

Board of Education Regular Meeting
Monday, October 14, 2019 6:00 PM

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

Agenda

1. Osceola Public Schools Board of Education Information
2. Opening Procedures
 1. Call the Meeting to Order
 2. Roll Call
 3. Excuse Board Members Who Are Absent
3. Approval of Agenda
4. Recognition of Visitors/Communications from the Public
5. Reports
 1. Principals Reports
 1. Elementary Report
 2. MS/HS Report
 2. Superintendent's Report
 3. Board Reports
6. Action Items
 1. Consent Agenda
 1. Approval of the Previous Meeting's Minutes
 2. Treasurer's Report
 3. Payment of general fund claims in the amount of \$394,142.24
 4. Payment of special building fund claims of \$106,836.92
 2. Consider, discuss and take any necessary action on recognizing the Osceola Education Association (OEA) as the bargaining agent for certified teaching staff for the 20-21 school year.
 3. Consider, discuss and take all necessary action to start process adopt KSB Law Firm Policy Service.
7. Discussion Items
 1. Discuss progress on building project..
 2. Discuss possible options to purchase Coffin property for future Agriculture program.
 3. Discuss option of cooping Middle School Football with Shelby.
 4. Go through the District goals to evaluate progress and re-prioritize items
 5. Discussion about Drug Testing, Vaping and Drug policies..
8. Executive Session
 1. Executive session for Superintendent's evaluation and plan for teacher negotiations
9. Next Meeting Dates and Times
 1. Regular meeting November 10, 2019, 6:00 PM at the Osceola Middle/High School Media Center.
10. Adjournment

Jeffrey Elementary

October 14, 2019

Brett Webster

- Maps Testing is be done.
- Parent Teacher Conference went well again.
- Book Fair sold \$1916.45 this year compared to \$2,287.70 in books sold last year.
 - Our school received \$767.20 in free books.
 - Each classroom and library was able to have \$85.24 in books
- Fire Prevention Week next week with Logan working out of town.
- Red Ribbon Week will be the 21st – 25th.

OSCEOLA PUBLIC SCHOOLS

PRINCIPAL BOARD REPORT Oct. 2019

DALE MAYNARD

1. Blood drive went very well and met their goal. 44/47
2. FFA Alumni trip- 45 students will be attending this year.
3. Maps is underway for the MS and HS.
4. Looking back at last year we have students in college classes.
5. College/Online classes-50% have at least one.
6. CRC volleyball at York HS. 4:00 vs. Ne. Luth.
7. Feed the Farmer- 130 lunches served- Thank you to FFA and donors.





NASB Monthly Update for Board Meetings - Agenda Item: OCTOBER 2019

"NASB Update"

As a board, some items to be focused on during October include:

- Monitor progress of district goals, link goals to discussion and action items
- Review your Strategic Plan Progress Report
- Review your Fall district enrollment figures for Budgeting
- Review Statewide Assessment Results
- Publish Report of Yearly Activities of the ESU Board; Due November 1 § 79-1228
- Negotiations shall begin; Due November 1 § 48-818.01
- **Appoint your NASB Delegate Assembly Representative**
- Review Annual Emergency Safety Plan
- Superintendents file Financial Report; Due November 1 § 79-528

Networking & Events

August & September saw NASB's annual tour of the state for nine **Area Membership Meetings**. It was so good to see so many of you, and look forward to continuing our conversations, networking and learning at the annual State Conference in November. Speaking of ...

State Conference registration is now open! You should have received the full agenda in the mail, it is also located online at <http://members.nasbonline.org/index.php/state-education-conference>

Advocacy/Interim Studies:

Some of the key Interim Studies on Administrative Costs and ESUs took place in late September, early October. Video recaps are posted at www.Facebook.com/NASBonline ... The 2020 legislative session will be here before we know it. Stay engaged during the off-season, have a voice at Delegate Assembly, and mark your calendar to attend the Legislative Issues Conference in February!

Follow NASB on twitter at www.twitter.com/NASBonline using the hashtag #liveNASB and on facebook at www.facebook.com/NASBonline

To see a quick glimpse at the various items the NASB is involved in, check out pages 10 & 11 each month in the **Board Notes newsletter** for "This Month In ..." To access the latest newsletter, click here:

<http://members.nasbonline.org/index.php/news-resources/board-notes>

Thanks for all you do for your board, your community and the entire state by serving public education in Nebraska.



You're Invited

November 12, 2019

ESU 7 Area Board Member Visit Day

4pm-5:30pm

OR

6:30pm-8pm

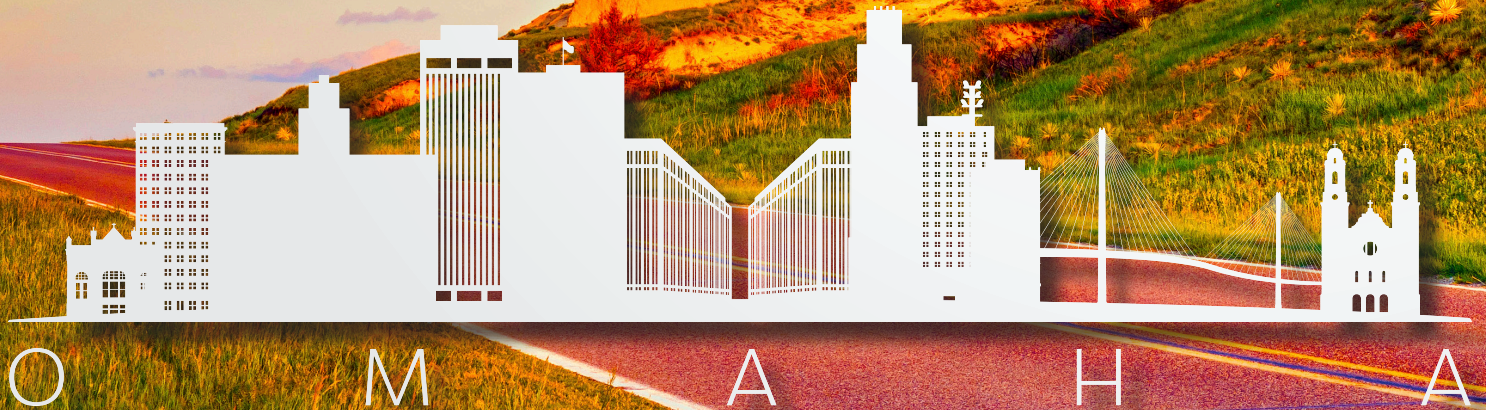
**Tour our campus
Meet our staff
Learn about our services
Network with other ESU 7-Area Board Members
hors d'oeuvres provided**

ESU 7 North Building: 2657 44th Avenue, Columbus NE 68601

RSVP to kmcneil@esu7.org

2019 STATE EDUCATION CONFERENCE
NOVEMBER 20-22
CHI HEALTH CENTER - DOWNTOWN OMAHA

TAKING IT TO THE STREETS



CHI HEALTH CENTER - DOWNTOWN OMAHA
CO-SPONSORED BY THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS AND
THE NEBRASKA ASSOCIATION OF SCHOOL ADMINISTRATORS



REGISTRATION & RESERVATIONS

REGISTRATION FOR THE 2019 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 11, 2019

To register, go to www.NASBonline.org

Log in using your email and password, and click the 'Calendar & Events' tab to register.



Registration fees for the conference are as follows:

REGISTER SEPTEMBER 11 THROUGH NOVEMBER 8 NON-MEMBER REGISTRATION	\$250	REGISTER NOVEMBER 9 THROUGH ON SITE PRE-CONFERENCE REGISTRATION	\$300
CANCELLATION FEE (PRIOR TO 11/9)	\$550		\$70
	\$100	<i>(No refunds after the registration deadline)</i>	

HOTEL RESERVATIONS

NO MORE SHUTTLES! BETWEEN THE HILTON & MARRIOTT, WE WILL HAVE ENOUGH ROOMS TO ACCOMMODATE ALL ATTENDEES

TO RESERVE ACCOMMODATIONS AT THE CONFERENCE HOTELS YOU MUST FIRST REGISTER FOR THE CONFERENCE AS DESCRIBED ABOVE.

To qualify for a room, you must complete your conference registration between September 11 and September 27, 2019.

Once your conference registration is complete, you will receive an email with your NASB Registration code and a Conference Hotel reservation link. The code will not be activated until Monday, September 30, 2019.

SUBMIT YOUR CONFERENCE HOTEL ROOM REQUEST MONDAY, SEPTEMBER 30, 2019

THE OMAHA CONVENTION & VISITORS BUREAU WILL ACT AS THE HOUSING AGENT FOR ALL PROPERTIES. EVERY EFFORT WILL BE MADE TO FULFILL EACH REQUESTS HOTEL PREFERENCE TO THE BEST OF THEIR ABILITY.

Hilton Omaha
\$151 per night
1001 Cass Street

Omaha Marriott Downtown
\$159 per night
222 North 10th Street

A RESERVATION AT ONE OF THE ABOVE IS NOT REQUIRED TO ATTEND THE STATE EDUCATION CONFERENCE



TAKING IT TO THE STREETS OF DOWNTOWN OMAHA

SCHEDULE AT A GLANCE / PRE-CONFERENCE SESSIONS

WEDNESDAY, NOVEMBER 20

PRE-CONFERENCE SESSIONS
1:00 TO 4:00PM

EXHIBITOR RECEPTION
4:00 TO 6:00PM

THURSDAY, NOVEMBER 21

BOARD MEMBER/MENTOR COLLABORATION
7:15 TO 8:00AM

OPENING KEYNOTE SPEAKER
8:15 TO 9:30AM

A - BREAKOUT SESSIONS
9:45 TO 10:45AM

B - BREAKOUT SESSIONS
11:15AM TO 12:15PM

THURSDAY LUNCHEON KEYNOTE SPEAKER
12:30 TO 2:00PM

C - BREAKOUT SESSIONS
2:15 TO 3:15PM

D - BREAKOUT SESSIONS
3:30 TO 4:30PM

FRIDAY, NOVEMBER 22

CLASSROOM SHOWCASE
8:00 TO 11:45AM

E - BREAKOUT SESSIONS
9:15 TO 10:15AM

F - BREAKOUT SESSIONS
10:30 TO 11:30AM

FRIDAY LUNCHEON KEYNOTE SPEAKER
11:45AM TO 1:15PM

PRE-CONFERENCE SESSIONS

WEDNESDAY, NOVEMBER 20 | 1:00 TO 4:00PM

SCHOOL CULTURE: WORKING ON POSITIVE CHANGE

This presentation will cover a broad spectrum of School Culture. Participants will learn what some Nebraska schools are doing to ensure their schools are creating a culture where students can feel safe, supported, and able to excel. We will engage in a discussion of common misconceptions about mental illness in American society. A doctor from the University of Nebraska Medical Center will share the latest neuroscience information and data related to the subject. Hear a student share a detailed account of a monumental mental illness challenge and how it impacted his life and learning. Success stories will be shared here!

PRESENTERS:

Steven Wengel - University of Nebraska Medical Center
Travis Miller - Bayard Public Schools
Kraig Lofquist - ESUCC
Conner Oberhauser - Twin River Public Schools student

A DISCUSSION ABOUT THE REALITY OF DRUGS AND SCHOOLS

"Just say no" is no longer the rally cry of Americans. Drugs are affecting both rural and urban communities and it is essential that schools are part of the conversation. This discussion about the impact of drugs on communities and schools will address why some districts have chosen to implement drug testing, student discipline for drug use, the role of School Resource Officer in relation to drugs. Strategies to combat drugs in schools and policies the board needs to implement or update regarding drugs will also be shared.

PRESENTERS:

KSB School Law
Stephen Grizzle - Fairbury Public Schools
Jeff Jensen - Central City Public Schools
Jeremiah Johnson - North Platte Public Schools



THE ANN MACTIER AWARD WILL BE PRESENTED AT THE THURSDAY LUNCHEON

NASB DELEGATE ASSEMBLY | FRIDAY, NOVEMBER 22 | 8:00 TO 9:30AM

SUPERINTENDENT OF THE YEAR WILL BE RECOGNIZED AT THE FRIDAY LUNCHEON

TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

KEYNOTE SPEAKERS



BECAUSE OF YOU - DR. ADOLPH BROWN

THURSDAY MORNING OPENING SPEAKER | 8:15 TO 9:30AM

As a former at-risk student who had one foot in gifted education and the other in alternative education, Dr. Adolph Brown knows that the “Whole Student” deserves a “Whole Education.” Born in the heart of the inner city, while spending summers in rural Virginia with his grandfather, Adolph was reared to be very hard-working and reflective. Having had a single parent mother in the housing projects, having been a Head Start student, having been the first of his family of five to graduate high school, and having had his oldest sibling and only brother murdered when he was only 11, Adolph’s life and work have been a voyage of discovery beyond anything he could imagine. Adolph is a recovering middle school special education teacher, university professor, graduate college dean, and corporate project manager. He is an educational and clinical psychologist, master teacher, humorist, author, and philanthropist.



HOW TO DO THE IMPOSSIBLE EVERY DAY - DANELLE UMSTEAD

THURSDAY LUNCHEON SPEAKER | 12:30 TO 2:00PM

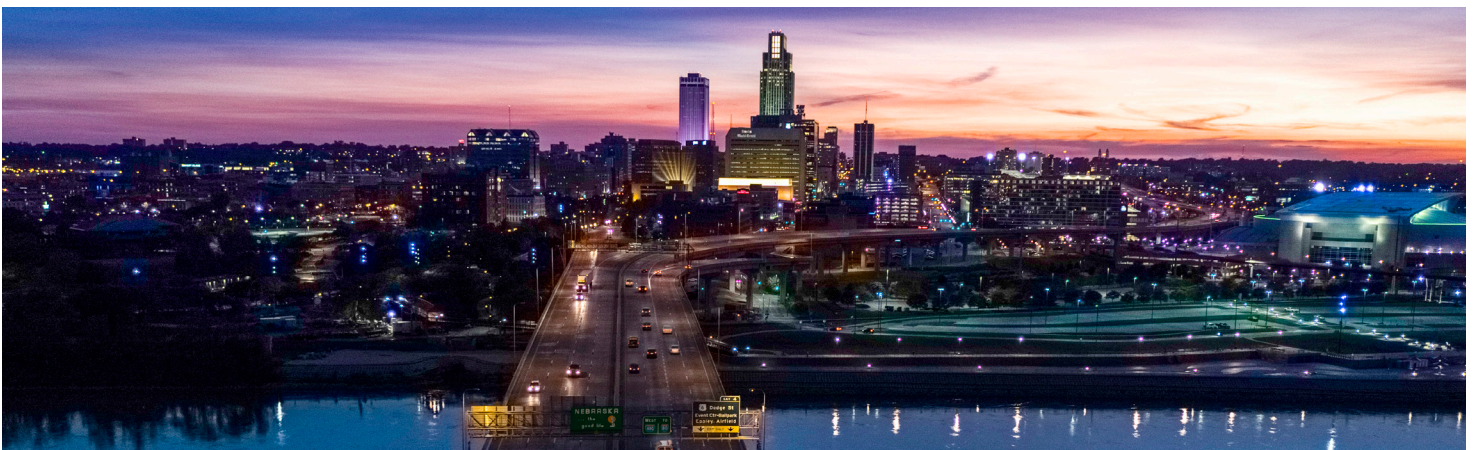
Ever wonder what it is like to hurdle down a mountain on two skis at speeds up to 70 MPH virtually blind, relying on verbal cues from your guide (and husband) a few feet in front of you? This is what Danelle Umstead does every day. At the age of 13, Danelle was diagnosed with Retinitis Pigmentosa, a genetic eye condition where the retina progressively degenerates and eventually causes blindness. She has no central vision and is losing her peripheral vision. Currently, her spotted vision limits her sight to less than five feet without any detail. As her husband Rob skis a few feet in front of Danelle acting as her ‘eyes’ on the course, the amount of trust she has in him is truly remarkable and has created a unique bond on and off the mountain. Together, they make up Team Vision4Gold. “Vision,” Umstead says, “is to have sight, an idea, or a dream.”



CHOOSE TO BE MOTIVATED - JIM MILLER

FRIDAY LUNCHEON SPEAKER | 11:45AM TO 1:15PM

Hall of Fame Coach Jim Miller won 10 NCAA Team Championships in the sport of wrestling, at Wartburg College in Waverly, Iowa. The best part of his story may be that before arriving at Wartburg, the wrestling program had not won even a Conference title in 15 years, and had not won a National title in any sport, in the history of the college. In Coach Miller's 22 years at Wartburg, his teams finished 1st or 2nd in the Nation 18 times. His high energy presentation will help you understand the culture change that took place, and the key principles that turned the program into the #1 team in the nation.










TAKING IT TO THE STREETS OF DOWNTOWN OMAHA

BREAKOUT SESSIONS & TRACKS

 BOARDSMANSHIP	 LEGISLATIVE & ADVOCACY
 CAREER & COLLEGE READINESS	 MANAGEMENT/ADMINISTRATION
 COMMUNICATION	 NEW BOARD MEMBER
 COMMUNITY ENGAGEMENT	 SCHOOL CULTURE
 CURRICULUM	 SCHOOL SAFETY
 EARLY CHILDHOOD EDUCATION	 STUDENTS
 FINANCE	 TECHNOLOGY
 LEGAL & POLICY	 WELLNESS

A - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 21 | 9:45 TO 10:45AM

-  **A1 A CONVERSATION WITH THE CHAIRMAN OF THE EDUCATION COMMITTEE**
Attend this session to hear views from the Education Committee Chairman. School finance, property taxes, curriculum, and school safety will be among the topics discussed. Time has been allotted for questions as well.
PRESENTER: Senator Mike Groene - Chairman of the Education Committee
-  **A2 THINKING OUTSIDE THE BOX: COMPREHENSIVE PSYCHOLOGICAL SERVICES FOR STUDENTS AND STAFF WITHOUT BREAKING THE BANK**
 Currently, schools find themselves in a quandary when it comes to addressing mental health concerns for staff and students. Several K-12 schools in Lincoln County are "thinking outside the box" in an effort to provide comprehensive psychological services for students and staff in their districts. School districts are contracting with a Child and Adolescent Psychologist to provide clinical supervision and training to school counselors in an effort to build the schools' capacity to address students' mental health needs. Comprehensive services include psychological evaluations to assist the district with the identification of children with disabilities for ages five through 21 along with behavior consultation services. In addition, clinical psychological services will include substance abuse evaluations, risk/threat assessments, anger management, and safety planning.
PRESENTERS: Luke McConnell & Jane Davis - Hershey Public Schools
-  **A3 HOT TOPICS IN SCHOOL LAW (SESSION ALSO OFFERED E3)**
They're baaaaack! Learn about the most important, fun, and/or frustrating legal issues facing school boards and administrators. It will be a mix of cases, legal changes, and hot button issues facing all conference attendees. Bring your questions and sense of humor!
PRESENTERS: Steve Williams & Bobby Truhe - KSB School Law
-  **A4 INTEGRATING CTE IN YOUR SCHOOL AND COMMUNITY**
 In this session, Sutton Public Schools will take you through their journey of identifying the need for making intentional and purposeful 7-12 CTE programming decisions. They will address the development and implementation of their Career Pathways Program and how they have created an open, collaborative foundation with their community in their drive to offer as many college and career ready experiences to their students as possible through job shadowing, interning, and working closely with an CTE Community Advisory Committee.
 **PRESENTERS: Brandy Thompson, Zach Parrish & Dana Wiseman - Sutton Public Schools**

TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

THURSDAY BREAKOUT SESSIONS



A5 SCHOOL FACILITY CONSTRUCTION: FINANCING, DESIGN & CONSTRUCTION UNDER NEBRASKA LAW

This session will discuss the various aspects of school facility construction under Nebraska law, including financing options available to school districts, advantages and requirements in engaging and hiring design professionals and construction experts.

PRESENTERS: Derek Aldridge & Rex Schultze - Perry Law Firm



A6 NON-PROFIT LEARNING CENTER AND DAYCARE WITHIN A PUBLIC SCHOOL

In January of 2018, Randolph Schools implemented a year-round Early Childhood Learning Center/Daycare housed within their elementary building. Running into many "dead-ends" early in the process; it forced those involved to be creative in working out different solutions to meet a community need. Staffed and managed by a non-profit organization and licensed by HHS, the district is able to avoid the issues associated with running a Rule 11 program. It's a great example of the school and community partnering together to provide both high-quality daycare and Early Childhood education without relying on tax dollars or growing the school budget.

PRESENTERS: Sandy Owens, Jim Scott & Paul Schmit - Randolph Public Schools



A7 SUPERINTENDENT EVALUATIONS FOR BOARD MEMBERS

This session will walk through a variety of issues that can arise in superintendent evaluations by board members. We will address various legal issues that board members and superintendents should consider in evaluating their superintendent. Dr. Dan Schnoes of ESU 3 will provide real-world suggestions and guidance on handling a superintendent's evaluation, and practical suggestions for board members and superintendents alike.

PRESENTERS: Dan Schnoes - ESU 3; Justin Knight - Perry Law Firm



A8 STILL THE GOOD LIFE! LESSONS LEARNED THROUGH THE NORTH BEND FLOOD OF 2019

Like many other Nebraska residents, the community of North Bend experienced an historic flood this year that damaged many homes and most businesses in town and left the high school building as one of the few dry places left in the area. This session shares the success stories and lessons learned from the March flood, with information on how the high school building served the greater North Bend community during the preparation, evacuation, and eventual recovery mission associated with this natural disaster. The small town teamwork displayed by city leaders, the school system, emergency personnel, and countless neighbors, from both near and far, exemplifies why Nebraska remains 'The Good Life' even during its most perilous moments.

PRESENTERS: Dan Endorf & Ken Streff - North Bend Central Public Schools



A9 ACADEMIES FOR THE HIGH SCHOOL - PLANNING AND IMPLEMENTATION PROCESS

Grand Island Public Schools is providing an update to their high school visioning which we shared at the state conference in 2017. We're transforming our high school into the Academies of Grand Island Senior High. We'll share how we have planned for the academies, major milestones, the structure, and the phased implementation efforts. We've learned a lot along the way from how best to communicate, for example, we learned a lot when we moved to block scheduling. The academies are only possible because of our partnerships with community businesses and employers. We'll share how we've successfully structured the business advisory boards.

PRESENTERS: Dan Phillips, Nicki Stoltenberg, Kelly Enck, Lisa Albers & Heidi Schutz - Grand Island Public Schools



A10 STAYING IN YOUR LANE

A scenario driven session developed to guide the board and leadership team in establishing roles and defining responsibilities. Session attendees will be invited to engage in discussion and network with others to resolve the scenario topic. The session will close with the opportunity for attendees to ask questions and receive clarification on hot topics regarding board and superintendent duties.

PRESENTERS: Kori Stanosheck & Marcia Herring - NASB

THURSDAY BREAKOUT SESSIONS

B - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 21 | 11:15AM TO 12:15PM



B1 IT'S A SMALL WORLD AFTER ALL!

It is not unusual for board members to know or connect with a wide range of community members either as a friend, colleague, relative, or acquaintance. The small world we live in can potentially create unique and challenging times for board members. How do you handle it when you cannot make it to the popcorn stand because your status as board member makes you the most popular person at the school event? Attendees will hear from a panel of board members and superintendents who face the challenges of small-town politics.

PRESENTER: Marcia Herring - NASB



B2 IF NOT US, THEN WHO? YEAR TWO: WELLNESS FOR ALL



This session will focus on the mental health program developed by Educational Service Unit #5 (ESU5) that provides mental health services to students in the school setting, that began during the 2017-2018 school year. With the overwhelming success of the first year school districts added additional days, and additional school districts came on board for the 2018-2019 school year. The positive impact this program has had for students, families, community patrons, and school personnel has been invaluable. The presentation will focus on how the program has expanded year two; and its positive impacts it has had for ESU 5's school districts and beyond.

PRESENTERS: Brenda McNiff & Jen McNally - ESU 5



B3 IT'S FOR THE KIDS! LEGAL AND PRACTICAL ANSWERS TO SHOW THAT EVERY COMMUNITY CAN SUPPORT HIGH QUALITY EARLY CHILDHOOD PROGRAMS

We've heard all the excuses: "There's no one who will do it in town." "Parents ask for it, but it seems like a headache." "What we have is good enough." We don't buy it! Schools have a vested interest in supporting early childhood programs and environments that support kindergarten readiness. This session will cover the many ways schools can be involved in early childhood education, from beginning your own program to innovative approaches to partner with private early childhood providers – including family child care home providers - already in existence. It will also help attendees understand the legal components of being involved in early childhood. When do you need to follow Rule 11 and when must you adhere to child care licensing standards from DHHS? What types of support can legally be offered to early childhood programs? Our hope is that school board members will have a better understanding of how their schools can be involved in the early childhood world, and can use solid ECPs as a staff recruitment and retention tool.

PRESENTERS: Bobby Truhe - KSB School Law; Adam Feser - First Five Nebraska



B4 NSAA UPDATE

Attendees will learn about significant changes at NSAA for the 2019-2020 school year. Information regarding potential issues for future years will also be shared.

PRESENTER: Jay Bellar - NSAA



B5 CAN THEY SAY THAT? PUBLIC COMMENT AT OPEN MEETINGS - INCLUDE PARLIAMENTARY PROCEDURE

This session will review various laws, attorney general rulings, and practice suggestions when dealing with public comments at open meetings to include some relevant parliamentary procedures and Roberts Rules of Order.

PRESENTER: Jim Gessford - Perry Law Firm



TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

THURSDAY BREAKOUT SESSIONS



B6 A RIVER FLOWED THROUGH IT

During the spring of 2019, the Twin River School District was severed in half by the ravages of spring floods. The administrative team will recount the events that led up to re-opening the district, utilizing a satellite facility after the Loup and other streams reared their ugly heads.

PRESENTERS: John Weidner, Kyle Metzger, Tod Heier & Spencer Zysset - Twin River School District



B7 STUDENT BOARD REPRESENTATIVE - BUILDING THE FUTURE THROUGH STUDENT LEADERSHIP

Shelby-Rising City Schools will share policy and implementation practices to add a Student Representative on the School Board. The presentation will also include feedback from School Board Members and the Student Representatives on the positive impact of adding this voice and student engagement practice.

PRESENTERS: Clare Kohl, Jeff Kuhnel & Chip Kay - Shelby-Rising City Public Schools



B8 STRANGER THINGS OF SCHOOL FINANCE

School finance is an ever-changing landscape. During this session, you will learn about a few strange things as they relate to school finance. Some of these will include: ESSA coding, budget authority, and cash reserve. We will also address tax receipts and what happens if the county does not forward your taxes - another reason to track all receipts and expenditures.

PRESENTERS: Carl Dietz & Matt Fisher - Retired Superintendents



B9 "IF YOU BUILD IT"...OPTION ENRICHMENT FRIDAYS

Facing the lowest enrollment in 21 years, the loss of varsity sports, and growing concerns for the survival of the district, Banner County School Board made the bold move to a 4-day school week – with a twist. The concept of Option Enrichment Fridays offered an innovative approach to grow student access to STEAM learning opportunities, meet the needs of families, and tackle dwindling enrollment. This session chronicles the process of implementing a radical change through the lenses of current research, community consultation, student engagement, and district leadership. Early successes and challenges and an action research approach to analyzing the effectiveness of this "outside-of-the-box" solution for a rural PK-12 school district will be discussed.

PRESENTERS: Evelyn Browne & Charles Jones - Banner County Schools



B10 LET'S TALK CYBER SECURITY!

You do not need to be an expert, but here's what you 'need to know' in the world of school cyber security! NASB's John Spatz and ALICAP's Megan Boldt, will be sharing some recent Cyber Security incidents that have occurred in our Nebraska schools, while also communicating how your school can obtain FREE resources, to strengthen your school's cyber security efforts. Come to this session! "Cyber-safe than sorry!"

PRESENTERS: Megan Boldt - ALICAP; John Spatz - NASB



ANN MACTIER - SCHOOL BOARD
MEMBER OF THE YEAR AWARD WILL BE
PRESENTED AT THE THURSDAY LUNCHEON
THURSDAY, NOVEMBER 21 | 12:30 TO 2:00PM

TAKING IT TO THE STREETS OF DOWNTOWN OMAHA

THURSDAY BREAKOUT SESSIONS

C - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 21 | 2:15 TO 3:15PM



C1 A CONVERSATION WITH THE STATE BOARD OF EDUCATION

Join Members of the State Board of Education to hear brief updates on the statewide vision and priorities for Nebraska education. Much of this session will be devoted to question and answer opportunities, as well as a forum for participants to share ideas and input with State Board Members.

PRESENTERS: State Board of Education Members & Ryan Foor - NDE



C2 THE ROLE OF THE SCHOOL SOCIAL WORKER/LICENSED MENTAL HEALTH PRACTITIONER

PCS is a socio-economically diverse Class B district with a 43.6% poverty rate highly committed to providing mental health support for children, families, and employees. Our district is unique, because we have 4.0 FTE school social workers/licensed mental health practitioners (SSW/LMHP), with one at each of the following buildings: an early childhood/Head Start program (serving children birth to 5), a K-4 elementary school, a 5-8 middle school, and a 9-12 high school. Our SSW/LMHP have a broad scope of work. They are active participants on our multi-tiered systems of support behavior/mental health team, the district safety team, and the crisis response team. They also work with individual students and facilitate small groups on various topics related to the needs of the students including, but not limited to, divorce, grief, suicide prevention, and other adverse childhood experiences (ACES). They also provide training for staff members. Join us to learn more about how our district has prioritized mental health support for children, families, and employees.

PRESENTERS: Sara Barada, Keryl Mines, Amy Petricek & Richard Hasty - Plattsmouth Community Schools



C3 YOU HAVE THE RIGHT TO REMAIN .. INFORMED (ABOUT SRO'S)

The safety and security of students within our buildings is the most important priority of every board of education and administrator. One of the recommendations made by the President's Commission on School Safety was to increase the use of school resource officers in schools. While the partnership between your school and local law enforcement is crucial, significant legal issues arise in setting up that partnership. What information can the school share with the police? Who is liable if a police officer uses excessive force on a special education student? How should the agreement between the board and the local law enforcement agency be structured to protect both entities? Answers to these and other important questions about the relationship between school resource officers and your school district will be addressed.

PRESENTER: Karen Haase - KSB School Law



C4 360 SUPERINTENDENT EVALUATION (SESSION ALSO OFFERED F4)

Each year the Raymond Central Board of Education and Superintendent create four mutually agreed upon goals for the upcoming school year. Clearly defined performance goals increase the probability that the superintendent is evaluated on what he or she was hired to do. Raymond Central partnered with NASB to create a 360 Evaluation (fall 2017) to seek feedback from board members, administrators, staff, students, parents and community members based on the annual mutual goals and superintendent standards using surveys. After each evaluation cycle, NASB shares the results with the board and superintendent. The results are used to create future goals for the district along with providing feedback to the superintendent. This session will discuss how the process has transformed superintendent evaluation for Raymond Central, and describe the step by step process used to create the tool, evaluate the tool, and develop the process used.

PRESENTERS: Harriet Gould & Derrick Joel - Raymond Central Public Schools; Marcia Herring - NASB



C5 WHAT BOARD MEMBERS NEED TO KNOW ABOUT EVALUATION OF TENURED (GRIZZLED VETERANS) & PROBATIONARY (ROOKIE) EMPLOYEES

This session will walk through statutes, caselaw and practical advice regarding both probationary and tenured certificated personnel. Legal issues that may arise in personnel situations and practical suggestions and guidance on handling personnel matters will be shared. This session will be targeted to both school administrators and board members.

PRESENTERS: Justin Knight - Perry Law Firm; John Skretta - ESU 6



TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

THURSDAY BREAKOUT SESSIONS



C6 NEBRASKA CENTER FOR ADVANCED PROFESSIONAL STUDIES - NCAPS

NCAPS, located in the South Central Unified District, has revolutionized secondary education during the past three years. With the addition of an \$11 million facility, NCAPS offers a personalized learning experience catering to student interests through numerous Career Pathways. The program specializes in a project-based curriculum which incorporates collaborative, interdisciplinary learning. Each junior and senior in the district is paired with a career mentor from their field of choice as students earn college credit and credentialing through their chosen pathway. The NCAPS Advisory Council consists of regional business and industry experts and ensures efforts are consistent with current and future economic needs. See how we can provide rural students the opportunities typically found in larger, more urban settings.

PRESENTERS: Stan Essink, Ashley Borer, Julie Otero & Ashley Witt - South Central Unified #5



C7 BOARD MEMBER ADVOCACY

State senators and school board members have a lot in common. They were both elected by the citizens of their districts. This shared constituency makes school board members the best advocates for their districts and communities. Learn how school board members have been sharing their story and influencing policy. Engaging in policy at the Legislature is not as intimidating as you think. If you know your role and have a plan, you can be an influential voice in state policy. Learn the different strategies for effective school board advocacy.

PANELISTS: Kim Burry - Bayard Public Schools; Stacie Higgins - Nebraska City Public Schools; Stephanie Summers - David City Public Schools; Lisa Wagner - Central City Public Schools; Facilitated by Colby Coash & Matt Belka - NASB



C8 BOARD POLICIES: THE GOOD, THE BAD AND THE UGLY

A school board is required to formulate policy. The administration is then required to implement those policies. Although this process seems straightforward, having "bad" board policies can easily hamstring your administration. "Bad" policies can also place your district in legal jeopardy. This session will walk through common policy mistakes and how to avoid them, and offer practical guidance on what "good" policies should include.

PRESENTERS: Perry Law Firm



C9 STUDENT VOICES

Students from Nebraska high schools share their perspectives on of issues that are important to the leaders of tomorrow.

D - BREAKOUT SESSIONS

THURSDAY, NOVEMBER 21 | 3:30 TO 4:30PM



D1 DYNAMIC BOARD RETREATS

Why are Board of Education retreats needed? A board retreat enables the board to work collaboratively with administration to discuss mission, vision, and goals. It stresses the importance of a strategic plan to support the mission, vision, and goals, but especially the discussion and action of the board. Academic accountability is a result of goals focused on the growth of instruction and learning, and retreat allows the board ample time to understand and evaluate the districts academics achievements. Allows the board time to assess the governance role of the board through self-assessment, utilizing a board retreat to identify areas of growth of the board. We'll share information on how to structure an efficient and successful board retreat, including who to invite, how to plan the agenda, and possible agenda topics to cover.

PRESENTERS: Tawana Grover & Bonnie Hinkle - Grand Island Public Schools; Marcia Herring - NASB



D2 NEBRASKA'S SCHOOL LANDS: A MAGNIFICENT ENDOWMENT

Since the birth of Nebraska's statehood, School Trust lands were intended to - and continue to - enhance educational quality in the State of Nebraska. School Trust lands are premised on the idea that every community should have quality public schools, that education benefits the student and community, and that prudence dictates there should be sustained support for those schools and students. This session will discuss the past, present and future of the Board of Educational Lands and Funds of the State of Nebraska, and will detail the benefits currently being provided to the local school districts.

PRESENTER: Kelly Sudbeck - Board of Educational Lands & Funds of the State of Nebraska

TAKING IT TO THE STREETS OF DOWNTOWN OMAHA

THURSDAY BREAKOUT SESSIONS



D3 SPECIAL ED: WHAT EVERY BOARD MEMBER NEEDS TO KNOW (AND WHY WE CAN'T ALWAYS TELL YOU!)
"What do you mean you can't tell me? I'm on the board!" That is perhaps the most fair yet most legally complex question an administrator may get from his or her board members. Especially in the context of students with disabilities, board members get to know less but have to pay more for education and services to assist those students. This presentation will be a whirlwind tour of the basics of special education and other disability laws, focusing on the things board members need to know and understand about their role: including when they can and can't know, and why. Bring your questions, and at least WE can answer them!

PRESENTERS: Karen Haase & Bobby Truhe - KSB School Law



D4 NEW CLASSES, NEW PROJECTS AND NEW EQUIPMENT THROUGH COMMUNITY PARTNERSHIPS
Learn about the process we took to fundraise for our new video/ scoreboards through community partnerships. These partnerships have allowed for us to offer new courses for students that will prepare them for 21st Century careers, and are not only funding the project in its entirety, but will generate a continued revenue for the school to use in other areas. We are excited for the opportunity it is bringing to our school and we hope to help you bring it to your school!

PRESENTERS: Jessica Breitreutz & Jenny Wagner - Centennial Public Schools



D5 LEGISLATURE RECAP & WHAT IT MEANS FOR 2020

The Legislature was busy this year and passed over 250 bills. Many of these bills impact school district operations. Learn about the bills that will affect school districts. Board meetings, curriculum, vaping, and school safety are just a few of the statutory changes made by Senators. Policy revisions, meeting agendas, and MOUs are among the changes districts will be asked to make in the coming year. Participants will learn how these changes affect your district.

PRESENTERS: Colby Coash - NASB; Mike Dulaney - NCSA



D6 LEADING QUALITY PROGRAMS FOR STUDENTS WITH INTENSIVE NEEDS

LPS has prioritized programming for students who have intensive needs. LPS currently has 6 specialized programs that provide support for students with behavioral needs, mental health concerns, and academic needs. This presentation will examine the history and features of the programs, student effectiveness data, and parent testimonials.

PRESENTERS: Connie Duncan, Kathy Danek & Matt Larson - Lincoln Public Schools



D7 STUDENT JOURNALISM, PUBLIC FORUMS, AND THE FIRST AMENDMENT

The issue of increasing students' free speech protections is likely here to stay. Courts, in recent years, have generally looked favorably on restricting the speech of students. Legislatures may well look to reverse that trend. Attorneys will evaluate and analyze recent First Amendment cases and legislation that impacts public schools. This will include everything from social media to school publications. This session will address both legal and practical aspects of handling free speech claims, of both students and employees including the forum analysis that courts generally utilize.

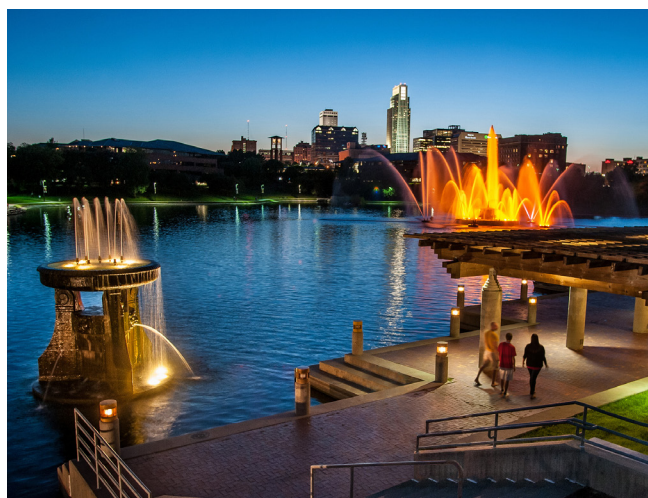
PRESENTERS: Justin Knight & Josh Schauer - Perry Law Firm



D8 BOARD TO BOARD: HOW CAN THE BOARD OF EDUCATION AND THE FOUNDATION BOARD LEVERAGE THEIR MISSIONS FOR STUDENT SUCCESS

The community connections and collaborative work between the board of education and the school district's foundation board is vital to Nebraska public schools. This session will explore the critical initiatives, strategies, and planning efforts involved in advancing the mission-critical work of the board of education and the district's foundation board to ensure district-wide student success now and into the future.

PRESENTER: Wendy Van - Lincoln Public Schools Foundation; Kori Stanosheck - NASB



TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

FRIDAY BREAKOUT SESSIONS



NASB DELEGATE ASSEMBLY
FRIDAY, NOVEMBER 22 | 8:00 TO 9:30AM

CLASSROOM SHOWCASE
FRIDAY, NOVEMBER 22 | 8:00 TO 11:30AM

E - BREAKOUT SESSIONS
FRIDAY, NOVEMBER 22 | 9:15 TO 10:15AM



E1 EARLY LEARNING IN NEBRASKA: OPPORTUNITIES FOR COORDINATION AND COLLABORATION

The early childhood system in Nebraska is made up of various programs and services administered by a number of agencies and organizations. Through the Federal Preschool Development Grant, Nebraska is in the process of conducting a comprehensive needs assessment and strategic plan to create opportunities for collaboration and coordination among existing programs for early childhood care across the state. An integral piece of the strategic plan is to improve transitions into kindergarten and elementary school, especially for low income and disadvantaged children. This session will describe the current structure of the our early childhood system and explore some of the exciting improvements that are currently underway and planned for the future to best prepare children for success.

PRESENTER: Elizabeth Everett - First Five Nebraska



E2 RELATIONSHIPS MATTER: MAKING A CONNECTION BETWEEN HOME AND SCHOOL

Over the past 10 years, Ralston Public Schools has been bridging the home-school connection through a Home Visit Programming Approach. This session will share how the school community is integrating the use of summer home visits to build connections between students, families and the school. This session will explain the journey and lessons learned about how to effectively implement home visits. We'll discuss initial and sustained implementation, common questions, and the advantages and challenges we've experienced along the way.

PRESENTERS: Linda Richards, Cecilia Wilken, Melissa Stolley, Melissa Yost & Mark Adler - Ralston Public Schools

TAKING IT TO THE STREETS OF DOWNTOWN OMAHA

FRIDAY BREAKOUT SESSIONS



E3 HOT TOPICS IN SCHOOL LAW (SESSION ALSO OFFERED A3)

They're baaaaack! This session will cover the most important, fun, and/or frustrating legal issues facing school boards and administrators. It will be a mix of cases, legal changes, and hot button issues facing all conference attendees. Bring your questions and sense of humor!

PRESENTERS: Steve Williams & Bobby Truhe - KSB School Law



E4 SCHOOL PSYCHOLOGISTS: COMPREHENSIVE MENTAL AND BEHAVIORAL HEALTH SERVICE PROVIDERS



This presentation will summarize the research regarding the effectiveness of behavioral and mental health service provision in schools, and the unique role school psychologists play in implementing these systems of prevention and intervention. Additionally, examples will be shared of school psychologists currently doing this important work in Nebraska schools. Participants will explore action steps for partnering with school psychologists in this area.

PRESENTERS: Brian McKeivitt - University of Nebraska-Omaha; Jamie Mapp - ESU 5; Katie Bevins - Lincoln Public Schools; Tessa Petereit - Crete Public Schools; Meghan Smith - Fremont Public Schools; Susan Lindblad - Hastings Public Schools



E5 BOARD MEETINGS & MEETING TECHNOLOGY - COMMON QUESTIONS & PITFALLS FOR BOARD MEMBERS

Every School Board must follow the Open Meetings Act. This session will address recent case law along with common meeting questions and pitfalls, including: regular v. special meetings, advance notice, public hearings, the use of board committees, closed sessions, proper wording of agenda items, the use of technology and more.

PRESENTERS: Justin Knight & Jim Gessford - Perry Law Firm



E6 2020/2021 EHA PLAN UPDATES

This session will review any plan or rate changes to the EHA Medical and Dental plans for the 2020/2021 plan year.

PRESENTERS: Courtney Ray & Greg Long - EHA



E7 A LINE IN THE SAND - TEACHER/COACH - STUDENT BOUNDARY ISSUES

This session will explore the intended and unintended issues that arise in the school setting, in the classroom or in school activities involving school employees (administrators, teachers, para-educators, etc.) and students that cross the boundary line between a professional relationship and one that invaded the personal space, privacy or physical and mental well being of students, and programs, policies and strategies to convey to staff the expectations of the school district and provide guidance and training to protect both students and staff.

PRESENTER: Rex Schultze - Perry Law Firm





TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG

FRIDAY BREAKOUT SESSIONS

F - BREAKOUT SESSIONS



FRIDAY, NOVEMBER 22 | 10:30 TO 11:30AM

 **F1 RULE 10: WHAT BOARD MEMBERS NEED TO KNOW**
 Rule 10 provides the regulations and procedures for accreditation used by the Nebraska Department of Education to establish quality education for all public school students in our state. This session will unpack the imperative components of Rule 10, including the AQUESTT connection, that board members need to know in order to effectively govern their school district in a manner that is compliant with the law.



PRESENTERS: Kori Stanosheck & Melissa Lusk - NASB

 **F2 TEAMMATES: BUILDING SCHOOL TO COMMUNITY CONNECTIONS**
 In an ever-changing society that separates schools from communities, TeamMates Mentoring Program seeks to connect safe adult friends to students in local schools. TeamMates mentors and volunteers often appreciate being able to return to their hometown schools to mentor to see how the climate has changed and grown. Mentors new to communities feel an instant connection to school staff and community members when they are matched within TeamMates. Learn how TeamMates continues to bring together communities through inclusive school-based mentoring.



PRESENTERS: Beth Roberts & Allyson Horne - TeamMates

 **F3 PAIN IN THE APP, V. 5.0**
 It's hard to believe the first version of this presentation took place 5 years ago! Each year, this session covers the latest developments in law and educational practices related to social media use and schools. From sexting and cyberbullying to truly frightening predatory behavior perpetuated against school-age kids, the presentation this year will bring all attendees up to speed on the most recent issues schools, administrators, and board members are facing related in the inseparable worlds of public education and technology.


PRESENTERS: Coady Pruett & Karen Haase - KSB School Law

 **F4 360 SUPERINTENDENT EVALUATION (SESSION ALSO OFFERED C4)**
 Each year the Raymond Central Board and Superintendent create four mutually agreed upon goals for the upcoming school year. Clearly defined performance goals increase the probability that the superintendent is evaluated on what he or she was hired to do. Raymond Central partnered with NASB to create a 360 Evaluation ... (Read the full description at C4)

PRESENTERS: Harriet Gould & Derrick Joel - Raymond Central Public Schools; Marcia Herring - NASB

 **F5 #WHATDOIDO? NAVIGATING SOCIAL MEDIA PROBLEMS FACED BY SCHOOLS**
 The days are long gone when the only notification you had to worry about was "You've got mail!" As we all know, today social media places student and staff lives in the public sphere. "Liking" controversial posts, racy images, and even copyright issues are now the concerns of public schools. What's worse, social websites do not come equipped with a handbook to guide schools through the potential pitfalls of discipline and prevention. In this session the attorneys at the Perry Law Firm will discuss the legal and boundaries and obligations of schools regarding social media.

PRESENTER: Haleigh Carlson - Perry Law Firm

 **F6 BUILDING A MODEL OF PUBLIC-PRIVATE PARTNERSHIPS TO DEVELOP STEM CAREER PATHWAYS**
 By its general nature, STEM Ecosystems comprise of a diverse mix of community or state-wide partnerships. Leveraging those partnerships is key in developing a seamless pathway for students to career and beyond, as life-long learners. The Omaha STEM Ecosystem (OSE), established in spring of 2016, addresses the recognized need for improved STEM programming and collaboration in the Omaha community. The goal is to develop a talent pipeline to assure that Omaha remains a robust STEM community.

 **PRESENTERS: Tracie Reding, Chris Schaben, Victoria Novak, Elizabeth Mulkerrin, Julie Sigmon & Jim Dennell - Omaha STEM Ecosystem**

TAKING IT TO THE STREETS OF DOWNTOWN OMAHA

FRIDAY BREAKOUT SESSIONS



F7 NEGOTIATIONS FOR BOARD MEMBERS

School districts spend the majority of their budget on their employees. As such, it is critical that board members be familiar with the law and strategies during negotiations. With budgets tightening and attacks on school spending, school districts need to be familiar with the negotiations process.

PRESENTERS: Perry Law Firm



F8 STAKEHOLDER ENGAGEMENT - LESSONS LEARNED - UNDERSTAND- INVOLVE ENGAGE

Stakeholder engagement -- as the old saying goes, if you want someone to hear what you have to say, you have to say it ten times, ten different ways. Grand Island Public Schools will share what we do and what we've learned. We will share the various methods we utilize: Board & Supt. Newsletter, Live with Grover, Board coffees, Campus highlights at meetings, student recognition, townhall meetings, annual report & strategic plan, Select finance committee, K-12 insight survey, PR/PD committee, adding parent voice, Superintendent stakeholder groups.

PRESENTERS: Tawana Grover, Jennifer Worthington & Bonnie Hinkle - Grand Island Public Schools

SUPERINTENDENT OF THE YEAR
WILL BE RECOGNIZED AT THE FRIDAY LUNCHEON
FRIDAY, NOVEMBER 22 | 11:45AM TO 1:15PM

REGISTERING FOR THE CONFERENCE

REGISTRATION FOR THE 2019 STATE EDUCATION CONFERENCE WILL OPEN WEDNESDAY, SEPTEMBER 11, 2019

To register, go to the NASB website at www.NASBonline.org and log in using your email and password, and click the State Education Conference link.

AS YOU REGISTER, BE SURE TO MAKE PLANS TO ATTEND THE EXHIBITOR RECEPTION
FROM 4:00 TO 6:00PM ON WEDNESDAY, NOVEMBER 20

IF YOU HAVE SPECIAL DIETARY NEEDS DUE TO A MEDICAL CONDITION,
CONTACT MAKENZIE BROOKHOUSER AT 800-422-4572 TO ARRANGE ALTERNATIVE MENUS.



TO REGISTER FOR THE CONFERENCE VISIT WWW.NASBONLINE.ORG



1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG

RETURN SERVICE REQUESTED

2019 STATE EDUCATION CONFERENCE
NOVEMBER 20-22
CHI HEALTH CENTER - DOWNTOWN OMAHA

TAKING IT TO THE STREETS



O M A H A

CHI HEALTH CENTER - DOWNTOWN OMAHA

CO-SPONSORED BY THE NEBRASKA ASSOCIATION OF SCHOOL BOARDS AND
THE NEBRASKA ASSOCIATION OF SCHOOL ADMINISTRATORS



Performance



NSCAS English Language Arts ⓘ

60%

[View Data](#)

Peers ⓘ
52%
State
52%



NSCAS Mathematics ⓘ

59%

Peers ⓘ
57%
State
52%



NSCAS Science ⓘ

73%

Peers ⓘ
72%
State
66%



NSCAS ACT (3rd Year Cohort) ⓘ



ELA

Peers ⓘ
58%

Math

Peers ⓘ
67%

Science

Peers ⓘ
61%

Board of Education Regular Meeting
Middle School/High School Media Center
565 S Kimmel Street
Osceola, NE 68651
September 9, 2019 at 6:00 PM

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 Boruch 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

Jennifer Boruch:	Present	Michael Neujahr:	Present
Jena Mentink:	Present	Douglas Rathjen:	Present
Anthony Mestl:	Present	Chelsey Tonniges:	Present

Also present were Superintendent Rinehart, Principal Maynard, Principal Webster and Debra Berry. There were no patrons in attendance.

2.3. Excuse Board Members Who Are Absent

There were no board members absent.

2.4. 2019-2020 Budget Hearing

2.4.1. Open Budget Hearing

To open the Budget Hearing for the 2019-2020 school year passed with a motion by Anthony Mestl and a second by Douglas Rathjen.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

2.4.2. Discuss, consider, and receive input from the public about 2019-2020 budgets

The Board briefly discussed the reduced general fund operating budget. No patrons were present.

2.4.3. Close Budget Hearing

To close Budget Hearing for the 2019-2020 school year passed with a motion by Michael Neujahr and a second by Jena Mentink.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

2.5. Final Property Tax Request Hearing 2019-2020.

2.5.1. Opening Tax Request Hearing

To open the Final Property Tax Request Hearing for the 2019-2020 school year passed

with a motion by Douglas Rathjen and a second by Chelsey Tonniges.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

2.5.2. Discuss, consider, and receive input from the public about 2019-2020 final property tax request. The Board briefly discussed the levy asking was within the range discussed during the bond issue. No patrons were present.

2.5.3. Close Tax Request Hearing

To close the Final Property Tax Request Hearing for the 2019-2020 school year passed with a motion by Jena Mentink and a second by Anthony Mestl.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

3. Approval of Agenda

To approve the agenda as written passed with a motion by Douglas Rathjen and a second by Chelsey Tonniges.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

4. Recognition of Visitors/Communications from the Public

No patrons were present.

5. Reports

5.1. Principals Reports

5.1.1. Elementary Report

Elementary Principal Brett Webster gave his written and oral report about: MAPS testing will begin Tuesday, September 10th; the Preschool will be singing at the Good Samaritan Center on September 16th; the 1st and 3rd grades will be visiting Stuhr Museum on September 30th; Parent-Teacher Conferences are scheduled for September 23rd and 25th; the Book Fair will be open from 4:00 PM until 8:00 PM during Parent-Teacher Conferences; the meetings for the Elementary Homecoming floats are scheduled for Wednesday, September 11th; and the implementation of the Eureka math program is going well.

5.1.2. MS/HS Report

MS/HS Principal Dale Maynard gave his written and oral report on: individual student state testing reports are online; preparation of state testing reports to share at Parent-Teacher Conferences along with individual NWEA MAPS reports; Parent-Teacher Conferences are scheduled for September 23rd and 25th; MAPS testing will start up in a few weeks with the Elementary starting first; talks about vaping continue; a big thank you to PSAC for new gym banners; a big thank you to OYAO partnered with SWAG to put on Red Ribbon Week; Homecoming is September 20th; the Harvest of Harmony candidate is chosen but not being shared yet; FFA Husker Harvest Days is September 10th; and the NHS Blood Drive is scheduled for September 26th.

5.2. Superintendent's Report

Superintendent Steven Rinehart gave his written and oral report about: making a counter offer for the Coffin family property; the NASB State Conference; starting

teacher negotiations by November 1st; and the evaluation process of the Superintendent.

5.3. Board Reports

There were no board reports.

6. Action Items

6.1.1. Consent Agenda

To approve the consent agenda passed with a motion by Jena Mentink and a second by Douglas Rathjen.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

6.1.2. Approval of the Previous Meeting's Minutes

6.1.3. Treasurer's Report

6.1.4. Payment of general fund claims in the amount of \$304,462.74

6.1.5. Payment of special building fund claim of \$369,975.58

GENERAL FUND

Beginning Balance	\$ 1,093,081.36
Income	+ 42,844.08
Expenses	- <u>377,774.09</u>
Ending Balance	\$ 758,191.35

DEPRECIATION/EQUIPMENT FUND

Beginning Balance	\$ 363,618.80
Income	+ 353.76
Expenses	- <u>0.00</u>
Ending Balance	\$ 363,972.56

UNEMPLOYMENT FUND

Beginning Balance	\$ 37,976.22
Income	+ 31.53
Expenses	- <u>0.00</u>
Ending Balance	\$ 38,007.75

ACTIVITY FUND

Beginning Balance	\$ 27,127.20
Income	+ 36,661.67
Expenses	- <u>8,001.96</u>
Ending Balance	\$ 55,786.91

LUNCH FUND

Beginning Balance	\$ 24,415.14
Income	+ 27,058.43
Expenses	- <u>322.40</u>
Ending Balance	\$ 51,151.17

BOND FUND CHECKING ACCOUNT

Beginning Balance	\$ 22,772.08
Income	+ 5.91
Expenses	- <u>0.00</u>
Ending Balance (Checking Account)	\$ 22,777.99

BOND FUND LIQUID ASSET

Beginning Balance	\$ 82.51
Transfers In	+ 0.00
Interest Income	+ 0.00
Transfers Out	- <u>0.00</u>
Balance	\$ 82.51

SPECIAL BUILDING FUND

Beginning Balance	\$8,342,618.80
Income	+ 242,165.88
Expenses	- <u>391,210.70</u>
Ending Balance	\$8,193,573.98

QUALIFIED PURPOSE UNDERTAKING

Beginning Balance	\$ 319,589.31
Income	+ 1,169.61
Expenses	- <u>0.00</u>
Ending Balance	\$ 320,758.92

6.2. Consider, discuss and take all necessary action to approve tax request resolution for 2019- 2020 school year.

To approve the Final Property Tax Request Resolution for the 2019-2020 school year passed with a motion by Anthony Mestl and a second by Douglas Rathjen.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

6.3. Consider, discuss and take all necessary action to approve the 2019-20 general fund, depreciation fund, employee benefit fund, school activities fund, school lunch fund, bond fund, special building fund, and qualified capital purpose undertaking fund budgets.

To approve the 2019-2020 school year General Fund, Depreciation Fund, Employee Benefit Fund, School Activities Fund, School Lunch Fund, Bond Fund, Special Building Fund, and Qualified Capital Purpose Undertaking Fund Budgets as published passed with a motion by Michael Neujahr and a second by Chelsey Tonniges.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

6.4. Consider, discuss and take all necessary action to approve final property tax request for the 2019-2020 school year.

To approve the Final Property Tax Request for the 2019-2020 school year as published passed with a motion by Anthony Mestl and a second by Jena Mentink.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

6.5. Consider, discuss and take all necessary action on purchase of 20 I-Pads to upgrade Elementary equipment.

To approve purchase of 20 i-pads to replace old devices in the primary elementary grades for \$5,880.00 passed with a motion by Douglas Rathjen and a second by Chelsey Tonniges.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

7. Discussion Items

7.1. Discuss meeting with HP committee on FB Coop.

Doug Rathjen, Mike Neujahr, and Anthony Mestl discussed the meeting with High Plains Community Schools about the high school football coop. High Plains is concerned about the higher numbers may move the football program into an eleven man play schedule. Osceola Public Schools is still interested in continuing the coop.

7.2. Discuss progress of the building project.

Superintendent Rinehart gave an update on the replacing of the roofs. The groundbreaking for the new addition will be Sunday, September 15th at 5:00 PM. Bids have been requested for the dirt work, utilities, etc for the new addition. The bids will be opened on Tuesday, September 17th at 2:00 PM in the middle school/high school band room. The Elementary building has a security buzz-in system in place and the MS/HS is in the process of installing a system.

8. Next Meeting Dates and Times

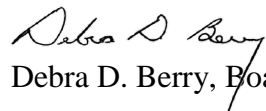
8.1. Regular meeting October 14, 2019, 6:00 PM at the Osceola Middle/High School Media Center.

9. Adjournment

To adjourn meeting at 7:30 PM passed with a motion by Douglas Rathjen and a second by Chelsey Tonniges.

Jennifer Boruch: Yea, Jena Mentink: Yea, Anthony Mestl: Yea, Michael Neujahr: Yea, Douglas Rathjen: Yea, Chelsey Tonniges: Yea

Respectfully submitted,



Debra D. Berry, Board Secretary Appointed

Board Report - Monthly
GENERAL FUND

Posted - During Check Cycle; Fund Number 01; Processing Month 10/2019

<u>Check #</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Check Total</u>
32454	APPLE, INC.	APP & IPADS	5,904.75
32455	BUTLER COUNTY WELDING	SUPPLIES	119.95
32456	CENGAGE LEARNING	SOFTWARE/TEXTBOOKS	507.00
32457	CENTERPOINT ENERGY SERVICES RETAIL, LLC	NATURAL GAS	627.83
32458	CGSMUSIC	BAND SUPPLIES	219.68
32459	CITY OF OSCEOLA	WATER/SEWER/COMPACTOR	1,369.65
32460	CJT ELECTRIC, INC.	CABLES AND JACKS	1,350.00
32461	CONTROL SERVICES, INC.	SERVICE AGREEMENT	900.42
32462	ECES INC.	VACUUM CLEANER PARTS	155.95
32463	ELECTRICAL ENGINEERING & EQUIPMENT CO.	LIGHT BULBS	88.92
32464	ESSENTIAL SCREENS	BACKGROUND CHECKS RENEWAL FEE	376.65
32465	ESU #10	MATH TRAINING	900.00
32467	ESU #7 SPECIAL EDUCATION DEPT	SPED SERVICES	13,515.78
32466	ESU #7	SECURITY MAINTENANCE	25.00
32468	FISTLER, JEN	EARLY CHILDHOOD SERVICES	384.40
32469	FLINN SCIENTIFIC, INC.	SUPPLIES	224.66
32470	FOLLETT SCHOOL SOLUTIONS, INC.	LIBRARY BOOKS	104.39
32471	FRONTIER COOPERATIVE COMPANY	FUEL	2,826.02
32472	GARY'S PLUMBING, LLC	SUPPLIES	177.53
32473	GLUNZ, BRENDA	PSYCHOLOGIST SERVICES	2,033.22
32474	GRAIN PRODUCTS COMPANY, INC.	RUBBER MAT FOR TRACK PROTECTION	420.00
32475	HOBART SALES & SERVICE	INSTALLED OVENS	427.00
32476	HOME DEPOT PRO, THE	SUPPLIES	162.73
32477	JACK'S TREE TAXI	TREE MOVING	175.00
32478	JACKSON SERVICES, INC.	RUG SERVICE	291.66
32479	KSB SCHOOL LAW	LEGAL SERVICES	287.50
32480	MATHESON TRI-GAS, INC.	SUPPLIES	641.15
32481	NASB ALICAP	WORKER'S COMPENSATION	54,067.00
32482	NEBRASKA SAFETY CENTER	BUS DRIVER TRAINING	200.00
32483	NELSON, BARTLEY	LAWN SERVICE	1,500.00
32484	OPTUM	FLEX PLAN FUNDING & ANNUAL RENEWAL	350.00
32485	OSCEOLA TIRE AND SERVICE, LLC	PARTS AND TIRES	475.93
32486	POLK COUNTY NEWS	PRINTING	583.95
32487	POLK COUNTY RPPD	ELECTRICITY	8,555.36
32488	PRESTO-X	PEST CONTROL	87.00
32489	SCHMIDT SPEECH LANGUAGE PATHOLOGY SERVICES, LLC	SPEECH SERVICES	5,984.14
32490	SCHOLASTIC, INC.	SUBSCRIPTIONS	1,322.54

Board Report - Monthly

Posted - During Check Cycle; Fund Number 01; Processing Month 10/2019

<u>Check #</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Check Total</u>
32491	SCHOOL SPECIALTY, INC	SUPPLIES	18.58
32492	SIEMENS INDUSTRY, INC.	FIRE SERVICE AGREEMENT	2,582.00
32493	SWIFTREACH NETWORKS, LLC	POWERSCHOOL MESSAGING	615.00
32494	TEXTBOOK WAREHOUSE	TEXTBOOKS	150.00
32495	TONNIGES CHEVROLET, INC.	OIL AND FLUIDS	7,153.80
32496	TRIPLE "S" SERVICE, LLC	GARBAGE SERVICE	475.00
32497	UNIVERSITY OF NEBRASKA HIGH SCHOOL	DISTANCE LEARNING CLASSES	2,750.00
32498	WALMART COMMUNITY/SYNCB	SUPPLIES	153.91
32499	WELLS FARGO VENDOR FINANCIAL SERVICES, LLC	COPIER LEASE	104.48
32500	WINDSTREAM	TELEPHONE SERVICE	127.02
32501	WINDSTREAM	TELEPHONE SERVICE	<u>390.23</u>
Checking Account Total:			<u>121,862.78</u>
TOTAL BILLS & PREPAIDS			<u>121,862.78</u>
TOTAL PAYROLL			<u>272,279.46</u>
GRAND TOTAL			<u>394,142.24</u>

**Board Report - Monthly
SPECIAL BUILDING**

Prepaid Check; Fund Number 01, 08; Processing Month 10/2019

<u>Check #</u>	<u>Vendor Name</u>	<u>Description</u>	<u>Check Total</u>
106	CASH-WA DISTRIBUTING	CONVECTION OVEN FITTINGS	7,939.00
107	WILKINS ARCHITECTURE DESIGN PLANNING, LLC	ARCHITECTURAL DESIGN	<u>98,897.92</u>
GRAND TOTAL:			<u>106,836.92</u>

October 7, 2019

Osceola Public Schools
Board of Education
565 S. Kimmel St.
Osceola, NE 68651

Dear Negotiations Committee:

The Osceola Education Association requests that the school board of the Osceola Public Schools take action to recognize the Osceola Education Association as the exclusive bargaining agent for the district's nonsupervisory certificated staff for the 2019-2020 contract year.

Please direct your response to the undersigned.

Sincerely,



Sarah Johnson
Nicci Kropatsch
Osceola Education Association

RESOLUTION

WHEREAS, the organization, management, and control of the Osceola Public School District is vested in its Board of Education; and

WHEREAS, the organization, management, and control of the school district is articulated through its adopted board policies; and

WHEREAS, the Board has determined that it is in the school district's best interest to adopt a new and updated set of policies; and

WHEREAS, the Board has determined to update its policies by considering proposed new policies from KSB School Law; and

WHEREAS, in order to avoid conflicting policies, the Board has determined that it is best to delay implementation of the new policies and continue with its current policies, as amended from time to time, and then to implement all of the new policies at one time;

WHEREAS, the Board will approve the KSB policies but delay implementation of the new policies unless until an effective date in the future, unless otherwise indicated by the Board, understanding that the Board may need to implement policies immediately based on changes to law and may find it necessary or prudent to update existing policies, in which case the Board may add and amend policies by simple motion vote;

NOW, THEREFORE, BE IT RESOLVED, that unless the Board indicates otherwise, it will approve the new policies over the next several board meetings but delay the implementation of the new policies, and then implement the newly adopted policies all at one time, upon board motion to implement said policies, which shall then supersede any prior conflicting policies.

StudentsDrug and Substance Use and Prevention**Drug-Free Schools**

The District shall implement regulations and practices which will ensure compliance with the Drug-Free Schools and Communities Act and all regulations and rules promulgated pursuant thereto. The District's safe and drug-free schools program is established in accordance with principles of effectiveness as required by law to respond to such harmful effects.

Education and Prevention

The District promotes comprehensive, age appropriate, developmentally based drug and alcohol education and prevention programs, which will include in the curriculum the teaching of both proper and incorrect use of drugs and alcohol for all students in all grades of this School District. Further, the District will have proper in-service orientation and training for all employed staff.

Standards of Conduct; Notice to Students and Parents

Students are to be provided a copy of the standards of conduct for student behavior in the District which prohibit the unlawful possession, use, or distribution of illicit drugs and alcohol on school premises or as a part of any of the school's activities. It shall be the further policy of the District to keep a file showing receipt of standards of conduct and a statement of disciplinary sanctions that may be taken for violations of such standards of conduct. The receipt shall be signed by both student and parent or guardian and returned to the respective Principal. It shall contain in prominent letters the following language:

"RECEIPT SHALL SERVE TO DEMONSTRATE THAT YOU AS PARENT OR GUARDIAN OF A STUDENT ATTENDING OSCEOLA PUBLIC SCHOOLS HAVE RECEIVED NOTICE OF THE STANDARDS OF CONDUCT OF THIS DISTRICT EXPECTED OF STUDENTS CONCERNING THE ABSOLUTE PROHIBITION AGAINST THE UNLAWFUL POSSESSION, USE, OR DISTRIBUTION OF ILLICIT DRUGS AND ALCOHOL ON SCHOOL PREMISES OR AS A PART OF ANY OF THE SCHOOL'S ACTIVITIES AS DESCRIBED IN BOARD POLICY OR ADMINISTRATIVE REGULATION. THIS NOTICE IS BEING PROVIDED TO YOU PURSUANT TO P.L. 101-226 AND 34 C.F.R. PART 86, BOTH FEDERAL LEGAL REQUIREMENTS FOR THE DISTRICT TO OBTAIN ANY FEDERAL FINANCIAL ASSISTANCE. YOUR SIGNATURE ON THIS RECEIPT ACKNOWLEDGES THAT YOU AND YOUR CHILD OR CHILDREN WHO ARE STUDENTS ATTENDING THIS DISTRICT FULLY UNDERSTAND THE DISTRICT'S POSITION ABSOLUTELY PROHIBITING THE UNLAWFUL POSSESSION, USE, OR DISTRIBUTION OF ILLICIT DRUGS AND ALCOHOL ON SCHOOL PREMISES OR AS A PART OF THE SCHOOL'S ACTIVITIES AS HEREIN ABOVE DESCRIBED AND THAT COMPLIANCE WITH THESE STANDARDS IS MANDATORY. ANY NON-COMPLIANCE WITH THESE STANDARDS CAN AND WILL RESULT IN PUNITIVE

MEASURES BEING TAKEN AGAINST ANY STUDENT FAILING TO COMPLY WITH THESE STANDARDS."

Drug and Alcohol Education and Prevention Program of the District Pursuant to the Safe and Drug-Free Schools and Communities Laws and Regulations

Students are to be provided an age appropriate, developmentally based drug and alcohol education and prevention program. The program educates on the adverse effects of the use of illicit drugs and alcohol, with the primary objective being the prevention of illicit drug and alcohol use by students.

Drug and Alcohol Counseling, Rehabilitation and Re-entry Programs

Students are to be provided information concerning available drug and alcohol counseling, rehabilitation, and re-entry programs within sixty miles of the administrative offices of the District or, where no such services are found, within the State of Nebraska. Information concerning such resources shall be presented to all of the students of the District upon request by the counselor.

In the event of disciplinary proceedings against any student for any District policy pertaining to the prohibition against the unlawful possession, use, or distribution of illicit drugs and alcohol, appropriate school personnel shall confer with any such student and his or her parents or guardian concerning available drug and alcohol counseling, rehabilitation, and re-entry programs that appropriate school personnel shall consider to be of benefit to any such student and his or her parent or parents or guardian.

Safe and Drug-Free Schools-- Parental Notice of Right to Withdraw

Parents will be notified that, if upon receipt of information regarding the content of safe and drug free school programs and activities other than classroom instruction a parent objects to the participation of their child in such programs and activities, the parent may notify the School District of such objection in writing. Upon the receipt of such notice the student will be withdrawn from the program or activity to which parental objection has been made.

Standards of Student Conduct Pertaining to the Possession, Use, or Distribution of Illicit Drugs, Alcohol or Tobacco.

These standards are in addition to standards of student conduct elsewhere adopted by board policy or administrative regulation. The District's standards prohibit the possession, use, or distribution of illicit drugs, alcohol or tobacco (including electronic nicotine delivery systems) on school premises, in school vehicles, or as a part of any of the school's activities on or off school premises. Conduct prohibited at places and activities as hereinabove described shall include, but not be limited to, the following:

1. Possession, use distribution or being under the influence of any controlled substance, including but not limited to marijuana, any narcotic drug, any hallucinogen, any stimulant, or any depressant.
2. Possession of any prescription drug in an unlawful fashion.
3. Possession, use, distribution or being under the influence of alcohol.
4. Possession, use, distribution, or being under the influence of any abusable glue or aerosol paint or any other chemical substance for inhalation, including but not limited

- to lighter fluid, whiteout, and reproduction fluid, when such activity constitutes a substantial interference with school purposes.
5. Possession, use, or distribution of any look-alike drug or look-alike controlled substance when such activity constitutes a substantial interference with school purposes.
 6. Possession, use or distribution of any tobacco product (including electronic nicotine delivery systems).

Disciplinary Sanctions

Violation of any of the above prohibited acts will result in disciplinary sanction being taken within the bounds of applicable law, up to and including short term suspension, long term suspension, expulsion, and referral to appropriate authorities for criminal prosecution. In particular, students should be aware that:

1. Violation of these standards may result in suspension or expulsion.
2. Prohibited substances will be confiscated and turned over to law enforcement authorities.
3. The student may be referred for counseling or treatment.
4. Parents or legal guardian will be notified.
5. Law enforcement will be notified.
6. If it appears there is imminent danger to the student, other students, school personnel, or students involved, emergency medical services will be contacted.

Intervention

The Osceola Public School District does not have the authority or responsibility to make medical or health determinations regarding chemical dependency. However, when observed behavior indicates that a problem exists which may affect the student's ability to learn or function in the educational climate or activity, the school then has the right and responsibility to refer the student for a formal chemical dependency diagnosis based on behavior observed by school staff. The school will issue a statement to all students and employed staff that the use of illicit drugs and the unlawful possession and use of alcohol is wrong and harmful. The school shall make available to students and employed staff information about any drug and alcohol counseling, and rehabilitation and re-entry programs, which are available to students.

Administration

The administration is authorized to adopt such administrative rules, regulations or practices necessary to properly implement this policy. Such regulations, rules or practices may vary the procedures set forth herein to the extent necessary to fit the circumstances of an individual situation. Such rules, regulations and practices may include administrative forms, such as checklists to be used by staff to record observed behavior and to determine the proper plan of action.

Date of Adoption: July 7, 2010 Amended August 29, 2016; June 10, 2019

Vaping Epidemic – New Challenge for Athletic Administrators

By Steve Gertz, CMAA

Many athletic administrators have had to confront the issue of vaping – the act of inhaling vapor created by battery-powered e-cigarette devices – within their schools and athletic programs. These e-cigarettes contain pods with a variety of synthetic flavors and a mixture of other chemicals. While these products do not use tobacco, they contain varying amounts of nicotine and THG, which is the active ingredient in marijuana.

E-cigarettes recently surpassed conventional cigarettes as the most commonly used tobacco product among youth. The popularity of e-cigarettes among teenagers has skyrocketed in recent years. In February 2019, the Centers for Disease Control and Prevention (CDC) reported a 78 percent increase in high school students vaping from 2017 to 2018. Youth e-cigarette use has been called an epidemic by major public health officials, including the United States' surgeon general. It is essential that students, parents and educators understand what these products are and the potential risks of using the devices.

Because vaping is still relatively new, its long-term effects are largely unknown. Since nicotine consumption may have minimal impact upon athletic performance, this may be why many athletes feel comfortable smoking or vaping. Student-athletes can take advantage of nicotine's stimulation effect without jeopardizing their athletic progress or career.

There is far less research on the health effects of vaping than those of smoking cigarettes, but organizations such as the American Lung Association have gathered the results of multiple studies in one place. E-cigarette pods contain chemicals that can cause lung and cardiac disease as well as harm the developing brains of children. (<https://globalsportmatters.com/youth/2019/07/17/high-school-athlete-vaping/>)

The following are some practical and proactive ideas to address this serious health issue:

- Host a "Vaping and E-Cigarette Presentation." This session should include information on the epidemic of vaping, the health consequences of teen usage and strategies for pre-

vention. A great time to address this is during pre-season parents and students meetings at the beginning of the school year.

Athletic directors should not undertake this educational effort alone. Bring in speakers, local police, county representatives and school leaders. Make sure to include time for questions and answers. The following is a link to presentations and resources that might be valuable as a starting point for your session: <http://makesmokinghistory.org/dangers-of-vaping/schools/>. Another great resource is the NFHS Learning Center online course on Understanding Vaping and e-cigarettes, https://nfhslearn.com/self_courses/8404442/understanding_vaping_and_e-cigarettes.

- Review and update your school's policy on tobacco and drug abuse. Make sure it includes language regarding vaping and that it aligns with your existing policies. It is important to have language for both since vaping is used for nicotine and THC. Listed below is an example of this policy in Community Unit School District 300.
 - ▶ Language from CUSD 300's Co-Curricular Code of Conduct: Prohibited activities include, but are not limited to, the following:
 - Using, attempting to use, possessing, purchasing, selling, distributing or assisting another person in the use, attempted use, possession, purchase, sale or distribution of tobacco, tobacco products, electronic cigarettes, and/or look-alike drugs or alcohol.
 - Using, attempting to use, possessing, purchasing, selling, distributing, being under the influence of or assisting another person in the use, attempted use, possession, sale of distribution of alcohol, drugs, controlled substances, other ille-



gal mood-altering and/or performance-enhancing drugs or chemicals, or any other substance used to obtain an altered mental state or “high.”

- Install vaping sensors in school lavatories. Vaping sensors are expensive, but they work. The cost is about \$1,000 each plus software, and some schools, therefore, mount fake ones in some of the bathrooms to help to deter the use of vaping devices.

These detectors send an electronic alert through cell phones once a sensor is triggered. When the alert is received, a teacher or administrator is notified with the exact location of the lavatory in which the incident is taking place. With this information, a team member is sent to check on the bathroom and hopefully catch the student who is vaping. It is also important to educate and inform students that lavatories have these devices, because the goal is to create a healthy and safe environment for all students and staff.

- Hold students accountable when they are caught vaping. Most communities have laws regarding the purchase of tobacco products. The ordinance usually prohibits the use and possession of tobacco products, including electronic smoking devices, by anyone under age 18 or 21.

If possible in your setting, have the police issue the offender a ticket. Also, work with your local communities and

school resource officers and take advantage of their expertise and resources.

In Park Ridge, Illinois, for example, they instituted a two-hour class through the Maine Community Youth Associated Foundation that is aimed at educating youth about the effects of vaping or paying a fine if they are caught. The city’s ordinance gives youth and their parents the choice of attending the course on vaping (at a cost of \$125, according to MCYAF) or paying the \$500 fine. “This initiative is ‘working well,’” Park Ridge Police Chief Frank Kaminski told the City Council. (<https://www.chicagotribune.com/suburbs/park-ridge/ct-prh-vaping-stats-tl-1122-story.html>)

While there may be no way to completely eliminate vaping in schools and athletic programs, its usage can possibly be reduced through the education of students and parents by installing sensors in bathrooms and updating school drug policies. These steps will potentially help students in the future and protect them from long-term harm, and this should be the goal of every school district.

HST

Access current/archive articles online at www.nfhs.org/resources/high-school-today.

Steve Gertz, CMAA, is an Assistant Principal for Athletics and Activities at Dundee-Crown High School in Carpentersville, Illinois. He is an NIAAA Leadership Training Program instructor, and he serves as the mentor chair for the Illinois Athletic Directors Association and the NIAAA State Coordinators Committee.

School District of Osceola Superintendent Appraisal Instrument

Please review the indicators in each category below. Place the appropriate rating number in the box for each Indicator. Automatically an average for each category will result from all the indicators for each category. Specific rationale should be provided in the Comments section if an indicator is unsatisfactory.

If you feel that you do not have adequate information or do not have an opinion regarding a particular area, please indicate this in the Comments Section.

BOARD OF EDUCATION

		4	3	2	1	
Indicator		Distinguished	Proficient	Basic	Unsatisfactory	Comments
1	Educates member by: <input type="checkbox"/> weekly updates regarding district matters <input type="checkbox"/> appropriate reading materials <input type="checkbox"/> notification of workshops and conferences <input type="checkbox"/> opportunities to learn about function of schools and programs through field trips, presentations and reading materials to Board					
2	Implements meeting responsibilities by: <input type="checkbox"/> preparing agenda <input type="checkbox"/> attending and participating in Board meetings <input type="checkbox"/> serving as ex-officio member of all committees <input type="checkbox"/> offering professional guidance, recommendations or assistance					
3	Implements Superintendent goals by: <input type="checkbox"/> working with Board to establish long and short range goals <input type="checkbox"/> aligning goals with district mission <input type="checkbox"/> developing strategies to implement goals <input type="checkbox"/> executing strategies and goals <input type="checkbox"/> reporting progress to Board, staff and community					
4	Implements district goals by: <input type="checkbox"/> working with Board to establish long and short range goals <input type="checkbox"/> aligning goals with district mission <input type="checkbox"/> developing strategies to implement goals <input type="checkbox"/> executing strategies and goals <input type="checkbox"/> reporting progress to Board, staff and community					

BOARD OF EDUCATION (Cont'd)

		4	3	2	1	
Indicator		Distinguished	Proficient	Basic	Unsatisfactory	Comments
5	Communicates information regarding: ___ programs ___ procedures ___ personnel ___ district needs ___ district concerns ___ community concerns					
6	Supports Board of Education decisions to: ___ community ___ non-certified ___ certified ___ administrators					
Board of Education Average						

COMMUNICATION - STAFF, MEDIA AND COMMUNITY

		4	3	2	1	
Indicator		Distinguished	Proficient	Basic	Unsatisfactory	
7	Communicates effectively with staff regarding current and new trends in education, programs, procedures and policies by: ___ relaying necessary information to appropriate staff ___ communicating information effectively ___ promoting sense of well-being in staff					
8	Communicates with community (parents, PTA groups, larger community) regarding promotion of district, programs, procedures, personnel, district needs, district concerns and community concerns by: ___ relaying necessary information to community ___ communicating information effectively ___ promoting sense of well-being in community members ___ dealing effectively with concerns of parents and patrons					

COMMUNICATION (Continued)

		4	3	2	1	
Indicator #		Distinguished	Proficient	Basic	Unsatisfactory	Comments
9	Displays oral and written communication skills by providing communications which are: <input type="checkbox"/> pertinent <input type="checkbox"/> clear <input type="checkbox"/> concise <input type="checkbox"/> timely					
Communication with Staff, Media, and Community						

INSTRUCTIONAL LEADERSHIP

		4	3	2	1	
Indicator #		Distinguished	Proficient	Basic	Unsatisfactory	
10	Does this person: <input type="checkbox"/> demonstration of clear working knowledge of state and federal guidelines relating to budget process <input type="checkbox"/> appropriate and efficient completion, reporting and management of budget which reflects district goals <input type="checkbox"/> demonstration of flexibility in budget process <input type="checkbox"/> view of budget as an on-going process <input type="checkbox"/> search for outside funding					
11	Supervises curriculum and instructional staff by: <input type="checkbox"/> integral participation in development, adoption, implementation and evaluation of curriculum-based district goals <input type="checkbox"/> standards-based curriculum design <input type="checkbox"/> exploration and sharing of new and creative curriculums <input type="checkbox"/> development of budget reflecting curriculum needs					
12	Facilitates district growth by: <input type="checkbox"/> acknowledgement changing community <input type="checkbox"/> work with community leaders to formulate plans for growth <input type="checkbox"/> recommendations regarding needed changes in physical facilities and boundaries based on district goals <input type="checkbox"/> investigation and communication with other school districts regarding possible sharing or cooping of school programs or activities <input type="checkbox"/> investigation and communication with other school districts regarding possible consolidation of districts					

INSTRUCTIONAL LEADERSHIP (Continued)

4

3

2

1

Indicator		Distinguished	Proficient	Basic	Unsatisfactory	
13	Demonstrates personnel management skills by: ___ performance expectations which support district goals ___ clear performance expectations for all staff ___ accountability of all staff to achieve results ___ evidence of clear and consistent feedback regarding the progress toward goals ___ evidence of appropriate guidance to remediate unacceptable performance					
14	Demonstrates problem solving skills by: ___ being perceptive in identifying problems ___ addressing problems expediently ___ using appropriate combination of fact finding and decision-making to achieve resolution					
15	Provides positive district climate regularly and consistently by: ___ empowering staff ___ modeling respectfulness ___ providing supportive atmosphere ___ focusing on the welfare of children ___ displaying genuine caring attitude for staff					
16	Demonstrates decision making skills through: ___ expressing view of “big picture” of district, community and state ___ taking responsibility for decision making ___ demonstrating ability to make decisions which may be viewed as controversial					
17	Completes professional growth activities by: ___ participating in appropriate national and/or state conferences ___ attending activities which are directly related to district and/or professional goals ___ communicating new information to Board and staff					
	Instructional Leadership Average					

School District of Osceola Superintendent Appraisal Instrument

Please review the indicators in each category below. Place the appropriate rating number in the box for each Indicator. Automatically an average for each category will result from all the indicators for each category. Specific rationale should be provided in the Comments section if an indicator is unsatisfactory.

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BOARD OF EDUCATION

		4	3	2	1	
Indicator		Distinguished	Proficient	Basic	Unsatisfactory	Comments
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3	Implements Superintendent goals by: <input type="checkbox"/> working with Board to establish long and short range goals <input type="checkbox"/> aligning goals with district mission <input type="checkbox"/> developing strategies to implement goals <input type="checkbox"/> executing strategies and goals <input type="checkbox"/> reporting progress to Board, staff and community					
4	Implements district goals by: <input type="checkbox"/> working with Board to establish long and short range goals <input type="checkbox"/> aligning goals with district mission <input type="checkbox"/> developing strategies to implement goals <input type="checkbox"/> executing strategies and goals <input type="checkbox"/> reporting progress to Board, staff and community					

BOARD OF EDUCATION (Cont'd)

		4	3	2	1	
Indicator		Distinguished	Proficient	Basic	Unsatisfactory	Comments
5	Communicates information regarding: ___ programs ___ procedures ___ personnel ___ district needs ___ district concerns ___ community concerns					
6	Supports Board of Education decisions to: ___ community ___ non-certified ___ certified ___ administrators					
Board of Education Average						

COMMUNICATION - STAFF, MEDIA AND COMMUNITY

		4	3	2	1	
Indicator		Distinguished	Proficient	Basic	Unsatisfactory	
7	Communicates effectively with staff regarding current and new trends in education, programs, procedures and policies by: ___ relaying necessary information to appropriate staff ___ communicating information effectively ___ promoting sense of well-being in staff					
8	Communicates with community (parents, PTA groups, larger community) regarding promotion of district, programs, procedures, personnel, district needs, district concerns and community concerns by: ___ relaying necessary information to community ___ communicating information effectively ___ promoting sense of well-being in community members ___ dealing effectively with concerns of parents and patrons					

COMMUNICATION (Continued)

		4	3	2	1	
Indicator		Distinguished	Proficient	Basic	Unsatisfactory	Comments
9	Displays oral and written communication skills by providing communications which are: ___ pertinent ___ clear ___ concise ___ timely					
Communication with Staff, Media, and Community						

INSTRUCTIONAL LEADERSHIP

		4	3	2	1	
Indicator		Distinguished	Proficient	Basic	Unsatisfactory	
10	Does this person: ___ demonstration of clear working knowledge of state and federal guidelines relating to budget process ___ appropriate and efficient completion, reporting and management of budget which reflects district goals ___ demonstration of flexibility in budget process ___ view of budget as an on-going process ___ search for outside funding					
11	Supervises curriculum and instructional staff by: ___ integral participation in development, adoption, implementation and evaluation of curriculum-based district goals ___ standards-based curriculum design ___ exploration and sharing of new and creative curriculums ___ development of budget reflecting curriculum needs					
12	Facilitates district growth by: ___ acknowledgement changing community ___ work with community leaders to formulate plans for growth ___ recommendations regarding needed changes in physical facilities and boundaries based on district goals ___ investigation and communication with other school districts regarding possible sharing or cooping of school programs or activities ___ investigation and communication with other school districts regarding possible consolidation of districts					

INSTRUCTIONAL LEADERSHIP (Continued)

4

3

2

1

Indicator		Distinguished	Proficient	Basic	Unsatisfactory	
13	Demonstrates personnel management skills by: ___ performance expectations which support district goals ___ clear performance expectations for all staff ___ accountability of all staff to achieve results ___ evidence of clear and consistent feedback regarding the progress toward goals ___ evidence of appropriate guidance to remediate unacceptable performance					
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Instructional Leadership Average						

