

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

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

4.5. AD Report

5. ACTION ITEMS

5.1. School Calendar

5.2. Early Retirement Policy

5.3. Preschool 2017-18

5.4. Recognize SV Education Association

5.5. Karen Schoen Resignation

5.6. Larry Guy Resignation

5.7. Bleacher Repair Quote

6. INFORMATIONAL ITEMS

7. EXECUTIVE SESSION

8. MOTION TO ADJOURN

Board of Education Regular Meeting  
January 11<sup>th</sup>, 2017 7:30 PM  
Conference Room at the Southern Valley Schools Junior/Senior High School Building, Oxford,  
Nebraska

The regular meeting of the Southern Valley Board of Education was called to order by President David Witte at 7:35pm. The roll was called and the following members were present: David Witte, Ryan Hunt, Bob Bergquist, Todd Brown, Steve Hunt, and Craig Baily. Members absent: None. Others present: Superintendent Darren Tobey, Elementary Principal Mark Grove, Secondary Principal Brendan Calahan, and Activities Director Jeff Ellis.

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

Time was allowed for public comment. No public comment.

Election of Officers was held and are as follows for 2017:

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

Committee Appointments for 2017 are as follows:

Americanism: Todd Brown and Steve Hunt  
Facilities: Todd Brown, Ryan Hunt and Craig Baily  
Transportation: Ryan Hunt, David Witte and Todd Brown  
Technology: Ryan Hunt, Bob Bergquist and Craig Baily  
Sick Leave: Bob Bergquist  
Negotiations: Ryan Hunt, Bob Bergquist and Steve Hunt  
Ed Witte Trust: Todd Brown

December 2016 minutes approved as submitted.

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

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

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

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

Motion to approve new committee responsibilities as discussed passed with a motion by Steve Hunt and a second by Craig Baily.

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

Motion to approve the 2017-18 Negotiated Agreement with the SV Education Association passed with a motion by Ryan Hunt and a second by Steve Hunt.

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

Motion to approve Lindin Quinn and Darren Tobey to sign and claim all local, state, Title I and federal money funds passed with a motion by Todd Brown and a second by Ryan Hunt.

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

Motion to approve Lindin Quinn as the schools recording secretary for the 2017 calendar year passed with a motion by Ryan Hunt and a second by Todd Brown.

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

Motion to approve Two P Turf as our lawn service provider for the 2017 calendar year passed with a motion by Ryan Hunt and a second by Todd Brown.

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

Informational Items included: Southern Valley Preschool 2017-18, 2016 State of Schools Report for Southern Valley, Drug testing will begin next week, Karen Hasse with KSB Law January 12<sup>th</sup>, and Board of Education Training and Development on January 31<sup>st</sup>.

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

Motion to adjourn meeting passed with a motion by Craig Baily and a second by Steve Hunt.

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

Dated this 17<sup>th</sup> day of January 2017.

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

ATTEST: Lindin Quinn, Recording Secretary

## 2018 Tampa, FL Trip

Dear Parents and Students,

I am excited to announce that I will lead a group of Southern Valley High School students on a WorldStrides program to Tampa, FL. On this once-in-a-lifetime adventure, students will explore some of our nation's most diverse marine ecosystems, experience incomparable learning moments, and gain a new appreciation for science. This will be a trip that your child will be talking about for years to come!

Your child will return home excited to tell you about:

- Swimming with manatees and interacting with this endangered species
- Snorkeling in crystal clear water and getting close to Florida's unique wildlife
- Uncovering the mystery of the mollusks during a squid dissection, then preparing and enjoying calamari
- Kayaking through mangrove-lined forests, one of the most unique coastal ecosystems

I have chosen to travel with WorldStrides because of their exceptional service, their 50 years of experience, their safety record, and their preventive measures that ensure learning occurs in a safe and fun environment. I will chaperone the program with other teachers as needed, and throughout the program our group will be guided by a WorldStrides-certified Course Leader 24 hours a day. Since this is not a school sponsored trip, we will not be attending as representatives or employees of the school.

Please read the enclosed brochure, check out the sample itinerary on the back of this page, and visit [www.worldstrides.com/discoveries](http://www.worldstrides.com/discoveries) for more details about WorldStrides and our group's trip. If you have any questions, you can contact me at (308) 868-2222, or via email at [jessie.thalheim@sveagles.org](mailto:jessie.thalheim@sveagles.org). **There will be a trip information meeting to discuss this wonderful opportunity on February 15, 2017 at 6:00 PM in my classroom.**

I would love for your child to join us on this unforgettable trip!

### Sign up by February 22, 2017

Jessie Thalheim  
Program Leader

## Join our Adventure!

Visit [worldstrides.com/signup](http://worldstrides.com/signup) or call  
800-468-5899 to learn more and sign up today



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Vendor Name	Invoice Number	Description	Amount
Checking Account ID 1	Fund Number 01	GENERAL FUND	
Ag Valley Coop	162780 1/25	Bus Gas	1,955.76
Total Ag Valley Coop			<u>1,955.76</u>
American Time & Signal Co.	776223	Custodial Supplies	514.60
Total American Time & Signal Co.			<u>514.60</u>
Apple Computer, Inc.	4422966015	Computer Hardware	2,709.00
Total Apple Computer, Inc.			<u>2,709.00</u>
Aramark Uniform Services	1900517419	Custodial Supplies	154.31
Total Aramark Uniform Services			<u>154.31</u>
Beaver City Municipal Plant	42100 1/18	Bus Barn & IA Project	155.10
Total Beaver City Municipal Plant			<u>155.10</u>
Broeker Welding	8240	Custodial Supplies	900.00
Broeker Welding	8293	Custodial Supplies	1,101.32
Total Broeker Welding			<u>2,001.32</u>
Calahan, Brendan	2/13/17	Reimbursement- Cell Phone	198.57
Total Calahan, Brendan			<u>198.57</u>
Central Nebraska Bobcat	093186	Custodial Equipment	243.07
Total Central Nebraska Bobcat			<u>243.07</u>
Cobra Midwest	080455	Custodial Supplies	601.65
Cobra Midwest	080461	Custodial Supplies	496.50
Cobra Midwest	080465	Custodial Supplies	256.89
Total Cobra Midwest			<u>1,355.04</u>
Cornhusker International Trucks Inc	3307885	Bus Maintenance	81.95
Total Cornhusker International Trucks Inc			<u>81.95</u>
Cycle Therapy	1/31/17	Counseling Services	2,882.50
Total Cycle Therapy			<u>2,882.50</u>
Darren Tobey	Mileage 2/13/17	Mileage	252.00
Total Darren Tobey			<u>252.00</u>
Dish Network	8255707082064465	Dish Network	224.75
Total Dish Network			<u>224.75</u>
Eldridge Plays & Musicals	2369, 2351, 2344	HS Teaching Supplies	311.95
Total Eldridge Plays & Musicals			<u>311.95</u>
Electrical Engineering & Equipment	491210-00	Custodial Supplies	74.47
Electrical Engineering & Equipment	4953447-00	Custodial Supplies	70.53
Total Electrical Engineering & Equipment			<u>145.00</u>
Family Medical Specialties	Brown 1/6/17	Bus Driver Physical	143.00
Total Family Medical Specialties			<u>143.00</u>

Vendor Name	Invoice Number	Description	Amount
Fastenal Company	NEMCC72156	Custodial Supplies	171.05
<b>Total Fastenal Company</b>			<b>171.05</b>
Glass Doctor	1-5590	Custodial Supplies	46.94
<b>Total Glass Doctor</b>			<b>46.94</b>
Grainger	9319486081	Custodial Supplies	12.72
<b>Total Grainger</b>			<b>12.72</b>
Greg Huerta	2/13/16	Reimbursement- Cell Phone	276.32
<b>Total Greg Huerta</b>			<b>276.32</b>
Harlan County Health System	2441095	Bus Driver Physical- Ryan Hunt	34.90
<b>Total Harlan County Health System</b>			<b>34.90</b>
Harlan County Journal	37293	Legal Notice	5.00
<b>Total Harlan County Journal</b>			<b>5.00</b>
Heartland Family Medicine	Kresser 1/10/17	BUs Driver Physical	75.00
<b>Total Heartland Family Medicine</b>			<b>75.00</b>
Hennessey Lans	2/13/17	SPED Supplies	44.93
<b>Total Hennessey Lans</b>			<b>44.93</b>
Holmes Plumbing & Heating	151428	Custodial Supplies	284.28
Holmes Plumbing & Heating	152668	Custodial Supplies	27.30
<b>Total Holmes Plumbing &amp; Heating</b>			<b>311.58</b>
Hometown Leasing	2/13/17	Copier Lease Pymt	4,094.20
<b>Total Hometown Leasing</b>			<b>4,094.20</b>
Inspire Rehabilitation	324	SPED Services	125.47
Inspire Rehabilitation	325	SPED Services	322.31
<b>Total Inspire Rehabilitation</b>			<b>447.78</b>
J & J Repair	5518	Bus Maintenance	4,578.90
J & J Repair	5559	Bus Maintenance	190.00
<b>Total J &amp; J Repair</b>			<b>4,768.90</b>
J D Lumber	171927	IA Supplies	13.92
<b>Total J D Lumber</b>			<b>13.92</b>
JENNIFER SCHUTZ,OTR/L	JAN 2017	SPED Services	3,669.30
<b>Total JENNIFER SCHUTZ,OTR/L</b>			<b>3,669.30</b>
Johnstone Supply	6046965	Custodial Supplies	74.18
<b>Total Johnstone Supply</b>			<b>74.18</b>
Jostens	19355762	General Supplies	139.75
Jostens	19443509	General Supplies	259.98
<b>Total Jostens</b>			<b>399.73</b>
KSB School Law	2658	Legal Counsel	3,882.58

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Vendor Name	Invoice Number	Description	Amount
Total KSB School Law			<u>3,882.58</u>
LaRue Coffee	27003002159	General Supplies	180.38
Total LaRue Coffee			<u>180.38</u>
Leighton Schmidt	2/13/17	Reimbursement- Gas	50.00
Total Leighton Schmidt			<u>50.00</u>
Loup Valley Lighting Inc.	17-11617	Custodial Supplies	354.50
Total Loup Valley Lighting Inc.			<u>354.50</u>
MCI	08683584723 1/16	Long Distance	37.00
Total MCI			<u>37.00</u>
Menards	24758	IA Supplies	30.32
Menards	25188	HS Teaching Supplies- Spaulding	31.20
Menards	26168	Custodial Supplies	23.34
Menards	26171	Custodial Supplies	16.34
Total Menards			<u>101.20</u>
Midamerican Research Chemical	0597925	Custodial Supplies	839.54
Midamerican Research Chemical	0599425	Custodial Supplies	514.13
Midamerican Research Chemical	0599800	Custodial Supplies	704.40
Total Midamerican Research Chemical			<u>2,058.07</u>
NASB ALICAP	2015/16	Additional WC 2015-16	565.00
Total NASB ALICAP			<u>565.00</u>
NASB	2017 Dues	2017 Membership Dues	4,173.00
NASB	41407	Conference Registration	90.00
Total NASB			<u>4,263.00</u>
Nebraska Safety & Fire Equipment, Inc.	S63313-1	Contracted Services	212.00
Total Nebraska Safety & Fire Equipment, Inc.			<u>212.00</u>
NETA	14144681	Conference Reg- Papenhausen	139.00
Total NETA			<u>139.00</u>
NewzBrain Education	JE 1701	2017 Subscription	508.00
Total NewzBrain Education			<u>508.00</u>
Norton Ice	63049	General Supplies	87.50
Total Norton Ice			<u>87.50</u>
One Call Concepts, Inc.	7010671	Line Locate	1.89
Total One Call Concepts, Inc.			<u>1.89</u>
Oxford Standard	Subscription Renewal	Subscription Renewal- HS & Elem	64.00
Total Oxford Standard			<u>64.00</u>
Oxford Utilities	7704 1/31	Trash Haul	660.00
Total Oxford Utilities			<u>660.00</u>

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Vendor Name	Invoice Number	Description	Amount
Pitney Bowes	2/13/17	Postage	500.00
Total Pitney Bowes			<u>500.00</u>
PowerSchool Group LLC	INV112317	2017 Renwal	2,749.50
Total PowerSchool Group LLC			<u>2,749.50</u>
Reliable Pest Control	21668	Pest Control	125.00
Total Reliable Pest Control			<u>125.00</u>
River Valley Services, LLC	1980	Bus Maintenance	2.20
Total River Valley Services, LLC			<u>2.20</u>
Rockin P Feed & Supply	964	Custodial Supplies	13.67
Total Rockin P Feed & Supply			<u>13.67</u>
School Traditions	222017	General Supplies	57.75
Total School Traditions			<u>57.75</u>
Selden Lumber Inc	167881	Custodial Supplies	319.98
Selden Lumber Inc	167883	HS Teaching Supplies- Reaves	37.70
Selden Lumber Inc	168059	IA Supplies	305.29
Total Selden Lumber Inc			<u>662.97</u>
Sherwin-Williams Co	6381-6	Custodial Supplies	190.26
Total Sherwin-Williams Co			<u>190.26</u>
Sinclair Oil Corporation	7375058 2/22	Bus Gas	2,474.40
Total Sinclair Oil Corporation			<u>2,474.40</u>
Southwest Ne Physical Therapy	02432	SPED Services	385.00
Total Southwest Ne Physical Therapy			<u>385.00</u>
Stamford Service LLC	2/13/17	Bus Gas	437.20
Total Stamford Service LLC			<u>437.20</u>
Sv Depreciation Fund	FEB 2017	Feb 2017	12,500.00
Total Sv Depreciation Fund			<u>12,500.00</u>
Sysco Lincoln	161118046	Custodial Supplies	612.80
Total Sysco Lincoln			<u>612.80</u>
Tabitha Stalder	2/13/17	Reimbursement- Gas	48.31
Total Tabitha Stalder			<u>48.31</u>
Thompson Company, The	1851771	Custodial Supplies	210.86
Total Thompson Company, The			<u>210.86</u>
Thompson, Kent	2/13/17	HS Teaching Supplies- Thompson	102.59
Total Thompson, Kent			<u>102.59</u>
Tripe Motor Company	35972	Bus Maintenance	39.66
Total Tripe Motor Company			<u>39.66</u>

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Vendor Name	Invoice Number	Description	Amount
Twin Valleys Public Power	56459002 2/1/17	Electricity	18,927.27
Total Twin Valleys Public Power			<u>18,927.27</u>
TwoPturf, LLC	FEB2017	Grounds Upkeep	2,216.25
Total TwoPturf, LLC			<u>2,216.25</u>
Verizon Wireless	9778747791	Cell Phone	608.97
Total Verizon Wireless			<u>608.97</u>
Village of Stamford	0-1-5 2/8/17	Water	85.24
Total Village of Stamford			<u>85.24</u>
Waggoner Insurance Agency	2/1/17	Treasurer Bond 2017	100.00
Total Waggoner Insurance Agency			<u>100.00</u>
Wex Bank	48499707	Bus Gas	37.00
Total Wex Bank			<u>37.00</u>
Woodward's Disposal Service, Inc.	2225	Shredding	35.00
Total Woodward's Disposal Service, Inc.			<u>35.00</u>
Yanda's Music And Pro Audio	2423 2/1/17	HS Teaching Supplies- Stubbs	132.55
Total Yanda's Music And Pro Audio			<u>132.55</u>
Fund Number 01			<u>84,192.94</u>
Checking Account ID 1			<u>84,192.94</u>

SOUTHERN VALLEY SCHOOL Financial Report- January 2017

ACCOUNT NAME	CASH BALANCE	BEGIN. CD BAL.	DEPOSIT	INTEREST	TRANSFER	EXPENSE	Current Balances	January 2016 Balances
<i>Bond Fund Checking</i>	\$ 98,855.33		\$ 64,581.32	\$ 17.15		\$ -	\$ 163,453.80	\$ 75,702.64
<i>Bond LAF</i>	\$ 175,245.78			\$ 44.72			\$ 175,290.50	\$ 175,036.17
<b>Bond Total</b>							<b>\$ 338,744.30</b>	<b>\$ 250,738.81</b>
<i>Depreciation Checking</i>	\$ 138,580.97		\$ 3,900.00		\$12,500.00	\$ -	<b>\$ 154,980.97</b>	\$ 79,125.83
<i>General Special</i>		\$ 193,202.40		\$ 98.45	\$0.00	\$ -	\$193,300.85	\$ 940,086.04
<i>General Checking</i>	\$ 136,936.11		\$ 1,975,219.44	\$ 75.99	\$0.00	\$ 481,743.69	\$ 1,630,487.85	\$ 575,428.98
<b>General Total</b>							<b>\$1,823,788.70</b>	<b>\$ 1,515,515.02</b>
<i>General Clearing Checking</i>	\$ 69,648.67		\$ -	\$ 5.51		\$ 61,601.65	<b>\$ 8,052.53</b>	\$ 12,711.59
<i>Sinking/BLDG Fund Checking</i>	\$ 489,981.50		\$ 66,860.57	\$ 102.71		\$ 14,582.90	<b>\$ 542,361.88</b>	\$ 364,149.34
<i>QCPUF</i>	\$ 3,059.53		\$ 24,649.68	\$ -		\$ -	<b>\$ 27,709.21</b>	\$ -
							<b>\$ 2,895,637.59</b>	<b>\$ 2,222,240.59</b>

# Southern Valley Schools 2017-18

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

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

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

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

Oct 2- In-Service at ESU 11  
 (No School)  
 Oct 13- End of 1<sup>st</sup> Quarter (42)  
 Oct 16- Start of 2<sup>nd</sup> Quarter  
 Oct 26- Teacher In-Service  
 (No School)  
 Oct 27- Fall Break  
 (No School)

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

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

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

Dec 8- SV WR Invite  
 (No School)  
 Dec 15- 12:30 Dismissal  
 Teacher In-Service  
 Dec 21- End of 2<sup>nd</sup> Quarter (44)  
 (Friday Dismissal)  
 Dec 23-27- NSAA Moratorium  
 First Semester- 86 Total Days

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

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

Jan 3- Teacher Workday  
 (No School)  
 Jan 4- School Resumes

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

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

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

Mar 2- Spring Break  
 (No School)  
 Mar 8- End of 3<sup>rd</sup> Quarter (44)  
 Mar 9- Spring Break  
 (No School)  
 Mar 12- Start of 4<sup>th</sup> Quarter  
 Mar 30- Easter Break  
 (No School)

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

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

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

May 5- Graduation 1:00  
 May 7- SV JH Invite  
 (2:30 Dismissal)  
 May 15- Last Day of School  
 May 15- End of 4<sup>th</sup> Quarter (44)  
 May 16-17 Teacher Workday  
 Second Semester- 88 Total Days

## **EARLY RETIREMENT INCENTIVE PROGRAM POLICY**

### **A. PURPOSE**

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

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

### **B. QUALIFICATIONS**

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

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

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

service, less than fulltime employment would reduce the employee's fulltime equivalent employment for a school year. For example, an employee employed on a halftime (.5 FTE) basis would be credited with half a year (.5) of fulltime equivalent employment.

### **C. ENROLLMENT REQUIREMENTS**

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

**2. Application.** An employee must submit a signed Application and Agreement form to the board of education on or before [INSERT DATE 45 DAYS AFTER APPROVAL OF POLICY] of the employee's last intended school year of employment. The superintendent shall review the employee's record to determine whether the employee is eligible for the Program. The Board will notify the applicant on or before [INSERT DATE OF BOARD MEETING FOLLOWING SUBMISSION DEADLINE] of its action on his or her application.

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

### **D. BENEFITS**

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

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

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

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

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

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

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

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

## **E. ADMINISTRATION**

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

An employee who submits an application to participate in the Program may withdraw the application within 7 days after it is approved by both parties, but

not afterward without the written consent of the board of education. Each application will be reviewed on an individual basis. The board shall, in its sole discretion, determine the number of applications to be approved in any given year. If the Board receives more applications for voluntary separation than it approves, the Board shall approve the applications as follows:

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

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

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

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

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

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

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

October 24, 2016

Southern Valley High School  
Board of Education  
4379 Hwy 89  
Oxford, NE 68967

Dear Negotiations Committee:

The Southern Valley Education Association requests that the school board of the Southern Valley School District to take action to recognize the Southern Valley Education Association as exclusive bargaining agent for the district's non-supervisory certificated staff for the 2018-19 contract year.

Please direct your response to the undersigned.

Sincerely,

  
Cynthia J. Reeves

President

Southern Valley Education Association

February 10, 2017

Dear Mr. Tobey and Southern Valley School Board,

Please accept this letter as my formal resignation from Southern Valley Schools effective the end of the 2017 school year.

I have enjoyed my years teaching at Oxford Elementary and Southern Valley Elementary. I have appreciated the support I received from administration, the school board, staff, parents and students over the years. I will miss the role that has defined me all these years but look forward to new adventures.

Sincerely,

Karen Schoen

February 10, 2017

Mr. Darren Tobey

Superintendent of Schools

Southern Valley Public Schools

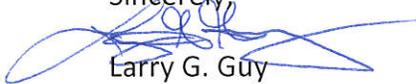
43739 Hwy 89

Oxford, Ne 68967

Dear Mr. Tobey;

It is with some sadness and regret that after 31 years in education, I offer this letter as resignation from my position as First Grade Teacher at Southern Valley Elementary School. This will be effective at the end of my 2017 contractual obligation. I wish to thank you, Mr. Mark Grove and the Southern Valley Board of Education for allowing me the privilege and honor of contributing to the educational progression of the Southern Valley students as well as being a part of the Southern Valley family. Simply put, being a teacher has been the most rewarding and happiest part of my life. To say that I will miss it is an extreme understatement. I have loved every second of it. Rest assured I will continue to support the students, staff and administration of Southern Valley Schools. As always, GO EAGLES!

Sincerely,

A handwritten signature in blue ink, appearing to read "Larry G. Guy", with a large, sweeping flourish underneath.

Larry G. Guy

Box 94

Beaver City, Ne. 68926

[larry.guy@sveagles.org](mailto:larry.guy@sveagles.org)

402-746-3851



**Heartland Seating Inc**  
spectator seating specialists

# REPAIR PRICE QUOTE

11222 Johnson Drive, Shawnee, KS 66203  
Phone: (913)268-0069 Fax: (913) 962-0803  
www.heartlandseating.com

**EMAILED**  
March 15, 2016

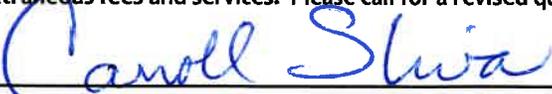
From: Carroll Sliva

To: Darren Tobey  
Southern Valley Schools  
43739 Hwy 89  
Oxford, NE 68967  
Phone: 308-868-2222 Fax: 308-868-2223

Heartland Seating, Inc. Is pleased to provide you with the following repair quote for  
**Bleacher Repair**

Description	Price
<b>BANK 1</b>	
◆ PROVIDE AND INSTALL FIVE (5) MOTOR AND GEAR BOXES	\$5,000
◆ PERFORM A FULL SERVICE TUNE UP TO FIVE (5) SECTIONS X 10 ROWS OF INTERKAL BLEACHERS	\$8,929
◆ PROVIDE AND INSTALL LIMIT SWITCHES ON THE TRUNCATION TO ELIMINATE THE TOGGLE SWITCH	\$857
<b>BANK 2</b>	
◆ PERFORM A FULL SERVICE TUNE UP TO FIVE (5) SECTIONS X 10 ROWS OF INTERKAL BLEACHERS	\$8,929
<b>MEZZANINE BANK 3</b>	
◆ PERFORM A FULL SERVICE TUNE UP TO FOUR (4) SECTIONS X 6 ROWS OF MANUAL REVERSE FOLD INTERKAL BLEACHERS	\$4,286
<b>Notes:</b> Unless specifically included above, pricing does not include any motor repairs. Crews shall have reasonable access to bleachers for timely completion of work.	
<b>Terms:</b> Net 30 days, invoiced upon arrival. 1.5 % per month to be charged on past due amounts.	
<b>TO ORDER SEND THIS SIGNED QUOTE AND PURCHASE ORDER AND APPLICABLE TAX EXEMPTION DOCUMENTATION PAYABLE TO HEARTLAND SEATING, INC. 11222 JOHNSON DRIVE, SHAWNEE, KS 66203</b>	

Prices are good for 30 days and do not include applicable taxes, union or prevailing wages, licenses, bonds, drawings or any other extraneous fees and services. Please call for a revised quote should you wish to have any additional items included.

  
Carroll Sliva

To accept the above proposal, please sign below.

Approved By: \_\_\_\_\_

Date: \_\_\_\_\_

Title: \_\_\_\_\_

P.O. # \_\_\_\_\_

P.O. Total \$ \_\_\_\_\_



**Heartland Seating Inc**  
spectator seating specialists

11222 Johnson Drive, Shawnee, KS 66203  
Phone: (913)268-0069 Fax: (913) 962-0803  
www.heartlandseating.com

# REPAIR PRICE QUOTE



March 29, 2016

From: Carroll Sliva

To: Darren Tobey  
Southern Valley Schools  
43739 Hwy 89  
Oxford, NE 68967  
Phone: 308-868-2222 Fax: 308-868-2223

Heartland Seating, Inc. is pleased to provide you with the following repair quote for  
**Middle School and High School Bleacher Repair**

Description	Price
<b>OXFORD MIDDLE SCHOOL</b> ◆ PERFORM A MINOR TUNE UP TO ONE (1) BANK OF 3 SECTIONS X 10 ROWS OF INTERKAL BLEACHERS  ◆ PERFORM A JACK N WELD TO INDIVIDUAL SECTION ROWS AS NEEDED	<b>\$2,358</b>  <b>\$100/PER SECTION ROW</b>
<b>OXFORD HIGH SCHOOL</b> ◆ RESURFACE ALL THE MOTOR DRUMS ON ALL THREE BANKS OF BLEACHERS IN THE HIGH SCHOOL MAIN GYM FOR A TOTAL OF 56 DRUMS	<b>\$2,400</b>
<b>Notes:</b> Unless specifically included above, pricing does not include any motor repairs. Crews shall have reasonable access to bleachers for timely completion of work.	
<b>Terms:</b> Net 30 days, invoiced upon arrival. 1.5 % per month to be charged on past due amounts.	
<b>TO ORDER SEND THIS SIGNED QUOTE AND PURCHASE ORDER AND APPLICABLE TAX EXEMPTION DOCUMENTATION PAYABLE TO HEARTLAND SEATING, INC. 11222 JOHNSON DRIVE, SHAWNEE, KS 66203</b>	

Prices are good for 30 days and do not include applicable taxes, union or prevailing wages, licenses, bonds, drawings or any other extraneous fees and services. Please call for a revised quote should you wish to have any additional items included.

*Carroll Sliva*

Carroll Sliva

To accept the above proposal, please sign below.

Approved By: \_\_\_\_\_

Date: \_\_\_\_\_

Title: \_\_\_\_\_

P.O. # \_\_\_\_\_

P.O. Total \$ \_\_\_\_\_



# Interkal

Spectator Seating World Wide  
www.interkal.com

<b>Contracts made out to:</b> Interkal, LLC 5981 E. Cork St. PO Box 2107 Kalamazoo, MI 49003	<b>Mail Contracts and all correspondence to:</b> Heartland Seating, Inc. Phone: 913-268-0069 c/o Carroll Sliva Fax: 913-962-0803 11222 Johnson Drive Shawnee, KS 66203
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**PROJECT NAME: SOUTHERN VALLEY HIGH SCHOOL**  
**SCOPE OF WORK: TELESCOPING STANDS**

**DATE: NOVEMBER 1, 2016**

**EMAILED**

<ul style="list-style-type: none"> <li>◆ One bank of wall-attached, electrically powered, telescopic bleachers 10 rows x 85'7"</li> <li>◆ One bank of wall-attached, electrically powered, telescopic bleachers 9 rows x 99'8"</li> <li>◆ One bank of floor-attached, electrically powered, reverse-fold telescopic bleachers 6 rows x 66'3" <ul style="list-style-type: none"> <li>• All banks have 10 1/4" rise per row, 24" row spacing and 12" Interkal Sculptured seat modules</li> <li>• Nine (9) foot-level aisles with intermediate steps and self-storing aisle rails</li> <li>• Nine (9) 1 row x 36" recoverable ADA notch outs without rails</li> <li>• One (1) 2 row x 11'7" permanent truncation with rails</li> <li>• Four (4) self-storing end rails</li> <li>• Four (4) vinyl end curtains</li> <li>• One (1) access panel to understructure</li> <li>• Back panels and back rails for reverse fold bleacher</li> </ul> </li> </ul> <p>(208V, 3Phase) with disconnect responsibility of others. Electrical contractor to coordinate hook up from bleacher control box to power supply is required.</p>	<p><b>TOTAL DELIVERED AND INSTALLED PRICE</b>    <b>\$108,967</b></p>
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**IMPORTANT – TERMS AND CONDITIONS:**

**This quotation shall be included by attachment with contract and is based on delivery first quarter (1<sup>st</sup>) 2017 (quarterly pricing adjustments may apply).** Quotation is subject to acceptance within 60 days of issuance. Allow 4 to 5 weeks for approval drawings upon receipt of contract, project manual and plans. Allow for field check and approval time, then 90 to 120 days lead time to delivery (or call to discuss fast track options, if needed). For installations onto wood floors with finish coat, allow minimum 10 days cure for water base finished and 21 days for oil base finished before receipt of bleachers for installation. Site and gym are to be accessible for unload, staging materials in gym and beginning installation upon receipt of materials to avoid delays and added handling/storage charges. **Multiple moves, extra handling and or storage are not included.** Up to 45 days prior to delivery, orders may be pulled from production and rescheduled to Interkal's next available production date. Unless listed in the above scope "description" pricing does not include any miscellaneous licensing, permits, taxes or fees. Mandatory progress meetings shall be attended only when materials are on site as our installations generally occur at the end of the project.

Terms (unless specified otherwise): Materials, Net 30 days. Labor, 90% monthly estimate, balance upon completion. 1.5% per month to be charged on past due amounts. Applicable taxes must be added if

Should you wish to have any of the above conditions and terms altered or included with our bid, please call for revised quote.

Thank you for the opportunity to be of service. Good luck with your project.

Sincerely,

*Carroll Sliva*  
Carroll Sliva  
Heartland Seating, Inc.