

Agenda

1. Osceola Public Schools Board of Education Information
2. Opening Procedures
 - 2.1. Call the Meeting to Order
 - 2.2. Roll Call
 - 2.3. Excuse Board Members Who Are Absent
3. Recognition of Visitors/Communications from the Public
4. Reports
 - 4.1. Maintenance Report
 - 4.2. AD Report
 - 4.3. Principals Reports
 - 4.3.1. Elementary Report
 - 4.3.2. MS/HS Report
 - 4.4. Superintendent's Report
 - 4.5. Board Reports
5. Action Items
 - 5.1. Consent Agenda
 - 5.1.1. Approval of the Previous Meeting's Minutes
 - 5.1.2. Treasurer's Report
 - 5.1.3. Payment of general fund claims in the amount of \$397,598.85
 - 5.2. Consider, discuss and take all necessary action on
 - 5.2.1. Review updates to Policy 3040 School Safety and Security
 - 5.2.2. Review and adopt updates to Policy 5052 School Wellness
 - 5.2.3. Review and update Policy 3012 School Meal Program and Meal Charges
 - 5.2.4. Discuss the discipline section of the Extracurricular Activities portion of the handbook for the 2026-2027 school year.
 - 5.2.5. Consider, discuss, and take all necessary action on accepting the Hiland Dairy bid for milk and juice delivery.
 - 5.2.6. Consider, discuss and take all necessary action to set activity prices for the 2026-27 school year.
 - 5.2.7. Consider, discuss, and take all necessary action to accept a contract with Kim Green as the 6-12 SPED teacher for the 2026-2027 school year.
6. Next Meeting Dates and Times
 - 6.1. Regular meeting June 8, 2026, 6:00 PM at the Osceola Middle/High School Media Center.
7. Adjournment

AD REPORT (5-11-26)

Baseball:

The baseball season has come to an end after losing in the first round of sub districts to Lincoln Christian. Their final record was 6-13. Thank you to Brayden Santos and Aden Feezell for your hard work and dedication to the baseball program.

Track:

The girls track team won the CRC track meet (back to back years). Congrats to the girls team. The boys team finished 6th place. District track will be held at Osceola this Wednesday at 9:00 am.

*The CRC vs Goldenrod basketball all star game will be held in Osceola on May 31, 2026.

*Summer weights will start June 1st and run on Mondays, Wednesdays and Fridays.

Board Report - Monthly
GENERAL FUND
Posted - During Check Cycle; Processing Month 05/2026

Check #	Vendor Name	Description	Amount
36723	ACT	Sample Test Booklets	666.00
36724	Augie's Auto Body Repair	Repairs	454.00
36725	Awards Unlimited	Awards/Plaques	17.99
36726	City of Osceola	Water/Sewer/Compactor	3,359.42
36727	CJT Electric, Inc.	Electrical Repairs	888.00
36728	Computer Hardware	New Computer	999.00
36729	Control Services, Inc.	Service Contract	1,211.67
36730	Eakes Office Plus	Supplies	2,759.10
36731	ESU #7	Maintenance	243.75
36732	ESU # Special Education Dept.	Sped Services	20,498.14
36733	Frontier Cooperative	Fuel	4,239.11
36734	Garratt Callahan Company	Water Treatment Supplies	780.00
36735	Gary's Plumbing, LLC	Supplies	404.71
36736	Grainger	Parts	174.17
36737	Hometown Leasing	Copier Lease	413.97
36738	Jackson Services, Inc	Rug Service	406.34
36739	Johnson, Sarah	Supplies	19.24
36740	Kaup, Dylan	Supplies	27.50
36741	KSB School Law	Legal Services	31.00
36742	Matheson Tri-Gas, Inc.	Supplies	112.54
36743	Menards	Supplies	90.81
36744	Midwest Bus Parts	Bus Parts	153.33
36745	Mumm, Madison	Reimb. Fuel	18.55
36746	NE Council of School Admin.	Admin Days & 26/27 Dues	2,321.00
36747	Nebraska Safety Center	Bus Driver Training	780.00
36748	Osceola Food Mart	Supplies	322.69
36749	Osceola Implement & Supply, Inc.	Supplies	90.45
36750	Osceola Public Schools	Preschool Milk	105.05
36751	Osceola Tire and Service, LLC	Labor/Repairs/Supplies	536.54
36752	Pinnacle Bank	Supplies	594.24
36753	Pinnacle Bank	Supplies	1,545.79
36754	Pinnacle Bank	Supplies	86.29
36755	Polk County Health Department	Fees	1,540.00
36756	Polk County RPPD	Electricity	15,626.81
36757	Princ Instrument Repairs	Repairs	128.00
36758	Quadient Leasing USA, Inc.	Postage Meter Lease	323.73
36759	Shelby Lumber Co., Inc	Supplies	83.15
36760	Sparrow Publications, LLC	Printing	193.00
36761	Truck Center Companies	Labor/Repairs/Supplies	1,237.40
36762	University of Nebraska	Autism Conference	200.00
36763	Vivacity Tech	Computer Parts	485.00
36764	White, April	Supplies	40.46
Checking Account Total:			64,207.94
Checking 1			
778	MG Trust	Annuities Payable	535.00
779	Farm Bureau Financial Services	Term Life Insurance	13.81
780	PLIC - SBD Grand Island	LTD Insurance	1,127.64
781	WoodRiver Energy LLC	Natural Gas	4,058.04
782	Estech Systems, Inc.	Phone Services	94.45
783	Essential Screens	Background Checks	120.27
Checking Account Total:			5,949.21
Checking 4			
2338	Windstream	State Internet Contact	257.30
2339	Quadient Finance USA, Inc.	Postage	50.55
2340	City of Osceola	Water/Sewer/Compactor	870.50
Checking Account Total:			1,178.35
Total Checks & Prepays:			71,335.50
Total Payroll:			326,263.35
Grand Total:			397,598.85

3040 School Safety and Security

In order to fulfill its obligation to provide a safe and secure learning environment, the Board of Education has adopted this School Safety and Security Policy. Although the district will take reasonable steps to protect students and staff, no entity can provide complete safety and security at all times. This policy does not make the district a guarantor of the safety of students, staff or patrons.

I. General Safety and Security

a. NDE Rubric

The District will meet at least the minimum requirement for each school safety and security standard indicator adopted by the Nebraska Department of Education.

b. School Hours

- i. During a crisis situation, the administration will maintain established school hours and proceed with all co-curricular activities as scheduled whenever possible.
- ii. If, during a crisis situation, the parent(s) or guardian of a student decide that the student needs to be absent, this absence will be excused.

c. Access to School Facilities

- i. The school's facilities may not be used for funeral or memorial services during the school day.
- ii. This policy does not discourage the presentation of traditional American Legion memorial services which promote patriotism.

d. Memorials

- i. Memorials often create a visual reminder of a particular crisis that may reintroduce feelings of grief for students. Therefore, memorials are generally not allowed anywhere on school premises.

- ii. Individuals who wish to seek a waiver of the general prohibition against memorials must follow the steps outlined below:
 - a. The individual must first meet with the Superintendent or his/her designee to discuss the request for a memorial.
 - b. If the Superintendent determines that additional review is appropriate, he/she will refer the request for consideration by the crisis team.
 - c. The crisis team will consider:
 - i. The current research regarding the potential psychological harm that could be caused by a memorial;
 - ii. The potential disruption to the school's learning environment;
 - iii. The cost to the district of erecting and/or maintaining a memorial;
 - iv. Whether prior tragedies have been commemorated by a memorial;
 - v. The potential for future tragedies which could necessitate a similar memorial; and
 - vi. Any other factor which the crisis team deems relevant to its recommendation.
 - vii. The requested memorial has to be something of need to the school district (ex. scoreboard, bench, building, etc.)
 - viii. A memorial plaque may be placed on the donation, but it must align with memorials placed on the property. The memorial plaque may be no larger than 5"x 8" in size.

- d. After consideration of the factors outlined above, the crisis team will make a recommendation as to whether the prohibition against memorials should be waived.
 - e. The Superintendent will communicate the crisis team's recommendation to the individual requesting the memorial.
 - f. If the crisis team recommends waiver of the prohibition against memorials, the individual who made the initial request must inform the Superintendent if he/she wishes to ask the board to approve the memorial.
 - g. Memorials may only be approved by the board and only after completion of the process outlined in this policy.
- iii. This policy is not intended to discourage the acceptance of memorial funds or specific items.

II. Superintendent's Duties Related to Safety and Security

a. Appointment of Crisis Team

The Superintendent shall appoint members to serve on the school district's crisis team. The superintendent may, but is not required, to include representatives from the following groups on the crisis team:

- Administrators
- Teachers
- Health/mental health
- Facilities staff
- Transportation staff
- Food service staff member
- Information technology staff
- Students
- Parents
- Staff member with expertise on the needs of students with disabilities
- Organizations that serve the disabled

- Organizations that serve the needs of minority populations (ELL, race, etc.)
- Representatives from local early responders (law enforcement, fire and rescue personnel, railroad, factories, etc.)

b. Compliance with Fire and Safety Codes

The Superintendent will ensure that the school district meets all current fire and life safety codes or is in the process of coming into compliance.

c. Annual Safety Audits

The Superintendent will arrange for the performance of an annual safety audits using an external consultants utilizing the standardized audit protocol adopted by the Nebraska Department of Education.

d. Mutual Aid Agreements

The Superintendent will enter into mutual aid agreements to address the academic, physical, operational, psychological, and emotional recovery areas when possible with appropriate local entities.

III. Building Principals' Duties Related to Safety and Security

a. Positive and Safe Learning Environment

Each building principal shall implement a school-wide behavior process to create a positive and safe learning environment.

Each building principal shall conduct training on and require enforcement of the district's anti-bullying and dating violence policies.

Each building principal shall ensure that staff complete the required suicide prevention training as required by board policy.

Each building principal shall require staff to engage in active supervision of students at all times

b. Visitor Protocol.

Each building principal shall adopt a protocol for visitors to his/her school building to sign in upon arrival and departure and to be identified as a visitor while they are in the building during the school day. The protocol must also address visitors in specialized areas of the school such as playgrounds, gyms, cafeterias and the like.

This protocol may be written or unwritten but must be clearly communicated to and enforced by all staff.

The building principal will report individuals who repeatedly violate the visitor protocol to the superintendent for possible exclusion from school facilities pursuant to board policy.

c. Emergency Drills

Each building principal must ensure that the following drills are conducted in his/her building:

- i. Fire drills (evacuation): One fire drill conducted monthly with one additional drill being conducted during the first 30 days of school.
- ii. Tornado drills (shelter): One drill during the first two weeks of school and the second drill during the month of March.
- iii. Bus evacuation drills: Two drills during the school year involving all students and appropriate staff. Recommended that one drill occur during the first month of school.

Each building principal must also conduct any non-required drills recommended by crisis team.

Each building principal shall conduct a performance review of each of the drills conducted pursuant to this policy. This review does not have to be in writing.

Adopted on: December 9, 2019

Revised on:

Reviewed on:

5052 School Wellness Policy

The school district is committed to providing a school environment that enhances learning and the development of lifelong wellness. The goals outlined in this policy were determined and selected after reviewing and considering evidence-based strategies.*

1. Goals for Nutrition Promotion and Education

- a. The district will promote healthy food and beverage choices for all students, as well as encourage participation in school meal programs by such methods as implementing evidence-based healthy food promotion techniques through the school meal programs and promoting foods and beverages that meet or exceed the USDA Smart Snacks in School nutrition standards.
- b. The health curriculum will include information on good nutrition and healthy living habits.
- c. Teachers will incorporate information on nutrition and wellness into the classroom curriculum as appropriate.
- d. The district will collaborate with public and private entities to promote student wellness.
- e. Water will be made available to students throughout the school day. **Free water will be available in the cafeteria during meal times in the form of water fountains and filling stations.**

2. Goals for Physical Activity

- a. The school district's curriculums shall include instruction on physical activity and habits for healthy living.
- b. Students will be encouraged to engage in physical activities throughout the school day and will be provided with opportunities to do so.
- c. The district encourages parents and guardians to support their children's participation in physical activity, to be

physically active role models, and to include physical activity in family events.

3. Goals for Other School-Based Activities Designed to Promote Student Wellness

- a. The district will participate in state and federal child nutrition programs as appropriate.
- b. The district will provide professional development, support, and resources for staff about student wellness.
- c. Students will be provided sufficient time in which to eat school-provided meals.
- d. The district's lunchrooms will be attractive and well-lighted.
- e. The district will allow other health-related entities to use school facilities for activities such as health clinics and screenings so long as the activities meet the district's requirements and criteria for the use of facilities.
- f. The district may partner with other individuals or entities in the community to support the implementation of this policy.
- g. The district will strive to provide physical activity breaks for all students, recess for elementary students, and before and after school activities, as well as encourage students to use active transport (walking, biking, etc.)
- h. The district will use evidence-based strategies to develop, structure, and support student wellness.

4. Standards and Nutrition Guidelines for All Foods and Beverages Sold to Students on the School Campus and During the School Day

- a. The district will ensure that student access to foods and beverages meet federal, state and local laws and guidelines including, but not limited to:
 - i. USDA National School Lunch and School Breakfast nutrition standards [7 CFR 210.10](#), [7 CFR 220.8](#)

ii. USDA Smart Snacks in School nutrition standards.

iii. All food and beverages sold to students during the school day will meet the Smart Snacks guidelines.

b. The district will offer students a variety of age-appropriate, healthy food and beverage selections with plenty of fruits, vegetables, and whole grains aimed at meeting the nutrition needs of students within their calorie requirements in order to promote student health and reduce childhood obesity.

c. The school will provide locally-grown foods in school meals when possible. The school encourages local producers to make fresh produce available to the school.

5. Standards for All Foods and Beverages Provided, But Not Sold to Students During the School Day

The district may provide a list of healthy party ideas or food and beverage alternatives to parents, teachers, and students for classroom parties, rewards and incentives, or classroom snacks. The district discourages the use of food and beverages as a reward or incentive for performance or behavior.

6. Food and Beverage Marketing

Marketing and advertising is only allowed on school grounds or at school activities for foods and beverages that meet or exceed the USDA Smart Snacks in School nutrition standards, except as follows:

a. This requirement does not apply to marketing that occurs at events outside of school hours such as after school sporting or any other events, including school fundraising events.

b. The district will not immediately replace menu boards, coolers, tray liners, beverage cups, and other food service equipment with depictions of noncompliant products or logos to comply with the new USDA Smart Snacks in Schools nutrition requirements. All previously purchased products will be used, and all existing contracts honored.

c. All equipment that currently displays noncompliant marketing materials will not be removed or replaced (e.g.,

a score board with a Coca-Cola logo). However, as the district reviews and considers new contracts, and as scoreboards or other such durable equipment are replaced or updated over time, any products that are marketed and advertised will meet or exceed the USDA Smart Snacks in School nutrition standards

- d. The school will take opportunities to promote health choices through prominently displaying the salad bar, signage, and promotion days.

7. Public Participation

Parents, students, representatives of the school food authority, teachers, school health professionals, board members, school administrators, and members of the general public shall be allowed to provide their input to the school district during the wellness policy adoption and review process.

8. Competitive Foods (Includes Food and Beverages Sold in Vending Machines, School Stores, Fundraisers or in Competition with the National School Lunch and Breakfast Programs)

- a. Except as otherwise allowed by the Nebraska Department of Education (NDE), all foods and beverages sold during the school day as part of a fundraiser or for any other purpose in competition with the National School Lunch and Breakfast Programs must meet the nutrition standards of those programs.
- b. Fundraiser food or beverages are NOT exempt from the USDA Smart Snacks in School nutrition standards. Therefore, if food is sold as a fundraiser:
 - (1) It shall not be sold in competition with school meals in the food service area during the meal service.
 - (2) It shall not be sold or otherwise made available to students anywhere on school premises during the period beginning one half hour prior to the serving period for breakfast and/or lunch and lasting until one half hour after the serving of breakfast and/or lunch.

(3) The sale of food items during the school day shall meet the USDA Smart Snacks in School nutrition requirements

(4) This restriction does not apply to food sold during non-school hours, weekends, and off-campus fundraising events such as concessions during after-school sporting events, school plays or concerts; or to bulk food items that are sold for consumption at home. (Ex: frozen pizzas, cookie dough tubs, etc.)

9. Triennial Assessment

The school board shall assess and review this policy at least every three years to determine:

- a. Compliance with this policy;
- b. How this policy compares to NDE model wellness policies;
- c. Progress made in attaining the goals of this policy.

Following the triennial review of the policy, the school board will update or modify this policy based on the recommendations of the committee and the latest national recommendations pertaining to school health.

10. Public Notice

In addition to identifying the topic on its meeting agenda as required by the Open Meetings Act, the school district will provide notice of this policy at least annually to the public and other stakeholders identified in this policy by one or more of the following methods: on its webpage, in its newsletter, in the student and employee handbooks, newspaper advertisements, direct mailings, electronic mail, and public postings.

In addition to identifying the topic on its meeting agenda as required by the Open Meetings Act, the school district will provide notice of the Triennial Assessment and progress reports towards meeting the goals in this policy using one or more of those same methods.

Wellness policy and policy review information is available on our website at www.osceolaschools.org/page/school-wellness.

11. Recordkeeping

The District will retain records to document compliance with the requirements of the wellness policy at its central office.

12. Training of Nutrition Services Staff

All nutrition staff will be trained and receive professional development opportunities as it pertains to child nutrition.

13. Operational Responsibility

The superintendent is responsible for coordinating the implementation of this policy and for monitoring the district's progress in meeting the goals established by this policy. The superintendent will periodically report to the board on the district's progress in implementing this policy.

* These strategies include, but are not necessarily limited to, those cited in the Alliance for a Healthier Generation's Model Wellness Policy (Updated June 2020 to Reflect the USDA Final Rule) [found at https://api.healthiergeneration.org/resource/2](https://api.healthiergeneration.org/resource/2).

Adopted on: February 10, 2020

Revised on: June 12, 2023

Reviewed on: May 11, 2026

3012 School Meal Program and Meal Charges

Meal Program. The school district will make a school meal program available to students. The cost of the program will be determined by the board of education so as to make the program as nearly self-supporting as possible. With board approval, the district may contract with a private company or corporation for the management and/or provision of the program.

The district will notify the families with children attending school of the current guidelines for free or reduced-price school meals. A copy of the complete regulations and procedures regarding reduced-price and free meals shall be available in the office of the superintendent, **are available on the school website, and sent home annually.**

Meal Charge Policy. The district will notify students and their families of the policy for **Charged Meals**, meaning meals received by a student when the student does not have money in hand or in his or her food account. This policy applies to students who receive meals at the free, reduced, or full rates.

Notice of this policy must be provided in writing to all households at the start of each school year and to households that transfer to the school during the school year. Notice may be provided through the student handbook, student registration materials, online portal used to access student accounts, direct mailing or e-mail, newsletter, the district website, and/or any other appropriate means. Notice of this policy will also be provided all school staff responsible for the enforcement of it, including food service professionals responsible for collecting payment for meals at the point of service, staff involved in notifying families of low or negative balances, and other staff involved in enforcing any aspect of this policy.

The district's policy on charged meals is:

If a student has no funds available to pay for a meal, the student will be provided and charged for up to five limited reimbursable "courtesy meals". Thereafter, if a student has no funds available to pay for a meal, no food will be provided.

Students who qualify for free meals will not be denied a reimbursable meal, even if they have accrued a negative balance from other food purchases. School staff may prohibit any students from charging a la carte or extra items if they do not have cash in hand or their account has a negative

balance.

If a student repeatedly lacks funds to purchase a meal, has not brought a meal from home, and is not enrolled in a free meal program, the district will use its resources and contacts to protect the health and safety of the student. Failure or refusal of parents or guardians to provide meals for students may require mandatory reporting to child protection agencies as required by law.

Collection of Delinquent Meal Charge Debt

The school district is required to make reasonable efforts to collect unpaid meal charges. The building principal or his or her designee will contact households about unpaid meal charges and notify them again of the availability of the free and reduced meal program and/or establish payment plans and due dates by telephone, e-mail, or other written or oral communication. If these collection efforts are unsuccessful, the school district may pursue any other methods to collect delinquent debt as allowed by law.

Collection efforts may continue into a new school year.

In the event that the Nebraska Department of Education develops a state-level meal charge policy, it shall supersede that portion of this policy.

Adopted on: December 9, 2019

Revised on:

Reviewed on:

- 4) To make recommendations and suggestions for the good of the school to various extracurricular departments. All recommendations are to be made with the approval of the Principal.

Speech Team

Students compete in 12 different categories of competition. These include debate, current events speaking, and several theatre-type acting events.

Student Publications

The yearbook, THE BULLDOG, is published by the Journalism class along with the help of its teacher. The annual is financed partially by funds raised from the sale of the books.

CODE OF CONDUCT

All students associated with Osceola Public Schools and participating in extracurricular or school sponsored activities (including all NSAA activities) are required to avoid conduct that is detrimental to the integrity of, and public confidence in, the school. Rules promoting lawful, ethical, and responsible conduct serve the interests of all people associated with the school. Illegal and irresponsible conduct puts people at risk, tarnishes the reputation of the offender and everyone else associated with the school, and undermines the public support and respect of the school district.

Standard of Conduct

Participation in school-sponsored or extracurricular activities is a privilege and not a right. Participants must follow board policy, this code, and all the training rules and rules of conduct of the coaches and/or activity sponsors. Students participating in school-sponsored or extracurricular activities are held to a high standard. Students are expected to conduct themselves in a way that is lawful, responsible, promotes the values upon which the school is based, and that brings credit to themselves and the school. Students who fail to live up to the required standard of conduct are guilty of detrimental conduct and subject to discipline under all school policies, the general student code of conduct, and these Activity Participation Rules.

Coach and Sponsor Rules

Coaches and/or activity sponsors shall establish training rules or rules of conduct for participation in or attendance at the activity or event. General training rules or rules of conduct shall be established prior to the activity or event. This Code shall control in the event that there is a conflict with coach or sponsor rules.

Prohibited Conduct

Students in school-sponsored and/or extracurricular activities may not engage in the following conduct:

1. Receipt of a **criminal citation** by law enforcement for any reason.
2. **Conviction of a crime** in adult court or the adjudication of a criminal charge in juvenile court.
3. Any **behavior that is illegal** under the laws of Nebraska or the United States of America regardless of whether it results in a criminal charge or conviction.
4. Any **conduct that** substantially **interferes with the educational process** or disrupts the activity or event.

5. **Possession, consumption, use, distribution, or being under the influence of alcohol, illicit drugs, tobacco, controlled substances, or any lookalike or imitations thereof;** or being in the presence of alcohol, illicit drugs, controlled substances, or any lookalike or imitations thereof that are being possessed, consumed, used, or distributed by any person under twenty-one (21) years of age without parental supervision. "Lookalike or imitations" means substances such as K2 and products like electronic nicotine delivery systems, vapor pens, etc. (Note: the term "under the influence" for school purposes has a less strict meaning than it does under criminal law; for school purposes, the term means any level of impairment and includes even the odor of alcohol on the breath or person of a student; also, it includes being impaired by reason of the use or abuse of any substance for the purpose of inducing a condition of intoxication, stupefaction, depression, giddiness, paralysis, inebriation, excitement, or irrational behavior, or in any manner changing, distorting, or disturbing the auditory, visual, mental, or nervous processes).
6. **Engaging in initiations**, defined as any ritualistic expectations, requirements, or activities placed upon new members of a school organization for the purpose of admission into the organization, even if those activities do not rise to the level of "hazing" as defined below. Initiations are prohibited except by permission of the superintendent.
7. Engaging in **hazing** as defined by state law and this policy. Hazing is defined as any activity by which a person intentionally or recklessly endangers the physical or mental health or safety of an individual for the purpose of initiation into, admission into, affiliation with, or continued membership in any school organization. Under state criminal law, hazing activities include, but are not limited to, whipping, beating, branding, an act of sexual penetration, an exposure of the genitals of the body done with the intent to affront or alarm any person, a lewd fondling or caressing of the body of another person, forced and prolonged calisthenics, prolonged exposure to the elements, forced consumption of any food, liquor, beverage, drug, or harmful substance not generally intended for human consumption, prolonged sleep deprivation, or any brutal treatment or the performance of any unlawful act that endangers the physical or mental health or safety of any person. For purposes of school rules, hazing also includes any activity expected of someone joining a group, team, or activity that humiliates, degrades or risks emotional and/or physical harm, regardless of the person's willingness to participate; personal servitude; restrictions on personal hygiene; yelling, swearing and insulting new members/newcomers; being forced to wear embarrassing or humiliating attire in public; consumption of vile substances or smearing of such on one's skin; binge drinking and drinking games; sexual simulation and sexual assault.
8. **Bullying** which shall include cyber-bullying, defined as the use of the internet, including but not limited to social networking sites such as Facebook, cell phones or other devices to send, post, or text message images and material intended to hurt or embarrass another person. This may include, but is not limited to; continuing to send e-mail to someone who has said they want no further contact with the sender; sending or posting threats, sexual remarks, or pejorative labels (i.e., hate speech); ganging up on victims by making them the subject of ridicule in forums; posting false statements as fact intended to humiliate the victim; disclosure of personal data, such as the victim's real name, address, or school at websites or forums; posing as the identity of the victim for the purpose of publishing material in their name that defames or ridicules them; sending threatening and harassing text, instant messages, or emails to the victims; and posting or sending rumors or gossip to instigate others to dislike and gang up on the target.

9. Using any Internet or social networking websites to make statements, post pictures, or take any other actions that are **indecent, vulgar, lewd, slanderous, abusive, threatening, harassing, or terrorizing**.
10. **Violating any school policy, handbook provision, or a coach's or activity sponsor's training rules or rules of conduct.**
11. Dressing or grooming in a manner which is (A) dangerous to the student's health and safety or a danger to the health and safety of others, (B) lewd, indecent, vulgar, or plainly offensive, (C) materially and substantially disruptive to the work and discipline of the school or an extracurricular activity, (D) interpreted to advocate the use of illegal drugs or other substances by a reasonable observer.
12. **Failing to report for an activity** at the beginning of a season unless excused by the coach or activity sponsor.
13. **Failing to attend** scheduled practices and meetings unless excused by the coach or activity sponsor.

Such conduct is prohibited during the school year, regardless of whether it occurs on-campus or off-campus. School year means the period commencing on the first day of fall sports practice through the last day of spring sports practice, events, or attendance at school for a given school year.

Determining a Violation Has Occurred

A violation of the Code of Conduct will be determined to have occurred based on any of the following criteria:

1. When a student is cited by law enforcement and school officials have a reasonable basis for determining that grounds for the issuance of the citation exist.
2. When a student is convicted of a criminal offense. Conviction includes, without limitation, a plea of no contest and an adjudication of delinquency by the juvenile court.
3. When a student admits to violating one of the standards of the Code of Conduct.
4. When school officials otherwise find sufficient and credible evidence to support a determination that a violation has occurred.

Discipline

Students who violate any provision of these Activity Participation Rules may be subject to discipline up to and including expulsion from extracurricular activities and school sponsored events. (including but not limited to graduation ceremony and related activities). These disciplinary consequences and this Activity Code of Conduct are in addition to and do not prejudice, diminish, impede, or reduce any discipline that is authorized by the Nebraska Student Discipline Act, Neb. Rev. Stat. §§ 79-254 to 79-294, Board Policy, or the Student Handbook. Disciplinary action may include a probationary period and conditions that must be satisfied prior to or following reinstatement. Administrators and coaches will take the following into consideration when making disciplinary decisions:

1. Any prior or additional misconduct;
2. The nature and seriousness of the offense;
3. The motivation for the offense;
4. The amount of violence involved;
5. The student's demeanor and attitude regarding the violation;
6. The actual, threatened, or potential risk to the student and others due to the student's behavior;
7. Whether the student has compensated or will compensate the victim in the event of
8. property damage or personal injury;
9. Whether the circumstances of the violation are likely to recur;

10. The student's willingness to participate in evaluations, counseling, or other programs;
11. Any mitigating factors;
12. Any other relevant factors.

Students may be suspended from practices or participation in interscholastic competition or participation in co-curricular activities for violations of the Code of Conduct. The period of suspension or other discipline for such offenses shall be determined by the school administration.

The disciplinary consequences will be determined based on consideration of the seriousness of the offense, any prior violations, the student's compliance with the self-reporting obligations, the student's level of cooperation and willingness to resolve the matter, and the student's demonstration of a commitment to not commit future violations.

~~If the student honestly self-reports the misconduct, s/he will have the penalty reduced by approximately 50%. For a 45-day suspension, the suspension shall be reduced to 21 days. For a 90-day suspension, the suspension shall be reduced to 45 days.~~

Consequences for violating the Code of Conduct will only be applied during the time frame which begins with the official starting day of the fall sport season established by the NSAA and extends to the last day of the spring sport season established by the NSAA or until the last day of school. ~~For instance if a student commits a violation that earns him or her a 45 day suspension from activities 10 days prior to the end of school, the student will serve 10 days of the 45 day penalty and the remaining 35 days of the penalty will commence with the commencement of the fall sports season.~~ **For instance, if a student commits a violation that earns him or her a suspension that cannot be completed in the current calendar school year, their remaining suspension will roll over to the next calendar school year.**

Criminal offenses

An activity participant who engages in conduct that is a violation of criminal law (other than criminal offenses related to drugs or alcohol), whether or not the activity participant is cited or charged for a criminal offense, shall be prohibited from participating in any extracurricular activity.

For conduct that would, if cited or charged, constitute a misdemeanor (other than traffic violations for which the penalty is less than four (4) points under the Nebraska statutory point system) the following periods of non-participation shall apply:

- ~~1. First Violation: 45 days.~~
- ~~2. Subsequent Violations: 90 days.~~

~~For conduct that would, if cited or charged, constitute a felony, the following periods of non-participation shall apply:~~

- ~~1. First Violation: 90 days.~~
- ~~2. Subsequent Violations: 120 days.~~

- 1. First Violation: 40% of one season. This is calculated based on the number of regular season competitions in that activity. Ex. Football = 9 regular season games, 40% of 9 = 3.6, that would be rounded up to the next game, so it would be a 4 game suspension. If the suspension covers multiple seasons then the suspension would roll over and the remaining suspension would be calculated on the number of regular season games in that next season. Ex. a violation occurs with one game remaining in football season, the violator would be suspended for the remaining**

football game (11% of the season), the remaining 29% would be rolled into the next season.

- a. Football 11%/game, Volleyball ~3.7%/game, One Act ~20%/competition, Basketball ~4.2%/game, Wrestling ~7.7%/meet, Speech ~9%/meet, Track ~11%/meet
2. Second Violation: 100% of one season.
3. Third Violations: 100% of two seasons.

For conduct that would, if cited or charged, constitute a felony, the following periods of non-participation shall apply:

3. First Violation: 100% of one season.
4. Subsequent Violations: 100% of two seasons.

Drug and Alcohol Violations

Due to the significance of drug and alcohol violations on the student participants, other students and the school, the following consequences are established for such violations:

Meaning of Terms

Use or consume includes any level of consumption or use. Use of a controlled substance in the manner prescribed for the student by the student's physician is not a violation.

"Under the influence" means any level of impairment including even the odor of alcohol or other illicit drugs on the breath or person of a student. Also, it includes being impaired by reason of the abuse of any material used to modify or alter behavior (including but not limited to stimulants, depressants, and hallucinogens).

A student is considered "in possession" if it is confirmed by a parent/guardian, law enforcement, student that is self-reporting, witnessed by school personnel, or corroborating reports that the student has reasonable access to and knowledge of alcohol or other drugs being present and used illegally in the specific location of the student.

Students making every reasonable attempt to remove themselves from the situation may be exempt as long as they have not consumed or been in direct possession of alcohol or drugs. This can be determined through investigation by the Principal.

Drug and Alcohol Consequences

An activity participant who violates the drug or alcohol rules (other than steroids) shall be prohibited from participating in any extracurricular activity for the following minimum periods:

- ~~1. First Violation: 45 days.~~
- ~~2. Second or any subsequent offense: 90 days.~~
- ~~3. Reduction for self reporting: If the student has self reported, the first violation shall be reduced to 21 days for the first violation. If the student has self reported a second or subsequent violation, the second or subsequent violation shall be reduced to 45 days for the second or subsequent violation.~~
- ~~4. Increase of penalty for failure to be honest: If a student is questioned by a school official, coach, or activity sponsor regarding a possible violation of the Student Code of Conduct and the student fails to be honest, the student will have an additional 14 days added to the length of the suspension.~~
- ~~5. Reduction for participation in a chemical dependency program: For the second and any subsequent drug and alcohol violations, the students and parents may agree to participate in a school approved program for chemical dependency. If the parents and the students agree to participate in the school approved program, the~~

~~consequence will be reduced by 50%. The program must be administered by a certified alcohol and drug abuse counselor and be approved by the school authorities. The student will need to successfully complete the approved chemical dependency program. Proof of successful completion of the program must be submitted in writing to the Activities Director. Failure to participate and successfully complete the approved chemical dependency program will cause the participating student to be suspended from extracurricular activities for the original length of suspension imposed.~~

6. First Violation: 40% of one season. This is calculated based on the number of regular season competitions in that activity. Ex. Football = 9 regular season games, 40% of 9 = 3.6, that would be rounded up to the next game, so it would be a 4 game suspension. If the suspension covers multiple seasons then the suspension would roll over and the remaining suspension would be calculated on the number of regular season games in that next season. Ex. a violation occurs with one game remaining in football season, the violator would be suspended for the remaining football game (11% of the season), the remaining 29% would be rolled into the next season.
 - a. Football 11%/game, Volleyball ~3.7%/game, One Act ~20%/competition, Basketball ~4.2%/game, Wrestling ~7.7%/meet, Speech ~9%/meet, Track ~11%/meet
7. Second Violation: 100% of one season.
8. Third Violations: 100% of two seasons.
9. More serious violations: In the event of more serious drug or alcohol violations, such as student engaging in use of especially serious drug offenses (cocaine, methamphetamine, etc.) or procuring alcohol for minors, the consequence of the violation is not restricted by the foregoing, and may be established in the good discretion of the administration.

Multiple Simultaneous Criminal, Drug, or Alcohol Violations

In circumstances where a student commits multiple criminal, drug or alcohol violations simultaneously, the consequence will be set based on the single violation that carries the most serious disciplinary consequence. If it is later determined that the student had simultaneously committed an infraction which has a more serious disciplinary consequence than the infraction for which the student was disciplined, the student will receive the more serious disciplinary consequence, with credit for the discipline served. ~~(For example, if a student had served a 45 day suspension for a first offense misdemeanor and it is later determined that the student had simultaneously with the misdemeanor conduct also committed a first offense felony, which carries a 90 day suspension, the student would be suspended for an additional 45 days).~~

"Simultaneous violations" for this purpose mean rule violations that are not interrupted in such a manner that the student has a reasonable opportunity to consider the implications of his or her misconduct. The intent is that a student not receive overly harsh discipline for a single event that constitutes multiple violations or a series of uninterrupted bad decisions. As an example, if a student drinks alcohol, drives while impaired by alcohol, commits a theft, and commits an assault, all in one condensed span of time 24 hours or less, the student would be disciplined based on the single infraction that carries the most serious disciplinary consequence. An exception will be applied if it is determined that the student engaged in subsequent violations in the belief that he or she could do so without receiving an activity rule consequence. For example, if the student has been suspended for committing a felony, and subsequently but within a time period that would otherwise be considered simultaneous, commits a misdemeanor, the student may be suspended for an additional period of time for committing the misdemeanor.

Self-Reporting

~~A student who violates the Code of Conduct must self-report. A failure to self-report will lead to a longer suspension or other discipline. The self-report must be made to: the Principal, Activities Director, or the Head Coach or Sponsor of an activity in which the student participates. The student's parent or guardian may initiate the self-reporting process, but the student will be later required to give a written statement of the self-report. The self-report must be made the earlier of: (1) before the end of the next school day after the conduct occurred and (2) before participation in an extracurricular or co-curricular activity.~~

~~If the student honestly self-reports the misconduct, s/he will have the penalty reduced by 50%. For a 45-day suspension, the suspension shall be reduced to 21 days. For a 90-day suspension, the suspension shall be reduced to 45 days.~~

~~In making a self-report, the student must identify the events that took place, what conduct the student engaged in, and any witnesses to the student's conduct, and will be required to put this information in a written statement. In the event the student has received a criminal citation, charge, or ticket, and proclaims innocence of a violation, the student will be required to self-report such offense and provide information as to why they should be found innocent, not as it relates to the criminal offense, but as it relates to the Code of Conduct.~~

~~All students are expected to be honest and forthright with school officials. In the event the coach or activity sponsor or any school administrator asks a student participant for information pertaining to compliance (or lack of compliance) by the student or other student participants with the Code of Conduct or eligibility conditions for participation in activities, the student is expected to fully, completely, and honestly provide the information. If a student is questioned by a school official, coach, or activity sponsor regarding a possible violation of the Code of Conduct and fails to be honest, the student will have an additional 14 days added to the length of the suspension.~~

When Suspensions Begin

Consequences for violating the Code of Conduct will only be applied during the time frame which begins with the official starting day of the fall sport season established by the NSAA and extends to the last day of the spring sport season established by the NSAA or until the last day of school. (For instance if a student commits a violation that earns him or her a 45 day suspension from activities 10 days prior to the end of school, the student will serve 10 days of the 45 day penalty and the remaining 35 days of the penalty will commence with the commencement of the fall sports season). Suspensions begin the day the school official determines a violation has occurred and notifies the student of the violation.

Evaluation, Counseling, and Treatment

Apart from any other disciplinary procedures, students who violate any provision of these rules may be required to undergo a formal clinical evaluation at the administration's/coach's/sponsor's discretion. Based upon the results of that evaluation, the student may be encouraged or required to participate in an education program, counseling, or other treatment deemed appropriate by the evaluating professional.

Drug Testing

Osceola Public Schools participates in a random drug-testing program for all students grades 7-12. All students that participate in an [activity listed](#) above are required to participate. See [Policy 5013 Drug Testing](#) for more information regarding the drug testing program.



Omaha Division
2901 Cuming Street
PO Box 3825
Omaha, NE 68131-2108
(402) 344-4321

Date: 04-10-2026

Osceola Public School
Box 198
Osceola, NE 68651

Dear Superintendent or Food Service Director,

Hiland Dairy is pleased to submit for your consideration the following quote for **Dairy Products** for the 2026-2027 school year. Bid prices are for paper Half Pints.

Due to the volatility of the market, we will be offering school bids on an **escalator** basis only for the 2026-2027 school year.

If possible, please include a 2026-2027 School Calendar with your bid. This will help us know when school is in session during the school year.

<u>Product</u>	<u>Product #</u>	<u>Escalator</u>
Half Pint 1 %	9171	.4772
Half Pint Choc FF	9178	.4971
Half Pint Strawberry FF	9177	.4971
4 oz Apple Juice	9504	.2900

Bid is accepted

Bid is declined

Please submit form to:
Hiland Dairy
401 N. Shady Bend Road
Grand Island, NE 68801
Phone: 308-384-1371
Fax: 308-384-4909

The above Bid is accepted by the Superintendent or Food Service Director.

Signed _____ Name of School _____

Acceptance Date: _____ First day of breakfast or lunch: _____ Esc. / De-Esc. Month: April

Thank you,

Clint Bucknell
Grand Island Branch Manager
cbucknell@hilanddairy.com

	2026-2027		2025-2026		2024-2025		2023-2024		2022-2023		2021-2022		2020-2021	
	Price	% Increase	Price	% Increase	Price	% Increase	Price	% Increase	Price	% Increase	Price	% Increase	Price	% Increase
White	0.4772	4.31%	0.4575	5.17%	0.4350	2.35%	0.4250	6.25%	0.4000	17.99%	0.3390	3.86%	0.3264	5.29%
Chocolate	0.4971	5.77%	0.4700	5.86%	0.4440	4.47%	0.4250	3.16%	0.4120	14.44%	0.3600	3.63%	0.3474	5.27%
Stawberry	0.4971	5.77%	0.4700	5.86%	0.4440	1.49%	0.4375	4.29%	0.4195	16.04%	0.3615	3.14%	0.3505	6.21%
Apple Juice	0.2900	0.00%	0.2900	3.57%	0.2800	20.85%	0.2317	21.95%	0.1900	5.56%	0.1800	0.00%	0.1800	0.00%

For Class II, III, & VI Schools and Class I Schools with a Superintendent

This CONTRACT made by and between the school district of Osceola Public Schools, No. 19 in the county of Polk, in the State of Nebraska, hereafter referred to as "District" and **Kim Green**, a legally qualified teacher, hereinafter referred to as "Teacher."

WITNESSETH: that the Board of Education of the District hereby agrees to employ the Teacher above named in the schools of the district for a school year, which shall begin on or about August 10, 2026 and end on May 31, 2027, and shall consist of 185 days of service including at least 176 teaching days and that the Teacher hereby agrees to accept such employment at a salary of **\$73,720.50** and under the following conditions.

VIZ: \$73,720.50 Salary schedule placement does not reflect additional educational advancement on the salary schedule which the employee may be eligible to receive. Terms and conditions of employment shall be per the 2026-2027 Negotiated agreement.

Educational Placement: **MA+9** Experience **27** Salary Step **15** Index Placement **L785** Extended Contract **0 Days**

FIRST: The salary of the teacher shall be payable in twelve (12) equal installments. The first installment shall be payable on the 15th day of September 2026, and the remaining installments shall be payable on the 15th day of each month thereafter.

SECOND: The Teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full-time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, the teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and the District may from time to time agree upon.

FOURTH: This contract may be canceled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetency; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immaturity, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-827, R.R.S.

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 185 days of service. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the district and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to withholding tax, Social Security and teacher's retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this state covering a part of all of the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract and throughout the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the teacher's services are performed prior to the date of resignation of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "renewal Agreement: which shall incorporate all of the provision hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days of receipt thereof from the district. Said Renewal to the requirements of Sections 79-829 through 79-831 R.R.S. and any other applicable state statutes.

ELEVENTH: The failure to return a signed copy of the contract or renewal agreement to the Superintendent of Schools or Secretary of the Board of Education of the District by April 15, 2027, shall constitute a rejection by the Teacher of the offer of employment.

TWELFTH: Other Contract Terms:

Executed April 21, 2026

Kimberly A Green
Teacher

Executed: March 9, 2026
School District of Osceola Public Schools No. 19
County of Polk

Attest:

By: _____
President, Board of Education

Secretary, Board of Education