

Board of Education Regular Meeting
Monday, August 10, 2026 8:00 PM
Notice of the meeting was posted in the Henderson News
on August 6, 2026.

Conference Room
1501 Front St
Henderson, NE 68371-8929

HEARTLAND COMMUNITY SCHOOLS
EMPOWERING EXCELLENCE - Every Student, Every Day

AGENDA

1. **Preliminary Procedures**

1.1. **Call to Order**

1.2. **Recognize Notice of Meeting**

1.3. **Recognize Open Meetings Act Posting**

1.4. **Roll Call**

2. **Public Comments On Agenda Items**

Public comment will be limited to items on the current agenda. Public comment may be limited to a total of 30 minutes, individuals will be limited to 5 minutes each.

Nebraska Revised Statute 84-1412 requires members of the public desiring to provide comments to the board to identify himself or herself, including an address, and the name of any organization represented by such person. A form is provided at the meeting for individuals to complete and to submit to the superintendent prior to speaking for the purposes of efficiently providing this information.

3. **Reports**

3.1. **Superintendent's Report**

3.2. **Principals' Reports**

4. **Discussion Items**

4.1. **Building / Construction Update**

4.2. **K-6 Playground Project Update**

4.3. **Discuss Preliminary 26-27 Budget Information & Timeline**

4.4. **Discuss Proceeding With Potential Parking Lot Project In Summer 2027**

4.5. **Discuss Proceeding With Potential Restrooms Project In Summer 2027**

4.6. **Discuss Donation Of New Digital Marquee by Henderson State Bank**

4.7. Discuss Modifications To Current 2-Year H&H Co-op Agreement For 26-27

4.8. Discuss Renewal Of H&H Co-op For Another 2-Year Term

5. Action Items

5.1. Approve Modifications To Current 2-Year H&H Co-op Agreement For 26-27

5.2. Approve Installation of Digital Marquee Donated by Henderson State Bank

6. Future Agenda Items

6.1. Special August Meeting: Monday, August 24th @ 8 PM

6.2. Regular Meeting: September 14th @ 8 PM

7. Consent Agenda

7.1. Approval of Minutes

7.1.1. *Hearing Policy 5018: July 13, 2026*

7.1.2. *Hearing Policy 5045: July 13, 2026*

7.1.3. *Hearing Policy 5054: July 13, 2026*

7.1.4. *Regular Meeting: July 13, 2026*

7.2. Approval of Claims

7.3. Financial Reports

7.4. Approval of Construction Claims

8. Public Comments On Items Not On The Agenda

Public comment on items not included on the agenda. Public comment may be limited to a total of 10 minutes, individuals will be limited to 2 minutes each.

Nebraska Revised Statute 84-1412 requires members of the public desiring to provide comments to the board to identify himself or herself, including an address, and the name of any organization represented by such person. A form is provided at the meeting for individuals to complete and to submit to the superintendent prior to speaking for the purposes of efficiently providing this information.

9. Adjournment

HEARTLAND

COMMUNITY SCHOOLS

**1501 Front Street
Henderson, Nebraska 68371**

**Phone: (402) 723-4434
Fax: (402) 723-4431**

August 10, 2026

TO: Heartland Community Schools Board of Education
FROM: Jeremy Klein, Superintendent
RE: Board Report (August 2026)

Regular August Board Meeting Reminder

Our regular August board meeting is scheduled for Monday, August 10, 2026, at 8 PM in the Conference Room.

NOTE: the time change from 7 PM to 8 PM

The Finance Committee will meet at 7 PM, Monday, August 10th prior to the board meeting to review/discuss preliminary budget numbers/recommendations.

Please let Tyler or I know if you need to be absent.

Board Meeting Reminders

- Monday, August 10th @ 8 PM: Regular Meeting
- Monday, August 24th @ 8 PM: Special Meeting – close out fiscal year
- Monday, September 14th @ 8 PM: Regular Meeting

Committee Meeting Reminders

- Monday, August 10th @ 1 PM: Building Committee RE: OAC K-6 playground
- Monday, August 10th @ 7 PM: Finance Committee
- Tuesday, August 11th @ 11 AM: Building Committee RE: Hausmann Closeout Review Meeting
- Monday, August 17th @ 1 PM: Building Committee RE: OAC K-6 playground
- Monday, August 24th @ 1 PM: Building Committee RE: OAC K-6 playground
- Monday, August 24th @ 7 PM: Finance Committee

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Consent Agenda: Minutes

Approval of the Consent Agenda will include approval of the minutes from the following:

- Regular Meeting (July 13, 2026)
- Hearing: Policy 5018 (July 13, 2026)
- Hearing: Policy 5045 (July 13, 2026)
- Hearing: Policy 5054 (July 13, 2026)

Consent Agenda: Claims

Approval of the month's claims are included in the Consent Agenda. Let me know if you have any questions on any claims prior to the meeting - I can either answer your question or bring an answer to the meeting.

Consent Agenda: Construction Claims

Certified construction claims from Duncan-Theis Construction in the amount of \$109,160.10 are presented for approval in the Consent Agenda. The payment includes amounts from Pay Request #1 and Pay Request #2.

There are no certified construction claims to be paid this meeting to Hausmann Construction. Our current balance to finish with Hausmann is \$50,000.

26-27 School Year

The first day of school is Thursday, August 13th. There will be an 11:40 AM early dismissal on that first day of school. The second day of school (Friday, August 14th) will be a full day of school.

The first day for teachers and all staff is Monday August 10th.

An induction/orientation day with new teachers took place on Friday, August 7th.

New Teachers For 26-27

We'll welcome 2 new teachers to our staff for the coming 26-27 school year.

Noah Jones: 7-12 History/Social Studies

Kelsey Linabery: K-12 Vocal Music

26-27 Calendar

For your information, I have attached a copy of the 26-27 school calendar to this report.

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NASB Area Membership Meeting – Wednesday, September 9th (York)

This fall's area membership meeting for our area will be Wednesday, September 9th in York.

Registration, etc. begins at 4:30 PM.

The Opening Session begins at 5 PM.

The following members will receive level recognition:

Jeb Mierau: Level II

Ryan Goertzen: Level III

Jen Hiebner: Level IV

Tyler Newton: Level V

Feel free to email me if you'd like me to get you registered for the York event.

The deadline to register is September 2nd.

Dates / Events Of Note

August 10: All Staff Return

August 10: Regular August Board Meeting @ 8 PM

August 13: First Day of School 26-27; early dismissal @ 11:40 AM

August 17: Fall Sports Kickoff (Heartland gym) @ 7 PM

August 24: Special Board Meeting @ 8 PM

September 7: No School – Labor Day

September 9: Area NASB Membership Meeting (York) @ 4:30 PM

September 14: No School – Professional Development

September 14: Regular September Board Meeting @ 8 PM

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HEARTLAND COMMUNITY SCHOOLS

2026 - 2027 SCHOOL CALENDAR

August 2026						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
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23	24	25	26	27	28	29
30	31					

September 2026						
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26	27	28	29	30		

October 2026						
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24	25	26	27	28	29	30
31						

November 2026						
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29	30					

December 2026						
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26	27	28	29	30	31	

Aug. 7	New Teacher Orientation
Aug. 10-12	Teacher Inservice
Aug. 13	K-12 Classes Begin (11:40 Dismissal)
Sept. 7	No School - Labor Day
Sept. 14	No School - Professional Development
Oct. 9	Last Day - 1st Quarter
Oct. 12	First Day - 2nd Quarter
Oct. 19	No School - Professional Development
Oct. 19	PTC 4:30 PM - 8:30 PM
Oct. 20	PTC 4:30 PM - 8:30 PM
Nov. 25-27	No School - Thanksgiving Break
Dec. 18	Last Day - 1st Semester (Regular Dismissal)
Dec. 21	No School - Professional Development
Dec. 22-31	No School - Holiday Break
Dec. 23-27	NSAA Moratorium

Jan. 1	No School - Holiday Break
Jan. 4-5	No School - Professional Development
Jan. 6	Classes Resume / 1st Day - 2nd Semester
Jan. 15	No School - Mid-Winter Break
Feb. 12	No School - Mid-Winter Break
Mar. 5	No School - Professional Development
Mar. 8	PTC 4:30 PM - 8:30 PM
Mar. 9	PTC 4:30 PM - 8:30 PM
Mar. 10	Last Day - 3rd Quarter
Mar. 11	No School - Professional Development
Mar. 12	No School - Winter Break
Mar. 15	First Day - 4th Quarter
Mar. 26	No School - Spring Break
Mar. 29	No School - Spring Break
Apr. 13	No School - Staff Workday (HS Track Invite)
May 5	Seniors' Last Day
May 9	Graduation
May 14	Last Day - 2nd Semester (11:30 Dismissal)
May 17	Teacher Inservice

January 2027						
Su	Mo	Tu	We	Th	Fr	Sa
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February 2027						
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March 2027						
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April 2027						
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May 2027						
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16	17	18	19	20	21	22
23	24	25	26	27	28	29

	Beginning/End of Term
	No School - Professional Development
	No School - Break
	Parent-Teacher Conferences
	Early Dismissal
	Event
	Curriculum Development

1st Quarter	40	Student Days
	44	Teacher Days
2nd Quarter	46	Student Days
	49	Teacher Days
3rd Quarter	43	Student Days
	47	Teacher Days
4th Quarter	42	Student Days
	45	Teacher Days
1st Semester	86	Student Days
	93	Teacher Days
2nd Semester	85	Student Days
	92	Teacher Days
School Year	171	Student Days
	185	Teacher Days

Additional days for students and/or staff will be added to the end of the year if it is determined to be necessary.

NSAA DATES	
Start of Fall Practices	Aug. 10
District Golf	Oct. 5-6
State Golf	Oct. 12-13
State Football 1st Rd.	Oct. 30
State Volleyball	Nov. 4-5-6-7
Start of Winter Practices	Nov. 16
District One-Act	Week of Nov. 30
NSAA Moratorium	Dec. 23-27
Girls State Basketball	Mar. 3-4-5-6
Boys State Basketball	Mar. 10-11-12-13
Start of Spring Practices	Mar. 1
District Music	Week of Apr. 19
District Track	May 13
District Golf	May 17-18
State Track	May 21-22
State Golf	May 25-26



Heartland Community Schools
1501 Front Street
Henderson, NE 68371
Phone: 402-723-4434
www.heartlandschools.org

ADOPTED 3/9/26

Elementary Principal's Report

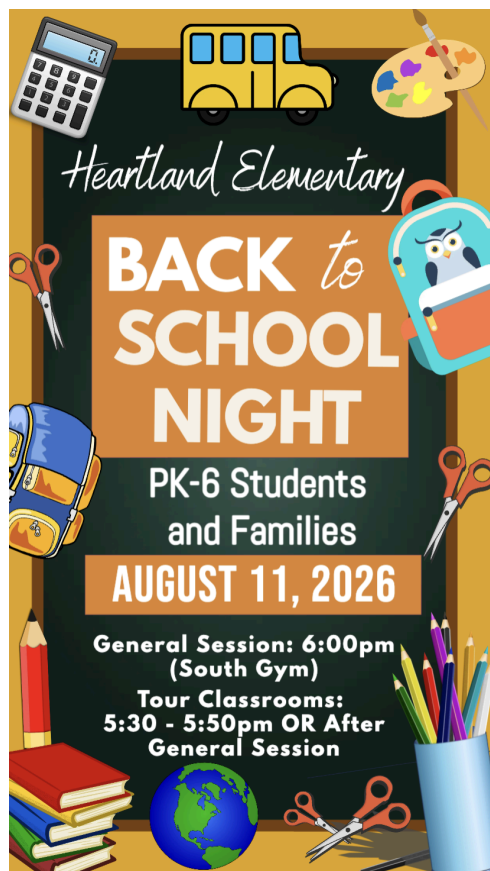
August, 2026

Professional Development

- **Administrator Days (July 29 - 31)** - Thank you for the opportunity to attend the conference. Aside from the amazing keynote speakers and breakout sessions, the opportunity to network with other administrators from across the state is where a great deal of learning occurs.
- **Back To School Professional Development - August 10 - 13** - Staff return on August 10. We have a great deal of meetings planned to occur as well as give teachers an opportunity to work in their classrooms in preparation for the upcoming year. Para Educators will attend a full day training in Milford on August 11.

Elementary Open House

- Tuesday, August 11 @ 6:00pm in the south gym
- Families will also have the opportunity to tour classrooms during the evening.



Summer Reading

- A special thank you to Mary Hiebner for once again running our summer reading program! She opened the elementary library every Tuesday and Thursday morning from June 9 - July 16 for families to check out books. Students could earn prizes for their time spent reading at home. The culminating activity for students that met their reading goals was a trip to Sunset Bowl and Peyton Parker Lane Park in York. A fun time was had by all!

Thank You

- Thanks to the summer maintenance staff for their efforts all summer preparing for this school year. A shoutout to the teachers and office staff for their efforts in preparing for this upcoming school year.

Heartland Elementary is ready for a great school year.
Empowering Excellence ~ Every Student, Every Day

Secondary Principal's Report

1. 7th Grade Orientation is the 10th. It was a little later than usual due to calendar scheduling. There are some good things about having it on this day. I plan to cover the basic rules of the handbook.
2. Sports Information Night- This year was in Hampton. We'll alternate each year.
3. Back to school scheduling has gone well. I've talked with a number of parents and students about the plan for the upcoming year as well as the following years. We continue to offer a variety of courses for all students.
4. Computer Distribution- August 11. We'll be distributing the computers from the concession stand as we did last year; that worked well.



t 308 234-6285 f 308 234-7480
1740 West Highway 40, Kearney, NE 68845

Heartland Community Schools East Playground

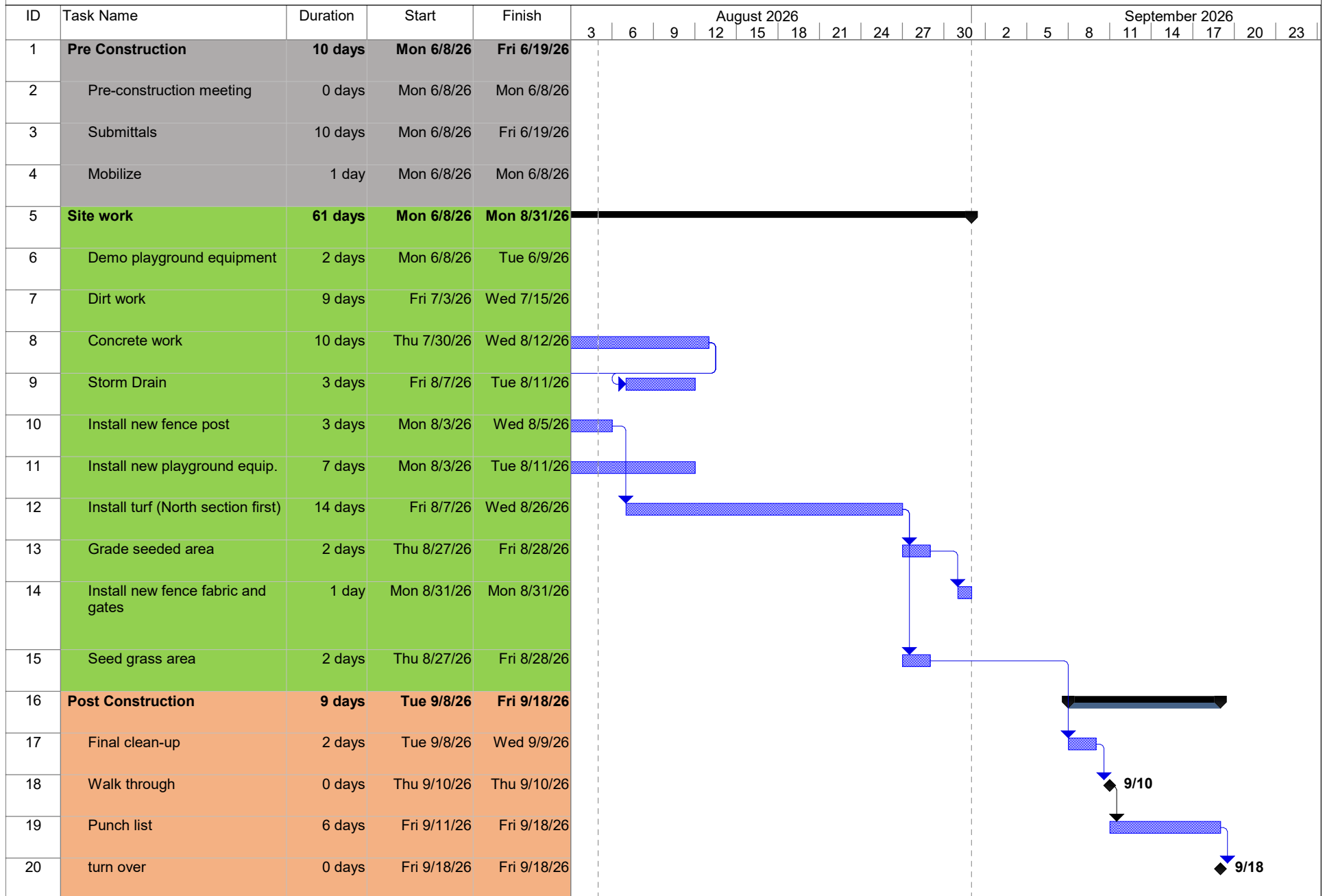
Progress Meeting

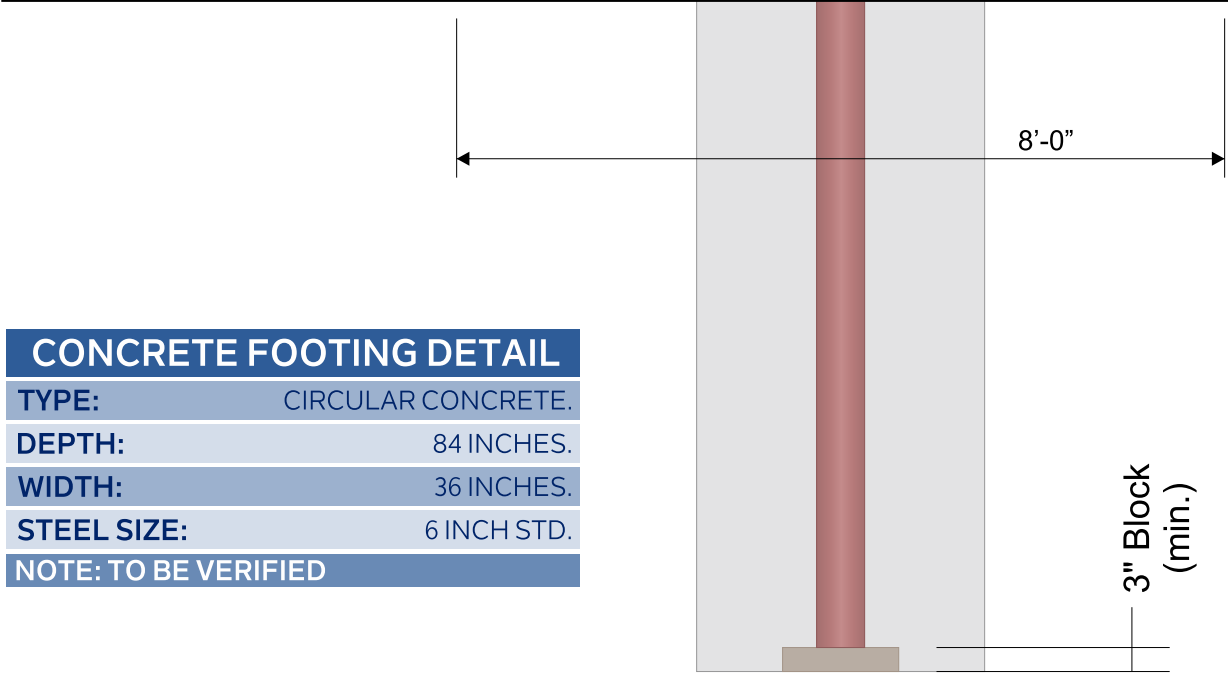
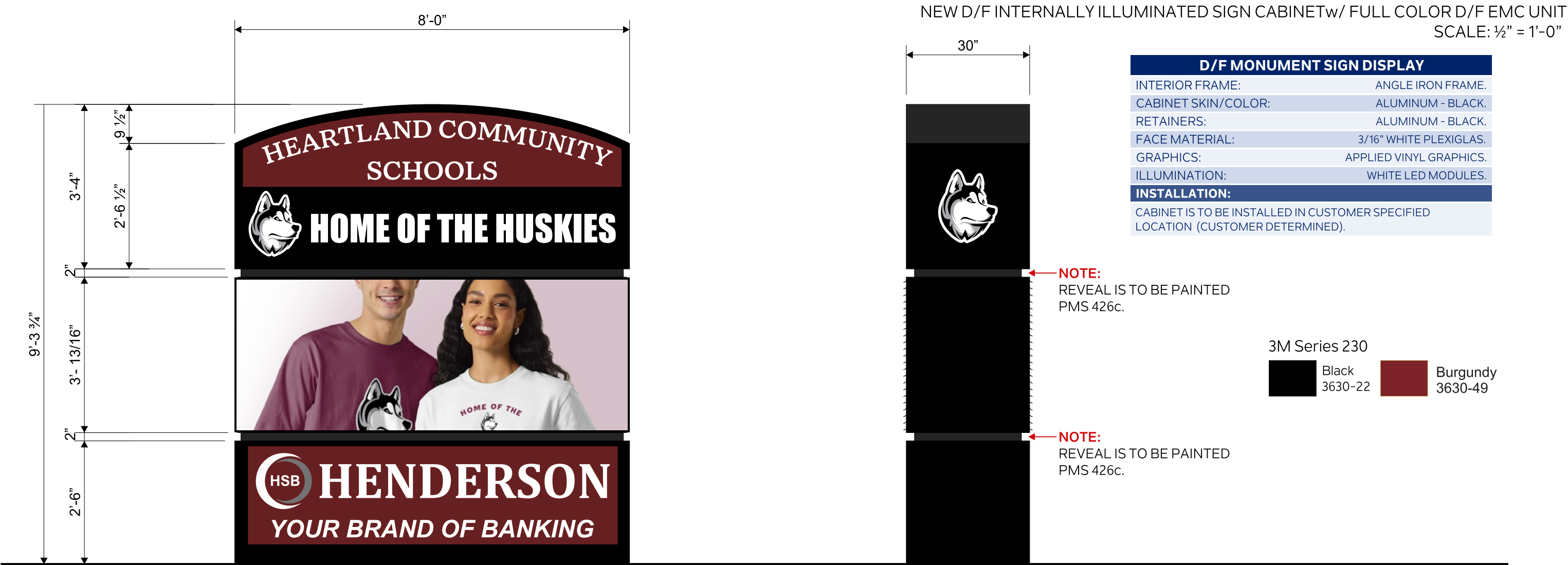
August 5th, 2026 @ 1:00pm
Online

- 1. Schedule Review.**
 1. Schedule attached.
- 2. RFI's**
 1. No RFIs currently.
- 3. COR's**
 1. COR 1 (pavement replacement) – signed.
- 4. CO's**
 1. CO 1 (pavement replacement) - executed
- 5. Open Discussion.**
 1. Set pre-installation meeting for drains at north turf area today at 2pm?
- 6. Safety and Security.**
 1. Provide egress path at east door.
- 7. Next Progress meeting – August 10th at 1pm, online.**

Kevin Duncan Principal | Scott Theis Principal

GENERAL CONTRACTOR, CONSTRUCTION MANAGEMENT & DESIGN SERVICES





PLAT OF LOT AND BUILDING

*Draw to scale and identify all buildings on lot
 *Identify footage from property lines (property line verification is responsibility of property owner)

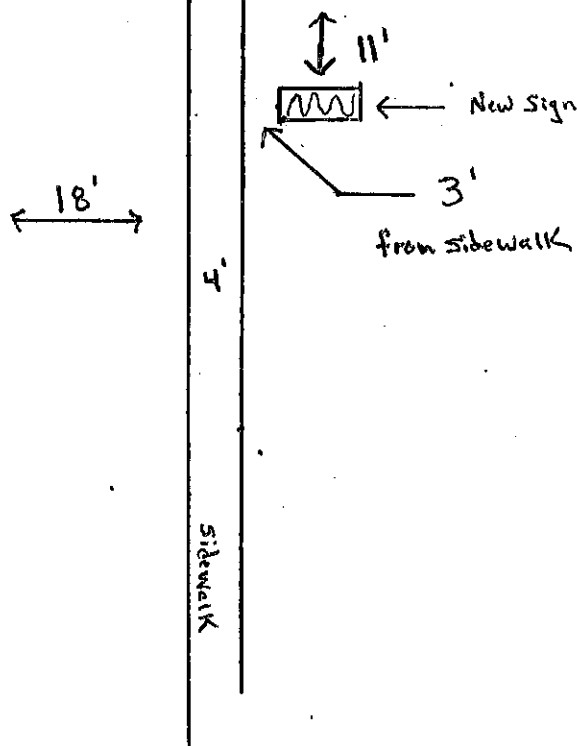
*Identify new construction
 *Identify measurements of new construction
 *Identify easement location (may require a survey)

Residential setbacks: Front yard: 20 feet from property line (single family)
 Side yard: 5 feet from property line
 Rear yard: 20 feet from property line

Garden sheds and other similar structures that are are not greater than 172 square feet in size may be located within the minimum yard requirements.

Below is the lot to draw proposed project and identify buildings. Please remember to include measurements from proposed project to lot lines.

STREET



**Appendix L: Mutual Understanding Of Modifications
To The 25-26 & 26-27 Cooperative Sponsorship Agreement
Between Hampton Public Schools & Heartland Community Schools
For The 26-27 School Year
Appendix JH-12: Junior High School Volleyball**

5. Home Game Locations

- B. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events will be split between partner school sites at an approximate ratio of 50-50.
 - b. The final determination of game sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.

6. Practices & Practice Locations

- B. In general, practices that take place after a school day will alternate between the Hampton site and the Heartland site at an approximate ratio of 50-50.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.

Summary of Modification:

The original agreement specified that generally all home games and after-school practices for Junior High School Volleyball would take place at the Heartland site. This modification alters the operational intent from the original agreement such that both after-school practices and home games for Junior High School Volleyball would be split/rotated between the sites of the partner schools instead of generally being fixed to one site.

Rationale:

This was a modification made prior to the 25-26 school year made through unanimous agreement of the superintendents of the partner schools through provisions in Section 5A. and Section 6B of Appendix JH-12.

This modification was made in consultation with and based upon the recommendation of the coaches when considering the number of participants and the practice site logistics that would best support the needs of the players and coaches.

It is the intent of all partner schools to continue to implement this modification for the coming 26-27 school year.

**Appendix L: Mutual Understanding Of Modifications
To The 25-26 & 26-27 Cooperative Sponsorship Agreement
Between Hampton Public Schools & Heartland Community Schools
For The 26-27 School Year
Appendix JH-21: Junior High School Boys Basketball**

5. Home Game Locations

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 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.

Summary of Modification:

The original agreement specified that generally all home games and after-school practices for Junior High School Boys Basketball would take place at the Heartland site. This modification alters the operational intent from the original agreement such that both after-school practices and home games for Junior High School Boys Basketball would be split/rotated between the sites of the partner schools instead of generally being fixed to one site.

Rationale:

This modification was recommended to the joint leadership/administrative team of the partner schools by the coaches of the corresponding program as a part of joint leadership/administrative team's joint evaluation efforts of the cooperative sponsorship's operational successes and challenges. The recommendation was made for the purpose of balancing space needs of all programs when balancing the aggregate number of participants and the related space requirements of those participants as space resources are simultaneously used by multiple programs across genders and age divisions.

The joint leadership/administrative team(s) then subsequently made the recommendation for this modification to the co-op committees of the boards of education of both partner districts. The committees jointly reached a consensus that such a modification would be materially beneficial to the operations of the cooperative sponsorship and agreed to provide said recommendation to their corresponding boards of education.

**Appendix L: Mutual Understanding Of Modifications
To The 25-26 & 26-27 Cooperative Sponsorship Agreement
Between Hampton Public Schools & Heartland Community Schools
For The 26-27 School Year
Appendix JH-22: Junior High School Girls Basketball**

5. Home Game Locations

- B. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events will be split between partner school sites at an approximate ratio of 50-50.
 - b. The final determination of game sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.

6. Practices & Practice Locations

- B. In general, practices that take place after a school day will alternate between the Hampton site and the Heartland site at an approximate ratio of 50-50.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.

Summary of Modification:

The original agreement specified that generally all home games and after-school practices for Junior High School Girls Basketball would take place at the Hampton site. This modification alters the operational intent from the original agreement such that both after-school practices and home games for Junior High School Girls Basketball would be split/rotated between the sites of the partner schools instead of generally being fixed to one site.

Rationale:

This modification was recommended to the joint leadership/administrative team of the partner schools by the coaches of the corresponding program as a part of joint leadership/administrative team's joint evaluation efforts of the cooperative sponsorship's operational successes and challenges. The recommendation was made for the purpose of balancing space needs of all programs when balancing the aggregate number of participants and the related space requirements of those participants as space resources are simultaneously used by multiple programs across genders and age divisions.

The joint leadership/administrative team(s) then subsequently made the recommendation for this modification to the co-op committees of the boards of education of both partner districts. The committees jointly reached a consensus that such a modification would be materially beneficial to the operations of the cooperative sponsorship and agreed to provide said recommendation to their corresponding boards of education.

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home games for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events will be scheduled to occur at the Heartland site.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- C. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.
- D. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.

Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home games for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events will be scheduled to occur at the Heartland site.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- C. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.
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6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home games for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events will be scheduled to occur at the Hampton site.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- C. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.
- D. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Hampton site.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.

Comprehensive Cooperative- Sponsorship Agreement

between

Hampton Public Schools
& Heartland Community Schools

Generation 1: February 2025

**Master Agreement: Comprehensive Cooperative Sponsorship
Hampton Public Schools & Heartland Community Schools**

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1. Establishment

- A. Hampton Public Schools and Heartland Community Schools hereby mutually agree to enter into this comprehensive, multi-sport cooperative sponsorship agreement for the purposes of increasing and improving extracurricular opportunities for the students of their respective school districts.
- B. It is the intent of Hampton Public Schools and Heartland Community Schools, and their respective governing boards, that the cooperative sponsorship defined herein be governed, administered, and executed in good-faith and in a spirit of partnership and equity.
- C. Beginning with the 25-26 school year, this agreement and all appendices attached hereto shall serve as the initial governance agreement for all sports to be included within the administration of a multi-sport cooperative sponsorship agreement between Hampton Public Schools and Heartland Community Schools.
- D. This agreement may only be adopted or enacted through congruent, affirmative action taken by the governing boards of each school district participating in said agreement.
 - a. Once duly adopted or enacted, this agreement is considered to be in effect.
 - b. Once duly adopted or enacted, this agreement may only be renewed, amended, or cancelled through congruent, affirmative action taken by the governing boards of both school districts.

2. Comprehensive, Contingent, & Non-severable

- A. This agreement and its attached appendices represent the entirety of a single, comprehensive agreement.
- B. Hampton Public Schools and Heartland Community Schools stipulate that all cooperatively sponsored sports programs identified in *Section 3 – Sponsored Programs & Terms*, and the terms which are identified as corresponding to each, are not to be severed from each other.
 - a. It is the intent of both schools and their respective governing boards to adopt and to adhere to the entirety of this comprehensive agreement and to the entirety of the attached appendices.

3. Sponsored Programs & Terms

- A. Beginning with the 25-26 school year, the individual sports listed below shall be cooperatively sponsored by Hampton Public Schools and Heartland Community Schools and subject to this cooperative sponsorship agreement for the school years identified herein unless otherwise modified, amended, or cancelled through mutual agreement of the boards of education of all partner schools.
 - a. High School / Varsity-Level Sports
 - i. Football (Appendix HS-11): **26-27 & 27-28**
 - i. Volleyball (Appendix HS-12): 25-26 & 26-27
 - ii. Girls Golf (Appendix HS-13): 25-26 & 26-27
 - iii. Boys Basketball (Appendix HS-21): 25-26 & 26-27
 - iv. Girls Basketball (Appendix HS-22): 25-26 & 26-27
 - v. Track & Field (Appendix HS-31): 25-26 & 26-27
 - vi. Boys Golf (Appendix HS-32): 25-26 & 26-27
 - vii. Cheerleading (Appendix HS-41): 25-26 & 26-27

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- b. Junior High School / JH-Level Sports
 - i. Football (Appendix JH-11): 25-26 & 26-27
 - ii. Volleyball (Appendix JH-12): 25-26 & 26-27
 - iii. Boys Basketball (Appendix JH-21): 25-26 & 26-27
 - iv. Girls Basketball (Appendix JH-22): 25-26 & 26-27
 - v. Track & Field (Appendix JH-31): 25-26 & 26-27

4. Cooperative Program Name

- A. H&H
- B. Said name will be used for NSAA, media, photographic, and branding purposes.

5. Cooperative Program Mascot

- A. As determined by an agreed upon student-selection process. Said process is to be executed following the ratification of this agreement by the governing boards of all partner schools.
- B. Said mascot will be used for NSAA, media, photographic, and branding purposes.

6. Cooperative Program Colors

- A. Black, White, and Silver
- B. Said colors will be used for NSAA, media, photographic, and branding purposes.

7. Head School Designation

- A. Heartland Community Schools will act as the head school for the execution of this entire agreement unless otherwise specifically identified.
- B. It shall be the responsibility of the superintendent of the head school to make a final decision on matters not otherwise dictated by this agreement or by local policy when a mutual agreement cannot be satisfactorily reached among the superintendents of the partner schools.
 - a. The superintendent of the head school may not unilaterally make a decision in instances where unanimous agreement is specifically required (e.g. weather-related concerns).
 - b. Deference must be given to the concurrent satisfaction of all local, policy requirements in the administration of this agreement.
- C. It is the intent of Hampton Public Schools and Heartland Community Schools that the designation of a head school within this agreement exists as a functional necessity and does not diminish the shared expectations of fostering good faith, partnership, and equity among the partner schools within this agreement.

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8. Conference & NSAA

- A. Cooperatively sponsored programs subject to this agreement shall retain membership and affiliation with the Southern Nebraska Conference (SNC).
- B. Conference-level or NSAA-level events that are assigned to be site-hosted by the cooperative will be hosted at the Heartland site unless otherwise specified below.
 - a. Volleyball: occurrences will alternate between the Hampton site and the Heartland site by seasons assigned.
 - i. The first occurrence(s) of the cooperative being assigned to host either only a conference event during a season, only an NSAA event during a season, or a combination of the same within the same calendar-season will be hosted at the Hampton site. Sites will not alternate within the same season.
 - b. Basketball: occurrences will alternate between the Hampton site and the Heartland site by seasons assigned.
 - i. The first occurrence of the cooperative being assigned to host either a boys conference event during a season, a girls conference event during a season, a boys NSAA event during a season, a girls NSAA event during a season, or any combination of the same within the same season will be hosted at the Heartland site. Sites will not alternate within the same season.
 - c. The alternating sport, specific schedules established in this agreement for volleyball and basketball, along with their natural progressions, will automatically carry over and into all subsequent renewals of this agreement unless otherwise stated in a future agreement.
 - d. Alternating cycles will occur by sport, and not by site. It is therefore understood that at some point in the future, it is possible that on one or more occasions, the same site could host conference events and/or NSAA events and/or any combination of the same for both volleyball and basketball in the same season.
- C. Each partner school will receive its own plaque, plaque adornment, team award and/or trophy as may be awarded by the Conference as a result of team standings in conference tournament / championship play (tournament, meet, etc.).
 - a. Initially, said assets will be ultimately received and kept by the head school. This does not prevent said assets from being temporarily displayed at any partner school.
 - b. Duplicate assets for partner schools will be requested from the Conference by the head school and the cost will be equally shared among the partner schools.
- D. Cooperatively sponsored programs subject to this agreement shall retain membership and affiliation with the NSAA, and said programs shall be provided with a size classification according to by-laws established by the NSAA.
- E. Each partner school will receive its own plaque, plaque adornment, team award and/or trophy as may be awarded by the NSAA as a result of team standings in NSAA tournament / championship play (tournament, meet, etc.).
 - a. Initially, said assets will be ultimately received and kept by the head school. This does not prevent said assets from being temporarily displayed at any partner school.
 - b. Duplicate assets for partner schools will be requested from the Conference by the head school and the cost will be equally shared among the partner schools.

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F. Reimbursement For Awards Costs

- a. The paying agent school(s) for any awards costs will complete itemized documentation of the costs to be shared on a full-year basis (Appendix F-4) and provide said documentation to the superintendents of all partner schools.
 - i. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.
- b. After the full-year basis is compiled and calculated for each partner school, the equitable share of the shared-coach costs for all partner schools will be calculated (Appendix F-5).
 - i. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.
- c. Partner schools will reimburse each other the overage/underage of the equitable share so that the net, shared-coaches costs is equal among the partner schools at the end of the full year.

9. Independent Governance

- A. The AD of each school participating in the co-op is responsible for ensuring that their student-athletes meet the regulations governing participation as it relates to local compliance, eligibility, NSAA paperwork, physicals, etc. and communicating with the ADs of the other schools, and with the head coach.
- B. Students of each district shall be bound by the rules and regulations that are established by the district in which they are enrolled as a student.

10. Coaches

A. Head Coaches

- a. A head coach/sponsor will be designated for each high school and junior high school team/program covered under this agreement.
- b. The head coach does not have to be a coach from the head school.
- c. It is preferred, but not required, that a head coach be a certificated staff member of one of the partner schools.
- d. At the inception of the co-op, the position of head coach for the cooperatively sponsored program will be considered to be open.
 - i. Internal postings will be made in all partner districts.
 - ii. All internal postings shall list an agreed upon application deadline.
 - iii. Upon mutual agreement of the superintendents of all partner schools, external postings may be used in the event that internal postings do not, or are not likely to, produce a qualified candidate for the position of head coach.
- e. All candidates interested in a specific head coaching position will submit a letter of interest to their respective AD by the specified deadline.
- f. The AD's of all schools participating in the co-op will jointly review all applications and interview all interested candidates for the purposes of selecting a head coach.
 - i. The superintendents of partner schools, through mutual agreement, may participate in the process of interviewing candidates and/or provide for the participation of other stakeholders in the interview process.
- g. The AD's shall provide a recommendation regarding the assignment of the head coach to the superintendents of all partner schools.

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- h. Based upon the recommendations of the AD's, the superintendents of all partner schools shall consult each other for the purposes of selecting a head coach in a timely fashion.
 - i. If a lack of consensus exists after reasonable consultation between the superintendents of all districts in the co-op, it will be the responsibility of the superintendent of the head school to select the head coach.
 - j. If qualified or interested candidates fail to apply for an open head coaching position, a head coach will be assigned to the position from among the certificated staff of the partner schools through mutual agreement of the superintendents of the partner schools.
 - k. All subsequent head coach openings shall be filled in the same manner as previously identified.
 - i. All subsequent head coach openings shall include internal postings in all districts participating in the co-op.
 - ii. Upon the confirmed opening of a head coaching position, any partner school may list an external posting tied to open teaching position after notifying all other partner schools of their intent to do so.
 - iii. External postings of head coach openings that are not tied to open teaching positions in any of the partner schools may be done through unanimous agreement of the superintendents of all partner schools.
- B. Assistant Coaches
- a. Each year the AD's from among the partner schools will provide a recommendation to the superintendents regarding the number of assistant coaches necessary for the safe, effective, and efficient operation of the team.
 - b. Each year, the superintendents of the partner schools, in consideration of the AD's recommendation(s), will determine, through mutual agreement, the number of assistant coaches necessary for the safe, effective, and efficient operation of the team.
 - c. When the number of assistant coaches for the team is even, each school will assign an equal number of qualified assistant coaches committed to the success of the cooperatively sponsored program.
 - i. It is preferred, but not required, that an assistant coach be a staff member (certificated or otherwise) of the school for which they are being assigned.
 - ii. It shall be the responsibility of the AD from each school to assign the assistant coach from their school.
 - iii. To the extent as is reasonable and beneficial to the program, each AD shall make assignment decisions in consultation with the Head Coach and the AD's of all districts participating in the co-op.
 - d. When the number of assistant coaches for the team is an even number plus 1 (odd), each school will assign an equal number of qualified assistant coaches committed to the success of the cooperatively sponsored program while the one additional assistant coach will be assigned on an at-large basis through mutual agreement of the AD's, pending approval of the superintendents of the partner schools.
 - i. It is preferred, but not required, that an assistant coach be a staff member (certificated or otherwise) of the school for which they are being assigned.
 - ii. To the extent as is reasonable and beneficial to the program, each AD shall make assignment decisions in consultation with the Head Coach and the AD's of all partner schools.

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C. Coaching Salaries

- a. Payroll will be administered to all coaches by the district that employs and/or assigns them.
- b. The payroll costs for the head coach will be shared equally by the schools within this cooperative sponsorship agreement.
 - i. Each year the head coaching salary will be determined by comparing the appropriate placements for the coach within each district's extra duty schedule (or as otherwise prescribed by a negotiated agreement). The final coaching salary for the head coach will be the greater of the amounts provided for among the extra duty schedules for each district.
 - ii. One school will be acting as the payroll agent for the payment of the head coaching salary.
 - iii. The other school(s) will reimburse the payroll agent their equal share in a lump sum payment on or before August 31st.
 - iv. If the head coach is otherwise employed by one of the partner schools then that school will act as the paying agent for the head coach.
 - v. If the head coach is not otherwise employed by one of the partner schools (i.e. community coach) then the school that will act as the paying agent for the head coach will be determined in the following manner.
 1. If the head coach is a resident of a partner district, then that resident district will act as the paying agent for that coach.
 2. If the head coach is not a resident of a partner district, then district with the shortest straight-line distance between its headquarters and the coach's residence will act as the paying agent for that coach.
- c. Except for at-large assistant coaches, each partner school will pay 100% of the cost for an assistant coach that is assigned by their school to the cooperatively sponsored team.
 - i. The salary for an assistant coach will be determined by the extra duty schedule corresponding to the district that assigns them to said coaching duty.
- d. The payroll costs for an at-large assistant coach will be shared equally by the schools within this cooperative sponsorship agreement.
 - i. In instances where an at-large assistant coach that is employed by one of the partner schools, the salary for the assistant coach will be determined by the extra duty schedule corresponding to the district that employs them.
 - ii. In instances where an at-large assistant coach is not otherwise employed by one of the partner schools, the salary for the assistant coach will be determined in a manner that is similar to the salary determination procedure for head coaches (higher of the two).
 - iii. One school will be acting as the payroll agent for the payment of the at-large assistant coaching salary.
 - iv. The other partner schools will reimburse the payroll agent their equal share in a lump sum payment on or before August 31st.
 - v. The school that acts as the payroll agent for the at-large assistant coach will be determined in the same manner as is used for a head coach that is not otherwise employed by one of the partner schools.

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D. Reimbursement For Shared-Cost Coaches

- a. Shared-cost coaches will consist of the head coach of each high school or junior high school program and any at-large assistant coach of any high school or junior high school program.
- b. said documentation to the superintendents of all partner schools.
 - i. It will be the responsibility of the superintendents of partner schools to ensure this is completed no later than 30 days after the last competition of the sports season.
- c. The paying agent school(s) for any shared-cost coach(es) will complete itemized documentation of the costs to be shared on a calendar-season basis (Appendix D-3) and provide said documentation to the superintendents of all partner schools.
 - i. The superintendents of the partner schools will mutually agree upon the corresponding calendar-season calculations no later than 30 days after the last competition of the respective calendar-season (i.e. Summer, Fall, Winter, Spring).
- d. The paying agent school(s) for any shared-cost coach(es) will complete itemized documentation of the costs to be shared on a full-year basis (Appendix D-4) and provide said documentation to the superintendents of all partner schools.
 - i. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.
- e. After the full-year basis is compiled and calculated for each partner school, the equitable share of the shared-coach costs for all partner schools will be calculated (Appendix D-5).
 - i. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.
- f. Partner schools will reimburse each other the overage/underage of the equitable share so that the net, shared-coaches costs is equal among the partner schools at the end of the full year.

E. Evaluation & Continued Assignment

- a. All head coaches will be jointly and simultaneously evaluated by the AD's of both districts no later than 30 days after the final competition of the season.
- b. All assistant coaches will be jointly and simultaneously evaluated by the AD's of both districts in consultation with the head coach no later than 30 days following the last varsity competition of the season.
- c. Decisions regarding the continued assignment of a head coach will be made in the same manner as is used to select the head coach.
- d. Decisions regarding the continued assignment of an assistant coach will be made in the same manner as is used to select the assistant coach.

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11. Weather

- A. Except through unanimous agreement of the superintendents of all partner schools, there shall be no practices for the co-op programs on days where any partner school has cancelled school or dismissed early due to weather related concerns. It is understood that the superintendents of all partner schools are bound by the policies that govern their individual districts.
- B. Except through unanimous agreement of the superintendents of all partner schools, there shall be no games or contests for the co-op programs on days where any partner school has cancelled school or dismissed early due to weather related concerns. It is understood that the superintendents of all partner schools are bound by the policies that govern their individual districts.
- C. On occasions where weather concerns exist on the part of any partner school in the co-op related to the holding of a scheduled practice, game or contest, these events may only be held through unanimous agreement of the superintendents of the partner schools.
- D. When the co-op is acting in the capacity of the Home team, the host site AD (in person or by designee) shall act as the point of contact for other schools.
- E. When the co-op is acting in the capacity of the Home team, the host site AD and the host site superintendent (in person or by designee) shall be jointly responsible for making final decisions, consultations, and communications regarding the cancellation, postponement, rescheduling of games/contests.
- F. When the co-op is acting in the capacity of the Away team, the AD of the head school (in person or by designee) shall act as the point of contact with other schools.

12. Gate Proceed & Necessary Event Costs

- A. It is the intent that the partner schools will share the net profit/loss of gate proceeds and worker costs on a 50-50 basis.
- B. Gate (admission prices) will be set at equal amounts for each host site, through mutual agreement, each year by the boards of education for all partner schools.
 - a. Included in the setting of prices will be single-event admissions, student passes, adult passes, and family passes.
 - b. The superintendents of the partner schools will reach mutual agreement on admissions costs to be recommended for approval to their respective boards of education.
 - c. Admissions prices will be annually approved by each board at their regular, July board meetings and attached to this agreement as Appendix I.
 - d. Unless otherwise dictated by written policy, written conference by-law, or written NSAA by-law, partner schools should attempt to give deference to the lower amounts proposed for setting admissions prices.
 - i. Unwritten customs or prior, goodwill agreements within conferences or other regional affiliations shall not be given deference when setting admissions prices.

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- C. Costs that shall be included in the equitable share calculations of profit/loss will include:
 - a. Cost of officials
 - b. Cost of judges and secondary officials (linesmen, scorebook, etc.)
 - c. Cost for scoreboard operators, shot clock operators, etc.
 - d. Cost for gate workers and ticket takers
 - e. Cost for hospitality of officials and/or workers
 - f. Hospitality rooms
 - g. Cost for any special entertainment or publicity events that are mutually agreed to by the superintendents of all partner schools
 - h. Other such necessary costs as mutually agreed to the by the superintendents of all partner schools.
 - i. Costs that shall be excluded from equitable share calculations would include but are not limited to: conference and or NSAA membership costs, printing (programs, etc.) equipment purchase/repair, infrastructure purchase/repair, snow removal, cost of personnel (e.g. administrators, assigned supervision, assigned custodial/maintenance, etc.).
- D. Gate proceeds and worker costs will be collected and expended through the normal business and accounting procedures of each partner school when an event is hosted at the site of a partner school.
- E. Gate proceeds and worker costs will be documented and calculated per event for later reconciliation (Appendix B-1). It shall be the responsibility of the AD's to complete this work.
- F. Gate proceeds and worker costs that are calculated on a per-event basis will then be organized and compiled on a sports-season basis by each partner school (Appendix B-2). It shall be the responsibility of the AD's to complete this work.
- G. Gate proceeds and worker costs that are compiled on a sports-season basis will then be organized and compiled on a calendar-season basis (Appendix B-3) for each partner school (Summer, Fall, Winter, Spring).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding calendar-season calculations no later than 30 days after the last competition of the respective calendar-season (i.e. Summer, Fall, Winter, Spring).
- H. Gate proceeds and worker costs that are compiled on a calendar-season basis will then be organized and compiled on a full-year basis for each partner school (Appendix B-4).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.
- I. After the full-year basis is compiled and calculated for each partner school, the equitable share of the net profit/loss for all partner schools will be calculated (Appendix B-5).
 - a. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.
- J. Partner schools will reimburse each other the overage/underage of the equitable share so that the net profit/loss is equal among the partner schools at the end of the full year.

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- K. Exclusions from equitable share calculations.
 - a. Proceeds, revenue, profit/loss attributed to the concessions operations of a partner school shall be excluded from any equitable share expectations and/or calculations except for such instances that are mutually agreed to by the superintendents of all partner schools.
 - b. Proceeds, revenue, profit/loss attributed to local fundraising efforts of a partner school shall be excluded from any equitable share expectations and/or calculations except for such instances that are mutually agreed to by the superintendents of all partner schools.

13. Transportation & Necessary Transportation Costs

- A. Each school is responsible for the necessary transportation of their student-athletes to the appropriate site with regards to practices, home games, departure site for away games, etc.
- B. Transportation to Away games is scheduled by the AD of the head school in consultation with the AD's of the partner schools.
- C. The cost of transportation to away contests will be shared equally among the partner schools.
 - a. Cost of transportation will be defined as the sum of
 - i. Driver Costs: the payroll cost associated with the driver(s)
 - ii. Fuel Costs: calculated at \$0.44 per mile round trip; beginning and ending at the school site that is providing the transportation to the away site.
 - b. For the purposes of calculating the costs of transportation, mileage calculations will be made on a round-trip basis beginning/ending at the site of the school that is providing transportation to the location of the away contest.
 - c. Each partner school will determine the compensation for the drivers that it employs and assigns at its own discretion.
- D. Transportation costs will be expended through the business procedures of each partner school according to the normal business procedures of each partner school.
- E. Defined transportation costs will be documented and calculated per event for later reconciliation (Appendix C-1). It shall be the responsibility of the AD's to complete this work.
- F. Defined transportation costs that are calculated on a per-event basis will then be organized and compiled on a per sports-season basis by each partner school (Appendix C-2). It shall be the responsibility of the AD's to complete this work.
- G. Defined transportation costs that are compiled on a sports-season basis will then be organized and compiled (Appendix C-3) on a calendar-season basis for each partner school (Summer, Fall, Winter, Spring).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding calendar-season calculations no later than 30 days after the last competition of the respective calendar-season (i.e. Summer, Fall, Winter, Spring).
- H. Defined transportation costs that are compiled on a calendar-season basis will then be organized and compiled on a full-year basis for each partner school (Appendix C-4).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.

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- I. After the full-year basis is compiled and calculated for each partner school, the equitable share of the defined transportation costs for all partner schools will be calculated (Appendix C-5).
 - a. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.
- J. Partner schools will reimburse each other the overage/underage of the equitable share so that the net profit/loss is equal among the partner schools at the end of the full year.
- K. Exclusions from equitable share calculations.
 - a. The purchase and/or adornment of busses and/or vehicles, unless otherwise mutually agreed to by the boards of education of all partner schools.
 - b. The repair and/or maintenance of busses and/or vehicles.
 - c. The cost of fueling busses and/or vehicles beyond the above stated fuel cost calculation.
 - d. Insurance premiums and/or deductibles.
 - e. Towing costs and/or temporary storage costs.

14. Uniforms, Uniform Equipment, & Necessary Uniforms Costs

- A. The cost of all official and required uniform purchases will be shared equally among the partner schools.
- B. Official uniforms and uniform equipment will be defined for each sport in its specific appendix.
- C. The head school will act as the ordering and paying agent for the purchase of all uniforms.
- D. Uniforms costs will be compiled on a sports-season basis will then be organized and compiled (Appendix E-3) on a calendar-season basis for each partner school (Summer, Fall, Winter, Spring).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding calendar-season calculations no later than 30 days after the last competition of the respective calendar-season (i.e. Summer, Fall, Winter, Spring).
- E. Uniforms costs that are compiled on a calendar-season basis will then be organized and compiled on a full-year basis for each partner school (Appendix E-4).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.
- F. After the full-year basis is compiled and calculated for each partner school, the equitable share of the uniforms costs for all partner schools will be calculated (Appendix E-5).
 - a. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.
- G. Partner schools will reimburse each other the overage/underage of the equitable share so that the net profit/loss is equal among the partner schools at the end of the full year.

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- H. A replacement / depreciation cycle will be developed by the ADs of all partner schools and recommended to the superintendents of all partner schools.
 - a. Upon unanimous agreement of a replacement schedule, the superintendents will oversee the replacement of uniforms according to the schedule.
 - b. The superintendents may deviate from the agreed upon schedule, when necessary, through unanimous agreement.
 - c. The agreed upon procedure for selecting and purchasing uniforms shall be followed.
- I. Upon the dissolution of the co-op or the replacement and/or obsolescence of team uniforms, their disposal will happen in the following manner.
 - a. Each school will receive an equal share of uniforms.
 - b. The specific uniforms distributed to each school will be determined by a random, lottery-style drawing conducted by the AD's.
 - c. The splitting and distribution of the uniforms will be shared responsibility of the AD of the head school in consultation with the AD's of the partner schools.

15. Miscellaneous Expenses & Necessary Costs

- A. The cost for miscellaneous expenses that are unanimously agreed to by the superintendents of all partner schools will be shared equally among the partner schools.
- B. Miscellaneous expenses include those expenses that are difficult to itemize and/or identify ahead of time. Miscellaneous expenses may include:
 - a. Admissions for cheerleaders or band members to a tournament event.
 - b. Per diem and/or meal money provided to participants for state tournament competition.
 - c. Travel and lodgings for teams at a state competition.
 - d. Necessary entry fees for meets, tournaments, or competitions.
- C. Miscellaneous expense costs will be documented and calculated per event for later reconciliation (Appendix G-1). It shall be the responsibility of the AD's to complete this work.
- D. Miscellaneous expense costs that are calculated on a per-event basis will then be organized and compiled on a per sports-season basis by each partner school (Appendix G-2). It shall be the responsibility of the AD's to complete this work.
- E. Miscellaneous expense costs that are compiled on a sports-season basis will then be organized and compiled (Appendix G-3) on a calendar-season basis for each partner school (Summer, Fall, Winter, Spring).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding calendar-season calculations no later than 30 days after the last competition of the respective calendar-season (i.e. Summer, Fall, Winter, Spring).
- F. Miscellaneous expense costs that are compiled on a calendar-season basis will then be organized and compiled on a full-year basis for each partner school (Appendix G-4).
 - a. The superintendents of the partner schools will mutually agree upon the corresponding full-year calculations no later than 30 days after the last competition of the Spring calendar-season.

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- G. After the full-year basis is compiled and calculated for each partner school, the equitable share of the Miscellaneous expense costs for all partner schools will be calculated (Appendix G-5).
 - a. The superintendents of the partner schools will mutually agree upon the full-year equitable share calculations no later than 30 days after the last competition of the Spring calendar-season.
- H. Partner schools will reimburse each other the overage/underage of the equitable share so that the net profit/loss is equal among the partner schools at the end of the full year.

16. Full-Year Reimbursement Of Necessary Costs

- A. Reimbursement between schools will be calculated as one net reimbursement. (Appendix H)
- B. The equitable shares, and their corresponding overages/underages, as calculated on a full-year basis will be netted against each other for the purpose of determining the full-year reimbursement amounts owed by partner schools to partner schools. Such net reimbursement calculation shall include:
 - a. gate/worker profit/loss as calculated on a full-year basis (B-5)
 - b. defined transportation costs as calculated on a full-year basis (C-5)
 - c. shared-coaches costs as calculated on a full-year basis (D-5)
 - d. uniforms costs as calculated on a full-year basis (E-5)
 - e. awards costs as calculated on a full-year basis (F-5)
 - f. miscellaneous expense costs as calculated a full-year basis (G-5)
- C. The superintendents of the partner schools will mutually agree upon the corresponding reimbursement calculations no later than 30 days after the last competition of the Spring calendar-season.
- D. Net reimbursements, on a full-year basis, will be paid on or before August 31st of each year.

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17. Student, Spectator, & Safety Supervision

- A. It is the general expectation that each partner school will provide adequate and qualified personnel for the purpose of providing student, spectator, and safety supervision at all home and away contests at the high school level where large crowds are anticipated or where a large number of students may require supervision, or in such instances where it is otherwise determined that such supervision is reasonably and predictably necessary.
 - a. It will be the responsibility of either a secondary principal or an AD of a partner school to inform a secondary principal or AD of all other partner schools in instances that the partner school is unable to provide such personnel for necessary supervision.
 - b. It will be the responsibility of either the secondary principals or the ADs of all partner schools to regularly communicate amongst each other about the needs for supervision.
 - c. It will be the responsibility of either the secondary principals or the ADs of all partner schools to regularly communicate amongst each other about common expectations for establishing and enforcing student and/or crowd behavioral expectations.
 - d. It will be the responsibility of either the secondary principals or the ADs of all partner schools to regularly communicate amongst each other regarding safety and emergency protocols and procedures.
 - e. At a minimum, such supervision will be provided at all high school football, volleyball, and basketball contests.
 - f. Recognizing that a significant difference exists between the supervisory demands of junior high school events in comparison to high school events, broad discretion will be afforded to the administration of all partner schools to determine and to meet said supervisory demands.
- B. Personnel costs, transportation costs, and safety-related costs associated with providing adequate and qualified supervision, player safety, and crowd safety will not be shared costs among the partner schools.

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18. Records & Archives

- A. All-time performance records will be kept for all cooperatively sponsored programs on both a team and individual basis.
 - a. The ADs of all partner schools and the head, high school coach will determine through mutual agreement what specific team and individual records will be kept.
 - i. All said determinations and/or subsequent changes to said determinations will be made and presented to the superintendents of all partner schools prior to December 1st of each year.
 - ii. The superintendents of the partner schools will approve, through mutual agreement, all such determinations by January 1st of each year.
 - b. It will be left to the discretion of each partner school with regards to the means and media utilized to display said records within their school.
 - i. The manner to which individual schools display said records will not be counted as a shared cost / expense.
- B. It will be the responsibility of an AD from a partner school, but not the AD of the head school, to maintain an accurate archive of all-time performance records of the cooperative programs.
 - a. The AD delegated this responsibility will be mutually agreed upon by the ADs of the partner schools.
 - b. The AD to which this responsibility is delegated will be required to inform all other ADs when a new record is established or when an established record is equaled.
 - c. The AD to which this responsibility is delegated will be required to provide all other ADs an updated, comprehensive list of performance records no later than May 31st of each year.
- C. It will be left to the discretion of all partner schools as to whether all-time performance records established through participation the cooperative sponsorship are eligible for records in their school / district.
- D. An archive of conventional, yearly records will be kept and maintained for each high school and junior high school team / program subject to this agreement.
 - a. The ADs of all partner schools will determine through mutual agreement what yearly records will be kept.
 - i. All said determinations and/or subsequent changes to said determinations will be made and presented to the superintendents of all partner schools prior to December 1st of each year.
 - ii. The superintendents of the partner schools will approve, through mutual agreement, all such determinations by January 1st of each year.
- E. It will be the responsibility of an AD from a partner school, but not the AD of the head school, to maintain an accurate archive of said records.
 - a. The AD delegated this responsibility will be mutually agreed upon by the ADs of the partner schools.
 - b. The AD to which this responsibility is delegated will be required to provide all other ADs with updated, comprehensive records no later than May 31st of each year.

**Master Agreement: Comprehensive Cooperative Sponsorship
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19. Resolving Conflicts, Issues, & Concerns

- A. A chain of command is established for operations that lie within the scope of this cooperative sponsorship agreement. An illustration of the chain of command is included as Appendix A.
- B. All conflicts, issues, or concerns will be resolved at the lowest possible level as per the chain of command.
- C. Full Joint-Co-op Committee: the purpose of this committee is to collaboratively work in good-faith towards resolving issues of major importance that 1) are reasonably believed have a significant, material, and negative impact on the operations and outcomes of the cooperative sponsorship; and 2) cannot be effectively resolved within the standard chain of command.
 - a. The committee has no voting or authoritative power. The committee is responsible for receiving specific issues from the boards of education of partner schools, then defining those issues, and then working toward a consensus on how to resolve said issues in a positive and constructive manner.
 - b. This committee shall consist of no less than 3 members of the board of education from each partner school and the superintendents of each partner school.
 - c. The committee should also include the AD's and the high school principals of each member district.
 - d. The committee can only be called to meet by a formal request from the board of education of one of the partner schools. Such request must be passed with a majority vote by the requesting board of education as an item of action on its agenda. The request to meet must specifically state the issue it wishes to seek resolution on.
 - e. The superintendent of the requesting board will be responsible for scheduling the meeting of the Full Joint-Co-op Committee. Said scheduling will be done in consultation with the superintendents of all other partner schools. Said scheduling should be attempted in good faith and with as much consideration as possible.
 - f. The requested meeting of the Full Joint-Co-op Committee should occur within one month of the notice of such request is provided by the superintendent of the requesting board to the superintendents of the partner schools.
- D. If at any time the ratio of bona fide player participants between the partner schools is equal to or greater than 4:1 in any of the individual programs listed in *Section 3 – Sponsored Programs & Terms*, then the governing board of either partner school shall have cause to call a meeting of the Full Joint-Co-op Committee.
 - a. Neither governing board shall be required to exercise said cause.
 - b. In such instances, the purpose for calling and conducting a meeting of the Committee shall be limited to exploring and or reconciling any possible imbalances that may result, or may have already resulted, from what may be a comparative disparity in athlete participation among the partner schools.
 - c. The provision of cause in this section shall at no time allow for the violation of any terms of this agreement that are properly established at the time that the request to call is passed by a majority vote as an item of action at a duly constituted meeting of the requesting board of education.

Signature Page

We hereby attest that the entirety of this agreement has been duly and properly ratified in its entirety by the Boards of Education of the Hampton Public Schools and Heartland Community Schools districts, and is hereby in effect.

Board President, Hampton Public Schools

Board President, Heartland Community Schools

Date

Date

Superintendent, Hampton Public Schools

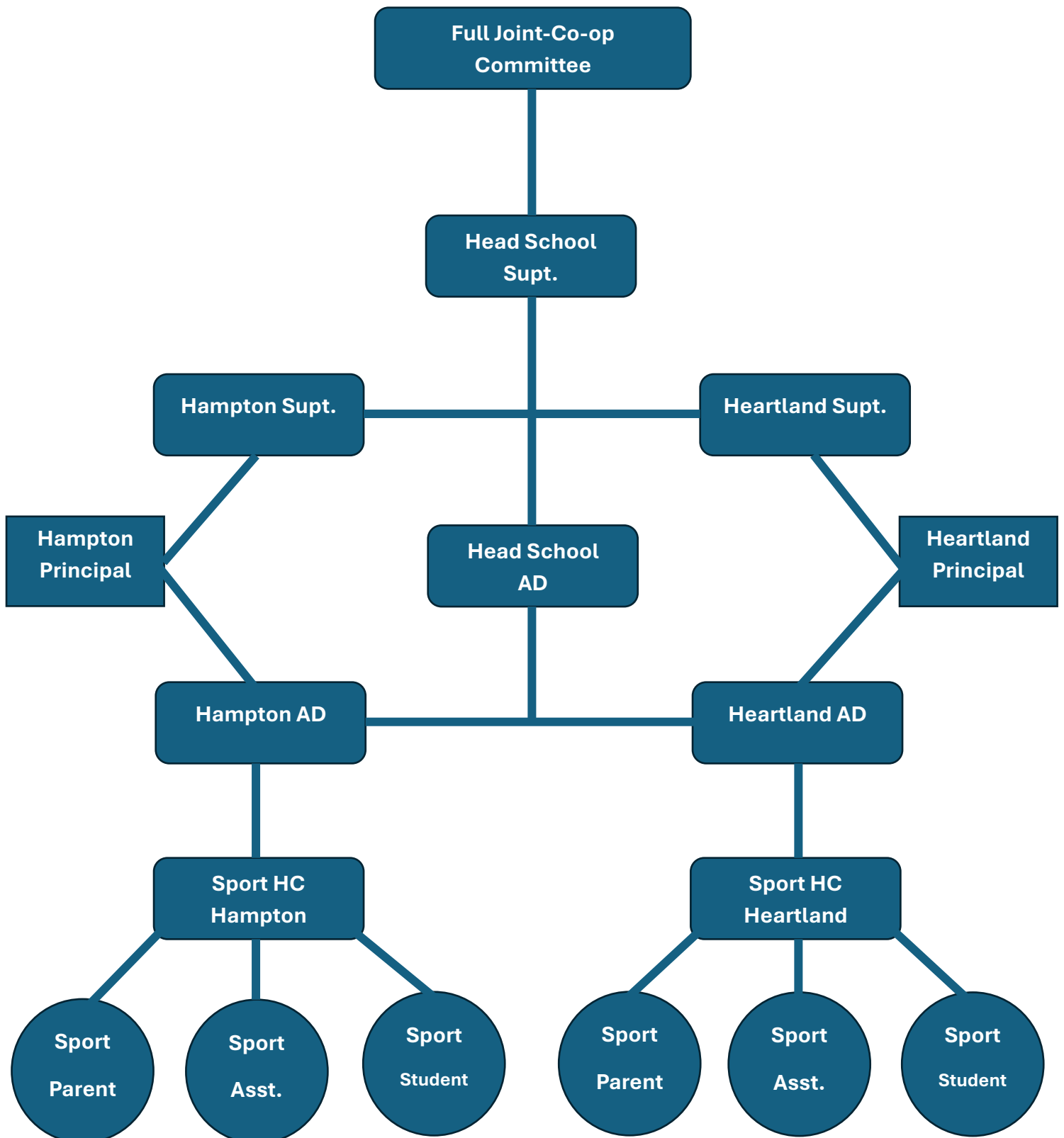
Superintendent, Heartland Community Schools

Date

Date

Appendix A: Chain Of Command

Hampton Public Schools & Heartland Community Schools Cooperative Sponsorship



Generation 1 (February 2025)

Appendix B-1: Single-Event Single-School Event Gate/Workers Calculation

School Hosting:

Season:

Season Event #:

Date:

Team(s):

Purpose:

WORKERS & OFFICIALS

	Officials	Judges (not officials)	Score Table	Gate/Event
<i>W-2 Event Workers Pay</i>	\$88.00	\$44.00	\$5.00	\$7.00
FICA (.0765)	\$6.73	\$3.37	\$0.38	\$0.54
NPERS (.098778)	\$8.69	\$4.35	\$0.49	\$0.69
W-2 Event Worker Costs	\$103.42	\$51.71	\$5.88	\$8.23

	Officials	Judges (not officials)	Score Table	Gate/Event
<i>W-9 Event Workers Pay</i>	\$5.00	\$55.00	\$7.00	\$11.00
W-9 Event Worker Costs	\$5.00	\$55.00	\$7.00	\$11.00

	Officials	Judges (not officials)	Score Table	Gate/Event
Total Worker Costs	\$108.42	\$106.71	\$12.88	\$19.23

\$247.24

OTHER COSTS

	Reimburse Concessions	Hospitality	Entertainment	Other
Other Costs	\$4.00	\$5.00	\$6.00	\$7.00

\$22.00

Total Worker Costs	Total Other Costs	Total Event Costs
\$247.24	\$22.00	\$269.24

\$269.24

Gate Proceeds	Other Revenue	Total Event Revenue
\$458.00	\$17.50	\$475.50

Total Event Profit/Loss

\$206.26

Completed by:

Appendix B-2: Sports-Season Single-School Gate/Workers Calculation

Hosting School:

Sports Season:

Event #	Total Costs	Total Revenue	Total Profit / Loss
1	\$5.00	\$8.00	\$3.00
2	\$4.00	\$7.00	\$3.00
3	\$5.00	\$9.00	\$4.00
4	\$4.00	\$8.00	\$4.00
5	\$6.00	\$7.00	\$1.00
6	\$5.00	\$4.00	-\$1.00
7	\$8.00	\$5.00	-\$3.00
8	\$7.00	\$8.00	\$1.00
9	\$9.00	\$7.00	-\$2.00
10	\$5.00	\$5.00	\$0.00
11	\$4.00	\$6.00	\$2.00
12	\$2.00	\$9.00	\$7.00
13	\$6.00	\$8.00	\$2.00
14	\$9.00	\$7.00	-\$2.00
15	\$7.00	\$9.00	\$2.00
16	\$4.00	\$8.00	\$4.00
17	\$5.00	\$7.00	\$2.00
18	\$5.00	\$4.00	-\$1.00
19	\$8.00	\$5.00	-\$3.00
20	\$7.00	\$8.00	\$1.00
21	\$9.00	\$7.00	-\$2.00
22	\$5.00	\$5.00	\$0.00
23	\$4.00	\$6.00	\$2.00
24	\$2.00	\$9.00	\$7.00
25	\$6.00	\$8.00	\$2.00
26	\$9.00	\$7.00	-\$2.00
27	\$5.00	\$9.00	\$4.00
28	\$8.00	\$8.00	\$0.00
29	\$7.00	\$7.00	\$0.00
30	\$9.00	\$4.00	-\$5.00
31	\$5.00	\$5.00	\$0.00
32	\$4.00	\$8.00	\$4.00
33	\$2.00	\$7.00	\$5.00
34	\$6.00	\$5.00	-\$1.00
35	\$9.00	\$6.00	-\$3.00
36	\$9.00	\$9.00	\$0.00
37	\$9.00	\$5.00	-\$4.00
38	\$9.00	\$4.00	-\$5.00
39	\$9.00	\$2.00	-\$7.00
40	\$4.00	\$4.00	\$0.00

Total Costs:	\$245.00
Total Revenue	\$264.00
Total School-Season Profit/Loss:	\$19.00

\$19.00

Completed by:

Appendix B-3: Calendar-Season Single-School Gate/Workers Calculation

Hosting School:

Calendar-Season (Summer, Fall, Winter, Spring):

Sport	Total Costs	Total Revenue	Total Profit / Loss
	\$44.00	\$88.00	\$44.00
	\$55.00	\$77.00	\$22.00
	\$66.00	\$55.00	-\$11.00
	\$88.00	\$44.00	-\$44.00
	\$77.00	\$6.00	-\$71.00
	\$99.00	\$77.00	-\$22.00
	\$14.00	\$8.00	-\$6.00
	\$2.00	\$6.00	\$4.00
	\$5.00	\$7.00	\$2.00
	\$6.00	\$7.00	\$1.00

Total Costs:	\$456.00
Total Revenue	\$375.00
Total School-Season Profit/Loss:	-\$81.00

Completed by:

Appendix B-4: Full-Year Single-School Total Gate/Workers Calculation

Hosting School:

School Year:

SEASON	Total Costs	Total Revenue	TOTAL CALENDAR-SEASON PROFIT / LOSS
Summer	\$99.00	\$8.00	-\$91.00
Fall	\$88.00	\$5.00	-\$83.00
Winter	\$77.00	\$2.00	-\$75.00
Spring	\$66.00	\$7.00	-\$59.00

Full-Year Costs	Full-Year Revenue	Full-Year School Profit / Loss
\$330.00	\$22.00	-\$308.00

Completed by:

Appendix B-5: Full-Year Gate/Workers Equitable Share Calculation

School Year:

Incident #	Hampton Total Profit / Loss	Heartland Total Year Profit / Loss	Combined Total Year Profit / Loss
SUMMER	-\$25.00	-\$100.00	-\$125.00
FALL	-\$36.00	-\$500.00	-\$536.00
WINTER	-\$98.00	-\$800.00	-\$898.00
SPRING	-\$75.00	-\$741.00	-\$816.00

Total Hampton Profit / Loss:	-\$234.00
Total Heartland Profit Loss:	-\$2,141.00

Total Combined Profit / Loss:	-\$2,375.00
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Equitable Share Amount:	-\$1,187.50
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Hampton Overage/Underage:	\$953.50
Heartland Overage/Underage:	-\$953.50

Completed by: _____

GATE / WORKERS

Appendix C-1: Single-Event Single-School Transportation Cost Calculation

School Providing Transport:

Sport Season:

Season Transport Incident #:

Date:

Vehicle(s):

Destination:

Team(s):

Purpose:

	Driver	Driver	Driver	Driver
Name				
Gross Driver(s) Pay	\$5.00	\$6.00	\$9.00	\$11.00
FICA (.0765)	\$0.38	\$0.46	\$0.69	\$0.84
NPERS (.098778)	\$0.49	\$0.59	\$0.89	\$1.09
Driver(s) Payroll Cost	\$5.88	\$7.05	\$10.58	\$12.93
Round Trip Mileage	8.0	9.0	4.0	3.0
Fuel Rate	\$0.44	\$0.44	\$0.44	\$0.44
Fuel Cost	\$3.52	\$3.96	\$1.76	\$1.32

Total Driver(s) Payroll Cost
\$36.43

Total Fuel Cost
\$10.56

Single-School Transport Cost:	\$46.99
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Completed By:

Appendix C-2: Sports-Season Single-School Total Cost Calculation

Transporting School: _____

Sports Season: _____

Incident #	Total Incident Driver Cost	Total Incident Fuel Cost	Total Incident Cost
1	\$6.00	\$2.00	\$8.00
2	\$6.00	\$2.00	\$8.00
3	\$6.00	\$2.00	\$8.00
4	\$6.00	\$2.00	\$8.00
5	\$6.00	\$2.00	\$8.00
6	\$6.00	\$2.00	\$8.00
7	\$6.00	\$2.00	\$8.00
8	\$6.00	\$2.00	\$8.00
9	\$6.00	\$2.00	\$8.00
10	\$6.00	\$2.00	\$8.00
11	\$6.00	\$2.00	\$8.00
12	\$6.00	\$2.00	\$8.00
13	\$6.00	\$2.00	\$8.00
14	\$6.00	\$2.00	\$8.00
15	\$6.00	\$2.00	\$8.00
16	\$6.00	\$2.00	\$8.00
17	\$6.00	\$2.00	\$8.00
18	\$6.00	\$2.00	\$8.00
19	\$6.00	\$2.00	\$8.00
20	\$6.00	\$2.00	\$8.00
21	\$6.00	\$2.00	\$8.00
22	\$6.00	\$2.00	\$8.00
23	\$6.00	\$2.00	\$8.00
24	\$6.00	\$2.00	\$8.00
25	\$6.00	\$2.00	\$8.00
26	\$6.00	\$2.00	\$8.00
27	\$6.00	\$2.00	\$8.00
28	\$6.00	\$2.00	\$8.00
29	\$6.00	\$2.00	\$8.00
30	\$6.00	\$2.00	\$8.00
31	\$6.00	\$2.00	\$8.00
32	\$6.00	\$2.00	\$8.00
33	\$6.00	\$2.00	\$8.00
34	\$6.00	\$2.00	\$8.00
35	\$6.00	\$2.00	\$8.00
36	\$6.00	\$2.00	\$8.00
37	\$6.00	\$2.00	\$8.00
38	\$6.00	\$2.00	\$8.00
39	\$6.00	\$2.00	\$8.00
40	\$6.00	\$2.00	\$8.00

Total Driver Cost:	\$240.00
Total Fuel Cost	\$80.00
Total Sports-Season Single-School Cost:	\$320.00

Completed By: _____

Appendix C-3: Calendar-Season Single-School Total Transport Cost Calculation

Transporting School:

Calendar Season (Summer, Fall, Winter, Spring):

Sport	Total Driver Cost	Total Fuel Cost	Total Sport Transport Cost
	\$200.00	\$5.00	\$205.00
	\$100.00	\$6.00	\$106.00
	\$50.00	\$9.00	\$59.00
	\$25.00	\$8.00	\$33.00
	\$40.00	\$7.00	\$47.00
	\$74.00	\$4.00	\$78.00
	\$88.00	\$5.00	\$93.00
	\$100.00	\$3.00	\$103.00
	\$99.00	\$2.00	\$101.00

Total Driver Cost:	\$776.00
Total Fuel Cost	\$49.00
Total Calendar-Season Single-School Transport Cost:	\$825.00

Completed By:

Appendix C-4: Full-Year Single-School Total Cost Calculation

Transporting School:

Year:

CALENDAR SEASON	DRIVER COST	FUEL COST	TOTAL SEASON COST
Summer	\$6.00	\$9.00	\$15.00
Fall	\$5.00	\$8.00	\$13.00
Winter	\$3.00	\$7.00	\$10.00
Spring	\$2.00	\$6.00	\$8.00

Full-Year Driver

Full-Year Fuel

Full-Year Single-School Cost

\$16.00	\$30.00	\$46.00
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Completed By:

Appendix C-5: Full-Year Transport Equitable Share Calculation

School Year:

Calendar Season	Hampton Total Year Cost	Heartland Total Year Cost	Combined Total Year Cost
SUMMER	\$300.00	\$600.00	\$900.00
FALL	\$300.00	\$200.00	\$500.00
WINTER	\$300.00	\$400.00	\$700.00
SPRING	\$300.00	\$12.00	\$312.00

Total Hampton Cost:	\$1,200.00
Total Heartland Cost:	\$1,212.00

Total Combined Cost:	\$2,412.00
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Equitable Share Amount:	\$1,206.00
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Hampton Overage/Underage:	-\$6.00
Heartland Overage/Underage:	\$6.00

Completed By:

TRANSPORTATION

Paying Agent School:

Sport Season:

Total Shared-Coach Costs:
\$9,899.98

Appendix D-3: Calendar-Season Single-School Shared-Coaching Cost Calculation

Paying Agent School:

Calendar Season (Summer, Fall, Winter, Spring):

SPORT	Coach Payroll Costs	Cert. & Training Costs	Total Shared-Coaches Costs
	\$455.00	\$690.00	\$1,145.00
	\$600.00	\$600.00	\$1,200.00
	\$600.00	\$600.00	\$1,200.00
	\$600.00	\$600.00	\$1,200.00
	\$600.00	\$600.00	\$1,200.00
	\$600.00	\$600.00	\$1,200.00
	\$600.00	\$600.00	\$1,200.00

Total Shared-Coach Payroll Cost:	\$4,055.00
Total Shared-Coach Cert & Training Cost	\$4,290.00
Total Calendar-Season Cost:	\$8,345.00

Completed by:

Appendix D-4: Full-Year Single-School Total Shared-Coaching Cost Calculation

Paying Agent School: _____

School Year: _____

SEASON	Coach Payroll Costs	Cert. & Training Costs	TOTAL CALENDAR-SEASON COST
Summer	\$555.00	\$800.00	\$1,355.00
Fall	\$2,500.00	\$900.00	\$3,400.00
Winter	\$2,500.00	\$900.00	\$3,400.00
Spring	\$2,000.00	\$500.00	\$2,500.00

Coach Payroll Costs	Cert. & Training Costs	Full-Year School Shared-Coaching Cost
\$7,555.00	\$3,100.00	\$10,655.00

Completed by: _____

Appendix D-5: Full-Year Shared-Coaching Equitable Share Calculation

School Year:

Incident #	Hampton Total Year Shared-Coaching Cost	Heartland Total Year Shared-Coaching Cost	Combined Total Year Cost
SUMMER	\$200.00	\$2,500.00	\$2,700.00
FALL	\$500.00	\$3,200.00	\$3,700.00
WINTER	\$600.00	\$1,400.00	\$2,000.00
SPRING	\$400.00	\$200.00	\$600.00

Total Hampton Cost:	\$1,700.00
Total Heartland Cost:	\$7,300.00

Total Combined Cost:	\$9,000.00
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\$9,000.00

Equitable Share Amount:	\$4,500.00
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Hampton Overage/Underage:	-\$2,800.00
Heartland Overage/Underage:	\$2,800.00

Completed by:

SHARED COACHING COSTS

Appendix E-2: Sports-Season Single-School Uniforms Cost Calculation

Paying Agent School:

Sport Season

Vendor	Description	Total Invoice	Total Shared-Coaches Costs
		\$690.00	\$690.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00

Total Calendar-Season Cost:	\$4,290.00
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Completed by:

Appendix E-3: Calendar-Season Single-School Uniforms Cost Calculation

Paying Agent School:

Calendar Season (Summer, Fall, Winter, Spring):

SPORT	Description	Sport Season Total	Sport Season Total
		\$690.00	\$690.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00

Total Calendar-Season Cost:

\$3,690.00

Completed by:

Appendix E-4: Full-Year Single-School Uniforms Cost Calculation

Paying Agent School:

School Year:

SEASON	Description	Calendar-Season Total	TOTAL CALENDAR-SEASON COST
Summer		\$800.00	\$800.00
Fall		\$900.00	\$900.00
Winter		\$900.00	\$900.00
Spring		\$500.00	\$500.00

Full-Year Single-School Shared-Coaching Cost

\$3,100.00

Completed by:

Appendix E-5: Full-Year Uniforms Equitable Share Calculation

School Year:

Incident #	Hampton Total Year Uniforms Cost	Heartland Total Year Uniforms Cost	Combined Total Year Cost
SUMMER	\$900.00	\$450.00	\$1,350.00
FALL	\$3,000.00	\$6,500.00	\$9,500.00
WINTER	\$0.00	\$7,500.00	\$7,500.00
SPRING	\$5,200.00	\$0.00	\$5,200.00

Total Hampton Cost:	\$9,100.00
Total Heartland Cost:	\$14,450.00

Total Combined Cost:	\$23,550.00
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\$23,550.00

Equitable Share Amount:	\$11,775.00
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Hampton Overage/Underage:	-\$2,675.00
Heartland Overage/Underage:	\$2,675.00

Completed by:

UNIFORMS COSTS

Appendix F-4: Full-Year Single-School Awards Cost Calculation

Paying Agent School:

School Year:

SPORT	Description	Sport Season Total	Sport Season Total
		\$690.00	\$690.00
		\$320.00	\$320.00
		\$540.00	\$540.00
		\$222.00	\$222.00
		\$874.00	\$874.00
		\$142.00	\$142.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00
		\$600.00	\$600.00

Total Calendar-Season Cost:

\$5,788.00

Completed by:

Appendix F-5: Full-Year Awards Equitable Share Calculation

School Year:

Incident #	Hampton Total Year Uniforms Cost	Heartland Total Year Uniforms Cost	Combined Total Year Cost
SUMMER	\$0.00	\$450.00	\$450.00
FALL	\$300.00	\$0.00	\$300.00
WINTER	\$222.00	\$0.00	\$222.00
SPRING	\$0.00	\$400.00	\$400.00

Total Hampton Cost:	\$522.00
Total Heartland Cost:	\$850.00

Total Combined Cost:	\$1,372.00
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\$1,372.00

Equitable Share Amount:	\$686.00
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Hampton Overage/Underage:	-\$164.00
Heartland Overage/Underage:	\$164.00

Completed by:

AWARDS COSTS

Appendix G-1: Single-Event Single-School Event MISC Cost Calculation

Paying Agent School:

Season:

Season Event #:

Date:

Team(s):

Purpose:

WORKERS & OFFICIALS

	Officials	Judges (not officials)	Misc 1	Misc 2
W-2 Event Workers Pay	\$0.00	\$0.00	\$0.00	\$0.00
FICA (.0765)	\$0.00	\$0.00	\$0.00	\$0.00
NPERS (.073528)	\$0.00	\$0.00	\$0.00	\$0.00
W-2 Event Worker Costs	\$0.00	\$0.00	\$0.00	\$0.00

	Officials	Judges (not officials)	Misc 1	Misc 2
W-9 Event Workers Pay	\$0.00	\$0.00	\$0.00	\$0.00
W-9 Event Worker Costs	\$0.00	\$0.00	\$0.00	\$0.00

	Officials	Judges (not officials)	Misc 1	Misc 2
Total Worker Costs	\$0.00	\$0.00	\$0.00	\$0.00

\$0.00

OTHER COSTS

	Lodging	Cheer & Band Admission	Meal \$	Other 4
Other Costs	\$950.00	\$480.00	\$125.00	\$0.00

\$1,555.00

Total Worker Costs	Total Other Costs	Total Event Costs
\$0.00	\$1,555.00	\$1,555.00

\$1,555.00

Revenue 1	Revenue 2	Total Event Revenue
\$0.00	\$0.00	\$0.00

Total Event Net-Expense
-\$1,555.00

Completed by:

Appendix G-2: Sports-Season Single-School MISC Cost Calculation

Paying Agent School:

Sports Season:

Event #	Total Costs	Total Revenue	Total Profit / Loss
1	\$550.00	\$200.00	-\$350.00
2	\$650.00	\$0.00	-\$650.00
3	\$0.00	\$0.00	\$0.00
4	\$0.00	\$0.00	\$0.00
5	\$0.00	\$0.00	\$0.00
6	\$0.00	\$0.00	\$0.00
7	\$0.00	\$0.00	\$0.00
8	\$0.00	\$0.00	\$0.00
9	\$0.00	\$0.00	\$0.00
10	\$0.00	\$0.00	\$0.00
11	\$0.00	\$0.00	\$0.00
12	\$0.00	\$0.00	\$0.00
13	\$0.00	\$0.00	\$0.00
14	\$0.00	\$0.00	\$0.00
15	\$0.00	\$0.00	\$0.00
16	\$0.00	\$0.00	\$0.00
17	\$0.00	\$0.00	\$0.00
18	\$0.00	\$0.00	\$0.00
19	\$0.00	\$0.00	\$0.00
20	\$0.00	\$0.00	\$0.00
21	\$0.00	\$0.00	\$0.00
22	\$0.00	\$0.00	\$0.00
23	\$0.00	\$0.00	\$0.00
24	\$0.00	\$0.00	\$0.00
25	\$0.00	\$0.00	\$0.00
26	\$0.00	\$0.00	\$0.00
27	\$0.00	\$0.00	\$0.00
28	\$0.00	\$0.00	\$0.00
29	\$0.00	\$0.00	\$0.00
30	\$0.00	\$0.00	\$0.00
31	\$0.00	\$0.00	\$0.00
32	\$0.00	\$0.00	\$0.00
33	\$0.00	\$0.00	\$0.00
34	\$0.00	\$0.00	\$0.00
35	\$0.00	\$0.00	\$0.00
36	\$0.00	\$0.00	\$0.00
37	\$0.00	\$0.00	\$0.00
38	\$0.00	\$0.00	\$0.00
39	\$0.00	\$0.00	\$0.00
40	\$0.00	\$0.00	\$0.00

Total Costs:	\$1,200.00
Total Revenue	\$200.00
Total School-Season MISC Expense:	-\$1,000.00

-\$1,000.00

Completed by:

Appendix G-3: Calendar-Season Single-School MISC Cost Calculation

Paying Agent School:

Calendar-Season (Summer, Fall, Winter, Spring):

Sport	Total Costs	Total Revenue	Total Profit / Loss
	\$550.00	\$0.00	-\$550.00
	\$650.00	\$200.00	-\$450.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00
	\$0.00	\$0.00	\$0.00

Total Costs:	\$1,200.00
Total Revenue	\$200.00
Total School-Season MISC Expense:	-\$1,000.00

Completed by:

Appendix G-4: Full-Year Single-School Total MISC Calculation

Paying Agent School:

School Year:

SEASON	Total Costs	Total Revenue	TOTAL CALENDAR-SEASON PROFIT / LOSS
Summer	\$0.00	\$0.00	\$0.00
Fall	\$500.00	\$0.00	-\$500.00
Winter	\$290.00	\$200.00	-\$90.00
Spring	\$950.00	\$0.00	-\$950.00

Full-Year Costs	Full-Year Revenue	Full-Year School Profit / Loss
\$1,740.00	\$200.00	-\$1,540.00

Completed by:

Appendix G-5: Full-Year MISC Cost Equitable Share Calculation

School Year:

Incident #	Hampton Total MISC Exp	Heartland Total Year MISC Exp	Combined Total Year MISC Expense
SUMMER	-\$25.00	-\$100.00	-\$125.00
FALL	-\$36.00	-\$500.00	-\$536.00
WINTER	-\$98.00	-\$800.00	-\$898.00
SPRING	-\$75.00	-\$741.00	-\$816.00

Total Hampton MISC Expense:	-\$234.00
Total Heartland MISC Expense:	-\$2,141.00

Total Combined MISC Expense:	-\$2,375.00
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Equitable Share Amount:	-\$1,187.50
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Hampton Overage/Underage:	\$953.50
Heartland Overage/Underage:	-\$953.50

Completed by:

MISC. EXPENSES

Appendix H: Full-Year Reimbursement Calculation

School Year:

Full-Year	Reimbursement to Hampton	Reimbursement to Heartland
B-5: Gate/Workers	<i>\$1,300.25</i>	<i>\$900.00</i>
C-5: Transportation	<i>\$0.00</i>	<i>\$687.50</i>
D-5: Shared-Cost Coaches	<i>\$2,000.00</i>	<i>\$0.00</i>
E-5: Uniforms	<i>\$0.00</i>	<i>\$4,500.00</i>
F-5: Awards	<i>\$500.00</i>	<i>\$0.00</i>
G-5: MISC Expenses	<i>\$444.00</i>	<i>\$0.00</i>

Full-Year Reimbursement To Hampton:	\$4,244.25
Full-Year Reimbursement To Heartland:	\$6,087.50

Full-Year Net-Reimbursement:	\$1,843.25
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NET FULL-YEAR REIMBURSEMENT - DUE BY AUGUST 31ST

Appendix I: Admissions

HS Events	Senior Citizen (65+)	Adult Admission (out of HS)	Student Admission	Younger Than School Age	Family Maximum	Hampton Issued Passes	Heartland Issued Passes	Conference Passes	NSAA	Press
Non-Tournament With Varsity Competition	\$2	\$6	\$5	Free	\$20	Student Staff Family Courtesy	Student Staff Family Courtesy	Affiliated Conference ONLY	Accepted	Accepted
HS Events	Senior Citizen (65+)	Adult Admission (out of HS)	Student Admission	Younger Than School Age	Family Maximum	Hampton Issued Passes	Heartland Issued Passes	Conference Passes	NSAA	Press
Tournament / Track Meet With Varsity Competition	\$2	\$6	Free	Free	\$20	Student Staff	Student Staff	Not Accepted	Accepted	Accepted
HS Events	Senior Citizen (65+)	Adult Admission (out of HS)	Student Admission	Younger Than School Age	Family Maximum	Hampton Issued Passes	Heartland Issued Passes	Conference Passes	NSAA	Press
Non-Tournament No Varsity Competition	\$2	\$2	Free	Free	\$10	Student Staff Family Courtesy	Student Staff Family Courtesy	Affiliated Conference ONLY	Accepted	Accepted
HS Events	Senior Citizen (65+)	Adult Admission (out of HS)	Student Admission	Younger Than School Age	Family Maximum	Hampton Issued Passes	Heartland Issued Passes	Conference Passes	NSAA	Press
Tournament / Track Meet No Varsity Competition	\$2	\$5	Free	Free	\$10	Student Staff Family Courtesy	Student Staff Family Courtesy	Not Accepted	Accepted	Accepted
JH Events	Senior Citizen (65+)	Adult Admission (out of HS)	Student Admission	Younger Than School Age	Family Maximum	Hampton Issued Passes	Heartland Issued Passes	Conference Passes	NSAA	Press
Non-Tournament	Free	Free	Free	Free	Free	Free	Free	Free	Free	Free
JH Events	Senior Citizen (65+)	Adult Admission (out of HS)	Student Admission	Younger Than School Age	Family Maximum	Hampton Issued Passes	Heartland Issued Passes	Conference Passes	NSAA	Press
Tournament / Track Meet	\$2	\$3	Free	Free	\$10	Student Staff Family Courtesy	Student Staff Family Courtesy	Not Accepted	Accepted	Accepted
Conference Event	Senior Citizen (65+)	Adult Admission (out of HS)	Student Admission	Younger Than School Age	Family Maximum	Hampton Issued Passes	Heartland Issued Passes	Conference Passes	NSAA	Press
	Cost determined by Conference	Cost determined by Conference	Cost determined by Conference	Cost determined by Conference	None	None	None	Cost determined by Conference	Accepted	Accepted
NSAA Event	Senior Citizen (65+)	Adult Admission (out of HS)	Student Admission	Younger Than School Age	Family Maximum	Hampton Issued Passes	Heartland Issued Passes	Conference Passes	NSAA	Press
	Cost determined by NSAA	Cost determined by NSAA	Cost determined by NSAA	Cost determined by NSAA	None	None	None	None	Accepted	Accepted

Appendix J: Preliminary & Approximate Site-Usage Distribution

<i>Sport / Program</i>		<i>Predominant Site: Practice</i>	<i>Predominant Site: Home Game</i>
HIGH SCHOOL	HS Football	Heartland	Heartland
	HS Volleyball	Split	Split
	HS Girls Golf	Heartland	Heartland
	HS Boys BB	Split	Split
	HS Girls BB	Split	Split
	HS Track	Heartland	Heartland
	HS Boys Golf	Heartland	Heartland
	Cheerleading	Split	Split
JUNIOR HIGH SCHOOL	JH Football	Hampton	Hampton
	JH Volleyball	Heartland	Heartland
	JH Girls BB	Hampton	Hampton
	JH Boys BB	Heartland	Heartland
	JH Track	Heartland	Heartland

Appendix K: Staffing Guidelines

HS & JH BASKETBALL, TRACK, VOLLEYBALL						
Total Coaches	1	2	3	4	5	6
Assistants	0	1	2	3	4	5
Low Range (participants)	1	10	22	34	46	58
Preferred Range (participants)	1	15	27	39	51	63
	12	24	36	48	60	72
High Range (participants)	15	27	39	51	63	75

HS & JH FOOTBALL						
Total Coaches	1	2	3	4	5	6
Assistants	0	1	2	3	4	5
Low Range (participants)	1	1	16	31	46	57
Preferred Range (participants)	1	5	20	35	50	60
	2	15	30	45	60	72
High Range (participants)	5	20	35	50	60	75

When the number of assistant coaches determined for a team is even:

All assistant coaches will be categorized as equally assigned and provided in equal numbers by the partner schools.

When the number of assistant coaches determined for a team is odd:

One assistant coach will be categorized as at-large. All remaining assistant coaches will be categorized as equally assigned and provided in equal numbers by the partner schools.

Golf: specified in HS-13 & HS-32

Cheerleading: specified in HS-41

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. The cooperatively sponsored program will adopt the schedule as is prescribed by the NSAA.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Heartland site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) will occur at the Heartland site.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday-Thursday immediately following the Sunday in question.

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Locker / dressing / etc.
 - d. Scoreboard, field markers, yardage markers, etc.
 - e. Water, towels, ice, first aid & training supplies
 - f. Field prep, field striping, etc.
 - g. Bleachers, seating, etc.
 - h. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Scoreboard operators, sound operators, PA personnel, etc.
 - b. Ticket/gate personnel
 - c. Concessions / hospitality workers
 - d. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a dark (home) jersey
 - ii. a light (away) jersey
 - iii. a dark, game pant
 - iv. a certified and properly fitted helmet
 - b. Practice uniform
 - i. White practice jersey with black lettering or black practice jersey with white lettering
 - ii. A uniformly, standard practice pant
 - iii. A certified and properly fitted helmet
- B. Basic requirements.
 - a. Jerseys, pant, and helmet must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.
- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.
- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

Appendix HS-11: High School Football (26-27 & 27-28)
Hampton Public Schools & Heartland Community Schools

9. Uniform Equipment

A. Protective equipment

- a. A certified and properly fitted pair of shoulder pads
- b. Knee, thigh, hip, and tailbone pads and related attire (e.g. girdle, etc.)
- c. Certified and properly fitted mouthguards.
- d. Other such, protective equipment as may be necessary to reasonably protect participants from foreseeable injury. Such equipment must be conventional in nature.

B. Combined Equipment

- a. It will prove efficient to combine equipment resources/inventories of hard assets that are already owned by the partner schools for the benefit of the cooperatively sponsored program.
 - i. This may include items such as helmets, shoulder pads, and other protective equipment and or uniform equipment that already belongs to any partner school.
 - ii. This may also include training equipment/apparatus (e.g. sleds, dummies, etc.).
- b. All such equipment to be combined shall be properly identified to a partner school and accurately inventoried.
 - i. It shall be the responsibility of the ADs of the partner schools and the head coach to complete said identification and inventory.
 - ii. A summary of said identification and inventory shall be provided to the superintendents of the partner schools no later than June 1, 2026.
- c. Should the cooperative sponsorship be dissolved, terminated, not renewed, etc., equipment should be returned to / dispersed among the partner schools in the following manner.
 - i. Equipment that is still in use shall be returned to the partner school identified as the original owner.
 - ii. Equipment that is no longer in use shall be returned to the partner school identified as the original owner.
 - iii. Newly purchased equipment that is purchased through an equitable share formulation should be identified as property of the cooperative sponsorship.
 - 1. Property of the cooperative sponsorship should be distributed to the partner schools in a manner that is either equal to or proportionate to the original ownership of combined inventory.
 - iv. Newly purchased equipment purchased by a partner school for use in the cooperative sponsorship, but not through an equitable share formulation, should be identified as property of the partner school. The partner school shall retain ownership of said property.
- d. It shall be the responsibility of the ADs of the partner schools and the head coach to determine a responsible and practical means and method for storing, inventorying, distributing, and collecting combined equipment.

Appendix HS-12: High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-12: High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.

Appendix HS-12: High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

- f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Game Locations

- A. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events that include Varsity games will be split between partner school sites at an approximate ratio of 50-50.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- B. In general, Home events that include Varsity games versus a single opponent will be split between partner school sites at an approximate ratio of 50-50.
- C. Home events that include Varsity games that are conventionally classified as Triangulars can be hosted at either the Hampton site or the Heartland site.
 - a. In years where multiple triangulars are to be hosted by the co-op, efforts will be made to host at least one triangular at each partner school site.
 - b. It is the intent that Triangulars involving Varsity games will be split between partner school sites at an approximate ratio of 50-50 over a multi-year period.
- D. In general, Home events that do not include Varsity games (i.e. JV games or Reserve games, etc.) can be sufficiently played at either the Hampton site or the Heartland site.
 - a. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- E. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.
- F. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

Appendix HS-12: High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

6. Practices & Practice Locations

- A. In general, practices that take place after a school day will alternate between the Hampton site and the Heartland site at an approximate ratio of 50-50.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- B. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.
- C. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Nets, standards, etc.
 - d. Officiating platforms, etc.
 - e. Locker / dressing / etc.
 - f. Scoreboard, etc.
 - g. Water, towels, ice, first aid & training supplies
 - h. Floor/surface prep, etc.
 - i. Bleachers, seating, etc.
 - j. Concessions, hospitality, etc.
- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (line judges, score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**

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C. Site Operations Equipment & Supplies

- a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
- b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

8. Uniforms

A. An official uniform shall consist of and include the following:

- a. a jersey
- b. a solid black short and/or bottom which shall be provided by and remain the property of the players

B. Basic requirements.

- a. Jerseys must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
- b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
- c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
- d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
- e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
- f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.

C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.

- a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
- b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
- c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
- d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.

- a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

A. This section has been intentionally left blank.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the cooperatively sponsored program will have 0 assistant coaches.
 - a. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C or 2.C.b under either of the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - ii. The number of bona fide player-participants does or is reasonably expected to be equal to or greater than 10.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C or 2.C.a under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of 2.C.a; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Meet Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for meet/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Meet Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Heartland site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Officials
 - b. Ticket/gate personnel
 - c. Concessions / hospitality where applicable
- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. a polo/top which shall be provided by and remain the property of the player
 - b. a hat/cap which shall be provided by and remain the property of the player
 - c. a warmup/jacket/pullover that includes only a top may be included in the uniform portfolio upon recommendation of the ADs and through mutual agreement of the superintendents of the partner schools.
 - i. If included, said warmup shall be provided by the district and remain the property of the district.
- B. Basic requirements.
 - a. Polo/top and hat/cap must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.
- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.
- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

Appendix HS-13: High School Girls Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

9. Uniform Equipment

- A. Golf bags will be provided to varsity-level participants that compete in varsity-level competition.
 - a. Golf bags must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. Golf bags may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Golf bags shall meet and model basic community standards.
- B. Push/pull carts for golf bags will be provided to varsity-level participants that compete in varsity-level competition.
- C. Range finders will be provided to varsity-level participants that compete in varsity-level competition.

10. Miscellaneous Items & Costs

- A. Fees for practice rounds for Conference, District, and State meets will be paid upfront by the head school and later reconciled as a shared cost.
- B. A standard allotment of golf balls will be procured and provided to varsity-level participants that compete in varsity-level competition.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Game Locations

- A. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events that include Varsity games will be split between partner school sites at an approximate ratio of 50-50.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- B. In general, Home events that include Varsity games versus a single opponent will be split between partner school sites at an approximate ratio of 50-50.
- C. In general, Home events that do not include Varsity games (i.e. JV games or Reserve games, etc.) can be sufficiently played at either the Hampton site or the Heartland site.
 - a. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- D. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

- E. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. In general, practices that take place after a school day will alternate between the Hampton site and the Heartland site at an approximate ratio of 50-50.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- B. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.
- C. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Backboards, goals, nets, etc.
 - d. Locker / dressing / etc.
 - e. Scoreboard, etc.
 - f. Water, towels, ice, first aid & training supplies
 - g. Floor/surface prep, etc.
 - h. Bleachers, seating, etc.
 - i. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-21: High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a light (home) jersey and matching short
 - ii. a dark (away) jersey and matching short
 - iii. a warm up that includes a top and/or bottom may be included in the uniform portfolio upon recommendation of the ADs and through mutual agreement of the superintendents of the partner schools.
 - b. Practice uniform
 - i. Reversible black and white practice jersey
- B. Basic requirements.
 - a. Jerseys and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.
- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.
- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Game Locations

- A. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events that include Varsity games will be split between partner school sites at an approximate ratio of 50-50.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- B. In general, Home events that include Varsity games versus a single opponent will be split between partner school sites at an approximate ratio of 50-50.
- C. In general, Home events that do not include Varsity games (i.e. JV games or Reserve games, etc.) can be sufficiently played at either the Hampton site or the Heartland site.
 - a. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- D. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

- E. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. In general, practices that take place after a school day will alternate between the Hampton site and the Heartland site at an approximate ratio of 50-50.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- B. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.
- C. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Backboards, goals, nets, etc.
 - d. Locker / dressing / etc.
 - e. Scoreboard, etc.
 - f. Water, towels, ice, first aid & training supplies
 - g. Floor/surface prep, etc.
 - h. Bleachers, seating, etc.
 - i. Concessions, hospitality, etc.
- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**
- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-22: High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a light (home) jersey and matching short
 - ii. a dark (away) jersey and matching short
 - iii. a warm up that includes a top and/or bottom may be included in the uniform portfolio upon recommendation of the ADs and through mutual agreement of the superintendents of the partner schools.
 - b. Practice uniform
 - i. Reversible black and white practice jersey
- B. Basic requirements.
 - a. Jerseys and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.
- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.
- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix HS-31: High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-31: High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Meet Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for meet/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).

Appendix HS-31: High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Meet Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Heartland site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.

Appendix HS-31: High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Watches and timing equipment
 - b. Hurdles
 - c. Landing mats
 - d. Jumping pits
 - e. Standards and crossbars
 - f. Implements
 - g. Starter's equipment, clerking equipment, administrative equipment, communications equipment
 - h. Water, towels, ice, first aid & training supplies
 - i. Bleachers, seating, etc.
 - j. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Officials
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. Clerks, runners, pickers, timers
 - f. Finish line / timing systems and personnel
 - g. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-31: High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. a singlet/top and matching short
 - b. a “sweats” top and matching bottom
 - c. a warmup that includes a top and/or bottom may be included in the uniform portfolio upon recommendation of the ADs and through mutual agreement of the superintendents of the partner schools.
- B. Basic requirements.
 - a. Singlet/top and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.
- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD’s and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD’s of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.
- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the cooperatively sponsored program will have 0 assistant coaches.
 - a. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C or 2.C.b under either of the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - ii. The number of bona fide player-participants does or is reasonably expected to be equal to or greater than 10.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C or 2.C.a under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of 2.C.a; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Meet Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for meet/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (JV, Reserve, etc.) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure full access to and unrestricted eligibility for all aspects of championship, tournament, and post-season play as established by the NSAA and the Conference affiliated to the program subject to this agreement.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Meet Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Heartland site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.
- D. It shall be within the discretion of the superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday. This shall be limited to occasions where a varsity competition at either the conference-tournament level or the NSAA-tournament level is scheduled to occur on the Monday immediately following the Sunday in question.

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Officials
 - b. Ticket/gate personnel
 - c. Concessions / hospitality where applicable
- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. a polo/top which shall be provided by and remain the property of the player
 - b. a hat/cap which shall be provided by and remain the property of the player
 - c. a warmup/jacket/pullover that includes only a top may be included in the uniform portfolio upon recommendation of the ADs and through mutual agreement of the superintendents of the partner schools.
 - i. If included, said warmup shall be provided by the district and remain the property of the district.
- B. Basic requirements.
 - a. Polo/top and hat/cap must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.
- C. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with player-representation from each district.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.
- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

Appendix HS-32: High School Boys Golf (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

9. Uniform Equipment

- A. Golf bags will be provided to varsity-level participants that compete in varsity-level competition.
 - a. Golf bags must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. Golf bags may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Golf bags shall meet and model basic community standards.
- B. Push/pull carts for golf bags will be provided to varsity-level participants that compete in varsity-level competition.
- C. Range finders will be provided to varsity-level participants that compete in varsity-level competition.

10. Miscellaneous Items & Costs

- A. Fees for practice rounds for Conference, District, and State meets will be paid upfront by the head school and later reconciled as a shared cost.
- B. A standard allotment of golf balls will be procured and provided to varsity-level participants that compete in varsity-level competition.

Appendix HS-41: High School Cheerleading (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Hampton will act as the head school.
- B. The head school AD is responsible for event scheduling.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the cooperatively sponsored program will have 0 assistant coaches.
 - a. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C or 2.C.b under either of the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - ii. The number of bona fide player-participants does or is reasonably expected to be equal to or greater than 7.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C or 2.C.a under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of 2.C.a; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.

Appendix HS-41: High School Cheerleading (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Event Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for determining attendance at scheduled events.
- C. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland.
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton.
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Practices & Practice Locations

- A. In general, practices that take place outside of the school day and will alternate between the Hampton site and the Heartland site at an approximate ratio of 50-50.
 - a. The head coach will recommend practice sites in advance of the season in consultation with the AD's.
 - b. The final determination of practice sites requires approval through mutual agreement of the AD's of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- B. It shall be within the discretion of the Superintendents, through unanimous agreement, to allow for a practice to occur on a Sunday in the event of an upcoming performance and/or competition.
- C. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.

Appendix HS-41: High School Cheerleading (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

6. Site Operations

A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operation of all games, practices, etc. that are held/hosted at their site school.

- a. Megaphone
- b. Signs
- c. Pom poms
- d. Wireless speaker/bluetooth
- e. Water, towels, ice, first aid & training supplies
- f. Floor/surface prep, etc.

B. Site Operations Equipment & Supplies

- a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
- b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

7. Try-outs

A. Cheer tryouts will be held in the Spring of the school year.

B. The following criteria will be used during tryouts:

- a. Three judges will be selected by the head cheerleading coach.
- b. Judges will be approved by both schools' respective AD's.
- c. Judges scoring rubric will include group cheer, group dance, individual chant, and cheer.
- d. Judges may also ask candidates questions related to the sport, behavior, integrity, etc.
- e. The secondary principals of all partner schools will complete a scoring rubric evaluating each candidate's behavior and integrity.

C. A maximum of 12 participants will be selected annually.

- a. Coaches will determine squad size using the judge's scoring rubrics and a natural separation in point totals for candidates.
- b. Final squad selection will be approved by both schools' respective AD's.

Appendix HS-41: High School Cheerleading (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. Uniform shall consist of and include the following:
 - a. Official gear - shell top, liner, skirt, spunks, cheer shoes, and bow.
 - b. Unofficial gear - shirts/tanks, dance uniform, pants, jacket, and cheer bag.
 - c. The uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - d. Deviations from the official uniform may only be done through unanimous agreement between the superintendents of all partner schools.
 - e. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - f. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.

- B. The uniforms shall be preliminarily selected by the head coach in consultation with all assistant coaches and in consultation with cheerleader-representation from each district.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.

9. Costs

- A. Cheer participants will be responsible for all fees associated with official and unofficial uniforms and camp fees.

- B. Fundraising opportunities will be available for cheer participants throughout the summer and school year.

- C. All costs associated with cheer will be further defined in the handbook.

10. Miscellaneous Items & Costs

- A. NCA cheer team awards and/or trophies will be displayed at partner schools on a shared 50-50 basis, as determined by the head coach.

- B. State cheer team awards and/or trophies will be duplicated, and the cost will be equally shared among the partner schools.

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that the cooperatively sponsored junior high school football program will operate and compete as an “8-man” football team.
- C. The AD of the head school in consultation with the AD’s of partner schools will be responsible for game/event scheduling.
- D. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- E. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- F. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- G. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (A, B, C-team) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- H. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure compliance with all applicable rules, regulations, and by-laws of partner schools, NDE Rule 10, NSAA, and/or affiliated conference

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Hampton site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Hampton site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) will occur at the Hampton site.

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Locker / dressing / etc.
 - d. Scoreboard, field markers, yardage markers, etc.
 - e. Water, towels, ice, first aid & training supplies
 - f. Field prep, field striping, etc.
 - g. Bleachers, seating, etc.
 - h. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Scoreboard operators, sound operators, PA personnel, etc.
 - b. Ticket/gate personnel
 - c. Concessions / hospitality workers
 - d. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a dark (home) jersey (reversible is suitable)
 - ii. a light (away) jersey (reversible is suitable)
 - iii. a dark, game pant
 - iv. a certified and properly fitted helmet
 - b. Practice uniform
 - i. White practice jersey with black lettering or black practice jersey with white lettering
 - ii. A uniformly, standard practice pant
 - iii. A certified and properly fitted helmet
- B. Basic requirements.
 - a. Jerseys, pant, and helmet must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.
- C. The uniforms shall be preliminarily selected by the head coach.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.
- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

Appendix JH-11: Junior High School Football (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

9. Uniform Equipment

A. Protective equipment

- a. A certified and properly fitted pair of shoulder pads
- b. Knee, thigh, hip, and tailbone pads and related attire (e.g. girdle, etc.)
- c. Certified and properly fitted mouthguards.
- d. Other such, protective equipment as may be necessary to reasonably protect participants from foreseeable injury. Such equipment must be conventional in nature.

B. Combined Equipment

- a. It will prove efficient to combine equipment resources/inventories of hard assets that are already owned by the partner schools for the benefit of the cooperatively sponsored program.
 - i. This may include items such as helmets, shoulder pads, and other protective equipment and or uniform equipment that already belongs to any partner school.
 - ii. This may also include training equipment/apparatus (e.g. sleds, dummies, etc.).
- b. All such equipment to be combined shall be properly identified to a partner school and accurately inventoried.
 - i. It shall be the responsibility of the ADs of the partner schools and the head coach to complete said identification and inventory.
 - ii. A summary of said identification and inventory shall be provided to the superintendents of the partner schools no later than June 1, 2025.
- c. Should the cooperative sponsorship be dissolved, terminated, not renewed, etc., equipment should be returned to / dispersed among the partner schools in the following manner.
 - i. Equipment that is still in use shall be returned to the partner school identified as the original owner.
 - ii. Equipment that is no longer in use shall be returned to the partner school identified as the original owner.
 - iii. Newly purchased equipment that is purchased through an equitable share formulation should be identified as property of the cooperative sponsorship.
 - 1. Property of the cooperative sponsorship should be distributed to the partner schools in a manner that is either equal to or proportionate to the original ownership of combined inventory.
 - iv. Newly purchased equipment purchased by a partner school for use in the cooperative sponsorship, but not through an equitable share formulation, should be identified as property of the partner school. The partner school shall retain ownership of said property.
- d. It shall be the responsibility of the ADs of the partner schools and the head coach to determine a responsible and practical means and method for storing, inventorying, distributing, and collecting combined equipment.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (A, B, C-team) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure compliance with all applicable rules, regulations, and by-laws of partner schools, NDE Rule 10, NSAA, and/or affiliated conference.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home games for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events will be scheduled to occur at the Heartland site.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- C. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.
- D. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Nets, standards, etc.
 - d. Officiating platforms, etc.
 - e. Locker / dressing / etc.
 - f. Scoreboard, etc.
 - g. Water, towels, ice, first aid & training supplies
 - h. Floor/surface prep, etc.
 - i. Bleachers, seating, etc.
 - j. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (line judges, score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix JH-12: Junior High School Volleyball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. a jersey
 - b. a solid black short and/or bottom which shall be provided by and remain the property of the players
- B. Basic requirements.
 - a. Jerseys must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.
- C. The uniforms shall be preliminarily selected by the head coach.
 - a. All uniform selections will require final approval by both the AD's and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD's of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.
- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (A, B, C-team) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure compliance with all applicable rules, regulations, and by-laws of partner schools, NDE Rule 10, NSAA, and/or affiliated conference.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home games for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events will be scheduled to occur at the Heartland site.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- C. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.
- D. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.

Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Backboards, goals, nets, etc.
 - d. Locker / dressing / etc.
 - e. Scoreboard, etc.
 - f. Water, towels, ice, first aid & training supplies
 - g. Floor/surface prep, etc.
 - h. Bleachers, seating, etc.
 - i. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix JH-21: Junior High School Boys Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a light (home) jersey and matching short
 - ii. a dark (away) jersey and matching short
 - iii. uniforms of a “reversible” nature shall be sufficient
 - b. Practice uniform
 - i. Reversible black and white practice jersey
- B. Basic requirements.
 - a. Jerseys and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.
- C. The uniforms shall be preliminarily selected by the head coach.
 - a. All uniform selections will require final approval by both the AD’s and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD’s of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.
- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Game Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for game/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (A, B, C-team) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure compliance with all applicable rules, regulations, and by-laws of partner schools, NDE Rule 10, NSAA, and/or affiliated conference.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

5. Home Game Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home games for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events will be scheduled to occur at the Hampton site.
 - b. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.
- C. A tentative, two-year home site-hosting plan (schedule) shall be prepared through mutual agreement of the A.D.'s of each partner school and submitted to the superintendents of each partner school for consultation and approval.
 - a. Subject to approval by the superintendents of all partner schools, the A.D.'s of the districts in the co-op shall have the discretion, through mutual agreement, to adjust home sites in accordance with the spirit and intent of this agreement.
 - b. The head school reserves the right to change/designate the site for events tentatively scheduled for one site to another site if specific conditions or the most recent information indicates a change in site is likely necessary. These decisions will be made after consulting with all other partner schools.
- D. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Hampton site.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Practice balls
 - b. Game balls
 - c. Backboards, goals, nets, etc.
 - d. Locker / dressing / etc.
 - e. Scoreboard, etc.
 - f. Water, towels, ice, first aid & training supplies
 - g. Floor/surface prep, etc.
 - h. Bleachers, seating, etc.
 - i. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Supplementary officials (score table personnel, etc.)
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix JH-22: Junior High School Girls Basketball (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. Game uniform
 - i. a light (home) jersey and matching short
 - ii. a dark (away) jersey and matching short
 - iii. uniforms of a “reversible” nature shall be sufficient
 - b. Practice uniform
 - i. Reversible black and white practice jersey
- B. Basic requirements.
 - a. Jerseys and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.
- C. The uniforms shall be preliminarily selected by the head coach.
 - a. All uniform selections will require final approval by both the AD’s and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD’s of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.
- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

1. Head School

- A. Heartland will act as the head school.
- B. The head school AD is responsible for event scheduling, contracting referees, opponent contracts, NSAA, conference, district, state, etc.
- C. The head school AD (in person or by designee) is responsible for storing inventory, records, etc. owned by or specific to the co-op program.

2. Coaching Staff

- A. Coaches will be hired and assigned in accordance with the master agreement.
- B. Head Coach: the cooperatively sponsored program will have 1 head coach.
- C. Assistant Coaches: the number of assistant coaches will be determined through unanimous agreement of the superintendents of all partner schools in consideration of the following.
 - a. General guidelines.
 - i. Recommendations established in Appendix K.
 - ii. Recommendations of the ADs of all partner schools.
 - iii. Recommendations of the program's head coach.
 - iv. The unique safety, instructional, and logistical needs of the program.
 - b. It shall be within the discretion of the superintendents through unanimous agreement to add an at-large, or equally assigned, assistant coach, or coaches, to prior levels established through the execution of either 2.C.a or 2.C.c under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, or the logistical needs of the program warrants the consideration of an additional coach, or coaches, for the material benefit of the program and/or the inherent safety of the participants.
 - c. It shall be within the discretion of the superintendents through unanimous agreement to reduce an at-large, or equally assigned, assistant coach, or coaches, from prior levels established through the execution of either 2.C.a or 2.C.b under the following circumstances.
 - i. The inherent safety of the participants, the instructional needs of the participants, and the logistical needs of the program does not require the number of assistant coaches established through the execution of either 2.C.a or 2.C.b; and such a reduction does not significantly or substantially reduce the material benefits of the program and/or the inherent safety of the participants.
- D. If either partner school is unable to assign its designated equal-share assistant coach, that partner school may request the other school(s) to assign a qualified assistant coach from their district. The assigned assistant coach will be compensated by the assigning school according to the salary schedule of the assigning school. The assigning school will invoice the requesting school for the necessary payroll costs at the beginning of the season for which the coach is assigned. Payroll costs will be equal to the scheduled, extra-duty stipend, FICA, and NPERS.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

3. Meet Scheduling

- A. Generally speaking, at its inception, this cooperatively sponsored program will adopt the pre-existing schedule of Heartland Community Schools.
- B. The AD of the head school in consultation with the AD's of partner schools will be responsible for meet/event scheduling.
- C. Scheduling should be done with the intent of creating long-term balance in Home/Away matchups.
- D. Scheduling should be done with the intent of providing maximum opportunities for student-athletes to compete, to develop, and to excel.
- E. To the greatest extent that is reasonably possible, scheduling should be done in a manner that supports academic success while balancing the totality of the demands on student-athletes and the logistical considerations of all stakeholders with regards to time/travel.
- F. It is the intent of all partner schools that comprehensive scheduling efforts should maximize opportunities for all developmental-levels (A, B, C-team) to participate in competitive opportunities that are numerous, balanced, and developmentally advantageous.
- G. Unless otherwise expressly and formally agreed to in writing as authorized by a majority vote of each of the individual boards of the partner schools party to this agreement; it is the intent of all partner schools that comprehensive scheduling should ensure compliance with all applicable rules, regulations, and by-laws of partner schools, NDE Rule 10, NSAA, and/or affiliated conference.
- H. To the greatest extent that is reasonably possible and can be done in alignment with all other scheduling goals, it is the intent of all partner schools to allow for the continuation of tournaments hosted by any of the partner schools and established prior to the inception of the first generation, cooperative sponsorship agreement.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

4. Host Site Administrator

- A. Unless otherwise designated, the Heartland AD shall be designated the Heartland site administrator and shall be responsible (in person or by designee) for all contests hosted at Heartland (i.e. supervision, workers, paying personnel, programs, media, etc.).
- B. Unless otherwise designated, the Hampton AD shall be designated the Hampton site administrator and shall be responsible (in person or by designee) for all contests hosted at Hampton (i.e. supervision, workers, paying personnel, programs, media, etc.).
- C. The host site administrator and the host school shall be responsible for the following:
 - a. The host school will pay referees that officiate events at their site.
 - b. The host school will pay event workers that work events at their site.
 - c. The host school will take admissions at an agreed upon rate stipulated elsewhere in this agreement.
 - d. The host school will accept staff, student, family passes, courtesy passes presented to them by attendees that are provided to them by any partner school.
 - e. The host school will not accept passes other than those provided by a partner school, the conference for which the cooperatively sponsored program is affiliated, the NSAA, or bona fide press personnel.
 - f. The host school will keep appropriate records including Appendices B for the purposes of reconciling and reimbursing partner schools with regard to operational revenues and costs.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

5. Home Meet Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of home events for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. Home events will take place at the Heartland site.
- C. Additional Groups.
 - a. Site scheduling to facilitate concessions, pep band, soup suppers, fundraisers, etc. should be worked out equitably and in advance through communication, scheduling, planning, and the established chain of command.
 - b. It shall be the responsibility of the AD's of the partner schools to complete said scheduling.
 - c. All such matters shall run under the direction of the local site administrator.

6. Practices & Practice Locations

- A. It shall be within the discretion of the superintendents, through unanimous agreement, on either a systemic or emergency-basis, to alter the locations of practices for the specific purpose of balancing the totality of the comprehensive co-operative sponsorship agreement and maximizing the efficient use of available facilities and transportation resources.
- B. In general, practices that take place after a school day will occur at the Heartland site.
- C. Practices that take place other than after a school day (e.g. before school, weekends, during vacation/break, etc.) can take place at either site based on the head coach's discretion, pending approval by the A.D.'s of all partner schools.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

7. Site Operations

- A. The AD of each partner school will be required to provide for all equipment necessary for effective, efficient, and conventional operations of all games, practices, etc. that are held/hosted at their site school.
 - a. Watches and timing equipment
 - b. Hurdles
 - c. Landing mats
 - d. Jumping pits
 - e. Standards and crossbars
 - f. Implements
 - g. Starter's equipment, clerking equipment, administrative equipment, communications equipment
 - h. Water, towels, ice, first aid & training supplies
 - i. Bleachers, seating, etc.
 - j. Concessions, hospitality, etc.

- B. The AD of each partner school will be required to provide for all personnel necessary to perform the required in-game and support functions of all games, practices, etc. that are held/hosted at their site school.
 - a. Officials
 - b. Scoreboard operators, sound operators, PA personnel, etc.
 - c. Ticket/gate personnel
 - d. Concessions / hospitality workers
 - e. Clerks, runners, pickers, timers
 - f. Finish line / timing systems and personnel
 - g. **NOTE: Referees / Officials to be scheduled by the head AD**

- C. Site Operations Equipment & Supplies
 - a. Each partner school will provide the necessary equipment, supplies, and infrastructure as identified in sub-section A above. All partner schools stipulate that all necessities may not be identified with what is listed herein and agree to provide equipment, supplies, infrastructure as needed.
 - b. Each partner school will procure and provide all items encompassed in this section at their own expense and will maintain ownership of such items beyond their required use for the cooperatively sponsored program.

Appendix JH-31: Junior High School Boys & Girls Track (25-26 & 26-27)
Hampton Public Schools & Heartland Community Schools

8. Uniforms

- A. An official uniform shall consist of and include the following:
 - a. a singlet/top and matching short
 - b. a “sweats” top and matching bottom
- B. Basic requirements.
 - a. Singlet/top and matching shorts must be clearly representative of the name, mascot, and colors of the cooperative sponsorship.
 - b. The official uniform may not include any elements or characteristics that are prohibited by the NSAA or by the rules and/or policies of any partner school.
 - c. Other components may be added to the official uniform through unanimous agreement between the superintendents of all partner schools.
 - d. Uniform selection will be done with the intent of meeting and modeling basic community standards.
 - e. Uniform selection will be done with the intent of preserving the esteem and dignity of participants and properly accounts for needs specific to age and gender of the participants.
 - f. Deviation from the official uniform may only be done through unanimous agreement between the superintendents of all districts participating in the co-op.
- C. The uniforms shall be preliminarily selected by the head coach.
 - a. All uniform selections will require final approval by both the AD’s and the superintendents of each district participating in the co-op.
 - b. No uniforms may be ordered and/or purchased without the prior approval of both superintendents.
 - c. The AD of the head school shall in consultation with the AD’s of the partner schools be responsible for ensuring that all uniform orders are accurate and appropriate in regards to quantity, numbering, sizing, etc.
 - d. Uniforms selected for use at the beginning of each co-op agreement will be used for the entirety of the current agreement.
- D. It shall be the responsibility of the AD of the head school to ensure that inventory of uniforms is completed and maintained each year.
 - a. Uniforms will be stored at the site of the head school unless otherwise agreed upon by the superintendents of all partner schools.

9. Uniform Equipment

- A. This section has been intentionally left blank.

H&H BEARCATS



**2025 - 2026
FULL-YEAR
SUMMARY**

H&H BEARCATS



**2025 - 2026
FALL SPORTS
SUMMARY**

H&H Bearcats Sports Cooperative Fall Season-End Summary Report

School Year: 25-26 **Sport:** HS Cheer **Season #** 1

	Total	# at Hampton	# at Heartland	# Away
Football Games	7	3	2	2
Volleyball Games	9	2	2	5
Other Events	5	2	3	0

	Total	Enrolled Full-Time Hampton	Enrolled Full-Time Heartland	Enrolled Part-Time Hampton	Enrolled Part-Time Heartland
# Participants	9	5	4	0	0
# Participants (Grade 12)	0	0	0	0	0
# Participants (Grade 11)	3	1	2	0	0
# Participants (Grade 10)	2	1	1	0	0
# Participants (Grade 9)	4	3	1	0	0

		Year X in role	Employed	Community	Hampton Affiliated	Heartland Affiliated	Paid	Volunteer
Head Coach	Jessa Klute	1	X		X		X	
Asst. Coach	Amy Pinney	1	X			X	X	
Hampton A.D.	Carson Klute							
Heartland A.D.	Josh Struckman							

Date Of Try Outs	Monday, April 14, 2025
Date Of First Fall Event	August 18, 2025 (Fall Pep Rally) August 28th, 2025 (First game)
Date Of Last Fall Event	October 31, 2025 (Hampton Playoff FB Game)

Consolidated Coaching Stipends	\$3,843.40
Consolidated Uniform Expenses	\$0.00

Fall Season-End Summary Report

School Year: 25-26

Sport: HS Girls Golf

Season # 1

	Total	# Played at Hampton	# Played at Heartland	# Played Away
# Varsity Meets Contested	12	0	2	10
# JV Meets Contested	2	0	1	1
# JV Other in lieu of complete meets				
# Reserve Meets Contested	0	0	0	0
# Reserve Other in lieu of complete meets	0	0	0	0

	Total	Enrolled Full-Time Hampton	Enrolled Full-Time Heartland	Enrolled Part-Time Hampton	Enrolled Part-Time Heartland
# Participants	7	0	7	0	0
# Participants (Grade 12)	3	0	3	0	0
# Participants (Grade 11)	3	0	3	0	0
# Participants (Grade 10)	0	0	0	0	0
# Participants (Grade 9)	1	0	1	0	0

		Year X in role	Employed	Community	Hampton Affiliated	Heartland Affiliated	Paid	Volunteer
Head Coach	Chad Buzek	1	X			X	X	
Hampton A.D.	Carson Klute							
Heartland A.D.	Josh Struckman							

Date Of First Practice	Monday, August 11, 2025
Date Of First Competition	Thursday, August 28, 2025
Date Of Last Competition	Tuesday, October 12, 2025

Consolidated Coaching Stipends	\$3,602.67
Consolidated Uniform Expenses	\$974.75

TEAM									
Top 3 Team Finishes	Team Runners-Up	Team Champions	Conference Runners-Up	Conference Champions	District Runners-Up	District Champions	State Qualifiers	State Runners-Up	State Champions
3	0	0	N/A	N/A	0	0	0	0	0
INDIVIDUAL									
Conference Medalists	Conference Runners-Up	Conference Champions	District Medalists	District Runners-Up	District Champions	State Qualifiers	State Medalists	State Runners-Up	State Champions
N/A	N/A	N/A	1	0	1	1	1	0	0
Team Items/Honors Of Note					Individual Items/Honors Of Note				
					Mia Hiebner finished 1st in 8 meets				
					Mia Hiebner District Champion				
					Mia Hiebner 3rd place Class C State golf meet				
					Mia Hiebner Class C Super State				

School Year:	25-26	Sport:	HS Volleyball	Season #	1
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	Total	Wins	Losses	# Played at Hampton	# Played at Heartland	# Played Away
# Varsity Games Played	29	4	25	7	4	18
# JV Games Played	20	11	9	4	2	14
# JV Sets in lieu of complete games	0	0	0	0	0	0
# Freshman Games Played	14	6	8	0	6	8
# Freshman Sets in lieu of complete games	0	0	0	0	0	0

	That Were Reduced Down	That Were Cancelled	Due to H&H	Due to Opponent
# JV Games	0	1	0	1
# JV Sets in lieu of complete games				
# Freshman Games	0	3	0	3
# Freshman Sets in lieu of complete games	0	0	0	0

	Total	Enrolled Full-Time Hampton	Enrolled Full-Time Heartland	Enrolled Part-Time Hampton	Enrolled Part-Time Heartland
# Participants	29	8	20	0	1
# Participants (Grade 12)	8	3	5	0	0
# Participants (Grade 11)	6	3	3	0	0
# Participants (Grade 10)	8	0	8	0	0
# Participants (Grade 9)	7	2	4	0	1

		Year X in role	Employed	Community	Hampton Affiliated	Heartland Affiliated	Paid	Volunteer
Head Coach	Kayla Gaughen	1		X	X		X	
Asst. Coach	Ashton Brown	1		X		X	X	
Asst. Coach	Tahya Helzer	1	X		X		X	
Asst. Coach	Lexie Wolinski	1	X			X	X	
Hampton A.D.	Carson Klute	1						
Heartland A.D.	Josh Struckman	1						

Date Of First Practice	Monday, August 11, 2025
Date Of First Competition	Thursday, August 28, 2025
Date Of Last Competition	Monday, October 27, 2025

Consolidated Coaching Stipends	\$16,751.92
Consolidated Uniform Expenses	\$2,381.40

Team Items/Honors Of Note	Individual Items/Honors Of Note
	Sophia Schulze SNC Honorable Mention

H&H Bearcats Sports Cooperative Fall Season-End Summary Report

School Year: **25-26** Sport: **JH Football** Season # **1**

	Total	Won	Lost	# Played at Hampton	# Played at Heartland	# Played Away
# A Games Played	6	5	1	2	0	4
# B Games Played	1	0	1	1	0	0
# B Quarters Played in lieu of complete games	3	0	3	1	0	2
# C Games Played	0	0	0	0	0	0
# C Quarters Played in lieu of complete games	0	0	0	0	0	0

	That Were Reduced Down	That Were Cancelled	Due to H&H	Due to Opponent
# B Games Scheduled	3	2	0	2
# B Quarters Scheduled in lieu of complete games	0	0	0	0
# C Games Scheduled	0	0	0	0
# C Quarters Scheduled in lieu of complete games	0	0	0	0

	Total	Enrolled Full-Time Hampton	Enrolled Full-Time Heartland	Enrolled Part-Time Hampton	Enrolled Part-Time Heartland
# Participants	21	11	10	0	0
# Participants (Grade 8)	12	9	3	0	0
# Participants (Grade 7)	9	2	7	0	0

		Year X in role	Employed	Community	Hampton Affiliated	Heartland Affiliated	Paid	Volunteer
Head Coach	Les Reink	1	X			X	X	
Asst. Coach	Eric Allgood	1		X		X	X	
Asst. Coach	Austin Helzer	1		X	X		X	
Hampton A.D.	Carosn Klute							
Heartland A.D.	Josh Struckman							

Date Of First Practice	Monday, August 18, 2025
Date Of First Competition	Monday, September 8, 2025
Date Of Last Competition	Thursday, October 9, 2025

Consolidated Coaching Stipends	\$3,602.67
Consolidated Uniform Expenses	\$2,527.20

H&H Bearcats Sports Cooperative Fall Season-End Summary Report

School Year: **25-26** Sport: **JH Volleyball** Season # **1**

	Total	Won	Lost	# Played at Hampton	# Played at Heartland	# Played Away
# A Games Played	15	12	3	2	3	10
# B Games Played	13	8	5	2	5	6
# B Sets Played in lieu of complete games	0	0	0	0	0	0
# C Games Played	8	0	8	1	4	3
# C Sets Played in lieu of complete games	3	0	3	1	1	1

	That Were Reduced Down	That Were Cancelled	Due to H&H	Due to Opponent
# B Games Scheduled	10	0	0	0
# B Sets Scheduled in lieu of complete games	0	0	0	0
# C Games Scheduled	3	0	0	3
# C Sets Scheduled in lieu of complete games	0	0	0	0

	Total	Enrolled Full-Time Hampton	Enrolled Full-Time Heartland	Enrolled Part-Time Hampton	Enrolled Part-Time Heartland
# Participants	27	12	15	0	0
# Participants (Grade 8)	17	8	9	0	0
# Participants (Grade 7)	10	4	6	0	0

		Year X in role	Employed	Community	Hampton Affiliated	Heartland Affiliated	Paid	Volunteer
Head Coach	Diane Torson	1	X		X		X	
Asst. Coach	Carrie Regier	1	X			X	X	
Asst. Coach	Christine Quiring	1		X		X	X	
Hampton A.D.	Carson Klute							
Heartland A.D.	Josh Struckman							

Date Of First Practice	Monday, August 18, 2025
Date Of First Competition	Thursday, September 4, 2025
Date Of Last Competition	Monday, October 13, 2025

Consolidated Coaching Stipends	\$5,524.95
Consolidated Uniform Expenses	\$1,354.32



2025 - 2026
WINTER SPORTS
SUMMARY

H&H Bearcats Sports Cooperative Winter Season-End Summary Report

School Year: 25-26 **Sport:** HS Cheer (Winter) **Season #** 1

	Total	# at Hampton	# at Heartland	# Away
Boys Basketball Games	14	4	6	4
Girls Basketball Games	14	4	7	3
Other Events	State Cheer			

	Total	Enrolled Full-Time Hampton	Enrolled Full-Time Heartland	Enrolled Part-Time Hampton	Enrolled Part-Time Heartland
# Participants	9	5	4	0	0
# Participants (Grade 12)	0	0	0	0	0
# Participants (Grade 11)	3	1	2	0	0
# Participants (Grade 10)	2	1	1	0	0
# Participants (Grade 9)	4	3	1	0	0

		Year X in role	Employed	Community	Hampton Affiliated	Heartland Affiliated	Paid	Volunteer
Head Coach	Jessa Klute	1	X		X		X	
Asst. Coach	Amy Pinney	1	X			X	X	
Hampton A.D.	Carson Klute							
Heartland A.D.	Josh Struckman							

Date Of Try Outs Monday, April 14, 2025

Date Of First Winter Event Friday, December 4, 2026

Date Of Last Winter Event Tuesday, February 24, 2026

Consolidated Coaching Stipends \$3,843.40

Consolidated Uniform Expenses \$0.00

Team Items/Honors Of Note
7th Place: Nebraska State Dance & Cheer Championships

Individual Items/Honors Of Note

H&H Bearcats Sports Cooperative

Winter Season-End Summary Report

School Year: 25-26

Sport: HS Boys
Basketball

Season # 1

	Total	Wins	Losses	# Played at Hampton	# Played at Heartland	# Played Away
# Varsity Games Played	23	8	15	5	6	12
# JV Games Played	16	11	5	3	5	8
# JV Quarters in lieu of complete games	1	1	0	0	0	1
# Reserve Games Played	10	6	4	2	1	7
# Freshman Quarters in lieu of complete games	3	3	0	0	1	2
# Freshman Games Played	10	4	6	4	0	6
# Freshman Quarters in lieu of complete games	0	0	0	0	0	0

	That Were Reduced Down	That Were Cancelled	Due to H&H	Due to Opponent
# JV Games	1	2		X
# JV Quarters in lieu of complete games	0	0		
# Reserve Games	2	0		X
# Reserve Quarters in lieu of complete games	0	0		
# Freshman Games	0	2		X
# Freshman Quarters in lieu of complete games	0	0		

	Total	Enrolled Full-Time Hampton	Enrolled Full-Time Heartland	Enrolled Part-Time Hampton	Enrolled Part-Time Heartland
# Participants	34	12	22	0	0
# Participants (Grade 12)	6	2	4	0	0
# Participants (Grade 11)	5	1	4	0	0
# Participants (Grade 10)	10	6	4	0	0
# Participants (Grade 9)	13	5	8	0	0

		Year X in role	Employed	Community	Hampton Affiliated	Heartland Affiliated	Paid	Volunteer
Head Coach	Patrick Alexander	1	X		X		X	
Asst. Coach	Marc Regier	1	X			X	X	
Asst. Coach	Dylan Barnesberger	1		X	X		X	
Asst. Coach	Noah Jones	1	X		X		X	
Hampton A.D.	Carson Klute							
Heartland A.D.	Josh Struckman							

Date Of First Practice	Monday, November 10, 2025
Date Of First Competition	Thursday, December 4, 2025
Date Of Last Competition	Monday, February 16, 2026

Consolidated Coaching Stipends	\$18,255.25
Consolidated Uniform Expenses	\$13,253.76

Team Items/Honors Of Note	Individual Items/Honors Of Note
	Holden Switzer NCPA (NSAA) Academic All-State (Heartland)
	Rylee Scheidemann NCPA (NSAA) Academic All-State (Hampton)

H&H Bearcats Sports Cooperative

Winter Season-End Summary Report

School Year: **25-26** Sport: **HS Girls Basketball** Season # **1**

	Total	Wins	Losses	# Played at Hampton	# Played at Heartland	# Played Away
# Varsity Games Played	21	3	18	5	5	11
# JV Games Played	2	1	1	0	0	2
# JV Quarters in lieu of complete games	12	4	8	3	4	7
# Reserve Games Played	0	0	0	0	0	0
# Freshman Quarters in lieu of complete games	0	0	0	0	0	0
# Freshman Games Played	0	0	0	0	0	0
# Freshman Quarters in lieu of complete games	0	0	0	0	0	0

	That Were Reduced Down	That Were Cancelled	Due to H&H	Due to Opponent
# JV Games	12	3		X
# JV Quarters in lieu of complete games				
# Reserve Games	0	9	X	X
# Reserve Quarters in lieu of complete games	0	0		
# Freshman Games	0	0		
# Freshman Quarters in lieu of complete games	0	0		

	Total	Enrolled Full-Time Hampton	Enrolled Full-Time Heartland	Enrolled Part-Time Hampton	Enrolled Part-Time Heartland
# Participants	14	3	11	0	0
# Participants (Grade 12)	5	0	4	0	0
# Participants (Grade 11)	3	1	2	0	0
# Participants (Grade 10)	4	0	4	0	0
# Participants (Grade 9)	3	2	1	0	0

		Year X in role	Employed	Community	Hampton Affiliated	Heartland Affiliated	Paid	Volunteer
Head Coach	Paige Peters	1	X			x	X	
Asst. Coach	Sammy Spirk	1	X		X		X	
Asst. Coach	Christine Quiring	1		X		x	X	
Asst. Coach								
Hampton A.D.	Carson Klute	1						
Heartland A.D.	Josh Struckman	1						

Date Of First Practice	Monday, November 10, 2025
Date Of First Competition	Thursday, December 4, 2025
Date Of Last Competition	Monday, February 16, 2026

Consolidated Coaching Stipends	\$12,427.09
Consolidated Uniform Expenses	\$10,595.43

Team Items/Honors Of Note	Individual Items/Honors Of Note
	Mia Hiebner NCPA (NSAA) Academic All-State (Heartland)
	Kynleigh Joseph NCPA (NSAA) Academic All-State (Hampton)

H&H Bearcats Sports Cooperative Winter Season-End Summary Report

School Year: **25-26** **Sport:** **JH Boys Basketball** **Season #** **1**

	Total	Won	Lost	# Played at Hampton	# Played at Heartland	# Played Away
# A Games Played	12	9	3	0	4	8
# B Games Played	11	7	4	0	5	6
# B Quarters Played in lieu of complete games						
# C Games Played	3	2	1	0	1	2
# C Quarters Played in lieu of complete games	3	2	1		1	2

	That Were Reduced Down	That Were Cancelled	Due to H&H	Due to Opponent
# B Games Scheduled	11	0	N/A	N/A
# B Quarters Scheduled in lieu of complete games	0	0	N/A	N/A
# C Games Scheduled	6	0		x
# C Quarters Scheduled in lieu of complete games	3	0		x

	Total	Enrolled Full-Time Hampton	Enrolled Full-Time Heartland	Enrolled Part-Time Hampton	Enrolled Part-Time Heartland
# Participants	22	8	13	0	1
# Participants (Grade 8)	12	7	5	0	1
# Participants (Grade 7)	10	2	8	0	0

		Year X in role	Employed	Community	Hampton Affiliated	Heartland Affiliated	Paid	Volunteer
Head Coach	Erik Wetjen	1	X			X	X	
Asst. Coach	Kale Wetjen	1		X		X	X	
Asst. Coach	Chris Arnett	1		X				
Hampton A.D.	Carson Klute							
Heartland A.D.	Josh Struckman							

Date Of First Practice	Monday, December 8, 2025
Date Of First Competition	Saturday, January 10, 2026
Date Of Last Competition	Saturday, February 14, 2026

Consolidated Coaching Stipends	\$4,803.95
Consolidated Uniform Expenses	\$6,349.56

H&H Bearcats Sports Cooperative Winter Season-End Summary Report

25-26

Sport:

JH Girls Basketball

Season #

1

	Total	Won	Lost	Tie	# Played at Hampton	# Played at Heartland	# Played Away
# A Games Played	12	6	6		5	0	7
# B Games Played	8	1	7		3	0	5
# B Quarters Played in lieu of complete games	4	1	1	1	2	0	1
# C Games Played	0	0	0		0	0	0
# C Quarters Played in lieu of complete games	0	0	0		0	0	0

	That Were Reduced Down	That Were Cancelled	Due to H&H	Due to Opponent
# B Games Scheduled	8	0		X
# B Quarters Scheduled in lieu of complete games	3	0		x
# C Games Scheduled	0	0		X
# C Quarters Scheduled in lieu of complete games	0	0		X

	Total	Enrolled Full-Time Hampton	Enrolled Full-Time Heartland	Enrolled Part-Time Hampton	Enrolled Part-Time Heartland
# Participants	19	8	11	0	0
# Participants (Grade 8)	14	6	8	0	0
# Participants (Grade 7)	5	2	3	0	0

		Year X in role	Employed	Community	Hampton Affiliated	Heartland Affiliated	Paid	Volunteer
Head Coach	Les Reinke	1	X			X	X	
Asst. Coach	Blake Burgess	1		X		X	X	
Asst. Coach	Meghan Siebert	1		X		X	X	
Hampton A.D.	Carson Klute							
Heartland A.D.	Josh Struckman							

Date Of First Practice	Monday, October 27, 2025
Date Of First Competition	Tuesday, November 11, 2025
Date Of Last Competition	Tuesday, December 9, 2025

Consolidated Coaching Stipends	\$4,563.23
Consolidated Uniform Expenses	\$4,233.64

H&H BEARCATS



**2025 - 2026
SPRING SPORTS
SUMMARY**

Spring Season-End Summary Report

School Year: 25-26

Sport: HS Boys Golf

Season # 1

	Total	# Played at Hampton	# Played at Heartland	# Played Away
# Varsity Meets Contested	12	0	1	11
# JV Meets Contested	4	0	3	1

	Total	Enrolled Full-Time Hampton	Enrolled Full-Time Heartland	Enrolled Part-Time Hampton	Enrolled Part-Time Heartland
# Participants	17	6	11	0	0
# Participants (Grade 12)	9	4	5	0	0
# Participants (Grade 11)	1	0	1	0	0
# Participants (Grade 10)	3	1	2	0	0
# Participants (Grade 9)	4	1	3	0	0

		Year X in role	Employed	Community	Hampton Affiliated	Heartland Affiliated	Paid	Volunteer
Head Coach	Chad Buzek	1	x			x	x	
Assistant Coach	Paige Peters	1	x			x	x	
Assistant Coach								
Hampton A.D.	Carson Klute	1	x		x		x	
Heartland A.D.	Josh Struckman	1	x			x	x	

Date Of First Practice	Monday, March 2, 2025
Date Of First Competition	Thursday, August 21, 2025
Date Of Last Competition	Monday, August 6, 2025

Consolidated Coaching Stipends	\$5,284.00
Consolidated Uniform Expenses	\$1,746.00

TEAM									
Top 3 Team Finishes	Team Runners-Up	Team Champions	Conference Runners-Up	Conference Champions	District Runners-Up	District Champions	State Qualifiers	State Runners-Up	State Champions
4	2	0	0	0	0	0	0	0	0
INDIVIDUAL									
Conference Medalists	Conference Runners-Up	Conference Champions	District Medalists	District Runners-Up	District Champions	State Qualifiers	State Medalists	State Runners-Up	State Champions
0	0	0	0	0	0	0	0	0	0
Team Items/Honors Of Note					Individual Items/Honors Of Note				

Spring Season-End Summary Report

School Year: **25-26** Sport: **JH Boys Track** Season # **1**

	Total	# Played at Hampton	# Played at Heartland	# Played Away
# Varsity Meets Contested	7	0	2	5
# JV Meets Contested	0	0	0	0

	Total	Enrolled Full-Time Hampton	Enrolled Full-Time Heartland	Enrolled Part-Time Hampton	Enrolled Part-Time Heartland
# Participants	28	12	15	0	1
# Participants (Grade 8)	14	9	4	0	1
# Participants (Grade 7)	14	3	11	0	0

		Year X in role	Employed	Community	Hampton Affiliated	Heartland Affiliated	Paid	Volunteer
Head Coach	Steph Buzek	1	x			x	x	
Assistant Coach	Joel Miller	1	x		x		x	
Assistant Coach	Heidi Ruhl	1	x			x	x	
Assistant Coach	Kate Schendt	1	x		x		x	
Assistant Coach	Malaina Schlautman	1		x		x	x	
Assistant Coach	Austin Stuhr	1		x		x	x	
Assistant Coach	Corbin Tessman	1		x		x	x	
Assistant Coach	Erik Wetjen	1	x			x	x	
Assistant Coach	Sammy Spirk	1	x		x		x	
Assistant Coach	Marc Regier	1	x			x		x
Hampton A.D.	Carson Klute	1	x		x		x	
Heartland A.D.	Josh Struckman	1	x			x	x	

Date Of First Practice	Monday, March 16, 2026
Date Of First Competition	Thursday, April 2, 2026
Date Of Last Competition	Friday, May 8, 2026

Consolidated Coaching Stipends	\$9,744.00	1/4
Consolidated Uniform Expenses	\$6,778.00	1/4

TEAM									
Top 3 Team Finishes	Team Runners-Up	Team Champions	Conference Runners-Up	Conference Champions	District Runners-Up	District Champions	State Qualifiers	State Runners-Up	State Champions
3	3	2	0	0	x	x	x	x	x

INDIVIDUAL									
Conference Medalists	Conference Runners-Up	Conference Champions	District Medalists	District Runners-Up	District Champions	State Qualifiers	State Medalists	State Runners-Up	State Champions
11	0	0	x	x	x	x	x	x	x

Team Items/Honors Of Note

Individual Items/Honors Of Note

SNC Meet: Jax Bergen 3rd Place Shot Put
 SNC Meet: Micah Haidle 4th Place High Jump
 SNC Meet: Micah Haidle 6th Place 400m Dash
 SNC Meet: Micah Haidle 4th Place 800m Run
 SNC Meet: Grayson Rojewski 3rd Place 100m Hurdles
 SNC Meet: Grayson Rojewski: 4th Place 200m Hurdles
 SNC Meet: 5th Place 400 Meter Relay
 SNC Meet: 6th Place 3200 Meter Relay
 SNC Meet: Grayson Rojewski 5th Place Pole Vault
 SNC Meet: Grayson Rojewski 5th Place Long Jump

Spring Season-End Summary Report

School Year: **25-26** Sport: **JH Girls Track** Season # **1**

	Total	# Played at Hampton	# Played at Heartland	# Played Away
# Varsity Meets Contested	7	0	2	5
# JV Meets Contested	0	0	0	0

	Total	Enrolled Full-Time Hampton	Enrolled Full-Time Heartland	Enrolled Part-Time Hampton	Enrolled Part-Time Heartland
# Participants	24	11	13	0	0
# Participants (Grade 8)	14	6	8	0	0
# Participants (Grade 7)	10	5	5	0	0

		Year X in role	Employed	Community	Hampton Affiliated	Heartland Affiliated	Paid	Volunteer
Head Coach	Steph Buzek	1	x			x	x	
Assistant Coach	Joel Miller	1	x		x		x	
Assistant Coach	Heidi Ruhl	1	x			x	x	
Assistant Coach	Kate Schendt	1	x		x		x	
Assistant Coach	Malaina Schlautman	1		x		x	x	
Assistant Coach	Austin Stuhr	1		x		x	x	
Assistant Coach	Corbin Tessman	1		x		x	x	
Assistant Coach	Erik Wetjen	1	x			x	x	
Assistant Coach	Sammy Spirk	1	x		x		x	
Assistant Coach	Marc Regier	1	x			x		x
Hampton A.D.	Carson Klute	1	x		x		x	
Heartland A.D.	Josh Struckman	1	x			x	x	

Date Of First Practice	Monday, March 16, 2026
Date Of First Competition	Thursday, April 2, 2026
Date Of Last Competition	Friday, May 8, 2026

Consolidated Coaching Stipends	\$9,744.00	1/4
Consolidated Uniform Expenses	\$6,778.00	1/4

TEAM									
Top 3 Team Finishes	Team Runners-Up	Team Champions	Conference Runners-Up	Conference Champions	District Runners-Up	District Champions	State Qualifiers	State Runners-Up	State Champions
2	1	0	0	0	N/A	N/A	N/A	N/A	N/A

INDIVIDUAL									
Conference Medalists	Conference Runners-Up	Conference Champions	District Medalists	District Runners-Up	District Champions	State Qualifiers	State Medalists	State Runners-Up	State Champions
6	0	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Team Items/Honors Of Note

Individual Items/Honors Of Note
 SNC Meet: Keely Burgess 4th Place 400 Meter Dash
 SNC Meet: Melie Peterson 6th Place 200 Meter Hurdles
 SNC Meet: 6th Place 400 Meter Relay
 SNC Meet: 5th Place 1600 Meter Relay
 SNC Meet: 4th Place 3200 Meter Relay
 SNC Meet: Taylor Schmidt 3rd Place High Jump

Spring Season-End Summary Report

School Year: **25-26** Sport: **HS Boys Track** Season # **1**

	Total	# Played at Hampton	# Played at Heartland	# Played Away
# Varsity Meets Contested	11	0	1	10
# JV Meets Contested	0	0	0	0

	Total	Enrolled Full-Time Hampton	Enrolled Full-Time Heartland	Enrolled Part-Time Hampton	Enrolled Part-Time Heartland
# Participants	31	6	25	0	0
# Participants (Grade 12)	7	1	6	0	0
# Participants (Grade 11)	4	1	3	0	0
# Participants (Grade 10)	11	2	9	0	0
# Participants (Grade 9)	8	2	6	0	0

		Year X in role	Employed	Community	Hampton Affiliated	Heartland Affiliated	Paid	Volunteer
Head Coach	Stephanie Buzek	1	x			x	x	
Assistant Coach	Joel Miller	1	x		x		x	
Assistant Coach	Heidi Ruhl	1	x			x	x	
Assistant Coach	Kate Schendt	1	x		x		x	
Assistant Coach	Malaina Schlautman	1		x		x	x	
Assistant Coach	Austin Stuhr	1		x		x	x	
Assistant Coach	Corbin Tessman	1		x		x	x	
Assistant Coach	Erik Wetjen	1	x			x	x	
Assistant Coach	Sammy Spirk	1	x		x		x	
Assistant Coach	Marc Regier	1	x			x		x
Hampton A.D.	Carson Klute	1	x		x		x	
Heartland A.D.	Josh Struckman	1	x			x	x	

Date Of First Practice	Monday, March 2, 2026
Date Of First Competition	Friday, March 20, 2026
Date Of Last Competition	Saturday, May 23, 2026

Consolidated Coaching Stipends	\$9,744.00	1/4
Consolidated Uniform Expenses	\$6,778.00	1/4

TEAM									
Top 3 Team Finishes	Team Runners-Up	Team Champions	Conference Runners-Up	Conference Champions	District Runners-Up	District Champions	State Qualifiers	State Runners-Up	State Champions
2	0	2	0	0	0	0	6	x	x

INDIVIDUAL									
Conference Medalists	Conference Runners-Up	Conference Champions	District Medalists	District Runners-Up	District Champions	State Qualifiers	State Medalists	State Runners-Up	State Champions
9	0	0	10	x	1	6	1	x	x

Team Items/Honors Of Note

Individual Items/Honors Of Note
 State Qualifier: Maddox Regier High Jump (5th Place)
 State Qualifier: Trenton Goertzen (21st Place)
 State Qualifiers 4 X 800 meter relay (9th Place)
 Trenton Goertzen, Mason Wiens, Brooks Burgess, Holden Switzer

Spring Season-End Summary Report

School Year: **25-26** Sport: **HS Girls Track** Season # **1**

	Total	# Played at Hampton	# Played at Heartland	# Played Away
# Varsity Meets Contested	11	0	1	10
# JV Meets Contested	0	0	0	0

	Total	Enrolled Full-Time Hampton	Enrolled Full-Time Heartland	Enrolled Part-Time Hampton	Enrolled Part-Time Heartland
# Participants	25			0	0
# Participants (Grade 12)	7	0	7	0	0
# Participants (Grade 11)	6	1	5	0	0
# Participants (Grade 10)	8	2	6	0	0
# Participants (Grade 9)	4	2	2	0	0

		Year X in role	Employed	Community	Hampton Affiliated	Heartland Affiliated	Paid	Volunteer
Head Coach	Stephanie Buzek	1	x			x	x	
Assistant Coach	Joel Miller	1	x		x		x	
Assistant Coach	Heidi Ruhl	1	x			x	x	
Assistant Coach	Kate Schendt	1	x		x		x	
Assistant Coach	Malaina Schlautman	1		x		x	x	
Assistant Coach	Austin Stuhr	1		x		x	x	
Assistant Coach	Corbin Tessman	1		x		x	x	
Assistant Coach	Erik Wetjen	1	x			x	x	
Assistant Coach	Sammy Spirk	1	x		x		x	
Assistant Coach	Marc Regier	1	x			x		x
Hampton A.D.	Carson Klute	1	x		x		x	
Heartland A.D.	Josh Struckman	1	x			x	x	

Date Of First Practice	Monday, March 2, 2026
Date Of First Competition	Friday, March 20, 2026
Date Of Last Competition	Saturday, May 23, 2026

Consolidated Coaching Stipends	\$9,744.00	1/4
Consolidated Uniform Expenses	\$6,778.00	1/4

TEAM									
Top 3 Team Finishes	Team Runners-Up	Team Champions	Conference Runners-Up	Conference Champions	District Runners-Up	District Champions	State Qualifiers	State Runners-Up	State Champions
0	0	0	0	0	0	0	0	0	0
INDIVIDUAL									
Conference Medalists	Conference Runners-Up	Conference Champions	District Medalists	District Runners-Up	District Champions	State Qualifiers	State Medalists	State Runners-Up	State Champions
5	0	1	5	1	0	1	0	0	0
Team Items/Honors Of Note					Individual Items/Honors Of Note				
					Tara Buzek: State Qualifier 800 meter run (15th place)				
					Hallie Tessman: SNC Conference Champion Pole Vault				



2025 - 2026
FINANCIALS SUMMARY

H&H Consolidated Financials Reconciliation Spring 2025 thru July 1, 2026

CATEGORY	PAYING AGENT		Combined-Total	Equitable Share	Gross AMT to Reconcile	
	Hampton Public Schools	Heartland Community Schools			Hampton	Heartland
Personnel Costs	\$49,239.92	\$72,239.82	\$121,479.74	\$60,739.87	\$11,499.95	-\$11,499.95
Uniform & Uniform Equipment Costs	\$1,242.55	\$119,966.12	\$121,208.67	\$60,604.34	\$59,361.79	-\$59,361.79
Officials	\$9,210.00	\$12,910.00	\$22,120.00	\$11,060.00	\$1,850.00	-\$1,850.00
Entry Fees	\$166.40	\$4,735.00	\$4,901.40	\$2,450.70	\$2,284.30	-\$2,284.30
Summer 2026 Pre-Year Supplies/Requisitions	\$1,935.96	\$7,341.00	\$9,276.96	\$4,638.48	\$2,702.52	-\$2,702.52
GROSS AMOUNT PAID/ENCUMBERED	\$61,794.83	\$217,191.94	\$278,986.77	\$139,493.39	\$77,698.56	-\$77,698.56
GROSS AMOUNT TO RECONCILE	\$77,698.56	-\$77,698.56				

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H&H Cooperative: Personnel Costs 2025 - 2026

EQUITABLE SHARE

	Hampton	Heartland	Combined
Cheerleading	\$3,843.39	\$3,843.39	\$7,686.79
40's HS	\$3,843.39	\$3,843.39	\$7,686.79
40's JH	\$0.00	\$0.00	\$0.00
Total 40's	\$3,843.39	\$3,843.39	\$7,686.79

Girls Golf	\$1,801.34	\$1,801.34	\$3,602.67
HS Football	\$0.00	\$0.00	\$0.00
JH Football	\$1,801.34	\$1,801.34	\$3,602.67
HS Volleyball	\$8,375.96	\$8,375.96	\$16,751.92
JH Volleyball	\$2,762.48	\$2,762.48	\$5,524.95
Fall HS	\$10,177.30	\$10,177.30	\$20,354.59
Fall JH	\$4,563.81	\$4,563.81	\$9,127.63
Total Fall	\$14,741.11	\$14,741.11	\$29,482.22

HS Boys BB	\$9,127.63	\$9,127.63	\$18,255.25
JH Boys BB	\$2,401.98	\$2,401.98	\$4,803.95
HS Girls BB	\$6,213.54	\$6,213.54	\$12,427.09
JH Girls BB	\$2,281.62	\$2,281.62	\$4,563.23
Winter HS	\$15,341.17	\$15,341.17	\$30,682.34
Winter JH	\$4,683.59	\$4,683.59	\$9,367.19
Total Winter	\$20,024.76	\$20,024.76	\$40,049.52

Boys Golf	\$2,642.12	\$2,642.12	\$5,284.23
HS Track	\$19,488.49	\$19,488.49	\$38,976.98
JH Track	\$0.00	\$0.00	\$0.00
Spring HS	\$22,130.61	\$22,130.61	\$44,261.22
Spring JH	\$0.00	\$0.00	\$0.00
Total Spring	\$22,130.61	\$22,130.61	\$44,261.22

Full Year HS	\$51,492.47	\$51,492.47	\$102,984.93
Full Year JH	\$9,247.41	\$9,247.41	\$18,494.81
Total Full Year	\$60,739.87	\$60,739.87	\$121,479.74

PAYING AGENT PAID

	Hampton	Heartland	Combined
Cheerleading	\$4,803.95	\$2,882.83	\$7,686.79
40's HS	\$4,803.95	\$2,882.83	\$7,686.79
40's JH	\$0.00	\$0.00	\$0.00
Total 40's	\$4,803.95	\$2,882.83	\$7,686.79

Girls Golf	\$0.00	\$3,602.67	\$3,602.67
HS Football	\$0.00	\$0.00	\$0.00
JH Football	\$960.56	\$2,642.12	\$3,602.67
HS Volleyball	\$9,609.06	\$7,142.86	\$16,751.92
JH Volleyball	\$2,642.12	\$2,882.83	\$5,524.95
Fall HS	\$9,609.06	\$10,745.53	\$20,354.59
Fall JH	\$3,602.67	\$5,524.95	\$9,127.63
Total Fall	\$13,211.74	\$16,270.48	\$29,482.22

HS Boys BB	\$13,931.58	\$4,323.67	\$18,255.25
JH Boys BB	\$960.56	\$3,843.39	\$4,803.95
HS Girls BB	\$4,260.02	\$8,167.07	\$12,427.09
JH Girls BB	\$0.00	\$4,563.23	\$4,563.23
Winter HS	\$18,191.60	\$12,490.74	\$30,682.34
Winter JH	\$960.56	\$8,406.63	\$9,367.19
Total Winter	\$19,152.16	\$20,897.37	\$40,049.52

Boys Golf	\$0.00	\$5,284.23	\$5,284.23
HS Track	\$12,072.07	\$26,904.91	\$38,976.98
JH Track	\$0.00	\$0.00	\$0.00
Spring HS	\$12,072.07	\$32,189.14	\$44,261.22
Spring JH	\$0.00	\$0.00	\$0.00
Total Spring	\$12,072.07	\$32,189.14	\$44,261.22

Full Year HS	\$44,676.69	\$58,308.25	\$102,984.93
Full Year JH	\$4,563.23	\$13,931.58	\$18,494.81
Total Full Year	\$49,239.92	\$72,239.82	\$121,479.74

-\$11,499.95	\$11,499.95
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**H&H Cooperative: Uniform & Uniform Equipment Costs
(25 - 26) Spring 2025 - July 1, 2026**

FULL TABLE COST	\$121,208.67	\$60,604.34
SEASON	TOTAL COST	HALF-COST
FALL SEASONS	\$59,664.85	\$29,832.43
WINTER SEASONS	\$34,431.53	\$17,215.77
SPRING SEASONS	\$27,112.29	\$13,556.15
40'S SEASONS	\$0.00	\$0.00

Ordering / Paying Agent

	Hampton	Heartland	Total Combined Costs	Equitable Share
Total Paid	\$1,242.55	\$119,966.12	\$121,208.67	\$60,604.34
Balance To Reconcile	Hampton Pays	Heartland Pays	-	-
	\$59,361.79	-\$59,361.79		

H&H Cooperative: Officials & Entry Fees Costs 2025 - 2026

OFFICIALS COSTS: SUMMARY						
Sport	Paying Agent		Combined Total	Equitable Share	Hampton Pays	Heartland Pays
	Hampton	Heartland				
HS Football	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
JH Football	\$1,600.00	\$0.00	\$1,600.00	\$800.00	-\$800.00	\$800.00
HS Volleyball	\$2,130.00	\$1,760.00	\$3,890.00	\$1,945.00	-\$185.00	\$185.00
JH Volleyball	\$360.00	\$1,070.00	\$1,430.00	\$715.00	\$355.00	-\$355.00
HS Boys & Girls Basketball	\$4,120.00	\$4,350.00	\$8,470.00	\$4,235.00	\$115.00	-\$115.00
JH Girls Basketball	\$1,000.00	\$0.00	\$1,000.00	\$500.00	-\$500.00	\$500.00
JH Boys Basketball	\$0.00	\$900.00	\$900.00	\$450.00	\$450.00	-\$450.00
HS Track	\$0.00	\$1,550.00	\$1,550.00	\$775.00	\$775.00	-\$775.00
JH Track	\$0.00	\$3,280.00	\$3,280.00	\$1,640.00	\$1,640.00	-\$1,640.00
Cheer	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
HS Girls Golf	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
HS Boys Golf	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	\$9,210.00	\$12,910.00	\$22,120.00	\$11,060.00	\$1,850.00	-\$1,850.00
	Hampton	Heartland				
	Ordering Paying Agent		Combined Total	Equitable Share	Hampton Pays	Heartland Pays

ENTRY FEE & AGENCY COSTS: SUMMARY						
Sport	Paying Agent		Combined Total	Equitable Share	Hampton Pays	Heartland Pays
	Hampton	Heartland				
HS Football	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
JH Football	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
HS Volleyball	\$0.00	\$390.00	\$390.00	\$195.00	\$195.00	-\$195.00
JH Volleyball	\$0.00	\$120.00	\$120.00	\$60.00	\$60.00	-\$60.00
HS Boys & Girls Basketball	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
JH Girls Basketball	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
JH Boys Basketball	\$0.00	\$300.00	\$300.00	\$150.00	\$150.00	-\$150.00
HS Track	\$0.00	\$1,345.00	\$1,345.00	\$672.50	\$672.50	-\$672.50
JH Track	\$0.00	\$550.00	\$550.00	\$275.00	\$275.00	-\$275.00
Cheer	\$166.40	\$0.00	\$166.40	\$83.20	-\$83.20	\$83.20
HS Girls Golf	\$0.00	\$1,030.00	\$1,030.00	\$515.00	\$515.00	-\$515.00
HS Boys Golf	\$0.00	\$1,000.00	\$1,000.00	\$500.00	\$500.00	-\$500.00
	\$166.40	\$4,735.00	\$4,901.40	\$2,450.70	\$2,284.30	-\$2,284.30
	Hampton	Heartland				
	Ordering Paying Agent		Combined Total	Equitable Share	Hampton Pays	Heartland Pays

Category	Ordering Paying Agent		Combined Total	Equitable Share	Hampton Pays	Heartland Pays
	Hampton	Heartland				
Officials Costs	\$9,210.00	\$12,910.00	\$22,120.00	\$11,060.00	\$1,850.00	-\$1,850.00
Entry Fee Costs	\$166.40	\$4,735.00	\$4,901.40	\$2,450.70	\$2,284.30	-\$2,284.30
Combined Total	\$9,376.40	\$17,645.00	\$27,021.40	\$13,510.70	\$4,134.30	-\$4,134.30

H&H Cooperative: General / Bi-lateral Use Supply Orders

2025 - 2026 (July 2026)

		\$1,935.96	\$7,341.01		\$9,276.97	\$4,638.49		\$2,702.53	-\$2,702.53
		Hampton	Heartland		Combined Total	Equitable Share		Hampton Pays	Heartland Pays
		Ordering Paying Agent							
Sport	Order Date	Ordering Paying Agent			Combined Total	Equitable Share		Hampton Pays	Heartland Pays
		Hampton	Heartland						
Golf	June 2026		\$830.00		\$830.00	\$415.00		\$415.00	-\$415.00
HS Football	June 2026		\$3,814.00		\$3,814.00	\$1,907.00		\$1,907.00	-\$1,907.00
HS Volleyball	June 2026		\$814.03		\$814.03	\$407.02		\$407.02	-\$407.02
JH Volleyball	June 2026		334.03		\$334.03	\$167.02		\$167.02	-\$167.02
JH Volleyball	June 2026		\$98.40		\$98.40	\$49.20		\$49.20	-\$49.20
HS BBB	June 2026		\$857.00		\$857.00	\$428.50		\$428.50	-\$428.50
JH BBB	June 2026		\$446.49		\$446.49	\$223.25		\$223.25	-\$223.25
Track	June 2026		\$147.06		\$147.06	\$73.53		\$73.53	-\$73.53
HS Volleyball	Season 2025	\$638.00			\$638.00	\$319.00		-\$319.00	\$319.00
HS BBB	Season 2025	\$803.90			\$803.90	\$401.95		-\$401.95	\$401.95
GBB	Season 2025	\$494.06			\$494.06	\$247.03		-\$247.03	\$247.03
					\$0.00	\$0.00		\$0.00	\$0.00

Cooperative Sponsorship Discussion: Heartland Community Schools & Hampton Public Schools

Background:

In late-Spring 2024, Hampton Public Schools made an inquiry about our possible interest in discussing cooperative sponsorships of sports. Both districts agreed to wait until the Fall of 2024 before visiting with each other on the topic so that we could further examine our needs and interest in the matter.

A committee of three board members and superintendents from each district have met twice this Fall to conduct introductory and exploratory conversations. Those meetings occurred on Wednesday, October 2nd and on Wednesday, November 6th.

Conversations up to this point have been very positive and very productive. Through discussion on the topic, the groups identified possible goals/outcomes to be achieved through such an agreement.

Those goals/outcomes might include:

- Greater consistency in the number of student-athletes participating in all sports programs.
- Greater consistency in numbers would benefit efforts at the developmental levels – Junior High, Reserve, Junior Varsity, etc.
- Synergies could be created by combining important resources such as our human resources (coaches, etc.) and our facilities portfolios.
- It's reasonable to envision more consistency and greater resources leading to an increased number and increased quality of opportunities for our students and student-athletes to excel and to succeed.

Items Discussed At The Committee Level

1. Both districts indicated an emphasis on any partnership being geared towards the long term.
2. Both districts indicated that a balanced and equitable partnership is what is desired.
3. A cooperative sponsorship of sports programs would be fully comprehensive and would include both the JH and HS levels and would include all sports programs currently offered by both or either district.

**Cooperative Sponsorship Discussion:
Heartland Community Schools & Hampton Public Schools**

4. A comprehensive cooperative sponsorship of this nature would reasonably facilitate a new/original name for the cooperative sponsorship and the teams competing within that agreement. Consequently, this would also then reasonably facilitate a new/original mascot and color scheme for the cooperative sponsorship teams.
5. A change in conference affiliation would likely be necessary for one of the districts. Heartland Community Schools currently participates within the Southern Nebraska Conference (SNC) and Hampton Public Schools currently participates in the Crossroads Conference (CRC). Basic statistics on the two conferences have been compiled and examined on a cursory level.
6. Current participation numbers and coaching/staffing levels have been compiled and examined on a cursory level.
7. It is expected that the combining of schools in a sports cooperative would consistently place the cooperative in the low-middle level of a C-2 / Class C classification by NSAA in all sports.
8. Execution of the agreement structure might benefit by designating one of the schools as a lead school. This would facilitate better functionality and clarity on the operational side of things and it would create a consistent structure for any possible dispute resolution that might occur. At the committee level there was reasonable agreement that Heartland Community Schools might serve in the role of lead school.
9. A potential timeline was discussed for reaching formal completion and mutual agreement by both boards for a cooperative sponsorship by some time in February. This would allow the cooperative sponsorship to begin in all sports with the coming 25-26 school year. The only exception would be HS football which would start the following year (26-27), and this would be due to the two-year scheduling and classification cycle in place by NSAA which we are currently in the middle of.
10. Future discussion between the committees past this point in time would indicate a strong, mutual desire to likely achieve an agreement for the 25-26 school year. Heartland asked Hampton to end discussions they might be having with other districts in order for this to be possible from Heartland's perspective. Both boards are now expected to individually consider whether to move forward with the intent of trying to successfully put an agreement together between our two districts.
11. In the meantime, the superintendents will continue to work on putting information together and to work on constructing a preliminary framework for a potential comprehensive agreement.

Cooperative Sponsorship Discussion: Heartland Community Schools & Hampton Public Schools

Meeting Of Committees:

Committees representing the boards of both districts are meeting to work on a possible cooperative sponsorship agreement. The committees have included 3 members of each board, district superintendents, AD's of both districts, and principals.

The next meeting of committees will take place on Wednesday, December 11th.

Prior meetings occurred on Wednesday, October 2nd and on Wednesday, November 6th.

Interim Work Between Meetings

The superintendents and administrative teams of both districts have been meeting and working together on behalf of the boards and committees to put information and draft documents together for the committees' discussion.

1. Tentative Agreement Frameworks
2. Internal Processes & Timelines For Cost Sharing, etc.
3. Participation Numbers
4. Staffing Resources
5. Conference Comparisons
6. Classification Estimates & Related Scheduling Requirements

Points Of Discussion To Address In Upcoming Committee Meetings

1. Desired Timeline & Related Milestones
2. Framework Of Agreement(s)
3. Name, Mascot, Colors for sponsorship cooperative.
4. Conference Affiliation
5. Classification Estimates & Related Scheduling Requirements
6. Staffing Levels
7. Admissions Rates

**Cooperative Sponsorship Discussion:
Heartland Community Schools & Hampton Public Schools**

Items Discussed At The Committees Level Up To This Point

1. Both districts indicated an emphasis on any partnership being geared towards the long term.
2. Both districts indicated that a balanced and equitable partnership is what is desired.
3. A cooperative sponsorship of sports programs would be fully comprehensive and would include both the JH and HS levels and would include all sports programs currently offered by both or either district.
4. A comprehensive cooperative sponsorship of this nature would reasonably facilitate a new/original name for the cooperative sponsorship and the teams competing within that agreement. Consequently, this would also then reasonably facilitate a new/original mascot and color scheme for the cooperative sponsorship teams.
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8. Execution of the agreement structure might benefit by designating one of the schools as a lead school. This would facilitate better functionality and clarity on the operational side of things and it would create a consistent structure for any possible dispute resolution that might occur. At the committee level there was reasonable agreement that Heartland Community Schools might serve in the role of lead school.
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11. In the meantime, the superintendents will continue to work on putting information together and to work on constructing a preliminary framework for a potential comprehensive agreement.



Cooperative Sports Sponsorship: Heartland Community Schools & Hampton Public Schools

Stakeholder Summary

WHAT IS BEING CONSIDERED

- ▶ Cooperative Sponsorship of sports between **Heartland Community Schools** and **Hampton Public Schools**.
- ▶ A cooperative sponsorship is an agreement between two or more schools to compete in one or more sports as a single team, with combined resources.
- ▶ Cooperative sponsorship agreements are put in place for a two-year period. After two years, agreements can be discontinued, changed, or renewed.
- ▶ **A cooperative sponsorship is not a consolidation.** Outside of the shared programs included in the co-op agreement, all schools continue to be operated, administrated, governed, and funded separately and independently.
- ▶ The agreement we are considering **includes all sports** – boys, girls, high school, and junior high school.
- ▶ The agreement is for sports only. **Activities (e.g. band, FBLA, FFA, quiz bowl) would not be included** in the co-op currently being considered and will continue to be done separately by each school.

NAME – MASCOT – COLORS

At the early stages of discussion, it was mutually agreed upon between both schools that any cooperative sponsorship that we might seek to create between our two schools would be based on two fundamental principles.

1. We'd seek to create a long-term relationship.
2. We'd seek to emphasize partnership, equity, teamwork, and unity.

In the interests of these keeping with these principles, it was determined early on that a cooperative sponsorship of sports between our two schools would compete using a new and neutral team name, a new and neutral mascot, and a new and neutral color scheme.

Name: H&H

Currently our two schools compete in athletics using different names – Hampton and Heartland.

The team(s) that compete under the cooperative sponsorship agreement will use the name H&H.

Mascot: Yet To Be Determined

The governing boards of each school, and their working groups, have gone through a process of selecting and determining 4 mascot finalists. Those 4 finalists will be made known at a time to be determined and agreed upon by the two working groups from each school.

After an agreement is officially approved by the boards of both schools, the mascot for the co-op will be chosen by a vote of students from both schools. Votes will be cast by students in grades 7-11. For the purpose of counting votes, 1 student equals 1 vote - regardless of what grade they are in or what school they attend.

Colors: Black White Silver

SPORTS INCLUDED

HIGH SCHOOL

- ▶ Football
- ▶ Girls Golf
- ▶ Volleyball
- ▶ Boys Basketball
- ▶ Girls Basketball
- ▶ Boys Golf
- ▶ Boys Track & Field
- ▶ Girls Track & Field
- ▶ Cheerleading

JUNIOR HIGH SCHOOL

- ▶ Football
- ▶ Volleyball
- ▶ Boys Basketball
- ▶ Girls Basketball
- ▶ Boys Track & Field
- ▶ Girls Track & Field

New / additional teams or programs could be added at a later time in an effort to provide our students with more opportunities. However, no additional teams or programs are being added, or considered, at this time.

EXPECTED BENEFITS

- ▶ Success and Consistency. These goals directly support the Mission of our school (Empowering Excellence).
- ▶ Working together, our two schools seek to consistently increase, maximize, and efficiently deploy three fundamental resources that support all sports programs: 1) student-participants, 2) interested & qualified coaches, and 3) facilities.
- ▶ Increased student-participant numbers.
 - ▶ Stabilize participation numbers in areas where participation numbers can be inconsistent or problematic.
 - ▶ Mitigate against future problems with low or inconsistent student participation numbers - in an era where widespread participation continues to fall.
- ▶ Consistently higher participation numbers allows us to commit long-term scheduling efforts towards providing more developmental opportunities (i.e. JV, Reserve, B-team, etc.).
 - ▶ This provides more and better opportunities for all students to succeed.
 - ▶ This better allows us to consistently provide our students with a graduated sequence of positive, competitive experiences within our sports programs.

WHERE WILL SPORTS BE PLAYED & PRACTICED

- ▶ One of the major considerations made in discussions between the two schools was the location of games and practices.
- ▶ Games and practices will utilize the facility resources of both school districts.
 - ▶ A general layout of where these will occur is included on the next page.
 - ▶ Some sports will predominantly play and practice at one site.
 - ▶ Some sports will play and practice at both sites on a rotational, and relatively equal, basis.
- ▶ Several goals were kept in mind when trying to determine locations for playing and practicing.
 - ▶ Equitable home-site opportunities and travel obligations for the student-athletes and coaches of both schools.
 - ▶ Balancing the logistical demands placed upon both schools while aligning transportation resources with anticipated demands.

Appendix J: Preliminary & Approximate Site-Usage Distribution

<i>Sport / Program</i>		<i>Predominant Site: Practice</i>	<i>Predominant Site: Home Game</i>
HIGH SCHOOL	HS Football	Heartland	Heartland
	HS Volleyball	Split	Split
	HS Girls Golf	Heartland	Heartland
	HS Boys BB	Split	Split
	HS Girls BB	Split	Split
	HS Track	Heartland	Heartland
	HS Boys Golf	Heartland	Heartland
	Cheerleading	Split	Split
JUNIOR HIGH SCHOOL	JH Football	Hampton	Hampton
	JH Volleyball	Heartland	Heartland
	JH Girls BB	Hampton	Hampton
	JH Boys BB	Heartland	Heartland
	JH Track	Heartland	Heartland

WHO WILL WE PLAY AGAINST

► Conference Affiliation

- Our two schools currently compete in two different conferences.
 - Hampton – Crossroads Conference (CRC)
 - Heartland – Southern Nebraska Conference (SNC)
- It is necessary to determine which conference the cooperatively sponsored program(s) will compete in.

► Goals To Meet

- Aligning conference affiliation and scheduling with the anticipated size & classification of the cooperatively sponsored program(s) (predominantly Class C / Class C2)
- Aligning conference affiliation and scheduling with the goal of consistently providing developmental opportunities (e.g. JV, Reserve, B-team, etc.)

► Considerations Made

- The size & classification of schools within the two conferences.
- The size & classification of schools currently scheduled by each school.
- Sports sanctioned by each conference.
- Facilities of the member schools in each conference.
- Location and distance of the member schools of each conference.
- Governance & Initiation structures of both conferences.

Conference Affiliation: SNC

The working groups of each governing board have tentatively agreed that the cooperatively sponsored program(s) will compete in the Southern Nebraska Conference (SNC).

Schedule Adoption: Heartland

The working groups of each governing board have tentatively agreed that the cooperatively sponsored program(s) will utilize the pre-existing schedule of the Heartland teams/programs.

WHEN DOES THIS GO INTO EFFECT

For all sports, except HS Football

- ▶ 25-26 school year
- ▶ 26-27 school year

For HS Football

- ▶ 26-27 school year (Fall 2026)
- ▶ 27-28 school year (Fall 2027)

Why is HS Football different?

- ▶ In Nebraska, HS football is scheduled by the NSAA at the state-level, and teams are locked into their schedule for 2-year cycles.
- ▶ Next Fall's HS Football season (Fall 2025) will be the second year of the current two-year scheduling cycle.
- ▶ We will declare the cooperative sponsorship for the next scheduling cycle, and we will then be scheduled accordingly for that cycle (Fall 2026 & Fall 2027).
- ▶ **NOTE:** while this is yet to be determined, we anticipate the co-op football team being classified in Class C-2 (11-man) for the next scheduling cycle (Fall 2026 & Fall 2027).

COST SHARING

Both schools will equally share all necessary costs.

These include:

- ▶ Cost of Personnel (coaches, etc.)
- ▶ Cost of Away Game Transportation
- ▶ Cost of Uniforms
- ▶ Net Operational Costs (officials, event workers, etc.)
- ▶ Agreed Upon Miscellaneous Costs

TIMELINE & PROCESS

1. **An agreement requires approval by the board of education from each school.**
2. **An agreement would go into effect once approved by both governing boards.**
3. **If an agreement is to be reached, it is the goal of both governing boards to approve an agreement in February.**

Working Committees

Each school has a working committee that is comprised of three members of its board of education.

The details of the cooperative sponsorship agreement are worked on and negotiated in meetings between the two committees.

Each committee is supported by the superintendent, the secondary principal, and the AD of their school. These personnel also attend the meetings between the two committees.

Meetings Between Committees

Wednesday, February 5, 2025
Wednesday, January 15, 2025
Wednesday, December 11, 2024
Wednesday, November 6, 2024
Wednesday, October 2, 2024

Board Meeting Discussion

Monday, February 10, 2025
Monday, January 20, 2025
Monday, December 9, 2024
Monday, November 11, 2024
Monday, October 14, 2024

Final Approval Of An Agreement

The Board anticipates voting on the approval of a cooperative sponsorship agreement **at a special meeting that is scheduled for Wednesday, February 12th.**

Final Mascot Selection by Students

Section A: Student Mascot Selection Process

1. A student selection / voting process will be used to determine the mascot for the cooperatively sponsored programs.
2. Students will make their selection from a list of 4 finalists. The four finalists will be decided by representative committees of each board of education.
3. Selection / election will take place via electronic voting.
4. The student voting / selection process may require up to 3 rounds of voting.
5. The selection process may not end until a single mascot has been awarded a majority of votes cast in any round except for the case of an exact tie in the voting results of Round 3.

Section B: Eligible Voters

Persons eligible to vote in this final selection process will be limited to students enrolled in Hampton Public Schools and Heartland Community Schools who also meet the following criteria.

1. Students must be currently enrolled in Grades 7 - 11 at the time the vote is taken.
2. Students must currently attend the building of common instruction within their district on a full-time and all-day basis.

Section C: Voting Method

1. Students will be sent (e.g. email) or otherwise provided a URL to submit their vote via digital voting instrument.

Section D: Finalists

1. Students will be informed of the 4 finalists on Monday, February 17th.
2. Mascots will be presented as a name (e.g. "Cornhuskers) accompanied by a small assortment of visual concepts depicting the intended mascots on a rough-draft basis.
3. The visual concepts presented to students on February 17th do not constitute the final form of any mascot's visual depiction.
 - a. Following the final selection of the mascot, the two schools will engage in a collaborative process of creating the final visual depiction(s) of the mascot chosen by students.

Final Mascot Selection by Students

Section D: Voting Dates & Times

1. **Round 1** of voting will be conducted on Thursday, February 20, 2025 via electronic voting survey. Voting will be open for a period of 10 minutes opening at 9:15 AM and closing at 9:25 AM on said date for voting.
 - a. After the vote closes, any required tie breaking procedures will be conducted.
 - b. The results of the Round 1 vote will be shared with the students. If a second round of voting is required following the first round, the details of Round 2 voting will be communicated at that time.
2. If necessary, **Round 2** of voting will be conducted on Thursday, February 20, 2025 via electronic voting survey. Voting will be open for a period of 10 minutes opening at approximately 10 minutes after the close of Round 1.
 - a. After the vote closes, any required tie breaking procedures will be conducted.
 - b. The results of the Round 2 vote will be shared with the students. If a third round of voting is required following the second round, the details of Round 3 voting will be communicated at that time.
3. If necessary, **Round 3** of voting will be conducted on Thursday, February 20, 2025 via electronic voting survey. Voting will be open for a period of 10 minutes opening at approximately 10 minutes after the close of Round 2.
 - a. After the vote closes, any required tie breaking procedures will be conducted.
 - b. The results of the Round 3 vote will be shared with the students.

Section E: Election Process & Results For Round 1

Round 1 Voting: Students will vote for one mascot from a list of 4 finalists. Each student will cast a single vote in favor of one mascot to be selected as the winner of the election.

1. After the first round of voting, if one of the finalists has a majority (greater than 50%) of the total votes cast for the Round then that finalist will be declared the winner of the election.
2. If after the first round of voting, no finalist has received a majority of votes cast, a Round 2 vote will be conducted between the three finalists receiving the most votes in the first round.
 - a. If there is an exact, two-way tie between the two finalists receiving the fewest votes, a randomized coin toss will be used to eliminate one of the finalists from the subsequent Round 2 vote.
 - b. If there is an exact, three-way tie between finalists receiving the fewest votes, a randomized double coin toss will be used to eliminate one finalist from the subsequent Round 2 vote.
 - c. If there is an exact, four-way tie between finalists receiving the fewest votes, a randomized double coin toss will be used to eliminate one finalist from the subsequent Round 2 vote.

Final Mascot Selection by Students

Section F: Election Process & Results For Round 2

Round 2 Voting: Students will vote for one mascot from the list of 3 remaining finalists after the Round 1 vote. Each student will cast a single vote *in favor of* one mascot to be selected as the winner of the election.

1. After the second round of voting, if one of the finalists has a majority (greater than 50%) of the total votes cast for the Round then that finalist will be declared the winner of the election.
2. If after the second round of voting, no finalist has received a majority of votes cast, a Round 3 vote will be conducted between the two finalists receiving the most votes in the second round.
 - a. If there is an exact, two-way tie between finalists receiving the fewest votes, a randomized coin toss will be used to eliminate one of the finalists from the subsequent Round 3 vote.
 - b. If there is an exact, three-way tie between all three finalists, a randomized double coin toss will be used to eliminate one finalist from the Round 3 vote.

Section G: Election Process & Results For Round 3

Round 3 Voting: Students will vote for one mascot from the list of 2 finalists that remain after the Round 2 vote. Votes will be cast *in favor of* one mascot to be selected as the winner of the election.

1. After the third round of voting, the finalist with the most votes received from the total votes cast will be declared the winner of the election.
 - a. If at the conclusion of the Round 3 vote there is an exact tie in the number of votes for each finalist, a randomized coin toss will be used to eliminate one of the finalists – the remaining finalist will be declared the winner of the election.

Final Mascot Selection by Students

4-Way Tie Random Draw Options

Eliminate Finalist 1
Eliminate Finalist 2
Eliminate Finalist 3
Eliminate Finalist 4

3-Way & 4-Way Tie Breaking Table		
Toss 1	Toss 2	Resulting Action
H	H	Random Draw 1
H	T	Random Draw 2
T	H	Random Draw 3
T	T	Remaining Option

3-Way Tie Random Draw Options

Eliminate Finalist 1
Eliminate Finalist 2
Eliminate Finalist 3
Repeat Double-Flip

2-Way Tie Random Draw Options

Eliminate Finalist 1
Eliminate Finalist 2

2-Way Tie Breaking Table	
Toss	Resulting Action
H	Random Draw 1
T	Remaining Option

2021-2022			2022-2023			2023-2024			2024-2025	
Golf - Girls			Golf - Girls			Golf - Girls			Golf - Girls	
12	2		12	3		12	0		12	1
11	2		11	0		11	0		11	1
10	0		10	0		10	1		10	3
9	0		9	1		9	1		9	0
9-12	4		9-12	4		9-12	2		9-12	5
Volleyball			Volleyball			Volleyball			Volleyball	
12	5		12	7		12	8		12	7
11	9		11	6		11	8		11	8
10	6		10	8		10	9		10	4
9	8		9	9		9	5		9	8
9-12	28		9-12	30		9-12	30		9-12	27
8	X		8	6		8	8		8	10
7	X		7	8		7	10		7	7
7-8	0		7-8	14		7-8	18		7-8	17
Football			Football			Football			Football	
12	5		12	10		12	8		12	3
11	10		11	6		11	3		11	4
10	5		10	5		10	7		10	4
9	6		9	7		9	6		9	6
9-12	26		9-12	28		9-12	24		9-12	17
8	X		8	8		8	7		8	6
7	X		7	7		7	11		7	3
7-8	0		7-8	15		7-8	18		7-8	9
Girls Basketball			Girls Basketball			Girls Basketball			Girls Basketball	
12	2		12	5		12	4		12	4
11	7		11	4		11	4		11	5
10	5		10	5		10	7		10	2
9	5		9	5		9	2		9	4
9-12	19		9-12	19		9-12	17		9-12	15
8	X		8	5		8	6		8	2
7	X		7	7		7	4		7	7
7-8	0		7-8	12		7-8	10		7-8	9
Boys Basketball			Boys Basketball			Boys Basketball			Boys Basketball	
12	4		12	6		12	4		12	7
11	6		11	7		11	4		11	4
10	7		10	5		10	4		10	5
9	7		9	4		9	8		9	8
9-12	24		9-12	22		9-12	20		9-12	24
8	6		8	9		8	9		8	11
7	11		7	9		7	9		7	5
7-8	17		7-8	18		7-8	18		7-8	16
Track - Girls			Track - Girls			Track - Girls			Track - Girls	
12	5		12	2		12	5		12	
11	4		11	5		11	5		11	
10	4		10	4		10	5		10	
9	4		9	6		9	5		9	
9-12	17		9-12	17		9-12	20		9-12	0
8	X		8	6		8	7		8	
7	X		7	8		7	7		7	
7-8	0		7-8	14		7-8	14		7-8	0
Track - Boys			Track - Boys			Track - Boys			Track - Boys	
12	4		12	7		12	5		12	
11	8		11	4		11	5		11	
10	4		10	5		10	8		10	
9	6		9	9		9	4		9	
9-12	22		9-12	25		9-12	22		9-12	0
8	X		8	7		8	6		8	
7	X		7	8		7	8		7	
7-8	0		7-8	15		7-8	14		7-8	0
Golf - Boys			Golf - Boys			Golf - Boys			Golf - Boys	
12	7		12	3		12	6		12	
11	3		11	5		11	4		11	
10	6		10	6		10	4		10	
9	6		9	3		9	2		9	
9-12	22		9-12	17		9-12	16		9-12	0

3-YEAR STUDENT PARTICIPATION ESTIMATES

FOOTBALL

25-26 (YEAR 1)			26-27 (YEAR 2)			27-28 (YEAR 3)	
25-26 Co-op @ 100% retention	25-26 Heartland @ 100% retention		26-27 Co-op @ 100% retention	26-27 Heartland @ 100% retention		27-28 Co-op @ 100% retention	27-28 Heartland @ 100% retention
37	20	9-12	39	19	9-12	42	22
20	10	7-8	15	13	7-8	19	12

Grade (25-26)	24-25 #'s Co-op @ 100% retention	24-25 #'s Heartland @ 100% retention	24-25 #'s Hampton @ 100% retention
12	10	4	6
11	5	4	1
10	11	6	5
9	11	6	5
8	12	3	9
7	8	7	1
6	7	6	1
5	12	6	6

GIRLS BASKETBALL

25-26 (YEAR 1)			26-27 (YEAR 2)			27-28 (YEAR 3)	
25-26 Co-op @ 100% retention	25-26 Heartland @ 100% retention		26-27 Co-op @ 100% retention	26-27 Heartland @ 100% retention		27-28 Co-op @ 100% retention	27-28 Heartland @ 100% retention
20	13	9-12	26	15	9-12	25	14
17	8	7-8	20	10	7-8	20	12

Grade (25-26)	24-25 #'s Co-op @ 100% retention	24-25 #'s Heartland @ 100% retention	24-25 #'s Hampton @ 100% retention
12	7	5	2
11	5	2	3
10	4	4	0
9	4	2	2
8	13	7	6
7	4	1	3
6	16	9	7
5	4	3	1
4	11	6	5

VOLLEYBALL

25-26 (YEAR 1)			26-27 (YEAR 2)			27-28 (YEAR 3)	
25-26 Co-op @ 100% retention	25-26 Heartland @ 100% retention		26-27 Co-op @ 100% retention	26-27 Heartland @ 100% retention		27-28 Co-op @ 100% retention	27-28 Heartland @ 100% retention
39	30	9-12	42	29	9-12	Not Available	Not Available
Not Available	Not Available	7-8	Not Available	Not Available	7-8	Not Available	Not Available

Grade (25-26)	24-25 #'s Co-op @ 100% retention	24-25 #'s Heartland @ 100% retention	24-25 #'s Hampton @ 100% retention
12	11	8	3
11	7	4	3
10	8	8	0
9	13	10	3
8	14	7	7
7	-	-	-

BOYS BASKETBALL

25-26 (YEAR 1)			26-27 (YEAR 2)			27-28 (YEAR 3)	
25-26 Combined @ 100% retention	25-26 Heartland @ 100% retention		26-27 Combined @ 100% retention	26-27 Heartland @ 100% retention		27-28 Combined @ 100% retention	27-28 Heartland @ 100% retention
43	28	9-12	48	29	9-12	50	32
21	13	7-8	15	13	7-8	19	14

Grade (25-26)	24-25 #'s Co-op @ 100% retention	24-25 #'s Heartland @ 100% retention	24-25 #'s Hampton @ 100% retention
12	7	4	3
11	7	5	2
10	13	8	5
9	16	11	5
8	12	5	7
7	9	8	1
6	6	5	1
5	13	9	4
4	14	5	9

SPORTS THAT REQUIRE A SPECIFIC SQUAD SIZE

Our Immediately Observable Areas Of Highest Need
 HS Football
 JH Football
 JH Girls Basketball
 HS Girls Basketball

Our Current Lowest Areas Of Need
 Boys Basketball
 Volleyball

Actual retention rates that are higher than 100% will yield numbers higher than estimates. Actual retention rates that are less than 100% will yield numbers lower than estimates.

Preliminary & Tentatively Estimated Coaching Staff Sizes

SPORT		25-26 Participant Estimates Based On Combined #'s	Total Coaches	Head Coaches	Assistant Coaches	Equal-Share Assistants	At-Large Assistants
HS	Football	37	4	1	<u>3</u>	2	1
HS	Volleyball	39	4	1	<u>3</u>	2	1
HS	Girls Golf	5	1	1	<u>0</u>	0	0
HS	Boys Basketball	43	4	1	<u>3</u>	2	1
HS	Girls Basketball	20	2	1	<u>1</u>	0	1
HS	Boys & Girls Track	59	5	1	<u>4</u>	4	0
HS	Boys Golf	15	2	1	<u>1</u>	0	1
HS	Cheerleading	12	2	1	<u>1</u>	0	1
JH	Football	20	3	1	<u>2</u>	2	0
JH	Volleyball	24	3	1	<u>2</u>	2	0
JH	Boys Basketball	21	2	1	<u>1</u>	0	1
JH	Girls Basketball	17	2	1	<u>1</u>	0	1
JH	Boys & Girls Track	36	3	1	<u>2</u>	2	0

Sport	Year	Co-op Estimated Classification	Heartland Estimated Classification
Girls Golf	25-26	C	C
	24-25	C	C
Football	26-27	C2	D1
	25-26	C2	D1
	24-25	C2	D1
Volleyball	25-26	C2	D1
	24-25	C2	D1
Boys Basketball	25-26	C1	C2
	24-25	C1	C2
Girls Basketball	25-26	C2	D1
	24-25	C2	D1
Boys Golf	25-26	C	C or D
	24-25	C	C
Boys & Girls Track	25-26	C	C or D
	24-25	C	C

**Appendix L: Mutual Understanding Of Modifications
To The 25-26 & 26-27 Cooperative Sponsorship Agreement
Between Hampton Public Schools & Heartland Community Schools
For The 26-27 School Year
Appendix JH-12: Junior High School Volleyball**

5. Home Game Locations

- B. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events will be split between partner school sites at an approximate ratio of 50-50.
 - b. The final determination of game sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.

6. Practices & Practice Locations

- B. In general, practices that take place after a school day will alternate between the Hampton site and the Heartland site at an approximate ratio of 50-50.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.

Summary of Modification:

The original agreement specified that generally all home games and after-school practices for Junior High School Volleyball would take place at the Heartland site. This modification alters the operational intent from the original agreement such that both after-school practices and home games for Junior High School Volleyball would be split/rotated between the sites of the partner schools instead of generally being fixed to one site.

Rationale:

This was a modification made prior to the 25-26 school year made through unanimous agreement of the superintendents of the partner schools through provisions in Section 5A. and Section 6B of Appendix JH-12.

This modification was made in consultation with and based upon the recommendation of the coaches when considering the number of participants and the practice site logistics that would best support the needs of the players and coaches.

It is the intent of all partner schools to continue to implement this modification for the coming 26-27 school year.

**Appendix L: Mutual Understanding Of Modifications
To The 25-26 & 26-27 Cooperative Sponsorship Agreement
Between Hampton Public Schools & Heartland Community Schools
For The 26-27 School Year
Appendix JH-21: Junior High School Boys Basketball**

5. Home Game Locations

- B. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events will be split between partner school sites at an approximate ratio of 50-50.
 - b. The final determination of game sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.

6. Practices & Practice Locations

- B. In general, practices that take place after a school day will alternate between the Hampton site and the Heartland site at an approximate ratio of 50-50.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.

Summary of Modification:

The original agreement specified that generally all home games and after-school practices for Junior High School Boys Basketball would take place at the Heartland site. This modification alters the operational intent from the original agreement such that both after-school practices and home games for Junior High School Boys Basketball would be split/rotated between the sites of the partner schools instead of generally being fixed to one site.

Rationale:

This modification was recommended to the joint leadership/administrative team of the partner schools by the coaches of the corresponding program as a part of joint leadership/administrative team's joint evaluation efforts of the cooperative sponsorship's operational successes and challenges. The recommendation was made for the purpose of balancing space needs of all programs when balancing the aggregate number of participants and the related space requirements of those participants as space resources are simultaneously used by multiple programs across genders and age divisions.

The joint leadership/administrative team(s) then subsequently made the recommendation for this modification to the co-op committees of the boards of education of both partner districts. The committees jointly reached a consensus that such a modification would be materially beneficial to the operations of the cooperative sponsorship and agreed to provide said recommendation to their corresponding boards of education.

**Appendix L: Mutual Understanding Of Modifications
To The 25-26 & 26-27 Cooperative Sponsorship Agreement
Between Hampton Public Schools & Heartland Community Schools
For The 26-27 School Year
Appendix JH-22: Junior High School Girls Basketball**

5. Home Game Locations

- B. Home events can be sufficiently played at either the Hampton site or the Heartland site.
 - a. In general, Home events will be split between partner school sites at an approximate ratio of 50-50.
 - b. The final determination of game sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Geography of the visiting teams, local usage schedules, the need for multiple gyms, and the demand for seating capacity will be taken into account when making final, site determinations.

6. Practices & Practice Locations

- B. In general, practices that take place after a school day will alternate between the Hampton site and the Heartland site at an approximate ratio of 50-50.
 - a. The head coach will recommend daily practice sites in advance of the season in consultation with the A.D.'s.
 - b. The final determination of practice sites requires approval through mutual agreement of the A.D.'s of all partner schools.
 - c. Local usage schedules, the need for multiple gyms, logistics, and space demands will be taken into account when making such determinations.

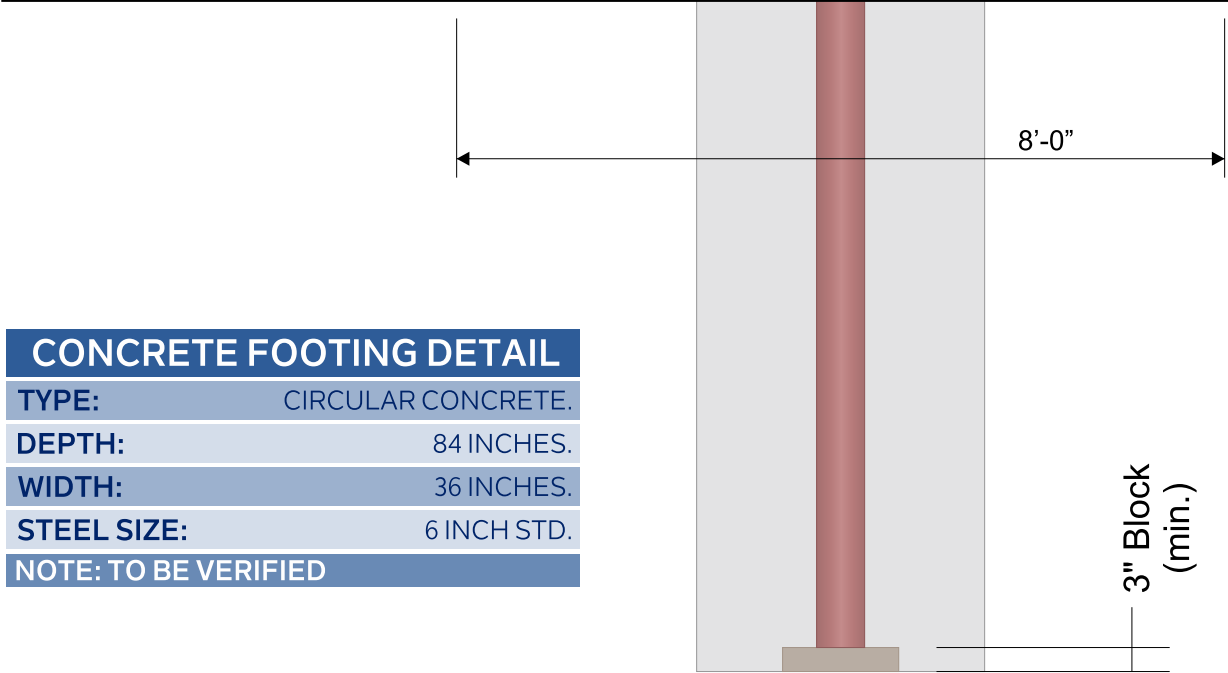
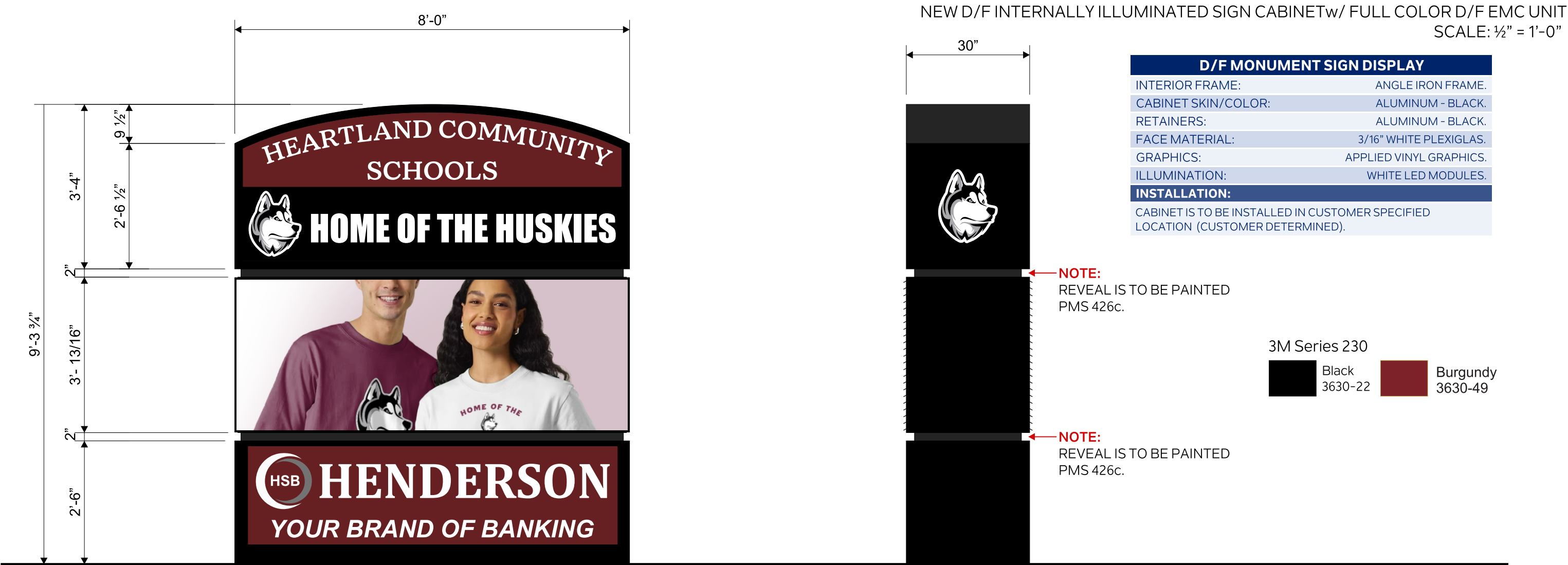
Summary of Modification:

The original agreement specified that generally all home games and after-school practices for Junior High School Girls Basketball would take place at the Hampton site. This modification alters the operational intent from the original agreement such that both after-school practices and home games for Junior High School Girls Basketball would be split/rotated between the sites of the partner schools instead of generally being fixed to one site.

Rationale:

This modification was recommended to the joint leadership/administrative team of the partner schools by the coaches of the corresponding program as a part of joint leadership/administrative team's joint evaluation efforts of the cooperative sponsorship's operational successes and challenges. The recommendation was made for the purpose of balancing space needs of all programs when balancing the aggregate number of participants and the related space requirements of those participants as space resources are simultaneously used by multiple programs across genders and age divisions.

The joint leadership/administrative team(s) then subsequently made the recommendation for this modification to the co-op committees of the boards of education of both partner districts. The committees jointly reached a consensus that such a modification would be materially beneficial to the operations of the cooperative sponsorship and agreed to provide said recommendation to their corresponding boards of education.



HEARTLAND COMMUNITY SCHOOLS
EMPOWERING EXCELLENCE - Every Student, Every Day

Minutes for
Board of Education Special Hearing: Policy 5018 - Parent Involvement In
Education Practices

Monday, July 13, 2026 7:00 PM
Conference Room
1501 Front St
Henderson, NE 68371-8929

Advance public notice of the hearing was published in The Henderson News on July 9, 2026.

Attendance

Lacey Gloystein: Present
Ryan Goertzen: Present
Jen Hiebner: Present
Jeb Mierau: Present
Tyler Newton: Present
Tammy Ott: Absent

1. Open Hearing

Hearing opened at 7:04pm by President Newton.

1.1. Call to Order

1.2. Public Notice of the Hearing

1.3. Recognize Open Meetings Act Posting

1.4. Roll Call

2. Hear Public Comment, Input, and Observations On Policy 5018: Parent Involvement In Education Practices

No comment or testimony was provided.

3. Close Hearing

Hearing closed at 7:05pm

Board President

Board Secretary

HEARTLAND COMMUNITY SCHOOLS
EMPOWERING EXCELLENCE - Every Student, Every Day

Minutes for
Board of Education Special Hearing: Policy 5045 - Student Fees

Monday, July 13, 2026 7:00 PM
Conference Room
1501 Front St
Henderson, NE 68371-8929

Notice of the hearing was published in The Henderson News on July 9, 2026.

Attendance

Lacey Gloystein: Present
Ryan Goertzen: Present
Jen Hiebner: Present
Jeb Mierau: Present
Tyler Newton: Present
Tammy Ott: Absent

1. Open Hearing

Hearing opened at 7:06pm by President Newton.

1.1. Call to Order

1.2. Public Notice of the Hearing

1.3. Recognize Open Meetings Act Posting

1.4. Roll Call

2. Hear Public Comment, Input, and Observations On Policy 5045: Student Fees

No comment or testimony was provided.

3. Close Hearing

Meeting closed at 7:06pm

Board President

Board Secretary

HEARTLAND COMMUNITY SCHOOLS
EMPOWERING EXCELLENCE - Every Student, Every Day

Minutes for
Board of Education Special Hearing: Policy 5054 - Student Bullying

Monday, July 13, 2026 7:00 PM
Conference Room
1501 Front St
Henderson, NE 68371-8929

Advance public notice of the hearing was published in The Henderson News on July 9, 2026.

Attendance

Lacey Gloystein: Present
Ryan Goertzen: Present
Jen Hiebner: Present
Jeb Mierau: Present
Tyler Newton: Present
Tammy Ott: Absent

1. Open Hearing

Hearing opened at 7:07pm by President Newton.

1.1. Call to Order

1.2. Public Notice of the Hearing

1.3. Recognize Open Meetings Act Posting

1.4. Roll Call

2. Hear Public Comment, Input, and Observations On Policy 5054: Student Bullying

No comment or testimony was provided.

3. Close Hearing

Hearing closed at 7:08pm.

Board President

Board Secretary

HEARTLAND COMMUNITY SCHOOLS
EMPOWERING EXCELLENCE - Every Student, Every Day

**Minutes for
Board of Education Regular Meeting**

Monday, July 13, 2026 7:00 PM
Conference Room
1501 Front St
Henderson, NE 68371-8929

Notice of the meeting was posted in the Henderson News on July 9, 2026.

Attendance

Lacey Gloystein: Present
Ryan Goertzen: Present
Jen Hiebner: Present
Jeb Mierau: Present
Tyler Newton: Present
Tammy Ott: Absent

1. Preliminary Procedures

Meeting start time 7:08pm.

1.1. Call to Order

1.2. Recognize Notice of Meeting

1.3. Recognize Open Meetings Act Posting

1.4. Roll Call

Motion to excuse Tammy Ott. Passed with a motion by Ryan Goertzen and a second by Tyler Newton.
Jeb Mierau: Nay, Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Tyler Newton: Yea

2. Public Comments On Agenda Items

Public comment will be limited to items on the current agenda. Public comment may be limited to a total of 30 minutes, individuals will be limited to 5 minutes each.

Nebraska Revised Statute 84-1412 requires members of the public desiring to provide comments to the board to identify himself or herself, including an address, and the name of any organization represented by such person. A form is provided at the meeting for individuals to complete and to submit to the superintendent prior to speaking for the purposes of efficiently providing this information.

No public comment was provided.

3. Reports

3.1. Superintendent's Report

4. Discussion Items

4.1. Building / Construction Update

4.2. K-6 Playground Project Update

4.3. Discuss Policy Manual Revisions

4.4. Discuss 26-27 Student Handbooks

4.5. Discuss 26-27 Meal Prices

4.6. Discuss Purchase Of Additional Outdoor Bleachers

4.7. Discuss 25-26 H&H Bearcats Cooperative Year-In-Review And Proposed Adjustments For 26-27

5. Action Items

5.1. Adopt Updated KSB School Law Policy Manual

Adopt the "KSB Policy Manual" in its entirety to include Sections 1000, 2000, 3000, 4000, 5000, and 6000 as it is hereby presented. Passed with a motion by Lacey Gloystein and a second by Jen Hiebner. Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

5.2. Approve 26-27 Student Handbooks

Approve the Grades K-6 handbook and the Grades 7-12 handbook for the 26-27 school year as presented. Passed with a motion by Jen Hiebner and a second by Ryan Goertzen. Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

5.3. Approve 26-27 Meal Prices

Approve 26-27 meal prices as presented. Passed with a motion by Ryan Goertzen and a second by Lacey Gloystein. Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

5.4. Approve 26-27 Admissions Prices

Approve 26-27 admissions prices as presented. Passed with a motion by Jen Hiebner and a second by Ryan Goertzen. Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

5.5. Authorize Purchase Of Additional Outdoor Bleachers

Motion to table the purchase of bleachers. Passed with a motion by Tyler Newton and a second by Jen Hiebner. Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

6. Future Agenda Items

6.1. Regular August Meeting: Monday, August 10th @ 8 PM

6.2. Special August Meeting: Monday, August 24th or Monday, August 31st
Meeting set for August 24 at 8 PM.

7. Consent Agenda

approve the Consent Agenda. Passed with a motion by Ryan Goertzen and a second by Jen Hiebner. Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea
approve the Consent Agenda. Passed with a motion by Ryan Goertzen and a second by Jen Hiebner. Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

7.1. Approval of Minutes

7.2. Approval of Claims

7.3. Financial Reports

8. Public Comments On Items Not On The Agenda

Public comment on items not included on the agenda. Public comment may be limited to a total of 10 minutes, individuals will be limited to 2 minutes each.

Nebraska Revised Statute 84-1412 requires members of the public desiring to provide comments to the board to identify himself or herself, including an address, and the name of any organization represented by such person. A form is provided at the meeting for individuals to complete and to submit to the superintendent prior to speaking for the purposes of efficiently providing this information.

No public comment was provided.

9. **Adjournment**

Adjourned at 9:26pm. Passed with a motion by Jeb Mierau and a second by Jen Hiebner.

Lacey Gloystein: Yea, Ryan Goertzen: Yea, Jen Hiebner: Yea, Jeb Mierau: Yea, Tyler Newton: Yea

Board President

Board Secretary

08/07/2026 11:37 AM

Posted - All; Fund Number 01, 02, 06, 08; Processing Month 08/2026

User ID: JMAY

<u>Check #</u>	<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Amount</u>
Checking	1		
Checking	1 Fund: 01 GENERAL FUND		
33044	A-MAY-ZING CONSTRUCTION & PLUMBING SERVICES LLC		2,840.00
33043	AGTAC SERVICES LLC	JANITORIAL SERVICES	14,582.00
33088	AMAZON CAPITAL SERVICES	SUPPLIES	1,772.78
33089	BEAVER BEARING CO OF YORK LLC		670.15
33048	BLACK HILLS ENERGY	NATURAL GAS	431.01
33049	BURTON ENTERPRISES	TRASH REMOVAL	220.00
33050	CENTRAL VALLEY AG	SERVICES	1,519.24
33051	CHEMSEARCH	SUPPLIES	199.16
33052	CITY OF HENDERSON	WATER/SEWER	612.99
33053	CMC DESIGNS		24.00
33054	CRITEL ENTERPRISES, LLC	SERVICES	474.50
33055	DECKER INC SCHOOL FIX	SUPPLIES	150.84
33056	EAKES OFFICE SOLUTIONS	SUPPLIES	2,069.88
33057	EGAN SUPPLY	SUPPLIES	10,220.50
33059	ESU 6 COOPERATIVE PURCHASING	SUPPLIES	950.00
33058	ESU 6	SERVICES	24,475.00
33060	ESU COORDINATING COUNCIL	SERVICES	1,766.00
33061	FIBER PLATFORM LLC	SERVICES	321.84
33090	FILLMORE COUNTY	GENERAL ELECTION COSTS	493.03
33062	GO PHYSICAL THERAPY	SERVICES	276.75
33063	GRAINGER	SUPPLIES	416.44
33064	HD SUPPLY	SUPPLIES	361.55
33091	HENDERSON METAL PRODUCTS		61.05
33065	HOMETOWN LEASING	COPY MACHINE LEASE	910.56
33066	INSPIRA FINANCIAL	CAFETERIA 125 PLAN	150.00
33067	KSB SCHOOL LAW	LEGAL SERVICES	1,606.00
33068	LICHTI'S INC.	SUPPLIES	199.95
33069	MAINSTAY COMMUNICATIONS	TELEPHONE	718.57
33070	MENARDS	SUPPLIES	283.70
33071	MILLER, STEPHANIE	REIMBURSEMENT	595.00
33093	MJ MECHANICAL LLC		3,101.69
33094	NEBRASKA SAFETY CENTER	SERVICES	230.00
33095	NUNNENKAMP ELECTRIC LLC	SERVICES	5,648.92
33072	PAPER TIGER SHREDDING	SERVICES	79.00
33073	PIONEER D00R	SERVICES	200.00
33074	PRESTIGE GROUP INC		3,650.00
33075	QUILL	SUPPLIES	1,226.59
33076	RAPID FIRE PROTECTION		882.00
33077	SCHOOL SPECIALTY	SUPPLIES	54.05
33078	SERVICE PRESS	SERVICES	350.03
33097	STUDENT ASSURANCE SERVICES, INC.	STUDENT INSURANCE	940.00
33079	TIME MANAGEMENT SYSTEMS	SERVICES	263.12
33080	TRI COUNTY AUTO	SERVICES	1,719.92
33081	TRUCK CENTER COMPANIES	SERVICES	1,396.47
33082	U.S. BANK	SUPPLIES	5,770.08

08/07/2026 11:37 AM

Posted - All; Fund Number 01, 02, 06, 08; Processing Month 08/2026

User ID: JMAY

Check #	Vendor Name	Vendor Description	Amount
2142	UNITED STATES POSTAL SERVICE	NEWSLETTER	194.05
33083	VERIZON WIRELESS	TELEPHONE	195.96
33084	VOSS LIGHTING	SUPPLIES	2,390.00
33085	WINN HEAVY DUTY REPAIR		750.00
33086	YORK ACE HARDWARE	SUPPLIES	154.13
33087	ZIEMBA ROOFING COMPANY		217.00

Fund Total: 98,785.50

Checking Account Total: 98,785.50

Checking

2

Checking 2 Fund: 02 DEPRECIATION RESERVE FUND

1190	FRIESEN AUTO	SERVICES	15,490.00
1189	GOLF TEAM PRODUCTS	SUPPLIES	203.75
1194	MIDWEST TENNIS & TRACK		132,800.00
1193	MJ MECHANICAL LLC		0.00
1191	PAINT & PAPER PALACE	SERVICES	14,221.39
1192	PRECISION SIGNS AND GRAPHICS LLC		4,569.00

Fund Total: 167,284.14

Checking Account Total: 167,284.14

Checking

6

Checking 6 Fund: 06 SCHOOL LUNCH/MILK FUND

4422	AMAZON CAPITAL SERVICES	SUPPLIES	54.31
4423	US FOODS	SUPPLIES	357.85

Fund Total: 412.16

Checking Account Total: 412.16

Checking

8

Checking 8 Fund: 08 SPECIAL BUILDING FUND

1195	CLARK & ENERSEN	SERVICES	1,675.00
1194	CROUCH RECREATION INC		177,709.41
1196	DUNCAN THEIS CONSTRUCTION		109,160.10
1197	MJ MECHANICAL LLC		28,199.15
1193	U.S. BANK	SUPPLIES	426.93

Fund Total: 317,170.59

Checking Account Total: 317,170.59

08/07/2026 11:44 AM

Regular; Processing Month 08/2026; Fund Number 01

User ID: JMAY

Function Part 3		Revised Budget	Activity During Month	Activity to Date	Balance at EOM	% of Budget
9	Expenditure					
01	GENERAL FUND					
1100	REGULAR INSTRUCTION	3,070,107.00	7,056.73	2,688,754.40	381,352.60	88.41
1200	SPED - SA	1,079,000.00	1,373.39	610,417.50	468,582.50	56.75
1290	1290	68,112.00	338.96	56,418.94	11,693.06	83.93
1300	SUMMER SCHOOL	3,526.00	0.00	0.00	3,526.00	0.00
2110	ATTENDANCE & SOCIAL WORK SVCS	0.00	0.00	1,900.00	(1,900.00)	0.00
2120	GUIDANCE SERVICES	110,258.00	0.00	85,056.28	25,201.72	77.49
2130	HEALTH SERVICES - GEN ED	11,351.00	1,334.99	3,984.79	7,366.21	35.11
2140	PSYCHOLOGICAL SVCS - GEN ED	190,000.00	21,127.89	145,707.26	44,292.74	76.69
2150	SPEECH PATH & AUDIOLOGY SVCS - GEN ED	124,848.00	2,355.36	122,088.11	2,759.89	97.79
2160	OCCUPATIONAL THERAPY SVCS - GEN ED	73,000.00	175.50	45,682.07	27,317.93	62.58
2170	PHYSICAL THERAPY SVCS - GEN ED	40,000.00	0.00	15,550.80	24,449.20	38.88
2180	VISION SERVICES - GEN ED	11,060.00	0.00	3,908.96	7,151.04	35.34
2210	2210	32,957.00	1,435.00	5,625.30	27,331.70	33.76
2220	LIBRARY/MEDIA SERVICES	192,987.00	1,136.00	149,519.25	43,467.75	77.49
2230	INSTRUCTION-RELATED TECHNOLOGY	39,567.00	0.00	47,735.07	(8,168.07)	120.64
2240	ACADEMIC STUDENT ASSESSMENT	26,450.00	0.00	5,551.80	20,898.20	58.96
2310	BOARD OF EDUCATION	77,000.00	1,783.06	32,780.44	44,219.56	42.57
2320	EXECUTIVE ADMINISTRATION	410,333.00	216.64	355,461.64	54,871.36	86.63
2330	DISTRICT LEGAL SERVICES	15,000.00	1,606.00	17,606.00	(2,606.00)	117.37
2410	OFFICE OF THE PRINCIPAL	434,757.00	0.00	374,846.58	59,910.42	86.28
2490	SCHOOL ADMINISTRATION - OTHER	36,009.00	0.00	22,555.74	13,453.26	62.64
2510	FISCAL SERVICES	39,200.00	413.12	47,951.35	(8,751.35)	122.32
2530	printing publishing	0.00	0.00	(1,429.54)	1,429.54	0.00
2560	PUBLIC INFORMATION SERVICES	118,200.00	2,340.98	40,359.14	77,840.86	35.39
2580	ADMINISTRATIVE TECHNOLOGY SERVICES	64,631.00	0.00	47,691.88	16,939.12	73.79
2610	OPERATION OF BUILDINGS	906,538.00	46,717.06	713,079.10	193,458.90	78.66
2620	MAINTENANCE OF BUILDINGS	0.00	0.00	1,544.51	(1,544.51)	0.00
2710	VEHICLE OPERATION & PURCH - GEN ED	408,594.00	5,140.03	216,867.08	191,726.92	53.08
2730	VEHICLE SERVICING & MAINT - GEN ED	86,000.00	4,234.79	37,391.99	48,608.01	43.48
3300	COMMUNITY SERVICES OPERATIONS	20,723.00	0.00	925.00	19,798.00	4.46
3530	3530	8,000.00	0.00	14,604.28	(6,604.28)	182.55
6200	TITLE IA	79,726.00	0.00	62,844.97	16,881.03	78.83
6400	6400	125,020.00	0.00	98,776.41	26,243.59	79.01
6990	OTHER FEDERAL PROGRAMS	32,000.00	0.00	0.00	32,000.00	0.00
01	GENERAL FUND	7,934,954.00	98,785.50	6,071,757.10	1,863,196.90	77.10
9	Expenditure	7,934,954.00	98,785.50	6,071,757.10	1,863,196.90	77.10

Activity Fund Balance Report - Summary - Exclude Encumbrances

09/2025 - 07/2026

Regular; Beginning Month 09/2025; Processing Month 07/2026; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITIES FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0101	Football	(800.00)	2,745.00	3,841.00	(4,388.11)	(4,092.11)
05 704 0102	Volleyball	0.00	4,732.00	2,129.12	(814.03)	(3,416.91)
05 704 0103	Boys Basketball	0.00	4,017.34	6,213.44	(824.00)	1,372.10
05 704 0104	Girls Basketball	0.00	3,027.91	793.10	0.00	(2,234.81)
05 704 0105	Track	0.00	5,962.85	5,072.65	(2,761.80)	(3,652.00)
05 704 0107	General Athletics	(153.00)	7,773.88	187.52	(2,499.22)	(10,238.58)
05 704 0110	Jh Football	0.00	241.25	37.32	0.00	(203.93)
05 704 0111	Jh Volleyball	0.00	1,985.00	(390.00)	(392.95)	(2,767.95)
05 704 0112	Jh Boys Basketball	0.00	1,600.00	1,067.65	0.00	(532.35)
05 704 0113	Jh Girls Basketball	0.00	120.00	(325.00)	0.00	(445.00)
05 704 0114	Jh Track	394.22	3,530.00	4,504.00	(200.01)	1,168.21
05 704 0116	Season Pass	2,130.00	0.00	460.00	0.00	2,590.00
05 704 0117	Girls Golf	(90.00)	2,386.50	480.00	0.00	(1,996.50)
05 704 0118	Boys Golf	0.00	2,394.59	0.00	(241.34)	(2,635.93)
05 704 0129	Coach - Fb	209.37	(395.00)	0.00	0.00	604.37
05 704 0130	Coach - Vb	94.87	0.00	0.00	0.00	94.87
05 704 0131	Coach - Girls Bb	4,511.88	566.40	937.00	(700.00)	4,182.48
05 704 0132	Coach - Boys Bb	996.08	0.00	50.00	0.00	1,046.08
05 704 0133	Coach - Jh Bb	555.00	806.76	0.00	(446.49)	(698.25)
05 704 0135	Coach - Girls Golf	456.91	0.00	0.00	0.00	456.91
05 704 0136	Coach - Boys Golf	981.36	553.99	2,117.35	(940.00)	1,604.72
05 704 0137	Coach - Track	1,349.16	1,202.56	2,179.25	(63.00)	2,262.85
05 704 0138	Coach - Jh Vb	867.26	143.34	0.00	0.00	723.92
05 704 0200	Band Uniforms	262.11	0.00	0.00	0.00	262.11
05 704 0201	Band	1,748.28	395.90	545.75	0.00	1,898.13
05 704 0202	Chorus	2,119.64	0.00	0.00	0.00	2,119.64
05 704 0203	Marching Shoes	(747.96)	0.00	0.00	0.00	(747.96)
05 704 0204	Vocal Clinic	2,438.47	10,180.10	12,532.00	0.00	4,790.37
05 704 0207	District Music	4,287.09	0.00	0.00	0.00	4,287.09
05 704 0301	Art	2,617.83	391.02	200.00	(104.67)	2,322.14
05 704 0304	All School Play	6,162.23	2,347.20	1,524.00	0.00	5,339.03
05 704 0305	One Act	0.00	1,986.16	537.25	(160.00)	(1,608.91)
05 704 0403	Fbla	(2,024.30)	16,533.41	13,057.01	(240.19)	(5,740.89)
05 704 0404	Ind Tech/ag Projects	94.71	2,273.84	3,359.29	(224.86)	955.30
05 704 0405	Ffa	555.31	11,695.29	28,134.86	(7,571.45)	9,423.43
05 704 0407	Science Club	1,229.12	0.00	0.00	0.00	1,229.12

Activity Fund Balance Report - Summary - Exclude Encumbrances

09/2025 - 07/2026

Regular; Beginning Month 09/2025; Processing Month 07/2026; Accounts to Include Accounts with Activity; Fund Number 05

Fund: 05 ACTIVITIES FUND

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Balance Change</u>	<u>Balance</u>
05 704 0408	Biology/english Trip	367.20	0.00	0.00	0.00	367.20
05 704 0409	Quiz Bowl/math Club	98.39	580.00	0.00	(200.00)	(681.61)
05 704 0410	Coach - Jh Robotics	983.23	0.00	0.00	0.00	983.23
05 704 0411	Coach - Hs Robotics	702.15	0.00	0.00	0.00	702.15
05 704 0450	Jh Robotics	1,957.59	1,776.48	1,619.80	0.00	1,800.91
05 704 0451	Hs Robotics	0.00	169.43	0.00	0.00	(169.43)
05 704 0503	Class Of 2023	40.53	0.00	0.00	0.00	40.53
05 704 0506	Class Of 2026	1,397.09	2,176.00	862.95	0.00	84.04
05 704 0507	Class Of 2027	4,764.86	5,170.85	3,704.63	(444.75)	2,853.89
05 704 0508	Class Of 2028	7,372.11	0.00	0.00	0.00	7,372.11
05 704 0509	Class Of 2029	0.00	0.00	356.37	164.75	521.12
05 704 0601	National Honor Society	175.09	2,120.66	3,095.00	(51.59)	1,097.84
05 704 0701	Hcs Customs	732.79	4,638.52	4,662.72	(468.61)	288.38
05 704 0709	Yearbook	1,748.42	7,174.07	5,725.50	0.00	299.85
05 704 0801	Student Council	0.00	919.45	778.32	(102.89)	(244.02)
05 704 0802	Concessions	8,131.82	33,059.81	30,434.75	(271.62)	5,235.14
05 704 0804	Interest On Act Acct	478.06	0.00	0.00	0.00	478.06
05 704 0806	Elem Student Council	2,975.18	57.44	462.20	0.00	3,379.94
05 704 0913	Revolving - Secondary	(224.58)	2,090.56	2,122.80	0.00	(192.34)
05 704 0914	Revolving - Elementary	2,726.06	0.00	0.00	0.00	2,726.06
05 704 0915	Student Supplies	851.50	0.00	(161.92)	0.00	689.58
05 704 0918	John Baylor Test Prep	2,200.00	0.00	0.00	0.00	2,200.00
05 704 0924	Ott Scholarship	27,096.21	1,000.00	0.00	0.00	26,096.21
05 704 0936	Field Trip Grant	4,273.89	0.00	0.00	0.00	4,273.89
05 704 0937	Circle Of Friends Autism Grant	828.84	0.00	0.00	0.00	828.84
05 704 0938	If Kids Could Cure Grant	6,518.63	0.00	0.00	0.00	6,518.63
05 704 0939	Girls On The Run	584.58	0.00	0.00	0.00	584.58
05 704 0941	Early Intervention	121.64	0.00	0.00	0.00	121.64
05 704 0950	Computer Deposits	26,559.65	99.96	89.00	0.00	26,548.69
05 704 0951	Staff Lounge Account	118.17	0.00	0.00	0.00	118.17
05 704 0952	Eha Elevate Program	2,419.06	3,730.55	3,000.00	(252.79)	1,435.72
05 704 0953	Stuhr	141,291.38	0.00	934.16	0.00	142,225.54
Fund Total: 05		277,535.18	153,961.07	146,930.84	(24,199.62)	246,305.33

FUND BALANCE REPORT

as of July 31, 2026

Fund: 01	GENERAL FUND	Beginning Balance	Debits	Credits	Ending Balance	<i>PY Ending Balance</i>
		4,274,048.87	591,372.03	56,985.60	3,739,662.44	3,901,101.64
Fund: 02	DEPRECIATION RESERVE FUND	Beginning Balance	Debits	Credits	Ending Balance	<i>PY Ending Balance</i>
		1,017,962.96	20,910.00	1,197.29	998,250.25	889,692.56
Fund: 03	UNEMPLOYMENT FUND	Beginning Balance	Debits	Credits	Ending Balance	<i>PY Ending Balance</i>
		3,216.90	0.00	0.00	3,216.90	3,138.34
Fund: 06	SCHOOL LUNCH/MILK FUND	Beginning Balance	Debits	Credits	Ending Balance	<i>PY Ending Balance</i>
		49,150.47	1,760.60	982.38	48,372.25	148,419.34
Fund: 07	BOND FUND	Beginning Balance	Debits	Credits	Ending Balance	<i>PY Ending Balance</i>
		596,891.04	1,011,915.69	1,016,465.20	601,440.55	474,341.80
Fund: 08	SPECIAL BUILDING FUND	Beginning Balance	Debits	Credits	Ending Balance	<i>PY Ending Balance</i>
		2,513,043.93	28,288.68	21,865.68	2,506,620.93	4,001,253.79

AIA® Document G702® – 1992

Application and Certificate for Payment

TO OWNER: York County School District No. 93-0096 c/k/a Heartland Community Schools
1501 Front St
Henderson, NE 68371

PROJECT: East Playground Project
1501 Front St
Henderson, NE 68371

APPLICATION NO: 001

Distribution to:
OWNER: ☒
ARCHITECT: ☒
CONTRACTOR: ☒
FIELD: ☐
OTHER: ☐

FROM Duncan Theis Construction, Inc.
1740 W Highway 40
Kearney, NE 68845

VIA Clark & Enersen, Inc.
1010 Lincoln Mall, Suite 200
Lincoln, NE 68508

PERIOD TO: June 30, 2026

CONTRACT FOR:

CONTRACT DATE: 05-11-2026

PROJECT NOS: / /

CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for payment, as shown below, in connection with the Contract. AIA Document G703®, Continuation Sheet, is attached.

1. ORIGINAL CONTRACT SUM..... \$495,300.00

2. NET CHANGE BY CHANGE ORDERS..... \$0.00

3. CONTRACT SUM TO DATE (Line 1 ± 2)..... \$495,300.00

4. TOTAL COMPLETED & STORED TO DATE (Column G on G703)..... \$52,427.00

5. RETAINAGE:

a. 10.00% of Completed Work
(Column D + E on G703: \$52,427.00) = \$5,242.70

b. 0.00% of Stored Material
(Column F on G703: \$0.00) = \$0.00

Total Retainage (Lines 5a + 5b or Total in Column I of G703)..... \$5,242.70

6. TOTAL EARNED LESS RETAINAGE.....
(Line 4 Less Line 5 Total)

7. LESS PREVIOUS CERTIFICATES FOR PAYMENT.....
(Line 6 from prior Certificate)

8. CURRENT PAYMENT DUE.....

9. BALANCE TO FINISH, INCLUDING RETAINAGE
(Line 3 less Line 6) \$448,115.70

CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Total changes approved in previous months by Owner	\$0.00	\$0.00
Total approved this Month	\$0.00	\$0.00
TOTALS	\$0.00	\$0.00
NET CHANGES by Change Order		\$0.00

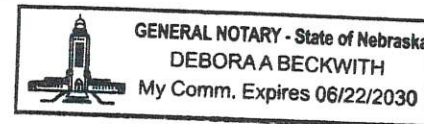
The undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work for which previous Certificates for Payment were issued and payments received from the Owner, and that current payment shown herein is now due.

CONTRACTOR:

By:

State of: Nebraska
County of: Buffalo

Date:



Subscribed and sworn to before

me this 2nd day of July, 2026

Notary Public: Debora Beckwith

My Commission expires: 6/22/30

ARCHITECT'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising this application, the Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the Work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED..... \$47,184.30

(Attach explanation if amount certified differs from the amount applied. Initial all figures on this Application and on the Continuation Sheet that are changed to conform with the amount certified.)

ARCHITECT:

Clark & Enersen - Tim Ripp

7/6/2026

By:

Date:

This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.



 AIA® Document G703® – 1992

Continuation Sheet

AIA Document G702[®], Application and Certification for Payment, or G732[™], Application and Certificate for Payment, Construction Manager as Adviser Edition, containing Contractor's signed certification is attached.

Use Column I on Contracts where variable retainage for line items may apply.

East Playground Project

1501 Front St

Henderson, NE 68371

APPLICATION NO:

APPLICATION DATE:

PERIOD TO:

ARCHITECT'S PROJECT NO:

001

05-14-2026

June 30, 2026

A	B	C	D	E	F	G		H	I
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED AND STORED TO DATE (D + E + F)	% (G÷C)	BALANCE TO FINISH (C - G)	RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
00	Procurement and Contracting	45,823.00	0.00	14,647.00	0.00	14,647.00	31.96%	31,176.00	0.00
01	General Requirements	12,941.00	0.00	706.00	0.00	706.00	5.46%	12,235.00	0.00
02	Existing Conditions	5,741.00	0.00	5,741.00	0.00	5,741.00	100.00%	0.00	0.00
03	Concrete	56,720.00	0.00	1,824.00	0.00	1,824.00	3.22%	54,896.00	0.00
11	Equipment	53,758.00	0.00	0.00	0.00	0.00	0.00%	53,758.00	0.00
12	Furnishings	4,945.00	0.00	0.00	0.00	0.00	0.00%	4,945.00	0.00
31	Earthwork	42,744.00	0.00	29,509.00	0.00	29,509.00	69.04%	13,235.00	0.00
32	Exterior Improvements	229,569.00	0.00	0.00	0.00	0.00	0.00%	229,569.00	0.00
33	Utilities	43,059.00	0.00	0.00	0.00	0.00	0.00%	43,059.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
	GRAND TOTAL	495,300.00	0.00	52,427.00	0.00	52,427.00	10.58%	442,873.00	0.00

AIA Document G702® – 1992

Application and Certificate for Payment

TO OWNER: York County School District No. 93-0096 c/k/a
Heartland Community Schools
1501 Front St
Henderson, NE 68371

PROJECT: East Playground Project
1501 Front St
Henderson, NE 68371

APPLICATION NO: 002 Revised

Distribution to:
OWNER: [X]
ARCHITECT: [X]
CONTRACTOR: [X]
FIELD: []
OTHER: []

FROM Duncan Theis Construction, Inc.
CONTRACTOR: 1740 W Highway 40
Kearney, NE 68845

VIA Clark & Enersen, Inc.
ARCHITECT: 1010 Lincoln Mall, Suite 200
Lincoln, NE 68508

PERIOD TO: July 31, 2026
CONTRACT FOR:
CONTRACT DATE: 05-11-2026
PROJECT NOS: / /

CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for payment, as shown below, in connection with the Contract. AIA Document G703*, Continuation Sheet, is attached.

1. ORIGINAL CONTRACT SUM..... \$495,300.00
2. NET CHANGE BY CHANGE ORDERS..... \$2,443.00
3. CONTRACT SUM TO DATE (Line 1 + 2)..... \$497,743.00
4. TOTAL COMPLETED & STORED TO DATE (Column G on G703)..... \$121,289.00
5. RETAINAGE:
a. 10.00% of Completed Work
(Column D + E on G703: \$121,289.00) = \$12,128.90
b. 0.00% of Stored Material
(Column F on G703: \$0.00) = \$0.00
Total Retainage (Lines 5a + 5b or Total in Column I of G703)..... \$12,128.90

6. TOTAL EARNED LESS RETAINAGE..... \$109,160.10
(Line 4 Less Line 5 Total)
7. LESS PREVIOUS CERTIFICATES FOR PAYMENT..... \$47,184.30
(Line 6 from prior Certificate)
8. CURRENT PAYMENT DUE..... \$61,975.80
9. BALANCE TO FINISH, INCLUDING RETAINAGE
(Line 3 less Line 6) \$388,582.90

CHANGE ORDER SUMMARY	ADDITIONS	DEDUCTIONS
Total changes approved in previous months by Owner	\$0.00	\$0.00
Total approved this Month	\$2,443.00	\$0.00
TOTALS	\$2,443.00	\$0.00
NET CHANGES by Change Order		\$2,443.00

The undersigned Contractor certifies that to the best of the Contractor's knowledge, information and belief the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work for which previous Certificates for Payment were issued and payments received from the Owner, and that current payment shown herein is now due.

CONTRACTOR:

By:

State of: Nebraska
County of: Buffalo

Date: 8/5/2026

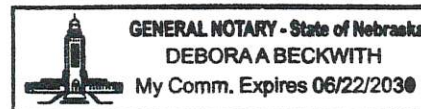
Subscribed and sworn to before

me this 28

day of August, 2026

Notary Public: Debra A. Beckwith

My Commission expires: 6/22/30



ARCHITECT'S CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising this application, the Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the Work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the AMOUNT CERTIFIED.

AMOUNT CERTIFIED..... \$61,975.80

(Attach explanation if amount certified differs from the amount applied. Initial all figures on this Application and on the Continuation Sheet that are changed to conform with the amount certified.)

ARCHITECT:

By:

Date: 08/05/2026

This Certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.



Document G703® – 1992

Continuation Sheet

AIA Document G702[®], Application and Certification for Payment, or G732[™], Application and Certificate for Payment, Construction Manager as Adviser Edition, containing Contractor's signed certification is attached.

Use Column I on Contracts where variable retainage for line items may apply.

East Playground Project

1501 Front St

Henderson, NE 68371

APPLICATION NO:

APPLICATION DATE:

PERIOD TO:

ARCHITECT'S PROJECT NO:

002 Revised

07-28-2026

July 31, 2026

A	B	C	D	E	F	G		H	I
ITEM NO.	DESCRIPTION OF WORK	SCHEDULED VALUE	WORK COMPLETED		MATERIALS PRESENTLY STORED (NOT IN D OR E)	TOTAL COMPLETED AND STORED TO DATE (D + E + F)	% (G+C)	BALANCE TO FINISH (C - G)	RETAINAGE (IF VARIABLE RATE)
			FROM PREVIOUS APPLICATION (D + E)	THIS PERIOD					
00	Procurement and Contracting	45,823.00	14,647.00	0.00	0.00	14,647.00	31.96%	31,176.00	0.00
01	General Requirements	12,941.00	706.00	706.00	0.00	1,412.00	10.91%	11,529.00	0.00
02	Existing Conditions	5,741.00	5,741.00	0.00	0.00	5,741.00	100.00%	0.00	0.00
03	Concrete	56,720.00	1,824.00	15,410.00	0.00	17,234.00	30.38%	39,486.00	0.00
11	Equipment	53,758.00	0.00	0.00	0.00	0.00	0.00%	53,758.00	0.00
12	Furnishings	4,945.00	0.00	0.00	0.00	0.00	0.00%	4,945.00	0.00
31	Earthwork	42,744.00	29,509.00	11,127.00	0.00	40,636.00	95.07%	2,108.00	0.00
32	Exterior Improvements	229,569.00	0.00	39,176.00	0.00	39,176.00	17.07%	190,393.00	0.00
33	Utilities	43,059.00	0.00	0.00	0.00	0.00	0.00%	43,059.00	0.00
CO 1	Paving replacement	2,443.00	0.00	2,443.00	0.00	2,443.00	100.00%	0.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
		0.00	0.00	0.00	0.00	0.00	0.00%	0.00	0.00
	GRAND TOTAL	497,743.00	52,427.00	68,862.00	0.00	121,289.00	24.37%	376,454.00	0.00