

Board of Education Special Meeting
Thursday, May 5, 2022 7:00 PM
Main Gymnasium
802 Highland Street
Wakefield, NE 68784

1. Opening Procedures
 - 1.1. Call to Order
 - 1.2. Open Meetings Act
 - 1.3. Verification of Publication of Notice of Meeting
 - 1.4. Roll Call
2. Conduct a hearing to consider the termination or continuation of the employment of Mark Reimers.
3. Deliberation on the proposed termination of the Mark Reimers employment contract (possible closed session).
4. Take such action as is necessary to continue or terminate the contract of Mark Reimers
5. Adjournment

The
Wakefield Republican
Publisher's Affidavit

STATE OF NEBRASKA
COUNTY OF DIXON

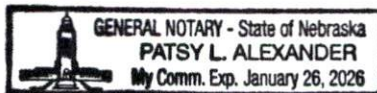
} ss

I, Brook D. Curtiss, being first duly sworn on oath, depose and say that I am the publisher of the Wakefield Republican; that said newspaper is and was printed in the English language and has a bona fide circulation of more than three hundred (300) copies weekly, and has been published within said county for more than fifty-two (52) successive weeks last prior to the first publication of the attached notice, and that said newspaper was printed in whole or in part in an office maintained in Wakefield, Dixon County, Nebraska, that being the place of publication of said newspaper.

The annexed notice was published in said newspaper for 1 consecutive weeks in all issues of said newspaper proper and not in a supplement; that the first publication of said notice was on the 21st day of April, 2022, and the last publication was on the - day of -, 20-.

[Signature]

Subscribed in my presence and sworn to before me this 22nd day of April, 2022.



Patsy L. Alexander
Notary Public

Publication Fee:

\$ 6.87 Proofs \$ -; Total \$ 6.87

NOTICE

The Board of Education of Wakefield Community Schools will meet at 7:00 p.m. (Central Time) on May 5, 2022 in the main

gymnasium at the schoolhouse at 802 Highland Street, Wakefield, NE 68784. The board will conduct a hearing to determine whether to terminate or to continue the employment contract of Mark Reimers and will take action on the matter. A copy of the agenda, kept continuously current, is available for public inspection in the office of the Superintendent of Schools during normal business hours.

April 21

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BEFORE THE WAKEFIELD COMMUNITY SCHOOLS
BOARD OF EDUCATION

IN THE MATTER OF)	FINDINGS OF FACT
THE EMPLOYMENT OF)	AND DECISION TO
MARK REIMERS)	TERMINATE EMPLOYMENT

On May 5, 2022, the Board of Education conducted a hearing to consider whether to continue or to terminate the employment contract of Mark Reimers. Mr. Reimers was present and was represented by attorney Jon Hunzecker. The school district's administration was represented by attorney Steve Williams. The Board of Education was represented by attorney Josh Schauer. Based on the evidence adduced at the hearing in the form of testimony and documents, the Board of Education makes the following findings and decision.

1. Mr. Reimers is permanent certificated employee who was employed as a teacher by Wakefield Community Schools for the 2021-22 contract year.
2. By letter delivered March 21, 2022, Mr. Reimers was notified of the possible termination of his contract.
3. By letter dated March 22, 2022, Mr. Reimers requested a hearing regarding the proposed termination of his employment.
4. By letter dated April 25, 2022, Mr. Reimers was given written notice of the time, date, and place of the hearing including the employment-related reasons for the proposed termination of contract, the names of the witnesses who would testify at the hearing, and the documents

which would be offered into evidence by the administration at the hearing.

5. Due and proper notice was given of the meeting of the Board of Education at which the hearing was conducted, as required by law.
6. Based upon the evidence adduced at the hearing, the board of education finds that Mr. Reimers has failed to meet the expectations and standards for the performance of a teacher in Wakefield Community Schools for the reasons set out in these findings.
 - A. Mr. Reimers's class planning and lesson planning are deficient. He failed to follow the administration's directives regarding the content and application of the lesson plans. He failed to submit completed lesson plans by the administrative deadline on a consistent basis.
 - B. Mr. Reimers failed to update gradebooks on a timely and consistent basis.
 - C. Mr. Reimers failed to improve the student communication process as directed by the administration.
 - D. Mr. Reimers failed to observe other teacher's classrooms and schedule meetings with the principal as directed.
 - E. Mr. Reimers failed to satisfactorily comply with the directives and suggestions for improvement contained in the Improvement Plan. Mr. Reimers also failed to demonstrate adequate improvement on the identified deficiencies.

- F. The administration provided Mr. Reimers with a written list of noted deficiencies; a list of concrete suggestions for improvement; and adequate time to improve. Despite this fact, Mr. Reimers's evaluations reveal that his performance did not improve.
7. Based upon the evidence adduced at the hearing, the Board of Education finds that Mr. Reimers has failed to meet the Board of Education's expectations and standards for the performance of certificated staff in Wakefield Community Schools.
 8. Mr. Reimers has acted in an unprofessional, insubordinate, and incompetent manner. He neglected his duty. His conduct substantially interferes with the continued performance of his duties as a teacher at Wakefield Community Schools.
 9. In judging the credibility of the witnesses and the weight to be given to witness testimony and other evidence presented, the board has considered the following:
 - A. The conduct and demeanor of the witness while testifying;
 - B. The sources of information, including the opportunity for seeing or knowing the things about which the witness testified;
 - C. The ability of the witness to remember and to communicate accurately;
 - D. The reasonableness or unreasonableness of the testimony of the witness;

- E. The self-interest or lack of self-interest of the witness in the result of this case;
- F. The apparent fairness or bias of the witness, or the witness's relationship to the parties in this matter;
- G. Any previous statement or conduct of the witness that is consistent or inconsistent with the testimony of the witness at this hearing; and,
- H. Any other evidence provided at the hearing that affects the credibility of the witness or that tends to support or contradict the testimony of the witness or other evidence.

10. In making its determination, the board limited its decisions to the education-related and job-related considerations set out in its findings. It is therefore the decision of the Board of Education that the employment contract of Mark Reimers should not be renewed for the 2022-23 school year and the same is hereby terminated effective at the end of the 2021-22 contract year.

After the above findings and resolution were read in their entirety, Board Member Krajc moved for passage of the motion. Board Member Godiner seconded the motion. After discussion and on roll call vote, the board members voted as follows:

	For	Against	Abstain/Recused
Bree Brown	<u>X</u>	_____	_____
Jeff Keagle	<u>X</u>	_____	_____
Sherri Lundahl	<u>X</u>	_____	_____
Emily Godinez	<u>X</u>	_____	_____
Jim Litchfield	<u>X</u>	_____	_____
Eric Riewer	<u>X</u>	_____	_____

The above resolution, having been consented to by a majority of a quorum of the Board of Education, was declared passed and adopted by the Board President at a duly held and lawfully convened meeting in full compliance with the Nebraska Public Meetings Law.

Dated this 6 day of May, 2022

Wakefield Community Schools
Board of Education

BY: 
Bree Brown, President

ATTEST:


Sherri Lundahl
Board Secretary

ACKNOWLEDGEMENT AND RECEIPT

I, Mark Reimers, hereby acknowledge receipt of a complete copy of the above Findings of Fact and Decision to Terminate Employment on this 6th day of May, 2022.


Mark Reimers