

## **Board of Education Regular Meeting**

6:00 PM

Middle School/High School Media Center  
565 Kimmel Street  
Osceola, NE 68651-0198

Jennifer Boruch: Present

John Kropatsch: Present

Michael Neujahr: Absent

Jodie Roberts: Present

Tom Schleif: Present

Darin Sterup: Present

### 1. Osceola Public Schools Board of Education Information

Notice of this meeting was posted at the Jeffrey Elementary School, Osceola Middle School/High School, Pinnacle Bank of Osceola, and the Osceola Post Office. A copy of the agenda items is tentative and may be changed by the Board if necessary.

### 2. Opening Procedures

#### 2.1. Call the Meeting to Order

President Schleif called the regular meeting to order at 6:03 PM and informed those in attendance that a current copy of the Open Meetings Act is posted in the meeting room, then directed the public to its location.

#### 2.2. Roll Call

Also present were Superintendent Steve Rinehart, MS/HS Principal Dale Maynard, Elementary Principal Brett Webster, Debra Berry and Mrs. Marla Teegerstrom.

#### 2.3. Excuse Board Members Who Are Absent

To excuse Mike Neujahr from the meeting Passed with a motion by Jennifer Boruch and a second by Darin Sterup.

Jennifer Boruch: Yea, John Kropatsch: Yea, Jodie Roberts: Yea, Tom Schleif: Yea, Darin Sterup: Yea

#### 2.4. Annual reorganization of the Board of Education

President Schleif had Superintendent Rinehart preside over the meeting until the election of the Board President.

##### 2.4.1. Election of Officers as per Board Policy #8130

###### 2.4.1.1. Election of President

To nominate and elect Tom Schleif as Board President for the 2016 year and to cease nominations Passed with a motion by Jennifer Boruch and a second by Jodie Roberts.  
Tom Schleif: Abstain (With Conflict), Jennifer Boruch: Yea, John Kropatsch: Yea, Jodie Roberts: Yea, Darin Sterup: Yea

###### 2.4.1.2. Election of Vice President

To nominate and elect Jennifer Boruch as Board Vice President for the 2016 year and to cease nominations Passed with a motion by Jodie Roberts and a second by Darin Sterup.  
Jennifer Boruch: Abstain (With Conflict), John Kropatsch: Yea, Jodie Roberts: Yea, Tom Schleif: Yea, Darin Sterup: Yea

###### 2.4.1.3. Election of Treasurer

To nominate and elect Jodie Roberts as Board Treasurer for the 2016 year and to cease nominations Passed with a motion by Darin Sterup and a second by John Kropatsch.  
Jodie Roberts: Abstain (With Conflict), Jennifer Boruch: Yea, John Kropatsch: Yea, Tom Schleif: Yea, Darin Sterup: Yea

###### 2.4.1.4. Election/appointment of Secretary

To appoint Debra Berry as Board Secretary for the 2016 year Passed with a motion by Jennifer Boruch and a second by John Kropatsch.  
Jennifer Boruch: Yea, John Kropatsch: Yea, Jodie Roberts: Yea, Tom Schleif: Yea, Darin Sterup: Yea

##### 2.4.2. Approval of designations, positions, and committees as per Board Policy #8130 & #8151

###### 2.4.2.1. Consider, discuss and take action to select legal counsel

To continue using Perry, Guthery, Hasse & Gessford (PGH&G) as the district's legal counsel Passed with a motion by Jennifer Boruch and a second by Jodie Roberts.  
Jennifer Boruch: Yea, John Kropatsch: Yea, Jodie Roberts: Yea, Tom Schleif: Yea, Darin Sterup: Yea

###### 2.4.2.2. Consider, discuss and take action to select depository bank

To continue using Pinnacle Bank of Osceola as the district's depository bank Passed with a motion by Jodie Roberts and a second by Jennifer Boruch.  
Jennifer Boruch: Yea, John Kropatsch: Yea, Jodie Roberts: Yea, Tom Schleif: Yea, Darin

Sterup: Yea

- 2.4.2.3. Consider, discuss and take action to select district newspaper of record  
To continue using "The Polk County News as the district's newspaper of record Passed with a motion by John Kropatsch and a second by Darin Sterup.

Jennifer Boruch: Yea, John Kropatsch: Yea, Jodie Roberts: Yea, Tom Schleif: Yea, Darin Sterup: Yea

- 2.4.2.4. Appointment of committees as per Board Policy #8130: Negotiations; Curriculum; Americanism Committee and Staff Relations; Transportation; Facilities; Budget; Policy; Technology; Rule 10 Safety; LB 757 Safety; School Improvement  
To appoint committees per Board Policy #8130 as recommended by the Superintendent for the 2016-2017 school year. Passed with a motion by Jennifer Boruch and a second by Jodie Roberts.

Jennifer Boruch: Yea, John Kropatsch: Yea, Jodie Roberts: Yea, Tom Schleif: Yea, Darin Sterup: Yea

Committees will remain the same as prior years, except Mike Neujahr will be on the negotiations committee and Darin Sterup will be on the finance committee.

3. Approval of Agenda

To approve the agenda as written Passed with a motion by Jodie Roberts and a second by John Kropatsch.

Jennifer Boruch: Yea, John Kropatsch: Yea, Jodie Roberts: Yea, Tom Schleif: Yea, Darin Sterup: Yea

4. Recognition of Visitors/Communications from the Public

Mrs. Teegerstrom addressed the Board about her pending retirement at the finish of the 2015-2016 school year. Thank you, Mrs. Teegerstrom, for all of your dedication and hard work over the past 23 years. You will be missed.

- 4.1. Music Department/Band Boosters information about purchasing new uniforms.

MS/HS Principal Dale Maynard proposed new band uniforms to the Board. The Band will need 75 to 100 uniforms for various fittings. Delivery dates are around 90 to 180 days. Each uniform costs around \$350.00 and up depending on the quality and quantity ordered.

- 4.2. Marla Teegerstrom would like to address the Board.

Mrs. Teegerstrom addressed the Board about her pending retirement at the finish of the 2015-2016 school year.

5. Reports

- 5.1. Principals Reports

- 5.1.1. Elementary Report

Elementary Principal/Activities Director Brett Webster gave his written and oral report about: NeSA testing is scheduled for January 19th and 20th; MAPs testing for grades K, 1, 3 and 5 will start January 21st; Stormy from Omaha Storm Chasers will be visiting on January 14th; and the second round of "Bulldog Pride" has begun. From the Activities side, Mr. Webster reported on the Basketball Teams' records; the OHS Speech Invite is set for January 30th;

Wrestling has 2 participants; and the Masonic Tournament was held on January 9th and 10th. Also, Mr. Webster proposed to the Board an on-line Bulldog Store.

5.1.2. MS/HS Report

MS/HS Principal Dale Maynard gave his written and oral report about: NeSA testing will be conducted over the next few weeks; new Social Studies requirements are being implemented; balanced literacy frameworks were reviewed; in-service was Monday, January 4th; and a Tech Committee meeting took place January 6th. Also, Mr. Maynard asked the Board to have a future discussion about early graduation requirements.

5.2. Superintendent's Report

Superintendent Steven Rinehart gave his written and oral report about: the transgender issues coming before the NSAA members for a vote; the proposed 2016-2017 school calendar; having only one day of Parent-Teacher Conferences; replacing 2 bus drivers due to health reasons; the tractor blade needing to be replaced; and heating system issues.

5.3. Board Reports

There were no Board reports.

6. Action Items

6.1. Consent Agenda

To approve the consent agenda Passed with a motion by Jennifer Boruch and a second by Darin Sterup.

Jennifer Boruch: Yea, John Kropatsch: Yea, Jodie Roberts: Yea, Tom Schleif: Yea, Darin Sterup: Yea

6.1.1. Approval of the Previous Meeting's Minutes

6.1.2. Treasurer's Report

6.1.3. Payment of general fund claims in the amount of \$320,679.11

6.2. Consider, discuss and take all necessary action on amending Early Completion Policy 5206.

To amend Early Completion Policy 5206 as discussed and waive second reading Passed with a motion by Darin Sterup and a second by John Kropatsch.

Jennifer Boruch: Yea, John Kropatsch: Yea, Jodie Roberts: Yea, Tom Schleif: Yea, Darin Sterup: Yea

6.3. Consider, discuss and take all necessary action on amending Graduation Policy 5205.

To amend Graduation Policy 5205 to comply with NDE graduation requirements and waive second reading Passed with a motion by Jennifer Boruch and a second by Darin Sterup.

Jennifer Boruch: Yea, John Kropatsch: Yea, Jodie Roberts: Yea, Tom Schleif: Yea, Darin Sterup: Yea

6.4. Consider, discuss and take all necessary action to accept the resignation Marla Teegerstrom as Guidance/Teacher at the end of the 2015-16 school year.

To accept the resignation of Marla Teegerstrom as Guidance Counselor and English Teacher at the end of the 2015-2016 school year Passed with a motion by Jennifer Boruch and a

second by Darin Sterup.

Jennifer Boruch: Yea, John Kropatsch: Yea, Jodie Roberts: Yea, Tom Schleif: Yea, Darin Sterup: Yea

Thank you, Mrs. Teegerstrom, for all of your dedication and hard work over the past 23 years. You will be deeply missed.

- 6.5. Consider, discuss and take all necessary action on accept a bid to install ADA compliant football bleacher access.

To accept the bid of \$32,967.00 from Heartland Seating, Inc. to install ADA accessibility to the football field bleachers Passed with a motion by Jennifer Boruch and a second by Jodie Roberts.

Jennifer Boruch: Yea, John Kropatsch: Yea, Jodie Roberts: Yea, Tom Schleif: Yea, Darin Sterup: Yea

## 7. Discussion Items

### 7.1. Discussion on Principal contracts

Superintendent Rinehart addressed the Board about MS/HS Principal Maynard's and Elementary Principal Webster's contracts. The Board will vote on the Principals' contracts during February's regular meeting.

### 7.2. Update on Negotiations

Superintendent Rinehart told the Board that he did not hear anything back from the Osceola Education Association.

## 8. Next Meeting Dates and Times

### 8.1. Regular meeting, February 8, 2016, 6:00PM at the Osceola Middle/High Media Center.

The meeting time has been changed to Monday, February 15, 2016. Time will be announced in order to accommdate basketball game playing times.

## 9. Adjournment

To adjourn meeting at 8:23PM Passed with a motion by Darin Sterup and a second by John Kropatsch.

Jennifer Boruch: Yea, John Kropatsch: Yea, Jodie Roberts: Yea, Tom Schleif: Yea, Darin Sterup: Yea

## **BOARD OF EDUCATION COMMITTEES**

**2015**

Americanism/Curriculum – Kropatsch, Boruch, Sterup

Buildings and Grounds – Boruch, Kropatsch, Schleif

Rule 10 Safety – Jodie Roberts (Roxanne Page, Brad Mead, Steve Rinehart, Brett Webster, Dale Maynard, Dick Treadway, Toby Watts, Law Enforcement)

School Improvement/Strategic Planning – Kropatsch, Roberts

Policy – Boruch, Roberts, Neujahr

Transportation – Schleif, Sterup, Neujahr

Finance – Roberts, Schleif, Neujahr

Teacher Negotiations – Kropatsch, Sterup, Schleif

LB 757 Safety – Mike Neujahr, Steve Rinehart, Dale Maynard, Brett Webster, Brad Mead, Linda Oder, Roxanne Page, Deb Berry

Technology – Schleif, Boruch, & Sterup

Administrative Review – Schleif, Roberts, Neujahr

## Proposal #1 OSCEOLA PUBLIC SCHOOLS 2016-2017 CALENDAR

AUGUST							AUGUST							JANUARY							
S	M	T	W	T	F	S	Aug. 15, 16, and 17 Teacher Inservice/Workdays							S	M	T	W	T	F	S	
	1	2	3	4	5	6	Fri. Aug. 18 First Day, Dismiss @ 1:30 Teacher Inservice							1	2	3	4	5	6	7	
7	8	9	10	11	12	13	JANUARY							8	9	10	11	12	13	14	
14	15	16	17	18	19	20	Thurs.-Fri. Jan. 1 - 3, Holiday Break							15	16	17	18	19	20	21	
21	22	23	24	25	26	27	Mon.. January 3rd, No School Teacher Inservice							22	23	24	25	26	27	28	
28	29	30	31				Mon.. January 23rd, No School Teacher Inservice							29	30	31					
			13/10 tchr/stu days															20/19 tchr/stu days			
SEPTEMBER							SEPTEMBER							FEBRUARY							
S	M	T	W	T	F	S	Mon. Sept. 5th, Labor Day, No School							S	M	T	W	T	F	S	
				1	2	3	Tues./Wed. Sept. 27 - 28th P/T Conferences, 1:30 Dismissal										1	2	3	4	
4	5	6	7	8	9	10	FEBRUARY							5	6	7	8	9	10	11	
11	12	13	14	15	16	17	Weds. Feb.15th P/T Conferences, No School							12	13	14	15	16	17	18	
18	19	20	21	22	23	24								19	20	21	22	23	24	25	
25	26	27	28	29	30									26	27	28					
			21/21 tchr/stu days															19/19 tchr/stu days			
OCTOBER							OCTOBER							MARCH							
S	M	T	W	T	F	S	Thurs. Oct. 20th, End of 1st Qtr, 1:30 Dismissal Inservice							S	M	T	W	T	F	S	
						1	Mon. Oct. 21st, No School Teacher Inservice										1	2	3	4	
2	3	4	5	6	7	8	MARCH							5	6	7	8	9	10	11	
9	10	11	12	13	14	15	Wed. Mar. 8th, End 3rd Qtr, 1:30 Dismissal Inservice							12	13	14	15	16	17	18	
16	17	18	19	20	21	22	Thurs./Fri. Mar. 9th & 10th, No School Winter Break							19	20	21	22	23	24	25	
23	24	25	26	27	28	29	Mon. Mar. 27th, No School Teacher Inservice							26	27	28	29	30	31		
30	31		21/20 tchr/stu days															20/19 tchr/stu days			
Days 1st qtr. 45														Days 3rd qtr. 44							
NOVEMBER							NOVEMBER							APRIL							
S	M	T	W	T	F	S	Wed. Nov. 23rd No School PT Comp Day							S	M	T	W	T	F	S	
		1	2	3	4	5	Thurs.&Fri. Nov. 24th & 25th, Thanksgiving Break													1	
6	7	8	9	10	11	12	APRIL							2	3	4	5	6	7	8	
13	14	15	16	17	18	19	Thurs. Apr. 14th Dismiss @ 1:30 Teacher Inservice							9	10	11	12	13	14	15	
20	21	22	23	24	25	26	Apr. 15-17th, Spring Break							16	17	18	19	20	21	22	
27	28	29	30											23	24	25	26	27	28	29	
			18/18 tchr/stu days												30			19/19 tchr/stu days			
DECEMBER							DECEMBER							MAY							
S	M	T	W	T	F	S	Fri. Dec. 23rd, End 1st Sem. 1:30 Dismissal Inservice							S	M	T	W	T	F	S	
				1	2	3	Mon.-Fri. Dec. 22 - 31, Holiday Break								1	2	3	4	5	6	
4	5	6	7	8	9	10	MAY							7	8	9	10	11	12	13	
11	12	13	14	15	16	17	Sat. May 9th, Graduation 2:00							14	15	16	17	18	19	20	
18	19	20	21	22	23	24	Fri. May 22nd, End of 2nd Sem. 1:30 Dismissal Inservice							21	22	23	24	25	26	27	
25	26	27	28	29	30	31	Mon. May 25th Memorial Day							28	29	30	31				
			15/15 tchr/stu days															16/16 tchr/stu days			
Days 2nd qtr. 42 Sem 87														Days 4th qtr. 48 Sem 92							

<ul style="list-style-type: none"> <li><span style="display: inline-block; width: 15px; height: 10px; background-color: #00FFFF; border: 1px solid black; margin-right: 5px;"></span> No School Holiday/Breaks</li> <li><span style="display: inline-block; width: 15px; height: 10px; background-color: #D3D3D3; border: 1px solid black; margin-right: 5px;"></span> No School Teacher In-service</li> <li><span style="display: inline-block; width: 15px; height: 10px; background-color: #FFFF00; border: 1px solid black; margin-right: 5px;"></span> 1:30 Dismissal Possible Teacher In-service</li> <li><span style="display: inline-block; width: 15px; height: 10px; background-color: #FFA500; border: 1px solid black; margin-right: 5px;"></span> Parent-Teacher Conferences</li> <li><span style="display: inline-block; width: 15px; height: 10px; background-color: #00FF00; border: 1px solid black; margin-right: 5px;"></span> End Qtr./Sem. Dismiss 1:30 Teacher Inservice</li> </ul>	<p style="text-align: right;">185 179 tchr/stu days</p> <p style="text-align: center;">Check website calendar: <a href="http://www.edline.net/pages/Osceola_Public_School">www.edline.net/pages/Osceola_Public_School</a></p> <p style="text-align: right;">Semester Tests <span style="display: inline-block; width: 15px; height: 10px; background-color: #DDA0DD; border: 1px solid black; margin-left: 5px;"></span></p>
---	--

Semester

Semester

185 Teacher Days  
179 Student Days

## Superintendent's January Report Items

1. Reorganization of the Board.
2. Future Band uniform replacement discussion from Mrs Hotchkiss/Band Boosters.
3. Amend Early Completion Policy 5206 as suggested by administration.
4. Amend Graduation Policy 5206 to match NDE guidelines
5. Accept resignation of Marla Teegerstrom
6. Take all necessary action on ADA bleacher bids for football field.
7. Discuss Transgender issue before the NSAA membership. How would you like us to vote?
8. Discuss Principal salaries and contracts.
9. Discuss proposed calendar and addition. Will approve at the February meeting.
10. Update on negotiations

**Board of Education Regular Meeting**

December 14, 2015 6:00PM

Middle School/High School Media Center

**1. Osceola Public Schools Board of Education Information**

Notice of this meeting was posted at the Jeffrey Elementary School, Osceola Middle School/High School, Pinnacle Bank of Osceola, and the Osceola Post Office. A copy of the agenda items is tentative and may be changed by the Board if necessary.

**2. Opening Procedures**

**2.1. Call the Meeting to Order**

President Schleif called the regular meeting to order at 6:02 PM and informed those in attendance that a current copy of the Open Meetings Act is posted in the meeting room, then directed the public to its location.

**2.2. Roll Call**

Present Board Members:

Jennifer Boruch	Jodie Roberts
John Kropatsch	Tom Schleif
Mike Neujahr	Darin Sterup

Also present were Superintendent Rinehart, Principal Maynard, Principal Webster, Debra Berry and two students.

**2.3. Excuse Board Members Who Are Absent**

There were no board members absent.

**3. Approval of Agenda**

**Motion Passed:** To approve the agenda as written passed with a motion by Jennifer Boruch and a second by Darin Sterup.

Jennifer Boruch	Yes	Jodie Roberts	Yes
John Kropatsch	Yes	Tom Schleif	Yes
Mike Neujahr	Yes	Darin Sterup	Yes

**4. Recognition of Visitors/Communications from the Public**

There was no public input.

**5. Reports**

**5.1. Principals' Reports**

**5.1.1. Elementary Report**

Elementary Principal Brett Webster gave his oral and written report about: started round two of MAPs Dibels testing; the Elementary received a 3 (rated as a "Great" School) from AQuESTT; and the first semester concludes Tuesday, November 22nd. In extra-curricular activities: the Winter Concert is Monday, November 14th; and Boys and Girls Basketball is going well.

Congratulations to One Act for a 3rd place finish at State!

Congratulations to Rob Buhl for qualifying in the FFA State Speaking Competition!

Congratulations to Karlee Pinney for being nominated to the UNK and Doane Honor Choirs!

**5.1.2. MS/HS Report**

MS/HS Principal Dale Maynard gave his written and oral report about: AQuEst's evaluation of the Middle/High School; the evaluation tools, hiring manual, and other materials which were prepared for Advance Education; Bryte Bytes computer training; and an early graduation option.

**5.2. Superintendent's Report**

Superintendent Rinehart gave his written and oral report about: AQuEST's rating of the school district and what it means; Advance Ed's upcoming visit and the preparations being made; Friend Public Schools' request to join the Crossroads Conference; other school districts' salary settlements for 2016-2017 school year; and the possibility of emailing the District's monthly newsletter. Also, the boiler steam pipes are starting to leak and need to be replaced. Carpet bids for the MS/HS Media Center are being obtained.

**5.3. Board Reports**

There were no board reports.

**6. Action Items**

**6.1. Consent Agenda**

**Motion Passed:** To approve the consent agenda passed with a motion by Jennifer Boruch and a second by John Kropatsch.

Jennifer Boruch	Yes	Jodie Roberts	Yes
John Kropatsch	Yes	Tom Schleif	Yes
Mike Neujahr	Yes	Darin Sterup	Yes

**6.1.1. Approval of the Previous Meeting's Minutes**

**6.1.2. Treasurer's Report**

**6.1.3. Payment of general fund claims in the amount of \$683,598.30**

**6.1.4. Payment of depreciation fund claim of \$10,524.00**

**6.1.5. Payment of qualified capital purpose undertaking fund claims of \$105,997.50**

**6.2. Consider, discuss and take all necessary action on district's technology plan**

**Motion Passed:** To approve the presented technology plan for the Osceola Public Schools District passed with a motion by Jennifer Boruch and a second by Jodie Roberts.

Jennifer Boruch	Yes	Jodie Roberts	Yes
John Kropatsch	Yes	Tom Schleif	Yes
Mike Neujahr	Yes	Darin Sterup	Yes

President Schleif called a recess at 6:55PM so board members could watch their children perform in the Elementary School Winter Concert.

President Schleif called the meeting back in order at 7:58PM.

**6.3. Consider, discuss and take all necessary action on accept a bid to install ADA compliant football bleacher access.**

Action item 6.3 "consider, discuss and take all necessary action to accept a bid to install ADA compliant football bleacher access" was tabled in order to receive more bids.

**6.4. Consider, discuss and take all necessary action on allowing the creation of a sick bank from staff leave for Stephanie Sterup.**

**Motion Passed:** To allow any staff member the option of donating a maximum of 8 hours of their own sick leave toward the creation of a sick bank for Stephanie Sterup passed with a motion by Jodie Roberts and a second by Mike Neujahr.

Jennifer Boruch	Yes	John Kropatsch	Yes
-----------------	-----	----------------	-----

Mike Neujahr	Yes	Tom Schleif	Yes
Jodie Roberts	Yes	Darin Sterup	Abstain

**6.5. Consider, discuss and take all necessary action on recognizing Osceola Education Association (OEA) as collective bargaining agent for non-administrative certificated staff for 17-18 school year.**

**Motion Passed:** To recognize the Osceola Education Association as sole bargaining agent of the teachers for the 2017-2018 school year passed with a motion by Jennifer Boruch and a second by John Kropatsch.

Jennifer Boruch	Yes	Jodie Roberts	Yes
John Kropatsch	Yes	Tom Schleif	Yes
Mike Neujahr	Yes	Darin Sterup	Yes

**6.6. Discuss, consider and take all necessary action on offering Superintendent contract.**

**Motion Passed:** To continue Superintendent Rinehart's contract as per last year's contract with the wage to be stipulated at a later date for the 2017-2018 school year passed with a motion by Darin Sterup and a second by Jodie Roberts.

Jennifer Boruch	Yes	Jodie Roberts	Yes
John Kropatsch	Yes	Tom Schleif	Yes
Mike Neujahr	Yes	Darin Sterup	Yes

**7. Discussion Items**

**7.1. Discuss the addition of Friend Public Schools to the CRC conference.**

The Board and Administration agreed to approve Friend Public Schools in joining the Crossroads Conference.

**7.2. Update on teacher negotiations for 2016-17.**

**Motion Passed:** To go into executive session at 8:32PM until the finish of business for the protection of the public's interest and for the prevention of needless injury to the reputation of an individual during the discussion of updates on teacher negotiations passed with a motion by Darin Sterup and a second by John Kropatsch.

Jennifer Boruch	Yes	Jodie Roberts	Yes
John Kropatsch	Yes	Tom Schleif	Yes
Mike Neujahr	Yes	Darin Sterup	Yes

President Schleif repeated that a motion was made by Sterup, seconded by Kropatsch, to go into executive session at 8:32PM until the finish of business for the protection of the public's interest and for the prevention of needless injury to the reputation of an individual during the discussion of updates on teacher negotiations.

The Board came out of executive session at 9:11PM which was called to discuss updates on teacher negotiations.

**8. Next Meeting Dates and Times**

**8.1. Regular meeting January 11, 2016, 6:00PM at the Osceola Middle/High Media Center.**

**9. Adjournment**

**Motion Passed:** Moved to adjourn meeting at 9:13PM passed with a motion by Darin Sterup and a second by Jennifer Boruch.

Jennifer Boruch	Yes	Jodie Roberts	Yes
John Kropatsch	Yes	Tom Schleif	Yes
Mike Neujahr	Yes	Darin Sterup	Yes

**Board Report – Monthly**

**GENERAL FUND**

Posted - During Check Cycle; Fund Number 01; Processing Month 01/2016

<u>Check #</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Check Total</u>
29277	ALMQUIST, MALTZAHN, GALLOWAY & LUTH, P.C.	DISTRICT AUDIT	5,200.00
29278	AUGUSTIN ELECTRIC	ELECTRICAL REPAIR	100.00
29279	AXIS CAPITAL, INC.	COPIER LEASE	277.91
29280	BIRCH TELECOM	LONG DISTANCE SERVICE	13.66
29281	BURRITT, DAVID AND GAIL	REIMBURSEMENT OF MILEAGE	395.60
29282	BUSINESS TELECOMMUNICATIONS	PHONE SYSTEM REPAIRS	194.00
29283	CENTRAL NEBRASKA REHABILITATION SERVICES	PT/OT SERVICES	2,359.73
29284	CITY OF OSCEOLA	WATER/SEWER/COMPACTOR	1,034.61
29285	CONTINUUM RETAIL ENERGY SERVICES, LLC	NATURAL GAS	1,246.31
29286	CONTROL SERVICES, INC.	STEAM PIPE REPAIRS	6,194.30
29287	DOLLAR GENERAL - REGIONS 410526	SUPPLIES FOR MATURATION CLASS	21.20
29288	EDUCATIONAL SERVICE UNIT #1	WORKSHOP FEE	20.00
29289	ELECTRICAL ENGINEERING & EQUIPMENT CO.	MOTION SENSORS	1,287.11
29291	ESU #7 PRODUCTION DEPARTMENT	SUPPLIES	863.64
29292	ESU #7 SPECIAL EDUCATION DEPT	SPED SERVICES	8,443.97
29290	ESU #7	SCREENCAST LICENSE	40.99
29293	FARM BUREAU FINANCIAL SERVICES	TERM LIFE INSURANCE	25.47
29294	FATHER FLANAGAN'S BOYS' HOME	EDUCATION SERVICES	4,948.92
29295	FILEWAVE USA, INC.	SOFTWARE	2,439.00
29296	FRONTIER COOPERATIVE COMPANY	FUEL	1,696.06
29297	GARY'S PLUMBING & HEATING	PARTS	136.87
29298	GLUNZ, BRENDA	PSYCHOLOGIST SERVICES	114.00
29299	HOFBAUER ELECTRIC	LABOR/REPAIRS	40.00
29300	HOUGHTON MIFFLIN HARCOURT PUBLISHING CO.	SCIENCE WORKBOOKS	198.25
29301	JACKSON SERVICES, INC.	RUG SERVICE	236.84
29302	JAYMAR BUSINESS FORMS, INC	TAX FORMS	98.75
29303	JONES, JEFF	COMPUTER CONSULTING AND REPAIRS	3,150.00
29304	MATHESON TRI-GAS, INC.	SUPPLIES	75.65
29305	MIDWEST SYMPOSIUM FOR LEADERSHIP IN BEHAVIOR DISORDERS	BEHAVIOR DISORDERS WORKSHOP	170.00
29306	OFFICENET, INC.	SUPPLIES	941.26
29307	OLIVA AUDIO-VISUAL REPAIR	COMPUTER REPAIR	555.95
29308	OSCEOLA IMPLEMENT & SUPPLY, INC.	PARTS/LABOR/REPAIRS	281.49
29309	OSCEOLA TIRE AND SERVICE, LLC	OIL CHANGE/DIESEL SUPPLEMENT	189.70
29310	PERRY GUTHERY HAASE GESSFORD	LEGAL SERVICES	70.00
29311	POLK COUNTY HEALTH DEPARTMENT	NURSING SERVICES	682.50
29312	POLK COUNTY NEWS	PRINTING	122.37

**Board Report - Monthly**

Posted - During Check Cycle; Fund Number 01; Processing Month 01/2016

<u>Check #</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Check Total</u>
29313	POLK COUNTY RPPD	ELECTRICITY	12,250.75
29314	PRESTO-X	PEST CONTROL	81.96
29315	TELEPHONE SYSTEMS OF NEBRASKA, INC.	SECURITY CAMERA REPAIRS	99.00
29316	THAT FISH PLACE - THAT PET PLACE	FISH FARM SUPPLIES	46.30
29317	TONNIGES CHEVROLET, INC.	PARTS/LABOR/REPAIRS	578.78
29318	TRUCK CENTER COMPANIES	BUS PARTS	245.76
29319	UE, LLC	PARTS/LABOR/REPAIRS	291.76
29320	VERIZON WIRELESS	CELL SERVICE	37.43
29321	WINDSTREAM	DISTANCE LEARNING SERVICE	25.33
29322	WINDSTREAM	TELEPHONE SERVICE	76.77
29323	WINDSTREAM	TELEPHONE SERVICE	<u>226.19</u>
<b>Checking Account Total:</b>			<b>57,826.14</b>
<u>Checking</u>	1		
343	MG TRUST COMPANY	TSA PAYABLE	350.00
344	OPTUMHEALTH	FLEX PLAN FUNDING	<u>349.37</u>
<b>Checking Account Total:</b>			<b>699.37</b>
<u>Checking</u>	4		
1635	ERHART, MARK	BUS LICENSE RENEWAL	66.62
1633	KSB SCHOOL LAW	DIGITAL CITIZENSHIP PRESENTATION	1,079.35
1634	NE DEPARTMENT OF EDUCATION	NESA-ELA WORKSHOP	84.00
1631	POLK COUNTY TREASURER'S OFFICE	BUS REGISTRATION	16.00
1632	POSTMASTER	NEWSLETTER POSTAGE	<u>79.23</u>
<b>Checking Account Total:</b>			<b><u>1,325.20</u></b>
<b>TOTAL CHECKS &amp; PREPAIDS</b>			<b>59,850.71</b>
<b>TOTAL PAYROLL</b>			<b><u>260,828.40</u></b>
<b>GRAND TOTAL</b>			<b><u><u>320,679.11</u></u></b>

StudentsEarly Completion Plan

Osceola Public Schools supports the concept of early completion as a means of accelerating students toward the achievement of lifetime plans. The following guidelines have been established for students to be eligible for early completion. The failure to meet any of the criteria or time lines listed in the policy may cause the student to become ineligible for early completion.

- (1) ~~All student will be allowed to transfer in a maximum of twenty (20) hours from educational courses taken outside the Osceola Public School District. These courses must have prior approval by the Superintendent or their designee high school principal in order to be used to meet the graduation requirements of the Osceola Public Schools. Students transferring into Osceola Public Schools may transfer in hours that are listed on their official Transcript.~~
- (2) ~~A student will be able to use only five (5) hours of transfer credit in any one subject matter area.~~
- (3) Students must meet all completion requirements established by the Board of Education in order to be eligible for completion as well as the credit hour requirements in each specific subject matter area.
- (4) Application for early completion must be requested, in writing, to the high school principal by ~~February~~ April 1 of the applicant's Junior year of high school. The application must be accompanied by a written plan of action stating the reasons why the student is requesting early completion. The application must contain the signatures of the applicant's parents/parent/guardian to verify parental approval of early completion.
- (5) Along with the application, the applicant must submit three (3) letters of recommendation supporting the student's request for early completion. These three (3) letters of recommendation must contain one (1) letter from the high school guidance counselor, along with two (2) letters from other secondary staff members.
- (6) The Board of Education will make the final decision in regards to an applicant's early completion at the April board meeting of the applicant's Junior year. The applicant and his or her parents/guardian must be present at this meeting in order for the board to take action.
- (7) Once given approval, the applicant will have until February 1 of the applicant's Senior year to notify the high school principal of the applicant's decision in regards to participating in the regularly scheduled graduation ceremony. The applicant must also attend one (1)

Commencement practice in order to participate in the Commencement ceremony. No early graduation ceremonies will be provided for a student who opts for the early completion route.

- (8) A student who decided to opt for early completion is not eligible to participate in school sponsored activities following the last day the student attends classes. The effective date for participation will end with the last day that the student is enrolled in classes. The only school activity that the applicant is eligible for will be the regularly scheduled graduation ceremony.
- (9) This policy ~~shall~~ **may** be evaluated annually by the high school principal and appropriate revisions shall be recommended to the Board for its consideration.

Date of Adoption: July 7, 2010



**Mark Otte - NELuthern**

Dec 21 (7 days ago)

to me

Don't allow it at NELHS

**Chip Kay - SRC**

Dec 21 (7 days ago)

to me, Brian, Clark, Cogswell, Herzberg, Brent, Jorgenson, Kort, Kubicek, Lambert, Mark, Sam, Sheffield

Shelby-Rising City does, here is the Board Policy:

2. In order to graduate, the student must have 8 semesters of secondary attendance and be classified as a senior at the beginning of the school year in which the student wishes to graduate.

2.1 The Board of Education reserves the right to waive the eight (8) semester requirement if the student has 270 credit hours of work.

2.2 If a student would like the Board of Education to consider a waiver of the eight (8) semester requirement, the student and/or his/her parent/guardian must be on the Board Agenda on or before the April regular meeting.

2.3 The Board of Education decision is final.

**Trudy Clark - BD**

Dec 21 (7 days ago)

to me, Brian, Chip, Cogswell, Herzberg, Brent, Jorgenson, Kort, Kubicek, Lambert, Mark, Sam, Sheffield

Yes we do. We've never had anyone request it, but we would allow it under this policy:

A student who wishes to graduate from high school in less time than the ordinary eight (8) semester, grade 9-12 sequence, may request permission to complete graduation requirements on an alternate schedule.

The student and parents/guardians will consult with high school guidance personnel to develop a graduation plan. The student's intention to accomplish this shall be stated in writing to the principal. The student's parent or legal guardian must submit a letter in support of the student's request for early graduation, and such letter is to accompany the student's written request. The request letters to the principal are to be submitted no later than six months prior to the anticipated completion of the required high school program.

A student who graduates early must complete all graduation requirements established by the board. The student who chooses early graduation will be allowed to participate in the spring

graduation ceremonies. In all other school activities the early-out graduate will be treated as a graduated student.

It is recommended that when a student graduates early, the student either gets the diploma or a notice from the school district that the student has graduated. The board should determine in policy how an early graduate will be treated after the student graduates. The board should determine whether the early graduate will be allowed to participate in activities and, if so, which activities.

**Paul Sheffield - EM**

7:41 am (6 days ago)

to Trudy, me, Brian, Chip, Cogswell, Herzberg, Brent, Jorgenson, Kort, Kubicek, Lambert, Mark, Sam

Greetings!

We looked into adding an early graduation policy, but the board was not interested at the time. I may try again next year.

**Brian Tonniges - HPC**

7:58 am (6 days ago)

to me, Chip, Clark, Cogswell, Herzberg, Brent, Jorgenson, Kort, Kubicek, Lambert, Mark, Sam, Sheffield

HPC does not have one.....

Sam Stecher - East Butler Public Schools

In order to graduate in less than 4 years, a student must follow these guidelines:

- A. Must have completed all graduation requirements.
- B. Must submit a letter of request signed by both student and parent to the High School Principal by September 15th. The Principal will then arrange for a meeting with the guidance counselor for both the student and the parent to review the needs and responsibilities.
- C. Student and parent must appear at the October School Board Meeting to request early graduation.
- D. Must turn in all books and other equipment and pay all fines or fees.

There will be no mid-year graduation ceremony. Those students who elect to graduate early may receive their diplomas at the February School Board Meeting or the May ceremony. Following completion of graduation requirements, and cessation of attendance, the student will be considered a graduate, and no longer entitled to the right and privileges of students of East Butler High School, including but not limited to attendance at prom and student rates to attend school athletic events or activities.

StudentsGraduation

To participate in commencement exercises or receive an Osceola Public Schools diploma a student must fully complete all requirements for graduation prior to the official commencement exercises, and complete other administrative requirements or conditions. Students who graduate from Osceola Public Schools must accumulate 240 hours. The total graduation requirements must include the following core curriculum:

English	40	Credits
Science	30	Credits
Social Studies	<del>30</del> 35	Credits
Math	30	Credits
Physical Education\Health	20	Credits
Computer Skills	10	Credits
Speech	<u>5</u>	Credits
Total Credits – Required Subjects	170	Credits
Total Credits – Elective Subjects	<del>70</del> 75	Credits
Required Credits for Graduation	240	Credits

**REQUIREMENTS FOR GRADUATION**

## A. Basic Subject Requirements:

1) English, 8 sem.	40 credits
2) Science, 6 sem.	30 credits
3) Social Science, <del>7</del> 6 sem.	<del>30</del> 35 credits
4) Math, 6 sem.	30 credits
5) P.E./Health, 4 sem.	20 credits
6) Computer Skills, 2 sem.	10 credits
7) Speech, 1 sem.	5 credits

Total credits, required subjects:	170 credits
Total credits, elective subjects:	<u>70</u> credits
Required credits for graduation:	240 credits

Required: Physical Science, Biology, American Government,  
Psychology or Sociology.

## B. Recommendations for college-bound students:

- 1) 4 years of English
- 2) 3-4 years of Mathematics including Algebra I, Geometry, Advanced Algebra, Advanced Math.  
Any student going to UNL MUST have 4 years of Math.

- 3) 3-4 years of Science chosen from Physical Science, Biology, Chemistry, Physics, Anatomy, Advanced Biology
- 4) 4 years of Social Science chosen from World History, American History, American Government, Economics, Geography, Civics, Psychology, and Sociology.
- 5) Two or more years of a foreign language.
- 6) Computer Technology

**GRADE PLACEMENT/ADVANCEMENT TO NEXT GRADE LEVEL**

Based on the graduation requirements above, students must have earned a minimum number of credits to remain with the class in which they enter the 9<sup>th</sup> grade. A student may rejoin their class once the minimum hours are obtained.

10<sup>th</sup> grade – must have 60 hours minimum

11<sup>th</sup> grade – must have 120 hours minimum

12<sup>th</sup> grade – must have 180 hours minimum

A student transferring from an approved or accredited school will be placed in Osceola Public Schools at the grade level that is comparable to the placement in the school at the grade level indicated above. Temporary placement may be made until a student's records are received to verify the placement

Legal Reference:      Neb. Rev. Stat. § 79-729  
                                 NDE Rule 10

Date of Adoption:      July 7, 2010

Revised:                July 15, 2013

# Marla C. Teegerstrom

---

1124 126<sup>th</sup> Road  
P.O. Box 236  
Stromsburg, Nebraska 68666  
(402) 366-0121

December 18, 2015

Dear Osceola School Board and Administration:

The purpose of this letter is to inform you of my intention to retire from education upon the end of the 2015-16 school year. After 23 years of service to the Osceola Public Schools' District, I will be leaving behind my position as school counselor and teacher. Having a vested and passionate interest in the students and staff of this district, I want to give the district ample time to fill this vacancy. Thus, I am giving my notice.

Being an educator and school counselor in this school has given me some of the most rewarding and, at times, challenging moments of my professional life. I am grateful for every day I have been here, and I sincerely thank the Board and Administration for their support and encouragement during my tenure. I will be leaving the hallowed halls of OPS, but this school, its students, and you will forever hold a place in my heart. Thanks for the memories as well as the opportunity to be in this fine educational system. I wish only the best for your future and for the care of our students.

Educationally yours,

Marla C. Teegerstrom

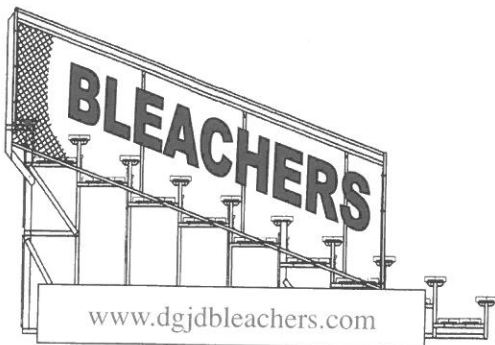
BORUCH MASONRY CONSTRUCTION  
 LLC  
 PO BOX 595  
 OSCEOLA NE 68651

# Estimate

Date	Estimate #
12/14/2015	220

<b>Name / Address</b>
OSCEOLA PUBLIC SCHOOLS P.O. BOX 198 OSCEOLA, NE 68651

			Project
Description	Qty	Rate	Total
<b>BLEACHER RENOVATION</b>			
785 SQ.FT. 5" PAD SOUTH OF BLEACHER		4,003.00	4,003.00
SAW & REMOVE WALK FRONT OF BLEACHER 78' x 7'6"		1,121.00	1,121.00
REPLACE		3,510.00	3,510.00
FILL		285.00	285.00
PUMP TRUCK TO PLACE READY-MIX		550.00	550.00
OPTION: WINTER CHARGE: HOT WATER ACCELERATOR IF POURED IN WINTER, ADD \$216.00			
		<b>Total</b>	<b>\$9,469.00</b>



## DGJD, Inc.

PO Box 267  
490 Red Hill Road  
Jefferson, CO 80456

TEL: 800-840-8767  
FAX: 719-836-1767

Email: dgjdmaatsch@aol.com

*Specializing in the manufacture and sale  
of aluminum bleacher seating -  
standard or custom design  
Replacement plank and renovations to  
meet ADA, safety and building codes  
Code compliance inspections and reports*

January 6, 2016

Osceola Public Schools  
ATTN: Steven Rinehart, Supt  
PO Box 198  
Osceola, NE 68651

RE: ADA Modifications

Mr. Rinehart;

Thank you for the opportunity to offer the products and services of DGJD, Inc-BLEACHERS.  
The following information and drawings are provided for your consideration.

Remove existing stairs and relocate to new landing  
Fabricate and install new landings as indicated  
Fabricate and install new HC ramp as indicated  
Fabricate/modify existing bleachers for four (4) HC spaces along walkway  
Provide drawings stamped by engineer licensed in State of Nebraska  
Materials, delivered and installed \$31,390.00  
Exclusion: Approximately 610 sq ft of 4" concrete on which we will erect ramp and provide  
"run out" at end of ramp.

If you have any questions, or need additional information, please contact me at your  
convenience.

Sincerely,

GORDON MAATSCH  
(303) 888-2559 Cell  
(800) 840-8767 Office

Phone: (800) 840-8767  
Fax: (719) 836-1767

# DGJD, INC.

P.O. Box 267  
490 Red Hill Road  
Jefferson, CO 80456

## Bleachers, Grandstands, Benches, Picnic Tables

OSCEOLA, NE

Date: 12/04/15

Drawing # 1A

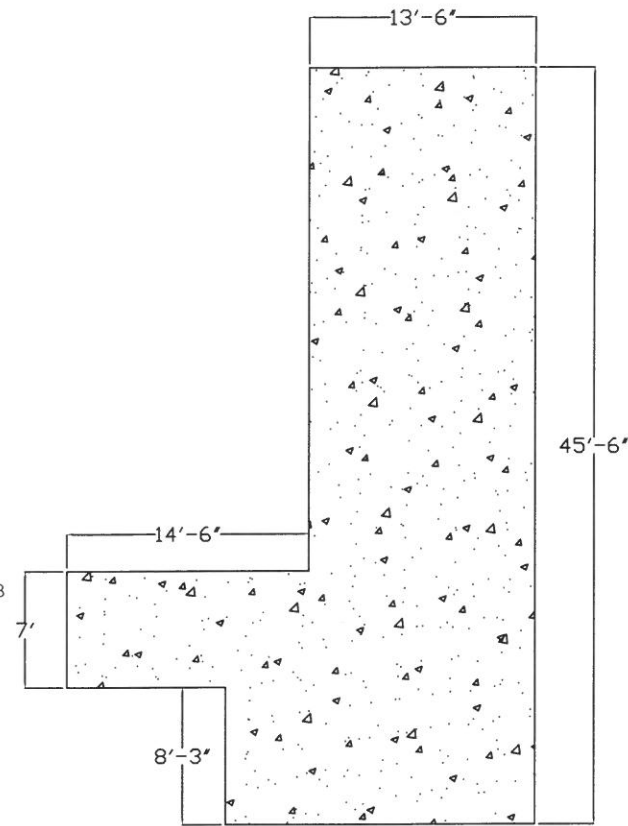
Drawn by: JCS

Description:

PROPOSED  
RAMP LAY-OUT

This drawing is the property of  
DGJD, Inc. and may not be  
copied, reproduced, or  
used for any purpose without  
the expressed written consent  
of DGJD, Inc.

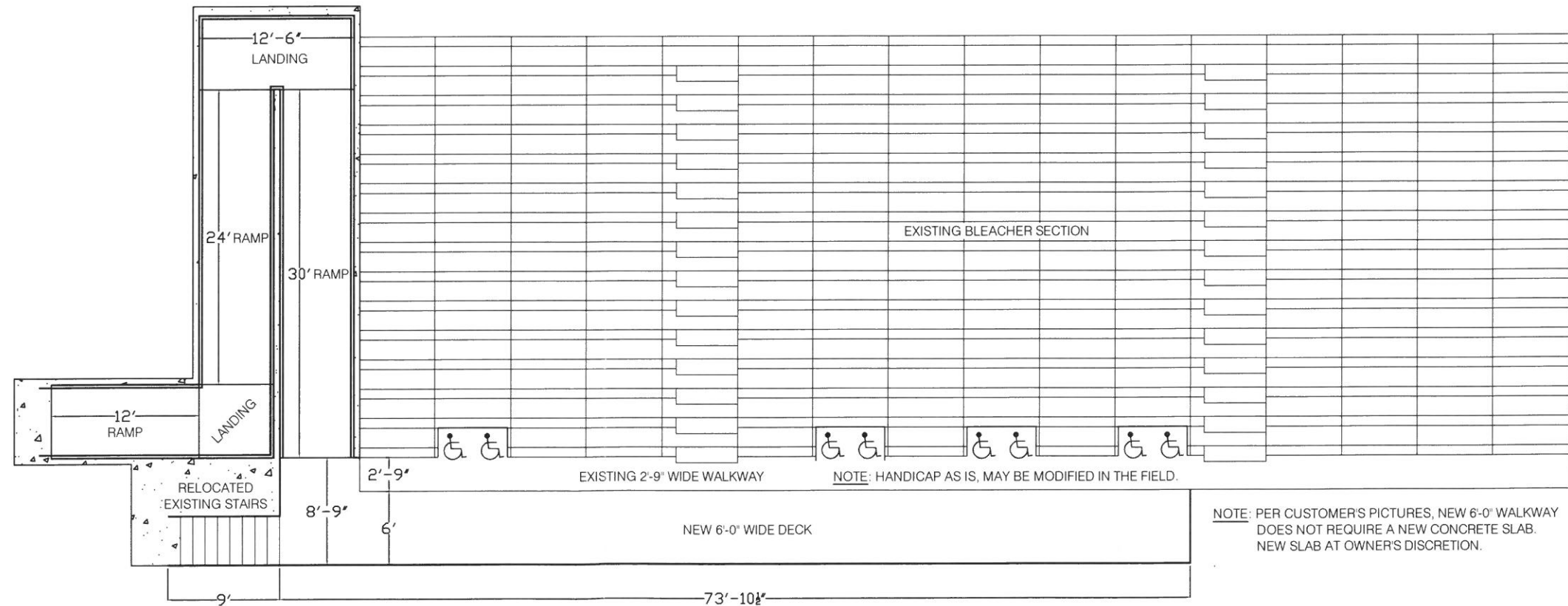
NOTE: CUSTOMER TO BE RESPONSIBLE FOR BLENDING NEW, LEVEL CONCRETE SLAB TO EXISTING CONCRETE SLAB AT THIS SIDE OF NEW SLAB.



NOTE: ALL CONCRETE FOR RAMP AND STAIRS MUST BE LEVEL FROM FRONT TO BACK AND SIDE TO SIDE.

NOTE: CUSTOMER FURNISHES CONCRETE SLAB.

FOUNDATION PLAN



NOTE: PER CUSTOMER'S PICTURES, NEW 6'-0" WALKWAY DOES NOT REQUIRE A NEW CONCRETE SLAB. NEW SLAB AT OWNER'S DISCRETION.

BLEACHER AND RAMP RENOVATIONS LAY-OUT



# Front Runner Fab., Inc.

101 Broadway  
PO Box 446  
Fullerton, NE 68638

Ph. 308-550-0151  
Fax 308-536-3289  
www.frontrunnerfab.com

**DATE:** 12/4/2015                      **JOB REF:** front walkway per customer

**TO:** Osceola Public                      **EST. SHIP DATE:** TBD

**ATTN:** Steven Rinehart                      **DESTINATION:** Osceola Ne

**PHONE:**                                      **TERMS:** Balance due on completion

**FAX:**

<u>QTY</u>	<u>DESCRIPTION</u>	<u>PRICE</u>
------------	--------------------	--------------

1	6'-0" x 74'-6" (66") Elevated walkway Net seating 8+8 ADA seats cut into existing seating	
---	--	--

FEATURES

- Aluminum angle understructure
- 2 x 10 anodized aluminum seat plank
- 2 x 10 mill finish aluminum foot plank

- 1 ADA , U shaped, accessibilty ramp
- Chainlink guardrail system
- Framing to attach to existing front walkway
- freight to and assembly on site included

anchor to customer provided concrete pad

\$43,367.00

Customer Acceptance

By: Bryan D. Dubas, President  
Title

---

Name

Title

Date

**\*\*The owner remains responsible for compliance with applicable codes.**

**\*\*This quotation is valid for 30 days.**



**Heartland Seating Inc**  
 spectator seating specialists  
 www.heartlandseating.com

**PRICE QUOTE**

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

**January 7, 2016**

From: Carroll Sliva

To: Steven Rinehart  
 Osceola Public Schools  
 P.O. Box 198  
 Osceola, NE 68651  
 Phone: (402)747-3121 Fax: (402)747-3041

RE: Walkway Extension, Ramp and Stairs

**Heartland Seating, Inc. is pleased to provide you with the following quote for the above project.**

By: <b>AMERICAN ALUMINUM SEATING, INC.</b>		
QTY.	DESCRIPTION	PRICE
	<ul style="list-style-type: none"> <li>◆ ONE (1) ELEVATED ALUMINUM WALKWAY EXTENSION</li> <li>◆ ONE (1) 66' L SHAPED DUO RAMP</li> <li>◆ FOUR (4) DOUBLE ADA NOTCHES</li> <li>◆ CHAIN LINK FENCE SECURITY</li> <li>◆ SUPPLYING TWO SINGLE STAIRWAYS FROM CURRENT SET OF BLEACHERS</li> <li>◆ WIDENING TWO (2) EXISTING AISLES TO 48" AND ADDING AISLE RAILS</li> </ul>	
	<b>MATERIALS DELIVERED AND INSTALLED</b>	<b>\$32,967</b>
	<b>INSTALLATION:</b> Installers will provide cleanup of debris to a central location for removal by others.	
<b>NOTES</b>	<ul style="list-style-type: none"> <li>• Unless otherwise stated above, this quote does NOT include engineered drawings. If engineered drawings are required, this will increase the lead time and there will be additional costs.</li> <li>• Bleacher is designed per manufacturer's standard interpretation of the <b>ICC 300 of the IBC 2012 building code</b>. Any additional local or state requirements may result in additional charges, all to be borne by the owner. Bleachers are designed to rest on a firm, flat &amp; level surface. No provisions have been made to prevent wind overturning. This shall be the responsibility of the owner.</li> <li>• Delivery varies from 10 to 12 weeks upon receipt of order and approvals.</li> </ul>	
<b>TERMS</b>	<ul style="list-style-type: none"> <li>• <b>NET 30 DAYS, INVOICED AT ARRIVAL. 1.5% PER MONTH TO BE CHARGED ON PAST DUE AMOUNTS.</b></li> </ul>	
<b>TO ORDER SEND THIS SIGNED QUOTE WITH TAX EXEMPT CERTIFICATE, PROJECT EXEMPTION CERTIFICATE AND PURCHASE ORDER</b> <b>PAYABLE TO HEARTLAND SEATING, INC.</b> <b>11222 JOHNSON DRIVE, SHAWNEE, KS 66203</b>		

Prices are good for 21 days and do not include applicable taxes, union wages, licenses, bonds, fees, including state approval fees, or dumpster. Unless specifically included above, price does not include removal, demolition, soil testing, site work, concrete or foundations, inspections, consequential or liquidated damages. If you wish to have additional items included, please call for a revised quote.

For installations by Heartland Seating, Inc., site shall be ready to install bleachers upon receipt to avoid extra handling or storage charges. Materials are shipped LTL flatbeds unless a fee is paid by owner to have bleachers scheduled with a contract carrier and owner / contractor shall be responsible for receiving and protecting material until installation begins. Mill finish materials will need to be protected from water to prevent staining.

*Carroll Sliva*

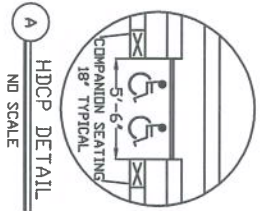
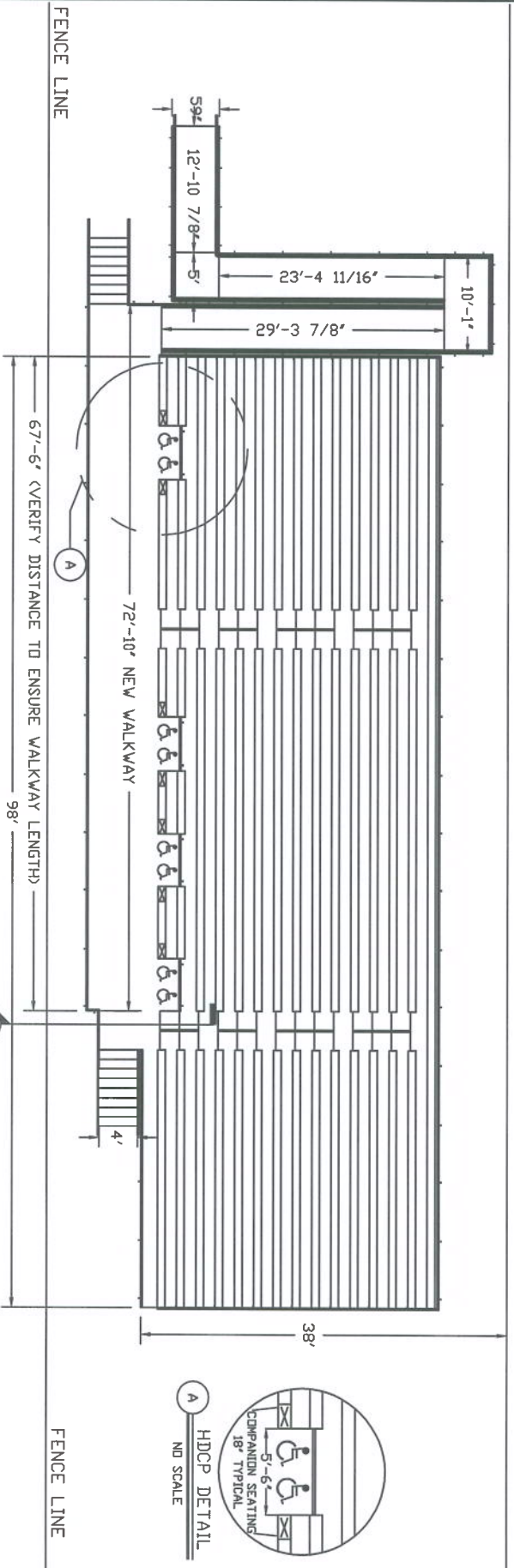
Acceptance by: \_\_\_\_\_

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

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

PO #: \_\_\_\_\_

PO Total \$ \_\_\_\_\_



1 PLAN VIEW  
NO SCALE

EXISTING 2X10S + 2X12S  
ADD (6) 2X12U



2 OPTION 'B' - SIDE VIEW  
CUSTOMER PROPOSED  
NO SCALE

ANCHORAGE TO  
SPECIFIED CONCRETE  
PAD

**GENERAL SPECIFICATIONS**

- ALL ALUMINUM UNDERSTRUCTURE WALKWAY EXTENSION
- EXISTING RISE - 8', RUN - 24'
- ELEVATION - 66'
- (1) 66' 1" DUD RAMP
- (4) 2X HDPC NOTCHES
- CHAIN LINK FENCE SECURITY - (4' BALL)
- RECOMMEND CONCRETE PAD FOR ANCHORAGE (BY OTHERS)

**CODE COMPLIANCE - IRC**

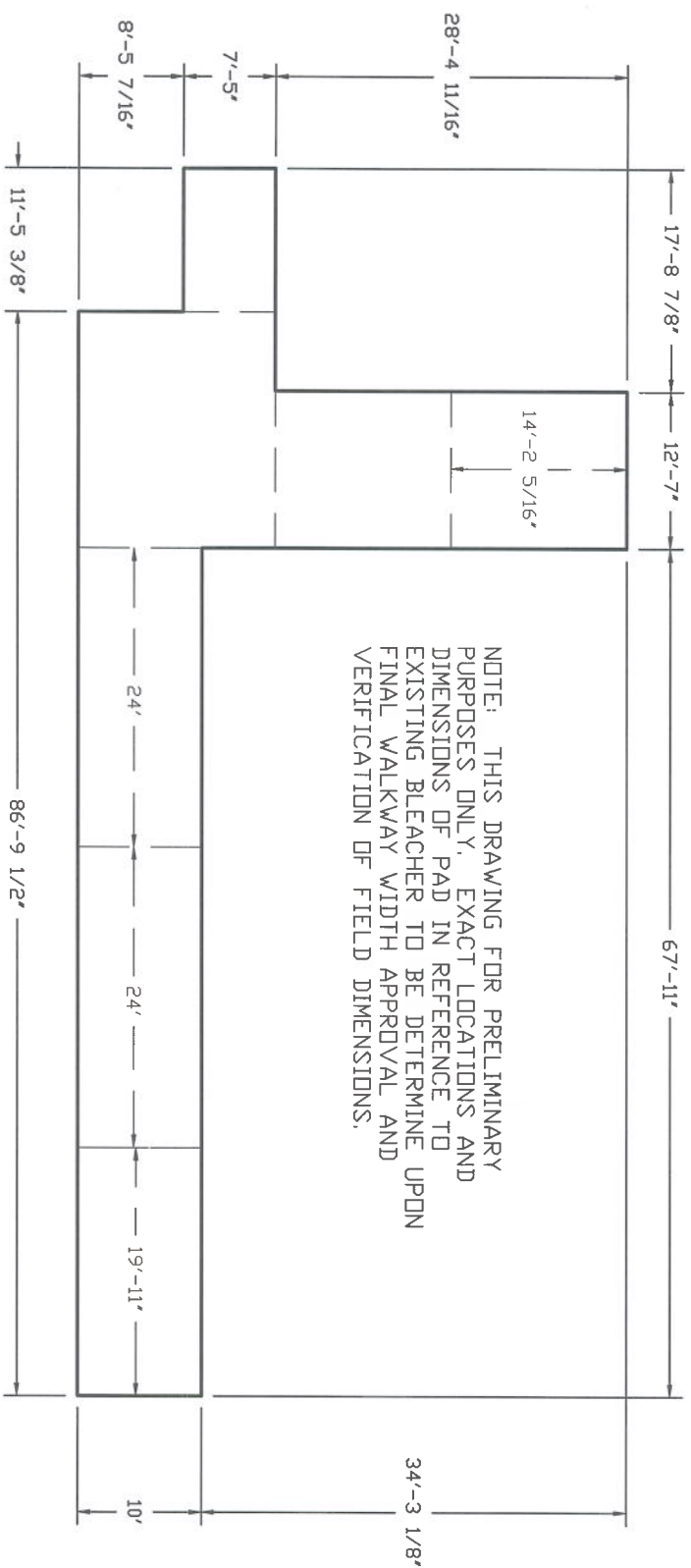
AA51

AMERICAN ALUMINUM SEATING INC.  
HARRISVILLE, IDAHO 83418  
TEL: (641) 783-3764 FAX: (641) 783-3366

DATE: 12-21-15	DWG#: DSCEDLA0515_WALKWAYEXTENSION
DESCRIPTION: DSCEDLA, NE FRONT WALKWAY EXTENSION RETROFIT	
DRAWN BY: B-LDE	REV DATE: _____
	DWG: _____
	OF: _____

CONCRETE LAYOUT

REV: N/C



NOTE: THIS DRAWING FOR PRELIMINARY PURPOSES ONLY. EXACT LOCATIONS AND DIMENSIONS OF PAD IN REFERENCE TO EXISTING BLEACHER TO BE DETERMINE UPON FINAL WALKWAY WIDTH APPROVAL AND VERIFICATION OF FIELD DIMENSIONS.

--- INDICATES CONCRETE SAW CUTS

CONCRETE RECOMMENDATION

- CONSTRUCTION SITE SHALL BE WELL DRAINED
- FILL SHALL BE CLEAN & FIRMLY COMPACTED
- CONCRETE SHALL BE 3000 PSI MIX
- 5" MINIMUM THICKNESS
- PAD SHALL HAVE REINFORCING WIRE
- ESTIMATED CONCRETE VOLUME: 21.9 CU. YDS.

**NOTICE:**  
**THIS CONCRETE DESIGN RECOMMENDATION IS CALCULATED ASSUMING A 2500 P.S.F. SOIL BEARING CAPACITY & WILL PREVENT THE ANCHORED UNIT FROM OVERTURN. THE CUSTOMER IS SOLELY RESPONSIBLE FOR THE FINAL DESIGN & SITE PREPARATION TO LOCAL CODES & ORDINANCES. A LOCAL CONCRETE CONTRACTOR WILL BE A VALUED SOURCE IN THE DETERMINATION.**

DATE: 12-21-15	DWG#: DSCEDLANEIS_WALKWAYEXTENSION	<p>AMERICAN ALUMINUM SEATING INC.          HARRISBURG, IDAHO 83139          TEL. (641) 755-9764 FAX (641) 755-9366</p>
DESCRIPTION: DSCEDLA, NE	WALKWAY EXTENSION - 5" CONCRETE	
DRAWN BY: B-LDE	REV DATE:	DWG: OF

# OSCEOLA PUBLIC SCHOOLS

## CONTRACT OF EMPLOYMENT WITH PRINCIPAL

THIS CONTRACT is made by and between the Board of Education of the **Polk County School District 0019, a/k/a Osceola Public Schools**, hereinafter referred to as “the Board,” and Dale Maynard, hereinafter referred to as “the Principal.” This contract supersedes all previous contracts of employment between the Board and the Principal.

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 9th day of February, 2015, the Board hereby agrees to employ the Principal, and the Principal hereby agrees to accept such employment, subject to the following terms and conditions:

**1. Term of Contract.** This Contract is for a term of one year beginning on the 1st day of August, 2015, and expiring on the 31st day of July, 2016 and requires the Principal to reside within the boundaries of the District 19. A “contract year” for purposes of this Contract shall be from August 1 to July 31. Each year of this agreement shall consist of 210 days of service per year.

**2. Salary.** The annual salary shall be: eighty-six thousand four hundred dollars (\$86,400). Said annual salary shall be paid in twelve equal installments commencing on August 15, 2015.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees’ Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

**3. Benefits.** As further consideration for the services to be performed by the Principal, it is agreed as follows:

A. Leave Benefits. Paid leave is available to the Principal when the following specific conditions are met: (1) the Principal is currently employed by the District and (2) the paid leave day is taken on a day Principal would otherwise be expected to be at work.

1. Personal Leave. The Principal shall be allowed 5 working days of paid personal leave each contract year to attend to personal matters that require the Principal’s absence from work. Use of such leave must be approved by the Superintendent in advance. Personal leave days are non-cumulative.

There shall be no pay for unused personal leave upon separation of employment.

2. Sick Leave. The Principal shall be allowed 10 working days of paid sick leave each contract year. Sick days are available for use when the Principal is unable to perform assigned duties due to the illness or temporary disability of the Principal or due to the Principal e needing to care for a member of the Principal's immediate family who is ill or has a serious health condition. Immediate family for purposes of sick leave means the Principal's spouse, child, parent, grandparent, sibling, and the Principal's spouse's parent. The Principal is to use sick leave when unable to work. Activities other than caring for the Principal's own health or that of an immediate family member reflect an abuse of sick leave. When the Principal is absent for any period of time because of injury requiring care from a physician or health care provider, or for a period of 10 days or more due to a personal health condition, the Principal must present a written statement from the Principal's physician or health care provider to the Superintendent establishing that the Principal is physically and mentally able to perform the essential functions of the Principal's position, with or without reasonable accommodations.
  3. Carry-over and Accumulation of Sick Days. Unused sick leave may be carried over from one contract year to the next succeeding contract year to a maximum of 43 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing contract year or years until the accumulated number of days is less than 43, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 43 days. There shall be no pay for unused sick leave upon separation of employment.
  4. Bereavement Leave. Bereavement leave of up to 5 days will be granted for a death in the employee's immediate family, i.e. any grandparents, any parents, any children, spouse, siblings and their immediate family, and aunts or uncles and their immediate family.
  5. Staff Bereavement. The Superintendent, in collaboration with the Principal, will assign administration to attend funeral services of staff members or attend funerals to provide emotional support for staff members as an extension of their school duties as principal. The absence will not be considered use of the Principal's personal leave or sick leave.
  6. Holidays. The following days shall be holiday days and not working days: July 4th, Labor Day, Thanksgiving, Christmas Day, New Years Day, and Memorial Day.
  7. Log. The Principal shall maintain a current log of used leave days with the secretary for the Superintendent.
- B. Health and Dental Insurance. The District shall pay for and provide the Principal with health and dental insurance for which the Principal is qualified under the District's group insurance plan.
- C. Disability Insurance. The District will pay the Principal the amount of the long term disability insurance cost. This amount will then be payroll deducted from the Principal's check to pay the LTD premium.

- D. Retirement Plan. The Principal may elect to designate part of the Principal's annual salary to be invested in a 403(b) plan to the extent such is offered by the District.
- E. Meetings and Dues. The Principal shall attend appropriate professional meetings provided that such attendance does not interfere with the proper performance of Principal's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. The District will pay the Principal's annual dues to the Nebraska Council of School Administrators and may pay dues to other professional organizations suitable for the Principal's position upon the Principal's request and approval by the Superintendent.
- F. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Principal's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- G. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Principal from any and all demands, claims, suits, actions, and legal proceedings brought against the Principal in the Principal's individual capacity or the Principal's official capacity as an agent or employee of the District, provided that the incident arose while the Principal was acting (or, in good faith, reasonably believed that the Principal was acting) within the scope of the Principal's employment with the District and the District is not in an adverse position in the legal proceedings.
- H. Other Benefits. The Principal may be provided such other benefits as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Principal meets the conditions and eligibility requirements for such benefits.

**4. Duties.** The Principal is employed as the Secondary Principal (Grades 6-12). The Principal shall perform the duties of such position as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Principal shall be subject to assignment to such other duties by the Board or the Superintendent and may be assigned to a different position for which the Principal is qualified by reason of certification, endorsement, or college preparation. In addition to the normal duties traditionally required of certificated employees, the Principal may be assigned extra duty assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Principal and the District may agree upon; provided that the Principal shall not unreasonably refuse to accept such assignments. The Principal agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Principal may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Principal shall be governed by the policies, regulations and directions of the Board of Education. The Principal shall in all respects to diligently and faithfully perform the assigned duties to the best of the Principal's professional ability. Regular dependable attendance is an essential function of the Principal's position.

**5. Contract Termination.** In the event the Principal violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Principal's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a Principal or

Secondary Principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by the required date, provided that such date not be prior to March 15; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Principal may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of the Principal's Contract.

Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of days of service provided to the date of such termination bears to the number of days of service that have been provided in the contract year. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Principal, shall be set off from sums due to the Principal and, if the sums owing to the District are in excess of the sums due the Principal, the amount owing shall be immediately refunded by the Principal.

The Board of Education may require a certificate of health and physical fitness of Principal in accordance with applicable law at any time while this Contract is in force. Should the Principal be unable to perform the Principal's duties by reason of mental or physical incapacity or any reason beyond the Principal's control, and said disability exists for a period exceeding the Principal's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Principal unable to perform essential functions of the positions for which the Principal is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

**6. Representations and Legal Requirements.** The Principal affirms that: (1) the Principal holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Principal shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Principal is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Principal further warrants and represents as follows: (1) all information set forth in the Principal's application for employment and other information provided by the Principal in seeking employment are true and accurate, and if said information ceases to be true, Principal

will advise the Board of Education immediately; (2) Principal has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Principal has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Principal from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

**9. Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

**10. Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Principal and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before March 10, 2014 shall constitute a rejection by the Principal of the offer of employment.

<p>Executed this 9<sup>th</sup> day of February, 2015.</p>  <p>_____</p> <p>Principal</p>	<p>Executed this 9<sup>th</sup> day of February, 2015.</p> <p>Board of Education of Polk County School District 0019, a/k/a Osceola Public Schools</p> <p>By: _____</p> <p>President</p> <p>Attest: _____</p> <p>Other Authorized Officer</p>
---	--

# OSCEOLA PUBLIC SCHOOLS

## CONTRACT OF EMPLOYMENT WITH PRINCIPAL

THIS CONTRACT is made by and between the Board of Education of the **Polk County School District 0019, a/k/a Osceola Public Schools**, hereinafter referred to as “the Board,” and Brett Webster, hereinafter referred to as “the Principal.” This contract supersedes all previous contracts of employment between the Board and the Principal.

WITNESSETH: That in accordance with action taken by the Board as recorded in the minutes of the Board meeting held on the 9th day of March, 2015, the Board hereby agrees to employ the Principal, and the Principal hereby agrees to accept such employment, subject to the following terms and conditions:

**1. Term of Contract.** This Contract is for a term of one year beginning on the 1st day of August, 2015, and expiring on the 31st day of July, 2016 and requires the Principal to reside within the boundaries of the District 19. A “contract year” for purposes of this Contract shall be from August 1 to July 31. Each year of this agreement shall consist of 210 days of service per year.

**2. Salary.** The annual salary shall be: seventy-five thousand dollars (\$75,000). Said annual salary shall be paid in twelve equal installments commencing on August 15, 2015.

The District, acting by and through its Board of Education, reserves the right to adjust the annual salary during the term of this Contract, said salary adjustment, however, not to reduce the annual salary to any lesser amount than that as above stated. Any adjustment in salary made during the term of this Contract shall be in the form of an amendment and shall become a part of this Contract; provided, however, that in making any such salary adjustment, it shall not be considered that the District has entered into a new Contract, nor shall the termination date of this Contract be thereby extended unless the Board of Education, by specific action, shall expressly extend such termination date. In no event shall any such extension, together with the unexpired term of this Contract or any prior extension, be for a period in excess of three (3) years.

This Contract shall conform to the regulations governing deductions with reference to Withholding Tax, Social Security and School Employees’ Retirement Act. Other deductions may be withheld as agreed to by the parties to this contract.

**3. Benefits.** As further consideration for the services to be performed by the Principal, it is agreed as follows:

A. Leave Benefits. Paid leave is available to the Principal when the following specific conditions are met: (1) the Principal is currently employed by the District and (2) the paid leave day is taken on a day Principal would otherwise be expected to be at work.

1. Personal Leave. The Principal shall be allowed 5 working days of paid personal leave each contract year to attend to personal matters that require the Principal’s absence from work. Use of such leave must be approved by the Superintendent in advance. Personal leave days are non-cumulative. There shall be no pay for unused personal leave upon separation of employment.

2. Sick Leave. The Principal shall be allowed 10 working days of paid sick leave each contract year. Sick days are available for use when the Principal is unable to perform assigned duties due to the illness or temporary disability of the Principal or due to the Principal e needing to care for a member of the Principal's immediate family who is ill or has a serious health condition. Immediate family for purposes of sick leave means the Principal's spouse, child, parent, grandparent, sibling, and the Principal's spouse's parent. The Principal is to use sick leave when unable to work. Activities other than caring for the Principal's own health or that of an immediate family member reflect an abuse of sick leave. When the Principal is absent for any period of time because of injury requiring care from a physician or health care provider, or for a period of 10 days or more due to a personal health condition, the Principal must present a written statement from the Principal's physician or health care provider to the Superintendent establishing that the Principal is physically and mentally able to perform the essential functions of the Principal's position, with or without reasonable accommodations.
  3. Carry-over and Accumulation of Sick Days. Unused sick leave may be carried over from one contract year to the next succeeding contract year to a maximum of 43 sick leave days. Once the maximum is accumulated, no further sick leave days will be available or granted for the ensuing contract year or years until the accumulated number of days is less than 43, and then only to the extent necessary to restore the total number of available sick leave days to the maximum of 43 days. There shall be no pay for unused sick leave upon separation of employment.
  4. Bereavement Leave. Bereavement leave of up to 3 days will be granted for a death in the employee's immediate family, i.e. any grandparents, any parents, any children, spouse, siblings and their immediate family, and aunts or uncles and their immediate family.
  5. Staff Bereavement. The Superintendent, in collaboration with the Principal, will assign administration to attend funeral services of staff members or attend funerals to provide emotional support for staff members as an extension of their school duties as principal. The absence will not be considered use of the Principal's personal leave or sick leave.
  6. Holidays. The following days shall be holiday days and not working days: July 4th, Labor Day, Thanksgiving, Christmas Day, New Years Day, and Memorial Day.
  7. Log. The Principal shall maintain a current log of used leave days with the secretary for the Superintendent.
- B. Health and Dental Insurance. The District shall pay for and provide the Principal with health and dental insurance for which the Principal is qualified under the District's group insurance plan.
  - C. Disability Insurance. The District will pay the Principal the amount of the long term disability insurance cost. This amount will then be payroll deducted from the Principal's check to pay the LTD premium.
  - D. Retirement Plan. The Principal may elect to designate part of the Principal's annual salary to be invested in a 403(b) plan to the extent such is offered by the District.

- E. Meetings and Dues. The Principal shall attend appropriate professional meetings provided that such attendance does not interfere with the proper performance of Principal's duties. The reasonable and necessary expenses of such meetings shall be reimbursed by the District consistent with Board policies. The District will pay the Principal's annual dues to the Nebraska Council of School Administrators and may pay dues to other professional organizations suitable for the Principal's position upon the Principal's request and approval by the Superintendent.
- F. Transportation Expenses. The reasonable and necessary expenses of transportation required in the performance of Principal's official duties shall be reimbursed at the rate set annually by the Board for District travel.
- G. Indemnification. The District shall, to the extent permitted by law, defend, hold harmless, and indemnify the Principal from any and all demands, claims, suits, actions, and legal proceedings brought against the Principal in the Principal's individual capacity or the Principal's official capacity as an agent or employee of the District, provided that the incident arose while the Principal was acting (or, in good faith, reasonably believed that the Principal was acting) within the scope of the Principal's employment with the District and the District is not in an adverse position in the legal proceedings.
- H. Other Benefits. The Principal may be provided such other benefits as are provided to certificated employees of the District in the Board's discretion, except as otherwise provided herein, provided the Principal meets the conditions and eligibility requirements for such benefits.

**4. Duties.** The Principal is employed as the Elementary Principal (Grades PK-5). The Principal shall perform the duties of such position as are regularly and customarily expected for such position and such duties and responsibilities as are set forth in Board Policy or Regulation for such position. The Principal shall be subject to assignment to such other duties by the Board or the Superintendent and may be assigned to a different position for which the Principal is qualified by reason of certification, endorsement, or college preparation. In addition to the normal duties traditionally required of certificated employees, the Principal may be assigned extra duty assignments by the District. Such assignments shall be upon such terms and conditions and at such additional rate of compensation as the Principal and the District may agree upon; provided that the Principal shall not unreasonably refuse to accept such assignments. The Principal agrees to devote full time to the assigned duties, provided that with the advance agreement of the Board of Education, the Principal may undertake consultative work, speaking engagements, writing, lecturing or other professional duties.

In performing the assigned duties, the Principal shall be governed by the policies, regulations and directions of the Board of Education. The Principal shall in all respects to diligently and faithfully perform the assigned duties to the best of the Principal's professional ability. Regular dependable attendance is an essential function of the Principal's position.

**5. Contract Termination.** In the event the Principal violates any of the provisions of this Contract or performs any act or does anything which is materially harmful to the District, or which substantially inhibits the Principal's ability to discharge the duties as set forth herein, including, but not limited to (1) becoming legally disqualified to perform as a Principal or Secondary Principal in the State of Nebraska; (2) participation in any fraud; (3) causing any intentional damage to property; (4) engaging in any unlawful act; (5) any representations in this Contract being determined to be false or incorrect; (6) failure to return a Renewal Agreement by

the required date, provided that such date not be prior to March 15; and (7) just cause, including: (a) incompetency, which includes, but is not limited to, demonstrated deficiencies or shortcomings in knowledge of subject matter or teaching or administrative skills; (b) neglect of duty; (c) unprofessional conduct; (d) insubordination; (e) immorality; (f) physical or mental incapacity; (g) failure to give evidence of professional growth as required by law; or (h) other conduct which interferes substantially with the continued performance of duties; then the Principal may be discharged in accordance with applicable law. Suspension or other disciplinary action may be enforced in accordance with applicable law. Duty assignments which do not require a teaching or administrative certificate are on an at-will basis, shall be subject to removal without cause and shall not be subject to continuation or renewal as part of the Principal's Contract.

Upon lawful termination of this Contract for any reason, the compensation to be paid hereunder shall be an amount which bears the same ratio to the annual salary specified as the number of days of service provided to the date of such termination bears to the number of days of service that have been provided in the contract year. Any portion of the salary paid, but not earned, prior to the date of termination of this Contract, and any sums owing to the District by the Principal, shall be set off from sums due to the Principal and, if the sums owing to the District are in excess of the sums due the Principal, the amount owing shall be immediately refunded by the Principal.

The Board of Education may require a certificate of health and physical fitness of Principal in accordance with applicable law at any time while this Contract is in force. Should the Principal be unable to perform the Principal's duties by reason of mental or physical incapacity or any reason beyond the Principal's control, and said disability exists for a period exceeding the Principal's sick leave allowance, the Board of Education may, in its discretion, make a proportionate reduction from the salary and benefits, and if such disability continues or is permanent, or of such nature as to make the Principal unable to perform essential functions of the positions for which the Principal is employed, the Board of Education may, at its option, terminate this agreement whereupon the respective duties, rights and obligations hereof shall terminate.

**6. Representations and Legal Requirements.** The Principal affirms that: (1) the Principal holds or will hold a valid and appropriate certificate to act as a certificated employee in the State of Nebraska to perform the assigned duties throughout the term of this Contract and any extensions of this Contract; (2) the required certificate to perform the assigned duties shall be registered as required by law; it being understood and agreed that this contract is not valid until the required certificate is registered in accordance with law and that the Principal shall not be compensated for any services performed prior to the date of registration of this certificate; and (3) the Principal is not under contract with another board of education within the State of Nebraska covering any part of or all of the same time of performance as provided for in this Contract.

The Principal further warrants and represents as follows: (1) all information set forth in the Principal's application for employment and other information provided by the Principal in seeking employment are true and accurate, and if said information ceases to be true, Principal will advise the Board of Education immediately; (2) Principal has never been convicted or plead no contest or otherwise been adjudicated as having committed a felony, any other offense involving moral turpitude or any other offense involving abuse, neglect, or sexual misconduct as

defined in Sections 003.12 through 003.14 of 92 NAC 21; and (3) Principal has not suffered suspension or revocation of any educational professional license or certificate, nor voluntarily surrendered such a license or certificate where charges or potential charges were pending or imminent.

There shall be no penalty for release or resignation by the Principal from this Contract; provided no resignation shall become effective until expiration of the remaining term of the Contract unless the Board fixes an earlier effective date. This Contract is subject to provisions of the School Employees' Retirement Act.

**9. Governing Laws.** The parties shall be governed by all applicable Nebraska and federal laws, rules, and regulations in performance of their respective duties and obligations under this Contract.

**10. Amendments & Severability.** This Contract may be modified or amended only by a writing duly authorized and executed by the Principal and the Board. If any portion of this Contract shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity or enforceability of the remaining provisions of this Contract.

The failure to return a signed copy of this Contract to the President or Secretary of the Board of Education of the District on or before February 20, 2015 shall constitute a rejection by the Principal of the offer of employment.

<p>Executed this 9<sup>th</sup> day of March, 2015.</p> <p>_____</p> <p>Principal</p>	<p>Executed this 9<sup>th</sup> day of March, 2015.</p> <p>Board of Education of Polk County School District 0019, a/k/a Osceola Public Schools</p> <p>By: _____</p> <p>President</p> <p>Attest: _____</p> <p>Other Authorized Officer</p>
--	--