff; and serve as a student advocate in determining educational support.

Essential Performance Responsibilities

- Provide system-wide support for academic and behavior needs through Multi-Tier System of Supports (MTSS) and Positive Behavioral Intervention and Supports (PBIS) frameworks.
- Provides assessments of educational and behavioral strengths and needs of students.
- Interprets findings to assist school staff, parents, and referral agencies.
- Integrates evaluation data into comprehensive psycho-educational reports and maintenance of confidential student information.
- Facilitates Multidisciplinary Team meetings.
- Interprets individual student data for student programming and services.
- Identifies specific skill deficits, develop interventions, track and analyze baseline and intervention data for Student Assistance Team (SAT) meetings.
- Collaborate with other building support staff such as counselors and social workers to meet the needs of the students, families and building which may include participation on team meetings (MTSS-B, SAT, 504, MDT, IEP, Crisis Response Team, etc).
- Serves as a student advocate in determining educational support.
- Utilizes interactive skills necessary to be a positive contributor as a disciplinary team leader, counsel individuals with regard to problems to be resolved and responds promptly to conflict and crisis situations.
- Understand and promote use of data for accountability and decision making.
- Makes observations of children in various school settings, identifies and interprets significant behavioral patterns to appropriate staff members, and suggests procedures to be followed in dealing with these children.
- Shares evidence based interventions to be utilized in the problem solving process.
- Coordinates and participates as a member of the Student Assistance Team referral process.
- Participates in the screening, pre-assessment, identification, follow-up for students involved in the referral process.
- Administers individual psychological tests and other assessment instruments as needed for comprehensive individual student evaluations to determine special education eligibility.
- Interprets test results and observations of individual students to staff members, parents, and referral agencies concerned and relates these to classroom activities and procedures.
- Collaborates with staff, parents and other professionals to create supportive learning environments for all learners.
- Consults with the administration and school staff in the improvement of educational programs and school-wide initiatives.

- Participates in the referral of children to other appropriate agencies for further study and/or assistance when appropriate, and acts as a liaison between the school and community professionals providing psychiatric and psychological services.
- Counsels individuals with regard to problems to be resolved and responds promptly to conflict and crisis situations.
- Works with and understands the needs of a diverse student population.

Knowledge, Skills, and Abilities:

- **Minimum completion of Educational Specialist Degree program from an accredited college or university.**
- **Satisfactory completion of a one-year internship program.**
- **Valid Nebraska Department of Education Teaching Certificate with endorsement in School Psychology, or ability to obtain one.**
- Ability and patience to work interactively with students.
- Skill in organization, time management, communication, and positive interpersonal skills.
- Excellent skills in verbal and written communication.
- Ability to effectively use the student information system.
- Excellent attendance record.
- Displays a significant degree of professionalism and confidentiality.
- Ability to conform to proper standards of professional dress and appearance.
- Evidence of the willingness and ability to comply with standards for ethical and professional performance established by the State Board of Education.
- Exhibit strong standards of professional ethics.
- Exhibit skills pertinent to foster positive human relationships and the ability to work effectively with students, staff, parents and the community.
- Knowledge of APS's mission, purpose, goals and the role of every employee in achieving each of them.

Additional Duties

Performs other related tasks as assigned by supervisor and other central office administrators as designated by the Superintendent.

Equipment: This position may require the ability to use basic office equipment such as computers, copiers, scanners, and fax machine. Must always comply with APS's guidelines for equipment use.

Physical and Mental Demands, Work Hazards:

- Must be able to respond rapidly in emergency situations.
- Must have organization, time management, communication, and interpersonal skills.
- Works in school building environments.

Interrelations:

- Contact with internal district staff and with external families, community, customers and vendors.
- Works under the direct supervision of the department supervisor and principal to complete day to day tasks.
- Works with a diverse population requiring the ability to handle all situations with tact and diplomacy.
- Must understand and respond appropriately to student and customer needs and maintains a positive attitude with all students, families, and colleagues.
- Interacts with all internal and external customers in a friendly, professional manner to provide quick, responsive customer service.

Employee Punctuality and Appearance

- Expected to perform all assigned duties and work all scheduled hours during each designated duty day, unless the employee has received approved leave.
- Any deviation from assigned hours must have prior approval from the principal.
- All employees are required to report to work dressed in a manner that reflects a positive image of Alma Public Schools and is appropriate for their position.

Terms of Employment

This position is treated as a certified full-time position. The terms of your employment will be governed by applicable state laws regulating employment in a Nebraska public school and Board of Education policies, as those laws and policies may change from time to time. If your position is represented by a collective bargaining representative, then your employment will also be governed by a negotiated agreement between APS and that collective bargaining representative.

The offer of employment is contingent upon:

- Obtaining and providing verification of all licenses, certificates, and other requirements for position (e.g., Paraprofessionals obtaining "Highly Qualified status," etc.), as identified.
- A thorough background check which demonstrates to APS that background is acceptable for the position sought and working with or around students.
- Verification of U.S. citizenship or legal authorization to work in the United States.
- Successful completion of a pre-employment medical examination to determine ability to safely and effectively perform the essential functions of the position.

Alma Public Schools does not discriminate on the basis of race, color, national origin, religion, sex (including pregnancy), marital status, sexual orientation, disability, age, genetic information, gender identity, gender expression, citizenship status, veteran status, political affiliation or economic status in its programs, activities, employment, and provides equal access to the Boy Scouts and other designated youth groups.

From: Greg Barnes greg.barnes@esu11.org
Subject: School Psych
Date: January 7, 2022 at 11:00 AM
To: Jon Davis jon.davis@almacardinals.org



So as a reminder, each year I do a budget for each department and I calculate salary and benefits (which are easy to figure), mileage, computer hardware/software, training costs, testing materials, etc. We bill out each quarter based on the total of the School Psych budget divided by 4. We do that each quarter for the first 3 quarters, and then in the summer when we know what the mileage costs, tech costs, training costs, etc. were, we adjust that quarter to cover our costs exactly. When I budget I over estimate those expenses a bit so generally the 4th quarter billing is less than the first 3.

At the end of last year the schools that used 2 days of psych services paid us \$34,608 for the 2 days per week (\$17,304/day). We also add 8% for Lona's time to supervise, hire, and such for each employee, so plan on another \$1,400 for the year for each day for supervision.

In terms of how you use this person and what their responsibilities would be, that is a conversation we will need to include Lona in on. I gave you 20-21 numbers because those are accurate. I am sure those numbers will be up slightly this year, but we won't know until July.

We have been advertising for a school psych and we had one applicant. We offered her the job yesterday and hope to have an answer today. If none of our other 2 school psychs leave, we will have a couple days to give you. If any of them leave, we might be in trouble. I know last year and this year we had to contract with a teletherapy company to provide services to Arapahoe and Cambridge. They didn't like it as well, but it worked. It didn't cost as much, but they didn't get as much either. I think their teachers were frustrated. They ended that contract for this semester, when some gal in Holbrook decided to get her school psych degree.

Let me know if this helps Jon.

Thanks.

--

Greg Barnes
ESU 11, Administrator

Alma Public Schools Future Project Lists – January 2022

Building Projects:

Future Projects:

- Add additional elementary classroom space on the southwest corner of the school. (We are short at least one classroom – Elementary classes are split 1-6)
- Add a key fob entry system to the Ag building front door.
- Number windows and doors around the building for security plan.
- Renovation of Gyms: main gym floor re-sand and eventually replace.
- Replace Carpeting – (Library)
- Cover wood floors in science rooms with tile or laminate flooring.
- Replace outside doors – Practice gym doors are the ones in the worst shape.
- Build a more secure entrance because of safety concerns –
- Build a handicap accessible Gym
- Build a new weight room with an outside entrance for the public.
- Window panels, high school bottom floor (2nd floor already done)
- Replace Windows – 1990 addition needs replaced – elementary, library, band rooms. (High School, Gym, Kindergarten and new 1st grade room done)
- Upgrade Bathrooms (high school handicap accessibility-we have blue prints for this project)
- Add room for a preschool.
- Bleachers on Stage.

Projects in the works:

- Replace Lighting – Being replaced as needed – summer of 2021 project will continue.
- Continue the replacement of video cameras – (We have 71 cameras – 16 Analog inside cameras, 26 outside IP cameras, and 29 inside IP cameras)

Past Projects Completed:

- Electronic/video screen advertising board. (Fall of 2021)
- Replace the High School roof- (Late Summer 2021)
- Older bathroom fixtures replaced in the high school bathrooms - Summer 2020
- Replaced Carpet in the commons – Summer 2020
- New score clocks in main gym (main gym old clocks move to practice gym), padding along the entire wall both end of main gym and eventually the practice gym, add buzzer lights to the backboards. – Fall 2020
- Kitchen stove and oven replaced – Fall 2020
- Remodel the elementary room - Divide the room into a couple of offices and an elementary classroom. – Completed summer 2018.
- Replace Outside Doors, add handicap accessibility to doors – automatic doors- Front door & West door Completed – Fall 2018)- (North East Gym replaced)- Commons Doors replaced summer 2019
- Buzz-in system for east door & west lobby door – Completed January 2018
- Build Ag/FFA building – Completed Fall, Summer 2017 (Will be paid off 2025)
- Remodel present shop for High School Band, Choir, Elementary Music, and hallway – Completed Fall, 2017
- Remodel present band, choir room and elementary music room for classroom space – Completed Fall 2017
- Tile – Art Room
- Finish tile / carpet in office
- Completed: Replaced Windows – High School Gym, Kindergarten, West Entrance Summer 2008
- Replaced Library roof - Fall 2019

HVAC – Air quality - Water:

Future Projects:

- Finish HVAC project (Add AC to Multipurpose Room, Locker Rooms) (Add 4 pipe system to existing HVAC in High School) (Improve HVAC in Office).
- Add more ceiling fans above the bleachers in the gym
- Office HVAC needs updated – this would be part of a front entrance renovation.

Projects in the works:

Past Projects Completed:

- 2008 HVAC project will be paid off June 2019
- Hot water heater – south mechanical room – Summer 2019.

Outside Projects:

Future Projects:

- Add onto the bus barn (Awning/building for the big bus)
- Recover the garage by the green house with metal
- Put a garage door on the east-north side of the bus barn.
- Pave driveway / handicap parking at football field
- Update the playground equipment

Projects in the works:

- Storage Shed @ the practice field – partial completed needs finished.
- Parking lot expansion and Pave school parking lot. Property purchased on east side – will need to develop the lot.
- Develop more parking on east side of the school – partial completed.
- Replace cement in bad spots on school property – partial completed

Past Projects Completed:

- Replace football field lights with brighter and more efficient lights – (Completed Spring 2021)
- Track surface – recover existing track – Completed Fall of 2018
- Electronic Sign - [Done](#)
- Replace football scoreboard - [Done](#)

Transportation: 1998 – Prevost; 2008 Chevy Collins – 109,864; Two - 2011 Blue Birds Bus A -109,130, Bus B - 124,027 (Spare); 2014 International 78,406; 2018 International, 36,233; 2020 Blue Bird, 30,406; 2011 -Suburban – 126,924; 2013 – Suburban – 83,204; 2012-Chevy Express Van – 93,435; 2018 – Chevy Express Van - 42,020; 2008 – Chevy Uplander- 108,343; 2009 – Chevy Pick-up – 207,350; Mileage report June 2021.

Future Projects:

- Purchase another Suburban &/or Van:
- Purchase a Chevy Traverse or Equinox to replace driver education car.
- Purchase a 53-passenger bus
- Purchase/Lease a different coach bus.

Projects in the works: (Budgeted \$120,000)

Past Projects Completed:

- Purchased a 2018 Chevy Express van – Fall 2018
- 2019 International Bus replaced 2017 International
- Purchased 2020 Blue Bird Bus – 2019

Others:

Increase recycling throughout the school

Expand on-line / college classes – (We add classes to meet students' interest)

Preschool (Work with Under the Umbrella preschool to create a Nebraska Department of Education certified preschool.)

Creating an Alma Public School Foundation. (Work with the Harlan County Foundation)

ALMA PUBLIC SCHOOL FEDERAL DISASTER MITIGATION RESOLUTION

WHEREAS, the Federal Disaster Mitigation Act of 2000 was signed in to law on October 30, 2000, placing new emphasis on state and local mitigation planning for natural hazards and requiring communities to adopt a hazard mitigation action plan to be eligible for pre-disaster and post-disaster federal funding for mitigation purposes; and

WHEREAS, a Multi-Jurisdictional Hazard Mitigation Plan was prepared by Franklin, Furnas, Harlan, and Red Willow Counties, with assistance from JEO Consulting Group, Inc.

WHEREAS, the purpose of the mitigation plan was to lessen the effects of disasters by increasing the disaster resistance of the counties and participating jurisdictions located within the planning boundary by identifying the hazards that affect **Alma Public School District** and prioritize mitigation strategies to reduce potential loss of life and property damage from those hazards, and

WHEREAS, FEMA regulations require documentation that the plan has been formally adopted by the governing body of **Alma Public Schools District** in the form of a resolution and further requesting approval of the plan at the Federal Level; and

NOW, THEREFORE, the governing body of **Alma Public School District** does herewith adopt the Quad Counties Multi-Jurisdictional Hazard Mitigation Plan Update in its entirety; and

PASSED AND APPROVED this 10th day of January, 2022.

Board President

ATTEST:

Superintendent of Schools